

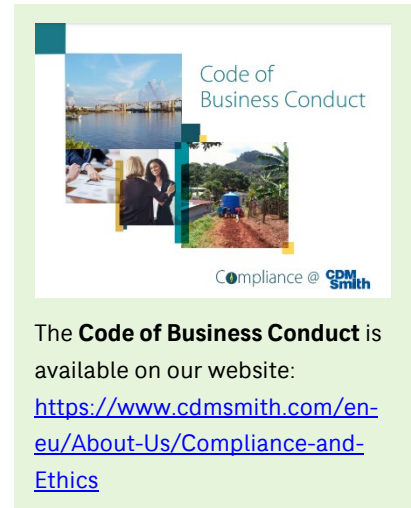
## CDM Smith SE - Declaration on Environmental Policy and Sustainability

***The CDM Smith Code of Business Conduct is a globally standardized document that is binding for all corporate units of the CDM Smith Group and describes the ethical principles for conducting our business. In line with the European Union's Environmental Social Governance (ESG) Framework, CDM Smith SE's commitment includes, in particular, the protection of human rights, responsibility for labor standards/decent work, environmental and climate protection and the prevention of corruption in our own company and in our supply chain.***

The principles of our work are based on the applicable national laws, the legal requirements of the European Union and globally recognized social and environmental standards such as the conventions of the International Labour Organization (ILO), the UN Declaration of Human Rights, the UN Conventions on the Rights of the Child and on the Elimination of All Forms of Discrimination against Women, the UN Global Compact and the OECD Guidelines for Multinational Enterprises.

We expect compliance with these principles and standards throughout the company and from all suppliers and business partners associated with our activities. In the area of labor and human rights, these include the fight against human trafficking, respect for freedom of expression, access to water and sanitation, digital security/privacy, gender equality and women's rights, as well as the rights of indigenous peoples and refugees/migrants. In terms of labor standards, our commitment extends to freedom of association and the right to collective bargaining, the prohibition of forced and child labor and discrimination in employment and occupation, occupational health and safety and fair working conditions. In addition, we ensure that we comply with all applicable environmental laws and official regulations for our business activities and that the work of our employees complies at all times with the requirements of the environmental laws of the countries in which we operate. CDM Smith does not use any conflict minerals in its products. We also demand the same from our suppliers and business partners.

As a global leader in environmental and infrastructure services, we focus our daily work on protecting the environment and maintaining and continuously improving our living conditions. This commitment extends to our internal processes as well as to our relationships with clients, suppliers and business partners. Together with our employees and the organizations we work with, we at CDM Smith take responsibility for reducing our environmental impact and improving the sustainability of our services.



## I) Sustainable Project Solutions for our Clients

Our greatest contribution to achieving global sustainability goals within the Environmental, Social and Governance (ESG) framework is to provide our clients with sustainable project solutions that directly serve climate, environmental and resource conservation goals. CDM Smith is a leader in sustainable design and LEED-certified projects. For infrastructure projects, we apply the Envision Sustainability Rating System (Institute for Sustainable Infrastructure) to assess and optimize the sustainability of project planning and implementation. Supported by BIM and databases, we balance the environmental impact over the project life cycle and calculate variations to reduce the ecological footprint.

CDM Smith's activities are exemplary in terms of sustainability in many respects. With our projects in the areas of contaminated site remediation, brownfield redevelopment and reduction of land consumption, environmental assessments and environmental monitoring, heavy rainfall and flood protection, watercourse development and renaturation, inner-city and supra-regional traffic solutions, water supply and wastewater disposal, waste and recycling management, geotechnics and special civil engineering as well as in the area of grid expansion and renewable energies, we contribute to ensuring that the environment, economy and society maintain their essential functions and that their condition is secured, restored and improved.

We have consolidated our approach across the company in the Sustainability Discipline, which works to incorporate sustainable practices and thinking into all CDM Smith projects. Colleagues form cross-disciplinary teams that regularly educate employees on CDM Smith's sustainability goals and programs, technical solutions in the industry, develop innovative and sustainable solutions for clients and associations, and help move the entire industry forward.

CDM Smith works closely with public and private sector clients and the relevant regulatory bodies and professional associations in the countries in which we operate. In the spirit of global partnership for sustainable development, we support our external stakeholders with information events and training on technical issues relating to environmental protection and sustainability, legal regulations, guidelines and other resources.

**SUSTAINABILITY AND EU ENVIRONMENTAL GOALS**

**Shaping the Future**  
According to the United Nations, the construction sector is responsible for 20 percent of global greenhouse gas emissions. Our work is aimed at reducing this footprint. We focus on this in our daily work - as a company and in our client projects.

**Environmental - Social - Governance**  
CDM Smith's activities are progressing in many respects. Our projects in the business areas of energy, environment, infrastructure, energy and building help to ensure that the environment, economy and society remain their essential functions. With the expertise of our services, we directly support the economic activities of our clients that fit into the environmental objectives of the EU economy. We evaluate and optimize the sustainability of project planning, assess the environmental impact of construction measures and calculate measures to reduce the ecological footprint. We develop strategies for adapting to climate change, create recyclable design concepts and support our clients with the verification of their projects. The careful use of resources and the protection of resources are always an integral part of our actions.

**RENEWABLE ENERGIES - GEOGRAPHICAL ENERGY**  
Energy production, distribution, storage  
• Policy and project development  
• Design and implementation  
• Project management  
• Construction supervision

Further information can be found in our fact sheet on **Sustainability and EU Environmental Goals**. The document is available on our website: <https://www.cdmsmith.com/en/Our-Thinking/Sustainability>

By participating in the UN Global Compact, CDM Smith SE is committed to actively supporting the United Nations 2030 Agenda with its 17 Sustainable Development Goals (SDGs). In our client projects, we focus in particular on the following seven goals, where the work of our employees has the greatest possible impact:

Clean water (SDG 6), renewable energy (SDG 7), resilient infrastructure/cities (SDG 9, 11), sustainable use of resources (SDG 12), combating climate change (SDG 13) and protecting ecosystems (SDG 15).



## II) Sustainability of our Business Activities

CDM Smith SE bases its own activities on the Environmental, Social and Governance Standards (ESG) of the European Union. We regulate the implementation of the corresponding principles and obligations on labor and human rights as well as environmental and compliance issues in operational guidelines and procedures as part of our integrated management system (ISO 9001, 14001 and 45001). This also includes an appropriate risk management system with preventive and remedial measures and a whistleblower and complaints system to identify, avoid or minimize significant risks in our own company and in the supply chain. We set ourselves qualitative and quantitative targets to measure progress. These are presented in the annual report of CDM Smith SE, together with the corresponding measures and responsibilities.

CDM Smith SE is committed to aligning its business model with the transition to a sustainable economy. Our reduction targets for greenhouse gas emissions are in line with the Paris Agreement to limit global warming to 1.5 °C. We want to achieve climate neutrality for our company by 2040 (Net Zero).

In our business relationships with our suppliers and business partners, we ensure that minimum social standards, human rights and the relevant environmental and compliance regulations are implemented. The **Supplier Code of Conduct** defines the expectations and principles of CDM Smith SE in connection with the manufacture and supply of goods and the provision of services to our company. The document is available on our website: <https://www.cdmsmith.com/en-eu/About-Us/Compliance-and-Ethics>

CDM Smith SE  
January 2024

Board of Directors of CDM Smith SE