

## CDM Smith SE Environmental Policy and Sustainability Statement

*CDM Smith recognizes its responsibility to promote Environmental, Social and Governance (ESG) standards and directs its investment in people and technology accordingly. We are dedicated to transparently reporting the firm's sustainability performance using consistent, comparable and reliable reporting frameworks. CDM Smith believes in corporate transparency and accountability on human rights and other workforce issues, including diversity and inclusion. Following the 2021 United Nations Climate Change Conference (COP26), CDM Smith recognizes the conference commitment to building an integrated ESG framework that consolidates existing frameworks. We will monitor rules, regulations and technical solutions related to how this will impact our industry, our clients and the governance of our company, with the goal of implementing and facilitating internal policies and procedures congruent with an integrated ESG framework.*

As a global leader in environmental and infrastructure services, a focus on continually improving and promoting economic growth, environmental stewardship and social responsibility is ingrained in the work we do every day. CDM Smith approaches every project with respect for protecting the environment. We want to make the communities we serve better today than they were yesterday. This commitment extends to our internal business practices as well as our relationships with clients, subcontractors, suppliers and industry peers. Together with our employees and the organizations we work with, we take responsibility for reducing the environmental impact of our operations and improving the sustainability of our services.

*CDM Smith's sustainability strategy aligns with our vision to provide innovative, sustainable and resilient project solutions, to promote a diverse, inclusive employee community under the umbrella of health and safety, and to maintain corporate social responsibility in our technical delivery, our operations and our partnerships and advocacy.*

### Our Vision

We will be the best, brightest and boldest in the industry. Client focused, employee centered, technically superior, independent and strong.

## Delivering Sustainable Project Solutions for Our Clients

Our biggest contribution to achieving our global sustainability goals based on an ESG framework is delivering sustainable project solutions to our clients that directly serve climate, environmental and resource conservation goals. In the building realm, CDM Smith is a leader in sustainable design and LEED-certified projects. When approaching non-vertical civil infrastructure projects, we apply the Institute for Sustainable Infrastructure's Envision Sustainability Rating System to assess and optimize the sustainability of project planning and implementation. Using BIM and a database, we analyze the environmental impact over the project life cycle and calculate options for reducing the ecological footprint.

CDM Smith's activities are in many aspects exemplary in terms of sustainability. With our projects in the areas of contaminated site remediation, land recycling and reduction of land consumption, environmental due diligence, heavy rainfall and flood protection, watercourse development and renaturation, inner-city and interregional transport solutions, water supply and wastewater disposal, waste and recycling management, as well as in the area of grid expansion and renewable energies, the company helps to ensure that the environment, the economy and society retain their essential functions, and that their condition is secured, restored or improved.

We have formalized our approach into CDM Smith's sustainability discipline, which advocates for incorporating sustainable practices and thinking into all projects. Our sustainability services representatives create cross-

discipline alliances, providing innovative sustainable solutions for clients and professional societies and helping to lead the industry forward:

- CDM Smith advises the planning and value engineering of facilities and infrastructure with the potential for LEED certification, Envision verification or other certifications like DGNB.
- We consider greenhouse gas emissions as well as energy and water reduction, the protection of biodiversity and land use, the use of recycled or regional materials and practices that improve occupant or user comfort and productivity for green building and infrastructure.
- CDM Smith is tightly integrated with the public and private sector clients as well as the regulatory bodies and professional organizations in the countries where we operate. In the spirit of the global partnership for sustainable development, we support our external stakeholders with information events and training on applicable environmental and sustainability technical issues, policy regulations, guidance and other resources.
- As an international company, CDM Smith has ISO 9001 (Quality), ISO 14001 (Environment) and ISO 45001 (Health & Safety) certified offices in South America, Europe and Asia. They are complemented by other regional ESG certificates like EcoVadis or Safety Culture Ladder (SCL).

#### CDM Smith Sustainability Services

- Sustainability Master Planning
- Sustainability Action Planning & Reporting
- Environmental Social Governance Strategy (ESG)
- Environmental Management System (ISO compliant)
- Emission Accounting/Tracking
- Feasibility Studies/Sustainability Impact Evaluation
- Cost Benefit Analysis/Techno-Economic Analysis
- Environmental Life Cycle Assessment
- Environmental/Social Impact Assessment
- Sustainable Design/Specifications
- Envision Sustainable Infrastructure Rating
- LEED Certification
- Energy Audits & Improvements
- Energy Conservation & Renewable Energy
- Utility Delivery System Design
- Sustainable Facility Development/Construction
- Water Resources Planning & Conservation
- Water Reuse & Reclamation
- Soil Protection & Solid Waste Management

In line with the UN Global Compact, CDM Smith SE actively supports the 2030 Agenda with its 17 Sustainable Development Goals (SDG). In our client projects, we focus in particular on the following seven goals, where the impact of the work of our engineers and scientists is maximized: Clean Water (SDG 6), Renewable Energy (SDG 7), Resilient Infrastructure/Cities (SDG 9, 11), Sustainable Resource Use (SDG 12), Combating Climate Change (SDG 13), and Protecting Ecosystems (SDG 15).



## Sustainability of Our Operations

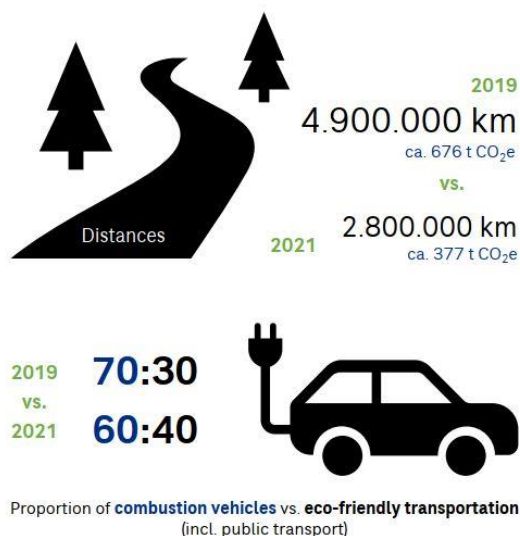
The primary sustainability goals for our own operation are to responsibly use resources, reduce our environmental footprint and consider environmental and social life-cycle impacts. Following the Environmental, Social, Governance (ESG) principle, CDM Smith is engaged in the following activities:

## Environmental Measures

### Climate Change and Natural Resources

- We monitor our company's carbon footprint and our contribution in owned construction projects in accordance with the requirements of the Greenhouse Gas Protocol (GHG Protocol). We set medium-respective long-term net zero targets in line with the targets of the EU or the countries in which our companies are located, including growing targeted communication with our business partners and suppliers. Our ISO 14001 environmental management system was successfully recertified by LRQA Limited in 2022. In Germany, we also undergo regular energy audits in accordance with DIN EN 16247-1.
- In our branches and at our project locations, we pay severe attention to the careful use of energy, water and other raw materials, for example by using FSC-certified office paper, environmentally friendly cleaning agents or deposit systems for drinks. Our copiers have been awarded the Blue Angel for particularly low particle emissions. We consistently separate waste and return it to the recycling loop wherever possible. For our IT equipment, we thus achieve a reuse rate of 100 %.
- CDM Smith SE finances itself almost exclusively through its own funds and funds provided by our shareholder. In our financial investments, e.g. the investment portfolios for the retirement provisions of our employees, we make sure that they meet the emission targets in compliance with the 1.5-degree path.
- To address the physical risks of climate change, we prepare our branches for climate change with studies on heavy rainfall and flood protection - a service that we also provide for our customers.

### Environmental opportunities – Mobility and Renewables



- Mobility in the course of our business activities is a major contributor to greenhouse gas emissions. Our goal is to reduce CO<sub>2</sub> emissions from mobile combustion by 5 % annually by implementing Battery Electric Vehicles (BEV) in the fleet. Due to the corresponding internal requirements, the number of BEV is growing steadily. This is favored by the development of our own charging infrastructure, which is available to our employees and guests at several office locations.
- The introduction of mobile working has reduced the environmental impact of commuter traffic since 2020. According to the agreements with the employees, around 40 % of the journeys between home and work can be saved. Our established company bicycle model also contributes to a reduction in emissions.
- We minimize the travel of our employees through the consistent use and expansion of digital media. When selecting means of transport, we rank the fulfilment of

sustainability goals as equal important to other business criteria. We reduce individual transport through efficient centralized travel management and a consistent orientation towards rail travel. Air travel must be compensated for in the amount scientifically determined and recommended by the German Environment Agency. Flights are generally prohibited up to a distance of 500 km or are subject to authorization by the Management Board.

- We cover the majority of our branches' electricity needs from renewable energy sources with a certificate of origin. In parallel, we are continuously expanding the photovoltaic infrastructure at our office locations. The total output projected for 2023 is 245 kWp.

## Social & Governance Measures

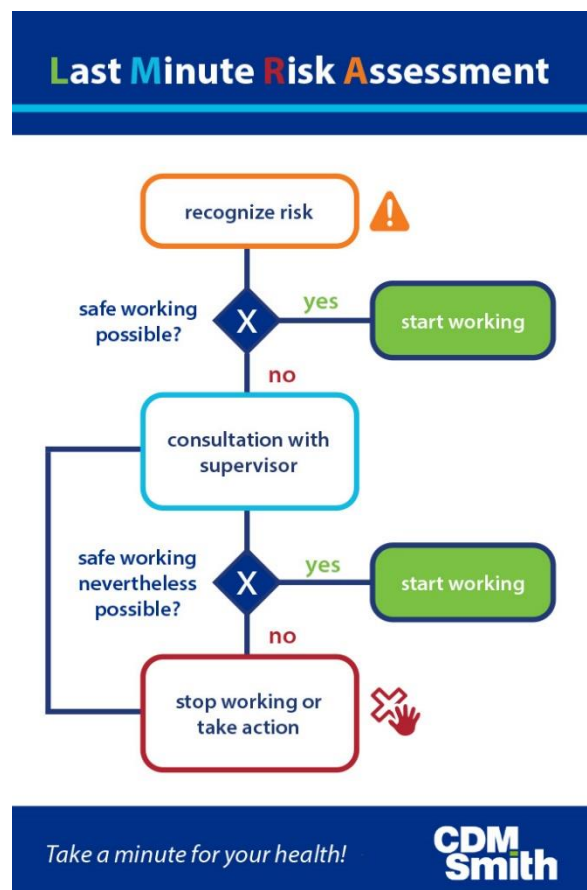
### Working Conditions

Our employees are the heart of our company. As an employer of choice, our goal is to provide a challenging, progressive and inclusive work environment which promotes a sense of belonging and personal development of every employee. We value our employees with their individual perspectives, who contribute to the success of our company in a responsible and committed manner. The personal situation of our employees is of particular concern to us: With flexible working hours, part-time employment contracts and a flexible approach to presence and mobile working, we adapt to the individual needs.

### Health & Safety

Safety comes first. That is our own claim and also that of our clients. Accidents and injuries are preventable and we are all jointly responsible for occupational safety and health protection.

- Based on ISO 45001, CDM Smith SE has implemented a health and safety management system that was successfully recertified by LRQA Limited in 2022. The Safety Culture Ladder (SCL – Level 3) certification demonstrates the systematic development of our company's occupational safety culture.
- Under the leadership of the Executive Board member responsible for quality and H&S, health protection and occupational safety include, in particular, training and appointment of internal occupational safety specialists and safety officers, comprehensive training in the areas of health protection and occupational safety, thorough investigations, analyses and reports (Lessons Learned), a medical monitoring program in cooperation with accredited occupational physicians, project-related risk assessments and planning for occupational safety and health protection as a management task.
- As part of the company-wide employee surveys, we pay special attention to the psychological hazards for our employees and derive the necessary health measures from this. Our occupational health management system ensures improved health protection with targeted measures and campaigns in the areas of nutrition, exercise & ergonomics, psyche & stress, workplace, culture and personal responsibility & communication.
- Our health and safety program is very successful due to its consistent application and ongoing corrective and improvement measures. The accident rate at CDM Smith is at a correspondingly low level and below the industry average which is determined annually by the US Occupational Safety & Health Administration (OSHA).



### Development & Training

We continuously promote the development of our employees - based on suitable career paths that apply to all members of our teams. In addition to onboarding and individual mentoring in the specialist areas, our employees have access to training programs specially developed for CDM Smith. These include soft skills training, a program

for young professionals, a potential development program and international leadership programs. The next generation of managers for project and line tasks is thus preferably developed from within our own ranks. In addition, we support our employees with longer-term qualification programs such as degree courses, Chamber of Industry and Commerce qualifications or the appointment of experts.

### CDM Smith Cares: Committing to Corporate Social Responsibility

As a global organization with more than 125 offices across the world, our employees come from a variety of backgrounds and cultures. We advocate for diversity and inclusion within and beyond our operations. Our “CDM Smith Cares” program demonstrates the firm’s commitment to social inclusion and equity. It encourages, and often funds, employee-led volunteer outreach activities that build community and improve quality of life through local efforts. At the corporate level, CDM Smith supports two core programs that align with the United National Sustainable Development Goals:



- *Water For People* is an international humanitarian organization of dedicated people who recognize water as a primary building block of life. Each year, our annual donation campaign raises funds to help developing communities gain access to safe drinking water, better sanitation and public health education.
- *Engineers Without Borders* aims to make an impact to those communities that seek help by engaging with them directly to finding options for solving their problems or meeting their basic needs. CDM Smith has been an official corporate partner of Engineers Without Borders since 2007 and supports employees with grants for their aid work in the field.

We often align international inclusion and equity with our projects. CDM Smith supported the reconstruction of 12 schools after the devastating 2015 earthquake in Nepal. The school libraries looked great, but needed books. The project team responded, using CDM Smith corporate resources to instigate a firm-wide campaign to raise more than \$30,000 to purchase books and tablets for 6,000 students.

### Code of Business Conduct

Other Environmental, Social and Governance principles and measures are represented in CDM Smith’s „Code of Business Conduct“. The standards listed there also apply to our suppliers and subcontractors. In addition to their commitment to occupational safety, health and environmental protection, we expect them to protect human rights in their operations and towards their employees, and not to use forced labor or child labor, or to use primary products made with the help of such labor. When selecting our suppliers and subcontractors, we ensure that they treat their employees with the same respect as we do, promote an inclusive work environment and prohibit discrimination, unequal treatment, harassment, abuse or inhumane treatment of persons.