

coDesign**Environmental Policy***Environmental Compliance and Continuous Improvement Standards*

Version 3.2 · Effective March 2026

coDesign is committed to legal compliance and to continuous measurement and improvement of our environmental performance. This Policy has been agreed upon by coDesign's senior management and reflects our commitment to reduce the environmental impact of our operations, projects, and services, to prevent detrimental changes to soil and water, and to conserve resources across the lifecycle of our work.

coDesign designates senior management representation accountable for environmental sustainability and reviews this Policy at least annually. Any employee, worker, or business partner may raise an environmental concern through coDesign's Human Resources/Compliance team without fear of retaliation.

1. GHG Emissions

coDesign works to understand and reduce the greenhouse gas emissions associated with our offices, vehicles, and jobsite operations (Scope 1 and 2), and encourages lower-emission practices among our business partners (Scope 3).

2. Energy Efficiency

coDesign seeks to maximize the productive use of energy in our offices and on our projects, given the same amount of energy input, to reduce consumption and cost.

3. Renewable Energy

Where practicable, coDesign favors energy from renewable sources — such as wind, solar, or geothermal — that are naturally replenished and not depleted through use.

4. Decarbonization

coDesign supports the removal of greenhouse gas emissions from its operations and value chain over time, consistent with the goals of the Paris Agreement.

5. Water Quality and Consumption & Management

coDesign supports efforts to conserve water and protect water quality on our projects, including through stormwater management and responsible wastewater discharge practices, to support access to clean water for our communities.



6. Air Quality

coDesign takes reasonable measures to limit air pollution associated with our operations and jobsites, including dust and emissions control during construction activities.

7. Sustainable Resources Management

coDesign practices resource efficiency — using less to preserve natural resources — across our projects and offices.

8. Waste Reduction

coDesign works to minimize the waste generated by our projects and to reduce reliance on new resources through careful planning and material management.

9. Reuse and Recycling

coDesign prioritizes reusing existing materials and recycling construction and demolition waste, diverting materials from landfill where practicable and consistent with project requirements.

10. Animal Welfare

Where coDesign's projects or sourcing decisions could affect animal welfare, coDesign is mindful of conditions that keep animals healthy, safe, and free from unnecessary suffering.

11. Biodiversity, Land Use, and Deforestation

coDesign considers the maintenance of ecosystems in project planning so that natural habitats are not lost or irreparably damaged, and avoids sourcing materials linked to illegal deforestation or forest degradation.

12. Noise Emissions

coDesign manages construction noise from our jobsite activities to reduce impact on surrounding communities and the environment, consistent with applicable local ordinances.

Training

coDesign trains employees on this Environmental Policy, covering greenhouse gases, water quality, air quality, sustainable resource management, and responsible chemical management, at onboarding and on a periodic refresher basis.

Policy Governance and Approval

This Policy is reviewed at least annually by coDesign senior management and updated as needed to reflect changes in our operations, applicable law, and industry guidance, including the Global Automotive Sustainability Guiding Principles. This Policy is communicated to all coDesign employees and is available to clients and business partners upon request.

