

MEMO

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TITLE

Corporate communication policy

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Communication policy

We believe that we create value for society as well as for COWI by being a communicating organisation in close dialogue with our stakeholders, external as well as internal.

All COWI's communication supports the achievement of our vision: Together, we shape a sustainable and liveable world.

Our values - Do the right thing, always; We are curious; We are courageous; We care; We co-create; We commit - are an integral part of all COWI's communication with stakeholders, external as well as internal.

COWI's communication policy aims to strengthen and build relations with our stakeholders while at the same time strengthening COWI's reputation and brand. The following principles apply to our communication:

- > Consistency: We present ourselves as a company with a joint vision and with the same goals and values across the group. This gives our communication consistency.
- > Target-oriented: We continuously strive to ensure that our communication targets the audience for whom it is intended to ensure that it is competent and relevant.
- > Dialogue: Our communication with stakeholders is based on dialogue. We pursue and share knowledge with our stakeholders always respecting the boundaries of confidentiality.
- > Trustworthy: Our communication with stakeholders is open, trustworthy, timely and relevant.
- > Engagement and commitment: Our communication with employees is transparent and supports their empowerment creating engagement, commitment, loyalty, and enthusiasm.
- > Promoting active ownership for the investors in the company: We ensure open and transparent access to COWI's financial results and to the development of the COWI share to inspire dialogue with the shareholders.