

Cohort plc Environmental Policy Statement

Cohort is the parent company of seven businesses based in the UK, Germany, Portugal and Australia, providing a wide range of services and products for domestic and export customers in defence, security and related markets. Each of our subsidiary businesses within the Group offers a specialist portfolio of technologies and services, supplied to prime contractors and end users.

The Cohort Board is committed to managing the environmental impact of the Group's activities, and to improving resource efficiency and reducing waste. As part of the Group's commitment to sustainability, our businesses work together with employees, contractors, suppliers, customers and communities to ensure high standards of environmental protection through a variety of actions including:

- compliance with all relevant environmental legislation;
- preparing and publishing environmental reports for our stakeholders;
- reviewing the environmental impact of our activities, and following good business practices to manage this;
- improving resource efficiency and reducing waste wherever we can;
- having measures in place for effective and expedient incident control, investigation and reporting;
- where relevant, having regard to environmental factors in business decisions; and
- engaging and communicating with our employees and other stakeholders on environmental matters.

Ownership of this policy rests with the Cohort plc Board and the Board is responsible for providing the strategic vision and direction on all environmental related matters. The Board is committed to supporting our subsidiaries and ensuring that this policy is effectively implemented across the Group.

Each subsidiary Managing Director has responsibility for implementing an environmental policy and procedures appropriate for that business and for communicating that policy to their employees, ensuring that they are aware of their responsibilities. They must also ensure that environmental issues are given adequate consideration in the planning and day-to-day undertaking of all business activities.

In addition, the Board expects all employees in the Group to be ambassadors of good environmental practices and to report any practices that do not meet the required standards.

This policy is published on the Cohort website and Group intranet and is available to all interested parties upon request.



Andrew S Thomis
Chief Executive

1 April 2025