Environmental Sustainability Policy

Purpose

As the world's trusted infrastructure consulting firm and a leader in many environmental markets, environmental sustainability is a priority for AECOM and our clients. AECOM's Environmental, Social and Governance (ESG) strategy defines how we deliver Sustainable Legacies by positively impacting our company, our communities, and our planet. This Policy is a critical element of that strategy and outlines AECOM's approach to achieving best in class environmental sustainability across its business for all stakeholders.

Board and Executive Oversight

Our Board monitors overall corporate performance and establishes the strategic direction of the Company, including our ESG policies, strategic plans and goals, as well as those related to environmental sustainability. These activities monitor progress and compliance with applicable laws and regulations, while considering management of current and emerging issues. Status updates on the ESG Strategy are provided on a regular basis to our CEO and Executive Leadership Team, by the President and Chief Legal and Risk Officer. The President and Chief Legal and Risk Officer also co-lead our ESG Global Council which is comprised of sustainability experts and business leaders across the organization and provides advice on all ESG-related matters.

Our Commitment

As the world's trusted infrastructure consulting firm, the most significant impact we can make to environmental sustainability is through our client work. We are also focused on demonstrating leadership through improving our operational sustainability performance. This is demonstrated by our Science-Based Targets Initiative validated emissions reduction targets, which include a near-term goal of reducing our Scope 1, 2 and 3 emissions by at least 50 percent by 2030 and a long-term goal of reducing our total emissions by 90 percent to achieve science-based net zero by 2040. To achieve this and to demonstrate our commitment to embedding environmental sustainability principles into everything we do, we will:

- Embed environmental sustainability into all our work for clients to progress towards our ScopeX™ target:

    – Use available tools and approaches to reduce carbon impact by at least 50 percent in all our major engineering design projects (our 'ScopeX™' process).

    – Integrate environmental sustainability factors into our project management processes and client account management, to measure and improve sustainability impact in our projects.

    – Identify opportunities to expand and improve our environmental sustainability offering.

    – Work with clients and strategic partners to identify opportunities to drive innovation and develop methods in environmental sustainability.

- Improve our travel performance (to maintain operational net zero status and be on track with our goals to reduce our total emissions by at least 50 percent by 2030 and achieve science-based net zero by 2040):

    – Continuously improve the quality and management of our travel emissions data.

    – Implement AECOM's Travel with Purpose guidance prioritizing digital tools over travelling (for business and commuting), and where travel is necessary, prioritizing sustainable modes of travel (e.g., walking, cycling, public transportation and zero emissions vehicles) in conjunction with a location-specific risk assessment.

    – Improve the efficiency of our fleet vehicles, including phasing out older, less-efficient vehicles, and encourage more sustainable driving behavior by our people, aided by technology such as telematics.

    – Invest in low or zero emission vehicles as part of our fleet.

    – Ultimately reduce Scope 1 emissions (mostly fleet and leased vehicles) by 60 percent and business travel emissions by 50 percent by 2030 (compared with 2018 levels).

- Improve environmental sustainability of our offices (to maintain operational net zero status and be on track with our goals to reduce total emissions by least 50 percent by 2030 and achieve science-based net zero by 2040):

    – Continuously improve the quality and management of environmental data related to our offices.

    – Implement AECOM's Fast Forward Global Guidelines to improve sustainability in our offices as standard throughout occupancy stages, including through accessibility to public transportation, active travel facilities and other green building principles.

    – Continue consolidating office space, with priority to eliminate those which do not align to our Fast Forward Guidelines.

    – Improve the energy performance and management in our offices and track improvements over time,

including maximizing natural lighting and using energy efficient equipment and continuing to work with landlords and users to promote sustainable behavior.

- Increase the proportion of renewable energy used to power our offices, either through on-site generation or purchasing of renewable energy tariffs.

- Ultimately reduce Scope 2 emissions (purchased energy) by 60 percent by 2030 (compared with 2018 levels).

- Reduce impact of material use in offices, including through air quality impacts of designs, low embodied carbon materials, and adaptability of the building and its furniture.

- Reduce generation of waste and water usage across our offices through leasing of appropriate facilities and encouraging behavior change.

- Reduce our supply chain emissions (to reduce our Scope 3 emissions by 50 percent by 2030 and achieve science-based net zero by 2040):

  - Improve accuracy of supply chain emission data reporting and management, by using best practice data sets and methodologies.

  - Regularly collect supplier emissions data and information on their targets, using this information to accurately understand progress and forecast emissions.

  - Collaborate with suppliers so they can set and achieve leading emissions reductions, including sharing best practices and coaching as necessary

  - Integrate low carbon into our procurement processes, including supplier selection and onboarding.

  - Ultimately reduce our supply chain emissions (emissions from purchased goods and services and capital goods) by 50 percent by 2030 (compared with 2018 levels).

- Neutralize residual carbon emissions through high quality offsetting (to maintain operational net zero status and be on track with our goals to reduce our total emissions by at least 50 percent by 2030 and achieve science-based net zero by 2040):

  - Use carbon offsetting as a final option after decarbonizing.

  - Use high impact carbon offsets to maximize co-benefits, quality of certification and align with other AECOM strategic priorities.

  - Investigate innovative approaches to neutralize carbon emissions through nature-based project development with aligned partners.

- Manage and report environmental impacts:

  - Apply ISO 14001 aligned Safety Health & Environmental management system.

  - Identify our most significant impacts, implement mitigation measures and set reduction targets.

  - Monitor environmental sustainability performance and make corrective actions where necessary.

  - Report annually to external and internal audiences on our environmental sustainability performance, consistent with industry reporting standards as the Sustainability Accounting Standards Board (SASB) and Taskforce for Climate-related Financial Disclosures (TCFD).

  - Maintain our ESG risk framework consistent with international standards and use it to inform our bid decision on projects, including evaluation of the impact projects may have on climate change or sensitive habitats.

- Increase awareness of environmental sustainability issues:

  - Maintain and update our internal and external communications plan to effectively engage people on environmental issues and to inspire greater environmental impact.

  - Maintain and update training and awareness programs for employees across the company.

  - Ultimately drive a culture that encourages our employees to be champions of environmental sustainability at AECOM and in their personal lives.

Review and Communication

This policy and subordinate procedures will be regularly reviewed. It will be published in the AECOM's intranet, Ecosystem, on its Integrated Management System (IMS).

September 28, 2022

Troy Rudd   **Date**
Chief Executive Officer