



AECOM named one of the World's Most Ethical Companies for the eighth year

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The Company has been recognized by Ethisphere for demonstrating business integrity through best-in-class ethics, compliance, and governance practices

DALLAS--(BUSINESS WIRE)--Mar. 4, 2024-- AECOM (NYSE: ACM), the world's trusted infrastructure consulting firm, announced today that it has been recognized by Ethisphere as one of the 2024 World's Most Ethical Companies. This marks the eighth year AECOM has received this recognition, which honors the Company's commitment to prioritizing ethics and integrity. A global leader in defining and advancing the standards of ethical business practices, Ethisphere has recognized 136 honorees spanning 20 countries and 44 industries on its [2024 World's Most Ethical Companies](#) list.

"We are honored to once again be recognized as one of the World's Most Ethical Companies, which reflects the strength of our industry leadership position and unwavering commitment to integrity, ethics and compliance across all aspects of our business," said Troy Rudd, AECOM's chief executive officer. "This distinction is a testament to our purpose-driven culture and our outstanding teams around the world who deliver excellence to our clients and the communities we serve."

"It's always inspiring to recognize the World's Most Ethical Companies[®]. Through the rigorous review process, we see the dedication of these organizations to continually improving their ethics, compliance, and governance practices to the benefit of all stakeholders," said Erica Salmon Byrne, Ethisphere's Chief Strategy Officer and Executive Chair. "Companies that elevate best-in-class cultures of ethics and integrity set a standard for corporate citizenship for their peers and competitors to follow. Congratulations to AECOM for achieving this honor and demonstrating that strong ethics is good business."

AECOM upholds a robust Ethics & Compliance program. In 2023, the Company's 50,000 global employees achieved 100 percent compliance with its annual Code of Conduct training. The Company's Culture of Caring and Safety for Life program proactively and aggressively identifies, manages and seeks to eliminate hazards. This exceptional culture is rooted in our focus on the well-being of and respect for our employees and their families as well as our clients, partners and communities.

"A dedicated focus on ethics is fundamental to our business, as our people, clients, and communities trust us to operate at the highest standards of integrity and ethical behavior in all we do," said David Gan, AECOM's chief legal officer. "I'm proud AECOM has achieved this important recognition for an eighth year as a result of our robust Ethics & Compliance program, which underscores our commitment to making a positive and lasting impact through ethical leadership across our teams."

Grounded in Ethisphere's proprietary Ethics Quotient[®], the World's Most Ethical Companies assessment process includes more than 200 questions on culture, environmental and social practices, ethics and compliance activities, governance, diversity, and initiatives that support a strong value chain. The process serves as an operating framework to capture and codify the leading practices of organizations across industries and around the globe.

About AECOM

AECOM (NYSE: ACM) is the world's trusted infrastructure consulting firm, delivering professional services throughout the project lifecycle – from advisory, planning, design and engineering to program and construction management. On projects spanning transportation, buildings, water, new energy and the environment, our public- and private-sector clients trust us to solve their most complex challenges. Our teams are driven by a common purpose to deliver a better world through our unrivaled technical and digital expertise, a culture of equity, diversity and inclusion, and a commitment to environmental, social and governance priorities. AECOM is a Fortune 500 firm and its Professional Services business had revenue of \$14.4 billion in fiscal year 2023. See how we are delivering sustainable legacies for generations to come at [aecom.com](https://www.aecom.com) and @AECOM.

Forward-Looking Statements

All statements in this communication other than statements of historical fact are "forward-looking statements" for purposes of federal and state securities laws, including any statements of the plans, strategies and objectives for future operations, profitability, strategic value creation, risk profile and investment strategies, and any statements regarding future economic conditions or performance, and the expected financial and operational results of AECOM. Although we believe that the expectations reflected in our forward-looking statements are reasonable, actual results could differ materially from those projected or assumed in any of our forward-looking statements. Important factors that could cause our actual results, performance and achievements, or industry results to differ materially from estimates or projections contained in our forward-looking statements include, but are not limited to, the following: our business is cyclical and vulnerable to economic downturns and client spending reductions; limited control over operations that run through our joint venture entities; liability for misconduct by our employees or consultants; failure to comply with laws or regulations applicable to our business; maintaining adequate surety and financial capacity; potential high leverage and inability to service our debt and guarantees; ability to continue payment of dividends; exposure to political and economic risks in different countries, including tariffs; currency exchange rate and interest fluctuations; retaining and recruiting key technical and management personnel; legal claims; inadequate insurance

coverage; environmental law compliance and adequate nuclear indemnification; unexpected adjustments and cancellations related to our backlog; partners and third parties who may fail to satisfy their legal obligations; AECOM Capital real estate development projects; managing pension cost; cybersecurity issues, IT outages and data privacy; risks associated with the expected benefits and costs of the sale of our Management Services and self-perform at-risk civil infrastructure, power construction and oil and gas construction businesses, including the risk that any contingent purchase price adjustments from those transactions could be unfavorable and result in lower aggregate cash proceeds and any future proceeds owed to us under those transactions could be lower than we expect; as well as other additional risks and factors that could cause actual results to differ materially from our forward-looking statements set forth in our reports filed with the Securities and Exchange Commission. Any forward-looking statements are made as of the date hereof. We do not intend, and undertake no obligation, to update any forward-looking statement.

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