



AECOM appoints Jill Hudkins to lead its new Water & Environment Advisory global business line

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DALLAS--(BUSINESS WIRE)--Sep. 30, 2024-- AECOM (NYSE: ACM), the world's trusted infrastructure consulting firm, today announced it has appointed Jill Hudkins as chief executive of its new Water & Environment Advisory global business line. The appointment of Ms. Hudkins and the formation of the new advisory business mark key milestones in the Company's growth strategy, which is built on extending AECOM's competitive advantage by drawing on its technical leadership and strong client relationships to develop complementary, high-value businesses.

The Water & Environment Advisory global business line will focus on advising clients to strategically guide them through the lifecycle of their largest and most complex water and environmental management challenges. Leveraging AECOM's existing number one water, environmental engineering and environmental science businesses, as ranked by *Engineering-News Record*, the new advisory business will expand the Company's capabilities in high growth areas, such as advanced digital water asset management and automation, environmental permitting, per- and polyfluoroalkyl substances (PFAS) remediation and emerging opportunities for water solutions in high-tech environments.

"I'm pleased to welcome Jill to AECOM to lead the expansion of our water and environment advisory business and continue on our path to double the size of our industry-leading water capabilities over the next five years," said Troy Rudd, AECOM's chief executive officer. "Much like how key leadership appointments were central to the success of growing our Program Management business, Jill's appointment, along with our commitment to investing in key resources to expand our capabilities, sets the foundation for similar success in this new business line. We are excited by the opportunities ahead as we respond to our clients' increasing demand for comprehensive advisory, consulting, design, and program management solutions that address today's most pressing water and environmental challenges."

Ms. Hudkins previously served as President at Tetra Tech with more than 25 years of experience spanning several operational and strategic leadership roles at the firm. During her tenure, she led the advancement of digital applications and data analytics across its global operations in water, environment, and sustainable infrastructure, including the launch and rapid growth of its Digital Water practice.

"Jill is a respected authority in our industry, and I look forward to working with her to advance our strategy for helping clients navigate their growing complexities and challenges, while also ensuring their projects deliver long-term value for communities and the planet," said Lara Poloni, AECOM's president. "The development of our Water & Environment Advisory global business line brings exciting prospects for our people as we seize emerging opportunities. With Jill at the helm, we will build a world-class team and platform that shapes the future of environmental and water management through visionary, knowledge-driven solutions."

Ms. Hudkins obtained her master's degree in Civil and Environmental Engineering at the Massachusetts Institute of Technology, and bachelor's degree in Civil and Environmental Engineering from Duke University. She currently serves on the University of Miami's College of Engineering Academic Review Committee.

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, capital allocation strategy including stock repurchases, 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; potential government shutdowns or other funding circumstances that may cause governmental agencies to modify, curtail or terminate our contracts; losses under fixed-price contracts; 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, geopolitical events, and conflicts; 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; managing pension costs; AECOM Capital real estate development projects; cybersecurity issues, IT outages and data privacy; risks associated with the benefits and costs of the sale of our Management Services and self-perform at-risk civil infrastructure, power construction and oil and gas businesses, including the risk that any purchase adjustments from those transactions could be unfavorable and result in any future proceeds owed to us as part of the 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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