



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

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The Company has been honored for the fifth consecutive year for its commitment to business integrity through robust ethics, compliance, and governance programs

DALLAS--(BUSINESS WIRE)--Mar. 11, 2025-- AECOM (NYSE: ACM), the trusted global infrastructure leader, announced today that it has received the 2025 [World's Most Ethical Companies](#)® recognition by Ethisphere, a global leader in defining and advancing the standards of ethical business practices. This marks the fifth year in a row and the ninth time overall that AECOM has received this recognition, which honors the Company's commitment to operating ethically and with integrity.

"It is a privilege to be recognized once again as one of the World's Most Ethical Companies, underscoring our leadership in the industry and our steadfast dedication to integrity, ethics, and compliance in everything we do," said Troy Rudd, AECOM's chairman and chief executive officer. "This recognition reflects the high standards we uphold across our business and the impact our teams make every day as they deliver innovative, high-quality solutions that shape a better future for our clients and communities."

AECOM has a comprehensive cross-functional Ethics & Compliance program focused on preventing issues from occurring, detecting and resolving them if they happen, and communicating lessons learned to prevent them from repeating. In 2024, the Company achieved 100 percent completion with the program's annual Code of Conduct training for employees globally. Leaders reinforced ethical behavior through global and regional ethics committees, while supplemental training throughout the year addressed key ethics and compliance issues. The program also provided dedicated training for new employees and managers, ensuring a strong foundation in ethical principles.

"Congratulations to AECOM for achieving recognition as one of the World's Most Ethical Companies®. Behind this honor is a true dedication and a commitment to advancing business integrity. This approach is good for business — employees and other stakeholders value companies that prioritize the kinds of practices we measure with our process," said Erica Salmon Byrne, Ethisphere's Chief Strategy Officer and Executive Chair.

"Ethics is at the heart of our business. Our teams act in accordance with the highest standards of integrity and ethical behavior, recognizing that our work has a lasting impact on our clients and communities," said David Gan, AECOM's chief legal officer. "Our track record of recognition by Ethisphere affirms the strength of our Ethics & Compliance program, and we look forward to continuing to lead in promoting ethical practices and fostering a culture of integrity across our industry."

The World's Most Ethical Companies assessment is grounded in Ethisphere's proprietary Ethics Quotient®, which requires companies to provide 240+ different proof points on practices that support robust ethics and compliance; governance; a culture of ethics; environmental and social impact; and initiatives that support a strong value chain. To view the full list of this year's honorees, please visit the World's Most Ethical Companies website, at <https://worldsmoethicalcompanies.com/honorees>.

About AECOM

AECOM (NYSE: ACM) is the global infrastructure leader, committed to delivering a better world. As a trusted professional services firm powered by deep technical abilities, we solve our clients' complex challenges in water, environment, energy, transportation and buildings. Our teams partner with public- and private-sector clients to create innovative, sustainable and resilient solutions throughout the project lifecycle – from advisory, planning, design and engineering to program and construction management. AECOM is a Fortune 500 firm that had revenue of \$16.1 billion in fiscal year 2024. Learn more at aecom.com.

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, changes in administration or other funding directives and 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; changes in government laws, regulations and policies, including 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 and trade policies, geopolitical events, and conflicts; inflation, currency exchange rates and interest rate

fluctuations; changes in capital markets and stock market volatility; retaining and recruiting key technical and management personnel; legal claims and litigation; 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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