

Biodiversity Statement

Purpose

AECOM is the world's trusted global infrastructure leader, partnering with clients to solve the world's most complex challenges, and delivering sustainable legacies for generations to come.

The goal of our Sustainable Legacies strategy is to ensure the way we operate our business, and the work we do in partnership with our clients, leaves a meaningful, lasting impact for communities and our planet.

We are committed to a more sustainable and resilient future, partnering with those who want to make a positive difference in the world.

We understand that biological diversity and healthy natural ecosystems are fundamental to human well-being and economic prosperity for all people, crucial in addressing climate change and the source of all our basic needs.

Statement

AECOM supports the ambition of the Global Biodiversity Framework of reversing nature loss by 2030 and commits to playing its part through the following actions:

SUPPORTING OUR CLIENTS TO FOLLOW THE “MITIGATION HIERARCHY” of first aiming to avoid damage to biodiversity, then minimizing, restoring, compensating, or offsetting any unavoidable damage (Avoid, Reduce, Restore & Regenerate).

SUPPORTING OUR CLIENTS TO ACHIEVE NATURE POSITIVE OUTCOMES in developing and implementing their projects, by promoting nature-positive infrastructure.

ENGAGING WITH EXTERNAL ORGANIZATIONS that are working to support biodiversity recovery in our industry and using recognized guidance and frameworks, including the Taskforce on Nature-Related Financial Disclosures.

DEVELOPING AN UNDERSTANDING OF OUR RELATIONSHIP TO NATURE, identifying opportunities that we can take to become nature positive across our operations, and reporting on our progress.

Review and Communication

This statement policy and subordinate procedures will be regularly reviewed. It will be published in the Ecosystem IMS.



March 23, 2026

Troy Rudd
Chief Executive Officer

Date