# Environmental Sustainability Policy

## Purpose

As the world's global trusted infrastructure leader and a leader in many environmental markets, environmental sustainability and resilience is a priority for AECOM and our clients. AECOM's Sustainable Legacies strategy defines how we positively impact 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.

## Oversight

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

## Our Commitment

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 strive to:

- Embed environmental sustainability into all our work for clients:
    - Reduce carbon impact of our major planning, design and construction projects through strategies, services and solutions that reduce whole life carbon (our 'ScopeX™' approach).
    - Integrate environmental sustainability principles into our project management processes and client account management, to measure and improve sustainability impact of 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.

- Reduce emissions from our fleet vehicles (to reduce our Scope 1 emissions by 60 percent by 2030 and achieve science-based net zero by 2040):
    - Improve the efficiency of our fleet vehicles, including phasing out older, less-efficient vehicles and reducing vehicle weight, and encourage more sustainable driving behavior by our people, aided by technology such as telematics.
    - Prioritize low or zero emission vehicles for our fleet. Invest in electric vehicle charging infrastructure at offices, depots, and homes to support fleet transition.

- Improve environmental sustainability of our offices and reduce emissions from energy use (to reduce our Scope 2 emissions by 60 percent by 2030 and achieve science-based net zero by 2040):
    - Collaborate with landlords on energy, waste, and water improvements and environmental data collection.
    - Maintain Global Workplace Guidelines to improve sustainability in our offices, including through accessibility to public transportation, optimizing occupancy, considering design and operations, and other green building principles.
    - 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 to promote sustainable buildings.
    - Increase the proportion of renewable energy used to power our offices through on-site generation, purchasing of renewable energy, and investigating opportunities to develop new projects.
    - Reduce the impact of material use in offices, including through consideration of low embodied carbon materials and adaptability of the building and its furniture.
    - Reduce the generation of waste and water usage across our offices and prevent pollution where possible.

- Reduce emissions from travel (to reduce our Scope 3 emissions by 50 percent by 2030 and achieve science-based net zero by 2040):
    - Maintain 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. When booking air travel, hotel stays, and venues for meetings/events consider carbon emissions and information on sustainable practices provided by travel booking tools.

- – Consider Fit for Purpose when renting vehicles and prioritize low and zero emission vehicles when available for vehicle rentals, rideshare, and taxis.
- – Strengthen and diversify local expertise and capacity, prioritizing local resources when staffing projects, including through relationships with local partners.
- – Engage with top travel vendors to support, track, and communicate emission reduction initiatives.

- 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.
  - – Work with top emitting suppliers (calculated using spend) to calculate and verify their emissions and set Science Based Targets
  - – 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 emissions through high quality carbon credits (to maintain operational net zero status and achieve science-based net zero by 2040):
  - – Neutralize emissions using carbon credits as a final option after decarbonizing.
  - – Use carbon offsets that align with standards and guidelines that maximize integrity and quality of certification, and that align with other AECOM strategic priorities.
  - – Investigate opportunities to participate in and advance nature-based project development with aligned partners.

- Manage and report environmental impacts:
  - – Continuously improve the quality and management of our environment and emissions data.
  - – 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 such as the Sustainability Accounting Standards Board (SASB) and Taskforce for Climate-related Financial Disclosures (TCFD). Ensure compliance with relevant regulatory reporting requirements across jurisdictions.
- – Maintain our project selection 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 sustainability.

- 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.
  - – Transform how we work to consider and balance carbon impact as part of our responsibility in delivering the highest quality work product.
  - – Ultimately drive a culture that encourages our employees to be champions of environmental sustainability at AECOM and in their personal lives.

## Accountability

AECOM expects ownership of our sustainability program, where everyone participates, and leaders drive accountability to achieve sustainability excellence.

AECOM management, employees, and subcontractors will be held accountable to their commitment and participation.

## 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).

02-March-2026

**Troy Rudd**                                           **Date**
**Chief Executive Officer**