

ScopeX Decarbonization Policy

Purpose

AECOM's Sustainable Legacies strategy defines how we deliver positive impact on our company, our communities, and our planet. The Environmental Sustainability Policy outlines AECOM's approach to achieving best-in-class environmental sustainability across its business for all stakeholders.

The purpose of this policy is to outline how AECOM manages carbon to reduce whole life emissions in the built environment, aligned with the net zero carbon transition and recognizing the importance of balancing climate adaptation and circular economy principles to bring wider co-benefits.

Oversight

The President and Chief Legal Officer 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-related matters.

Our Commitment

As the world's trusted global infrastructure leader, 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. These include a near-term goal of reducing our Scope 1, 2 and 3 emissions by at least 50 per cent by 2030 and a long-term goal of reducing our total emissions by 90 per cent to achieve science-based net zero by 2040.

The biggest impact we can make to global carbon emissions is to reduce the carbon in our work. ScopeX™ is AECOM's approach to solving for carbon. In partnership with our clients, we find opportunities to influence carbon emissions in our projects.

ScopeX is a way of systematizing the methods, workflows and technologies needed to decarbonize the projects we deliver.

To achieve this and to demonstrate our commitment to embedding decarbonization principles into everything we do, we will apply the following principles to our ScopeX projects:

- Maximize opportunities for whole life carbon reductions at all stages of the delivery process:
 - Integrate carbon reduction principles in pursuit and project processes.
 - Include carbon reduction opportunities as part of the value proposition to the client.
 - Integrate low carbon considerations into our procurement processes, including supplier and partner onboarding.
 - Measure the carbon impact of our major planning, design, and construction projects.
 - Identify opportunities to expand and improve our decarbonization offering.

- Work with clients and strategic partners to identify opportunities to drive innovation and develop methods in decarbonization.
- Establish guidance for project baselines and target setting:
 - Baseline is defined as the expected carbon emissions without planned reduction measures. Baseline methods may vary and should be commensurate with our ability to influence carbon, including the scope of work.
 - Opportunities to reduce the carbon footprint exist across the project lifecycle, from planning and design to construction, operation, and maintenance and eventually demolition and reuse. The earlier in the process, we are engaged, the more potential impact we can have on whole-life carbon.
 - Targets should be commensurate with our ability to influence carbon, including the scope of work.
- Monitor and report decarbonization progress:
 - Gather carbon data throughout the project, including limitations or uncertainties in data accuracies.
 - Identify our most significant project carbon impacts, and document mitigation measures and reduction targets.
 - Monitor carbon performance and make corrections where necessary.
 - Continuously improve the quality and management of our carbon data.
 - Report annually to internal audiences and externally in alignment with our environmental sustainability performance reporting.
 - Leverage sustainability risk framework to inform our bid decision on projects.
- Increase awareness of carbon management:
 - Maintain and update our internal and external communications to effectively engage people on carbon management and to inspire action.
 - Maintain and update training and awareness programs for employees across the company.
 - Ultimately drive a culture that encourages our employees to be champions of decarbonization.

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).



Troy Rudd
Chief Executive Officer

March 23, 2026

Date