

Sustainable Legacies

Our **refreshed** strategy for embedding ESG principles into everything we do



Embed sustainable development and resilience across our work

- To solve for carbon using ScopeX™, our AECOM platform for designing out at least 50% of carbon on major projects
- To align with our clients' ambitions, increasing the depth and breadth of our ESG and Sustainability services each year
- To work with clients and partners to drive innovation in climate change, sustainable design, social value and governance
- To embed net-zero, resilience and social value targets into our client account management program and the work we bid for
- To measure key impacts such as carbon emissions, climate resilience and social value on client projects



Improve social outcomes

- To deliver social value through our business, empowering staff and delivering projects that proactively improve social value outcomes to individuals, communities and society in general
- To ensure our teams reflect the diversity of the clients and communities we serve
- To promote social equity, diversity and inclusion in our supply chain and communities through partnerships with small and minority-owned businesses
- To make strategic community investments that positively impact clients and society, including through employee-driven community investment opportunities
- To ensure women comprise at least 20 percent of senior leadership roles and at least 35 percent of the overall workforce in the near term
- To achieve specific and culturally relevant diversity goals implemented within each region of our business, while investing in underrepresented groups within the regions of our business



Achieve net-zero carbon emissions

- Following our achievement of operational net zero in 2021, maintain operational net zero status, including through ongoing emissions reductions
- Reflecting our more ambitious emissions reduction targets approved by the Science-Based Targets initiative in April 2022, reach science-based net-zero by 2040 by:
 - Achieving a near-term 50 percent reduction in total Scope 1, 2 and 3 emissions by 2030
 - Achieving a long-term 90 percent reduction in total emissions by 2040
- Developing carbon reduction targets in partnership with our supply chain
- Decarbonizing fleet vehicles and increasing renewable energy use
- Creating our own nature-based solution projects



Enhance governance

- To leverage our enterprise framework to continually assess ESG risk in potential projects and evaluate the framework to ensure ongoing alignment with best practices
- To drive leadership accountability and advocacy through ongoing specific ESG goals / metrics in annual goals
- To ensure strong employee engagement through 100% compliance of required ethics, compliance, safety and ESG specific training programs
- To track and report on ESG performance targets in line with leading industry benchmarks (i.e., Sustainability Accounting Standards Board [SASB] and Task Force on Climate-related Financial Disclosures [TCFD])