



2025

Corporate Responsibility Report



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A MESSAGE FROM OUR PRESIDENT AND CEO

For over a century, ABM has defined excellence in integrated facility services. Today, supported by advanced capabilities and an expanding engineering and infrastructure services portfolio, we are redefining what it means to be a strategic solutions provider, driving differentiated operational performance, supporting business growth, and creating environments where people can thrive.

At the end of calendar year 2025, we took decisive steps to position ABM for its next era of growth. We accelerated our technological capabilities and expanded into high-value markets, including the acquisition of WGNSTAR, a leading semiconductor solution provider that enhances our ability to meet the evolving demands of complex critical environments.

This year's report reflects how ABM continues to evolve as a trusted client partner, improving the performance of spaces and systems through technology-enabled insights, disciplined execution, and solutions grounded in efficiency and resilience.

Our continued focus on complex infrastructure projects, including microgrids and mission-critical systems, reflects an integrated and data-informed approach to delivering reliable energy and facility solutions. By designing, building, and maintaining battery energy storage systems (BESS) and renewable energy technologies, we ensure uptime and efficiency across client operations while helping advance their decarbonization goals through ongoing measurement and monitoring.

Our clients benefit from our scalable facility solutions, including enhanced predictive maintenance capabilities and improved visibility across their portfolios. At the core of this work is ABM Connect, our enterprise data intelligence platform, which delivers real-time visibility into asset performance, energy consumption, workforce deployment, and responsible procurement metrics, translating data into actionable insights and measurable results.

The new capabilities provided by Artificial Intelligence (AI) and advanced automation drive accountability, transparency, and continuous improvement, equipping our frontline teams with actionable insights that improve decision-making and elevate safety standards. Our unwavering focus on responsible technology governance ensures these advancements deliver real benefits while upholding the highest ethical standards.

Culture, safety, and innovation underpin our operational excellence and long-term ability to serve our stakeholders. Last year, we expanded leadership development programs for both corporate and frontline leaders, reinforcing accountability and purpose across the organization.

We also strengthened support for our team members through ABM Cares initiatives and the ABM Team Member Relief Fund, which is a pool of emergency funds for the ABM community and is available to any full-time team member who has been employed for six months or more facing unexpected, severe financial hardships. Throughout this past year, our team members have supported 389 charities, with team member giving and Company matching totaling \$605,329.

Looking ahead, I am confident ABM will continue raising the bar for exceptional service and partnership, creating sustained value for our clients, team members, shareholders, and all stakeholders we serve.

Scott Salmirs
President and CEO

ABOUT ABM

Driving possibility, together.

Headquartered in New York City, ABM Industries Incorporated (NYSE: ABM) is a leading provider of integrated facility maintenance, engineering, and infrastructure solutions.

ABM began in 1909 when Morris Rosenberg started a small window washing business in San Francisco. Since that time, we have grown into a multi-segment facility solutions company, primarily through strategic acquisitions and new service offerings.

Every day, our over 100,000 team members are making spaces cleaner, healthier, and more resilient and connected, supporting 19 industries and serving six billion square feet of space.

Our Reportable Segments



Business & Industry



Manufacturing & Distribution



Aviation



Education



Technical Solutions

Our Operations



For more information, visit [ABM.com](https://www.abm.com)

ABOUT ABM

Living our mission and values

Our mission and six fundamental values are at the core of who we are and guide everything we do. They form the backbone of our Company, shape our every action and decision, and are lived out daily through our evolving brand as well as the dedication and hard work of our team members across all levels and regions.

Our Values



Respect

Every person brings value and is acknowledged as an asset to our team.



Excellence

We deliver consistent, reliable service, but we don't stop there. We are committed to exceeding expectations.



Integrity

We are sincere, trustworthy, and accountable. We tell the truth and do not tolerate behavior that breaches our values.



Innovation

We bring fresh ideas and data-driven insights to solve business challenges. We ask: What if? Why not? What's next?



Trust

We build confidence and demonstrate that we are worthy of keeping it.



Collaboration

We believe we can do better and achieve more when we work together and learn from our collective experiences.

Our Mission

To make a difference, every person, every day.

Our Shared Purpose

ABM's brand is anchored in our core purpose of taking care of the people, spaces, and places that are important to our clients.

Transforming Spaces & Places

ABM is the trusted leader in the comfort, efficiency, and safety of shared environments across a range of essential industries.

Advancing Sustainability

ABM is working to reduce environmental impact, improve energy efficiency, and help clients reach their value-creation and business impact goals.

Championing People

ABM is an essential workforce of 100,000+ team members with a broad range of skills caring for occupants, the communities we serve, and each other.

Inspiring Innovation

ABM applies AI, machine learning, and living labs to prototype and test new technologies in real-world environments.

Memberships and Associations

- **IFMA** – International Facility Management Association
- **CCA** – Cleaning Coalition of America
- **ISEP** – The Institute of Sustainability and Environmental Professionals
- **AEE** – Association of Energy Engineers (regionally)
- **BOMA** – Building Owners and Managers Association (regionally)
- **EMA** – Energy Management Association (regionally)
- **BITC** – Business in the Community UK
- **ODI** – Open Doors Initiative Ireland
- **ISSA** – International Sanitary Supply Association

Awards and Recognitions

- **Newsweek’s America’s Most Responsible Companies**
Named for the fifth consecutive year
- **Fast Company’s World’s Most Innovative Companies**
Named for the first year
- **Green Apple Award, an environmental best-practice recognition program**
Five-time award recipient
- **Selling Power, Best Companies to Sell For**
Recognized for the fourth consecutive year
- **CIMS – Cleaning Industry Management Standard for Green Building + Certification with Honors**
- **Edison Award for Commercial Technology Innovation**
ABM *Connect* awarded for the first year
- **GS-42 – Green Seal Industry Cleaning Standard**
(in process)



See our **Awards and Recognitions** webpage for more information

2025 Business Performance Highlights

\$8.7B

Annual revenue

\$1.9B

New record sales bookings

18.7%

ABM Technical Solutions (ATS) revenue growth

4.1%

Manufacturing & Distribution revenue growth



Acquired WGNSTAR to expand semiconductor capabilities

Corporate Responsibility Strategy

For more than 115 years, ABM has integrated responsible and community-minded business practices across our operations to create long-term value for shareholders, team members, clients, and the communities we serve. Our corporate responsibility strategy is built around three core pillars:

Environmental Stewardship

Focusing on integrated technologies and practices that reduce environmental impact for us and our clients, improve energy efficiency, and promote responsible use of resources.

Our Workforce

Emphasizing a people-centered culture that values, develops, and empowers team members while fostering inclusion, safety, and community engagement through programs such as ABM Cares.

Responsible Business Practices

Ensuring operations are conducted ethically and transparently through strong governance, compliance, and supply chain integrity.



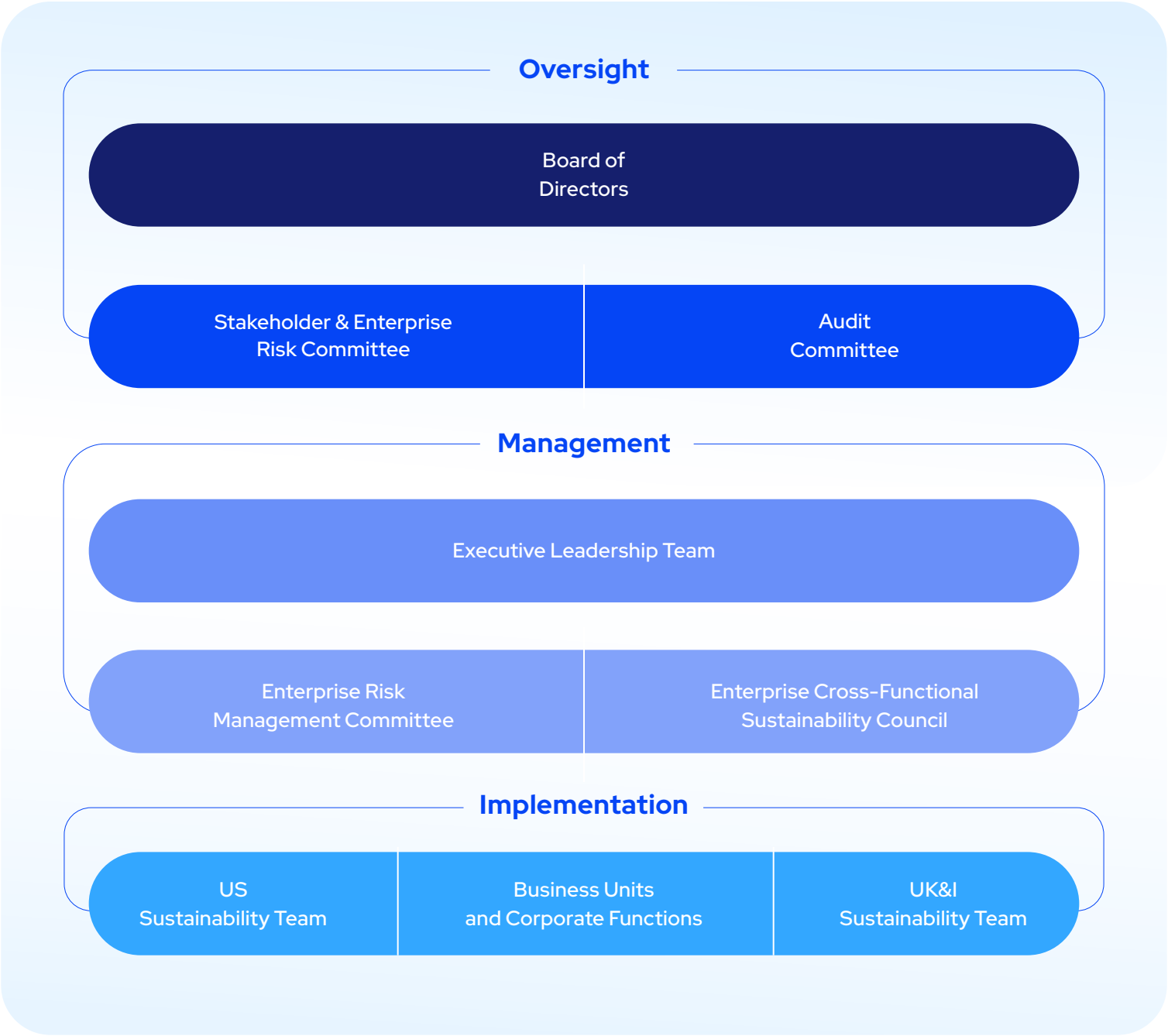
Corporate Responsibility Oversight

To advance ABM’s sustainability strategy and effectively manage risks that could impact our business and operations, we rely on the following management oversight and implementation mechanisms.

Board and Board Committees

Our Board of Directors oversees ABM’s corporate responsibility-related risks and priorities with the assistance of its committees, each of which is comprised solely of independent directors. Our Board of Directors receives regular reports from meetings of its Governance Committee, which is responsible for oversight of the Company’s corporate governance and overall corporate responsibility-related framework, as well as from meetings of its Stakeholder and Enterprise Risk Committee, which is responsible for oversight of the Company’s programs, policies, and practices relating to social and environmental matters that may impact ABM’s business and key stakeholders.

Our Stakeholder and Enterprise Risk Committee also assists the Board in its oversight of the Company’s Enterprise Risk Management program. The Stakeholder and Enterprise Risk Committee provides input on identified risks, such as significant changes and emerging threats, and engages with management on ABM’s mitigation strategies. The Board’s Audit Committee reviews and discusses guidelines and policies with respect to risk assessment and risk management, the Company’s major financial risk exposures (including risks relating to the Company’s accounting, reporting, financial practices, and financial controls) and the steps management has taken to monitor and control these exposures. The Audit Committee also assists the Board in its oversight of the Company’s compliance with legal and regulatory requirements.



Cross-Functional Councils

Our corporate responsibility strategy and initiatives receive input from our cross-functional teams across the enterprise, including representatives from our sustainability, human resources, legal, procurement, operations, and communications teams.

Our management-level Sustainability Council is in place to help integrate sustainability capabilities across business functions and client offerings and to support innovation and measurable impact.

Sustainability Team

Our Sustainability Team is comprised of our Corporate Sustainability Manager who reports to our Director of Sustainability and Government Affairs, who then reports to the Executive Vice President and Chief Strategy Officer, who is responsible for the implementation of the business impact strategy. Similarly, there is also a sustainability team responsible for UK & Ireland (UK&I) operations. The team identifies appropriate initiatives and risk mitigation strategies, such as target setting, data collection, and public reporting. As part of our broader corporate responsibility strategies, our environmental sustainability efforts receive input from our cross-functional teams across the enterprise. Progress is regularly presented to the Board of Directors' Stakeholder and Enterprise Risk Committee.

Materiality Assessment

We conduct periodic materiality assessments and review material topics annually to identify the non-financial issues most relevant to our internal and external stakeholders. The materiality assessment in fiscal 2025 was conducted by a third party and tailored to the scope of our business including US, UK, and Ireland stakeholders. We intend to update the assessment on a regular basis to inform our corporate responsibility strategy.

The assessment aligns with topics from the Global Reporting Initiative (GRI), the Task Force on Climate-related Financial Disclosures (TCFD), and the Sustainability Accounting Standards Board (SASB) standards, specifically the Professional and Commercial Services Industry Standard. The assessment also contains input and feedback from our clients, vendors, internal stakeholders, investor-focused sustainability rating agencies, and peer benchmarks.

Stakeholder Groups

- Clients
- Frontline Team Members
- Staff and Management Team Members
- Members of ABM's Board of Directors
- Suppliers / Partners
- Investor Rating Agencies



ABM’s identified material topics:

	MATERIAL ISSUE	GRI MATERIAL TOPIC	MANAGEMENT APPROACH AND BOUNDARIES	MORE INFORMATION
Driving Environmental Stewardship	Energy Consumption Management and Carbon Footprint Reduction	GRI 302: Energy GRI 305: Emissions	Reduce our environmental footprint by setting targets aligned to the science-based carbon reduction goals, developing a carbon-emissions reduction roadmap that includes our efforts on fleet decarbonization and renewable electricity procurement.	Our Solutions Environmental Stewardship
	Environmental Management	NON-GRI		
	Sustainable Services and Innovation	NON-GRI	Provide solutions that help our clients increase operational efficiencies and enhance carbon reduction at their facilities.	
Building a People-Centered Culture	Culture and Inclusion	GRI 405: Diversity and Equal Opportunity	Foster a culture of belonging that allows us to develop a high-performing and collaborative workplace.	See our website for additional information
	Employee Health and Safety	GRI 403: Occupational Health and Safety	Ensure the protection of our team members’ health and welfare through our comprehensive risk management and safety program.	Health and Safety
	Employment and Labor Relations	GRI 401: Employment	Seek to implement best practices around employment and labor relations to ensure proper working conditions and relations between employers and workers.	Collective Bargaining Agreements
	Talent Attraction, Retention and Engagement	GRI 401: Employment	Utilize a team member retention predictive model and a workforce management tool to inform retention and recruitment efforts and to engage team members through surveys and opportunities to engage one-on-one with senior leaders.	Oversight Talent Acquisition Team Member Well-Being
	Talent Planning and Development	GRI 404: Training and Education	Foster an environment in which team members find development opportunities supported by our training programs and channels and mentorship opportunities.	Learning and Development
Leading with Honesty and Integrity	Data Privacy and Security	GRI 418: Customer Privacy	Protect the data of our clients and team members with data privacy and security.	Cybersecurity and Data Privacy
	Ethics and Compliance	GRI 205: Anti-Corruption	Positively impact our value chain with actions like the implementation of responsible procurement practices and promoting sustainable services that are transparent regarding their sustainable benefit.	Ethical Business Practices
	Human Rights	NON-GRI		Human Rights
	Resilient Supply Chain	GRI 204: Procurement Practices		Resilient and Responsible Supply Chain
	Service Quality and Safety	GRI 416: Customer Health and Safety		Health and Safety



Our Solutions

ABM is committed to supporting clients' evolving operational and business needs by aligning infrastructure, operations, and data to improve energy efficiency, safety, and reliability across facilities. Working across a wide range of industries and complex portfolios, we deliver measurable outcomes through applied engineering expertise, disciplined operating practices, and responsible technology use to strengthen long-term operational resilience.

We support a wide range of industries with solutions that impact our everyday lives:

Facility Solutions

 CLEANING & MAINTENANCE	 SUPPORT SERVICES	 PARKING & TRANSPORTATION
 Cleaning Services	 Passenger Services	 Parking Management
 Waste Management & Recycling	 Client Service Ambassadors	 Shuttle
 Specialty Services	 Mail Room Services	 Valet
 Construction Services	 Landscape & Turf	 Curb Management
 Cold Storage Services		
 Cleanroom Services		
 Sanitation Services		

Engineering & Infrastructure Solutions

 OPERATIONS & MAINTENANCE	 ENERGY & POWER	 HVAC & MECHANICAL
 Industrial Operations & Maintenance	 Engineering, Procurement & Construction (EPC)	 Retrofits & Replacements
 Building Engineering & Maintenance	 EV Fleet Infrastructure	 Test & Balance
 HVAC Services	 Microgrids & Power Storage	 Commissioning
 Lighting	 Power Services	
 Production Support Services	 UPS & Battery Maintenance	
 Managed Workforce Services	 NOC 24/7 Remote Monitoring	
 OEM Support Services	 Specialized Training Services	



Sustainable Facility Solutions

By setting the standard in facility operations and maintenance, we create a better occupant experience. We reduce exposure to unsafe products and improve operational efficiency, all while ensuring our work supports each client's sustainability goals.

Environmentally responsible cleaning services

A core component of ABM's operational sustainability strategy is our environmentally responsible cleaning services, designed to support healthier indoor environments while reducing environmental impact. These services are delivered through customizable programs that align with each facility's operational requirements and client sustainability objectives, recognizing that effective green cleaning must perform reliably in real-world conditions.

ABM supports client commitments to green building standards and certifications through the procurement of environmentally preferred cleaning products, paper, equipment, and consumables.

We prioritize certified products, including Green Seal™, ECOLOGO, Safer Choice, and USDA BioPreferred where applicable through our ABM GreenCare™ program.

Driving Consistency Through Standardization

Scalable operational sustainability depends on clear standards and credible verification. ABM is the first organization to earn the ISSA's CIMS Green Building + Sustainability Certification with Honors, the highest level of certification offered within the Cleaning Industry Management Standard (CIMS) program, audited and validated by the association for cleaning and facility solutions.

Through the comprehensive assessment process, ABM was evaluated on a wide range of criteria, including sustainable procurement, waste reduction, energy efficiency, and organizational commitment to environmental responsibility, while meeting the five core pillars of the CIMS standard: Green Cleaning Policy; Cleaning Practices & Materials; High-Performance Equipment; Indoor Environmental Quality; and Management Commitment. The certification is recognized by the U.S. Green Building Council's LEED framework, further reinforcing its credibility and value in advancing market adoption of sustainable practices.

ABM also holds Green Seal™ GS-42 certification, validating that our commercial and institutional cleaning services meet science-based criteria for reduced chemical toxicity, effective product use, worker safety protections, and improved indoor environmental quality across our operations.

Responsible chemicals and technologies

We provide environmentally conscious solutions that deliver performance with minimal impact:

- Microfiber technology absorbs up to seven times its weight in water and attracts dirt and dust through its electrostatic charge and ultra-fine fiber structure. With proper care, microfiber cloths are highly durable and outlast their cotton counterparts, significantly reducing waste.
- Electrolyzed water and stabilized aqueous ozone water systems provide non-toxic alternatives to traditional chemical detergents and biocides and can be formulated to meet EPA disinfectant criteria.
- In the UK, ABM utilizes OdorBac Tec as a primary cleaning product due to its low environmental footprint. It is produced using renewable energy, packaged in refillable containers, and manufactured by a company that offsets its residual emissions.

Efficient equipment, materials, and waste reduction

ABM emphasizes durable equipment that improves cleaning performance while protecting operator health and reducing resource consumption and waste. ABM GreenCare™, our holistic sustainability-focused program, identifies the products and systems we use to help maximize environmental and operational efficiencies. Examples of our products include:

- **Intelligent Water and Hygiene Filtration Systems** are selected for minimizing overall water consumption through enhanced usage capabilities, enabling measurable progress toward water stewardship goals with minimal capital investment and a rapid return on investment (ROI).
- **Purpose-Built Cleaning Scrubbers** offer a highly effective alternative to mops, removing up to five times more soil and significantly reducing floor drying time.
- **High-Tech Vacuums** use up to 30% less energy, are built with recycled plastic materials, and have higher-grade filtration systems, capturing extremely fine particles to improve air quality.

In parallel, ABM supports additional efficiency improvements through site-specific upgrades. An example includes replacing short-life lamps with longer-lasting, energy-efficient



alternatives that reduce maintenance needs and energy consumption. While providing incremental energy efficiency improvements, these changes compound across large portfolios, delivering measurable reductions in cost, energy use, and material waste.

Waste Initiatives

ABM delivers tailored and targeted waste reduction solutions designed to meet each client's unique operational, financial, and sustainability priorities.

- **Centralized Waste:** Supporting clients with centralized waste collection strategies by establishing designated trash and recycling hubs throughout facilities, significantly reducing plastic bag usage and collection labor while freeing janitorial staff to focus on higher priority tasks.

- **Smart Recycling:** ABM-installed sensors in large waste and recycling containers alert haulers when bins reach a preset capacity, replacing weekly pickups with an optimized schedule, increasing recycling rates and reducing haul-off costs.
- **Composting:** Employing food recycler machines across customer sites that dry, grind, and filter food scraps, which include benefits such as fewer wastebasket empties needed, removal of odors from food waste in regular bins, and a reduction in pest presence.
- **Wood Pallet Compacting or Reuse:** Reducing waste volumes across shipping operations by implementing a system that enables the reuse of wood pallets through deconstruction or compaction processes.

Advancing resource-efficient operations for the Arizona Diamondbacks

CHALLENGE

The Arizona Diamondbacks sought a trusted partner to deliver consistent, high-quality cleaning across their facilities while advancing the Major League Baseball's operational priorities and Arizona's water conservation needs. Supporting more than two hundred events annually required reliable staffing, disciplined event execution, and a partner capable of improving operational efficiency while reducing water use, improving consumable management, and limiting single-use materials.

SOLUTIONS

ABM developed a comprehensive event-based janitorial strategy to stabilize operations and build a scalable foundation for long-term resource efficiency. The team structured pre-event, event-time, and post-event processes to streamline routine maintenance, strengthen cleaning consistency across the Diamondbacks' facilities, and optimize labor coverage through a staffing model supported by regional labor partnerships.

ABM deployed targeted solutions designed for high-traffic venue conditions, including heat-map-informed cleaning verification to reduce unnecessary water use, a smart restroom technology system that provides digital usage tracking, a reusable cups program, and expansion of the recycling and waste diversion program.

OUTCOMES

42,000+

single-use cups
diverted from landfills

82%

return rate of
reusable cups
in 2025

198,000

gallons of water
saved in first month

8%

paper waste, reduced
from prior levels (below
the average of 15–20%)



Responsible Paper Sourcing and Regional Practices

Paper sourcing strategies are adapted to regional market expectations and regulatory considerations. In the US, ABM sources paper towels made from rapidly renewable fibers. In the UK, paper supplies are transitioning toward recycled or Forest Stewardship Council-certified materials, supporting responsible forestry and material traceability while maintaining performance standards.



Engineering and Infrastructure Solutions

Through ABM Performance Solutions (APS), ABM delivers outcome-focused innovation by integrating facility services, engineering, and infrastructure expertise into day-to-day operations.

Electrification, energy management, and infrastructure resilience

ABM provides integrated energy and electrification solutions that advance the decarbonization of facilities while ensuring reliable power in mission-critical environments.

In response to evolving market demand, ABM has sharpened its focus on higher-impact segments within private fleets and public infrastructure, where reliable and scalable power systems are essential to maintaining uptime and efficiency. Our solutions take an integrated approach, leveraging battery energy storage systems (BESS), microgrids, fuel cell technology, EV charging, and backup generation that are tailored to each site’s operational needs.

Our power and electrification solutions are delivered through a combination of operating platforms and infrastructure tailored to each client site, including:

- **ABM EV Operating System**
Supports remote management, diagnostics, and reporting
- **ABM Electrification Center**
Serves as a technology hub for technician training, product testing, and solution prototyping
- **Network Operations Center (NOC)**
Aggregates data from multiple charger networks and utility feeds to deliver 24/7 visibility into system performance

Through our Engineering, Procurement, Construction (EPC) capabilities, we deepen and advance our holistic energy solutions using renewable energy technologies powered by RavenVolt, an ABM Company. The power installations are directly connected to the RavenVolt Cortex platform, our advanced monitoring and control platform, allowing clients to gain real-time visibility into energy performance across our assets.

In 2025, we helped our clients achieve:

200,188,629
kWh of energy saved

919,112
MMBtu of gas savings

182,122
gallons of water saved

141,627
tCO₂e in emissions savings
(equivalent to 18,063 homes’ energy use for one year)

Supporting innovative energy systems for major school district in California.

CHALLENGE

We designed an innovative clean energy system for a California school district seeking to transition from traditional carbon-based energy sources to sustainable EV fleet charging while maintaining robust reliability and energy resilience.

SOLUTIONS

The system the ABM team designed is scalable for future growth needs and includes:

- Solar panels on a new bus canopy that generate renewable energy while providing shaded parking and supporting electric bus charging
- Battery energy storage that saves extra solar energy collected during the day and provides this power back to the electric vehicles through the charging infrastructure during peak times, overnight charging, or outages
- Paralleling switchgear and supply controls to balance microgrid loads and allow for temporary generation to be connected should a prolonged utility outage occur

OUTCOMES

- Buses charge using a combination of utility and clean solar energy, reducing operational costs and emissions
- Charged buses can provide power to support the local utility during outages, enhancing grid resilience and contributing to regional grid stability
- The school district will be able to monetize excess capacity by selling excess power back to the grid, creating a new revenue stream
- The system reduces reliance on the grid and lowers the district's carbon footprint

Fleet Infrastructure

Through fleet electrification services, we support commercial clients and public sector projects, including airports, transit authorities, and ports, by designing, developing, constructing, commissioning, and maintaining durable power systems. These systems help reduce the risk of outages, support rapid recovery following disruptions, maximize equipment efficiency and asset life, and lower overall energy consumption and operating costs. ABM's role in fleet infrastructure projects includes both execution and serviceability.

Our electrification and power solutions capabilities deliver a fully integrated, turnkey offering, spanning engineering, procurement, and construction from initial development and design through ongoing operation, maintenance, and servicing of assets post-installation.

EV Charging

As EV industry demand grows steadily year-over-year, we are working with clients to ensure site infrastructure readiness and uptime reliability. ABM is working with public transportation companies to strengthen the reliability and performance of their fleets.



Delivering Bus Charging Infrastructure in Virginia

ABM was selected by the Alexandria, Virginia Transit Company (DASH) to deliver critical EV charging infrastructure that supports the growing electrification of the city's public bus fleet.

ABM provided and installed an in-route pantograph charger, accompanying power cabinets, electrical infrastructure, and civil foundation work. The solution enables DASH buses to charge while in service, expanding route flexibility and supporting uninterrupted operations for Alexandria's fast-growing electric fleet while reducing greenhouse gas (GHG) emissions.

Engineering diagnostics and energy intelligence

Our engineering and infrastructure services strengthen electrical reliability, optimize energy performance, and support growing power demands across complex facilities. We help organizations modernize electrical and energy systems to enhance operational continuity while advancing decarbonization, resilience, and long-term financial performance objectives.

We reinforce clients' sustainability and energy strategies through targeted electrical and energy-focused upgrades, including:

- Electrical distribution system assessments, upgrades, and capacity planning
- Power quality analysis, load balancing, and peak demand management
- Integration of distributed energy resources (DERs), including on-site generation, microgrids, and battery energy storage systems (BESS)
- Advanced energy management systems (EMS) and building automation optimization
- Predictive and condition-based maintenance for critical electrical infrastructure

To identify efficiency and reliability opportunities, we conduct comprehensive electrical and energy audits, power quality studies, load profiling, short-circuit and coordination analyses, and thermal imaging of electrical assets.

- Infrared thermography helps detect overheating components, harmonic distortion, phase imbalance, equipment degradation, and capacity constraints that may not be detectable during routine inspections.
- Audit findings inform targeted upgrades such as transformer optimization, conductor right-sizing, Variable Frequency Drive (VFD) integration, submetering enhancements, protection system improvements, and DER deployment to reduce peak demand, increase resilience, and lower carbon intensity.

Beyond implementation, we provide long-term maintenance and operations of electrical infrastructure and distributed energy assets. Our lifecycle asset management programs include:

- Preventive and predictive maintenance of switchgear, transformers, Uninterruptible Power Supply (UPS) systems, generators, and BESS
- Continuous remote monitoring and analytics for DER performance optimization
- Cybersecure control system management and firmware updates
- Asset health diagnostics and replacement planning
- Measurement and verification (M&V) to sustain performance improvements

We also manage the financial and operational optimization of distributed energy resources. This includes:

- Demand response program participation and dispatch coordination
- Frequency response and ancillary service market participation where applicable
- Peak shaving and demand charge management
- Resiliency planning and outage event optimization
- Energy market analysis and tariff optimization

By integrating engineering, operations, and financial performance management, we help clients maximize total cost of ownership (TCO). Our approach aligns technical system design with revenue generation, avoided utility costs, asset longevity, and reduced unplanned downtime. We ensure that sustainability investments deliver measurable operational and financial returns across the full asset lifecycle.



Mission-Critical Environments and Uptime

For data centers and other mission-critical facilities, we perform critical power and cooling operations, structured or managed services, and specialized assessments. Programs align with site and safety requirements and utilize a single point of contact. Our teams support around-the-clock coverage to keep systems running and reduce downtime risk.

Capturing environmental opportunities for our clients

Beyond our facility and engineering solutions, we collaborate with clients to define infrastructure-based sustainability roadmaps that translate long-term climate or carbon neutrality aspirations into phased, substantiated plans. These plans link environmental benefits with cost considerations, helping clients make informed decisions that support both sustainability and operational continuity.

Semiconductor Business

We expanded our capabilities through the recent acquisition of WGNSTAR, a company serving semiconductor and applied materials clients, adding resiliency expertise to our solutions portfolio, which includes:

- Supporting greenfield and redevelopment projects through modular, energy-efficient systems design
- Assisting with point-of-use emissions control
- Evaluating water reuse, wastewater treatment, and recovery opportunities



Data Intelligence Capabilities

Our data intelligence platforms transform how we engage with our clients and how we support people, spaces, and places. These integrated technology offerings play a central role in how ABM aligns inspections, task execution, asset data, and performance monitoring across client portfolios to support consistent delivery and sustainable outcomes.

Our technologies are designed to enhance existing data to make it actionable and operational. ABM's predictive maintenance capabilities draw from building management systems to identify performance anomalies and recurring patterns, driving proactive planning that extends asset life, reduces unplanned downtime, and avoids inefficient energy use. These solutions, and others, are brought together in one platform called *ABM Connect™*.

ABM Connect

ABM Connect, our data intelligence platform, brings together real-time facility, financial, equipment, IoT, and service delivery data into a single operational view. *ABM Connect* allows clients and facility operations teams to gain actionable insights into:

- Making data-driven decisions
- Reducing operating costs
- Delivering better outcomes

In 2025, we advanced the resilience of our *ABM Connect* capabilities by enhancing our platform to support more advanced offline use in locations with limited connectivity.

We are currently scaling access to *ABM Connect* with plans to expand compatibility with iOS in 2026, further increasing availability and connectivity across our teams.



ABM Connect at a Glance

8,400+

Distinct facility addresses powered by *ABM Connect*

Increased operational insights

Provides thousands of automated maintenance checks per day

Tangible ROI tailored to the site

Modular system to meet the needs of the space

Predictive maintenance

Increased cost savings through smarter equipment consolidation and optimization

Our ABM Connect ecosystem tailored to industry needs

ABM Connect extends transparency and proactiveness to clients by allowing them to track service execution and performance and connect directly with our workforce, operational leaders, and clients.

CLIENTS

- Traditional KPIs, such as safety and operational data, at a glance
- Real-time information on how spaces are serviced
- Integrated financial and billing insights (e.g., daily scope reports, work order history, green spend)
- Ability to approve tasks and work orders from on-site observations

TEAM MEMBERS

- Mobile clock-in and shift visibility
- Real-time task assignment and completion tracking
- Defect reporting and work order submission
- On-demand training
- Communication chat with live and dynamic translations
- Moment for safety and culture
- Peer-to-peer recognition
- HR FAQ articles

OPERATORS

- Inspection results and quality performance trends
- Team member insights (e.g., turnover and tenure, performance feedback, training compliance)
- Clear scorecard for site health
- Cross-data insights and approval support

Industries Served



Aviation



Education



Commercial Real Estate



Manufacturing



Life Sciences and Medical Office Buildings



Distribution



Semiconductors



Sports and Entertainment Centers

ABM Connect Case Study

CHALLENGE

We assisted a major airport terminal in the Northeast US in improving service delivery and energy efficiency performance across its complex facility operations through our ABM Connect platform and predictive maintenance features.

SOLUTION

The ABM Connect system was implemented, enabling:

- Reduced energy consumption by maintaining optimal equipment performance
- Extended equipment life, supported by data-informed maintenance instead of routine or reactive replacements
- Enhanced cost control by identifying immediate savings opportunities through data-driven insights

OUTCOMES

- Achieved ROI in 4 months vs. the original 6–9 months estimate
- Realized nearly \$170K in energy savings with more than \$60K in additional savings identified since deployment
- Strengthened collaboration among ABM’s engineering teams and airport leadership, driving continued operational efficiencies

To find out more about ABM Connect, please visit [ABM.com/abm-connect](https://abm.com/abm-connect)

Deploying AI and automation to enhance facility solutions

We are leveraging AI with humans in the loop to help unlock efficiencies in a variety of use cases such as predictive maintenance and space utilization, further elevating our client service capabilities.

AI helps process and find patterns in data from a variety of systems, including IoT sensors. These data insights feed into *ABM Connect*, enabling us to identify and act on findings with client approvals for work orders, real-time task additions via the team member application, and monthly optimization planning. Together, these capabilities support timely restocking, minimize product waste, enhance predictive maintenance, and more.

Governance, measured communication, and site-level validation help us ensure AI and automation applications deliver reliable operational benefits while supporting the people who use these tools every day. See the [Responsible AI](#) section for our AI governance oversight.

Robotics

As an extension of our AI capabilities, ABM has been developing capabilities in the robotics space, exploring and testing applications.

Based on positive pilot results, we have begun to thoughtfully scale the deployment of robotic floor scrubbers and other robotic applications this past year. These autonomous machines operate safely and with minimal supervision, allowing our team members to dedicate their time to other service responsibilities. Robotic floor scrubbers ensure deep cleaning results and enhance efficiencies such as reducing floor chemical and water usage by 50–70%.

Broader applications, including humanoid robotics, remain in early exploration and will progress gradually. We see meaningful long-term potential in these technologies and are exploring opportunities to expand pilot efforts over time.





Resilient and Responsible Supply Chain

We believe that meaningful, long-term impact starts with a strong supplier program that ensures our suppliers and the products we source align with our service delivery priorities. We work to expand and evolve our supplier base to support our strategic business growth areas and ensure continuity of our service offerings.

Supplier strategy

ABM is dedicated to cultivating a broad network of supplier partnerships that elevate our service delivery while fostering economic growth in the communities we serve.

Outside of our standard supplier and subcontractor relationships, ABM has a Strategic Partner Mentorship Program, which plays a key role in reinforcing our resilient supply chain as we aim to:

- Expand our supplier base to create new opportunities and broaden client supply options
- Facilitate outreach and engagement with local communities and businesses
- Create a positive feedback loop and build collaborative relationships with suppliers through mentoring programs and feedback sessions

We are continuously working to enhance our supplier enrollment and onboarding system to expand our partnership network across our markets. ABM actively recruits qualified service partners, including small business enterprises, through our outreach efforts.

Strategic Partner Mentorship Program

In 2025, we launched a Strategic Partner Mentorship Program, designed to support our supply partners' growth and help them develop a strong partnership with ABM. The pilot program consisted of nine graduating partners, and the programming is continuing to expand through 2026 with a range of workshops, webinars, and one-on-one coaching opportunities with ABM executives. After completing the program, participating suppliers are invited to a graduation ceremony where they will be recognized with a plaque and engage in meaningful networking with ABM leadership.

Our supplier programs and policies

This past year, we continued to expand our compliance process as part of our ongoing effort to ensure supply chain resilience and effective risk management. Our supplier assessments and evaluation tools cover areas such as environmental impact and reporting, as well as the mitigation of other potential business risks, including policies preventing child labor and forced or compulsory labor and health and safety metrics.

Sourcing Environmentally Responsible Products

To strengthen transparency, ABM continues to advance our tracking and classification of certified products used in operations through our supply chain management platform. As of the end of 2025, sustainability data for over 2,000 suppliers was managed through our third-party system, giving us meaningful visibility into how they address priorities important to our clients and to ABM. The platform can provide insights into the vendor's sustainability program maturity, risk mitigation practices, GHG emissions reporting, compliance with international human rights and social standards, including modern slavery and child labor regulations.

We work closely with our suppliers to ensure we use cutting-edge, innovative, and efficient products for our clients. We also provide clients with optionality that best meets their sustainability needs and other priorities through our Business Spend Management platform.

Supplier Code of Conduct

We believe that fostering a strong, value-driven culture extends beyond our team members to include our suppliers and subcontractor partners. Our [Supplier Code of Conduct](#) requires all suppliers to uphold ABM's policies related to compliance with all applicable laws, respect for human rights, environmental responsibility, and the safety of products and services. This Code is regularly updated to reflect evolving standards and applies to all suppliers of ABM, including our affiliates and subsidiaries globally.

To support our suppliers, we maintain a dedicated resource center with important documents, including our Supplier Code of Conduct, to help build and sustain successful partnerships.



To support consistency, ABM maintains a structured feedback loop between frontline teams, operational leaders, and clients. Cleaning and maintenance staff provide input on products, materials, and processes based on their experiences, informing procurement decisions, standard operating procedures, and training programs. This approach allows practical improvements identified in the field to be validated and scaled across portfolios.



Environmental Stewardship

At ABM, we are striving to reduce our environmental footprint through responsible actions, policies, and strategic partnerships. We are strengthening our internal environmental management capabilities while expanding our portfolio of sustainability-oriented products and services that improve operational efficiency, reduce emissions, and support effective risk management.

Environmental oversight and strategy

Environmental Governance

Effective governance is foundational to ABM’s environmental strategy. In 2025, we strengthened this foundation with the launch of a cross-functional Sustainability Council, bringing together leaders from operations, legal, procurement, finance, environmental, health and safety, investor relations, and other key functions. The Council serves as a cross-functional management advisory body that drives the development, implementation, and continuous enhancement of ABM’s sustainability strategy, with an emphasis on mitigating environmental and social risks, ensuring compliance with regulatory expectations, and strengthening ABM’s leadership in corporate responsibility.

Board-level oversight is provided through the Board’s Stakeholder and Enterprise Risk (SER) Committee, which receives regular updates from ABM’s management on environmental priorities, regulatory developments, and sustainability performance. This governance structure ensures that environmental considerations are integrated into ABM’s strategic planning and enterprise risk management frameworks.

More detail on our sustainability governance structure is available in the [Corporate Responsibility Strategy](#) section of this report.

Our Energy Efficiency Initiatives

At ABM, we are committed to maintaining a cross-functional, multi-year process aimed at reducing emissions across our operations. As part of this effort, we focus on some of the most critical initiatives we are undertaking to enhance energy efficiency throughout our operations and minimize our environmental footprint:

- **Fleet Electrification:** We are working to reduce vehicular emissions associated with our service vehicles by procuring hybrid and electric models whenever feasible. This supports our goal of operating more sustainably on the road as we continue our efforts to decarbonize our fleet.
- **Procuring Renewable Electricity:** ABM continued its commitment to procuring renewable energy by purchasing Renewable Energy Certificates (RECs) through the North American Renewables Registry (NAR), following RE100 best practice guidelines and leading market standards for renewable energy procurement and reporting. We plan to expand our REC purchases while also exploring direct renewable electricity contracts for select facilities.

Alignment with International Standards and Regulatory Compliance

We comply with all applicable environmental laws and regulations across our operating regions. At client sites, we adhere to facility-specific environmental standards and procedures.

We provide targeted environmental training, conduct regular internal reviews, and support client requests for environmental assessments or audits.

Climate risks and opportunities

In 2025, ABM completed its first company-wide climate-related risk and opportunity assessment aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework.

Stakeholder engagement, peer benchmarking, and market research were integrated to develop a comprehensive inventory of climate-related risks and opportunities relevant to ABM. Each risk and opportunity was then evaluated and prioritized based on the severity of potential impact and the likelihood of occurrence. The prioritized items were subsequently refined, consolidated, and differentiated, as appropriate, to support scenario analysis across a final set of seven climate-related risks and opportunities for ABM.

The full [TCFD report](#) is available on our website.



GHG Emissions

Our Emissions Data

Our GHG emissions data collection process enables visibility into emissions sources across our operations and supports continuous improvement in emissions management and reduction planning.

In addition to disclosing our Scope 1 and Scope 2 emissions, we have expanded our Scope 3 emissions calculations to include additional relevant categories. We obtained limited external assurance for our 2025 Scope 1 and Scope 2 emissions calculations. ABM remains committed to continuing to improve our systems and technologies to ensure data accuracy and verification. Our emissions data forms the basis for our science-aligned emissions reduction targets, which we continue to advance.

	2025		2024	
	LOCATION-BASED	MARKET-BASED	LOCATION-BASED	MARKET-BASED
Emissions Type	Total (tCO ₂ e)	Total (tCO ₂ e)	Total (tCO ₂ e)	Total (tCO ₂ e)
SCOPE 1: DIRECT EMISSIONS	45,396	45,396	46,051	46,051
Stationary Combustion	3,274	3,274	3,177	3,177
Mobile Combustion	41,491	41,491	42,227	42,227
Refrigerants	631	631	647	647
SCOPE 2: INDIRECT EMISSIONS	4,035	377	4,871	3,336
Purchased Electricity	4,035	377	4,871	3,336
SCOPE 3: INDIRECT EMISSIONS	509,406	509,449	565,201	565,620
Category 1: Purchased Goods & Services	340,607	340,607	375,710	375,710
Category 2: Capital Goods	4,873	4,873	5,502	5,502
Category 3: Fuel- and Energy-Related Activities (FERA) Not Included in Scope 1 or Scope 2	12,356	11,695	12,637	12,373
Category 4: Upstream Transportation & Distribution	159	159	113	113
Category 5: Waste Generated in Operations	27,869	27,869	29,894	29,894
Category 6: Business Travel	4,765	4,765	6,447	6,447
Category 7: Employee Commuting	109,392	109,392	125,703	125,703
Category 14: Franchises	9,334	10,038	9,113	9,796
Category 15: Investments	51	51	82	82

GHG emissions data presented in this report reflects the best information available at the time of publication. Where actual data was unavailable, estimates were used. Emissions calculations are subject to inherent uncertainties related to data availability, estimation techniques, emission factors and evolving measurement standards. Depending on the methodologies and assumptions applied, calculated results may vary.

As data quality, calculation methodologies, industry guidance and reporting tools continue to evolve, we may refine our calculations and update previously disclosed metrics to improve accuracy and comparability. Accordingly, year-over-year emissions data may not be directly comparable.

Energy Consumption

We measure energy use across our global operations to inform efficiency improvement opportunities and emissions-reduction initiatives.

		2025	2024
Energy Source	Units	TOTAL	TOTAL
Gasoline	MWh	156,837	155,607
Diesel	MWh	15,101	19,209
Electricity	MWh	12,486	13,987
Natural Gas	MWh	18,061	17,526
Biofuel	MWh	6,267	7,287
Propane	MWh	2	4





Our Workforce

We recognize our team members are the driving force behind our success and client satisfaction at every level. Our enterprise-wide focus on culture, centered on engagement, safety, and innovation, supports our operational excellence and long-term ability to deliver value to our stakeholders.

Oversight

Our Chief Human Resources Officer oversees our talent programs and partners with the other members of the executive team to shape strategies that meet our business priorities and team member needs.

Cross-functional groups and special task forces are employed to support our talent strategy and initiatives, bringing together leaders from our human resources, legal, procurement, communications, operations, and strategy teams.

We have a robust oversight structure in place to ensure our talent programs meet and continue to evolve with market best practices and effectively support our ability to attract and retain top talent. The Stakeholder and Enterprise Risk Committee of our Board of Directors receives regular updates on matters related to team member engagement, talent acquisition, development and retention, and health and safety.

Talent acquisition

Our enterprise-wide talent acquisition strategy is aligned with ABM Next, our innovation initiative launched alongside the Company's ELEVATE strategy, to position ABM as an industry-leading solutions provider.

We continue to build talent pipelines across our business groups, including engineering, skilled trades, field staff and management, and sales. We leverage regional recruitment strategies, software tools, and analytics to strengthen efficiency and consistency throughout talent journeys with us. We continued implementing Realistic Job Preview videos to better align candidate expectations with frontline position requirements, and we applied a structured interview approach across all positions to strengthen our hiring process.

Internships and Apprenticeships

Early career pathways are central to how ABM recruits, develops, and retains talent. Fostering our internship and apprenticeship programs is essential to our overall talent strategy.

In 2025, we expanded our internship program across our operations, corporate functions, and sales teams, offering 87% more internship positions compared to the previous year. We achieved a satisfaction score of 98% among our internship program participants and 87% among their managers. Additionally, 96% of interns were recommended for full-time roles.

Community and Local Talent Partnerships

We partner with educational institutions, trade schools, and industry organizations to maintain a strong pipeline of skilled professionals to support our business and operational needs.

Key Highlights

- Expanded partnerships to over 1,100 talent networks and local organizations, including high schools, trade schools, and universities
- Focused on trade school partnerships, which increased respective team member applications by 49.6%
- Attended events across states and strategic talent markets throughout the year to elevate our profile and attract new talent

Military Hiring

ABM is proud to be recognized as a military-friendly employer, actively employing US, UK, and Ireland military veterans across service, staff, and management roles. In 2025, we conducted outreach efforts to military bases nationwide and worked closely with our hiring managers to increase veteran hiring via SkillBridge fellows through the Department of Defense, the Military Spouse Employment Partnership, and the Hiring Our Heroes program.



In 2025, ABM earned a 3-star rating from VETS Indexes, a corporate veteran-focused employer recognition initiative, for the second year in a row.

Health and Safety

At ABM, we take our role in ensuring safe, high-quality service extremely seriously and work to continually enhance the programs, tools, and technologies that allow us to protect the safety and well-being of our team members and clients.

We apply the highest safety standards across our business by continually advancing our safety vision and mission, anchored in three strategic pillars: Safety Infrastructure, Safety Culture, and Organization & Growth.

Safety Structure

We continuously strengthen our safety infrastructure by expanding access to data-driven tools and compliance programs that ensure every team member has access to the resources they need to work safely and confidently.

Compliance

Performance

Safety Culture

We are deepening our safety culture through enhanced leadership accountability, continuous training, and new engagement efforts that enhance awareness, encourage team member participation, and actively foster our proactive, people-first safety mindset.

Leadership Commitment

Team Member Engagement

Organization & Growth

We are committed to continuously improving our safety department to meet the needs of the organization, ensure preparedness for evolving hazards, and promote increasingly rigorous levels of safety.

Organization

Development



Safety Infrastructure

Our safety infrastructure is the backbone of our health and safety organization, and the related initiatives enable ABM to meet evolving compliance needs and expectations.

Compliance

Our programs are designed to meet or exceed compliance standards of the US Occupational Safety and Health Administration (OSHA) and other regulatory bodies. In the US, we are progressing toward ISO 45001 certification and have currently established a strong foundation to deploy these ISO-aligned practices more broadly across corporate office-based functions and eventually to operational teams.

ABM's health and safety program and committees cover non-team members, including direct hire contractors and temporary team members. Formal joint management worker health and safety committees are in place in certain locations and business units where required by state regulations, client requirements, or operational needs. These committees typically support safety incident reviews, metric discussions, training awareness, sharing best practices, and broader workplace safety engagement.

We maintain a comprehensive suite of health and safety policies, including standard operating procedures, a multi-language Team Member Safety Handbook, and training programs tailored to both enterprise-wide and job-specific risks.

We ensure our resources are updated frequently so that our team members always have access to the most up-to-date safety information, which is available through:

- **ABMWay Hub:** Task-specific safety procedures to prevent workplace injuries
- **Risk & Safety SharePoint:** Centralized resource library for team leaders and team members
- **ABM University:** On-demand safety training and continuing education modules
- **ABM Safety Hotline:** Anonymous reporting channel for work-related concerns

Technology and data-driven advancement

In 2025, ABM advanced its fleet safety program by continuing the rollout of telematics and Motive AI-enabled dash cameras, reinforcing our commitment to safe driving practices. Installations began in California and Texas and expanded to Florida, Georgia, Illinois, New York, and Virginia, with plans to deploy the technology across additional ABM vehicles nationwide.

The camera technology delivers real-time audio and visual alerts that enable drivers to self-correct risky behaviors in the moment, while also capturing objective data and video

recordings to help understand incidents, support coaching, and improve safety outcomes over time. The program is designed to protect our drivers, promote consistent safety practices, enhance operational efficiency, and align with ABM's values through responsible and transparent use of technology.

To support adoption, team members receive virtual training through ABM University to build awareness of the technology and its safety benefits. We continue using the Fleetworthy system for Department of Transportation (DOT) drivers to help maintain driver qualifications and ensure compliance across all fleets.

Environmental health and safety audit process

Our Environmental Health & Safety (EH&S) audits continue to play a critical role in assessing the safety of our operations. EH&S Managers conduct site walkdowns and inspections, using detailed checklists tailored to site-specific hazards. High-hazard locations receive more comprehensive audits to ensure adherence to regulatory requirements and ABM's internal standards.



Leading Safety Organization Memberships in 2025

- National Safety Council (NSC)
- National Association for Environmental Health and Safety & Sustainability Management
- National Irish Safety Organization (NISO) and Northern Ireland Safety Group (NISG)
- Royal Society for the Prevention of Accidents (RoSPA)
- British Safety Council

Safety Culture

Our “ThinkSafe, ActSafe, BeSafe” framework promotes a state of mind for all team members where safety is at the forefront of each decision from day one on the job. Through rigorous, ongoing training and daily reinforcements, we ensure ABM team members feel equipped to uphold our standards in their daily work and speak out when they notice potentially unsafe practices.

Think Safe. Act Safe. Be Safe.

Safe365—UK & Ireland (UK&I)

ABM UK continued to partner with Safe365—a leading digital health and safety platform—to gain an evidence-based understanding of our current safety culture maturity. Using Safe365’s intelligent benchmarking tools and globally recognized Safety Culture Maturity Index, we assess how our values, behaviors, systems, and leadership practices are experienced across all levels of the business—from the frontline to the boardroom—to enhance our safety initiatives and develop tailored programs.

Enterprise-Wide Training and Accountability

Safety training is crucial to building awareness among our team members about safe work practices, hazard identification, and emergency response procedures.

In 2025, ABM launched its first enterprise-wide safety training program for all staff and management team members, reinforcing shared accountability for safety leadership. The training achieved a 98.50% completion rate within its flagship year and will be delivered annually with refreshed content. We also continued pushing out safety touchpoints throughout the course of the year, including “Moments for Safety,” to reinforce key safety behaviors via email and the ABM *Connect* app.

In addition to the enterprise-wide safety training program, our frontline team members continued to receive site-specific and client-required training. Our frontline leaders complete Risk & Safety Front Line Leader Training, which further strengthens our leadership pipeline for implementing a safety culture.

Organization and Growth

We continue to invest in programs and systems that strengthen safety leadership, support team member engagement, and encourage continuous improvement of safety standards across ABM.

Safe Work Observation Program (SWOP)

The Safe Work Observation Program (SWOP) is one of ABM’s most effective tools for cultivating safety ownership and proactive engagement. SWOP encourages our health and safety managers to give real-time feedback on safety practices. The program facilitates quick, constructive conversations between frontline leaders and team members, recognizing safe behaviors and correcting unsafe ones in real time.

In 2025, we transitioned SWOP into a Risk Management Information System that consolidates information on claims, safety observations, and inspections, creating a more intuitive and consistent experience across the enterprise. We recorded 721,255 SWOP interactions, reflecting ABM’s commitment to meaningful, hands-on safety engagements across the organization.

Celebrating Safety Month

In 2025, ABM expanded its Safety Month initiative in the US by dedicating specific weeks to crucial safety themes that provided team members and leaders with actionable tools to reinforce safe practices and deepen understanding of key hazards.

- Week 1 – Ladder Safety
- Week 2 – Life Safety Rules, including Safety Absolutes
- Week 3 – Stretch & Flex (pre-shift warm-ups)
- Week 4 – Think Safe, Act Safe, Be Safe

We also have dedicated Safety Weeks in ABM UK&I where we focus on enhancing knowledge and awareness of safety across key business areas to bolster regional safety culture.

Team member well-being

Our competitive and comprehensive benefits program provides access to holistic care and makes sure our offerings support the individual needs of all eligible team members, both full-time and part-time.

Our Wellness + Me platform informs team members about ABM wellness offerings and resources, ensuring they feel supported. Through monthly newsletters and ongoing promotion on ABM Home, ABM focuses on three pillars of wellness: Physical, Mental, and Financial. We feature programs that support these pillars and are available to all ABM team members.

Medical, Dental, Vision, Life Insurance, Disability & Voluntary Benefits

Choices to best meet individual and family needs

Add-On Programs

All Medical Plan options administered by UHC or Surest offer special programs for maternity and menopause care, joint health, second opinions, and telemedicine

Telehealth

Access to virtual care (per specific plans and circumstances)

Transplant Solutions

Specialized networks and support for team members requiring transplant services

Preventive Care

All ABM Medical Plan options offer access to routine preventive care at no cost

Pre-Tax Benefits

Plans that allow use of pre-tax dollars to pay for eligible health care expenses

Commuter & Parking

Plans that allow use of pre-tax dollars to pay for eligible mass transit, public transportation, and parking expenses

Innovative Programs

Pet insurance, legal services, life insurance with long-term care, and identity theft protection

Parental Leave

Paid time away from work to care for and bond with a child through birth, adoption, or fostering (after six months of continuous employment)

Organ Donor Leave

Paid time to recover/heal from an organ donation (after 30 days of continuous employment)

Employee Assistance Program (EAP) / Mental Health First Aider Network*

Dedicated mental health support program in the US and the UK

401(k) with Company Match

Eligible to make pre-tax and/or Roth contributions following 30 days of employment

Financial Planning Education

Resources, materials, and virtual or onsite 1:1 sessions (depending on location), regardless of 401(k) participation

Employee Stock Purchase Plan (ESPP)

5% discount on the ABM stock price

Paid Time Off (PTO)

Sick leave, vacation, Company-observed holidays, and one floating culture holiday

Summer Work Hours

Ending the workweek every Friday at 2 pm from the end of May through early September

Philanthropic Opportunities

One day off to volunteer and up to \$1,000 in matching charitable contributions per year

Marketplace Mall

Exclusive discounts on thousands of goods and services

Wellhub

Discounted gym memberships and access to online fitness events and classes

WeCare Programme*

UK team member assistance, including peer-to-peer recognition, aligned with sustainability goals

- The information disclosed corresponds to significant locations of operations (US and UK) except for Ireland. The asterisk represents benefits that are only offered to team members in the UK.

- 401(k) – regular full-time and part-time team members in the US who are not covered by a collective bargaining agreement are eligible to participate in the Plan and receive a match. Team members who are covered by a collective bargaining agreement do not participate in 401(k) or receive a match unless such benefits are included in their applicable collective bargaining agreement.

- Benefits offered to part-time team members: Medical/dental/vision, voluntary, disability, commuter, Wellhub, Marketplace Mall, EAP, pet insurance

- In the US, staff and management are eligible to elect a Medical Plan that includes a Health Savings Account (HSA) option that lets you set aside pre-tax dollars for health care expenses.

Learning and development

We invest in the professional development of our team members by creating tailored feedback mechanisms and expanding access to learning resources and leadership development programs.

Onboarding and Career Progression

We continually enhance our onboarding process to strengthen the experience for new team members and make their career development a priority from day one. We also ensure that managers have the tools and training needed to discuss and recognize progress toward performance and development goals and help align individual contributions with the broader success of the organization. In the fourth quarter of 2025, we introduced internal mobility guidelines to support internal promotions and opportunities across the enterprise.

In addition, our team members have access to personal and professional development beyond required learning paths. In 2025, team members were assigned an average of 4.7 hours of mandatory and non-mandatory training. Frontline team members were assigned an average of 2.6 training hours, while staff and management were assigned an average of 13.7 training hours.

Key Development Programs

ABM University

ABM University is our core online learning platform, designed to meet team members wherever they are on their professional journey. We provide access to a wide range of on-demand training courses, reference materials, and development tools tailored to job level and role-specific needs.

Fall Into Learning

In 2025, ABM launched Fall Into Learning, a focused learning campaign designed to strengthen workforce capability and expand access to career-aligned development opportunities. The initiative provides team members with structured learning experiences centered on emerging technology, industry-recognized certification preparation, operational knowledge, and progressive leadership development. The campaign reflects ABM's broader human capital strategy to build a skilled, future-ready workforce. Course offerings included:

- AI 101 to build foundational AI literacy
- Certification Preparation programs in human resources, IT service management (ITSM), project management, and Six Sigma
- Introduction to Facility Management to reinforce industry knowledge

- Leadership Pathway consisting of tiered courses on self, team, and leadership management

Success Behaviors Program

The Success Behaviors program is our internal framework that outlines key behaviors and actions to support individual performance, our mission, and service standards. By focusing on behavioral alignment, this training aims to enhance both individual performance and team cohesion. Key learning topics included growth mindset, teamwork, resilience, constructive feedback, and living our mission.

Our leadership development programs

In 2025, we launched several new initiatives to further expand leadership development opportunities, align our talent priorities with our growth strategy, and strengthen our leadership pipeline.

- **Leadership Foundations:** This program was expanded enterprise-wide in the past year to support emerging leaders across the organization and equips our future people leaders with the tools they will need to be successful. We received 116 enrollments in 2025.
- **Frontline Leaders Essentials Program:** Our frontline leaders receive additional instructor-led training and virtual resources focused on strengthening management and coaching skills to deliver services safely

and efficiently. In 2025, the program was completed by 524 frontline leaders.

- **Leadership Learning Journeys:** This year we launched our online development series called Leadership Learning Journeys. The journeys are broken down by job levels ranging from individual contributors to emerging leaders and leaders. Topics were curated to address specific needs at each level.

In addition to our formal leadership programs, we provide onboarding playbooks, manager coaching templates, and development planning guides to support team member professional growth and to ensure consistent performance expectations across the organization.

Regional Leadership Summit

We launched Regional Leadership Summits designed as in-person development for our mid-level leaders. We designed this program in tandem with feedback gained through our regular talent processes. In 2025, we held conferences in Los Angeles, California and in Sugar Land, Texas.



Responsible Business Practices

Guided by our values, ABM operates with integrity and strengthens stakeholder trust through business practices and compliance standards that promote ethical, responsible conduct throughout our organization and supply chain.

Ethical business practices

Oversight

Our Chief Compliance Officer oversees the implementation and development of internal initiatives related to ethics and compliance. ABM’s Chief Compliance Officer reports to the Company’s General Counsel and regularly reports to the Company’s Chief Executive Officer, the Company’s Board of Directors, and the Board’s Audit Committee.

ABM’s cross-functional Risk Compliance Committee, led by the Chief Compliance Officer, supports internal ethics and compliance and meets at least twice per year to discuss compliance-related risks and risk mitigation strategies.

Our Policies

Our Code of Business Conduct

ABM’s [Code of Business Conduct](#) (COBC) serves as the foundation for upholding a culture of ethical behavior across our operations, providing clear guidance on how team members, leaders, and third parties must act to uphold ABM’s values and comply with all applicable laws. Topics covered include conflicts of interest, duty of loyalty, gifts and gratuities, bribery and corruption, and harassment and discrimination.

The COBC is reviewed annually by ABM’s Chief Compliance Officer to help ensure that it remains current and aligned with the Company’s expectations for ethical behavior. The Board of Directors approves the COBC on an annual basis, and the Audit Committee receives annual updates on COBC training results and participation levels.

All full-time and part-time staff and management team members, Board members, and contractors are required to complete annual COBC training and recertification. Training is updated each year to reflect the evolving needs of our business and industry and includes practical examples of appropriate conduct, respectful workplace interactions, and scenarios designed to reinforce expected behaviors.

COBC Participation Rate

In 2025, we achieved 98.9% COBC participation when accounting for new hires and departures.

Throughout the year, ABM reinforces its formal training with resources such as the [‘COBC Quick Reference Cards’](#) introduced in 2024 to provide frontline team members with simple, at-a-glance guidance, ensuring essential information is always at their fingertips.

Compliance Monthly Minutes

We recently introduced Compliance Monthly Minutes, a series of brief, targeted compliance reminders shared enterprise-wide each month. Compliance topics are selected based on risk insights and emerging trends. Each installment provides timely guidance and direct access to supporting resources, helping ensure our leaders are equipped to address compliance matters confidently and consistently across their teams.

Topics in 2025 covered conflicts of interest, bid rigging, gifts & entertainment, Generative AI tools, cybersecurity awareness, and whistleblower mechanisms. In 2026, topics will include Modern Slavery, AI tools, data protection, and other timely subject areas.

Whistleblower Policy and Confidential Reporting Process

ABM maintains several protocols and resources to ensure workplace concerns are reported, escalated, and addressed promptly and confidentially. We remain committed to providing every team member with a safe avenue to raise ethical or compliance concerns and continue to strongly encourage use of our Compliance Hotline, accessible by phone or online. All new hires receive information about the Hotline and reporting options during onboarding, reinforcing our commitment to transparency and accountability.

In addition to our Compliance Hotline, we ensure our team members have access to subject matter experts across the organization who provide them with the right resources and support to ask questions or speak up.

ABM’s Compliance Hotline is entirely anonymous and is available 24 hours a day, seven days a week.

You can reach the hotline:

By phone at:

US: 1-877-ALERT-04 (1-877-253-7804)

UK: 0800-069-8801

Ireland: 1-800-903-224

Online at:

US: abmhotline.ethicspoint.com

UK and Ireland: abmhotlineeurope.ethicspoint.com

Non-Retaliation and Investigation Policy

All hotline reports are received by ABM’s third-party provider and securely forwarded to the appropriate internal or external teams for prompt investigation. Reports are categorized by risk level, with immediate escalation to ABM’s Legal and Internal Audit teams when warranted. In addition to the third-party hotline, ABM has an internal field investigation team in place that helps process compliance matters.

In 2025, ABM expanded its use of a data insights tool from its third-party vendor to develop a custom benchmark and better assess internal trends. ABM reviews the volume and risk level of Hotline cases quarterly with the Audit Committee. As part of our continued efforts to strengthen our conflict prevention and resolution process, we implemented Time-to-Close investigation goals, tailored by alert level.

ABM has a zero-tolerance policy for any retaliation against team members for raising valid concerns regarding violations of the COBC or other Company policies, including discrimination or harassment, or for participating in an investigation. ABM maintains several protocols and policies to quickly address, escalate, and resolve workplace incidents, ensuring our team members are supported throughout the process.

Anti-Bribery and Anti-Corruption

ABM maintains a formal Anti-Bribery and Anti-Corruption Policy, which aligns with all applicable anti-bribery and anti-corruption laws across all geographies in which we operate.

We require mandatory biennial Anti-Bribery & Anti-Corruption (ABAC) training for select team members. The audience selection aligns with the US Foreign Corrupt Practices Act (FCPA) and UK Bribery Act requirements. In addition, ABM’s annual COBC training includes reference to anti-corruption requirements for all team members.

We have a Gift and Entertainment Policy, which outlines the legal and policy considerations relating to the acceptance and provision of gifts and entertainment by ABM team members. Gift approval and exceptions are handled by ABM’s compliance team.

ABM performs periodic risk assessments to identify potential corruption or bribery risks and performs an annual internal audit on anti-bribery and anti-corruption practices. The results of this audit are reported to the Audit Committee of the Board of Directors.

To further combat corruption and bribery by third parties, including sales agents and lobbyists, ABM’s diligence process also includes a high-level risk assessment and external and internal feedback, including a red flag report through a diligence vendor and a required questionnaire to be completed and signed by the potential third party.

In 2025, there were no allegations against, or confirmed incidents under applicable corruption laws involving any of our staff and management team members.

Anti-Harassment Policy and Equal Opportunity Employment

We prohibit discrimination or harassment against any current or prospective team member based on any characteristic or status protected under federal, state, or local law. ABM’s anti-discrimination and anti-harassment policies apply to all persons involved in our operations, regardless of their position, and prohibit discriminatory or harassing conduct by our team members. We also protect ABM team members from prohibited harassment by third parties, such as customers, vendors, clients, or visitors. We will not retaliate against or permit others to retaliate against team members who report discrimination or harassment or who participate in investigations into such complaints.

Human Rights

ABM adheres to all international labor and employment laws, and does not tolerate the use of child labor, any acts of modern slavery, human trafficking, or other illegal, abusive, or forced labor practices. This includes compliance with internationally recognized laws and regulations in all locations where we operate, regardless of local business customs.

We adopted enterprise-wide [Human Rights](#) and [Modern Slavery](#) policies to reflect our continued commitment to uphold and promote human rights principles in all aspects of our operations, ensuring we provide safe and secure conditions for those working on the Company’s behalf. These policies apply to all directors, officers, and team members of ABM, including contractors, agents, representatives, consultants, franchisees, and partners.

We also publish an annual [Modern Slavery and Human Trafficking Statement](#) pursuant to the requirements of section 54 of the UK Modern Slavery Act 2015. Measured by the UK Government’s Modern Slavery Assessment Tool, our Facilities Services division achieved a score that reflects a mature and robust approach to identifying, preventing, and addressing modern slavery risks within our operations and supply chains. While the score demonstrates a high level of compliance and good practice, we remain committed to continuous improvement, particularly in areas such as supplier collaboration, risk monitoring, and remediation.

Collective Bargaining Agreements

We are committed to fostering constructive labor relations and maintaining an environment where team members feel supported in exercising their right to freely associate. In the US, approximately 40% of our workforce is represented by active collective bargaining agreements, reflecting our longstanding engagement with labor partners.

We work collaboratively with our union partners to promote fair working conditions, ensure open communication, and uphold all applicable labor and employment laws. This approach strengthens our culture, supports workforce stability, and contributes to the high-quality service we provide to our clients.

Cybersecurity and data privacy

ABM recognizes the importance of cybersecurity risk management, which is integrated within ABM’s overall enterprise risk management framework and aligned with industry-standard information security frameworks, including the National Institute of Standards and Technology (NIST), ISO 27001, and Payment Card Industry Data Security Standard (PCI DSS), as applicable. During 2025, ABM did not have any material data breaches.

Oversight and Risk Assessments

Our Board provides oversight of our information security and cybersecurity programs and evaluates whether related risks are being appropriately addressed.

The internal information security program is managed by a dedicated team of cybersecurity professionals led by our Chief Information Security Officer (CISO), who reports to our Chief Information Officer (CIO). The CISO and CIO provide the Board with regular reporting covering a range of updates on our cybersecurity program and the evolving risk landscape.

Cybersecurity Policies and Programs

We have implemented cross-functional cybersecurity processes, technologies, and controls to assess, identify, and mitigate cybersecurity-related risks, and to detect and prevent cybersecurity incidents. In evaluating cybersecurity incidents, management considers the potential impact on our results of operations, control framework, and financial condition, as well as the potential impact on our business strategy or reputation.

ABM adheres to a risk-based, multi-layered “defense in depth” strategy that incorporates multiple layers of security controls, including, but not limited to, security logging and monitoring, endpoint protection, and identity and access management. Our processes are designed to oversee and identify material risks

from cybersecurity threats associated with third-party technologies and systems, including those that leverage AI. Where appropriate, these processes include pre-procurement assessments of contractual terms addressing cybersecurity and data protection, as well as reviews based on assessed vendor risk.

We regularly test and assess our systems and controls to evaluate the maturity and effectiveness of our information security program. We also regularly engage and retain expert independent external assessors and consultants to help continuously improve our security posture, align with industry best practices, and evaluate external threats.

Information security risks are reviewed on a recurring basis in accordance with our security policies and supporting processes. Risks are identified, documented, reported, and treated through defined action plans. Our risk identification activities are subject to both internal oversight and independent external assessment as part of our broader governance and assurance framework.

ABM’s Acceptable Use Policy applies to all ABM team members and contractors. To protect our financial position and stockholder value in the case of a costly incident, we also maintain cyber incident insurance policies.

Cybersecurity Training

We provide regular, mandatory training regarding cybersecurity threats to raise awareness of how team members can help prevent and report potential cybersecurity incidents. We reinforce this training with periodic cybersecurity awareness reminders and phishing simulations.



Responsible AI

As ABM is building its AI capabilities, we are taking a responsible, governance-driven approach to its integration across our operations. We apply AI in ways that augment human expertise, both in general ways of working and in targeted workflows.

As described in the [Data Intelligence Capabilities](#) section, we are using machine learning, predictive analytics, and automation to improve efficiency and client experience, and are deploying and enhancing our related capabilities in energy optimization. We remain grounded in policies that ensure transparency and ethical use. We are also working to track the energy impact of our AI consumption, including training impacts associated with vendor-provided toolsets.

Our Policies and Guiding Principles

ABM's approach to AI is guided by clear principles that ensure innovation is balanced with accountability, transparency, and respect for our people. We use AI to support and augment work, enabling higher-value contributions, while maintaining human oversight and accountability for outcomes.

We are committed to being open about how and where AI is used, protecting team member data, and ensuring privacy is never compromised for efficiency. As AI continues to evolve, we prioritize ongoing learning,

early and transparent communication about impacts to work, and continuous feedback to refine our approach, ensuring our use of AI remains aligned with our values, culture, and commitment to our people and clients.

Generative AI Policy

Our Generative AI Policy outlines ABM's commitment to responsible innovation and establishes clear expectations for the appropriate use of AI across our operations. The policy is designed to protect confidential and personal information belonging to our Company, clients, and team members, and it applies equally to all team members, contractors, and third-party partners. It serves as the foundation for the safe and ethical use of Generative AI in both internal workflows and client-facing processes.

To complement this policy, we have adopted an Acceptable Use of Permitted GenAI Tools Standard Operating Procedures (SOP). This SOP provides practical guidance for the responsible use of approved GenAI tools, ensuring that all AI-enabled activities comply with applicable laws, regulations, ethical standards, and ABM's values. It also reinforces safeguards to protect ABM's company information and personal data.





ABM Cares

Our ABM team members pursue our mission to make a difference every day by actively supporting the communities we serve. From daily tasks that enhance our clients' spaces to ensuring our ABM team members have the resources they need to succeed, we are committed to caring for our communities.

Our giving program

Through our [ABM Cares program](#), we encourage and support our team members to volunteer, donate, and participate in wellness activities that are meaningful to them and that support our Make a Difference mission.

Our ABM Cares Giving Policy provides eligible team members with:*

- A paid day off to volunteer
- A matching program for charitable donations up to \$1,000 per person per year
- A \$100 donation to a charity of their choice for every 10 hours volunteered and logged to the ABM Cares website, up to \$200 per person per year
- Emergency grant protection for those in need through our ABM Cares Team Member Relief Fund

*All dollar amounts reflect "USD or currency equivalent."

389

Charities with donations

Team member giving and ABM matching donations of ~\$605K

ABM Cares Ambassador Program

ABM Cares Ambassadors are the heart of our Cares program as they lead enterprise-wide and local giving activities throughout the year. All salaried staff and management team members across the US and UK qualify to serve as an ABM Cares Ambassador, and the role generally lasts for the duration of a calendar year.

Serving as an ABM Cares Ambassador provides team members the opportunity to demonstrate leadership at both the local and enterprise levels and to connect with colleagues across operating regions. While participating in the ambassadorship program, recognition could include:

- Ambassador of the Quarter: Earn \$100 USD to donate to a charity of choice
- Ambassador of the Year: Earn \$250 USD to donate to a charity of choice

137

Charities with volunteering

4,560 hours of team member volunteering

ABM Cares Team Member Relief Fund

In 2025, we launched our Team Member Relief Fund in the US to support our team members in times of need and reflect our commitment to their well-being, with plans to expand to UK&I. The ABM Fund is available for all US staff and management and frontline team members. Eligible team members are permitted to apply for up to two cash grants annually, each in an amount of up to \$1,000.

We continue to spread awareness about our Relief Fund by providing our people leaders with wallet cards that include QR codes to the ABM Fund website ([ABMCares.GrantCircles.org](#)).

90 Days to Make a Difference

ABM Cares' annual campaign, 90 Days to Make a Difference, celebrates our service mindset in action. The initiative invites all team members to participate in community-focused activities over a 90-day period. Team members are encouraged to:

- Donate and volunteer in their communities
- Schedule their ABM Cares volunteer day off (available to staff and management)
- Take part in an enrollment initiative to win \$5,000 for a charity of their choice





Appendix

UK & Ireland corporate responsibility programming

ABM UK & Ireland (UK&I) has created a customer-centric Corporate Responsibility (CR) strategy aligned with the evolving needs of our clients, as well as the regulatory and market dynamics specific to the region. The strategy is integrated across its operations to further advance our strategic priorities and elevate transformative solutions for customers that are responsible, ethical, environmentally sustainable, respectful, and inclusive—strengthening ABM’s position as an industry leader in sustainable and responsible business practices in the region. The refreshed strategy is built on three strategic pillars: Planet Stewardship, Empowering People, and Responsible Business Practices.

Planet Stewardship

ABM UK&I strengthened our carbon management approach in 2025 by capturing all applicable emissions across Scope 1, Scope 2, and Scope 3 and securing external verification through ISO 14064 accreditation, demonstrating the robustness and transparency of the data. This foundation supported the region’s carbon reduction plan for the year, which prioritized practical changes in how ABM operates, such as advancing fleet decarbonization, improving energy awareness, and embedding more sustainable purchasing practices, to help clients meet evolving sustainability expectations and regulatory requirements.

Building on this foundation, ABM’s Emissions Analytics tool provides detailed breakdowns showing emissions at the contract level across all three scopes, enabling a more refined understanding of environmental impacts and providing customers with valuable, actionable data. Informed by these insights, ABM tailored strategies across our portfolio, delivering 122 sustainability initiatives across 18 contracts. Each initiative was tailored to the needs of individual sites and focused on reducing environmental impact, improving resource efficiency, and supporting long-term sustainability planning.

- **Account-Level Carbon Reporting.** Expanded across the region in 2025, there are now 23 contracts receiving detailed and individualized assessments that included Scope 1, Scope 2, and Scope 3 emissions. In most cases, reporting extended to product-level emissions, giving clients a clearer view of the environmental impact of purchased goods and services.
- **Low-Emissions Operations.** Electric vehicles were introduced as the default fleet option during tendering. More than 280,000 kWh of EV charging was completed in 2025 across fleet vehicles.
- **Resource Efficiency.** Chemical-free operations and cleaning solutions were expanded, increasing sustainable

product choices and strengthening recycling practices. Waste segregation was strengthened through sensor-based technologies that support more efficient monitoring, improved service delivery, and data-driven decision-making.



Liverpool John Lennon Airport and Bristol Airport

ABM introduced fully electric airport vehicles and ambi-lifts to support assisted passenger services at Liverpool John Lennon Airport and Bristol Airport, strengthening our ability to deliver safe, efficient, and zero-emissions operations. These additions reflect ABM’s ongoing investment in innovation that enhances service quality while supporting a greener future for aviation.

Certifications and ratings

ABM UK&I retained certification for the following management systems:

- ISO 9001 – Quality Management System
- ISO 14001 – Environmental Management System
- ISO 45001 – Occupational Health & Safety Management System
- ISO 50001 – Energy Management System

In 2025, ABM also achieved certifications for:

- ISO 14064 – Greenhouse Gas Requirements (UK&I)
- ISO 27001 – Information Security Management System (UK only)

ABM UK&I achieved an EcoVadis Silver Award and Top 15% medal, with a score that placed the Company in the 92nd percentile.

In Ireland, ABM achieved Gold Status in the Business in the Community Northern Ireland Environmental Benchmarking Survey.

Empowering People

ABM continued to invest in people and communities throughout UK&I with a focus on creating access to work, supporting skill development, and delivering measurable social value. The work brought together recruitment partnerships, job coaching, apprenticeships, team member engagement activities, and community programs that help people build experience and progress in their careers.

Expanding access to work

ABM UK&I worked with a wide network of recruitment partners to help connect jobseekers to meaningful roles across the business. We took part in job fairs and community hiring events in Glasgow, London, Bristol, Poole, Braintree, Tewkesbury, and Westfield to support local employment needs and build a strong talent pipeline.

We have several programs in place to broaden our reach and strengthen our early-career talent pipeline:

- In 2025, ABM UK&I delivered 129 hours of job coaching, providing early-career prospective team members with advice and mentorship.

- We also continued to grow our apprenticeship program, providing structured development and support for 114 participants in 2025 as they build skills, gain qualifications, and progress in their careers.
- We expanded our reach through our Facilitate Now program, our career-awareness program to introduce students to careers in science, technology, engineering, and mathematics.

ABM UK&I established and promoted partnerships with organizations such as The Conservation Volunteers, Volunteer Ireland, Tonic Housing, Business Disability Forum, Carers UK, Menopause UK, Business in the Community, and the Open Doors Initiative to help people access work, develop skills, and receive practical support when facing barriers to employment.

Impact groups and awareness activities

ABM UK&I has several Impact Groups available to all team members, including Women@ABM, Armed Forces Working Group in UK&I, the Rainbow Group, and the Disabilities and Carers Group, which hosts a range of networking and development opportunities throughout the year.

Spotlight events:

- **Disability Awareness:** Several events and webinars were organized during Disability Awareness Month, and we continued our membership with The Valuable 500, a global business initiative committed to ending disability exclusion.
- **Veteran Support:** We raised £19,490 for Walking With the Wounded (WWTW), a UK-based veterans' charity, and maintained our commitment to the Armed Forces Covenant and our Gold Award recognition.
- **Inclusive Trainings:** In 2025, ABM UK&I introduced menopause awareness training throughout our regional operations.



Delivering social value

We continued to strengthen our contribution to local communities throughout 2025 through our social value program implemented across ABM UK&I’s operations, partnerships, and procurement activities, including outcomes such as local employment, skills development, community investment, and environmental improvements.

We are working to integrate social value commitments, measured through the UK Government’s Themes, Outcomes and Measures (TOMS) framework, into strategic accounts and new tenders, contributing to £63 million in social value activities, which have been verified externally by the Social Value Portal, helping set clear expectations for how ABM supports local communities. We extend this effort to our suppliers, delivering social value training to 80 suppliers in 2025, strengthening their understanding of how they can contribute through their own operations.

Team members across the UK&I continued to play an active role in community engagement, raising over £36,000 for charitable causes, in addition to nearly £23,500 in business donations.

£63 million
in social value activities

Health and safety

In 2025, we continued to build on a strong health and safety foundation across the region by adopting a more data-informed approach to understanding safety performance and identifying areas for improvement.

ABM UK&I partners with Safe365, a leading digital health and safety platform, to begin gaining an evidence-based understanding of our current safety culture maturity. Using Safe365’s intelligent benchmarking tools and globally recognized Safety Culture Maturity Index, the region achieved a Safety Culture Maturity Score of 65%, placing ABM UK&I firmly in the “Proactive” category and 14% above the industry average. These insights enable teams across the region to recognize strengths and develop focused improvement plans.

Safety campaigns, such as the UK&I’s Safety Week and Sharps Safety Week, played an important role in strengthening awareness and encouraging consistent engagement among teams. Led by ABM UK&I’s operational management and site teams, these initiatives emphasized participation and open communication to embed safety practices into daily operations and strengthen our overall safety culture.

ABM UK&I safety recognitions

- RoSPA Gold Medal – 7th Consecutive Year
- RoSPA Gold Medal for Fleet Safety ‘Aviation’

Responsible Business Practices

Strengthening sustainability reporting

To support clients with clearer and more consistent reporting, ABM UK&I expanded our use of sustainability dashboards and continued to work toward CSRD compliance. This work focused on bringing the highest quality of data to our customers to ensure completeness and readiness for future reporting requirements. In 2025, we also launched the UK&I Senior Sustainability Council and continued to engage 40 Regional Ambassadors to support consistent implementation across sites.

Our policies

Consistent with our enterprise-wide policies, we are committed to upholding and promoting human rights principles in all aspects of our operations, ensuring we provide safe and secure conditions for those working on the Company’s behalf.

Mandatory UK disclosures

- [Modern Slavery and Human Trafficking Statement](#)
- [Gender Pay Gap Report \(Ireland\)](#)
- [UK Carbon Reduction Plan 2025](#)

About this report

This report highlights our sustainability goals and provides information on our sustainability programs, policies, oversight, governance, and performance. Unless otherwise specifically stated, this report covers ABM Industries' performance in the fiscal year ended October 31, 2025. This report adheres to the Global Reporting Initiative (GRI) standards and the Sustainability Accounting Standards Board (SASB).

This report contains both historical and forward-looking statements about ABM Industries Incorporated ("ABM") and its subsidiaries (collectively referred to as "ABM," "we," "us," "our," or the "Company"). We make forward-looking statements related to future expectations, estimates and projections that are uncertain, and often contain words such as "anticipate," "believe," "could," "estimate," "expect," "forecast," "intend," "likely," "may," "outlook," "plan," "predict," "should," "target," or other similar words or phrases. These statements are not guarantees of future performance and are subject to known and unknown risks, uncertainties, and assumptions that are difficult to predict. For us, particular uncertainties that could cause our actual results to be materially different from those expressed in our forward-looking statements include: our success depends on our ability to gain profitable business despite competitive

market pressures; our results of operations can be adversely affected by labor shortages, turnover, and labor cost increases; we may not be able to attract and retain qualified personnel and senior management we need to support our business; investments in and changes to our businesses, operating structure, or personnel relating to our strategic initiatives, including the implementation of strategic transformations, enhanced business processes, and technology initiatives may not have the desired effects on our financial condition and results of operations; our ability to preserve long-term client relationships is essential to our continued success; our use of subcontractors or joint venture partners to perform work under customer contracts exposes us to liability and financial risk; our international business involves risks different from those we face in the United States that could have an effect on our results of operations and financial condition; decreases in commercial office space utilization due to hybrid work models and increases in office vacancy rates could adversely affect our financial condition; negative changes in general economic conditions, such as recessionary pressures, high interest rates, durable and non-durable goods pricing, changes in energy prices, or changes in consumer goods pricing, could reduce the demand for services and, as a result, reduce our revenue and earnings and

adversely affect our financial condition; we may experience breaches of, or disruptions to, our information technology systems or those of our third-party providers or clients, or other compromises of our data that could adversely affect our business; our ongoing implementation of new enterprise resource planning and related boundary systems could adversely impact our ability to operate our business and report our financial results; acquisitions, divestitures, and other strategic transactions could fail to achieve financial or strategic objectives, disrupt our ongoing business, and adversely impact our results of operations; we may not realize the growth opportunities and synergies that are anticipated from the WGNSTAR acquisition; we manage our insurable risks through a combination of third-party purchased policies and self-insurance, and we retain a substantial portion of the risk associated with expected losses under these programs, which exposes us to volatility associated with those risks, including the possibility that changes in estimates to our ultimate insurance loss reserves could result in material charges against our earnings; our risk management and safety programs may not have the intended effect of reducing our liability for personal injury or property loss; unfavorable developments in our class and representative actions and other lawsuits alleging various

claims could cause us to incur substantial liabilities; we are subject to extensive legal and regulatory requirements, which could limit our profitability by increasing the costs of legal and regulatory compliance; a significant number of our employees are covered by collective bargaining agreements that could expose us to potential liabilities in relation to our participation in multiemployer pension plans, requirements to make contributions to other benefit plans, and the potential for strikes, work slowdowns or similar activities, and union organizing drives; our business may be materially affected by changes to fiscal and tax policies; negative or unexpected tax consequences could adversely affect our results of operations; future increases in the level of our borrowings and interest rates could affect our results of operations; impairment of goodwill and long-lived assets could have a material adverse effect on our financial condition and results of operations; if we fail to maintain proper and effective internal control over financial reporting in the future, our ability to produce accurate and timely financial statements could be negatively impacted, which could harm our operating results and investor perceptions of our Company and as a result may have a material adverse effect on the value of our common stock; our business may be negatively impacted by adverse weather conditions;

catastrophic events, disasters, pandemics, and terrorist attacks could disrupt our services; and actions of activist investors could disrupt our business. For additional information on these and other risks and uncertainties we face, see ABM’s risk factors, as they may be amended from time to time, set forth in our filings with the Securities and Exchange Commission, including our most recent Annual Report on Form 10-K and subsequent filings. We urge readers to consider these risks and uncertainties in evaluating our forward-looking statements.

This report and related information made available on or through our website do not cover all information about our business. The inclusion of information or references in this report, including the use of “materiality,” “significant” or similar terms, should not be construed as a characterization regarding the materiality or importance of such information to our business or financial results or that such information is necessarily material to investors

or other stakeholders for purposes of US federal or state securities laws and/or any other federal, state or foreign laws, regulations and requirements.

Any goals and targets referenced in this report or that are made available on or through our website are aspirational and are not guarantees or promises that such goals and targets will be achieved. In addition, historical, current and forward-looking information included in this report may be based on standards, methodology and practices for measuring progress that are still developing, internal controls and processes that continue to evolve, and estimates and assumptions that are subject to change. Accordingly, such historical, current and forward-looking information, including goals and targets and underlying estimates, assumptions and data, may be subject to modifications in future reports due to such developing standards, methodology, practices and controls and processes.

Certain sustainability- and environmental-related historical data presented, discussed, referenced or otherwise included in this report have been revised to reflect updates made as a result of our internal review processes and developing standards, methodology, practices, and processes and controls. Neither future distribution of this report nor the continued availability of this report in archive form on our website should be deemed to constitute an update or re-affirmation of this data as of any future date. Any future update will be provided only through a public disclosure indicating that fact.

Any reference to the Company’s support of, work with, or collaboration with a third-party organization within this report does not constitute or imply an endorsement by the Company of any or all of the positions or activities of such organization.

Additional Metrics

OUR WORKFORCE DATA

GLOBAL	TOTAL	MALE	FEMALE	PREFER NOT TO STATE	NOT DISCLOSED	AGE < 30	AGE 30-50	AGE > 50	MINORITY	WHITE	NOT SPECIFIED	FULL TIME	PART TIME	PERMANENT	TEMPORARY	UNION	NON UNION	NOT SPECIFIED	NON-EMPLOYEE WORKERS*
Frontline	100,949	50,982	49,780	0	187	17,951	40,748	42,250	71,604	22,169	4,721	82,958	17,991	95,053	5,839	39,624	61,308	17	Not Tracked
Staff & Management	9,080	5,108	3,950	1	21	853	4,832	3,395	4,699	3,829	412	8,983	97	8,647	13	196	8,876	8	Not Tracked
TOTAL	110,029	56,090	53,730	1	208	18,804	45,580	45,645	76,303	25,998	5,133	91,941	18,088	103,700	5,852	39,820	70,184	25	Not Tracked
US																			
Frontline	90,223	44,403	45,635	N/A	185	15,756	36,255	38,212	70,076	19,057	1,090	75,192	15,031	86,782	3,385	39,343	50,863	17	Not Tracked
Staff & Management	8,123	4,609	3,494	N/A	20	731	4,274	3,118	4,608	3,405	110	8,089	34	7,830	13	169	7,946	8	Not Tracked
TOTAL	98,346	49,012	49,129	N/A	205	16,487	40,529	41,330	74,684	22,462	1,200	83,281	15,065	94,612	3,398	39,512	58,809	25	Not Tracked
UK																			
Frontline	8,271	5,524	2,747	0	0	1,544	3,408	3,319	1,528	3,112	3,631	6,616	1,655	8,271	2,454	0	8,271	0	2,454
Staff & Management	817	451	364	1	1	104	473	240	91	424	302	781	36	817	0	0	817	0	0
TOTAL	9,088	5,975	3,111	1	1	1,648	3,881	3,559	1,619	3,536	3,933	7,397	1,691	9,088	2,454	0	9,088	0	2,454
IRELAND																			
Frontline	2,455	1,055	1,398	N/A	2	651	1,085	719	Not Tracked	Not Tracked	Not Tracked	1,150	1,305	Not Tracked	Not Tracked	281	2,174	0	Not Tracked
Staff & Management	140	48	92	N/A	0	18	85	37	Not Tracked	Not Tracked	Not Tracked	113	27	Not Tracked	Not Tracked	27	113	0	Not Tracked
TOTAL	2,595	1,103	1,490	N/A	2	669	1,170	756	Not Tracked	Not Tracked	Not Tracked	1,263	1,332	Not Tracked	Not Tracked	308	2,287	0	Not Tracked

Note: N/A is defined as not applicable.
*The non-employee workers category aligns with the GRI definition: Per GRI 2-8 disclosure, workers who are not employees are individuals who perform work for the organization but do not have an employment relationship with it.

GLOBAL - HIRES AND TERMINATIONS

HEADCOUNT	TERMINATION TYPE			AVERAGE HEADCOUNT
	VOLUNTARY	INVOLUNTARY	UNKNOWN	
Frontline	47,638	14,561	2,501	102,397
Staff and Management	1,435	766	61	9,291
ALL	49,073	15,327	2,562	111,688

TERMINATIONS	< 30	30 - 50	> 50	FEMALE	MALE	NOT DISCLOSED	TOTAL
US (ABM US, RavenVolt, ABLE)	19,695	28,667	16,219	32,949	31,387	245	64,581
UK	752	997	632	782	1,599	0	2,381
Ireland	521	536	187	725	517	2	1,244
TOTAL	20,968	30,200	17,038	34,456	33,503	247	68,206

HIRES	< 30	30 - 50	> 50	FEMALE	MALE	NOT DISCLOSED	TOTAL
US (ABM US, RavenVolt, ABLE)	22,073	29,010	13,625	33,287	31,112	309	64,708
UK	1,024	1,114	624	868	1,894	0	2,762
Ireland	665	617	192	814	659	1	1,474
TOTAL	23,762	30,741	14,441	34,969	33,665	310	68,944

Note: Our employee turnover encompasses voluntary resignations, retirements, involuntary terminations, and other separations from employment due to continuing education, personal needs, and career changes. We are committed to providing our team members with an inclusive and welcoming work environment, as well as competitive total rewards and wellness offerings, and are pleased that our turnover rates have consistently remained significantly below averages for our industry.

ABM US WORKFORCE

American Indian or Alaska Native	1%
Asian	4%
Black or African American	22%
Hispanic or Latino	45%
Native Hawaiian or other Pacific Islander	0%
Not disclosed	1%
Two or more races	3%
White	23%

Note: Due to rounding, these numbers do not equal 100%.

CALCULATION METHODS AND SOURCES OF INFORMATION

Human Resources Metrics

- Information corresponds to fiscal year 2025.
- **Employment status metrics:** ABM’s CEO has been included among the staff and management category.

Permanent and temporary

- **Included:** ABM US, ABM UK, Able
In the UK, all active team members are categorized as permanent employees, while contingent workers are classified as temporary staff.
- **Excluded:** RavenVolt (information is unavailable), ABM Ireland (due to Human Resources system classification).

Workforce data

- **Included:** ABM US, Able (EEO-1 codes from Able were mapped to align with ABM EEO-1 codes).
- **Excluded:** ABM UK (for EEO-1 category reporting), ABM Ireland, RavenVolt because information is not tracked, compatible with EEO diversity classifications, or available.
- Diversity information regarding ABM’s Board of Directors can be found in [ABM’s 2026 Proxy Statement](#), page vi.

- Workforce composition percentages are derived from ABM US workforce demographic data.

Age brackets

- Age was calculated using the date October 31, 2025.

Average headcount

- Average headcount for ABM US, ABM UK, and Able was calculated using period end values.

Voluntary and involuntary terminations

- **Included:** ABM US, ABM UK, Able.
A subset of termination records could not be classified as voluntary or involuntary. We have included an unknown section for terminations from the US and UK that are labeled as resignations that we cannot confirm as voluntary or involuntary.
- **Excluded:** RavenVolt as it tracks active versus terminated employees and does not differentiate between voluntary and involuntary terminations, and ABM Ireland because the information is not tracked.

Union Metrics

- Included: ABM US, ABM UK, ABM Ireland, Able.

Note on RavenVolt: All RavenVolt employees are categorized as non-union.

- The union metrics listed in this Corporate Responsibility Report differ from the 2025 Annual Report on Form 10-K due to how each report classifies union and non-union employees. The 10-K uses the Union Code field for classification. For the Corporate Responsibility report, employees with a union description are classified as Union. For both, those labeled as “Non-Union,” “NOUN,” or blank are classified as Non-Union.

Service workers, staff & management employees

- **Included:** ABM US, ABM UK, Able, RavenVolt, ABM Ireland.
- Note on RavenVolt: Employees labeled as “Service Worker – Pending Determination” were treated as service workers throughout the analysis.

Learning and development

- Average hours of training are not reported at gender level.

Business Ethics Metrics

- Material legal proceedings: disclosed in Note 14, “Commitments and Contingencies” on page 78 of our 2025 Annual Report on Form 10-K.
- Training: Code of Business Conduct training completion rate comes from ABM University and takes only into account staff and management employees from all ABM locations. Completion rate achieved for Anti-Bribery, Gift & Entertainment training was 97% in 2025.
- Data breach is defined as the unauthorized movement or disclosure of sensitive information to a party, usually outside the organization, that is not authorized to have or see the information. This definition is derived from the US National Initiative for Cybersecurity careers and studies (NICCS) glossary.

Give Back Approach Metrics

- Disclosed information from our ABM Cares program has been directly captured from our donation platforms and employee fund reports. It covers ABM US and ABM UK staff and management information on donations and volunteering. These platforms are managed by third-party vendors.

Sustainable Services Metrics

- **EV charging metrics:** Sources of information used to calculate EV charging GHG emissions not produced by using EVs, energy dispensed into vehicles and approximate number of miles driven by cars charged on ABM-installed chargers are reported by ABM, ChargePoint, EV Connect, EV OS, and ABM Vantage and they correspond to 2025 calendar year information.

EMobility metrics:

Energy Delivered	224.3 Million kWh
GHG Savings	190.6 Million+ kg
Charging Sessions	6.3 Million+ Sessions

Energy saving metrics

- Information has been collected in a cumulative way, so fiscal year data will be added to previous fiscal year data to allow year-over-year analysis of savings.

Safety Metrics

- Metrics correspond to ABM US team members.
- ABM follows the OSHA requirements set by statutes, standards, and regulations. Recordable injuries are defined as any work-related fatality and any work-related injury or illness that results in loss of consciousness; days away from work, or transfer to another job; and any work-related injury or illness requiring medical treatment beyond first aid.
- Main types of work-related injuries are considered to be overexertion and slip/ trip/ fall.

- Incidence rate of injuries and illnesses are computed from the following formula: (number of OSHA recordable injuries and illnesses x 200,000)/worker direct hours worked = incidence rate. The “200,000” figure in the formula represents the number of hours of 100 workers working 40 hours per week, 50 weeks per year, and provides the standard base for calculating incidence rates for an entire year. ABM does not track high-consequence work-related injuries.

- **Total recordable incidents rates: (TRIR) 2.75**
- **Number of hours worked: 176,131,741.77**
- **Days away, restricted, or transferred rates: 1.93**
- **Safety Watch Observation Program Assessment (SWOPs) performed: 721,255**
- **Other safety metrics:**

	FEMALE	MALE	TOTAL
Days Away From Work	582	410	992
Job Transfer or Restriction	430	276	706
Other Recordable Cases	408	311	719
Death	0	2	2
Total	1,420	999	2,419

Environmental Metrics Methodology

ABM measures and reports its greenhouse gas (GHG) emissions in accordance with internationally recognized standards, including:

- GHG Protocol Corporate Accounting and Reporting Standard
- GHG Protocol Corporate Value Chain (Scope 3) Standard
- GHG Protocol Scope 2 Guidance
- GHG Protocol Scope 3 Guidance

Organizational Boundary

ABM defines its reporting boundary using the operational control approach, in line with the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol. Under this approach, ABM accounts for 100% of GHG emissions from operations over which it has operational control.

ABM operates across the United States, Canada, Puerto Rico, the United Kingdom, and Ireland. The reported portfolio includes:

- Offices (corporate and regional)
- Technical service locations
- Equipment and supply warehouses
- Storage facilities
- Parking facilities

This portfolio consists of a mix of owned and leased properties.

Greenhouse Gas Coverage

Seven major GHGs contribute to the majority of worldwide GHG emissions and are covered by the Kyoto Protocol and reported under GHG Protocol requirements. ABM Industries reports emissions from these gases without exclusion; however, there may not be emissions from all gas types. ABM evaluates emission sources annually to determine their relevance to the GHG inventory. The primary greenhouse gases included are:

EMISSION SOURCE	CO ₂	CH ₄	N ₂ O	HFC _s	PFC _s	SF ₆	NF ₃	CO ₂ e
Mobile Combustion	✓	✓	✓					✓
Stationary Combustion	✓	✓	✓					✓
Fugitive Emissions				✓				✓
Electricity (Scope 2)	✓	✓	✓					✓

For ease of reporting and comparing the absolute effects of different gases, all greenhouse gases have a defined global warming potential (GWP). The GWP of a gas defines the contribution to global warming that 1 kg of that gas has compared to 1 kg of CO₂. The effect of a non-CO₂ greenhouse gas is expressed as carbon dioxide equivalent (CO₂e). GWPs have been sourced from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6) where possible. Some emission factors may already be published in CO₂e, making conversion impossible.

GHG Emissions Boundary and Exclusions

ABM has assessed its operations against all Scope 1, Scope 2, and Scope 3 categories, and includes all material emission sources in its inventory. The Scope 3 categories 8 through 13, as well as emissions associated with ABM’s parking business, are currently excluded because they do not represent a distinct or material source.

Restatement and Boundary Changes

ABM may update its GHG emissions inventory to reflect changes in organizational structure, methodological change or improvements to data quality. If there are any material changes to the inventory boundary, such as acquisitions, divestitures, or improved data availability, historical emissions from the base year (FY2024) through the current reporting period will be recalculated to ensure consistency and comparability over time.

The Company restated and expanded its base-year GHG inventory, which has resulted in changes to the previously reported emissions. These changes to the inventory were as follows:

- Improvements to the quality (i.e., completeness, accuracy, and robustness) of Scope 1 and Scope 2 activity data. This also included an estimation of fugitive emissions from refrigerants at all ABM facilities.
- Expanded the Scope 3 inventory with additional upstream and downstream value chain categories: Purchased Goods and Services (Category 1), Capital Goods (Category 2), Upstream Transportation and Distribution (Category 4), Waste Generated in Operations (Category 5), Employee Commuting (Category 7), Franchises (Category 14), and Investments (Category 15). Employee Commuting (Category 7) accounts for remote work emissions.
- Methodological approach applied consistently to the quantification of emissions across ABM Industries’ global operations (including the United States, United Kingdom, Ireland, Canada, and Puerto Rico) to improve consistency and comparability of emissions reporting.

GRI | GRI 1: Foundation 2021

Statement of Use: ABM has reported the information cited in this Global Reporting Initiative (GRI) content index for the period November 1, 2024 to October 31, 2025, in reference to the GRI Standards.

GRI STANDARD	DISCLOSURE	LOCATION OR RESPONSE
GRI 2: GENERAL DISCLOSURES 2021 The Organization and Its Reporting Practices	2-1 Organizational details	About ABM, pp. 4–6
	2-2 Entities included in the organization’s sustainability reporting	Materiality Assessment, p. 9
	2-3 Reporting period, frequency and contact point	About this report, p. 47 and p. 57
	2-4 Restatements of information	Appendix, p. 53
	2-5 External assurance	Assurance letter available on website.
Activities and Workers	2-6 Activities, value chain and other business relationships	About ABM, pp. 4–6
	2-7 Employees	Our Workforce, pp. 29–35
	2-8 Workers who are not employees	Our Workforce, pp. 29–35
Governance	2-9 Governance structure and composition	2026 Proxy Statement, pp. 10–11
	2-10 Nomination and selection of the highest governance body	2026 Proxy Statement, pp. 9–10
	2-11 Chair of the highest governance body	2026 Proxy Statement, p. 9
	2-12 Role of the highest governance body in overseeing the management of impacts	2026 Proxy Statement, pp. 10–11
	2-13 Delegation of responsibility for managing impacts	Corporate Responsibility Strategy, pp. 8–9
	2-14 Role of the highest governance body in sustainability reporting	2026 Proxy Statement, p. 14
	2-15 Conflicts of interest	Code of Business Conduct, pp. 2–3
	2-16 Communication of critical concerns	Code of Business Conduct, p. 11
	2-17 Collective knowledge of the highest governance body	2026 Proxy Statement, p. vii
	2-18 Evaluation of the performance of the highest governance body	2026 Proxy Statement, p. 11

GRI STANDARD	DISCLOSURE	LOCATION OR RESPONSE
Governance	2-19 Remuneration policies	2026 Proxy Statement, pp. 22–39
	2-20 Process to determine remuneration	2026 Proxy Statement, pp. 22–39
	2-21 Annual total compensation ratio	2026 Proxy Statement, p. 49
Strategy, Policies and Practices	2-22 Statement on sustainable development strategy	Corporate Responsibility Strategy, p. 7
	2-23 Policy commitments	Responsible Business Practices, pp. 36–40
	2-24 Embedding policy commitments	Responsible Business Practices, pp. 36–40
	2-25 Process to remediate negative impacts	Responsible Business Practices, pp. 36–40
	2-26 Mechanisms for seeking advice and raising concerns	Responsible Business Practices, pp. 36–40
	2-27 Compliance with laws and regulations	Responsible Business Practices, pp. 36–40
	2-28 Membership of associations	Memberships and Associations, p. 6
Stakeholder Engagement	2-29 Approach to stakeholder engagement	Materiality Assessment, p. 9
	2-30 Collective bargaining agreements	Responsible Business Practices, p. 39
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment, p. 9
	3-2 List of material topics	Materiality Assessment, p. 9
	3-3 Management of material topics	Materiality Assessment, p. 9
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	OMISSION: ABM sources products nationwide, and while international spending is minimal, ABM does not currently require its suppliers to disclose whether their products are produced internationally.

GRI | GRI 1: Foundation 2021

Statement of Use: ABM has reported the information cited in this Global Reporting Initiative (GRI) content index for the period November 1, 2024 to October 31, 2025, in reference to the GRI Standards.

GRI STANDARD	DISCLOSURE	LOCATION OR RESPONSE
GRI 205: Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Responsible Business Practices, p. 38
	205-3 Confirmed incidents of corruption and actions taken	Responsible Business Practices, pp. 37-38
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Stewardship, p. 28 and Appendix, pp. 52-53
	305-1 Direct (Scope 1) GHG emissions	Environmental Stewardship, p. 27
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Stewardship, p. 27
	305-3 Other indirect (Scope 3) GHG emissions	Environmental Stewardship, p. 27
	305-4 GHG emissions intensity	OMISSION: ABM does not currently report emissions intensity metrics.
	305-5 Reduction of GHG emissions	Environmental Stewardship, p. 27
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Team Member Well-Being, p. 34
	403-1 Occupational health and safety management system	Health and Safety, p. 32 and Appendix, p. 44
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	OMISSION: At present, ABM does not collect all detailed information required for this disclosure across all operations. The information is currently unavailable; however, we are enhancing our reporting systems to standardize data collection and aim to provide complete disclosure in future reporting cycles.
	403-3 Occupational health services	OMISSION: At present, ABM does not collect all detailed information required for this disclosure across all operations. The information is currently unavailable; however, we are enhancing our reporting systems to standardize data collection and aim to provide complete disclosure in future reporting cycles.

GRI STANDARD	DISCLOSURE	LOCATION OR RESPONSE
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation and communication on occupational health and safety	Health and Safety, pp. 32-33
	403-5 Worker training on occupational health and safety	Health and Safety, p. 33
	403-6 Promotion of worker health	Health and Safety, pp. 32-33
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety, pp. 32-33
	403-9 Work-related injuries	Health and Safety, p. 32
	403-10 Work-related ill health	Health and Safety, p. 32
GRI 404: Training and Education 2016	404-1 Average hours of training per employee	Learning and Development, p. 35
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2026 Proxy Statement, p. vi and Appendix, pp. 49-50
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	OMISSION: ABM has not included detailed disclosure on incidents of non-compliance related to the health and safety impacts of our services in this reporting cycle, consistent with common industry practices.
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity & Data Privacy, p. 39

IFRS Sustainability Disclosure Standards

TOPIC	ACCOUNTING METRIC	CODE	DISCLOSURE
DATA SECURITY	Description of approach to identifying and addressing data security risks	SV-PS-230a.1	Cybersecurity and Data Privacy, p. 39
	Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	Cybersecurity and Data Privacy, p. 39
	(1) Number of data breaches, (2) percentage that (a) involve customers’ confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected	SV-PS-230a.3	Cybersecurity and Data Privacy, p. 39
WORKFORCE DIVERSITY & ENGAGEMENT	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management and (c) all other employees	SV-PS-330a.1	Additional Metrics, p. 49
	(1) Voluntary and (2) involuntary turnover rate for employees	SV-PS-330a.2	Additional Metrics, p. 50
	Employee engagement as a percentage	SV-PS-330a.3	OMISSION: At present, ABM does not collect all detailed information required for this disclosure across all operations.
PROFESSIONAL INTEGRITY	Description of approach to ensuring professional integrity	SV-PS-510a.1	Responsible Business Practices, p. 37
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	Material legal proceedings: disclosed in Note 14, “Commitments and Contingencies” on page 78 of our 2025 Form 10-K
ACTIVITY METRICS	Number of employees by: (1) full-time and part-time, (2) temporary and (3) contract	SV-PS-000.A	Additional Metrics, p. 49
	Employee hours worked, percentage billable	SV-PS-000.B	Safety Metrics, p. 52

Other material topics

- Human Rights – Human Rights
- Sustainable Solutions – Sustainable Solutions Portfolio



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<https://www.abm.com/about/corporate-responsibility>

For more information, please contact: sustainability@abm.com

