

Stakeholder and Enterprise Risk Committee

As Amended December 5, 2024

Purpose and Scope

The Stakeholder and Enterprise Risk Committee (the “Committee”) is created by the Board of Directors (the “Board”) of ABM Industries Incorporated (the “Company”) to discharge the responsibilities set forth in this Charter. The Committee shall assist the Board (i) in reviewing the Company’s programs, policies, and practices regarding certain social, environmental and public policy matters that may impact the Company’s business and key stakeholders, as well as (ii) in fulfilling the Board’s oversight responsibilities relating to the Company’s identification, evaluation and mitigation of strategic and operational risks. While the Committee has the responsibilities set forth in this Charter, it is not the duty of the Committee to design the Company’s enterprise risk management system or process.

Membership

The Committee shall consist of no fewer than three directors, comprised solely of directors deemed by the Board to be independent and who meet the independence requirements of the New York Stock Exchange. The members will be appointed by and serve at the pleasure of the Board. Committee members shall serve until they are removed or replaced by the Board, they resign, or their successors are duly elected and qualified.

Meetings

The Committee shall meet as often as may be deemed necessary or appropriate, but no fewer than three times annually. The Committee may ask members of management or others to attend meetings or to provide relevant information. The Committee periodically shall meet in executive session without management.

Duties and Responsibilities

The Committee shall coordinate with the Audit Committee, the Compensation Committee and the Governance Committee in instances where there is overlap with respect to the activities of those committees and this Committee; the Committee shall not have responsibility for matters, including related to risk oversight, subject to the jurisdiction of another committee. In addition to any other responsibilities that may be assigned from time to time by the Board, the Committee shall:

- Review and provide oversight regarding Company policies and practices related to certain social issues, including, but not limited to, diversity, culture and inclusion, employee engagement, talent acquisition, development, and retention, and health and safety, and oversee risks related to such matters;
- Review and provide oversight regarding Company policies and practices related to certain environmental issues, including, but not limited to, climate change, emissions tracking and energy consumption, and oversee risks related to such matters;

- Review and consider the impact of the Company’s policies and practices on the communities in which it operates and on the environment;
- Oversee the preparation and publication of the Company’s Corporate Responsibility Report;
- Assist the Board in its oversight of the enterprise risk management program of the Company;
- Receive and review presentations on selected risk topics, including emerging risks, as management or the Committee deem appropriate from time to time;
- Provide oversight to management relating to the identification, evaluation, and mitigation of stakeholder risks, including, but not limited to, risks related to social and environmental and matters;
- Assist the Board in its oversight of risks relating to cybersecurity as part of the Company’s enterprise risk management program, including by reviewing the Company’s cybersecurity risk tolerances and mitigation strategies;
- Oversee the Company’s policies on corporate charitable activities and review the Company’s activities with respect to charitable contributions; and
- Provide oversight regarding public policy initiatives undertaken by the Company, as deemed appropriate by management and the Committee.

Self-Evaluation and Charter Review

The Committee will annually conduct a self-evaluation to review the Committee’s performance, including its effectiveness and compliance with this Charter. In addition, the Committee will annually review and reassess the adequacy of this Charter and recommend to the Board any appropriate changes.

Reports

The Chair of the Committee will report orally to the Board at its regularly schedule meetings on the matters considered by the Committee. The Committee will, to the extent deemed appropriate, record its summaries of recommendations to the Board in written form.

Committee Authority and Delegations

The Committee shall undertake any other action or exercise such other powers, authority and responsibilities as necessary or appropriate to the discharge of its responsibilities and duties set forth in this Charter or the Company’s Amended and Restated Bylaws, or as shall otherwise be determined by the Board.

In discharging its responsibilities and duties, the Committee is empowered to investigate any matter brought to its attention that it determines to be within the scope of its authority with full access to all books, records, facilities and personnel of the Company. The Committee has the power to retain independent counsel or other consultants or experts as the Committee may deem appropriate in its sole discretion, have sole authority to approve related fees and retention terms,

and shall receive funding from the Company to engage such advisors and for the ordinary administrative expenses of the Committee.

The Committee may delegate its authority to a subcommittee, another member of the Committee or the Board, and the officers of the Company when it deems appropriate and in the best interests of the Company unless otherwise prohibited by law, regulation or listing standard. However, in delegating authority it shall not absolve itself from the responsibilities it bears under the terms of this Charter.

Posting

This Charter will be posted on the Company's website to be available to all stockholders.