

# Climate Action Plan

## Jacobs

Challenging today.  
Reinventing tomorrow.



Updated April 2022





Creating a  
more **connected**,  
**sustainable world.**

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**Steve Demetriou**  
Chair & CEO

## 1. Chair & CEO Statement

### **Climate change is our generation's greatest threat, challenge and opportunity.**

As I reflect on the negotiations and outcomes from the 26th United Nations Climate Change Conference of Parties (COP26) in Glasgow, although progress is being made at the local, global and national levels – so much more remains to be done.

The consensus both during and after the conference was that immediate and decisive action is needed to ensure we collectively:

1. Limit global warming in line with the **1.5°C target** of the Paris Agreement.
2. Future-proof and adapt to the **impacts** of climate change that are already locked in.
3. Put **people** at the heart of climate action to create a fair, just and equitable future for all.

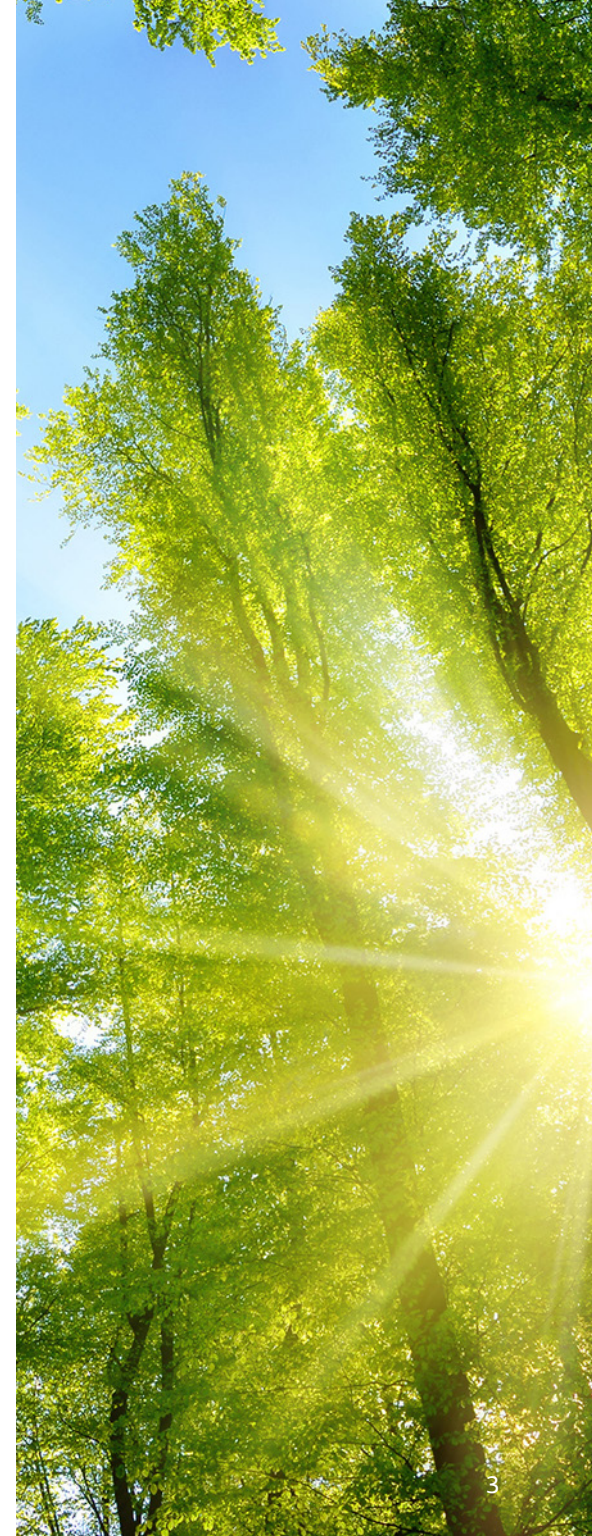
With this sense of urgency top of mind, along with increased interest and concern from all of our stakeholders – employees, Board members, clients and investors – Jacobs has elevated Climate Response as one of three core accelerators within our fiscal year 2022 to 2024 company strategy – aligning positive societal impact with long-term business growth. To deliver on this strategy, we also established an Office of Global Climate Response and ESG, designed to deliver on our climate action commitments through innovative solutions for both our clients and stakeholders.

Our Climate Action Plan lays out our next phase of climate mitigation and adaptation commitments, which build on the progress we have made since the release of our initial plan on the 50th Anniversary of Earth Day in 2020. We are proud to be the first consultancy and one of the world's first companies with net-zero targets approved by the Science Based Targets initiative. We are proud to have reduced our carbon emissions by 45% since 2019. We are proud to procure 100% low-carbon electricity for our operations. And we are proud to be a carbon neutral organization.

We will continue driving the rapid decarbonization of our operations and value chain, while also accelerating the essential shift to a zero-carbon economy through the solutions we deliver to clients every day, world-wide. In parallel, we will continue to improve our business resilience and our clients' business resilience by embedding adaptive measures across all our end markets, considering climate risks and opportunities in alignment with the Taskforce on Climate-related Financial Disclosures (TCFD).

As a purpose-led company, we know we have a pivotal role to play in responding to the climate crisis and we are proud to accept this challenge.

Steve Demetriou  
Chair & CEO





## 2. Executive Summary

In recent years, the world's collective understanding of climate change, how it will impact all parts of society and what must be done to respond to current and future threats has developed enormously.

COP26 brought together 120 world leaders and resulted in new global climate agreements; the Intergovernmental Panel on Climate Change (IPCC) published updates from Working Groups I's and II's contributions to the Sixth Assessment Report, furthering our understanding of the likely physical impacts and vulnerabilities of climate change; the [Science Based Targets](#) initiative developed the first corporate Net-Zero Standard; and climate risk disclosures have started to become a mandatory business requirement in some countries.

Jacobs has also made significant progress, meeting our initial climate action goals, achieving carbon neutrality and adopting 100% low-carbon electricity – while setting science based targets in the process. We introduced carbon pricing on corporate business travel, undertook a global climate risk disclosure analysis, improved our corporate ESG ratings and engaged extensively in business events at COP26.

Building on these achievements and coupled with our new company strategy that elevates Climate Response as one of three accelerators fundamental to business growth over the FY 2022-2024 strategy period, we have set new, ambitious climate commitments:

- 1. Ensure every project becomes a climate response opportunity**
- 2. Achieve Net-Zero greenhouse gas emissions across the value chain by 2040**
- 3. Maintain carbon neutrality status and 100% low-carbon electricity for our operations**

**We will meet these commitments and will continually enhance our approach to climate mitigation and adaptation in a way that is fair, just and equitable for all.**

## Jacobs climate response solutions: ENERGY TRANSITION

### SuedLink

With a target to generate 65% of its power from renewable sources by 2030 and 80% by 2050, Germany's power grid needs to be significantly updated to accommodate this energy transition. Jacobs is providing program management services for the longest underground power cable project in the world, integrating renewable sources such as wind and solar power into the country's electricity grid, while also linking with interconnectors to provide cross-border energy resilience.



[See the project](#)

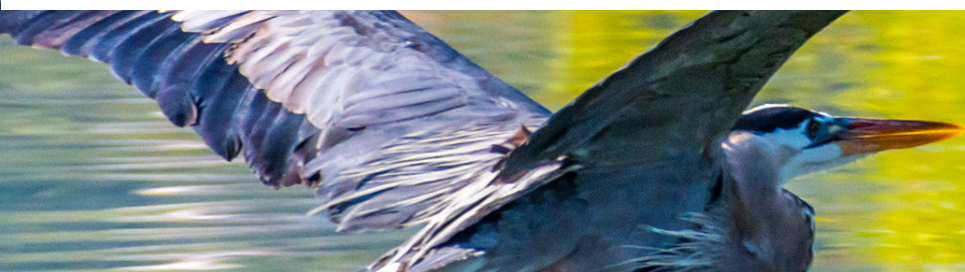
### ITER

By recreating the nuclear reaction inside the sun and stars, the world's largest fusion experiment in Provence, France, is pointing the way to a new source of almost limitless low-carbon energy. Jacobs is designing and manufacturing key components for the ITER machine and leads the European Remote Handling Alliance. We're also providing construction management services and designing systems related to the fuel cycle, waste management and plant simulators.



[See the project](#)

– Image courtesy of ITER





### 3. Introduction

Jacobs first published its Climate Action Plan on Earth Day 2020 (April 22). At that time, the world was beginning to understand the global economic, environmental and social impacts of COVID-19. We know that climate change also impacts the most vulnerable in society, and the pandemic only served to increase global inequality.

Recognizing international progress in our scientific understanding of the affects of climate change, the government endorsements of the Glasgow Climate Pact and new pledges, and with our own company progress in accelerating climate response – the time was right to update our Climate Action Plan.

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**“What humans do over the next 50 years will determine the fate of all life on the planet.”**

David Attenborough  
Broadcaster and Natural Historian



As we boldly move forward with channeling our expansive capabilities in climate response, we have re-focused our efforts on how we can build a net zero future not only within our own operations, but across the client solutions we deliver. As an industry-leading global solutions provider, our greatest opportunity to address climate change comes through the sustainable, resilient and nature-positive solutions we co-create with our public and private sector clients around the world.

**Our new headline climate commitments are as follows:**

- 1. Ensure** every client project becomes a **climate response opportunity**
- 2. Achieve net-zero greenhouse gas emissions** across the value chain **by 2040**
- 3. Maintain carbon neutrality status** and **100% low-carbon electricity** for our operations

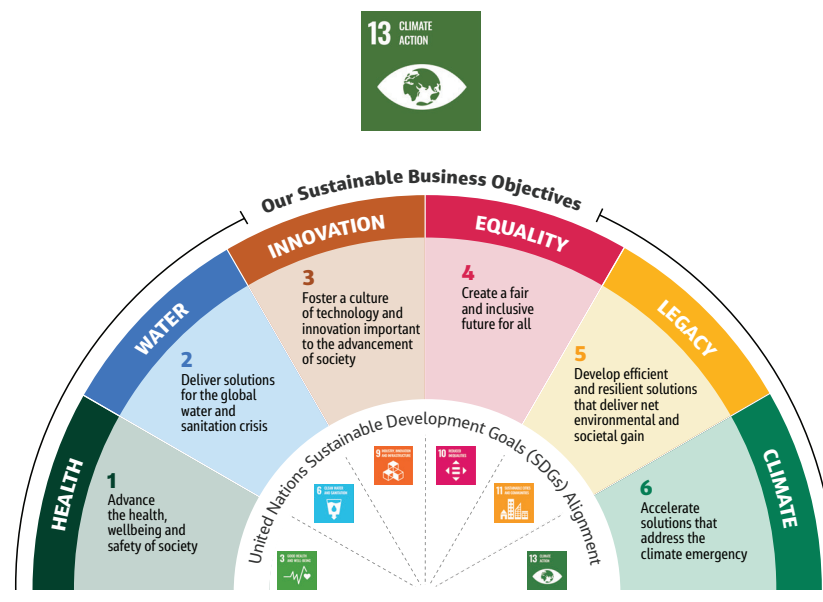


### 3. Introduction *continued*

In July 2021, we amplified our commitment to sustainability in our revised [PlanBeyond 2.0™ sustainable business approach](#), and we will continue to review and refine this approach in line with emerging global priorities and in a way that underpins the delivery objectives of our company strategy. Aligned with the 17 United Nations Sustainable Development Goals (UN SDGs), and recognizing that all SDGs are interconnected, Jacobs identified six core SDGs and translated them into six Sustainable Business Objectives (SBOs), guiding how sustainability is integrated across our business and how we help sustain the planet for future generations. The sixth SBO is to **Accelerate solutions that address the climate emergency**. This Climate Action Plan supports the effective mobilization and delivery of PlanBeyond 2.0 through targeted commitments and investment opportunities that make our climate response a reality.

As we live our purpose to create a more connected sustainable world, we will lead by offering innovative net zero solutions that support our clients' decarbonization targets. We will also challenge today and reinvent tomorrow by offering adaptation solutions to help communities go further and faster, recognizing the need to ensure that those most vulnerable to the impacts of climate change are prioritized.

This vision will be realized through our new FY 2022-2024 company strategy that positions Jacobs as a climate response market leader, maximizing long-term business and societal impact with the delivery of holistic, integrated, end-to-end solutions for energy transition, decarbonization, adaptation and resilience, and natural resource stewardship.



[Read more in PlanBeyond 2.0](#)





### 3. Introduction *continued*

## Global Climate Context

### Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6)

The IPCC's three Working Groups are in the process of publishing their [Sixth Assessment Report](#) (AR6).

Working Group I provided a stark update on the likely impacts of physical climate change and deepened our scientific understanding of climate change

Working Group II provided an update on impacts, adaptation and vulnerability, and focused on the consequences of inaction

Working Group III is focused on the mitigation of climate change, and their contribution to the AR6 is scheduled to be published in April 2022

### COP26 & Glasgow Climate Pact

The COP26 summit in 2021 brought parties together to accelerate action towards the goals of the Paris Agreement and the UN Framework Convention on Climate Change.

The flagship agreement reached at COP26, known as the Glasgow Climate Pact, resulted in the following primary commitments:

- Phasing down coal power generation
- Pledge to cut methane emissions
- Climate finance
- National carbon commitments

### Science Based Targets Initiative (SBTi) – Net-Zero Standard

The [SBTi's Net-Zero Standard](#) was published in late 2021 and provides businesses with a consistent definition of what is meant by the term 'net-zero' and how to achieve it – a world-first corporate standard on net-zero.

Key requirements of the Net-Zero Standard include focusing on rapid, deep emissions cuts; setting near- and long-term targets; only claiming achievement of net-zero after long-term targets are met; and investing in mitigation both within and outside the value chain.

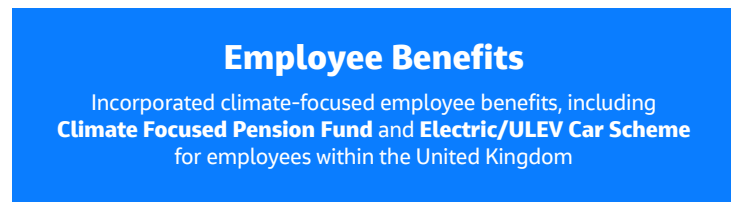
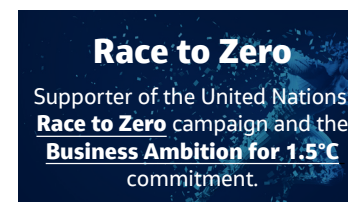
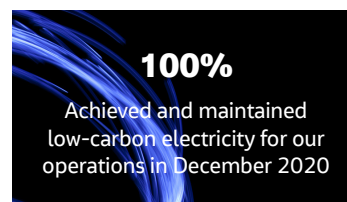
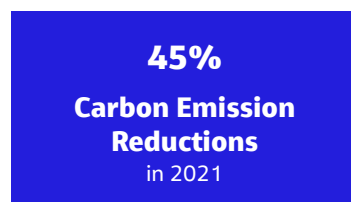
### Taskforce on Climate-related Financial Disclosures (TCFD)

The G20's Financial Stability Board (FSB) established the TCFD to bring climate risk reporting into the business mainstream. The group has developed recommendations for more effective disclosures and reporting to help businesses report consistently and transparently on their financial risks and opportunities, aid decision making, and integrate climate risks into enterprise risk management and strategy. Climate risk disclosures are being mandated in legislation in the United Kingdom and New Zealand, and the TCFD provides the framework with which businesses can meet those requirements.



### 3. Introduction *continued*

#### Our climate achievements to date





## 4. Our Carbon Footprint

**We use 2019 as our baseline year for all carbon reporting and carbon reduction target-setting, and each year we publish our GHG inventory (carbon footprint) which is verified by an accredited third party.**

Our carbon footprint is made up of various sources of emissions, categorized as **Scope 1**, **Scope 2** and **Scope 3**:

**Scope 1** emissions are carbon emissions that a company directly creates at the source. For example, exhaust from vehicles or combustion of natural gas in a boiler for heating a building.

**Scope 2** emissions are emissions that are indirectly caused by the energy consumption of a company, but which are emitted from equipment or sources controlled by other parties.

**Scope 3** emissions are the indirect emissions that come from all the other activities a company engages in and are often referred to as emissions from the supply chain.

A high-level summary of our carbon footprint data is captured below. More detail on our carbon data and our verification statements is published annually on our [Jacobs Investor Relations ESG microsite](#).

**45%**  
**Reduction Total**  
FY19-FY21

**50%**  
**Reduction Target**  
by 2030

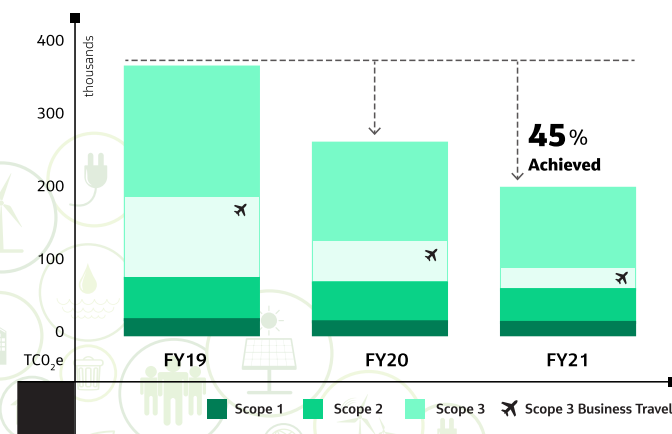
**90%**  
**Reduction Target**  
by 2040

Our deep commitment to environmental protection and concern regarding the climate crisis led to aggressive carbon emission commitments established in our first Climate Action Plan on April 22, 2020. Detailed in our Carbon Neutrality Commitment[1], we achieved 100% low-carbon electricity and became carbon neutral for our operations and business travel in 2020 and continue to maintain these commitments.

As a member of the SBTi Technical Advisory Group (TAG) since 2020 and a participant in the Net-Zero Road Test in 2021, we committed to setting Net-Zero targets in line with the SBTi Corporate Net-Zero Standard. Key requirements of the Net-Zero Standard include a focus on rapid, deep emissions cuts; setting near- and long-term targets; only claiming achievement of net-zero after long-term targets are met; and investing in mitigation within and outside the value chain.

[1] Carbon neutrality demonstrated through the PAS 2060:2014 global standard.

**FY19-FY21 Carbon Footprint**



## 5. Our Carbon Reduction Plans

Jacobs has made solid progress against our carbon reduction targets. This has been a result of all the initiatives we have put in place, aided by the global travel restrictions imposed by the COVID-19 pandemic. The travel restrictions helped us achieve significant carbon reductions in a short period of time; however, we must now seize this opportunity to embrace new ways of working and further decarbonize our operations. Below are just some of the ways we intend to advance our commitments.



### Emissions from our Operations

This section covers our Scope 1 and Scope 2 GHG emissions. Our direct Scope 1 emissions relate to our vehicle use and energy consumption for those offices where we have direct control. Our indirect Scope 2 emissions comprise emissions associated with electricity and heating purchased by Jacobs for leased offices.

Our commitment to 100% low-carbon electricity means that our energy needs will be supplied through a variety of sources globally, which may include green tariffs, renewable energy certificates (RECs), energy attribute certificates (EACs) and virtual purchase power agreements (VPPAs).

In the U.K., we purchase 100% low-carbon electricity through Renewable Energy Guarantees of Origin (REGO) certificates for all offices where Jacobs is directly responsible for procuring energy. This accounts for over half of our U.K. offices.

In 2021, we began purchasing 100% low-carbon electricity through our utility energy providers in Australia and New Zealand for offices where Jacobs is directly responsible for procuring energy and where certified renewable energy was available. We purchased the remainder of our 2020 and 2021 global electricity through third party providers of RECs or EACs to cover 100% of our electricity consumption globally.

### 2021 Low-Carbon Electricity Purchases

were sourced according to where our electricity consumption occurs globally as shown below.

Asia-Pacific - **9,053 MWh**

Europe - **19,662 MWh**

North America - **70,400 MWh**

MENA - **1,093 MWh**

**TOTAL - 100,208 MWh**



## 5. Our Carbon Reduction Plans *continued*

### Ongoing Scope 1 and 2 Reduction Activities

#### Real Estate:

- Improve energy data collection
- Continue office energy audits and efficiency measures across our portfolio
- Ongoing consolidation of real estate portfolio
- Green leases and other arrangements with landlords

#### Fleet Vehicles:

- Promote broader use of electric vehicles (EVs) and increase number of electric vehicles in our fleet
- Improve data collection on fuel consumption and mileage – from 2022 all new vehicles will come with telematics for better data analysis
- Commitment to achieve 20% EV use for North American fleet by 2030

#### Low-Carbon Electricity:

- Procure 100% low-carbon electricity

### Scope 3 Value Chain Emissions

On March 3, 2021, we announced we had taken a 65% stake in PA Consulting. PA Consulting was not included in our Scope 3 sources when this assessment was initially completed. However, our investment in PA Consulting will be included within our Scope 3 emissions and PA Consulting will be submitting science-based targets in 2022.

### Ongoing Scope 3 Reduction Activities

#### Business Travel & Employee Commuting:

- Internal carbon pricing on corporate business travel
- Employee engagement around travel reductions and use of less carbon intensive modes
- Encourage continued use of digital technology to avoid non-essential travel
- Improve employee commuting data collection
- Partnership in place with Hertz to increase EV rental

### Supply Chain Engagement

Jacobs operates in 40+ countries and engages more than 30,000 suppliers worldwide. Jacobs' Supply Management is focused on ensuring project delivery, reducing overall performance and supply chain risk, and building strategic relationships with our suppliers to help drive savings and meet our key priorities, including sustainability, human rights, and diversity. In January 2021, we made a three-year commitment to CDP as a supply chain member to engage our suppliers, pinpoint risks and identify opportunities to support our suppliers in reducing carbon emissions and strengthening their climate resiliency. We're proud to have earned a place as a leading company on [CDP's 2021 Supplier Engagement Leaderboard](#), for taking action to measure and reduce climate risk within our supply chain.

We are in the process of reviewing and updating our sustainable supply chain management activities as part of our PlanBeyond sustainable business approach. Our Supply Management and Procurement teams will establish climate action goals for major suppliers; partner with our supply chain to improve Scope 3 data and target reductions; and explore green financing mechanisms attached to climate and carbon performance incentives.

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**As a Supplier Engagement Leader,  
we're taking action to measure  
and reduce environmental risks  
within our supply chain.**

## 6. Our Climate Commitments

### Commitment 1

Our goal is to **make every project a climate response opportunity.**

### Commitment 2

Jacobs commits to **reaching net-zero** greenhouse gas emissions across the value chain **by 2040.**

### Commitment 3

We commit to maintaining **carbon neutrality** and **100% low-carbon electricity.**

### Commitment 1

Our goal is to **make every project a climate response opportunity.**



### Climate Response Accelerator

Our new 2022-2024 company strategy includes three new accelerators – **Climate Response, Consulting & Advisory and Data Solutions.** The vision behind the Climate Response growth accelerator is to position Jacobs as a market leader, maximizing long-term business and societal impact with the delivery of holistic, integrated, end-to-end solutions for energy transition, decarbonization, adaptation and resilience, and natural resource stewardship.



## 6. Our Climate Commitments *continued*

### Commitment 1

Explore some of the Climate Response projects we are delivering for our clients around the world.

#### ENERGY TRANSITION

- Renewable & Clean Energy
- Grid Modernization
- Energy Storage
- Electric Vehicle & Battery Manufacturing
- Energy-Water Nexus

##### FlyZero, UK Aerospace Technology Institute



Consulting and advisory to define the infrastructure needed to operate green liquid hydrogen powered aircraft, supporting the UK Government's goal of zero-carbon emission commercial aviation by 2035.

[See the project](#)

#### DECARBONIZATION

- Clean & Smart Mobility
- Net Zero Buildings/Campuses
- Business Operations Decarbonization
- Industrial Operations Decarbonization
- Infrastructure Decarbonization

##### Brisbane Metro Bus Rapid Transit



Technical advisor for fleet of new battery electric, bi-articulated vehicles (the first of their kind in Australia) and redesign of the public transport network that will move the area's 1.6 million people daily.

[See the project](#)

#### ADAPTATION & RESILIENCE

- Infrastructure Resilience
- Active/Livable Cities
- Public Health & Well-being Policies & Programs
- Emergency Management Planning, Response & Recovery
- National Security

##### Port of San Francisco Waterfront Resilience Program



Program management for preserving and fortifying more than three miles of the 100-year-old Embarcadero Seawall for sea level rise adaption, flood protection and earthquake safety.

[See the project](#)

#### NATURAL RESOURCE STEWARDSHIP

- Integrated Water Management
- Nature-based Solutions
- Ecosystem Restoration
- Waste Management & Circular Economy
- Social Value/Equity
- Healthy & Vibrant Communities

##### Delta Conveyance Program



Engineering design services for the multi-decade Delta Conveyance Program which will secure clean water for 27 million people and three million acres of agricultural lands.

[See the project](#)

*continued*

### Commitment 2

Jacobs commits to reaching **net-zero greenhouse gas emissions** across the value chain **by 2040**.



Achieved **45%** total location-based emissions reduction between 2019 and 2021.

Anticipate **Scope 3** emissions might rise post COVID; expect to still reach our 50% goal by 2030.

Near-Term Target **50%** emission reduction between 2019 and 2030.

Long-term target **90%** emission reduction by 2040.

For the remaining **10%** (or less) emissions, neutralize with carbon offsets.

### Jacobs Science-Based Targets

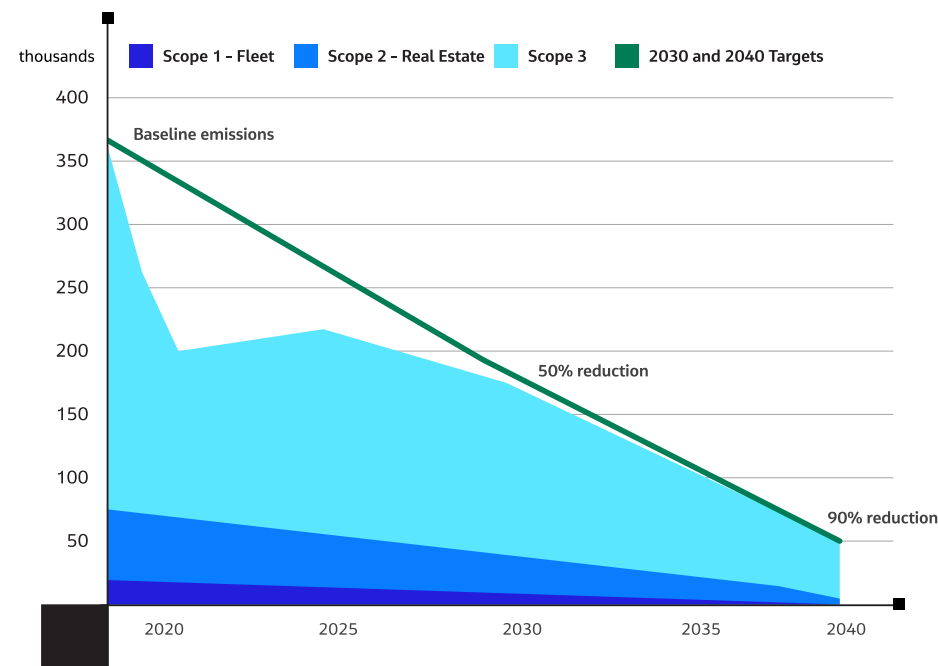
Jacobs has approved near- and long-term science-based emissions reduction targets with the SBTi. This means our emissions reduction targets are consistent with the aim of the Paris Agreement to limit average global warming to 1.5°C by the end of the century, compared to pre-industrial temperatures. They are also consistent with the Net-Zero Standard. Our near-term targets are approved by the SBTi as follows:

- 1. Jacobs commits to reduce absolute scope 1 and 2 GHG emissions 50% by 2030** from a 2019 base year and commits to reduce absolute scope 3 GHG emissions from business travel and employee commuting by 50% over the same timeframe.
- 2. Jacobs commits that 65% of our suppliers** by spend covering purchased goods and services will have **science-based targets by 2025**.

Our long-term targets are approved by the SBTi as follows:

- 1. Jacobs commits to reduce absolute scope 1, 2 & 3 GHG emissions 90% by 2040** from a 2019 base year.

We are focused on fulfilling our science-based emission reduction targets for our direct and indirect emissions. The graph shows our progress to date and expected emissions in line with reaching our net-zero goals.



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### Commitment 3

We commit to maintaining **carbon neutrality and 100% low-carbon electricity.**

Jacobs achieved its 100% low-carbon electricity commitment for our operations in 2020 and will continue to meet this commitment for 100% of our electricity usage. To meet our carbon neutrality commitments, carbon offsets were purchased to cover emissions remaining after reductions from scope 1, scope 2 heating and scope 3 business travel carbon emissions in 2020 and 2021. Our carbon neutrality status is in line with international standard PAS 2060 (British Standards Institution) and our offsets were purchased from specified and audited sources, such as the Clean Development Mechanism, Gold Standard and Verified Carbon Standard, to ensure no double counting occurs and that the projects are actively removing carbon emissions. When selecting carbon offsets that comply with PAS 2060, we prioritize offsets from projects that create wider societal value while also removing carbon from the atmosphere. We seek to contribute to delivery of the UN SDGs through our investments.



## 7. Climate Justice

While climate change affects us all, communities with limited access to resources or situated in at-risk regions face its most severe impacts. Existing inequities such as those related to gender, race and wealth amplify the risk that climate change poses to people's lives, livelihoods and opportunities to participate in the green economy. Climate change is also driving both internal and cross-border migration due to natural disasters and resource scarcity, leading to other problems such as food insecurity and conflict.

At Jacobs, we are committed to propelling a transition to net zero that is not only rapid, but just. We recognize that climate justice cannot be achieved without urgent action and collaboration among public, private and civil society organizations, partnering with affected communities to provide critical response and co-create sustainable, resilient solutions.

**At Jacobs, we live inclusion.** We are driving equity and equality in climate response through multiple channels – spanning our business operations and client solutions, charitable giving and volunteering, and partnerships and policy engagement.

To accelerate the  
**transition to a net zero  
future that is just**, we will:

- Recognize and apply scientific findings of the IPCC Working Group II on climate impacts, adaptation and vulnerability, and share new understanding with our clients.
- Apply scenario analysis to map physical and transitional risks arising from climate change, integrating principles of adaptive planning into our solutions to protect the most vulnerable in society.
- Accelerate decarbonization and adaptation plans in cities, using the UN SDGs as a lens to put the needs of people and communities first.
- Optimize our partnerships and memberships to understand and respond to the socio-economic impacts of climate change in our operating regions, including the displacement of people and communities.

**“Climate change is happening now and to all of us. No country or community is immune... And, as is always the case, the poor and vulnerable are the first to suffer and the worst hit.”**

António Guterres, UN Secretary-General



*continued*



## 7. Climate Justice *continued*

Explore some of the ways in which we are delivering fair and equitable climate action



### WATER FOR PEOPLE



[Water For People](#) (WFP) is a global non-profit working across Latin America, Africa and Asia to achieve lasting access to clean water and sanitation solutions. With a focus on engagement and capacity building, WFP brings together communities, local entrepreneurs and governments to build, operate and manage their own systems – ensuring they have the training and tools needed to maintain them for generations. Jacobs has donated over \$4 million and provided thousands of volunteer hours to support WFP's vision, advancing water equity and resilience among communities at high risk for climate impacts.

Since 1991, Jacobs has donated over \$4million and provided thousands of volunteer hours to support WFP's vision, advancing water equity and resilience among communities at high risk for climate impacts.



### BRIDGES TO PROSPERITY



[Bridges to Prosperity](#) (B2P) collaborates with local partners, communities, governments and businesses to install footbridges in isolated rural communities around the globe. Locations are determined based on comprehensive needs and impact assessments, which include vulnerability of the community to climate impacts. Constructed with locally sourced materials, the bridges are durable to withstand extreme weather events. Providing year-round access to healthcare, education and economic opportunity, the bridges connect communities to key resources, enabling improved health outcomes, career advancement and increased participation of women in the workforce.

Jacobs' employees have participated in B2P builds since 2014, and we are proud to support a team of employee volunteers for the B2P Rwanda Bridge Build in 2022.



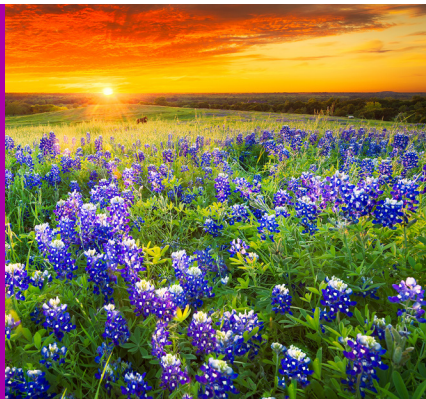
### STREETLIGHT ACQUISITION



Transportation policy and planning have significant impacts on both climate and society – with decisions impacting the lives and livelihoods of under-resourced communities. [StreetLight](#) is a pioneer of mobility analytics that uses data and machine learning to solve complex transportation problems. Among its suite of solutions, StreetLight provides objective metrics to measure, evaluate and support equitable transportation, engaging with government and academic institutions. Transportation is one of the biggest sources of global greenhouse gases and Jacobs' acquisition of StreetLight signals our leadership in data solutions that support a just and equitable transition to a decarbonized future.

[Read](#) about some of the ways StreetLight is supporting clients.

## 8. Our Approach to Climate Risk



Jacobs published two climate risk disclosures, in 2020 and 2021. Our 2020 report was a qualitative assessment and allowed us to explore the process and align ourselves with the TCFD reporting framework.

Our 2021 report went a step further and provided a qualitative and quantitative assessment of our main climate-related risks and opportunities across all markets and lines of business. Within each market, we estimated the broad financial value of material climate impacts we could experience by 2050, under contrasting climate scenarios.

Our approach is structured around the TCFD framework and applies IPCC scenario analysis as a lens through which we can better understand our main physical and transitional climate-related risks and opportunities.

For more technical information about our approach, see our Climate Risk Assessment document.

[View Document](#)

### Task Force on Climate-Related Financial Disclosures (TCFD) Framework

#### Governance

- Climate-related risks and opportunities are integrated into our Enterprise Risk Management (ERM) processes, led by our Senior Vice President, ERM.
- The PlanBeyond Executive Steering Committee has oversight responsibilities for our Climate Action Plan. Regular updates are reported to the Board by Jacobs' Chair and CEO.
- A new Board Committee for ESG (Environmental, Social and Governance) and Risk was formed in April 2021.

#### Risk Management

- Created and deployed Jacobs' Climate Risk Manager tool to assess climate-related risk to our offices and major projects.
- Climate risk embedded in ERM framework. ESG (and climate) identified as a top risk area and subject to ongoing management and oversight.

#### Strategy

- Global market leaders engaged in an assessment of the strategic climate-related risks and opportunities to inform business adaptation and resilience.
- Climate Response placed at the heart of our company strategy, covering energy transition, decarbonization, adaptation and resilience, and natural resource stewardship.

#### Metrics & Targets

- First annual report to the Sustainability Accounting Standards Board framework (SASB).
- Achieved our Climate Action Plan commitment to 100% renewable electricity for our operations and carbon neutrality for our operations and business travel in 2020.

*continued*



## 8. Our Approach to Climate Risk *continued*

### What are our **Climate Risk commitments?**

Integrate  
**climate risk analysis**  
into company strategy and planning.

Deploy  
**climate risk assessment technology**  
on all pursuits and projects where climate risk is considered material.

Support  
**our clients and major suppliers**  
to undertake their own climate risk assessments, in line with TCFD recommendations.

Integrate by 2025  
**climate risk & adaptation considerations**  
into each of our market sector strategies.

In 2022, we are undertaking a climate adaptation pilot focusing on the water market – to develop a process that can then be applied consistently across all our markets. The pilot approach is based on adaptive planning principles in ISO14090, the international standard on Adaptation to Climate Change, and involves:

- Expansion of relevant climate scenario analysis and deeper analysis of key physical and transitional risks in the water market.
- Collaborative consultation with our clients for broader stakeholder perspective, recognizing that the process will lead to mutual benefits.
- Establishment of a pilot process that helps identify adaptation interventions in the water market.
- Consolidating and embedding learning from the pilot approach across our global business.

## 9. Nature As A Solution

Society faces a dual climate and ecological crisis, with habitat restoration and creation offering co-benefits for management. [The Dasgupta Review](#), and independent, global review on the Economics of Biodiversity, identified that “our economies are embedded within nature, not external to it,” and this acknowledgement has been strengthened through the launch of the Taskforce on Nature-related Financial Disclosures (TNFD) which aims to build upon the success of the TCFD. The TNFD framework, set to be released in 2023, will develop a risk management and disclosure framework for organizations to report and act on evolving nature-related risks. It is hoped that this new framework will support a shift in global financial flows towards nature-positive outcomes.

Jacobs acknowledges the importance of nature-based solutions and broader natural resilience in managing societal challenges. For example, we are contributing to the Council for Sustainable Business' Nature Positive Handbook on nature-positive design for infrastructure. And we partnered with the United States Army Corps of Engineers (USACE) Engineering Research and Development Center to develop a guidebook on [Engineering With Nature®](#) Supporting Mission Resilience and Infrastructure Value at U.S. Department of Defense Installations.

We have also promoted the use of nature-based carbon offsets to bridge the gap between decarbonization efforts and net-zero carbon targets, providing advanced site-selection models for clients at a regional scale. We have a [strategic partnership with Biomimicry3.8](#) providing “Project Positive” design solutions for clients and Jacobs is a member of [Project Positive](#) alongside Microsoft, Interface, Ford, Google and others.



Biomimicry podcast

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### Advancing the Science & Delivery of Blue Carbon

#### UK Environmental Agency

Blue carbon is the carbon captured by marine and coastal ecosystems, such as saltmarshes, seagrass meadows and mangroves. Jacobs is at the forefront of advancing industry knowledge in this area through innovative studies:

1. Measuring carbon stored in restored saltmarshes
2. Reviewing U.S. coastal wetland carbon codes to help scope a U.K. saltmarsh carbon code
3. Developing a pilot U.K. saltmarsh carbon code



### Nature Positive Design Driving Sustainable Innovation

#### Ford Motor Company

Jacobs and strategic partner Biomimicry 3.8 are collaborating with Ford Motor Company on their global sustainability strategy which integrates Positive Performance, a nature positive assessment and design methodology:

- Helping engineers, architects, landscape architects and planners to understand, emulate and facilitate ecosystem services
- Delivering positive environmental, health and wellness impacts through their designs

The approach is being piloted at a number of Ford's corporate campuses and manufacturing facilities.



*continued*



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**But we want  
to do more.**

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We acknowledge that the climate- and nature-related risks we face provide significant opportunities to drive nature-positive solutions that help mitigate the impacts of climate change. Over FY22 and FY23 we will look to:

- Develop a globally consistent approach for assessing natural capital risk and opportunities across geographies, in line with expected TNFD requirements.
- Develop a nature-positive design hierarchy which focuses on nature-based solutions, followed by nature-based design, prior to considering traditional engineered solutions.
- Develop training surrounding nature-based solutions which promotes nature-positive design and further embeds natural capital approaches, while highlighting the importance of Jacobs' projects contributing to wider ecosystem scale recovery.



## 10. Engagement & Governance



Our passion and commitment to act on climate change comes from our leadership and our 55,000+ employees, many of whom are already experiencing the impacts of the climate emergency. The commitments and actions in this Climate Action Plan are made under the direction of Jacobs Chair and CEO, Steve Demetriou, who has made this a priority goal, with executive compensation tied to meeting this goal.

In 2021, Jacobs formed an ESG & Risk Committee to further increase Board of Directors' oversight of ESG issues and reporting, and enterprise risk management. The PlanBeyond Executive Steering Committee has oversight responsibilities of PlanBeyond, including this Climate Action Plan. The Office of Global Climate Response and ESG has responsibility for implementing this plan. Additionally, Jacobs has an ESG Reporting Committee comprising functional leads that are stakeholders in our carbon reporting and ESG disclosures. Regular updates and progress updates are reported to the Board by Jacobs' Chair and CEO.

[ESG Disclosure Document](#)

### Employee Education and Engagement

At Jacobs, every employee takes responsibility for climate action in their jobs, regardless of their role. Since launching PlanBeyond 2.0, we've focused on driving sustainability deeper into our culture, in the same manner that health and safety is ingrained in our individual actions and operations today.

In the year leading up to COP26, our employees were encouraged and incentivized to take part in the Climate Countdown Challenge through our employee engagement and education platform, [Collectively<sup>SM</sup>](#). Over twelve months, one-thousand employees completed more than 13,000 positive actions to reduce their carbon footprint, saving the equivalent of 320,000kg CO<sub>2</sub>.

We also launched the [Climate Solutions Accelerator course](#) to our global workforce, supporting the company's learning culture for future green skills in climate response. A collaboration between the [Royal Scottish Geographical Society](#) (RSGS), University of Edinburgh, University of Stirling and Institute of Directors Scotland, the course provides a quick, simple and rounded introduction to the fundamentals of climate change. Jacobs' business units are now required to report user completion rates on a quarterly basis. From Spring 2022, we will be rolling out this training to both clients and our supply chain, as we engage and train our partners in climate response.

As a purpose-led company, we know we have a pivotal role to play in addressing the climate emergency. We consider this not only good business but our duty to channel our technology-enabled expertise and capabilities toward benefiting people and the planet. The legacy we want to create for future generations is one of betterment and Jacobs is uniquely positioned to make every project we deliver a climate response opportunity.

**"We will continue to ensure **our own operations and value chain rapidly decarbonize**, as we focus on accelerating the necessary **shift to a zero-carbon economy** through the work we do every day around the world."**

Steve Demetriou, Chair & CEO

### Climate Response in Employee Benefits

In the U.K., we offer a government-backed Electric Vehicle (EV) car scheme, which enables our employees to purchase an EV in a tax efficient way, making it more financially accessible to our people. Additionally, we now offer our U.K. and Ireland-based employees a Climate-Focused Pension Fund option which results in less than half the carbon emissions per dollar invested than other pension fund options.

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