

PPN 06/21 FY23 Carbon Reduction Plan

Jacobs UK Limited

11 November 2024



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1. Commitment to achieving Net Zero

Jacobs U.K. Limited is committed to supporting the U.K. Government target of achieving net-zero emissions by 2050. Our ultimate parent company Jacobs Solutions Inc. (Jacobs) has set the following targets in the Climate Action Plan:

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. This includes our Scope 1, Scope 2 and Scope 3 business travel emissions.

Additionally, at the global level, Jacobs has set the following SBTi near and long term approved targets:

1. We commit to reduce absolute Scope 1 and Scope 2 GHG emissions 50% by 2030 from a 2019 base year
2. We commit to reduce absolute Scope 3 GHG emissions from business travel and employee commuting by 50% by 2030 from a 2019 base year
3. We commit that 65% of our suppliers by spend covering purchased good and services will have science-based targets by 2025
4. We commit to reduce absolute Scope 1, 2 and 3 GHG emissions 90% by 2040 from a 2019 base year

In February 2023, Jacobs Engineering Group Inc., a wholly-owned subsidiary of Jacobs, issued [Sustainability-Linked Senior Notes due 2033](#) (SLB), which further reflects its industry leadership and commitment to incorporating sustainability into the Company's financing strategy. The SLB's performance is underpinned by two Key Performance Indicators (KPIs) and tied to Sustainability Performance Targets (SPTs) as outlined in the [SLB Framework](#). The KPIs and SPTs are associated with [United Nations Sustainable Development Goals](#) (U.N. SDGs), linked to gender equality and reduced inequalities (U.N. SDGs 5 and 10) and climate action (U.N. SDG 13). For additional details on the selection of KPIs and SPTs, please refer to the SLB Framework and [SLB Prospectus Supplement](#).

More information on Jacobs' climate commitments can be found in the [FY23 ESG Disclosures](#) & on the [Sustainability Microsite](#).

2. Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases (GHGs) that have been produced in the past and are the reference point against which emissions reduction can be measured. The baseline year for Jacobs is fiscal year-end 2019 (FY19)¹.

Table 1: Baseline year emissions (FY19) for Jacobs U.K. Limited²

EMISSIONS	tCO2e
Scope 1	990
Scope 2	2,815 (location-based) 2,888 (market-based)
Scope 3 (included scopes)	Waste: 291 Business Travel: 4,861 Employee Commuting: 5,051
Total Emissions	14,009 (Scope 2 location-based) 14,081 (Scope 2 market-based)

These baseline emissions are for FY19 and are derived from Jacobs' total UK emissions, apportioned to Jacobs U.K. Limited based on the percentage of headcount it represents when compared to the total UK headcount of the Jacobs group³.

Scopes 1 and 2 are derived from [Jacobs' global emissions which were third-party verified with limited assurance](#) to the GHG Protocol Corporate Standard (in July 2021).

¹ Jacobs' fiscal year ends on the Friday closest to September 30 (determined on the basis of the number of workdays) and, accordingly, an additional week of activity is added every five-to-six years. Our intent is to align our carbon inventory dates with our financial fiscal year, but greenhouse gas emissions calculation software has limited the ability to adjust annual reporting year dates year over year and therefore the default dates of October 1 through September 30 are used. This allows for consistent year over year change in emissions comparisons. While there may be minor differences in exact timing of climate disclosures with Jacobs' financial reporting (i.e., our Annual Report on Form 10-K (Form 10-K) filed with the U.S. Securities and Exchange Commission (SEC), these differences are not material. Jacobs' financial fiscal year dates for the past 4 years is as follows:

- FY19: September 29, 2018 to September 27, 2019
- FY20: September 28, 2019 to October, 2 2020
- FY21: October 3, 2020 to October, 1 2021
- FY22: October 2, 2021 to September, 30 2022
- FY23: October 1, 2022 to September, 29 2023

Jacobs is actively engaged in data capture, storage, and analysis automation efforts that will drive closer connection across all reporting periods.

² On September 27th 2024, Jacobs completed the spin-off of its Critical Mission Solutions and Cyber & Intelligence government services businesses (the "Separated Business") and subsequent merger of those businesses with Amentum Parent Holdings LLC, forming an independent, publicly traded company called Amentum Holdings, Inc. Jacobs' total UK emissions and therefore Jacobs UK Limited emissions for the FY19 baseline included in this report include emissions attributed to the Separated Business.

³In previous Carbon Reduction Plans, a revenue-based approach was used to apportion Jacobs UK Limited's emissions from Jacobs' emissions in the UK. For Jacobs UK Limited's FY23 Carbon Reduction Plan, FY19 GHG emissions have been restated to align with a headcount-based approach. See section 4 for further commentary.

Scope 3 emissions categories relevant to Jacobs include business travel well-to-wheel, employee commuting well-to-wheel, upstream fuel- and energy-related activities not included in Scope 1 or 2, purchased goods and services and investments. However, in line with the Cabinet Office's Technical standard for Completion of Carbon Reduction Plans, Scope 3 emissions reported here include:

- Waste generated in our operations
- Business travel
- Employee commuting

Scope 3 business travel and employee commuting well-to-wheel emissions are derived from Jacobs' global emissions which were third-party verified with limited assurance in July 2021 to the GHG Protocol Corporate Standard. Employee commuting emissions were calculated using the average-data method from the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard which involves estimating emissions based on employee headcounts and average (such as, national) data on commuting patterns.

Waste generated in operations emissions estimated for FY19 is presented but deemed immaterial and not third-party verified. Jacobs global waste emissions and therefore the UK portion of these emissions (as presented above) were calculated based on headcount using an average volume of waste disposed per person in our offices. The vast majority of our waste generation is in leased office space where property owners control waste contracts, which limits Jacobs' ability to influence the carbon intensity of the waste treatment. Contracted waste treatment emissions for operations where we do have control over waste contracts are less than 1% of our total Scope 3 emissions and are included in our Purchased Goods and Services data, and therefore not relevant to our organization as a separate category.

Upstream Transportation and Distribution and Downstream Transportation and Distribution Scope 3 sources are not relevant to Jacobs nor are these emissions relevant to the professional services sector. As a professional services firm, providing or selling "products" are not a material part of Jacobs' business nor do we have inbound or outbound or intercompany logistics that would typically be associated with sold products. Emissions from procurement of goods and services related to internal business operations are covered by purchased goods and services – the majority of that are services which do not require upstream transportation and distribution services. Transportation and distribution of purchased goods for internal business operations are primarily dictated by the supplier thus limiting our ability to influence emissions beyond our control on the supplier selection which is already covered by the purchased goods and services category.

3. Current Emissions Reporting

The current reporting year for Jacobs is FY23¹.

Table 2: Current Emissions Report (FY23) for Jacobs U.K. Limited⁴

EMISSIONS	tCO2e
Scope 1	1,075
Scope 2	1,786 (location-based) 450 (market-based)

⁴ On September 27th 2024, Jacobs completed the spin-off of its Critical Mission Solutions and Cyber & Intelligence government services businesses (the "Separated Business") and subsequent merger of those businesses with Amentum Parent Holdings LLC, forming an independent, publicly traded company called Amentum Holdings, Inc. Jacobs' total UK emissions and therefore Jacobs UK Limited emissions for FY23 included in this report include emissions attributed to the Separated Business.

Scope 3 (included scopes)	Waste: 6
	Business Travel: 7,486
	Employee Commuting: 4,109
Total Emissions	14,462 (Scope 2 location-based)
	13,126 (Scope 2 market-based)

For our reporting year FY23, our methodology for proportioning Jacobs UK total emissions to Jacobs U.K. Limited emissions has changed from a revenue-based approach to a headcount-based approach. See section 4 for further commentary.

Other changes in methodology include moving some carbon emissions sources previously attributed to Scope 2 purchased heating to Scope 1 stationary combustion as these were deemed to fall under our operational control, as in line with the GHG Protocol. Additionally, Scope 3 waste has changed from a headcount & estimation approach as used in our FY19 baseline calculation to utilising real data collected within our offices regarding the waste they generate.

4. Jacobs UK Limited's Progress

From FY19 to FY22 (which for the purposes of this report is October 1, 2021 through September 30, 2022)¹, a revenue-based approach to proportion Jacobs U.K. Limited emissions from Jacobs' total UK emissions was used within Jacobs UK Limited's previous PPN 06/21 Carbon Reduction Plans. To align with business requirements & information disclosed through Streamlined Energy & Carbon Reporting (SECR)⁵, this approach is being changed to a headcount-based approach from FY23 onwards.

Jacobs U.K. Limited's headcount as a proportion of the total headcount for companies that are part of the Jacobs group in the UK increased over the period FY19 to FY23 (which for the purposes of this report, each fiscal year is reported as October 1 of the year prior through September 30 of the fiscal year end date). This is a result of various legacy legal entities being absorbed by Jacobs UK Limited.

% of Jacobs Total Headcount in the UK	FY19	FY20 ¹	FY21 ¹	FY22	FY23
Jacobs U.K. Limited	55.2%	53.9%	72.1%	71.0%	74.1%

Largely because of this increased share of total UK headcount Jacobs UK Limited's emissions have increased by 3% since FY19. This should be viewed alongside the fact that when looking at Jacobs group emissions generated in the UK as a whole, Jacobs' UK combined Scope 1 and Scope 2 (location-based) emissions have reduced by 44% since FY19. Additionally, Scope 3 employee commuting has reduced by 39%. However, Scope 3 Business Travel has increased by almost 15% - Section 4 details our current plans to reduce our carbon emissions in this area.

⁵ Jacobs' understanding of its GHG emissions generated in the UK has improved over time. There may be slight differences in GHG emissions reported for Jacobs UK Limited in other reporting mechanisms. Since FY23, Jacobs' ESG disclosures are subject to enhanced internal data governance and controls to ensure a consistent approach is used across Jacobs. Beginning with FY24 GHG emissions reporting, Jacobs' GHG emissions from its UK operations will be independently verified to ensure full transparency in its climate action efforts. For any queries, please contact planbeyond@jacobs.com.

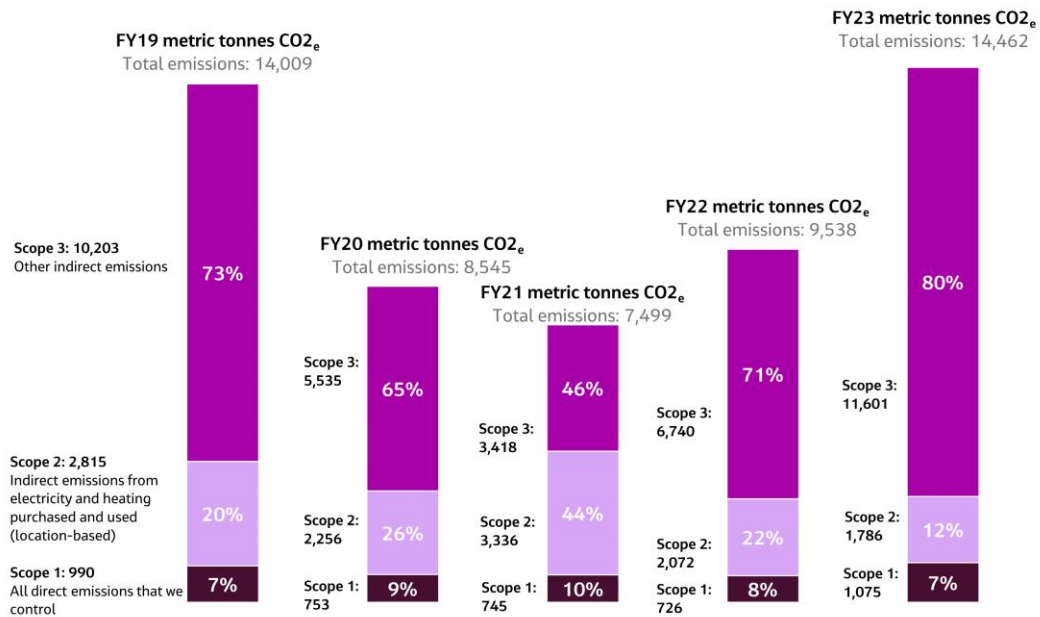


Figure 1: Jacobs UK Limited GHG emissions (location-based) from FY19 to FY23 based on headcount methodology⁶.

5. Carbon Reduction Projects

Since FY19, Jacobs has reduced its global carbon footprint (market-based) by 50% in FY23. This has been achieved through the following measures & commitments.

Carbon Neutrality Commitment

Since 2020, Jacobs has maintained carbon neutrality in line with PAS2060:2014. Further information is available through the Jacobs [Carbon Neutrality Commitment](#).

Office Energy

In the UK, an Energy Management System (EMS) is in place which is certified to ISO 50001: 2018. This means we monitor and measure our UK energy consumption with an aim of improving energy performance through the implementation of annually set energy objectives.

Limited information and control over office space energy consumption has limited Jacobs' ability to directly reduce its office energy consumption with energy efficiency updates. To date, energy and emissions have been primarily reduced through reduction of the global real estate portfolio. As a result of globalization and digital advances, Jacobs has implemented a work environment which combines face-to-face engagement and work from home. Both globally and in the UK, we prioritise leasing space in BREEAM or LEED compliant or certified buildings when feasible, and our office buildouts are constructed using sustainable finishes and

⁶ On September 27th 2024, Jacobs completed the spin-off of its Critical Mission Solutions and Cyber & Intelligence government services businesses (the "Separated Business") and subsequent merger of those businesses with Amentum Parent Holdings LLC, forming an independent, publicly traded company called Amentum Holdings, Inc.. Jacobs' total UK emissions and therefore Jacobs UK Limited emissions for FY19 to FY23, as stated within this graph, include emissions attributed to the Separated Business.

furniture. Additionally in the UK, the feasibility and progress of any energy saving opportunities (both ones where Jacobs - or our landlord - would be responsible for implementing) are monitored through each Facility maintaining an Office Environmental Action Plan. Examples of opportunities have included switching lighting fixtures and ensuring HVAC systems are adequately programmed.

Jacobs' indirect Scope 2 emissions comprise of emissions associated with purchased electricity and heating for leased offices. Jacobs' commitment to 100% low-carbon electricity means that our electricity needs are expected to be supplied through a variety of sources globally such as green tariffs, REGO certificates for offices where we pay directly to U.K. energy suppliers and virtual power purchase agreements with a goal of creating demand for new or additional low-carbon electricity resources at or near our operations.

Office Environmental Plans

Jacobs UK Limited has an externally certified Environmental Management System (EMS) which is integrated to a Health, Safety and Environment Management System (HSEMS) and conforms to ISO 14001:2015.

An Office Environmental Action Plan (OEAP)/ Lab Environmental Action Plan (LEAP) or OEAP Lite is completed by our offices in the UK. These records provide quarterly performance data and address our relevant compliance obligations.

Supply Chain

As outlined in the [Climate Action Plan](#), Jacobs' Supply Chain Management and Procurement teams will establish climate action goals for major suppliers, and partner with its suppliers to improve global Scope 3 GHG emissions data and target reductions.

Through its Science-Based Targets, Jacobs has committed that 65% of its suppliers by spend covering purchased goods and services will have science-based targets by 2025.

The CDP (formerly known as the Carbon Disclosure Project) is a non-profit organisation that operates a platform for companies to disclose their environmental impact (particularly greenhouse gas emissions) to encourage transparency and informed decision-making on sustainability. Since January 2021, and during FY23, Jacobs has committed to CDP as a supply chain member to engage suppliers, pinpoint risks and identify opportunities to support suppliers in reducing carbon emissions and strengthening their climate resiliency. Since 2021, Jacobs has been working with CDP Supply Chain to run an engagement campaign to educate suppliers about climate change and as a springboard to further engage with and support members of our supply chain in their carbon management journeys through emails, webinars and provision of resources.

Jacobs were recognized on CDP's Supplier Engagement Leaderboard in 2021 and 2022 for engaging suppliers on climate change and "playing a crucial role in the transition towards the net-zero sustainable economy".

Business Travel

Business travel emissions for well to tank (WTT) and tank to wheel (TTW) are calculated for rental cars, personal vehicles, air travel and hotel stays based on travel data provided by Jacobs' business travel vendor and standard widely accepted emission factors. Air travel emission factors include radiative forcing. Efforts to reduce Jacobs' global business travel carbon emissions were previously underway prior to the global COVID19 pandemic. For example, Jacobs created an employee dashboard so its people can view their travel carbon footprint and be empowered individually to help us meet our global emissions reduction goals by reducing their own travel and using less carbon-intensive meeting methods. Business units (BUs) are accountable for tracking, monitoring and reporting business travel in alignment with this new reporting tool.

Jacobs' partnership with Uber for Business encourages the use of eco-friendly vehicles such as EVs, for rideshare services and allows for carbon emissions data tracking. Jacobs' policies preferentially encourage public transportation or rideshare services over rental car services for environment, safety and well-being

purposes. However, when rental car services are necessary for business purposes, we encourage the use of EVs or hybrids where available in partnership with our rental car providers.

Effective January 1, 2022, Jacobs established an internal carbon price of \$50 per metric tonne CO₂e for all non-billable business travel to influence sustainable decision-making around travel and further help reduce our global carbon footprint. The carbon cost calculated for every non-billable business trip is added to the overall cost of travel and charged to the applicable BU. Proceeds are used to fund carbon reduction and removal initiatives.

Globally, Jacobs anticipates its emission reduction targets for business travel will be met through the following:

- increased use of video conferencing for internal and external business meetings;
- online versus in-person trainings;
- virtual professional and industry association conferences;
- reduced transportation vehicle emissions;
- alternative, cleaner transportation methods;
- encouraging employees to transition to low-carbon travel options (such as, train versus airplane for shorter trips, EVs for rental cars or rideshare services, public transportation, etc.)

Employee Commuting

Employee commuting is currently estimated using the average-data method from the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard which involves estimating emissions based on employee headcounts and average data (such as national statistics) on commuting patterns.

As Jacobs continues to move to a new hybrid way of working, we will continue to assess employee commuting based on data associated with office utilisation rates. Globally, Jacobs is working on collecting more granular and specific information about when and how its employees are commuting to work.

Jacobs continues to explore ways to actively collect data from employees through existing internal tools and external tools. Historically, commuter surveys have not provided statistically relevant reliable data that could be used calculate employee commuting emissions.

Partnering with Other Businesses and Governments

Jacobs' biggest opportunity to affect climate change comes not from managing its own emissions, but through its influence on the world's largest infrastructure and critical mission projects and as an industry leader. By partnering with clients, governments, and other stakeholders, and through our robust innovation process, we help identify and implement solutions to create a more connected, sustainable world.

Jacobs partners and engages in thought leadership with clients and industry through various networking organisations. These organisations help us demonstrate our commitment to mitigating climate change and provide platforms to share learning and continually improve and influence performance. Jacobs engages in various external organisations and initiatives dedicated to advancing our Environmental, Social and Governance (ESG) and sustainability priorities, including but not limited to:

- [BSR \(formerly Businesses for Social Responsibility\)](#)
- [Business in the Community \(U.K.\) Net Zero Carbon Taskforce](#)
- [CDP](#) (Supply Chain Member)
- [Champions of Change Coalition](#)

- [Engineers Without Borders](#)
- [Environmental Analyst – Sustainable Delivery Group](#)
- G7 Alliance on Nature Positive Economies
- Network for Engineering With Nature
- [Pledge to Net-Zero Alliance](#)
- Royal Scottish Geographical Society
- [Science Based Targets initiative – Business Ambition for 1.5°C](#)
- [Science-Based Targets Network Corporate Engagement Program](#)
- [Structural Engineers 2050 Commitment Program](#)
- [Task Force on Climate-related Financial Disclosures \(TCFD\)](#) (Supporter)
- [The Climate Pledge](#)
- [U.N. Global Compact CFO Task Force for the Sustainable Development Goals](#) (Founding Member)
- [U.N. Global Compact](#) (Participant level)
- U.N. Race to Resilience Campaign Member
- [U.N. Race to Zero](#) Campaign Supporter
- World Climate Foundation
- [World Environment Centre](#)

6. Declaration and sign off


This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol Corporate Standard⁷ and uses the appropriate emission conversion factors for corporate GHG reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard⁸.

This Carbon Reduction Plan has been reviewed and signed off by the Board of Directors (or equivalent management body).

Signed on behalf of the Supplier:

 Alex Lane
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Date: Thu, November 14, 2024
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⁷ <https://ghgprotocol.org/corporate-standard>

⁸ <https://ghgprotocol.org/standards/Scope-3-standard>