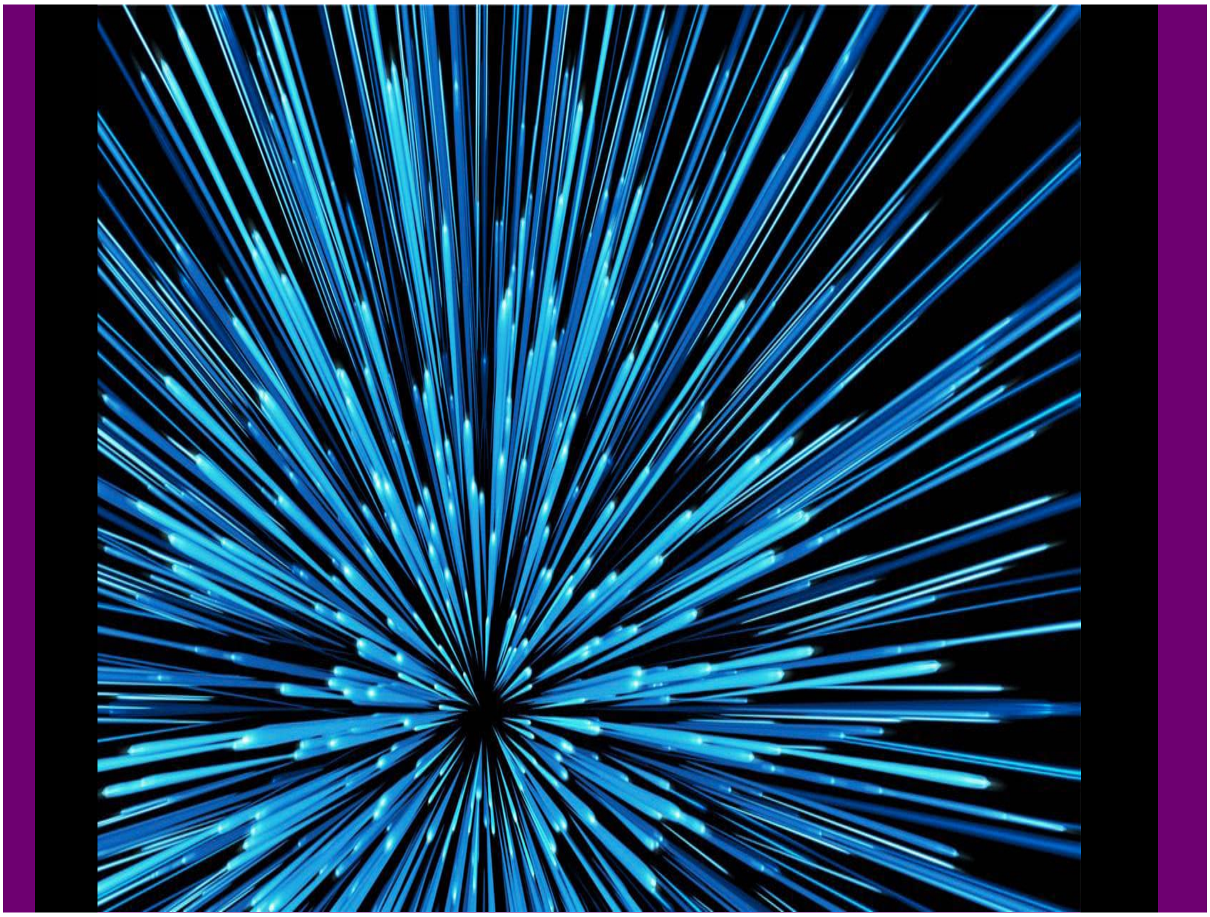
PPN 006 FY24 Carbon Reduction Plan

Jacobs U.K. Limited

14 October 2025



PPN 006 FY24 Carbon Reduction Plan

Client name: Jacobs U.K. Limited

Project name: PPN 006 FY24 Carbon Reduction Plan

Date: 14 October 2025

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Supplier Name: Jacobs U.K. Limited (02594504)

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Explanatory Note

Jacobs U.K. Limited's ultimate parent company is Jacobs Solutions Inc. ("Jacobs"). Jacobs is a publicly held corporation, incorporated in the State of Delaware, USA. Jacobs U.K. Limited is a subsidiary of Jacobs and any of Jacobs' global initiatives stated within this report apply to Jacobs U.K. Limited.

On 27th September 2024, Jacobs completed the spin-off of its Critical Mission Solutions and Cyber & Intelligence government services businesses (the "SpinCo Business") and subsequent merger of the SpinCo Business with Amentum Parent Holdings LLC, forming an independent, publicly traded company called Amentum Holdings, Inc. (NYSE: AMTM) ("Amentum") (the "Separation Transaction"). Please see Jacobs' Fiscal Year 2024 ("FY24") Annual Report on Form 10-K and other filings with the U.S. Securities and Exchange Commission (SEC) for additional information about the Separation Transaction.

Unless otherwise noted herein, this PPN 006 FY24 Carbon Reduction Plan only includes data reflective of Jacobs U.K. Limited following the completion of the Separation Transaction and does not include the SpinCo Business. Although the Separation Transaction was completed on the last day of FY24, we believe that presenting the data in this document without the SpinCo Business allows stakeholders to better understand our progress towards objectives included herein.

This PPN 006 FY24 Carbon Reduction Plan covers activities in Jacobs' FY24 from 30th September 2023 through 27th September 2024. As a wholly owned subsidiary of Jacobs, Jacobs U.K. Limited has the same fiscal year as Jacobs. Jacobs' fiscal year ends on the Friday closest to 30th September(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 GHG emissions calculation software has limited the ability to adjust annual reporting year dates year over year and therefore throughout this report the default dates of 1st October through 30th September are used when reporting on GHG emissions data. 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 filed with the SEC, these differences are not considered significant by Jacobs). Jacobs is actively engaged in data capture, storage, and analysis automation efforts that will drive closer connection across all reporting periods.

Jacobs U.K. Limited's emissions stated within this report are derived by extracting Jacobs' total geographical emissions in the U.K. from Jacobs' Global Carbon Inventory and proportioning emissions attributable to Jacobs U.K. Limited based on the percentage of headcount it represents when compared to Jacobs' U.K. headcount. In the case of historical data included herein, such percentage has been recalculated to exclude the SpinCo Business U.K. headcount data from each year reported, reflecting Jacobs U.K. Limited's emissions in each reported fiscal year using the recalculated percentage.

Except as specifically noted herein, information contained in this document has not been subject to third-party verification and should also be considered unaudited by external parties. Please see Jacobs' FY24 Sustainability Report for additional information regarding Jacobs' sustainability and corporate responsibility, including important disclaimers that are incorporated herein. Information included herein is intended to be a summary of Jacobs' relevant sustainability efforts and should not be relied upon exclusively by the user.

1. Emission Reduction Targets

1.1 Commitment to Achieving Net-Zero by 2040

Jacobs U.K. Limited is committed to supporting the U.K. Government's target of achieving net-zero emissions by 2050. Jacobs has had validated near-term Science-Based Targets initiative ("SBTi") targets since 2020 and, as a participant in the Net-Zero Road Test in 2021, set a Validated Net-Zero Target in line with the SBTi Corporate Net-Zero Standard. By doing so, Jacobs became the first professional consultancy and one of the world's first companies with a net-zero target approved by the SBTi.

Jacobs has set the following SBTi near and long-term greenhouse gas (GHG) emissions related validated targets, including Jacobs' net-zero target:

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 to reduce absolute Scope 1, 2 and 3 GHG emissions 90% by 2040 from a 2019 base year (net-zero by 2040).

Additional information on Jacobs' climate objectives and potential future adjustments to its targets can be found in the Jacobs' FY24 Sustainability Report and on the Jacobs Sustainability Microsite.

2. Historical Emissions Data

2.1 Baseline Emissions Footprint

Fiscal Year 2019 ("FY19") (from 1st October 2018 through 30th September 2019) is the baseline year selected for Jacobs' and Jacobs U.K. Limited's GHG Inventory for the purpose of carbon reduction target setting and tracking. As described in Jacobs' FY24 Sustainability Report (including sections 2.2.1 and 2.2.2), Jacobs has completed a rebaseline following the completion of the Separation Transaction and therefore Jacobs U.K. Limited has restated, in comparison to previous PPN 06/21 Carbon Reduction Plans, its baseline year emissions for FY19 – see Table 1.

Table 1: Baseline year emissions (FY19) for Jacobs U.K. Limited[a]

EMISSIONS	tCO2e
Scope 1	16
Scope 2	3,003 (location-based) 2,731 (market-based)
Scope 3	Waste: 10 Business Travel: 5,437 Employee Commuting: 6,579 Fuel & Energy-Related Activities (location-based): 927 Fuel & Energy-Related Activities (market-based): 638
Total Emissions	15,972 (location-based) 15,411 (market-based)

[a] FY19 data included here reflects Jacobs U.K. Limited without the SpinCo Business. Although such FY19 data included in this Carbon Reduction Plan was subject to a detailed internal review, such FY19 data has not undergone third-party verification, and, as a result, Jacobs cautions readers that such data is solely being provided in good faith solely to facilitate a comparison against FY24 data.

The rebaseline Jacobs completed following the completion of the Separation Transaction is detailed in the Jacobs FY24 Sustainability Report. In addition to the removal of the SpinCo Business data and emissions, Jacobs also reflected certain other structural changes and improvements to its emissions calculation methodology in the recalculated baseline year data. This includes, but is not limited to, changes to its emissions calculation methodology for Scope 3 business travel emissions. This new methodology is reflected in the FY19, FY23 (as defined below) and FY24 data included herein. See Sections 2.2.1 and 2.2.2 in the Jacobs' FY24 Sustainability Report for additional details.

Guidance for completing a Carbon Reduction Plan in line with PPN 006 includes reporting Scope 3 Upstream Transportation and Distribution and Downstream Transportation and Distribution emissions. In 2024, Jacobs performed an updated Scope 3 screening using FY24 data and determined based on the screening that we do not consider these emissions sources relevant to our business as a professional services company. Therefore, this document does not include such emissions information.

2.2 FY23 Emissions Data

Previous published PPN 06/21 Carbon Reduction Plans for Jacobs U.K. Limited included data and emissions attributed to the SpinCo business. We believe that presenting the data in this document without the SpinCo Business allows stakeholders to better understand our progress towards our objectives. To facilitate a year-over-year comparison, Jacobs U.K. Limited's emissions for the fiscal year which ended 29th September 2023 ("FY23") are restated below without the SpinCo Business. Although such FY23 data included in this document was subject to a detailed internal review, Jacobs cautions the reader that the below FY23 data is being provided solely to facilitate such comparison, and such data has not undergone a third-party verification. Data relating to our fiscal years which ended 2nd October 2020 (Fiscal Year 2020), 1st October 2021 (Fiscal Year 2021) and 30th September 2022 (Fiscal Year 2022) has not been restated and is not included in this document.

Table 2: FY23 Emissions for Jacobs U.K. Limited

EMISSIONS	tCO2e
Scope 1	360
Scope 2	1,222 (location-based) 411 (market-based)
Scope 3	Waste: 3 Business Travel: 3,283 Employee Commuting: 1,968 Fuel & Energy-Related Activities (location-based): 163 Fuel & Energy-Related Activities (market-based): 160
Total Emissions	6,999 (location-based) 4,509 (market-based)

3. Current Emissions Reporting

The current reporting year for Jacobs is FY24.

Table 3: Current Emissions Report (FY24) for Jacobs U.K. Limited

EMISSIONS	tCO2e
Scope 1	149[a]
Scope 2	1,067[a] (location-based) 320[a] (market-based)
Scope 3	Waste: 2[b] Business Travel: 3,544[a] Employee Commuting: 2,109[a] Fuel & Energy-Related Activities (location-based): 155[a] Fuel & Energy-Related Activities (market-based): 90[a]
Total Emissions	7,026[a] (location-based) 4,523[a] (market-based)

[a]Calculated based on third-party verified FY24 values (U.K.).
[b] Although FY24 Scope 3: Waste data included in this Carbon Reduction Plan was subject to a detailed internal review, such FY24 Scope 3: Waste data has not undergone third-party verification, and, as a result, Jacobs cautions readers that such data is being provided in good faith solely to facilitate a year-over-year comparison.

4. Carbon Reduction Projects and Initiatives

4.1 Jacobs U.K. Limited's Progress to Date

As of FY24, Jacobs U.K. Limited has reduced its location-based and market-based carbon footprint by 56% and 71%, respectively, since FY19 (utilising FY19 data following our rebaseline) (see Section 4.2 for details on initiatives implemented to achieve these reductions). Jacobs U.K. Limited's total emissions (location-based) have increased by 0.4% from FY23 to FY24. As anticipated, this has been driven by an 8% increase in Jacobs U.K. Limited's Scope 3 Business Travel from FY23 to FY24 as we continue to grow our business and travel to operate our business and meet the needs of our clients. However, we make a conscious effort to minimise travel that is not critical to the business. We are evaluating and implementing business travel policies and sustainable travel alternatives to the extent practicable to help us mitigate further increases in business travel emissions while continuing to grow our business. Jacobs U.K. Limited has achieved an overall decrease in Scope 3 business travel emissions of approximately 35% from FY19 to FY24.

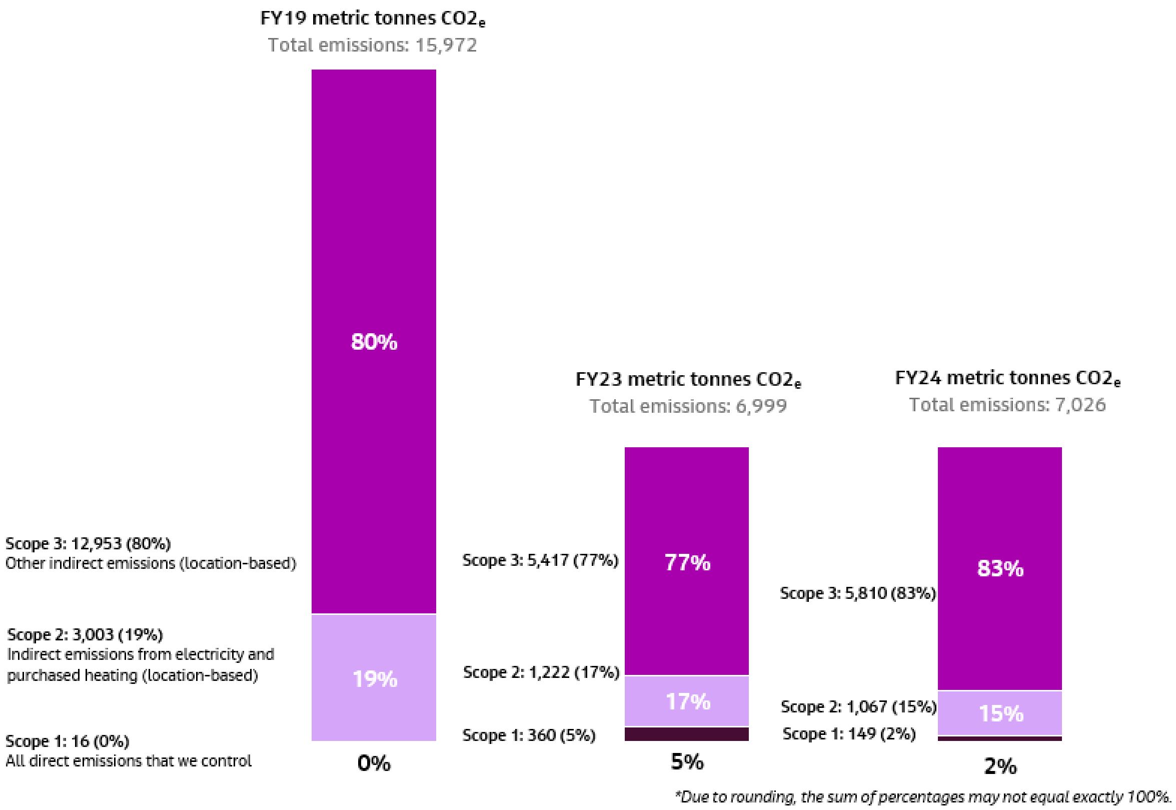

Figure 1: Jacobs U.K. Limited GHG emissions (location-based) for FY19, FY23 & FY24 as set forth herein.

4.2 Ongoing & Future Carbon Reduction Initiatives

As set forth in Section 4.1, Jacobs U.K. Limited has reduced its overall location-based and market-based carbon footprint since FY19. This has been achieved through a variety of initiatives, including those set out below. At this time, Jacobs U.K. Limited intends to maintain these measures or will implement similar measures in line with its initiatives when performing contracts in the U.K. going forward. Jacobs U.K. Limited believes that Jacobs' initiatives will allow the company to decrease its overall emissions in line with its emissions targets in effect at such time over the next five years. Other initiatives Jacobs (including Jacobs U.K. Limited) has implemented can be found in the Jacobs FY24 Sustainability Report.

Carbon Neutrality Commitment

Since 2020, Jacobs has achieved carbon neutrality for its operations and business travel in line with PAS2060:2014. Jacobs' commitment to 100% renewable electricity means that its electricity needs are expected to be supplied through a variety of sources globally such as green tariffs, renewable energy certificates (RECs) and environmental attribute certificates (EACs) with a goal of creating demand for new or additional renewable electricity resources at or near our operations.

Further information is available through the Jacobs Carbon Neutrality Commitment.

Office Energy

Jacobs U.K. Limited has an Energy Management System (EnMS) in place which is certified to ISO 50001: 2018. This means we monitor and measure our U.K energy consumption with an aim of improving energy performance through the implementation of annually set energy objectives.

As part of Jacobs U.K. Limited's EnMS, energy saving opportunities are continuously identified and implemented. For example, in FY24, three lighting scheme upgrades were implemented which have a total estimated annual energy saving of 31,780 kWh. We have also reduced energy use and emissions by using our floor space more efficiently. This has allowed us to reduce the floor area we occupy in the U.K. by approximately 55% from FY19 to FY24. Both globally and in the U.K., we prioritise leasing space in BREEAM or LEED compliant or certified buildings when feasible, and our office buildouts are constructed using sustainable finishes and furniture.

Fleet Vehicles

We are primarily focused on implementing plans to reduce fleet vehicle energy consumption and emissions by leasing more electric or hybrid vehicles. We are also evaluating our ability to support EV adoption by working with our project and real estate teams to identify locations with existing charging infrastructure and where we can accelerate the installation of charging infrastructure to support use of EVs.

Business Travel

In 2023, Jacobs partnered with a third-party consultant, Advito, to use Advito's International Organisation for Standardisation (ISO) Certified GATE4 business travel emission calculation methodology to improve its Scope 3 business travel emission calculations. Jacobs also uses Advito to provide consulting services to identify opportunities for business travel carbon emissions reductions.

Jacobs' policies preferentially encourage public transportation, rideshare services or taxi services over rental car services for environment, safety, and wellbeing 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.

Efforts to reduce our business travel carbon include creating a dashboard to track our travel carbon footprint. Operational leaders are accountable for tracking, monitoring, and reporting business travel in alignment with this new reporting tool.

On 1st January 1 2022, Jacobs introduced an internal carbon price of $50 USD per metric tonne of CO2e applied to non-billable business travel at Jacobs. The carbon cost is charged to the applicable operational leaders and is intended to influence our employees to consider sustainable decision-making around travel by evaluating if the travel is necessary in operating our business and supporting our clients. A proprietary travel booking tool provides estimated carbon emissions and price for employee-planned travel to influence travel behaviours. The funds generated by carbon pricing are directed into a Carbon Reduction Fund administered by the Global Sustainability Team (formerly known as the Office of Global Climate Response & ESG), and recommendations for investment are reviewed by the PlanBeyond Executive Steering Committee. The total investment amount varies each year depending upon the emissions generated by non-billable business travel.

Employee Commuting

The Company calculates employee commuting emissions using its best estimates for calculating such emissions based on established methodologies in place and data available at the time of calculating the emissions. FY24 employee commuting emissions are calculated based on daily office attendance data and geographical average commuting patterns. Daily office attendance data was not available in FY19; therefore, emissions were calculated using Jacobs Human Resources (HR) data. The data covers Jacobs employees only and does not consider contractors/contingent (not directly employed) workers.

Employee commuting emission estimates account for employee commuting mode (for example, passenger car, truck, train, or bus) and round-trip travel distances by commuting mode. Company-specific data was unavailable, therefore both mode and travel distances are estimated using data sources related to geographical average commuting patterns, as recommended by the GHG Protocol for Calculating Scope 3 Emissions for an average data method. Because geographical average commuting patterns do not provide a true picture of our employee commuting habits or allow us to identify and implement ways to reduce commuting emissions, Jacobs is evaluating commuting data collection options.

We intend to continue to make progress towards our emission reduction targets for business travel and employee commuting 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
- Hybrid remote office working options to reduce unnecessary employee commuting.
- 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 and so forth)

Project Delivery

PlanBeyond® is our sustainable business approach, aligned with Jacobs' purpose to create a more connected, sustainable world. Globally, we deliver over 20,000 projects a year in 40+ countries; we recognise that integrating sustainability and resilience into our solutions is one of our greatest differentiators and opportunity for impact.

Specifically in the U.K., our methodology for reducing carbon emissions associated with the projects we design for our clients was recognised as Jacobs U.K. Limited achieved PAS 2080:2023 verification in 2023. This was maintained again in 2024 through the annual verification process. Our verification was awarded by LRQA, a leading global assurance provider, and is the culmination of over 18 months of implementing whole life carbon management across our project delivery life cycle. PAS2080 is the world's first specification for the management of whole life carbon emissions for buildings and infrastructure. While it was created in 2016, the standard was updated in April 2023 to reflect current best practice in carbon management approaches and the global move to limit global warming to 1.5°C. Jacobs co-sponsored the update to this standard where we were part of the Technical Advisory Panel helping shape technical aspects of the PAS and accompanying Guidance document.

5. Declaration and signoff

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 Standard[1] and uses the appropriate emission conversion factors for corporate GHG reporting. We apply an operational control approach as the boundary of all metrics included in this Report.

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) Standard[2].

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:

Director Sign Off	
Name:	Alex Lane
Position:	Senior Vice President & Head of Sector, Cities & Places, Europe/UK
Date:	14/10/2025
Signature:	

[1] https://ghgprotocol.org/corporate-standard

[2] https://ghgprotocol.org/standards/Scope-3-standard