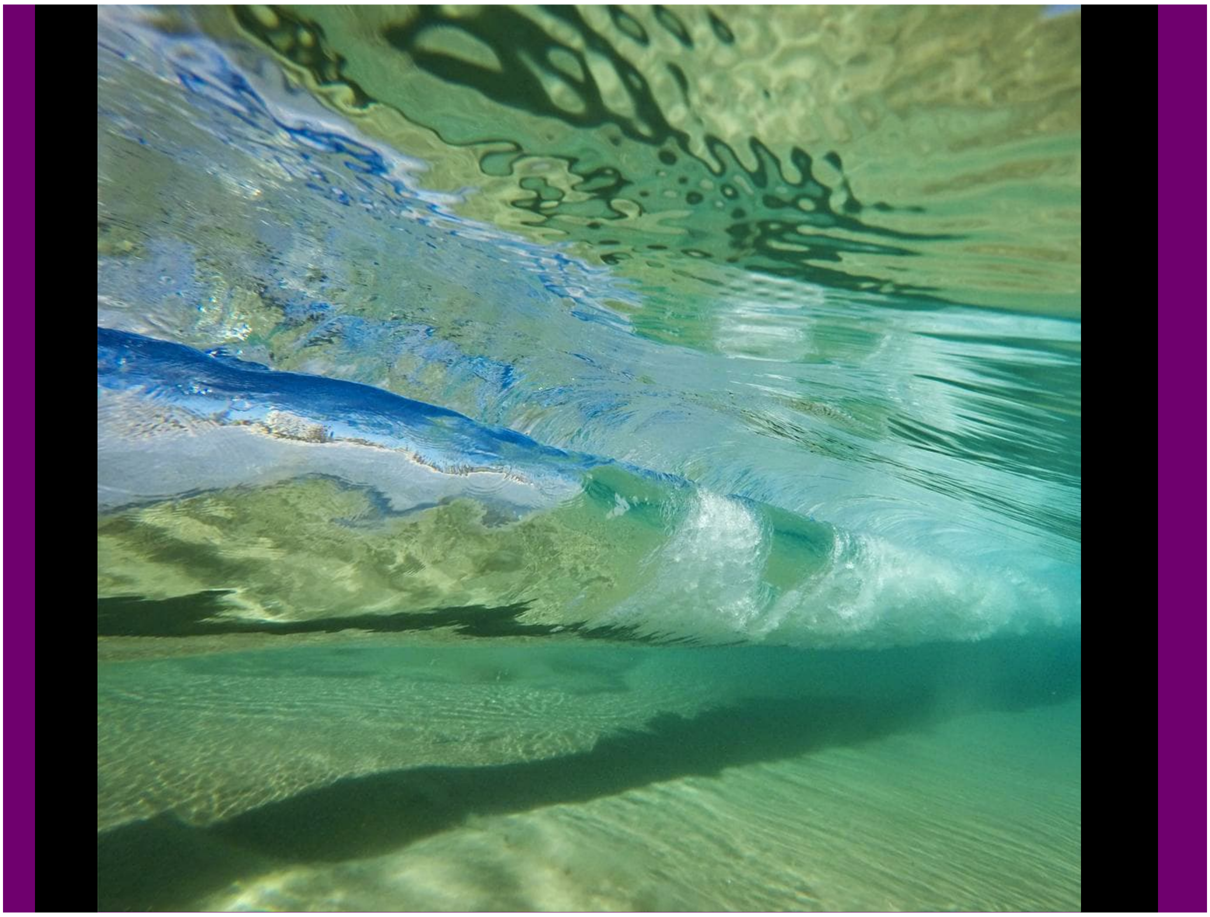
PPN 006 FY25 Carbon Reduction Plan

Jacobs U.K. Limited

5 August 2026



PPN 006 FY25 Carbon Reduction Plan

Client name: Jacobs U.K. Limited

Project name: PPN 006 FY25 Carbon Reduction Plan

Date: 5 August 2026

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Publication Date: 5th August 2026

This PPN 006 FY25 Carbon Reduction Plan covers activities in Jacobs U.K. Limited's FY25 (28th September 2024 through 26th September 2025). Jacobs U.K. Limited's ultimate parent company is Jacobs Solutions Inc. ("Jacobs" or "the Company"). 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.

Jacobs' carbon accounting methodology, emission factors and reporting follow widely accepted and publicly available protocols and guidance currently available. Unless otherwise noted, we use the Greenhouse Gas Protocol Corporate Accounting and Reporting standard (GHG Protocol) to calculate Scope 1, Scope 2 and Scope 3 emissions using Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report global warming potential factors. All GHGs, including carbon dioxide (CO2), methane (CH4), nitrous oxide (N20), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF6) and nitrogen trifluoride (NF3), are included in calculations of metric tonnes of carbon dioxide equivalents (CO2e).

As is typical in calculating greenhouse gas (GHG) emissions, emissions estimation methodologies provide some inherent uncertainty in total annual emission estimates due to scientific uncertainty in both the emission factors and the estimation methodologies, as well as uncertainty as to data accuracy. All reported values represent the best data available at time of publication. Where actual data isn't available, we may use estimates. We base our estimates and methodologies on historical experience, available information, and various other assumptions guided by available GHG standards, calculation and reporting guidance such as the GHG Protocol, United States Environmental Protection Agency (USEPA), Department for Environment, Food and Rural Affairs (DEFRA), The Climate Registry (TCR) and CDP that we believe to be reasonable. Calculations and methodologies are documented in our internal Inventory Management Plan and periodically reviewed as part of our external assurance engagement described further in Subsection 1.5.2 of Jacobs' FY25 Sustainability Report. As we improve our methodologies and as new information becomes available, we may continue to revise our estimates and assumptions. Methodology changes may include changes in a calculation, improvements in the quality of data, new activity types for greater data granularity, and updates to available supplier-reported data. Such updates may result in significant changes to our calculations and may also result in adjustments made to the current and previous periods, including our base year. Where significant, we've disclosed these changes and whether previous periods have been adjusted to reflect these updates. Please see Section 2.3 of Jacobs' FY25 Sustainability Report for more details regarding rebaselining and methodology updates made in this reporting period.

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 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 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 October 1 through September 30 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 between the reporting period for our climate disclosures and our periodic reports with the SEC, such as our FY25 Form 10-K, the differences between the reporting periods and the impact of the differences on our reported emissions are not considered significant by the Company. Jacobs is actively engaged in data capture, storage and analysis automation efforts that will drive closer connection across all reporting periods.

Except as specifically noted in this report, information contained herein has not been subject to third-party verification and should also be considered unaudited by external parties. FY25 Jacobs U.K. Limited's GHG emissions data calculated utilising the calculation methodology set forth below was externally verified, with limited assurance, by Jacobs' third-party verifier, LRQA, Inc.

Commitment to achieving net zero

Jacobs U.K. Limited is committed to supporting the U.K. Government's target of achieving net-zero emissions by 2050.

Baseline emissions footprint

Baseline emissions are a record of the GHGs that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions.

Baseline emissions are the reference point against which emissions reduction can be measured.

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

Baseline year: FY19
Additional details relating to the baseline emissions calculations:

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.

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.

The methodology used for Jacobs and Jacobs U.K. Limited's baseline year calculation is outlined in Sections 2.2 to 2.7 in Jacobs' FY25 Sustainability Report. Scope 3 GHG waste emissions have been calculated based on waste produced within our office operations within the UK, waste type and waste treatment specific emissions factors (sourced from DEFRA).

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.

Amendments required to Baseline Year Data

In FY25, Jacobs collected statistically valid employee commuting survey data to support an update to our employee commuting emission calculation methodology. Specifically, we now rely on survey data regarding our employees' method of travel (mode) and commuting distance to calculate our employee commuting emissions by country in accordance with the GHG Protocol. See Section 2.7.2 of Jacobs' FY25 Sustainability Report for additional details. Jacobs prior sustainability reports (including Jacobs U.K. Limited's FY24 Carbon Reduction Plan) and employee commuting emissions calculations relied on general published averages for employee commuting data that utilised mode and distance averages based on our employees' geographic regions. To remove artificial increases or decreases from the emissions calculations of prior years, the commute mode and distance components of the employee commuting emission estimates for FY19 and fiscal year 2024 ("FY24") were updated with the Jacobs' specific commuting mode and distance information by country. Please see the Jacobs' FY25 Sustainability Report for more information.

Baseline year emissions: FY19[a]	
Emissions	Total (tCO2e)
Scope 1	16
Scope 2	3,003 (location-based) 2,731 (market-based)
Scope 3 (included sources)	Waste: 10 Business Travel: 5,437 Employee Commuting: 3,703 Fuel & Energy Related Activities (location-based): 927 Fuel & Energy Related Activities (market-based): 638
Total emissions	13,096 (location-based) 12,536 (market-based)

[a] 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 FY25 data.

Historical emissions

As mentioned above, in FY25, we implemented improvements to our calculation methodology and data quality and collection methods for employee commuting Scope 3 emissions, including incorporating data from our Jacobs employee commuter survey. A recalculated figure for FY24 is provided to allow for a like for like comparison.

Table 2: FY24 emissions for Jacobs U.K. Limited

Previous year emissions: FY24	
Emissions	Total (tCO2e)
Scope 1	149[a]
Scope 2	1,067[a] (location-based) 320[a] (market-based)
Scope 3 (included sources)	Waste: 2[b] Business Travel: 3,544[a] Employee Commuting: 1,324[a] Fuel & Energy Related Activities (location-based): 155[a] Fuel & Energy Related Activities (market-based): 90[a]
Total emissions	6,241[a] (location-based) 5,429[a] (market-based)

[a] Calculated based on third-party verified FY24 values for Jacobs' U.K. operations, including the recalculated FY24 employee commuting value (which is included in our FY25 verification statement)
[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.

Current emissions reporting

Table 3: Current emissions report (FY25) for Jacobs U.K. Limited

Reporting year: FY25	
Emissions	TOTAL (tCO_2e)
Scope 1	152[a]
Scope 2	1,035[a] (location-based) 488[a] (market-based)
Scope 3 (included sources)	Waste: 2[a] Business Travel: 4,055[a] Employee Commuting: 1,274[a] Fuel & Energy Related Activities (location-based): 319[a] Fuel & Energy Related Activities (market-based): 117[a]
Total emissions	6,837[b] (location-based) 6,088[b] (market-based)

[a] FY25 value (Jacobs U.K. Limited) has been third-party verified, with limited assurance
[b] Calculated based on third-party verified FY25 values (Jacobs U.K. Limited)

Emissions reduction targets

Targets set for Jacobs are cascaded to all subsidiaries for implementation and measurement but are not specifically developed on regional basis. Nevertheless, Jacobs U.K. Limited is expected to make carbon reductions in line with our enterprise-wide targets. Please see Section 2.4 Jacobs' FY25 Sustainability Report for more information on Jacobs' GHG emissions targets.

Jacobs near-term and long-term emission reduction targets that are validated by the SBTi are currently as follows:

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

Jacobs is evaluating the impact of our FY19 rebaseline alongside the ongoing updates to the SBTi Standards and the GHG Protocol to assess how these may impact our SBTi emission reduction targets. In the meantime, Jacobs intends to continue to make progress towards the SBTi emission reduction targets previously set.

See Table 4 which shows Jacobs U.K Limited's progress to date calculated as if Jacobs' reduction targets are applied uniformly to all its subsidiaries and where subsidiaries are allocated GHG emissions based on the

[1] This GHG emissions target of Jacobs is considered a net-zero target in accordance with the SBTi guidance. Under the SBTi Net Zero Standard v1, after a company has achieved its long-term target and cut emissions by more than 90%, it must use permanent carbon removal and storage to counterbalance the final 10% or less of residual emissions that cannot be eliminated. A company is only considered to have reached net-zero when it has achieved its long-term science-based target and neutralised any residual emissions.

headcount methodology described in Table 1. The company does not provide projections for its emissions reporting. Jacobs U.K. Limited's progress towards Jacobs' carbon reduction targets is shown in Table 4 and Figure 1.

Table 4: Jacobs U.K. Limited's progress against Jacobs' carbon reduction targets

Target	Metric	FY19 (base year)[a]	FY25[b]
Reduce absolute Scope 1 and 2 GHG emissions 50% by 2030 from a 2019 base year	Annual Scope 1 and 2 market-based GHG emissions (metric tonnes CO2e) and % change	Scope 1: 16 Scope 2 (Market-Based): 2,731	Scope 1: 152 Scope 2 (Market-Based): 488 **77% decrease from FY19**
Reduce absolute Scope 3 GHG emissions from business travel and employee commuting by 50% by 2030 from a 2019 base year	Annual Scope 3 business travel and employee commuting GHG emissions (metric tonnes CO2e) and % change	Business Travel: 5,437 Employee Commuting: 3,703	Business Travel: 4,055 Employee Commuting: 1,274 **42% decrease from FY19**

[a] 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 FY25 data.
[b] FY25 values (Jacobs U.K. Limited) have been third-party verified, with limited assurance, and are included in our FY25 verification statement.

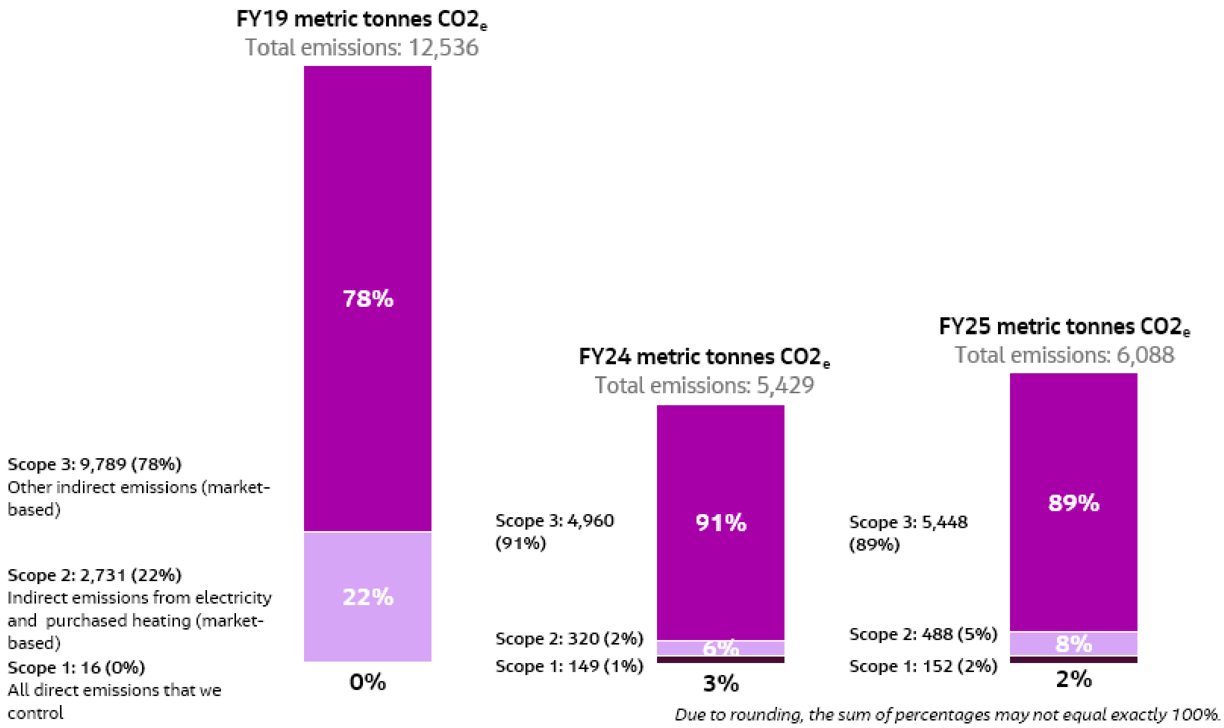

Figure 1: Jacobs U.K. Limited GHG emissions (market-based) for FY19, FY24 & FY25

Carbon reduction projects

Completed carbon reduction initiatives

As a wholly owned subsidiary of Jacobs, Jacobs' global initiatives apply to Jacobs U.K. Limited. The following environmental management measures and projects have been completed or implemented since the FY19 baseline. The carbon emission reduction achieved by these schemes equate to 6,448 tCO2e, a 42% reduction against the FY19 baseline (market-based) for Jacobs U.K. Limited and the measures will be in effect when performing the contract.

Jacobs' commitment to purchasing 100% renewable electricity means that our electricity needs are expected to be supplied through a variety of sources such as green tariffs, renewable energy certificates (RECs), and EACs with a goal of creating demand for new or additional renewable electricity resources at or near our operations. We purchase 100% renewable electricity through our utility providers where feasible for offices where we are directly responsible for procuring energy. We purchase the remainder of our global renewable electricity through third-party providers of RECs or EACs in each of the geographies we operate in to cover 100% of our annual electricity consumption globally starting with FY20. Jacobs purchases of renewable electricity also apply to Jacobs U.K. Limited's operations.

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. Since FY19, we have implemented 4 LED upgrade schemes which have an estimated annual energy saving of 41,280 kWh. We have also reduced energy use and emissions by using our floor space more efficiently which equates to an estimated annual carbon saving of 1,775 tCO2e. 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.

Jacobs strongly encourages its employees to consider the greenhouse gas emissions associated with a business trip before booking travel and to utilise public transportation where possible. Efforts to reduce our business travel emissions include creation of a dashboard to track and forecast our business travel carbon footprint based on forecasted spend for non-billable travel and anticipated revenue growth for billable travel. Business travel reduction benchmarks have been established at each of the Company's lowest operating unit levels. Operational leaders are accountable for tracking progress against these benchmarks and adjusting travel in alignment with meeting these benchmarks. Internal monitoring and reporting current business travel emissions and annual forecasted emissions is done quarterly to inform operational leaders of trends within this new reporting tool.

Additionally, Jacobs includes non-financial metrics for the overall payout under our Leadership Performance Plan (LPP). For FY25, select officers and leaders of Jacobs, including, but not limited to, certain employees in VP and Director-level roles, were eligible to participate in the LPP. For FY25, these metrics were part of a "Corporate Scorecard" which included consideration for reduction in GHG emissions (metric tonnes CO2 equivalent) to within a specified range achieved primarily by reducing business travel. See our 2026 Proxy Statement (pp. 64-66) for more information.

On January 1, 2022, we introduced an internal carbon price of $50 USD per metric tonne of CO_2e applied to non-billable business travel at Jacobs. The carbon cost is charged to the applicable operational units and is intended to influence our employees to consider sustainable decision-making around travel by evaluating if travel is necessary to support our clients and operate our business. A proprietary travel planning tool provides estimated carbon emissions and price for employee-planned travel to influence travel behaviours. In addition, we have partnered with TripKicks to provide pre-trip emissions data based on Advito's GATE4 methodology through our booking tool to empower travellers to make informed and sustainable business travel decisions during the travel booking process. The funds generated by carbon pricing are directed into a Carbon

Reduction Fund administered by the Global Sustainability Team, and recommendations for investment are reviewed by the PlanBeyond Executive Steering Committee (see Section 4.10 of Jacobs' FY25 Sustainability Report). The total amount varies each year depending upon the emissions generated by non-billable business travel.

Future carbon reduction initiatives

In the future we hope to implement further measures such as:

We are focused on reducing fleet emissions and implementing plans to reduce fleet vehicle energy consumption and emissions by replacing older, less fuel-efficient vehicles and purchasing 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.

We intend to continue to make progress towards our emission reduction targets for business travel and employee commuting through the following best practises:

- Increased use of video conferencing for internal and external business meetings
- Online training options
- Virtual participation in professional and industry association conferences (when available and able to accomplish similar objectives as in-person attendance)
- Recommending that our employees choose alternative, cleaner transportation modes for employee commuting
- Hybrid remote office working options to reduce unnecessary employee commuting
- Encouraging employees to choose low-carbon business travel options (such as train (versus airplane) for short distance trips, EVs for rental cars and rideshare services, and public transportation)

Declaration and sign off

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[2] and uses 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 (where required), 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.[3]

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

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

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

Signed on behalf of the supplier

Richard Sanderson
Executive Vice President & General Manager, Europe & UK

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Date: Wed August 5, 2026……………………………………