



LRQA Independent Assurance Statement

Relating to Jacobs Engineering Group Inc.'s Assertion for the Fiscal Year 2022

This Assurance Statement has been prepared for Jacobs Engineering Group Inc. in accordance with our contract.

Terms of Engagement

LRQA was commissioned by Jacobs Engineering Group, Inc. (Jacobs) to provide independent assurance of its greenhouse gas (GHG) emissions inventory and energy use. (the Report) for Jacobs' fiscal year 2022 (FY 2022), which spanned October 1, 2021 through September 30, 2022 against the assurance criteria below to a limited level of assurance and materiality of the professional judgement of the verifier using LRQA's verification procedure and ISO 14064 - Part 3 for greenhouse gas emissions. LRQA's verification procedure is based on current best practise and is in accordance with ISAE 3000 and ISAE 3410.

Our assurance engagement covered Jacobs' operations and activities in operationally controlled facilities worldwide, and specifically the following requirements:

- Verifying conformance with:
 - Jacobs' reporting methodologies for the selected datasets.
 - World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD GHG Protocol) for the GHG data¹.
- Reviewing whether the Report has taken account of:
 - WRI Corporate Value Chain (Scope 3) Accounting and Reporting Standard
 - PAS 2060:2014
- Evaluating the accuracy and reliability of data and information for only the selected indicators listed below:
 - Direct (Scope 1), Energy Indirect (Scope 2) and Other Indirect (Scope 3) GHG emissions.
 - Scope 3 GHG emissions verified by LRQA only include
 - Business Travel
 - Employee Commuting
 - Purchased Goods and Services.
 - Fuel and Energy Related Activities
 - Energy Use
 - Carbon Offsets
 - Inclusion and Diversity Rates

Emissions from vehicle air conditioning have been excluded on the basis of their de minimis contribution to the inventory.

LRQA's responsibility is only to Jacobs. LRQA disclaims any liability or responsibility to others as explained in the end footnote. Jacobs' responsibility is for collecting, aggregating, analysing and presenting all the data and information within the Report and for maintaining effective internal controls over the systems from which the Report is derived. Ultimately, the Report has been approved by, and remains the responsibility of Jacobs.

¹ <http://www.ghgprotocol.org/>



LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that Jacobs has not, in all material respects:

- Met the requirements of the criteria listed above; and
- Disclosed accurate and reliable performance data and information as summarized in Table 1 below.

The opinion expressed is formed on the basis of a limited level of assurance² and at the materiality of the professional judgement of the verifier.

Table 1. Summary of Jacob's Key Environmental Data for FY2022:

Scope of GHG emissions	Quantity	Unit
Scope 1 GHG emissions	14,754	Metric Tons CO ₂ e
Scope 2 GHG emissions (Location-based) ¹	34,683	Metric Tons CO ₂ e
Scope 2 GHG emissions (Market-based) ^{1,2}	3,980	Metric Tons CO ₂ e
Scope 3 GHG emissions: Business Travel ^{3,4}	51,775	Metric Tons CO ₂ e
Scope 3 GHG emissions: Employee Commuting ⁴	27,833	Metric Tons CO ₂ e
Scope 3: Purchased Goods and Services (Location-Based)	28,711	Metric Tons CO ₂ e
Scope 3: Purchased Goods and Services (Market-Based)	27,651	Metric Tons CO ₂ e
Scope 3: Fuel and Energy Related Activities: Scope 1 and 2 Well to Tank Emissions (Location-Based)	14,522	Metric Tons CO ₂ e
Scope 3: Fuel and Energy Related Activities: Scope 1 and 2 Well to Tank Emissions (Market-Based)	3,452	Metric Tons CO ₂ e
Offsets Applied ⁵	70,510	Metric Tons CO ₂ e
Energy Use: Renewable	81,261	MWh
Energy Use: Non-Renewable	64,420	MWh
Energy Use Total ⁶	145,682	MWh
<p>Note 1: Scope 2, Location-based and Scope 2, Market-based are defined in the WRI/WBCSD GHG Protocol Scope 2 Guidance, 2015</p> <p>Note 2: Scope 2 emissions include purchased electricity and indirect heating. All market-based emissions are from heating of landlord-controlled spaces. All market-based electricity is renewable.</p> <p>Note 3: Business Travel Emissions include air travel, rental and personal car mileage and hotel stays.</p> <p>Note 4: Employee Commuting and Business Travel consists of well to tank and tank to wheel emissions.</p> <p>Note 5: Offsets were purchased from the following registries: Verified Carbon Standard, Gold Standard, American Carbon Registry. The quantity applied accounts for emissions from Scope 1, Market-Based Scope 2-Market Based, and Scope 3 Business Travel.</p> <p>Note 6: Energy Use includes stationary combustion, mobile combustion, and electricity.</p>		

² The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Table 2. Summary of Jacob's Key Social Data for FY2022: Gender Diversity by Management Level (Global)

Data Parameter	Result*	Unit
Representation of Women in Executive Management ¹	31.6	Percent
Gender Diversity by Management Level (Global): Representation of Women in Executive Management (All Executives VP+)	28.4	Percent
Gender Diversity by Management Level (Global): Representation of Women in Executive Management (All other employees - non-executive/below VP)	30.5	Percent
Note 1: Executive Management includes CEO, EVP, SVP II and SVP I, Global Grades 20-23		
*Rounded to one decimal place.		

Table 3. Summary of Jacob's Key Social Data for FY2022: Gender Diversity by Management Level and Job Type (Global):

Data Parameter	Result*	Unit
Female share of total workforce	30.5	Percent
Females in all management positions ²	25.0	Percent
Females in junior management positions	29.8	Percent
Females in top management positions	31.6	Percent
Females in management positions in revenue-generating functions	22.1	Percent
Females in STEM-related positions	26.1	Percent
Note 2: All management includes Global Grades 14-23		
*Rounded to one decimal place.		

Table 4. Summary of Jacob's Key Social Data for FY2022: Racial/Ethnic Diversity (US Only):

Data Parameter	Result*	Unit
Employee Ethnic Group Description: Asian	7.7	Percent
Employee Ethnic Group Description: Black or African American	8.1	Percent
Employee Ethnic Group Description: Hispanic or Latino	9.3	Percent
Employee Ethnic Group Description: Two or More Races	2.7	Percent
Employee Ethnic Group Description: Native Hawaiian/Other Pacific Islander	0.4	Percent
Employee Ethnic Group Description: American Indian or Alaska Native	0.5	Percent
Employee Ethnic Group Description: White	68.7	Percent
Employee Ethnic Group Description: Unknown or Not Provided	2.6	Percent
*Rounded to one decimal place.		



Table 5. Summary of Jacob's Key Social Data for FY2022: Racial/Ethnic Diversity by Management Level (US Only):

Data Parameter	Result*	Unit
Racially/Ethnically Diverse Executive Management Level (CEO, EVP, SVP II, SVP I)	39.4	Percent
Racially/Ethnically Diverse All Executives Level (VP+)	21.3	Percent
Racially/Ethnically Diverse All Other Employees (non-executive and below VP)	28.7	Percent
*Rounded to one decimal place.		

Table 6. Summary of Jacob's Key Social Data for FY2022: Employee Turnover (Global):

Data Parameter	Result*	Unit
Total Employee Turnover Rate	19.1	Percent
Voluntary Employee Turnover Rate	13.3	Percent
Involuntary Employee Turnover Rate	4.8	Percent
Retirement Rate	1.0	Percent
*Rounded to one decimal place.		

LRQA's Approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- assessing Jacobs's data management systems to confirm they are designed to prevent significant errors, omissions or mis-statements in the Report. We did this by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal quality control;
- verifying GHG emissions and energy data and records at an aggregated level for the fiscal year 2022; and
- Verifying social metrics calculations at an aggregated level for fiscal year 2022.

The Report includes a deduction from Jacobs' emissions of 70,510 tonnes CO₂e relating to offsets. We have verified that these offsets were acquired and that their inclusion in the Report is reasonable. We have not performed any assurance procedures regarding the providers of these offsets and express no opinion on whether they have, or will, result in a reduction of CO₂e.

LRQA's Standards and Competence



LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 *Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition* and ISO/IEC 17021 *Conformity assessment – Requirements for bodies providing audit and certification of management systems* that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the *Code of Ethics for Professional Accountants* issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

Signed

Dated: 23 January 2023

A handwritten signature in cursive script, reading 'Brooke Farrell', is positioned above the printed name.

Brooke Farrell
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On behalf of LRQA, Inc.
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LRQA reference: UQA00002229/ 5649642

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