

Steve Demetriou

Chair of the Board & Chief Executive Officer
Continues as Executive Chair | Effective Jan. 24, 2023

Inspirational Leader – A strategic and cultural transformation to boldly move Jacobs forward

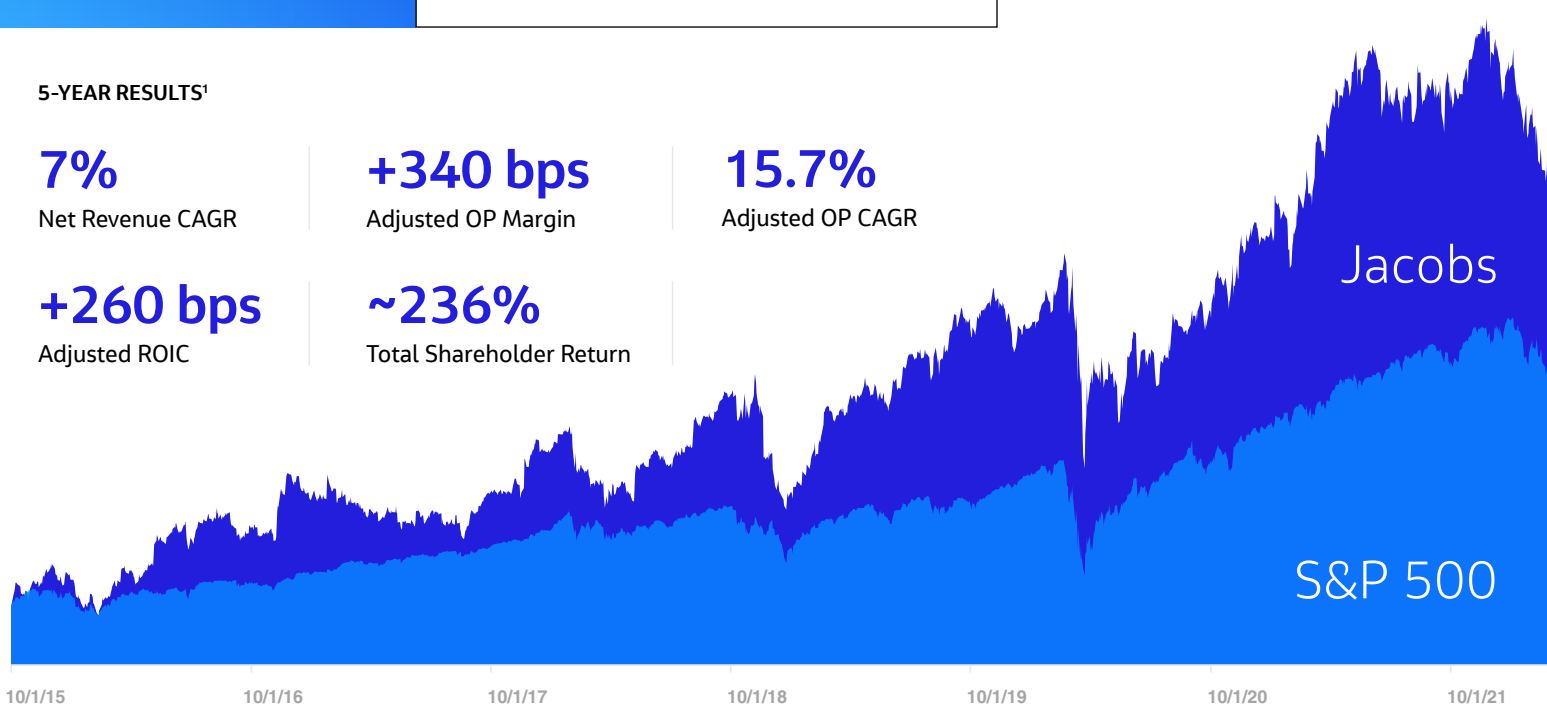
> "It has been the highlight of my career to lead Jacobs over these past seven years and work with our outstanding people to transform Jacobs' portfolio, advance our culture and position the Company for even higher levels of growth and success. With a strong foundation and clear trajectory in place, now is the right time to implement our succession plan." – Steve Demetriou

Created significant Shareholder Value

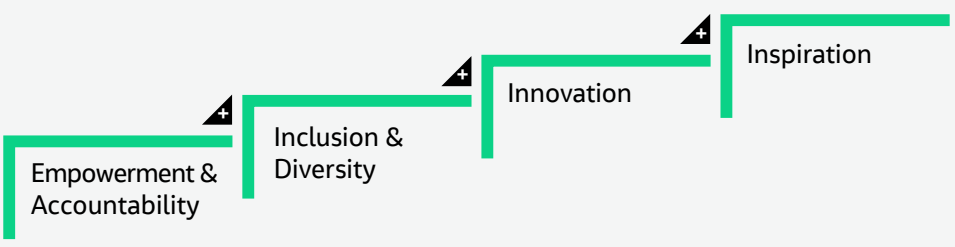
$11B INCREASE in market capitalization since 2015

5-YEAR RESULTS[1]

7% Net Revenue CAGR	**+340 bps** Adjusted OP Margin	**15.7%** Adjusted OP CAGR
+260 bps Adjusted ROIC	**~236%** Total Shareholder Return	



Established a Culture of Caring shaped by clear Values and Purpose



- **We do things right**
- **We aim higher**
- **We challenge the accepted**
- **We live inclusion**

Best places to work Disability Equality Index

Best Place to Work for LGBTQ Equality

The Times Top Employers for Women

STEM Learning U.K.'s Inspirational STEM Employer

National Society of Black Engineers

Society of Hispanic Professional Engineers

Championed Inclusion and Diversity

~67% diverse Executive Leadership across gender and ethnicity

~50% diverse Board of Directors across gender and ethnicity

~45% of new graduate hires female and improving year-over-year in all other diversity categories

100% of senior leaders (300+) have inclusion goals tied to performance

Architect and driver of Jacobs' transformation

Milestone Achievements 2016-2022

CULTURE & BRAND

- Appointed new leadership
- Launched inclusion and sustainability initiatives including TogetherBeyond, Beyond If and BeyondExcellence
- Improved accountability with differentiated Lines of Business
- Defined new brand, including NYSE:J ticker

ENHANCED PORTFOLIO

- Exited cyclical commodities as part of shift to higher margin portfolio
- Executed significant M&A: CH2M, KeyW, Wood Nuclear and Buffalo Group acquisitions and PA Consulting investment
- Expanded global client relationships as solutions provider

STRATEGY & GROWTH

- Established profitable growth as priority
- Validated resilience through global pandemic
- Redefined Future of Work through The Purpose of Place
- Achieved transformation recognized by MSCI with Global Industry Classifications Standard (GICS) code of Research & Consulting Services
- Strengthened vertical markets
- Continued value-creating capital deployment

BUSINESS EXCELLENCE

- Established Cloud-based ERP and Enterprise Risk Management processes
- Launched bold new strategy focused on three growth accelerators: Climate Response, Consultancy & Advisory and Data Solutions
- Implemented new holding company structure as Jacobs Solutions to mark transformation as a global technology-forward solutions company

1. Market cap and total shareholder return growth rates calculated from the closing stock price on September 30, 2015 through September 14, 2022. Adjusted returns on invested capital (ROIC) calculated from full-year adj. ROIC for fiscal 2016 compared to full-year adj. ROIC for fiscal 2021.