



SUSTAINABILITY AND RISK COMMITTEE CHARTER

Purpose

The Sustainability and Risk Committee (the "Committee") is appointed by the Board of Directors (the "Board") to: (1) provide oversight and review with management and the Board significant sustainability issues affecting the Company and liaise, as appropriate, with other Committees of the Board regarding such sustainability issues and related best practices; and (2) assist the Board in fulfilling its oversight of management's responsibilities to design, implement and maintain an effective Enterprise Risk (as defined below) management ("ERM") framework.

"Enterprise Risk" is defined as management's assessment, prioritization and mitigation of the key factors with potential to have an impact on the Company's business and functional operations, including, but not limited to, strategic, financial, operational, market, regulatory, environmental, sustainability, reputational, technology and cybersecurity-related risks.

Committee Membership

The Committee shall consist of no fewer than three members. A majority of the members of the Committee shall meet the independence requirements of the New York Stock Exchange.

The members of the Committee shall be appointed annually by the Board. One member of the Committee shall be appointed as its Chair by the Board. It is intended that the members of the Committee will include representation from each of the Board's other standing committees. Committee members may be replaced by the Board at any time. Any Committee member may resign from the Committee by giving written notice to the Chair of the Board and may resign Committee membership without resigning from the Board.

Meetings

The Committee shall meet as often as necessary or appropriate to carry out its responsibilities, but not less than three times per year, either in person or virtually (or by similar means where all participants can hear each other and participate) and at such times and places as the Committee determines. The Chair shall preside at each meeting.

In the event the Chair is not present at a meeting, the Committee members present at that meeting shall designate one of its members as the acting chair of such meeting. Written minutes of each meeting, in the form approved at the immediately following meeting, shall be duly filed in the Company records. A majority of the members of the Committee shall constitute a quorum.

Committee Authority and Responsibilities

The Committee, to the extent it deems necessary or appropriate, shall:

Sustainability-Related Responsibilities

1. Review and discuss with management the Company's overall sustainability strategy, including considering whether the Company should undertake significant new or revised sustainability initiatives or commitments, and strategy for engagement with stakeholders or stockholders regarding key sustainability matters.
2. Provide oversight and guidance to management regarding the Company's key sustainability initiatives and policies, as well as the integration of sustainability into the Company's operations and strategies.
3. Monitor key developments, trends, and best practices in managing sustainability-related matters and make recommendations to management and/or the Board as appropriate.
4. Provide input and advice to management regarding key Company business strategies focused on sustainable solutions offerings to the Company's clients.
5. Review the sustainability-related disclosures to be included in the Company's periodic reports and annual proxy statement filed with the Securities and Exchange Commission ("SEC").
6. Review the other material public disclosures with respect to sustainability matters and discuss with management the Company's engagement with stakeholders on key sustainability matters, including in response to any proposals or other concerns that have been submitted to the Company or the Board.
7. Review and monitor key enterprise-wide sustainability metrics, targets, key performance indicators and related goals and monitor the progress towards achieving targets and benchmarks.

8. Receive and review periodic reports from management on key sustainability trends, regulations, issues and risks affecting the Company, as well as the corresponding mitigation initiatives and controls.
9. Report to the Board any current and emerging topics relating to sustainability matters that are expected to materially affect the business, operations, performance, or public image of the Company or are otherwise significant to the Company and its stakeholders, and, if appropriate, detail actions taken in relation to the same.
10. Evaluate the skills, expertise and experience represented on the Board in each of the components of sustainability, and make recommendations, as appropriate, to the Nominating and Corporate Governance Committee ("NCG") for consideration when evaluating director candidates.
11. Provide oversight and assistance to other Committees of the Board regarding the sustainability matters for which they are responsible as set forth below.

Risk Management Responsibilities

12. Review and discuss with management the Company's ERM strategy, including risk appetite statements and the overall tone and culture within the Company regarding risk.
13. Oversee management's overall deployment of an ERM framework and its risk measurement methodologies, including, as and when appropriate, integration of the framework into the Company's strategic planning and capital allocation processes.
14. Review and discuss with senior management the Company's key policies, procedures, and standards for identifying and managing Enterprise Risk, and the Company's compliance with and performance against those policies, procedures and standards.
15. Review and discuss with senior management the key mitigation actions and measures taken by the Company to manage Enterprise Risk, including without limitation, insurance.
16. Receive, as and when appropriate, reports from the Internal Audit department and members of management on the results of ERM reviews and assessments.
17. Conduct periodic assessments of management's efforts to foster a Company-wide culture that supports appropriate risk awareness and the identification, escalation and appropriate treatment of risks that exceed designated risk tolerance levels.

18. Review and discuss with management the Company's major Enterprise Risk exposures and the steps taken to monitor and control such exposures.
19. Review and discuss with management any material reports or inquiries from regulatory or governmental agencies related to the Company's Enterprise Risks and any remediation plans related to such risks.
20. Receive and review periodic reports from management on developments, trends, and best practices regarding the management of risks relating to emerging technologies, as well as the corresponding mitigation initiatives and controls.
21. Report to the Board on significant current or emerging topics (if any) relating to Enterprise Risk and, if appropriate, actions taken in relation to the same.
22. In performing its oversight responsibilities, the Committee recognizes the responsibilities delegated to other committees by the Board and understands that the other committees may have responsibilities that overlap with those of the Committee.

Additional Responsibilities

23. Provide oversight and advice to management with respect to special litigation or regulatory matters as requested by the Board, the Board's Chair or the Board's Lead Independent Director.
24. Make regular reports to the Board and such additional reports and recommendations to the Board as the Committee may see fit within the scope of its functions.
25. Annually review its own performance.
26. Annually review and reassess the adequacy of this Committee Charter and recommend any proposed changes to the Board for approval.
27. Have the authority to retain and terminate (or obtain the advice of) any advisor as it deems necessary or appropriate to assist it in the performance of its duties. The Committee shall be directly responsible for the appointment, compensation, retention and oversight of the work of any advisor retained by the Committee. The Company must provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to any advisor retained by the Committee.
28. Form and delegate authority to subcommittees as it deems appropriate.

29. Perform such other duties and responsibilities as may be assigned to the Committee, from time to time, by the Board, the Lead Independent Director and/or the Chair of the Board.

Coordination of Committee Responsibilities with Other Committee Responsibilities

There are certain responsibilities that should be excluded from the Committee and considered or performed by the Board and/or other committees of the Board. However, matters relating to such responsibilities could assist the Committee in its decision-making process on matters for which it is responsible.

Similarly, matters relating to the responsibilities of the Committee could assist other Committees in their decision-making process for matters for which they are responsible. Accordingly, the Committee Chair may liaise with the Chair of any other Board Committee in his or her discretion.

To maintain clarity of roles and to avoid duplication, certain sustainability and ERM-related responsibilities of the Board, the Committee, the Human Resource and Compensation Committee ("HRCC"), the NCG and the Audit Committee are set forth in the table below:

Board of Directors	<ul style="list-style-type: none">• Receive periodic reports from management on sustainability and ERM• Incorporation of sustainability and ERM factors into enterprise-wide strategy
Sustainability and Risk Committee	<ul style="list-style-type: none">• Sustainability oversight responsibility, with specific areas allocated to NCG, HRCC and Audit noted below• General oversight of ERM• Sustainability reporting frameworks and metrics• Oversight of Jacobs' PlanBeyond 2.0 Strategy, including the Climate Action Plan• Oversight of significant Company-related sustainability matters• Support leadership strategy to create significant sustainable solutions business opportunities• Oversight of management of risks related to emerging technologies

Nominating and Corporate Governance Committee	<ul style="list-style-type: none"> • Board composition, succession and effectiveness • Board education • Corporate governance/shareholder rights • Ethics and compliance • Charitable giving and political donations • Social matters not covered in HRCC
Human Resource and Compensation Committee	<ul style="list-style-type: none"> • Human capital management • Inclusion and belonging • Pay equity/gender pay gap • Employee wellbeing • Executive succession planning • Sustainability and/or risk-related aspects of annual incentive compensation program, if any
Audit Committee	<ul style="list-style-type: none"> • Controls and processes over material external sustainability data reporting • Internal assurance • Third party review of sustainability data