

Jacobs - UK Group

Tax Strategy – Year Ending 26th September 2025

About Jacobs

Jacobs Solutions Inc. (“JSI”, “Jacobs” or the “Company”) is a Fortune 500 company whose shares are traded on the New York Stock Exchange.¹ Jacobs’ vision is to provide solutions for a more connected, sustainable world and its mission is to be the premier design, engineering, construction and technical services delivering end-to-end, innovative solutions that provide superior value for clients.

Jacobs’ values stand on a foundation which include safety and integrity as well as people, clients, performance and profitable growth.²

Headquartered in Dallas, Texas, Jacobs has approximately 45,000 employees operating worldwide. Around 6,000 of these employees are in the United Kingdom.

Introduction

This document, approved by the Board of Directors of both Jacobs Europe Holdco Limited (the UK parent of the Jacobs UK entities) and CH2M HILL Holdings Limited (the UK parent of the CH2M UK entities), sets out the Jacobs policy and approach to conducting its UK tax affairs and dealing with UK tax risk.³ The document will be reviewed annually by the Jacobs tax team and its advisors, who will seek approval for amendments from the relevant Board of Directors where appropriate. It is effective for the year ending 26th September 2025.

Jacobs’ UK tax team partners with Jacobs’ legal entities and the respective line of business to ensure:

- Compliance with the strategy with respect to UK tax risk by each line of business,
- Alignment by each line of business with Jacobs’ corporate government and management, Jacobs’ Code of Conduct and its obligations to the Securities and Exchange Commission and other bodies in the United States of America, where Jacobs is incorporated, and,
- The integrity of Jacobs’ reported tax liabilities (income, VAT and other taxes) is maintained and all of its tax obligations are compliant.⁴

¹ All references to Jacobs include JSI and its direct and indirect wholly owned subsidiaries and those subsidiaries which Jacobs owns majority control of.

² For additional information on Jacobs, please see www.jacobs.com

³ This statement of tax strategy is published pursuant to and in compliance with Schedule 19, UK Finance Act of 2016.

⁴ Please see the Jacobs website for additional information on Jacobs’ integrity at <http://www.jacobs.com/about#ethics-and-integrity>.

Jacobs Tax Policy

Jacobs is committed to conduct its tax affairs, including the affairs of its wholly owned subsidiaries or subsidiaries which it controls, in accordance with the following principles:

- To comply with all primary and secondary tax legislation, tax reporting and disclosure requirements in the countries in which it operates,
- Ensure the tax strategy is in accordance with the wider Jacobs group's overall strategy, its approach to risk and its vision, mission and values,
- Apply professional diligence and care in the management of tax matters and ensure governance procedures are appropriate,
- Participate in HMRC's collaborative approach followed by their Large Business Directorate to Jacobs' tax affairs,
- The Jacobs group will use incentives and reliefs to minimize its tax liabilities, but will not utilise such incentives and reliefs for purposes which knowingly contradict the intention of Parliament in passing legislation, and,
- The Jacobs group does not tolerate the facilitation of tax evasion by parties who act for or on behalf of Jacobs.

UK Tax Governance and Risk Management

Whilst Jacobs UK Directors and the related finance functions primarily focus on operations in their regions, Jacobs activities transcend national boundaries. Therefore, direct oversight of tax and governance risk doesn't belong solely to the Board of Directors of Jacobs Europe Holdco Limited and CH2M HILL Holdings Limited.

Responsibility for corporate income taxes is delegated by the Board of Directors of JSI to its Global Tax Department. The Global Tax Department is headquartered in Pasadena, California with personnel located in the UK, Australia, and other relevant countries. The UK team is responsible for UK tax and reports to Global Tax. The Vice President of Global Tax reports directly to the JSI Chief Financial Officer and also regularly reports to the Board of Directors of JSI through the Audit Committee. The Audit Committee has close oversight of all material tax matters relating to the worldwide business of Jacobs.

Day-to-day management of taxes in the UK is delegated to both tax staff and the local finance departments, including shared service centres. The tax staff are responsible for corporate income tax matters and general tax risk management while local finance departments and shared service centres have responsibility for indirect taxes and payroll taxes.

Jacobs reduces the level of tax risk associated with its operations through the design and application of auditable processes encompassing areas that could materially affect compliance associated with tax obligations.

Processes relating to different taxes are allocated to the various process owners responsible for executing tax compliance controls.

Tax staff are appropriately qualified, experienced and continually trained.

UK Taxation Acceptable Level of Risk

The level of risk in relation to UK taxation which Jacobs accepts is consistent with its overall objective of achieving certainty in its tax affairs.

The following elements are considered during tax risk reviews:

- The legal and fiduciary duties of directors and employees,
- The Jacobs Code of Compliance,
- Maintenance of Jacobs' reputation,
- The tax benefits and impact on Jacobs' reported financial results, and,
- The consequences of disagreements with local tax authorities and the effect on Jacobs' relationship with them.

Tax Planning for UK Taxation

Jacobs meets its taxation obligation in the jurisdictions in which it operates.

In commercial transactions, Jacobs takes advantage of available tax incentives, relief programs and exemptions in line with the spirit of tax legislation. Jacobs does not undertake tax planning unrelated to its commercial transactions.

Approach Towards Dealing With HMRC

Jacobs seeks to have a transparent and constructive relationship with HMRC through regular meetings and communication in respect of developments in its business, tax risks and interpretation of the law in relation to all relevant taxes.

Jacobs ensures that HMRC is kept aware of significant transactions and changes in the business and seeks to discuss tax issues as they arise.