

## 01 Vision

In alignment with Jacobs' purpose of creating a more connected, sustainable world, the Collectively<sup>SM</sup> program is our approach to corporate citizenship and philanthropic efforts. **Uniting our 55,000 visionaries, dreamers and doers in a single platform for giving and volunteering, Collectively allows us to amplify the positive impact we make in our communities every day.**

Through our partnership with Benevity, the world's number one company for online workplace giving and volunteering, our people can support more than two million charities around the globe through payroll giving, paid volunteering efforts, matching campaigns and company donations.

The Collectively program brings our purpose to life by enabling our people to truly live our company values, so we can push the limits of what's possible with community engagement. Real-time reporting at micro- and macro-scale allows us to set KPIs to deliver on our strategic causes.

## 02 Strategic Causes

The Collectively program is aligned with four strategic causes, cross-cutting key United Nations Sustainable Development Goals (UN SDGs) and Jacobs' company values and priorities.

### INCLUSION & DIVERSITY

Advancing equal opportunities for all by creating an environment where everyone can thrive and belong. Promoting programs and volunteer opportunities in alignment with Jacobs' [Action Plan for Advancing Justice & Equality](#) to contribute to structural change in the broader society.

**Our long-term target:** Contribute to structural change in the broader society by donating \$10 million by 2025 in support of Black educational, professional development, and scholarship opportunities.



### SCIENCE, TECHNOLOGY, ENGINEERING, ARTS AND MATHEMATICS (STEAM) EDUCATION

Engaging future generations in STEAM subjects and careers, while inspiring young talent to pursue careers within Jacobs.

**Our long-term target:** Empower and enable employees to deliver 50,000 hours of STEAM volunteering by 2025.

### HEALTH & WELLBEING

Making our communities safer, healthier and advocating for positive mental health. Strong alignment with [BeyondZero](#)<sup>®</sup> – Jacobs' culture for health, safety and holistic well-being.

**Our long-term ambition:** Improve the mental health and well-being in the communities where we live and work by taking positive action through employee engagement in community missions through Collectively.

### SUSTAINABLE DEVELOPMENT

Strengthening alignment with the UN SDGs to improve human lives while protecting the environment, economy and society. Ultimately, planning beyond today for a sustainable future for everyone.

**Our long-term ambition:** Strive to create impactful strategic charitable partnerships which drive progress across all the UN SDGs.



## 03 How Collectively makes an impact

### EMPLOYEE MATCHING

Amplifying employee giving impact anytime, anywhere. Employee donations instantly matched to over two million eligible charities on Collectively, up to a specified user cap per year. Matching campaigns also form a core engagement aspect of dedicated global Jacobs Employee Network campaigns and events. Eg. International Women’s Day, Martin Luther King Day, Remembrance/Veterans Day, Pride.

### DISASTER RELIEF

Responding quickly to disaster relief efforts within locations where our people and operations are located. Eg. COVID-19 outbreaks, natural disasters. Level of support determined by the Collectively Oversight Committee, our executive-level governance group for strategic decision making.

### EMPLOYEE REQUESTS FOR CHARITABLE DONATIONS

Giving back to causes important to our people. Employee focused regional grants program for charitable organizations nominated by our people and aligned with Jacobs’ purpose and strategic causes. Requests are evaluated by employee-led regional governance committees. Where requests exceed specific thresholds, elevated governance levels include the Collectively Oversight Committee, CEO, CFO and the Jacobs Board.

### VOLUNTEERING

Supporting our people to volunteer on-company time to STEAM opportunities. Employees can request Jacobs-funded STEAM volunteering time up to a specified user cap per year.

Volunteer Rewards are provided for each hour an employee volunteers towards any eligible cause, up to a specified user cap per year.

### DEEPENING GLOBAL EMPLOYEE ENGAGEMENT THROUGH OUR COLLECTIVELY AMBASSADOR NETWORK

150+ employee volunteers who are super-users and champions of Collectively. Their enthusiasm and passion for their local communities is leveraged and harnessed to help our global employee base maximize the functionalities of the platform.



## 04 Strategic Partners

### WATER FOR PEOPLE



Through Jacobs’ long-standing strategic partnership with [Water For People](#) since 1991, more than \$3 million has been donated and thousands of volunteer hours to support Water For People’s vision of creating a world where every person has access to reliable and safe drinking water and sanitation, forever.

**Strategic cause alignment:** Health & Wellbeing, Sustainable Development

### BRIDGES TO PROSPERITY



Jacobs sends employees to build footbridges in isolated communities in Africa by partnering with [Bridges to Prosperity](#). Through skills-based volunteerism, employees exchange marketable skills with local community members who go on to build more sustainable infrastructure projects after the bridge build. Jacobs and Bridges to Prosperity are actively working to end poverty due to rural isolation through sustainable development and providing invaluable networking and field experience for our employees.

**Strategic cause alignment:** Sustainable Development, Health & Wellbeing, Inclusion & Diversity

### SEED LA



Jacobs has commenced a strategic partnership with the [SEED School of LA County](#), an organization preparing disadvantaged youth for career and college pathways into the local transportation workforce, aligning with Jacobs’ commitments in our [Action Plan for Advancing Justice & Equality](#).

**Strategic cause alignment:** Inclusion & Diversity, STEAM Education, Health & Wellbeing, Sustainable Development

