



PlanBeyond 2025+

Jacobs' Sustainability Approach

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CEO Message



At Jacobs, our purpose and values guide every decision we make. As we navigate an era defined by rapid technological advancement, environmental urgency and evolving stakeholder expectations, our commitment to creating a more connected, sustainable world has never been more important.

Our recently unveiled multi-year growth strategy, [Challenge Accepted](#), positions us to lead in high-growth end markets including Water and Environmental, Life Sciences and Advanced Manufacturing and Critical Infrastructure. We are aligning our business around the secular trends that underpin these end markets, as well as the major opportunities and priorities our clients are focused on — which we recognize are interwoven with complex considerations, including those around climate response, social value and systems resilience.

Addressing these needs requires integrated, future-ready solutions that strengthen performance, reduce risk and enable long-term value creation for our stakeholders. Meeting these challenges means continuing to align our internal actions with how we operate, deliver for our clients and advance our global business. From managing our operations and supporting our people, to positively impacting the environment and communities through our compelling solutions, every part of our business reflects a shared commitment to progress.

This updated PlanBeyond approach outlines our path forward. It reflects our ongoing commitment to transparency, measurable outcomes and being a trusted solutions provider to those we serve. Together with our clients, partners and people, we're not just responding to change — we're shaping what's next.

Bob Pragada

Chair and Chief Executive Officer

A stylized, handwritten signature in black ink that reads "Bob".



Introduction

Sustainability at Jacobs means providing thoughtful solutions that meet the needs of today while enabling economies, communities and the environment to thrive tomorrow. It requires us to consider both the impact we have on the world around us and the resilience we need to navigate dynamic risks and disruptions.

Our Purpose

***To create
a more
connected,
sustainable
world.***

Our values

We do things right.

We always act with integrity — taking responsibility for our work, caring for our people and staying focused on safety and sustainability. We make investments in our clients, people and communities, so we can grow together.

We challenge the accepted.

We know that to create a better future, we must ask difficult questions. We always stay curious and are not afraid to try new things.

We aim higher.

We do not settle — always looking beyond to raise the bar and deliver with excellence. We are committed to our clients by bringing innovative solutions that lead to profitable growth and shared success.

We live inclusion.

We put people at the heart of our business. We embrace different perspectives, collaborating to make a positive impact. Through an unparalleled focus on inclusion, with a diverse team of visionaries, thinkers and doers, we build trust — in each other and across our country.

Challenging today. Reinventing tomorrow.

The global landscape is shifting rapidly. From extreme weather and water scarcity to geopolitical instability and resource constraints, change is now constant. To endure and thrive, organizations must strengthen performance, effectively manage risk and create long-term value — while also meeting evolving stakeholder expectations, including those of transparency and accountability.

It's our business imperative to anticipate our clients' needs and respond to our clients and markets with innovative, resilient and cost-effective solutions in the face of increasing global challenges. Our people are uniquely equipped with a proactive mindset, deep technical expertise and a progressive culture that enables us to respond to uncertainty. At Jacobs, we view change not as a constraint but as a catalyst. We're addressing complex challenges across the environmental, social and economic spectrum through bold thinking, strategic innovation, cross-disciplinary collaboration and top-tier delivery. It is not only about adhering to our core values and purpose - it's about driving business performance for ourselves and our clients. That work starts with how we operate internally, extends through how we deliver our solutions and shapes how we advance as a company.



With our sustainability journey evolving and improving over time, we've established deep and trusted relationships with our clients and seized business opportunities aligned with our global strategy. PlanBeyond 2025+ continues to build upon this strong foundation and way of doing business. Designed with a focus on prioritization, implementation and continuous improvement, this next phase reflects our integrated approach and reaffirms our role in building a more connected, sustainable world.

Our Sustainability Evolution

Sustainability at Jacobs has never been a static commitment; it has evolved with our business, our clients, our people and the world around us. What began as an aspirational vision has matured into a fully integrated strategic approach that touches every part of how we operate, deliver and advance.

Recent Sustainability Awards

Member of
**Dow Jones
Sustainability Indices**
Powered by the S&P Global CSA

World | North America
recognized again in DJSI as Dow
Jones Best-in-Class in 2024



Jacobs is a **leader** in industry

MSCI
ESG RATINGS



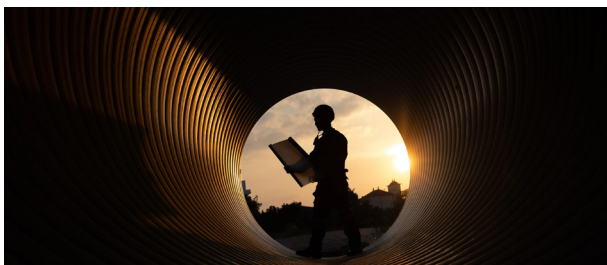
CCC	B	BB	BBB	A	AA	AAA
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environmentanalyst

Nº2
global environmental and
sustainability consultancy





Laying the Groundwork

While we've been delivering sustainability expertise to our clients for decades, our enterprise-wide approach to sustainability was formalized with the launch of our inaugural PlanBeyond® framework in 2019 — a clear signal that sustainability was at the core of our business. By embedding it into our culture and governance, we positioned ourselves to lead with intention. PlanBeyond's initial focus areas were about building foundational capabilities, engaging employees and defining what sustainability meant in the context of our purpose, values and capabilities.

In 2021 we released PlanBeyond 2.0, deepening our commitments with measurable Sustainable Business Objectives. That same year, we formalized the Office of Global Climate Response and ESG and created a dedicated Board Committee for ESG & Risk, embedding sustainability into enterprise decision-making and corporate governance. As we implemented PlanBeyond 2.0, we strategically accelerated driving our sustainability objectives, expanding the reach of our efforts while beginning to measure performance.



Propelling Integration & Accountability

Over the three years following the release of PlanBeyond 2.0, we leaned further into implementing our Sustainable Business Objectives. We continued progress towards reducing our carbon footprint, maintained 100% low-carbon electricity and secured near- and long-term net zero SBTi-validated targets across all scopes. We operationalized our commitments through a range of strategic actions, including embedding sustainability into our financing strategy and executive compensation.

During this period, we also expanded our focus on measurement and, in partnership with a broad range of internal partners across operations and functions, elevated the visibility of important business performance metrics related to business travel, employee upskilling and belonging and health and safety. To support this focus, we began to enhance our practices related to sustainability data governance, reporting methodologies, stakeholder engagement, increased transparency and external verifications.

Additionally, sustainability's role as both a differentiator and value generator for our clients broadened our long-term relationships and emphasized the importance of delivering holistic solutions across our vast value chain. These strides reinforced our position as an industry-leader in sustainability, contributing to our growth and recognitions such as being included on the Dow Jones Sustainability World Index and being designated ISS Prime Status, demonstrating our continued evolution to our stakeholders.



From Ambition to Impact

As we move forward, we're focused on our ability to drive positive impact and measure performance that drives growth. We believe that our ongoing double materiality assessment conducted in alignment with the current European Sustainability Reporting Standards (ESRS) requirements in the European Union will continue to help us sharpen our priorities and align our business with evolving stakeholder objectives and reporting obligations and standards in the jurisdictions in which we operate. With a PlanBeyond 2025+ approach organized around how we operate, deliver and advance, we are mobilizing cross-market sustainability capabilities and unlocking our strategy, solutions and systems to drive impact and resilience.

Throughout this evolution, one thing has remained constant: our belief that sustainability is not a fixed endpoint; it's a guiding principle that shapes our actions every day. It's a fundamental way of thinking and working that evolves with urgency, purpose and a clear understanding of where Jacobs can make the greatest difference to achieve enduring business objectives.





How We Operate

*We responsibly steward our operations with care and conviction —
shaping the future we help our clients build.*



We're committed to sustainability throughout our own operations, which we consider a testbed for innovation and fundamental to both "walking the talk" and refining approaches that we integrate into client solutions. The way we operate reflects our values, builds trust and prepares us for a future we believe is shaped by disruption and transformation. This enables us to mitigate risk, improve efficiency, drive innovation, delight clients, attract and retain top talent and deliver long-term financial performance.

Ambition

We meet our climate action targets, infuse our Culture of Caring into our operations and achieve inclusive leadership that reflects a workforce comprised of different perspectives and experiences to enable us to anticipate and respond to a broad array of challenges.

Climate Action

Guided by our industry-leading climate initiatives, we continue to implement a suite of strategic actions to achieve our commitments. With verified science-based net zero targets across Scopes 1, 2 and 3 emissions by 2040, we are systematically reducing our carbon footprint through strategies including purchasing 100% low-carbon electricity, reducing fuel consumption, using data-driven platforms to inform lower carbon travel decisions and emphasizing carbon reduction strategies with our people. We keep ourselves accountable for taking action to reduce our environmental footprint, and we support our suppliers identifying opportunities to reduce carbon emissions and be more climate resilient. Through these initiatives, we build credibility with our clients and stakeholders as a leader in sustainability for our own operations and positive driver of sustainable decision making in the broader industry. Additionally, in certain jurisdictions, disclosures regarding our sustainability efforts and those of our suppliers are a requirement to participate in competitive bidding for future projects.

Culture of Caring

Jacobs' BeyondZero® Culture of Caring is unique, integrated into our operations and ever-evolving. With industry-leading low recordable incident rates for our own employee population and robust expectations for our managed contractors, we're committed to sustaining an exemplary level of health and safety performance, now and into the future. As the world evolves, so do we – with our Culture of Caring expanding to encompass not only traditional job site health and safety, but also psychological wellbeing, mental health, security, business resilience and environmental management.

In times of stability and instability, we are committed to building a workplace where people feel safe, secure, supported and empowered. This focus is enhanced by our hundreds of trained Mental Health Champions around the world, as well as the integration of psychological risk protocols and holistic training into how we manage and support our teams globally. By recognizing the deep interconnectivity between caring for people and caring for the planet, we also create shared accountability for sustainability in our operations while helping employees feel connected to tangible local actions. Embedded not only in our offices but in our culture is a strong focus on minimizing waste, leveraging internal resources and using data to inform decision-making on circularity practices. We also know it's essential to prepare for disruptions that may affect operational continuity, so we anticipate and respond in ways that safeguard our people, the environment, assets and reputation.

Collaboration and Inclusion

At Jacobs, inclusion is not an initiative — it's foundational to how we work and essential to fostering the creative solutions that our clients demand. Guided by our TogetherBeyond® approach, we embrace all perspectives to leverage the unique backgrounds, experiences and strengths of our global workforce to reflect the clients and communities we serve, while also driving innovation.

A sense of belonging in our teams leads to collaborative and efficient decision-making, increased productivity and improved retention and morale. Jacobs leaders are expected to support broad viewpoints and cultures to drive innovation and collaboration. Through our global Communities of Practice, mentorship resources and career development initiatives, we're building pathways for effective leadership and creativity. All Jacobs employees are encouraged to participate in these professional development opportunities, reflecting a global culture of connection and belonging where every voice can help shape the future and solve our clients' most complex challenges.

Our global giving and volunteering program, Collectively, and strategic partnerships with organizations like Bridges to Prosperity and Water For People, provide opportunities for employees to engage with one another and positively impact the communities we and our clients serve.

Looking ahead

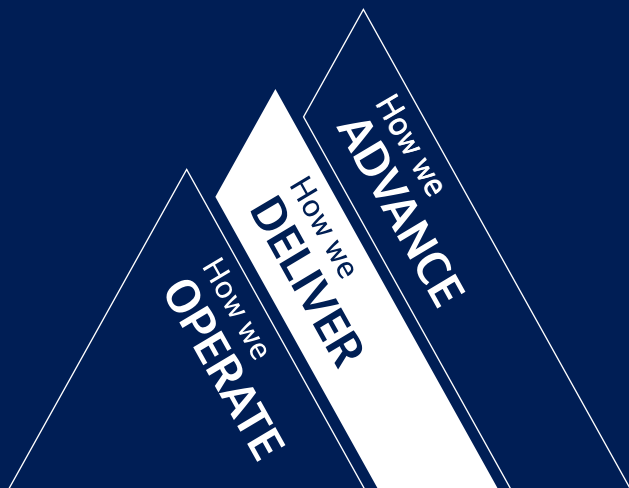
We're committed to building our reputation as an industry leader by reducing our carbon footprint and influencing positive change in the larger systems – economic, social or environmental – that shape our industry as a whole. Our ongoing focus on shared accountability, employee wellbeing, thoughtful leadership and nature-positive practices will guide continued investment in material operational priorities aligned with secular trends in our end markets, as well as our purpose and values.





How We Deliver

We intentionally integrate impact and resilience considerations into our solutions to enable our clients' long-term success.



As a company that delivers over 20,000 projects a year in 40+ countries, integrating sustainability and resilience into our solutions is our greatest differentiator and opportunity for impact. It's also essential for driving long-term growth and success for Jacobs and our clients. Across all end markets — from infrastructure and energy to advanced manufacturing and health — we see a growing demand for solutions that address the increasingly complex, interconnected challenges of today's world. By thinking holistically and embedding sustainability into our solutions, we redefine the asset lifecycle and align our work with our clients' most urgent needs. When a client chooses Jacobs, they gain access to our solutions and expertise that help their business and assets become - and remain - resilient in the future. For example, our homegrown AI-powered sustainability application Evolve, showcases our ability to scale digital tools across the enterprise and into our client offerings.

Ambition

We set and measure sustainability goals in every project.

Reimagining Sales and Project Delivery Processes

Jacobs is transforming how we approach sales and project delivery by embedding sustainability into every phase of the asset lifecycle. This includes a global framework for identifying, evaluating and managing impacts and risks for every opportunity. We foster dialogue with our clients before contracts are signed to align project scope to their sustainability goals and discuss how Jacobs' global sustainability and resilience expertise can best serve their needs.

We are also committed to sustainable procurement practices in our project delivery, and we support our suppliers in meeting their sustainability goals, while also prioritizing the procurement of more sustainable and ethically sourced materials. We screen suppliers to meet our required standards, including human rights due diligence and flow down client requirements and expectations to our suppliers to foster alignment, efficiency and scaled positive impact. In developing requirements for our suppliers across vast geographies, we are streamlining our procedures to ensure our compliance with global requirements while also minimizing our administrative burden.

We further create positive impact by continually improving design and delivery processes. This includes the deployment of global frameworks and tools to strategically integrate sustainability in our solutions using data-driven, science-based approaches for managing climate impacts and risks, resilience, materials and waste reduction, biodiversity, ecosystem protection, water stewardship, decarbonization, social value and more.

Digital Innovation and AI Integration

We're harnessing science-backed, cutting-edge artificial intelligence and digital platforms to integrate impact and resilience throughout the end-to-end project lifecycle. Our proprietary tools like Evolve and CarbonFirst enable us to prioritize relevant, measurable sustainability goals from the outset – equipping clients with tailored, actionable insights that inform better decision-making from design through delivery. We're leveraging the best practices from these enterprise tools on our major projects and programs to scale adoption and value generation across all our projects. Through our global knowledge-sharing system, ADAPT, we connect our sales and delivery teams directly to best-in-class practitioners and resources to maximize innovation, delivery excellence and long-term resilience in every solution.

By harnessing AI-driven tools for predictive modeling, risk and impact assessment and resource optimization, we streamline processes, improve accuracy and align each solution with our clients' objectives and sustainability targets. These innovations allow us to tackle complex, data-driven challenges at scale – reducing costs, uncovering efficiencies, mitigating risks and enhancing long-term resilience. While we acknowledge the resource-intensive nature of data computing and processing, we are actively part of the solution, investing in and deploying our deep technical expertise to responsibly evaluate impacts and best serve our clients. Ultimately, by empowering our global teams with the digital tools and data they need, we seek to create measurable impact, strengthen community and environmental resilience and protect client assets in the face of disruption.

Cultural Enablement

We understand that achieving our sustainability commitments ultimately relies on the understanding and action of our people; therefore, cultural enablement is vital to our PlanBeyond approach. Through a suite of strategies and resources, we provide our people with what they need to understand and act within their roles to drive impact, both within the company and for our clients.

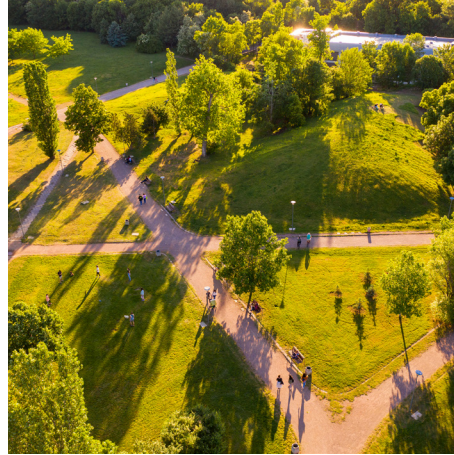
By fostering a culture of collaboration and continuous learning, we empower our people and teams to think creatively and execute with confidence. This includes company-wide training on our values and how to embed sustainability into operations and solutions, as well as access to our global sustainability and resilience resource hub, frameworks and tools targeted toward specific audiences including sales, project delivery and technical experts. Our Culture of Caring further complements and reinforces PlanBeyond, promoting health, safety, security, well-being and a deep sense of responsibility to both our people and the planet; our culture extends beyond our own operations into the work we do for clients.

This culture of collaboration and continuous learning applies across our value chain, and we work with various suppliers in the communities we serve to leverage their local knowledge and help build resilience of our solutions to deliver resilient results to our clients.



EVOLVE

We developed Evolve to empower our sales and delivery teams to integrate sustainability into our projects. The AI-powered tool recommends customized sustainability commitments that teams can make to align with their clients' sustainability goals and identify new ways to drive positive impact, protect our clients' assets, prioritize stakeholder needs and optimize the performance of the solutions we deliver. The algorithm learns from Jacobs' past performance in specific markets and geographies and helps efficiently connect our teams to experts and insights. Our clients rely on Jacobs to anticipate how the changing world impacts their business and Evolve helps us set and measure impact from our solutions, leading to long-term resilience, performance and growth. Evolve is Jacobs' first end-to-end, enterprise-wide AI and sustainability tool.



SIMETRICA | Jacobs

Simetrica-Jacobs provides robust methodologies to measure social value and impact, shape policy, evaluate real-world outcomes and enhance decision-making for sustainable development.



StreetLight by Jacobs

StreetLight is a sustainability tool for Jacobs, leveraging big data and advanced analytics to optimize transportation systems, reduce carbon emissions, promote social equity and enhance infrastructure planning.



Intelligent O&MSM by Jacobs

[Intelligent O&M](#) is a Jacobs digital solution that blends Jacobs' water subject matter expertise in operations, design and data science, with Palantir's Foundry platform, to provide direct and predictive guidance to frontline operations and maintenance staff. This solution uses AI to optimize wastewater processes and operations, using smart algorithms with the goal of maximizing performance and cost-savings associated with water, waste and energy for clients.

Jacobs' products such as Evolve, Streetlight, Simetrica and Intelligent O&M bolster our capabilities and provide intelligent, data-driven insights to maximize our positive environmental, social and economic impact in the solutions we deliver. We leverage AI and automated processes to enhance performance and inform our decisions.

Looking ahead

We're deeply committed to delivering solutions that meet our clients' needs by integrating sustainability and resilience into every aspect of our sales and delivery processes. This includes setting measurable and meaningful sustainability goals, leveraging AI and digital platforms and fostering a culture of collaboration and continuous learning. We will continue to expand the use of technology such as AI, digital innovation and automation to support us in anticipating our clients' evolving needs, scale the adoption and implementation of sustainability practices, improve the efficiency and longevity of our solutions, enhance system connectivity, enable more informed decision-making and enhance sustainability outcomes for our stakeholders.

This will be paired with ongoing education for our people on responsible and effective use of digital and AI-powered platforms as enabling tools for our core offerings. Our focus remains on driving positively impactful, resilient solutions that foster long-term growth and stability for our clients, communities and the environment.



How We Advance

We continually adapt and grow to enable long-term success in a rapidly changing world.



As we embed sustainability into everything we do, we remain equally focused on tomorrow — continuously scanning the horizon and anticipating change, scaling innovation and enhancing our approaches to meet emerging demands. This means remaining agile in the face of uncertainty and unexpected shifts, while setting ourselves up for long-term growth and continuity with foresight and strategic investment in technology and digital tools, businesses and partnerships that expand our capabilities for clients, operational efficiencies and research and development.

Ambition

Impact, resilience and long-term value creation are considered in every investment decision we make to enable Jacobs and our clients to thrive today – and into the future.

Global Sustainability & Resilience Capabilities

The greatest investment we make is in our people – attracting, retaining and activating top talent to solve our clients' greatest challenges. Our operating model prioritizes the development and deployment of our leadership and expertise across the business. This way of working enables us to deploy cross-cutting solutions across seven core capability areas: Decarbonization & GHG Management, Adaptation & Resilience, Sustainable Built Environments, Sustainable Business, Social Value, Nature Positive and Energy Transition. These are interconnected lenses through which we shape systems-level impact for our clients and communities.

Stakeholder-Informed Prioritization

We engage regularly with clients, investors, employees and other stakeholders throughout our value chain to gain insights to sustain agility and responsiveness to evolving expectations. In alignment with our double materiality approach, our priorities and investments are continually informed by the impacts, risks and opportunities most material to our business as identified through our engagement with our stakeholders.

Strategic Investments & Partnerships

Aligned with Jacobs' strategy, sustainability commitments and deep understanding of emerging trends, we invest in technologies and partnerships that enhance our industry leadership status and ability to best serve our clients with a suite of cutting-edge, future-minded tools, talent and capabilities. This includes strategic partnerships with organizations like Biomimicry 3.8 to propel innovative nature-based solutions and engagement with other emerging technology providers focused on emissions reduction and removal, circularity, climate risk management and beyond.

Data-Driven Decisions

Jacobs is committed to collecting, tracking and sharing data related to our sustainability performance and key business objectives to enable informed decisions. With rich insight available from our ongoing double materiality assessment, regulatory readiness planning and market research and knowledge, we draw upon a robust suite of information and analytics to understand trends and inform decision making in the face of a dynamic business and ever-changing world. This includes investing in digital capabilities to automate data capture and promote connectivity across systems.

7 sustainability and resilience capability areas

Our purpose to create a more connected, sustainable world means sustainability and resilience are intrinsic to our DNA.

Our cross-market approach to sustainability fosters innovation, creates value and addresses how communities and the built and natural environment are interconnected.

Adaptation & Resilience

Sustainable Built Environments

Energy Transition

Sustainable Business

Social Value

Nature Positive

Decarbonization & GHG Management



Adaptation & Resilience

We believe that adaptation and resilience are essential for a sustainable future. We help our clients make informed decisions about their strategies and investments by identifying economically and technically viable solutions that encourage lifecycle savings while avoiding the development of “at risk” infrastructure. We provide clients with solutions related to resilience services, including program delivery, advisory, vulnerability assessments, design and construction and the development of risk-informed governance, policy and strategy frameworks, which guide the implementation of resilient infrastructure. We also provide disaster readiness solutions to our clients through emergency management preparedness, response, recovery and rebuilding to support resilient communities and organizations.



PROJECT HIGHLIGHT

San Francisco Waterfront Resilience Program

Since 2017, Jacobs has partnered with the Port of San Francisco to deliver its Waterfront Resilience Program, providing comprehensive planning, engineering and environmental services for this busy and iconic waterfront. This project includes conducting a multi-hazard risk assessment, developing adaptation alternatives, community engagement and supporting a US Army Corps of Engineers flood study – covering all phases from planning through design.

This 10-year program is a proactive and innovative strategy that aims to manage vulnerabilities in light of present and future natural hazards and enable long-term shoreline adaptation, including addressing urgent seismic and flood risks. The program focuses on enhancing safety, reducing damage and improving the environment of this vibrant and resilient urban waterfront.

[Learn more →](#)

Decarbonization & GHG Management

Our decarbonization and greenhouse gas (GHG) management client offerings are interdisciplinary and centered around helping our clients achieve their objectives related to carbon reduction, operational resilience, affordability and designing for flexibility. We support our clients in reducing their carbon footprint by providing strategic advice, assisting with GHG assessments and creating and implementing customized roadmaps. Our programmatic delivery of these solutions helps clients achieve their goals across their real estate, supply chain, fleet and operations throughout the carbon lifecycle of their projects, delivering innovative and financially viable solutions for managing emissions and transitioning to low-carbon energy sources.



PROJECT HIGHLIGHT

Expo 2020 Dubai (Expo) Sustainability Program

Jacobs delivered program management services for Dubai Expo, including design management, urban planning and design, program baselines and controls, procurement services, construction project management, site logistics and cost control. The World Expositions are global gatherings of nations dedicated to finding solutions to pressing challenges of our time. The 2020 Dubai Expo event, hosted in 2021 and early 2022, included developing a 438-hectare site and welcoming tens of millions of visitors to showcase innovations in urban design.

Additionally, Jacobs led the carbon management and sustainability programs for Dubai Expo. The sustainability team achieved numerous milestones, including LEED building certifications; energy, water and waste conservation; enhancement of the site's ecology and biodiversity; and reductions in GHG emissions. We continue to support Expo City Dubai with consulting and delivery services as the site transitions to Expo City Dubai – a thriving community featuring residences, businesses, schools, hospitals, mosques and recreation facilities.

[Learn more →](#)

Energy Transition

Jacobs is at the forefront of the energy transition by supporting our clients shift toward a resilient, cleaner and more secure energy future. From integrating sources of renewable energy into modernized electrical grids to engineering power solutions for data center clients with large energy demands, we help provide innovative solutions that enable clients to integrate sustainable energy into their business operations. We have decades of experience overcoming the toughest energy challenges and evolving with solutions to decarbonize some of the hardest-to-change industries and supporting energy security and resilience.

We provide energy efficiency and optimization solutions while also assisting clients to increase their energy capacity in a sustainable way. This includes providing solutions related to expanding clean power generation, evaluating business models regarding carbon capture technologies, modernizing transmission and distribution grids and developing innovative fuel and energy storage and transport solutions involving batteries or low-carbon fuels across different markets. Additionally, we integrate smart technologies into our solutions to quickly align with evolving demands.



PROJECT HIGHLIGHT

UK's Carbon Capture, Usage and Storage Program

Jacobs is supporting the U.K. Department for Energy Security & Net Zero to deliver technical project management support to the Carbon Capture, Usage and Storage (CCUS) program, an essential element of the U.K.'s commitment to a more sustainable economy by 2050. CCUS helps decarbonize industry, generate low-carbon energy and enable low-carbon hydrogen production at scale. The program facilitates the low carbon transformation of the U.K.'s industrial base by the creation of "clusters" of industrial, power and hydrogen projects around transport and storage infrastructure.

[Learn more →](#)

Nature Positive

We support our clients in identifying and implementing nature positive outcomes that address challenges facing the climate, nature and biodiversity around the world. We recognize the need to move beyond a “minimizing harm” mindset and move toward positively impacting nature. We provide our clients with support by delivering innovative, science-based, nature-positive solutions across project lifecycles.

At Jacobs, we integrate regenerative and nature-based solutions to restore natural capital, reduce carbon footprints, enhance biodiversity and promote sustainable resource management into client projects when possible. Our approach enables economic development and environmental stewardship to coexist in projects.



PROJECT HIGHLIGHT

Our Partnership with Biomimicry 3.8

[Learn more →](#)

Social Value

Integrating social value throughout a client's project lifecycle – from strategy and planning to delivery, operations and maintenance – fosters community development. We help clients develop innovative, value-based solutions that are both data driven and engagement focused. By partnering with public, non-governmental and private entities on client projects, we identify impacts, measure opportunities and maximize community benefits while striving to deliver the best solutions for our clients. Our approach helps to improve the quality of life for the community while increasing resilience.



PROJECT HIGHLIGHT

Edinburgh City Centre Transformation (ECCT)

The ECCT is a once-in-a-generation opportunity to revitalize Edinburgh's City Centre, prioritizing pedestrian, cycling and public transport movement. Jacobs led the creation of a comprehensive strategy for the Edinburgh Council that will help guide future development through 2050. The strategy outlines essential changes to urban infrastructure, public transport and public spaces, and was supported by an evidence-based delivery plan and detailed business case.

Simetrica-Jacobs conducted a quality-of-life analysis to identify and quantify well-being drivers, such as air pollution, traffic congestion, cyclist safety and community belonging. The strategy identified an estimated £420 million in benefits to Edinburgh if fully implemented, including £110 million in economic benefits and £310 million in well-being benefits.

[Learn more →](#)

Sustainable Business

At Jacobs, we provide a comprehensive, enterprise-wide approach to achieving our client's sustainability objectives, underpinned by a robust technical understanding of our client's business and industry. In response to growing concerns among stakeholders, many clients are increasing their sustainability accountability and improving their risk management by integrating sustainability and corporate responsibility considerations into their business strategies.

Jacobs' Sustainable Business services help clients operate more efficiently, achieve cost savings, manage risks, improve quality of life and enhance their social, economic and environmental position. Our consulting and engineering professionals are adept at helping firms integrate sustainability into their operations, including providing services related to strategy and vision planning, design and implementation and delivering sustainable outcomes across the client's entire program or project lifecycle. Jacobs leverages its deep understanding of the business value chain from raw materials and manufacturing through construction and operations to provide valuable insights and a unique "systems view" to help clients meet their goals by uncovering market opportunities for smarter and more sustainable operations.



PROJECT HIGHLIGHT

Data Center Sustainability Strategy and Implementation

In collaboration with a major data center company's leadership, employees and business partners, we developed and implemented the client's inaugural sustainability strategy. This involved conducting an assessment to identify key sustainability risks and setting goals and objectives to address such risks. We assisted the client with authoring its sustainability report and have since provided annual reviews of subsequent reports, including supporting the client's development of its annual Global Real Estate Sustainability Benchmark reporting. Currently, we are assisting the client with the implementation of its sustainability strategy, focusing on areas such as emissions accounting and target setting, life-cycle analysis (LCA), safety and security, talent retention and sustainability and corporate responsibility governance.

Our services provided have added value to the client by benchmarking its sustainability strategy with the market to meet customer demands for highly sustainable operations. Additionally, we developed an innovative LCA that goes beyond typical building envelopes to include mechanical, electrical and plumbing systems, providing a more nuanced view of carbon emissions reduction opportunities.

Sustainable Built Environments

Jacobs' solutions for Sustainable Built Environments focus on sustainable design and construction principles for building and infrastructure projects, which integrate positive impact to people and the planet into our services, from green buildings and landscapes to entire cities and urban systems. It extends into developing sustainable infrastructure for essential services like transport, water and energy, supporting long-term quality of life for our clients and the communities in which they operate and serve.

Our solutions optimize resource efficiency for energy, carbon, water and waste, with sustainable materials and circular economy principles. Jacobs' solutions connect economic, social and environmental priorities, taking a lifecycle approach from material sourcing through design, construction, operation and end-of-life considerations. Our expertise in sustainability assessments and certifications, such as Leadership in Energy and Environmental Design, Building Research Establishment Environmental Assessment Method and Envision, validates and benchmarks project performance. We offer interdisciplinary sustainability solutions that evaluate cost, operational resilience and other priorities, with a strong focus on energy and water efficiency. Our goal is to create built environments for our clients that foster health and well-being for all occupants, promoting a sustainable and thriving future.



PROJECT HIGHLIGHT

New York City Economic Development Corporation (NYCEDC) Circular Design and Construction Guidelines

Jacobs is proud to have played a pivotal role in the development of the NYCEDC's Clean and Circular: Design and Construction Guidelines. As part of this project, Jacobs convened subject matter experts in circular waste management to present to NYCEDC on best practices and conducted stakeholder engagement, including interviews with construction managers and relevant agencies. In partnership with NYCEDC, Jacobs drafted the guidelines manual and proposed measurable goals to NYCEDC to increase circular waste management efficiency and to reduce embodied carbon in New York City's built environment by 50% by 2033. Effective since 2024, these guidelines are being implemented across NYCEDC's \$9 billion capital portfolio to minimize waste, foster material reuse and drive demand for lower carbon construction. Expected benefits of implementing the guidelines include the creation of new jobs, a broadened supply chain, reduced negative transportation impacts and minimized reliance on natural resources. These guidelines are an innovative approach that support New York City's decarbonization goals and offer significant cost savings and economic benefits, showcasing the city as a leader in sustainability practices.

Looking ahead

Sustainability continues to serve as a cross-market accelerator for Jacobs' growth and differentiation. We will keep driving its integration into our core operations, ensuring that it remains intrinsic to our company's purpose and long-term value creation. Our investments in partnerships, our operations, research and development and digital advancement will continue to reflect this strategic priority, enabling Jacobs to lead in innovation, resilience and impact in every geography we operate and across every market we serve.



Governance

Sustainability at Jacobs is governed by a structure designed to drive integrity, transparency and accountability throughout the organization. Our governance framework aligns oversight with execution — empowering leaders, operating units and teams to embed sustainability into both our strategy and day-to-day operations. We're in constant pursuit of excellence. Our BeyondExcellenceSM Global Quality Approach aims to provide the leadership, processes and tools to drive performance excellence and continual improvements across the business.

Oversight and Implementation

Oversight begins at the highest levels, with a dedicated Board committee that provides strategic guidance relating to Jacobs' sustainability risks and opportunities and monitors Jacobs' enterprise risk management and governance. Senior management responsibility is anchored through an executive-level steering committee for global sustainability, which includes all members of the Executive Leadership Team as well as select senior leaders from enterprise functions teams. This committee drives alignment between sustainability priorities and corporate strategy, investment, leadership and performance.

Day-to-day implementation is led by our Global Sustainability Team in close partnership with a global network of subject matter experts, champions, thought leaders and cross-functional partners from across the business, including from within operations, sales, delivery, human resources, risk, legal, investor relations, procurement and communications. Together, we activate our strategy, measure progress, monitor performance and continuously evolve our capabilities in response to changing market and regulatory conditions and stakeholder demands.

We also maintain clear expectations for ethics and business conduct practices through our global [Code of Conduct](#), [Supplier Code of Conduct](#) and [Human Rights Policy](#), among other guidance — ensuring sustainability is reflected not just in what we do, but how we do it.



Performance Measurement and Reporting

Tracking and reporting our progress are a critical part of building trust — and of holding ourselves accountable for the commitments we've made. At Jacobs, we apply a consistent, data-driven approach to measuring sustainability performance across our operations, client solutions and enterprise priorities. As a global company, we are committed to always operating in compliance with the applicable laws and regulations in the various jurisdictions in which we operate.

Our internal systems monitor progress toward key goals including our science-based net zero targets, social value delivery, digital enablement and circularity practices. These systems are built to scale, allowing us to track progress across projects, geographies, markets and operating units, and to make informed decisions about where to invest and how to improve.

Since Jacobs' 2019 fiscal year, we've published an [annual sustainability performance report](#). We disclose information in accordance with globally recognized frameworks when required by applicable regulations, or, in the absence of mandated standards, we follow widely accepted market practices. This approach, and seeking third party verification when necessary or advisable, supports comparability of our disclosures which facilitates informed stakeholder assessment.

As regulatory requirements and stakeholder expectations continue to evolve, we will too, driven by innovation, transparency and our values to do things right. We are committed to being global leaders in the sustainability industry across the geographies in which we operate.



PlanBeyond 2025+

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