



## ESG AND RISK COMMITTEE CHARTER

### **Purpose**

The ESG and Risk Committee is appointed by the Board of Directors (the "Board") to: (1) provide oversight and review with management and the Board the emerging environmental, social and corporate governance ("ESG") issues affecting the Company and liaise, as appropriate, with other Committees of the Board regarding such ESG 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 ESG and Risk Committee shall consist of no fewer than three members. A majority of the members of the ESG and Risk Committee shall meet the independence requirements of the New York Stock Exchange.

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

### **Meetings**

The ESG and Risk 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 ESG and Risk Committee determines. The Chair shall preside at

each meeting. In the event the Chair is not present at a meeting, the ESG and Risk 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 ESG and Risk Committee shall constitute a quorum.

### **Committee Authority and Responsibilities**

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

#### ESG-Related Responsibilities

1. Review and discuss with management the Company's overall ESG strategy, including considering whether the Company should initiate any additional ESG actions or engage with any stakeholders or stockholders regarding potential key ESG matters.
2. Provide oversight and guidance to management regarding the Company's key ESG initiatives and policies, as well as the integration of ESG into the Company's operations and strategies.
3. Monitor developments, trends, and best practices in managing ESG governance and corporate sustainability matters, and make recommendations to management and/or the Board as appropriate.
4. Provide input and advice to management regarding business strategies focused on sustainable solutions offerings to the Company's clients.
5. Review the ESG-related disclosures to be included in the Company's periodic reports filed with the Securities and Exchange Commission ("SEC").
6. Review the other material public disclosures with respect to ESG matters and discuss with management the Company's engagement with stakeholders on key ESG 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 ESG 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 ESG trends, issues and risks, including developments in SEC and other applicable regulations (with particular attention to any developments related to requirements on climate-

related disclosures and risks), as well as the corresponding mitigation initiatives and controls.

9. Report to the Board any current and emerging topics relating to ESG matters that are expected to materially affect the business, operations, performance, or public image of the Company or are otherwise pertinent 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 ESG, 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 ESG 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 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 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. In performing its oversight responsibilities, the ESG and Risk Committee recognizes the responsibilities delegated to other committees by the Board and understands that the other committees may emphasize specific risk monitoring through their respective activities.

#### Additional Responsibilities

21. 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.
22. Make regular reports to the Board and such additional reports and recommendations to the Board as the ESG and Risk Committee may see fit within the scope of its functions.
23. Annually review its own performance.
24. Annually review and reassess the adequacy of this ESG and Risk Committee Charter and recommend any proposed changes to the Board for approval.
25. 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.
26. Form and delegate authority to subcommittees as it deems appropriate.
27. Perform such other duties and responsibilities as may be assigned to the ESG and Risk Committee, from time to time, by the Board, the Lead Independent Director and/or the Chair of the Board.

## Coordination of ESG and Risk Committee Responsibilities with Other Committee Responsibilities

There are certain responsibilities that should be excluded from the ESG and Risk Committee and considered or performed by the Board and/or other committees of the Board. However, matters relating to such responsibilities could assist the ESG and Risk Committee in its decision-making process on matters for which it is responsible. Similarly, matters relating to the responsibilities of the ESG and Risk Committee could assist other Committees in their decision-making process for matters for which they are responsible. Accordingly, the ESG and Risk 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 ESG and ERM-related responsibilities of the Board, the ESG and Risk Committee, the Human Resource and Compensation Committee ("HRCC"), the NCG and the Audit Committee are set forth in the table below:

|  |   |
|--|---|
| <b>Board of Directors</b>                            | <ul style="list-style-type: none"><li>• Receive periodic reports from management on ESG and ERM</li><li>• Incorporation of ESG and ERM factors into enterprise-wide strategy</li></ul>  |
| <b>ESG and Risk Committee</b>                        | <ul style="list-style-type: none"><li>• ESG oversight responsibility, with specific areas allocated to NCG, HRCC and Audit noted below</li><li>• General oversight of ERM</li><li>• ESG reporting frameworks and metrics</li><li>• Oversight of Jacobs' PlanBeyond 2.0 Strategy, including the Climate Action Plan</li><li>• Oversight of Company-related environmental matters, with sustainability as a priority</li><li>• Support leadership strategy to create significant sustainable solutions business opportunities</li></ul> |
| <b>Nominating and Corporate Governance Committee</b> | <ul style="list-style-type: none"><li>• Board composition, succession and effectiveness</li><li>• Board education</li><li>• Corporate governance/shareholder rights</li><li>• Ethics and compliance</li></ul>   |

|  |  |
|--|--|
|  | <ul style="list-style-type: none"> <li>• Charitable giving and political donations</li> <li>• Social matters not covered in HRCC</li> </ul>  |
| <b>Human Resource and Compensation Committee</b> | <ul style="list-style-type: none"> <li>• Human capital management</li> <li>• Inclusion and diversity</li> <li>• Pay equity/gender pay gap</li> <li>• Employee health &amp; safety</li> <li>• Executive succession planning</li> <li>• Oversight and monitoring of human resource related metrics in PlanBeyond 2.0 Strategy</li> </ul> |
| <b>Audit Committee</b>                           | <ul style="list-style-type: none"> <li>• Controls and processes over material external ESG data reporting</li> <li>• Internal assurance</li> <li>• Third party review of ESG data</li> </ul>   |