Jacobs leads the global professional services sector providing solutions for a more connected, sustainable world.

- **Challenging today.**
  Our unique approach to challenge what’s accepted, using our expertise and knowledge to rethink the way we solve problems.

- **Reinventing tomorrow.**
  The outcome, from the innovations we build for our clients to the positive impact our solutions have on the world.
Always looking ahead

At Jacobs, we’re curious, asking questions of what’s accepted and challenging the status quo. We explore innovative solutions driven by our optimism and our focus on advancing the future.

We articulate our bold creativity in our brand promise:

*Challenging today. Reinventing tomorrow.*

1. **Challenging today.**
   - **Upward arc symbolizing:**
     - Agility to change course
     - Boldness to go against convention
     - Courage to make a difference

2. **Reinventing tomorrow.**
   - **Arrow pointing up and to the right signaling:**
     - Impact on the future
     - Infinite potential and optimism
     - Forward advancement through innovative and creative solutions
Our purpose

Central to our culture is our purpose — the impact we aspire to make:

To create a more connected, sustainable world.

Seamless, global collaboration leading to innovative solutions that leverage integrated data and connectivity.

Delivering with a triple bottom-line focus — social, environmental and economic — through people, places and partnerships.
Our values are the fundamental tenets shared across our organization and the standards we hold ourselves to.

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 the 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 have an unparalleled focus on inclusion with a diverse team of visionaries, thinkers and doers. We embrace all perspectives, collaborating to make a positive impact.
Always pushing beyond

Watch our company video on our official YouTube channel

As the world’s thinkers, visionaries and doers, we’re always pushing beyond.
At Jacobs, we’re challenging today to reinvent tomorrow by solving the world’s most critical problems for thriving cities, resilient environments, mission-critical outcomes, operational advancement, scientific discovery and cutting-edge manufacturing, turning abstract ideas into realities that transform the world for good. With $14 billion in revenue and a talent force of approximately 55,000, Jacobs provides a full spectrum of professional services including consulting, technical, scientific and project delivery for the government and private sector.

**Jacobs by the numbers**

**BY THE NUMBERS**

<table>
<thead>
<tr>
<th>COUNTRIES</th>
<th>OFFICES</th>
</tr>
</thead>
<tbody>
<tr>
<td>40+</td>
<td>400</td>
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<table>
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<tr>
<th>TALENT FORCE</th>
<th>BILLION IN BACKLOG</th>
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<tr>
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<table>
<thead>
<tr>
<th>BILLION IN CLIENT SAVINGS</th>
<th>ANNUAL REVENUE</th>
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<tbody>
<tr>
<td>$2.5B</td>
<td>$14B</td>
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</tbody>
</table>

Net zero
Carbon for operations and business travel

**FOCUS AREAS**

**MISSION-CRITICAL OUTCOMES**
For the first time in history, security and defense threats have no borders. From testing and training to intelligence and engineering and analytics, we work with defense, intelligence and law enforcement communities around the globe to ensure people, their information and our most critical networks stay protected.

**CUTTING-EDGE MANUFACTURING**
Rapidly evolving, complex facilities require fast-paced, innovative solutions. Bringing an inspired blend of collaborative, creative excellence we deliver innovation — at any budget — from electronics to pharmaceuticals, to universities and governments around the world.

**OPERATIONAL ADVANCEMENT**
It is one thing to dream up new solutions. At Jacobs, we also deliver them. To turn abstract ideas into realities that transform the world for good, it takes foresight into what’s possible, courage to create solutions for the unknown and the knowledge and skills to make them real.

**SCIENTIFIC DISCOVERY**
We solve some of the most complex challenges of exploration — both in space and closer to home. From wind tunnels to launch and from research to results, we invent by imagining what’s possible.

**RESILIENT ENVIRONMENTS**
Environmental stewardship and climate change are the defining issues of our time. We tackle these challenges differently because we know that whatever we face, we have greater opportunities today to emerge stronger tomorrow.

**THRIVING CITIES**
Prosperous communities. Healthy cities. A brighter future. By working together to build a better future for everyone, we envision and deliver cities that are smarter and more connected. Inclusive and competitive. Safe and resourceful.
Differentiating our Lines of Business

We deliver valued solutions that lead to meaningful outcomes. Our work and expertise reach across geographies and markets, uniquely positioning us to be more innovative and effective in all we do.

- **Critical Mission Solutions** puts our client’s mission at the center of everything we do, encompasses both government and commercial customers and honors the heritage of our aerospace, technology and nuclear expertise. In addition, it elicits pride within our employees who feel a strong sense of connection and commitment to our client’s ‘mission’.

- **People & Places Solutions** reinforces our drive to improve the lives of people everywhere and epitomizes the ‘why’ of what we do – the tremendous positive impact and value that our solutions bring to our communities and society as a whole through our solutions: from facilities delivering life-saving therapies or ensuring clean water, to enabling the connection of people through all modes of transportation and access to technology – to integrating a multitude of these solution elements in the “smart” environments of tomorrow.

**Jacobs Solutions**

As we look to the future, we’re preparing to fully embrace our identity as a leading global solutions provider. To that end, we plan to change our legal entity name from Jacobs Engineering Group Inc. to Jacobs Solutions Inc. to embody who we are today and who we will be in the future.

*Why the change?* Our legal entity name appears in important documents like press releases and contracts – and everywhere our name appears, we want to reinforce our focus on innovative solutions and meaningful outcomes.

Even after this change comes into effect, we will still refer to ourselves as Jacobs. Our Jacobs.
Critical Mission Solutions (CMS) is a diverse, solutions-oriented organization trusted to solve our clients' most critical mission challenges in defense & intelligence, civilian, nuclear, and commercial markets. CMS is the partner of choice that attracts and retains industry-leading talent who provide strong leadership and performance excellence. We live our values, care about our colleagues, and make a positive difference for our clients, communities, and the world.
Critical Mission Solutions

CMS core capability groups

- Aerospace
- Automotive
- Cybersecurity
- Digital Modernization
- Telecommunications
- Intelligence, Surveillance, Reconnaissance
- Operations, Maintenance and Sustainment
- Deactivation & Decommissioning / Remediation
- Research, Development, Test, & Evaluation
- Logistics
- Training
- Nuclear Solutions
- Clean Energy
- Intelligence and Analysis
Critical Mission Solutions

CMS clients include:

- U.S. Department of Defense (DoD)
- Combatant Commands
- U.S. Intelligence Community
- NASA
- U.S. Department of Energy (DoE)
- Ministry of Defense in the U.K. and U.K. Nuclear Decommissioning Authority (NDA)
- Australian Department of Defense
- Other private sector customers in aerospace, automotive, energy and telecom
People & Places Solutions (P&PS) provides end-to-end solutions for clients’ most complex projects using predictive analytics, artificial intelligence and automation, digital twin technology, IoT smart sensors, geospatial visualization and advanced delivery processes and tools for consulting, planning, architecture, design, engineering, and implementation, and long-term operation of facilities and infrastructure.
People & Places Solutions

P&PS Core markets:

- Transportation
- Water
- Built environment
- Environmental
- Advanced Facilities
- Health

Credit: Noida International Airport
People & Places Solutions

P&PS clients

Clients include national, state and local governments in the U.S., Europe, U.K., Middle East, Australia, New Zealand and Asia, as well as multinational private sector clients throughout the world.
Our transformation
Jacobs' transformation

Strong performance positioned us for the next generation of our strategy with a focus on innovation as our connective foundation:

Be the employer of choice by attracting, retaining and developing the world’s best talent, driving employee empowerment through inclusion and diversity and launching our PlanBeyond℠ sustainability strategy.

Technology-enabled execution for enhanced performance by investing in technology to increase efficiency and productivity while driving improvement through automation and artificial intelligence.

Connected, sustainable solutions to enhance profitable growth through investment in innovation aligned to the areas of focus around cybersecurity, applied geospatial science, automated design, Internet of Things and predictive analytics.

Outcomes

Overall, we have achieved strong shareholder value, outperforming our peers in FY19 on measures of shareholder value, with a one-year total shareholder return of 20% and a three-year return of 82%, placing Jacobs in the top quartile of our peer group and above the S&P 500 index for both periods.

We’ve achieved executive team diversity of 50% (with five of ten positions held by women or people of color), and our overall Board of Directors diversity is at 50% women and ethnic diversity.

We were honored to be ranked No. 1 on ENR’s Top 500 Design Firms three years running, 2018-2020.

We were designated a Best Place to Work for LGBTQ Equality by HRC Foundation’s Corporate Equality Index (CEI) in 2019 and 2020, receiving a 100% score now for two years running.

We were just named No. 1 in Fortune's 2020 World's Most Admired Companies in our industry for the second year in a row – and we were ranked in the Forbes Best Employers for Diversity 2020 list.
Shifting to a solutions provider

Jacobs is more than the services we provide. We are problem solvers. Armed with ingenuity, ambition, and expertise, we take on the world’s biggest challenges.

Our brand makes a bold statement about who we are – a global solutions provider powered by a driven, diverse team, setting the new standards for tomorrow. Taking our clients from research and planning to execution and beyond.

We are reinforcing our purpose and identity in every interaction with our people, clients, communities, and shareholders.

Bringing our ‘J’ to the stock exchange

After 30 years on the New York Stock Exchange, we updated the Jacobs’ ticker symbol to reflect our company’s transformation.

On Dec. 10, 2019 we retired our “JEC” symbol and began trading as “J.” The single-letter ticker symbol is reserved for select companies. With this change, we join an elite group of companies and reinforce our status as a world-class organization.
Living our values
At Jacobs, we believe the well-being of our people is fundamental to our success. Our passion for safety and our courage to care for one another and our environment inspires mutual respect.

Safety is not what we do, it’s who we are. We call it our way of life, BeyondZero®, our Culture of Caring.

“You can't run an unsafe company and claim you have integrity. The bottom line benefits of safety should be obvious to everyone.”

Dr. Joseph J. Jacobs
Founder of Jacobs

2,000 employees trained as Positive Mental Health Champions

25% reduction in employee recordable incidents

0.17 total recordable incident rate
Sustainability at Jacobs means ensuring long-term business resilience and success while positively contributing toward the economy, society and the environment, an approach we call PlanBeyond.

- Our Climate Action Plan details how we will continue to make a positive environmental, societal and economic difference for businesses, governments and communities around the world.

- Through our approach to global giving and volunteering — the Collectively℠ program — we unite our 55,000 visionaries, dreamers and doers in a single platform for charitable giving and volunteering — allowing us to amplify the positive impact we make in our communities every day.

Net zero
- 2,400
- $900k

Net zero carbon for operations and business travel
2,400 completed by employees to eliminate plastic during Plastic Free July
$900k raised by employee fundraising and Jacobs’ matching campaigns to support our Collectively℠ global giving and volunteering program
Beyond If is Jacobs program for instilling and sustaining our innovation culture. We seek to inspire innovative ideas, practice the discipline of innovation and promote innovation outcomes. We don’t just ask ‘What If?’ or ‘How Might We?’, we act to turn ideas into reality and drive value through innovation.

- **Inspire**
  - Innovative Ideas

- **Practice**
  - The Discipline of Innovation

- **Promote**
  - Innovation Outcomes
We put people at the heart of our business. We have an unparalleled focus on inclusion, with a diverse team of visionaries, thinkers and doers. We embrace all perspectives, collaborating to make a positive impact. We continue to advance inclusion and diversity to create an environment where all employees can thrive.

With eight active, passionate employee networks representing more than 23,000 employees, we’re celebrating inclusion and diversity more than ever before:

- ACE
- Enlace
- Prism
- VetNet
- Careers Network
- Harambee
- OneWorld
- Women’s Network
Our BeyondExcellence program celebrates those who raise the bar and deliver the extraordinary with excellence, with ethics and with integrity: Leaders who care, collaborate and push beyond, solving for today and creating a brighter future. Our passion for excellence is routinely recognized by industry organizations.

“Every day we strive to act with integrity and honesty to ensure the health and future of our company. We ask that each of our Jacobs teammates, clients and partners commit to maintaining the highest ethical standards.”

Steve Demetriou
Chair and CEO

21
Teams and individuals recognized with internal awards in 2020

No. 1
in Engineering News-Record’s Top 500 Design Firms in the world for 2020

6
Business Achievement Awards from Environmental Business International for leadership and performance in our corporate, environmental and climate change work in 2019
Challenging today. Reinventing tomorrow.

To create a more connected, sustainable world.

We do things right. We challenge the accepted. We aim higher. We live inclusion.
We encourage you to review some of our other materials that demonstrate our culture, capabilities and financial strength:

- Integrated Annual Report
- Investor information at invest.jacobs.com
- Action Plan for Advancing Justice and Equality
- Climate Action Plan
- A Blueprint for Creating Social Value Across the Project Lifecycle
- Podcast series
- Recent press releases