CARE
Cultivating A Responsible Enterprise
ESG Strategy
December 2022
FORWARD-LOOKING STATEMENTS

This presentation contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. Forward-looking statements are based on our current expectations, beliefs, and assumptions and are not guarantees of future performance. Forward-looking statements are inherently subject to uncertainties, risks, changes in circumstances, trends, and factors that are difficult to predict, many of which are outside of our control. Accordingly, actual performance, results and events may vary materially from those indicated in the forward-looking statements, and you should not rely on the forward-looking statements as predictions of future performance, results, or events. Numerous factors could cause actual future performance, results, and events to differ materially from those indicated in the forward-looking statements, including, among others: the impact of COVID-19; any issue that compromises our relationships with the U.S. federal government or its agencies or other state, local, or foreign governments or agencies; any issues that damage our professional reputation; changes in governmental priorities that shift expenditures away from agencies or programs that we support; our dependence on long-term government contracts, which are subject to the government’s budgetary approval process; the size of addressable markets and the amount of government spending on private contractors; failure by us or our employees to obtain and maintain necessary security clearances or certifications; failure to comply with numerous laws and regulations; changes in government procurement, contract or other practices or the adoption by governments of new laws, rules, regulations, and programs in a manner adverse to us; the termination or nonrenewal of our government contracts, particularly our contracts with the U.S. government; our ability to compete effectively in the competitive bidding process and delays contract terminations or cancellations caused by competitors’ protests of major contract awards received by us; our ability to generate revenue under certain of our contracts; any inability to attract, train, or retain employees with the requisite skills, experience and security clearances; the loss of members of senior management or failure to develop new leaders; misconduct or other improper activities from our employees or subcontractors; our ability to realize the full value of our backlog and the timing of our receipt of revenue under contracts included in backlog; changes in the mix of our contracts and our ability to accurately estimate or otherwise recover expenses, time, and resources for our contracts; changes in estimates used in recognizing revenue; internal system or service failures and security breaches and inherent uncertainties and potential adverse developments in legal proceedings including litigation, audits, reviews and investigations, which may result in material adverse judgments, settlements, or other unfavorable outcomes. These factors are not exhaustive and additional factors could adversely affect our business and financial performance. For a discussion of additional factors that could materially adversely affect our business and financial performance, see the factors including under the caption “Risk Factors” in our Annual Report with the Securities and Exchange Commission pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934 for the fiscal year ended December 31, 2021, on Form 10-K, filed on February 23, 2022, and our other filings with the Securities and Exchange Commission. All forward-looking statements are based on currently available information and speak only as of the date on which they are made. We assume no obligation to update any forward-looking statement made in this presentation that becomes untrue because of subsequent events, new information or otherwise, except to the extent we are required to do so in connection with our ongoing requirements under federal securities laws.
ESG STRATEGY

Cultivating a Responsible Enterprise (CARE) is our ESG strategy grounded in our corporate purpose; nourished by our core values; and aimed at enhancing revenue, recruiting, retention, operational excellence, and shareholder value.

Goals

- Reduce absolute GHG emissions (scopes 1 and 2) 20% by 2025 (MT CO₂e)
- Enhance gender diversity in global workforce
- Enhance racial/ethnic diversity in US workforce

Initiatives

- Environment
- Employer of choice
- Supply chain
- Social impact

TO LEARN MORE, VISIT PARSONS.COM/CARE

"ESG and our core values are the foundation of our business. The proof is in our people. They believe in our core values, apply them every day, and inspire and empower each other to overcome the world’s toughest challenges. That’s something even bigger than a corporate culture; that’s a shared mission. I’m proud of how we at Parsons deliver on that mission and work tirelessly to create with conscience.”

CAREY SMITH
President and CEO
IMPLEMENTING OUR ESG INITIATIVES

Environment
- Reduce and optimize our leased office footprint.
- Resource-reduction and recycling related to our buildings, fleet, and supplies, including e-waste.
- Monitor and address climate change risk.

Employer Of Choice
- Career development and training opportunities.
- Employee recognition that recognizes, rewards, and encourages high-caliber work (i.e., DRIVE program).
- Flexible work/hybrid options to reduce commuting and provide work-life balance.

Supply Chain
- Supplier management program with advanced technology to provide greater supplier profile visibility, proactive supplier risk management, and future ability to immediately evaluate the criticality of high-risk suppliers and ensure mitigation plans are in place to align ourselves with trusted and market leaders’ suppliers.
- Supplier diversity program that provides mentorship, facilities, and resources for small businesses, and promotes the selection of minority, women, and veteran (including disabled) owned businesses.

Social Impact
- Parsons Gives Back is an employee-driven program that serves the communities in which we live, work and play.
- DEI Council supports and connects Parsons’ communities through employee business resource groups (EBRGs).
- Employee mentorship program and recruiting process that targets hiring a more diverse workforce.
Cultivating a Responsible Enterprise (CARE) is an enterprise strategy grounded in our corporate purpose, nourished by our core values, and aimed at delivering a better world.

**ESG HIGHLIGHTS**

- **17%**
  Reduction in greenhouse gas emissions (scopes 1 and 2) (2019 to 2021)
- **42%**
  Executive leadership diversity (2022)
- **36%**
  Women directors (2022)
- **13**
  Years named to World’s Most Ethical Companies
- **0.23**
  Total recordable incident rate in 2021 (safety)
- **42%**
  Supplier diversity (2022)

To learn more, visit [Parsons.com/Care](https://www.parsons.com/care)
Parsons gives back through charitable contributions in cash, in-kind donations, and employee volunteerism at company-sponsored events. We’re proud to support causes that are important to our employees, customers, and investors.

**WE MAKE AN IMPACT—PARSONS GIVES BACK**

**STEM/EDUCATION**
Empowering our youth and underrepresented communities with education and training for science and technical path careers.

**MILITARY**
Promoting causes that assist and invest in the welfare and careers of our active-duty military, veterans, and their families.

**VIBRANT COMMUNITIES**
Volunteering and donating where we live, work, and play to drive robust, inclusive, and vibrant communities.

19,000+*
Volunteer hours 2022
*As of 12/10/2022
DIVERSITY, EQUITY & INCLUSION

- Employee business resource groups (EBRGs) formed to support and connect the diverse people who make Parsons a great place to work.
- DEI Council consisting of a diverse cross section of employees driving initiatives that embody our employees' unique qualities and encourage a workforce of people with different backgrounds, beliefs, and experiences.
- Recognized by the Human Rights Campaign Foundation with a perfect score on its 2022 corporate equality index for active support and inclusion of the LGBTQ+ community.
- Hired first Diversity, Equity, and Inclusion director.
We help our clients manage, mitigate, remediate, and treat environmental impacts through a multifaceted approach of innovation, insight, advocacy, and technology.

We Reduce Greenhouse Gas Emissions
From our vehicle inspection programs to our smart infrastructure solutions, we help our clients reduce emissions and energy costs and improve quality of life in communities we serve.

We Help Protect Drinking Water
We help our clients manage, mitigate, remediate, and treat environmental impacts through a multifaceted approach of innovation, insight, advocacy, and technology.

We Modernize And Improve Resilience For Our Customers
We work with our clients to implement solutions that create and protect the future, not just repair the past.

We Support Communities Around The World
Since 1944, we have actively participated in the communities where we do business, live, and work. Our community involvement reflects many of the values we hold as a company, including our core values. Virtually everything we do gives back by adding social, economic, and environmental value.

Parsons furthers the Sustainable Development Goals (SDGs) through our client solutions in the markets of transportation, water and wastewater, energy, and environmental restoration and remediation.
Parsons' solutions are aligned with infrastructure investments and ESG-related opportunities.

- **Washington Metropolitan Area Transit Authority**
- **Onondaga Lake Cleanup**
- **Los Angeles Regional Transportation**

**Transportation**

$284B

Roads, Highways, Bridges | Rail | Public Transit | Airports | Ports and Waterways | Road Safety | EV Infrastructure

**Safety & Cleanup**

$199B

Power Infrastructure | Water Infrastructure | Water Storage | Well, Mine, and Site Cleanup

**New Investments**

$67B

Broadband | Reconnecting Communities

Global ESG Solutions
The 2030 Agenda for Sustainable Development was adopted by all United Nations members in 2015 and includes 17 Sustainable Development Goals (SDGs).

The 17 SDGs and 169 targets prioritize ending poverty and other deprivations by implementing health and education strategies, reducing inequality, and spurring economic growth, while combating climate change and working on preservation efforts.

We support furthering the SDGs through client deliverables, business activities, employee actions, and community engagement.
PARSONS IS THE PROGRAM MANAGER ON THE WORLD’S LARGEST METRO SYSTEM, FEATURING SIX MAIN LINES CONNECTING RESIDENTS TO EDUCATION, GOVERNMENT, AND COMMERCIAL RESOURCES. WHEN COMPLETE, THIS PROJECT WILL CONSIDERABLY REDUCE CARBON EMISSIONS, IMPROVE SAFETY, AND EMPLOY SUSTAINABLE TRANSIT-ORIENTED DEVELOPMENT PRACTICES TO SAVE ENERGY. THE PROJECT ALSO USES MATERIALS THAT ARE RECYCLABLE AND NONPOLLUTING, SUCH AS ECOCOLICAL WALLS INSTEAD OF CONCRETE RETAINING WALLS.

TRANSPORTATION—MASS TRANSIT

We help rail and transit agencies meet the challenges of modernization and environmental initiatives, while ensuring efficient, safe, and sustainable project delivery and operations.

Parsons is the program manager on the world’s largest metro system, featuring six main lines connecting residents to education, government, and commercial resources. When complete, this project will considerably reduce carbon emissions, improve safety, and employ sustainable transit-oriented development practices to save energy. The project also uses materials that are recyclable and nonpolluting, such as ecological walls instead of concrete retaining walls.

Riyadh Metro

Parsons is the lead designer of all three stations for the Federal Way Link Extension to extend the existing light rail system in Seattle, WA. We have also authored the sustainability management plan, which incorporates conservation, resilience, health and safety, and other components for targeted Envision Gold and LEED Silver certifications. The entire transit system expansion is expected to reduce GHG by 793,000 metric tons, equal to providing electricity for 117,000 homes annually. These best practices create a transit-oriented development that promotes economic vitality.
TRANSPORTATION—SUSTAINABLE INFRASTRUCTURE

Sustainability is one of our core values, and we have a long and rich history of providing innovative, sustainable, and resilient solutions for our customers, using a value-based, triple bottom-line approach.

Since 2015, Parsons has served as general engineering consultant on the Gordie Howe International Bridge project, which will be the longest cable-stayed bridge in North America. Through stakeholder engagement, we developed the Sustainability Management Policy, which improves safety and security, conservation of non-renewable resources (materials, energy, water), safeguards cultural resources, promotes economic vitality, and protects the natural environment. The project achieved Envision Platinum in 2021, exceeding the original scope aimed at silver certification.

Windsor Detroit Bridge Authority (WDBA)

Parsons serves as the owner’s representative for the multibillion-dollar Landside Access Modernization Program. We are also providing specialized sustainability expertise for the automated people mover (APM) and maintenance and safety facility, targeted for Envision and LEED Silver certifications. The APM will result in 117,000 fewer vehicle miles traveled per day and leverages cutting-edge sustainability practices to reduce the airport’s carbon footprint. The project achieved Envision Gold in 2022, exceeding the original scope aimed at silver certification.

Los Angeles Airport
Parsons X

The $7.5 billion zero emission transit funding from the Infrastructure Investment and Jobs Act (IIJA) is making it possible for jurisdictions in the United States and North America to convert their public bus fleets. Parsons has been awarded contracts to provide fleet electrification, zero emission vehicle design, and transit planning services for departments of transportation in three states.

Zero Emissions Vehicle And Fleet Electrification

We have a long history of innovation, and we’re committed to providing our clients with systems and technology solutions that support and enhance their customers’ experiences.

Parsons X

We’re accelerating the world’s digital transformation by unifying our services, streamlining our delivery model, and reinforcing the data-driven focus that has fueled our innovation for decades. Parsons X enhances our decades of digital leadership by bringing together innovation from across the company and providing our customers and clients with fast, secure, and practical digital solutions that meet their toughest challenges across critical infrastructure and national security. We are improving mobility and connecting people through technology to deliver smart cities and safer and more efficient transportation systems.
WATER & WASTEWATER

Water is the life source of every community, and our mission is to help preserve it by creating and maintaining safe, efficient, and sustainable water facilities and processes.

Inactive Landfill Initiative

Parsons helped develop and implement this first-of-its-kind program that addresses critical drinking water contamination concerns associated with emerging contaminants from inactive landfills, including PFAS compounds and other chemicals of concern. We’ve investigated more than 280 inactive landfills across New York, helping to proactively protect drinking water.

Southern Nevada Water Authority (SNWA)

Since 1993, Parsons has been providing program and construction management services supporting more than $4 billion in constructed value in infrastructure development projects with SNWA to improve and increase water supply and resilience. The program balances drought conditions with the unique demands of the region’s 2.2 million citizens to distribute and treat water in a sustainable and efficient manner.
ENERGY

We work with our customers to understand the unique nature of their project requirements and provide integrated solutions generating, delivering, storing, and protecting power—sustainably.

US Department Of Energy Loan Guarantee Program
Since 2008, Parsons has worked with the Department of Energy’s (DOE’s) Loan Programs Office (LPO), which has issued more than $35 billion in loans and loan guarantees that have funded more than 30 projects that avoided 35.2 million tons of CO2 emissions. We’ve served as the DOE’s engineer for more than $15 billion worth of clean energy projects deploying solar, biofuels, energy storage, and nuclear technologies at commercial scale. With the Infrastructure Investment and Jobs Act and Inflation Reduction Act authorizing approximately $334 billion in new loan and loan guarantee authority, our longstanding independent engineer support of the LPO is anticipated to grow in the coming years.

PG&E Butte County Rebuild Program
Since 2020, Parsons has been providing professional PMO and execution services to PG&E’s Community Resiliency and Rebuild Program (CRRP) teams. This effort supports multiple fire rebuild projects (including Butte, Caldor, North Complex, Dixie, River, and CZU [Monterrey, CA]). The program has completed 65 underground miles (electric and gas) and 2,300 permanent service connections (service to impacted homes). Continued services by Parsons include project management, project controls and construction management.
For 13 years, Parsons was part of the team of local and national experts working on the Onondaga Lake cleanup. As a result of our work—and that of countless others—the community is once again able to enjoy the lake. Through the cleanup and habitat restoration, wildlife has also returned to the lake both along the shoreline and in surrounding wetlands. These efforts have contributed to the return of 184 species to the lake and nearby areas. Fishing, boating, and kayaking are also now common occurrences on the lake.

Parsons is providing site management services for the work needed to implement the remediation plan and to continue the care and maintenance of the site. We will also develop and implement a socio-economic strategy to bring economic benefits to the local First Nations communities of the Kaska Dena. The Faro Mine Remediation Project is one of the largest and most complex abandoned mine cleanup projects in Canada and could span over 20 years and exceed $2 billion.

Onondaga Lake

Faro Mine
ENVIRONMENTAL, SOCIAL & GOVERNANCE SUMMARY

ENVIRONMENTAL
- GHG emissions
- Sustainable infrastructure
- Water/wastewater treatment
- Environmental remediation
- Innovation

SOCIAL
- Gender and racial equality
- Diversity and inclusion
- Safe work environment
- Community engagement
- Training and development

GOVERNANCE
- Board and executive diversity
- Highly independent and engaged board
- Information security
- Ethics and compliance
- Institutional trust

CARE IN ACTION
- Parsons Investor Relations
- Parsons’ CARE website
- Parsons Gives Back
- Innovation blog
- Parsons’ markets