



CARE

Cultivating A Responsible Enterprise

ESG Strategy

December 2021

PARSONS CORPORATION



SEGMENTS



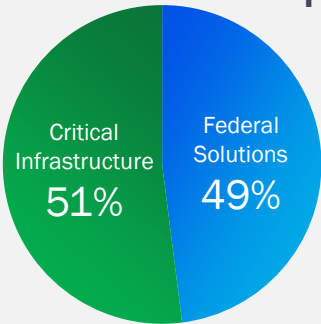
Federal Solutions
Delivering information dominance
across all domains



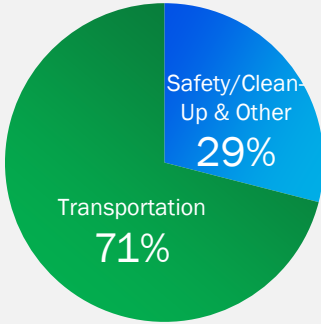
Critical Infrastructure
Leading smart, sustainable
infrastructure deployment

FINANCIAL SNAPSHOT

\$3.9B
FY 2020



\$2B+
Sustainability Revenue
FY 2020



ACHEIVEMENTS AND AWARDS



ENVIRONMENTAL, SOCIAL, GOVERNANCE SUMMARY



ENVIRONMENTAL

- GHG Emissions
- Water/Wastewater Treatment
- Environmental Remediation
- Mine and Oil Well Reclamation
- 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

ESG ACCOMPLISHMENTS

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.



12.9%

Reduction in greenhouse gas emissions (Scope 1 and 2) from 2019 to 2020



37%

BOD/executive leadership diversity (2020)



12

Years named to World's Most Ethical Companies



0.30

Total Recordable Incident Rate in 2020 (safety)

TO LEARN MORE, VISIT [PARSONS.COM/CARE](https://www.parsons.com/care)

ESG Goals

- Reduce absolute GHG emissions (Scope 1 and 2) by 20% by 2025 (MT CO₂e)
- Reduce and optimize our leased office footprint 30% by 2024
- Enhance gender diversity in North American workforce
- Enhance racial/ethnic diversity in US workforce
- ESG Metrics Tied to Executive Compensation

REDEFINING THE FUTURE



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

Parsons Gives Back is our employee-driven program that serves communities through charitable contributions, volunteerism, and in-kind donations primarily focused on military/veteran programs, education/STEM outreach, and vibrant communities.

BUILD BACK SMARTER

Parsons' solutions are aligned with infrastructure investments and ESG-related opportunities.

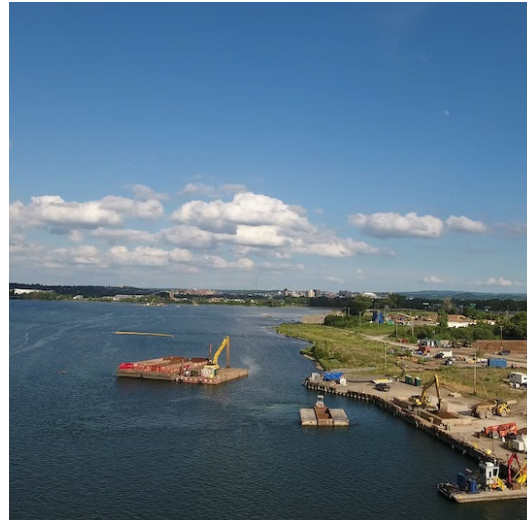
Washington Metropolitan Area Transit Authority



Transportation
\$284B

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

Onondaga Lake Cleanup



Safety and Cleanup
\$199B

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

Los Angeles Regional Transportation Management Center



New Investments
\$67B

Broadband | Reconnecting
Communities

Global ESG Solutions

SUSTAINABLE AND RESILIENT INFRASTRUCTURE

Our portfolio includes more than 4,500 crossings around the world and rail solutions on every major transit system in North America as well as renowned systems overseas.



Riyadh Metro

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.



Gordie Howe International Bridge

Since 2015, Parsons has served as general engineering consultant on this new international crossing. This project 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 recently achieved Envision platinum, exceeding the original scope aimed at silver certification.

INTEGRATED SOLUTIONS FROM TAKEOFF TO LANDING

By leveraging innovative technology, we are unlocking the potential of infrastructure across every transportation sector we serve.



Los Angeles Airport

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.

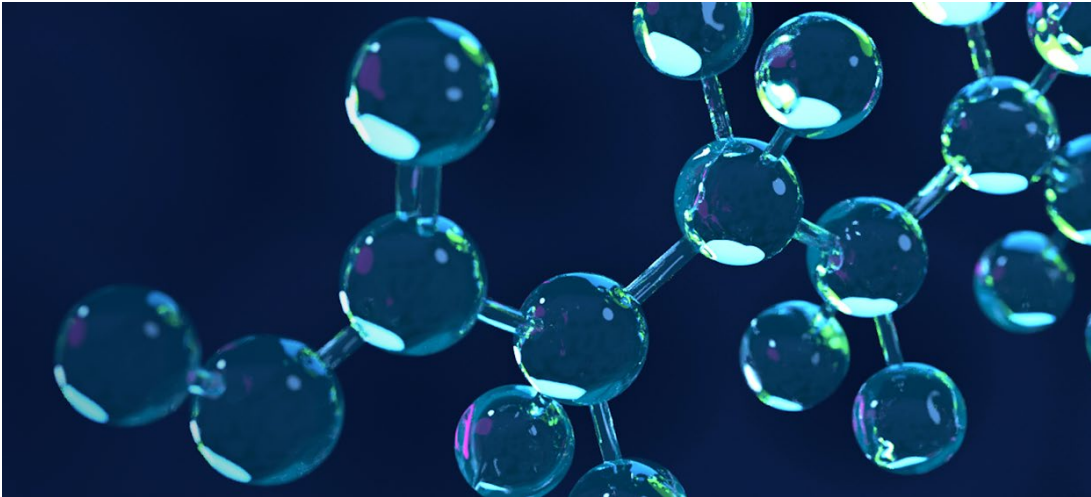


Sound Transit

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 to 117,000 homes annually. These best practices create a transit-oriented development that promotes economic vitality.

PROTECTING OUR WATER SUPPLY

Parsons' experts lead the industry in protecting water from contaminants and have worked on 600-plus advanced purification and recycled-water projects.



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 proactively protect drinking water.



Southern Nevada Water Authority (SNWA)

Since 1993, Parsons has been providing program and construction management services supporting more than \$4B 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.

INNOVATING TO COMBAT CLIMATE CHANGE

We deliver innovative infrastructure and defense solutions to enable a more sustainable, more resilient, and safer world and to improve quality of life in our communities for generations to come.



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/loan guarantees that have funded more than 30 projects that avoided 35.2 million tons of CO₂ emissions. Parsons has 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 LPO's current \$42 billion in loan capacity to be issued to projects with innovative technologies that reduce emissions, Parsons' solutions are positioned for the development, design, and commercial deployment of the next-generation clean-tech projects needed to achieve the DOE's goal for net-zero carbon emissions by 2050.



Intelligent NETworks (iNET®)

Since 2005, iNET has helped cities move as safely, sustainably, and efficiently as possible. Deployed in more than 40 cities worldwide, iNET is one of the most operated traffic management software in the world. Our cloud-based solution uses real-time traffic monitoring, predictive analytics, active traffic management, and other data from 115,000 sensors, 24/7, every 30 seconds to recommend actions to transportation agencies, first responders, and others, resulting in the following:

- Up to 30% reduction in emission-related pollutants
- 40% reduction in accidents
- 15% reduction in travel time
- 15% faster incident arrival time

SOLUTIONS FOR A CLEANER PLANET

We use the latest technologies and have developed new approaches and remediation methods to clean up contaminated air, water, and soil for our customers and for future generations.



Lake Onondaga

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.



Giant Mine

Parsons serves as the main construction manager for the remediation efforts of the Giant Mine in the Northwest Territories, Canada. This contract represents one of the largest environmental remediation projects in Canada. Our goal is to contain and manage toxins left behind and to protect human and environmental health and safety. The project is dedicated to promoting Indigenous contractors and uses procurement strategies for Aboriginal businesses.

WE MAKE AN IMPACT

Parsons Gives Back is an employee-driven program that serves the communities in which we live, work, and play. We're primarily focused on three key areas:

- Military/veteran programs
- Education/STEM outreach
- Vibrant communities



31.5K

Volunteer hours (2019 and 2020)



48 in 48

Volunteers build websites for nonprofit organizations



TAPS (Tragedy Assistance for Survivors)

Provides comfort and care to the military community and its families



Ace Mentorship

Engages students to pursue STEM careers



Bridges to Prosperity

Builds connections for remote communities to vital services—education, health, food



24 Hours of Booty (24 Foundation)

Provides connections to cancer care and survivorship programs

VOLUNTARY MEMBERSHIPS AND PARTICIPATION



CARE IN ACTION



- [Parsons Investor Relations](#)
- [Parsons CARE Website](#)
- [Parsons Gives Back](#)
- [Innovation Blog](#)
- [Parsons Markets](#)