



CARE

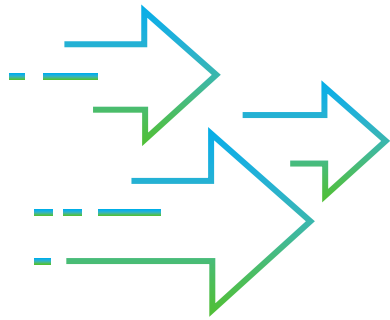
Cultivating A Responsible Enterprise

ESG Strategy



March 2024

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, 2023, on Form 10-K, filed on February 14, 2024, 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, which is 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)
- SBTi commitment to Net-Zero
- 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 www.parsons.com/care

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Our ESG approach reflects a commitment to our core values, which empower our people to maintain the highest standards of performance while solving global challenges. I am proud of how we deliver on our shared mission, grounded in a collective commitment to CARE.”

CAREY SMITH
Chair, President,
and CEO





IMPLEMENTING OUR ESG INITIATIVES



Environment

- Reduce and optimize our leased office footprint
- SBTi Commitment to Net-Zero
- Monitor and address climate change risk and opportunities
- 25% reduction in Scope 1 and 2 emissions, compared to the 2019 baseline



Employer Of Choice

- Career development and training opportunities at all levels, from individual contributors through senior leaders
- Employee recognition that recognizes, rewards, and encourages high-caliber work (i.e., Parsons' Distinguished Recognition Incentive [DRIVE] Program)
- Flexible work/hybrid options to reduce commuting and provide work-life balance



Supply Chain

- Supplier diversity program that provides mentorship, facilities, and resources for small businesses and promotes the selection of minority-, woman-, and veteran (including disabled)-owned businesses
- Supplier management program with advanced technology to homogenize data between internal systems to provide greater supplier profile visibility and proactive supplier risk management, as well as enable alignment with trusted end market leaders' suppliers



Social Impact

- Parsons Gives Back is a philanthropic, employee-driven program that serves the communities in which we live, work, and play
- Diversity, Equity, and Inclusion (DEI) Program that supports and connects Parsons' employees and our surrounding communities through employee business resource groups (EBRGs)
- Recruiting and retention programs that support the hiring, development, and promotion of a diverse workforce

ESG HIGHLIGHTS

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



25%

Reduction in greenhouse gas emissions (Scopes 1 and 2) (2019 to 2022)



38%

Executive leadership Diversity & woman CEO (2023)



36%

Women directors (2023)



15

Years named to World's Most Ethical Companies (2010 - 2024)



0.13

Total recordable incident rate in 2023 (safety)



52%

Supplier diversity (2023)

To learn more, visit www.parsons.com/care

ACHIEVEMENTS AND AWARDS





RECOGNIZED COMMITMENT TO ETHICAL BEHAVIOR

- Parsons recognized as one of the World’s Most Ethical Companies for the 15th consecutive time
- *Ethisphere*, the global leader in defining and advancing the standards of ethical business practices conducts a global review
 - In 2024, Ethisphere recognized 136 total companies spanning 20 countries and 44 industries
- Parsons recognized every year since 2010 and one of three companies in Engineering Services category
- *“Receiving this honor from Ethisphere for 15 consecutive years reinforces the critical importance of ethics and integrity in driving our culture of performance.”* – Carey Smith, CEO
- *“Our leadership is committed to our core value of integrity and the company shares this recognition with our employees around the world who prioritize ethics as the foundations of our business.”* – Mike Kolloway, Chief Legal Officer





WE MAKE AN IMPACT—PARSONS GIVES BACK

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



STEM/EDUCATION

Empowering our youth and underrepresented communities with education and training for science and technical-path careers.



MILITARY & VETERAN

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.



35,114
Volunteer hours in
2023

DIVERSITY, EQUITY & INCLUSION

- Employee business resource groups (EBRGs) 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
- DEI Grassroots Innovators - regional ambassadors for the DEI program who host local events to provide our workforce with opportunities to more personally engage with the DEI program



Blacks Engaging, Leading,
Organizing, Nurturing
And Growing



Formation Of Rising
Career Employees



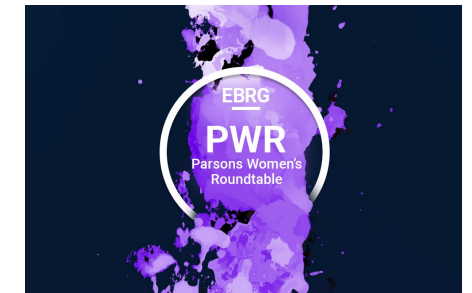
Hispanic Origin And Latin
American Network



Military And Veteran
Community (MILVET)



Parsons PRIDE Alliance
(LGBTQ+)



Parsons Women's
Roundtable



Society Of Oceanic
And Asian Regions



REDEFINING THE FUTURE

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



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 the 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 and client services give back by adding social, economic, and environmental value.



SUSTAINABLE DEVELOPMENT GOALS

- In 2022, Parsons Corporation joined the United Nations Global Compact Initiative – a voluntary leadership platform for the development, implementation, and disclosure of responsible business practices that improve global sustainability
- 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





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

- 3 GOOD HEALTH AND WELL-BEING
- 8 DECENT WORK AND ECONOMIC GROWTH
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 13 CLIMATE ACTION



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.



Sound Transit

Parsons is the lead designer 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, resilient solutions for our customers, using a value-based, triple-bottom-line approach



Windsor-Detroit Bridge Authority (WDBA)

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.



Los Angeles Airport

Parsons serves as the owner’s representative for LAX’s multibillion-dollar Landside Access Modernization Program. During the creation of procurement documents and developer selection, we provided specialized sustainability expertise for the automated people mover (APM) and maintenance and storage facility. The APM project achieved Envision Gold in 2022, and the maintenance and storage facility is targeted for a LEED Silver certification. When completed, the APM will result in 117,000 fewer vehicle miles traveled per day and leverage cutting-edge sustainability practices that will reduce the airport’s carbon footprint.



TECHNOLOGY, INNOVATION & SMART CITIES

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

3 GOOD HEALTH AND WELL-BEING

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

11 SUSTAINABLE CITIES AND COMMUNITIES

13 CLIMATE ACTION



Fleet Electrification, EV Charger Design, And Zero-Emission Vehicle Infrastructure Planning and Design

The Infrastructure Investment and Jobs Act (IIJA) provides record investments in zero-emission vehicles and associated infrastructure to contribute to the multi-trillion-dollar investment projected globally by 2050. Parsons is delivering fleet electrification and transition planning services, zero-emission vehicle infrastructure design, and bus facility design engineering for public transit agencies and departments of transportation in five states. Newly-awarded projects designing EV chargers for airports, highways, and transportation hubs in New York, Florida, and California will ensure public access to reliable and accessible EV infrastructure.



Parsons X

We're accelerating the world's digital transformation by unifying our award-winning digital services, streamlining our delivery model, and reinforcing the data-driven focus that fuels our innovative culture and solutions. Parsons X enhances our decades of digital leadership by bringing together innovation from across the global enterprise and providing our customers and clients with fast, secure, operationally relevant digital solutions that meet their toughest challenges across critical infrastructure and national security. We improve human mobility and connections with the world through technology to deliver smarter, more sustainable, more resilient global infrastructure at scale.



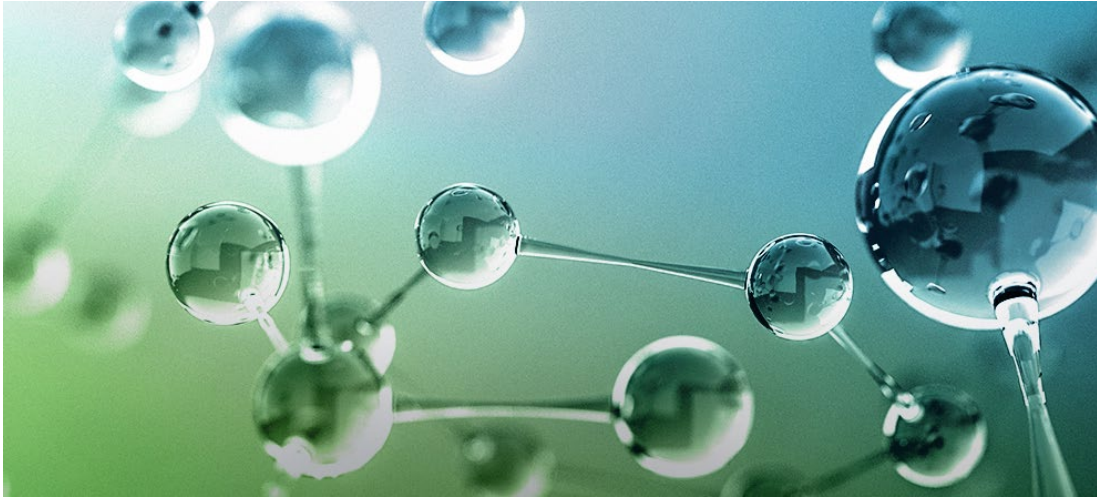
PFAS/PFOS REMEDIATION

Parsons has comprehensive experience investigating, mitigating, and remediating PFAS/PFOS associated with a wide variety of industries, from plastics and fabric manufacturing to firefighting foam.



Holistic PFAS Investigation, Sampling and Remediation Project

Parsons completed a comprehensive assessment, investigation, and treatment of per- and polyfluoroalkyl substances (PFAS) for a major Fortune 100 industrial client. Over the course of a 6-month contract, Parsons studied the manufacturing facility, took samples of the water and sediments, and tested the samples at the company's Water Treatability Laboratory in Syracuse, New York. The project generated nearly 500 dry tons of sediment and treated approximately 4,000,000 gallons of water. By using a custom-designed mobile treatment system, the customer did not need to purchase or install equipment for the long term. The Parsons Water Treatability Lab has been a powerhouse of water treatment innovation for more than 30 years.



Army National Guard Facilities – PFAS Investigations

Parsons is investigating PFAS impacts at 16 Army National Guard installations in 12 states. This \$28 million program includes understanding the nature and extent of PFAS impacts to soil, groundwater, and surface water; identifying if PFAS concentrations pose a risk to human health or the environment. We supported public engagement by sending out over 1,000 letters to nearby agricultural properties to notify them of the sampling and possible presence of PFAS in their vicinity and establishing contact for future community engagement. Our team is also compiling risk evaluations at 121 Army National Guard installations around the country to support prioritization of PFAS impacts.



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.

- 3 GOOD HEALTH AND WELL-BEING
- 6 CLEAN WATER AND SANITATION
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 13 CLIMATE ACTION
- 14 LIFE BELOW WATER



Photo Courtesy of CCWD

Contra Costa Water District (CCWD) – Los Vaqueros Phase 2 Reservoir Expansion

Parsons is delivering technology-enabled project management services and leveraging the transformative power of Parsons X to recommend and procure PM and CM information systems (PMIS/CMIS), which will digitize business processes, improving transparency, efficiency, and collaboration. CCWD delivers drinking water to over 500,000 customers in San Francisco's East Bay. This project will increase the reservoir from 160,000 to 275,000 acre-feet, with a goal of improving water supply reliability and efficiency, water quality, resilience, and drought mitigation for Bay Area water users, while protecting Delta fisheries and providing refuge water supply benefits.



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 – OCED

In June 2023, the DOE’s Office of Clean Energy Demonstrations (OCED) awarded Parsons a contract to accelerate clean energy technologies from the lab to market. OCED was established in December 2021 with over \$27 billion provided by the Infrastructure Investment and Jobs Act (IIJA) and the Inflation Reduction Act (IRA) for large-scale clean energy demonstration projects, filling a critical innovation gap on the path to achieving the nation’s net zero by 2050 climate goals. OCED’s portfolio includes carbon management, energy improvements in rural and remote areas, long-duration energy storage demonstrations, and regional clean hydrogen hubs.



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 [Monterey, CA]). The program has completed 140 underground miles (electric and gas) and 3,400 permanent service connections (service to impacted homes). Continued services by Parsons include project management, field engineering, project controls, and construction management.



ENVIRONMENTAL (RESTORATION & REMEDIATION)

We stand ready to meet environmental stewardship challenges for air, land, and water using the latest technology to deliver a cleaner, safer planet for our customers and future generations.



Onondaga Lake

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 the 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.



Faro Mine

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. In February 2024, Parsons received the Yukon Regional Business Sustainability Award from ECO Canada in partnership with the Yukon Government's Department of Economic Development.



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' 2023 ESG Report](#)
- [Parsons Investor Relations](#)
- [Parsons' CARE website](#)
- [Parsons Gives Back](#)
- [Innovation Blog](#)
- [Parsons' projects](#)