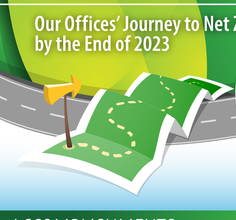
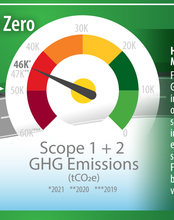
Q4 2022 PROGRESS REPORT

NET ZERO 2023

Our Offices' Journey to Net Zero by the End of 2023





HOW WE MEASURE SUCCESS

Fluor follows the Greenhouse Gas (GHG) Protocol standards for inventory over which we maintain operational control. The emission sources in our Net Zero 2023 GHG inventory include purchased electricity, steam, fuel used in stationary and mobile equipment at Fluor's facilities, refrigerants used in building cooling systems and fleet vehicle fuel consumption.

ACCOMPLISHMENTS

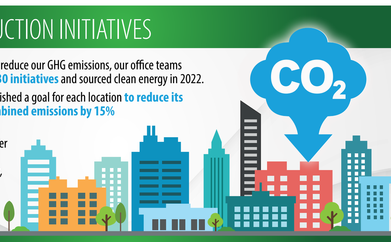
- Continued to implement energy reduction initiatives at offices to reduce our emissions
- Invested in carbon offset project that protects peatlands in Indonesia
- Surveyed employees to identify successes and opportunities for improvement
- Developing Fluor University® training on Energy Attribute Certificates and Offsets

EMISSIONS REDUCTION INITIATIVES

To make lasting changes to reduce our GHG emissions, our office teams implemented **more than 30 initiatives** and sourced clean energy in 2022.

For the new year, we established a goal for each location **to reduce its Scope 1 and Scope 2 combined emissions by 15%** based on 2022 data.

For 2023, teams will consider implementing new energy reduction initiatives, switching to renewable energy and making behavioral changes.



SHINING EXAMPLE

The team in our Gliwice, Poland, office recently installed solar panels on the roof that will generate nearly **50 KILOWATTS OF ELECTRICITY.**

VITAL NATURE-BASED SOLUTION TO CLIMATE CHANGE

Peatlands cover about 3% of the Earth's surface, but overall, store almost **a third of the world's carbon.** This is double the carbon stored in all the world's forests.

To support this vital nature-based solution to climate change, our Muntinlupa, Philippines, office team planted **4,200** mangroves in the Baseco area in Manila, a portion of the **18,000** mangroves funded by Fluor. More than **110** volunteers donated hundreds of hours in separate planting events in 2022.

While the ecological restoration effort will not contribute to our Net Zero 2023 commitment, it will have a long-term, positive impact on our climate.

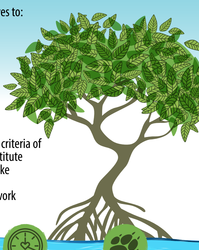
CARBON OFFSET PROJECT

To help reduce Fluor's carbon footprint, we invested in an offset project that aligns with our sustainability mission – protecting the environment and caring for people and communities.

Operating for over a decade, the Rimba Raya Biodiversity Reserve Project serves to:

- Preserve tropical lowland peat swamp forests from being converted to palm oil plantations
- Protect one of the most endangered ecosystems in the world and native home of the last high-density population of the endangered Bornean Orangutan
- Develop livelihood programs in surrounding villages to provide residents with education, employment and hope for the future

We are proud to partner with such a rare, high-quality project that meets the criteria of additionality and meaningful impact, as described in the World Resources Institute Greenhouse Gas Protocol, and has been certified through credible programs like Verra's Sustainable Development Verified Impact Standard and the United Nations Framework Convention on Climate Change's REDD+, a framework created to guide activities in the forest sector.



130 Million
Total emission avoidance capacity, in metric tons of carbon dioxide equivalent (tCO2e), during project's lifespan

17 UN SDGs
First REDD+ project in the world to achieve the highest possible rating of contributing to all 17 United Nations' Sustainable Development Goals (SDGs)

225,000 Acres
Or 91,000 hectares are being conserved

30 Years
Lifespan of the project

100+ Species
Number of endangered and threatened animals protected by the Rimba Raya Project

HOW OFFSETS FIT INTO OUR STRATEGY

Carbon offsets are one of the tools to help Fluor mitigate portions of our Scope 1 and Scope 2 GHG emissions. They are not a standalone solution but rather a supplement to the direct actions we are taking at our offices to reduce our energy consumption as much as possible. Our goal is to continue reducing supplements like carbon offsets over time.

Funding the Rimba Raya Project helps us achieve our Net Zero 2023 commitment, and this investment also aligns with Fluor's overall sustainability strategy. Not only are we reducing the carbon footprint of our own operations, but we are investing in a trailblazing project to help build a better world.

15,000 TCO_2E
Amount committed by Fluor to offset emissions generated by Fluor and Stork operations

Credits will be retired after we finalize our 2023 energy consumption, which means they will be taken off the market to ensure they can only be claimed once.

EMPLOYEE SURVEY

In order to achieve our ambitious commitment, it's essential that all employees understand the company's strategy and their individual next steps.

At the end of 2022, employees were asked for their feedback on Net Zero 2023. Nearly 2,700 responses to the anonymous survey were submitted.

We will use their valuable feedback to tailor messaging as we enter the final phase of Net Zero 2023.

74%
Most respondents can define our commitment.

50%
Half of respondents want to know more about how we will achieve net zero.

41%
More than a third of respondents see changes happening in the workplace as a result of Net Zero 2023.

GREEN ALLY

"Being a Green Ally is important to me, because not only am I serving my office, but I'm also serving my local community. We all have a responsibility to be good neighbors and do what we can to care for our earth's resources.

I'm using my 20 years of experience at Fluor to help our more than 60 locations around the world stay on schedule in order to achieve our ambitious net zero commitment.

Our offices are doing their part to help protect the environment, from switching to LED lighting to recycling to sourcing solar-powered energy.

The operational changes we are making today will benefit all of our stakeholders now and in the future."

JONAVICH ELLIS
*Lead Planner/Scheduler, MPG Multi-Projects Group**
Sugar Land, Texas

FLUOR