

FLUOR[®]

**Fluor
Cares** [®]

ISSUE 1, 2024

COMMUNITY
IMPACT REPORT

INSIDE THIS ISSUE

Dear reader,

Welcome to our Community Impact Report, Issue 1 of 2024.

In this edition, you will find a review of our 2023 community engagement results, spotlighting our offices in the United Kingdom, Peru, the Philippines, the United States and India. From fighting hunger and combating climate change to empowering the next generation, these community partnerships are a pivotal part of our Fluor story.



Fluor Cares volunteers participate in beach clean up // Tarragona, Spain

Since 1952, Fluor and the Fluor Foundation have sought to make a positive difference in the communities where we live and work by contributing more than \$227 million to non-profit organizations around the globe. For us, community engagement and upliftment are key in advancing Fluor's purpose to build a better world.

While this edition focuses on our 2023 achievements, 2024 marks the 75th anniversary of Fluor's employee giving. In the coming editions, we will highlight a few of our nonprofit relationships over the years.

In 2023, Fluor contributed \$8.2 million to community initiatives through a range of corporate and foundation donations and employee-driven fundraising activities. **Fluor Cares® volunteers donated more than 33,700 hours of hands-on engagement in their local communities, a nearly 50% increase over 2022.**

We are mindful of the ways our philanthropic activities and investments can positively impact communities, spur progress and improve the quality of life for our neighbors. **In 2023, more than 37% of our contributions supported locations outside of the United States, with more than half of our Fluor Foundation grants focused on empowering women and underserved minorities.**

In 2023, we exceeded the goals we set for our four giving priorities: education, economic development, environment and public health and critical human needs.



Scan the QR code or click this [link](#) to view the video overview from Torrence Robinson, President of the Fluor Foundation.

“In 2023, nearly 2,700 Fluor volunteers donated their time to improve their communities by providing backpacks and school supplies to underserved children, bringing disaster relief to those in need and removing litter to restore the environment among many other initiatives.”

TORRENCE ROBINSON
President, Fluor Foundation

2023 HIGHLIGHTS

OUR COMMUNITY ACHIEVEMENTS



Education

232,000

individuals receiving STEM instruction
(Annual goal: 200,000)



Economic Development

6,200

individuals receiving job and leadership training
(Annual goal: 6,000)



Environment

29,000

trees planted
(Annual goal: 28,000)



Public Health and Critical Human Needs

706,000

meals provided
(Annual goal: 400,000)



Volunteerism

33,700

number of volunteer hours
(Annual goal: 24,000)



Consolidated Giving

\$8.2M

contributed by Fluor and our employees

EDUCATION

EMPOWERING STUDENTS THROUGH STEM

Science, technology, engineering and math (STEM) education is a foundation for student success; therefore, we invest in programs that inspire and prepare students to excel in STEM disciplines.

Many of our STEM education activities reflect long-term program investments. For example, in 2023, our Farnborough, United Kingdom office hosted its 8th Annual Girls in STEM Day. More than 80 girls from seven local schools spent the day with female professionals representing several STEM careers. Fluor engaged other STEM-focused companies in the area to showcase a breadth of career options available on their doorstep.

Diversity of thought and different points of view make Fluor, and our industry, stronger. These young women have tremendous talent and potential. We hope programs like this foster their career ambitions and ignite a spark that can lead to a rewarding career.

Through conversation and hands-on engineering activities, the girls learned about a variety of job opportunities, career progression and educational requirements. The highlight of the afternoon was a myth-busting session, which works much like speed networking. Participants were split into groups and paired with a volunteer for five minutes to ask questions about STEM careers or dispel common misconceptions. With each sound of the whistle, volunteers moved to the next table.

The event also included keynote speeches from Fluor executives and question and answer sessions. Evaluations from the event were overwhelmingly positive, with students reporting an increased awareness and consideration of future STEM careers.



Students from seven local schools participated in the 8th Annual Girls in STEM event // Farnborough, United Kingdom



232,000

individuals received STEM instruction in 2023

620,000

hours of STEM instruction in 2023

“Fluor’s Girls in STEM program is working to break down barriers and encourage all students from diverse backgrounds to pursue careers in STEM fields.”

PAUL DUMVILLE
General Manager, Farnborough,
United Kingdom

ECONOMIC DEVELOPMENT

PROVIDING JOB SKILLS AND FOSTERING ENTREPRENEURSHIP

When communities thrive, their businesses and residents do too.

The stability of a community is greatly affected by strategies and programs that strengthen society and encourage lasting change. Many of our offices and project sites are in developing countries and rural areas where we have an opportunity to create progress and energize economies. Through our engagement, we strive to leave these communities better than when we arrived.

We partner with organizations such as Homes of Hope, Workshops for Warriors and several regional technical schools to support initiatives that improve job readiness, help individuals acquire gainful employment and assist in career advancement. In 2023, we enabled more than 435,000 hours of life skill enrichment and training to more than 6,200 individuals and helped rebuild or refurbish 96 homes and community-serving facilities around the globe.

Fluor's office in Peru, which forms part of our larger Santiago, Chile location, partnered with CARE Peru to support the Women's Leadership Program. This initiative provides training to help women set up their own small businesses. We also help Peruvian artisans learn how to sustainably market their handicrafts online through Nexos Comunitarios' Weaving Ladies of Paradise Association. Through financial donations and mentoring support, Fluor and our employees are helping empower entrepreneurship that can provide a sustainable living for women and their families.



Volunteers partnered with Nexos Comunitarios to celebrate crafts created by micro-business entrepreneurs // Lima, Peru



A Fluor volunteer highlights one of the hand-knitted projects created by a local Andean zone artisan // Lima, Peru



6,200

individuals received job and leadership training

96

houses or community-serving facilities built or refurbished in 2023

"In 2023, an estimated 2,000 women obtained job training and business skills designed to build confidence and equip them for future success through the program's workshops."

JAIME A. ALVAREZ
General Manager, Santiago, Chile

ENVIRONMENT

PLANTING FOR THE FUTURE

In 2023, Fluor and our employees planted 29,000 trees with large-scale, multi-year commitments to help replenish our forests.

One of our recent success stories comes from the Philippines. Through a combination of corporate investment and employee volunteerism, Fluor planted 18,000 mangroves in 2023.

By planting trees and vegetation, we can combat climate change, preserve biodiversity and maintain ecological balance. Not only did we give back to the environment, but we also found mangrove planting to be a great team-building activity.



David Djodihardjo, General Manager of Fluor's Philippine office participates in a Fluor Cares planting activity // Batangas, Philippines

The mangrove forests, a vital part of the coastal ecosystem, have been ravaged by recent hurricanes. Mangroves store as much as four times the amount of carbon as rainforests do. They guard against erosion, buffer storm winds along the coast and provide natural habitats and breeding grounds for terrestrial and aquatic wildlife. Fluor teams from Manila and Cebu are taking important strides in restoring coastal mangrove habitats. Hundreds of volunteers worked at multiple events throughout the year to plant mangrove seedlings along the Philippine coast.

In addition to our work in the Philippines, Fluor and our employee volunteers are supporting large-scale reforestation efforts in China, Poland, Saudi Arabia and the United States.



Fluor employees plant mangrove seedlings to restore the coastal ecosystem // Cebu, Philippines



29,000

trees planted in 2023

8

tons of litter collected in 2023

“Fluor believes in planting for the future to ensure environmental sustainability and the well-being of future generations.”

DAVID DOJODIHARDJO
General Manager, Manila, Philippines

PUBLIC HEALTH AND CRITICAL HUMAN NEEDS

FEEDING THE HUNGRY

Fluor seeks to feed the hungry in our local communities and in areas devastated by war and famine. Globally, we provided 706,000 meals to those in need in 2023, and nearly 2.4 million meals over the past three years, through organizations such as the World Food Programme, Global Food Banking Network, Rise Against Hunger and other relief agencies.



Volunteers worked in teams to pack 51,200 meals in less than one hour // Greenville, South Carolina, United States

In addition to financial donations, several Fluor offices take a hands-on approach to fighting food insecurity. In Greenville, South Carolina, United States, for example, more than 120 volunteers worked in teams to pack 51,200 shelf-stable meals in less than one hour. The meals were immediately distributed to a local food bank to support families in need throughout the December holiday season and well into the new year.

Additionally, nearly 100 employees in Greenville deliver hot lunches to the homebound each month through Meals on Wheels (MOW). Fluor is MOW's largest corporate partner in South Carolina, providing funding and hand-delivering thousands of meals each year. In many cases, the MOW volunteer is the only person a homebound client may see all day.

Food insecurity is an issue that resonates with many of our employees in Greenville and we act to address it. Teams, colleagues and individuals make financial donations and roll up their sleeves to prepare and deliver meals, organize food pantries and more.

Fluor volunteers in Peru, South Africa and India conduct similar activities to combat food insecurity in their communities.



706,000

meals provided globally in 2023

2.4M

meals provided globally since 2021

“By providing the most basic necessity – food – we empower students to learn and families to thrive more consistently.”

JENNIFER FOELSKE
General Manager, Greenville,
South Carolina, United States

VOLUNTEERISM

MAKING DREAMS COME TRUE IN NEW DELHI

In 2023, Fluor employees contributed more than 33,700 hours to enrich the lives of their neighbors in need. Through a combination of Fluor Cares organized events, Employee Resource Group initiatives and individual passion projects, thousands of Fluor volunteers donated their time to causes and programs that resonate with them.

Fluor's office in New Delhi, India tracked more than 6,500 volunteer hours last year with non-profit organizations such as the Dream Girl Foundation, dedicated to empowering underprivileged children through education and skill-building programs.

On their days off, employees serve the midday meal to children in the program. Beyond providing hot meals, the volunteers also provide mentoring and tutoring. In the last half of 2023 alone, Fluor volunteers tutored approximately 70 students with basic computer skills such as Microsoft Office, Adobe graphics and web design. They also tutor in English, math, science and basic life skills.



Fluor volunteers teach math to orphans and underserved students at the Dream Girl Foundation // New Delhi, India



A Fluor employee serves midday meal to children in need // New Delhi, India



33,700

hours volunteered in 2023

50%

increase in volunteer hours compared to 2022

"Our employees selflessly invest their time in nourishing and educating underprivileged children, instilling essential life skills along with math and science knowledge to enrich their lives."

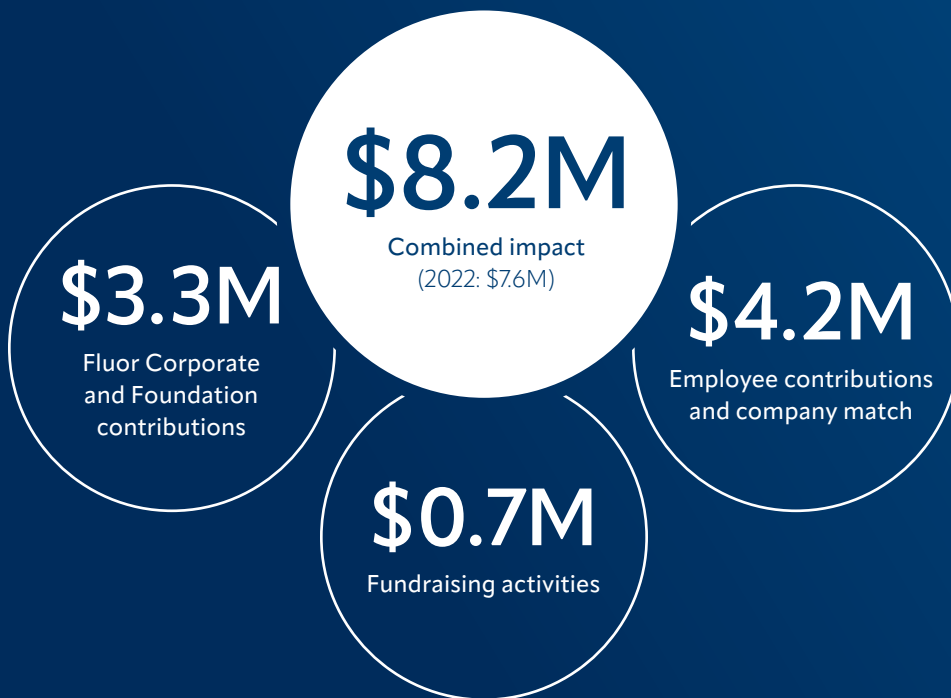
SATHEESH PILLAI
General Manager, New Delhi, India

CONSOLIDATED GIVING

CONTRIBUTING TO OUR COMMUNITIES GLOBALLY



The infographic below illustrates Fluor's purposeful commitment to giving back to the communities where we live and work. Our combined impact comprises corporate and Fluor Foundation contributions, employee donations and company match and fundraising activities.



“Serving as the Executive Sponsor of the Fluor Cares program has been one of the most rewarding experiences of my career. Seeing first-hand how Fluor employees across the globe prioritize giving back in such creative and generous ways is truly humbling. Fluor is proud to support the causes that are important to our employees, helping to foster a high-performance culture with purpose.”

ROBERT TAYLOR
Chief Information Officer and
Fluor Cares Executive Sponsor

To learn more, visit:
www.fluor.com/about-fluor/approach/community-relations

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