

SUSTAINABILITY & CORPORATE RESPONSIBILITY COMMITTEE CHARTER

OF

KBR, INC.

(as of February 21, 2023)

Article I. Purpose

The Sustainability & Corporate Responsibility Committee (the “Committee”) is a committee of the Board of Directors (the “Board”) of KBR, Inc. (the “Corporation”). Its purpose is to assist the Board in overseeing and supporting the Corporation’s sustainability, human capital management and corporate responsibility policies, programs, and initiatives, which cover, but are not limited to, issues and responsibilities related to (1) sustainability, climate and the environment, (2) human capital management, including diversity, equity and inclusion, and workforce health, safety and physical security and (3) the Corporation’s role and reputation as a socially responsible organization (collectively “Sustainability, Human Capital Management and Corporate Responsibility”).

Article II. Membership

The Committee shall consist of at least two Directors. Committee members shall be appointed by the Board each year at the Committee’s first meeting following the Annual Meeting of Stockholders. Committee members may be replaced or removed by the Board at any time, with or without cause, and vacancies may be filled, by majority vote of the Board.

Article III. Meetings

The Committee shall formally meet at least four times a year, and additionally as appropriate. The Board shall elect a Chairperson of the Committee who will chair all regular sessions of the Committee and set the meeting times and agendas for Committee meetings. This Chairperson shall serve until the expiration of his or her term or until his or her earlier resignation, retirement or removal. If the Chairperson is absent from a particular meeting, another member of the Committee shall serve as chairperson for purposes of that meeting.

Members representing 50% or more of the members of the Committee shall constitute a quorum. A majority of the members present at any meeting at which a quorum is present may act on behalf of the Committee. The Committee may meet by telephone, video conference or similar means of remote communication and may take action by unanimous written consent to the fullest extent permitted by the General Corporation Law of the State of Delaware.

The Corporate Secretary, or any Assistant Secretary of the Corporation, shall be the Secretary of the Committee unless the Committee designates otherwise. The Secretary of the Committee will keep adequate minutes of all of the Committee’s proceedings. Committee members will be furnished with copies of the minutes of each meeting and any action taken by unanimous

written consent. Reports of meetings of the Committee shall be made to the Board at its next regularly scheduled meeting following the Committee meeting, accompanied by any recommendations to the Board approved by the Committee.

The Committee may invite any other individuals to attend meetings of the Committee, as it considers appropriate. The Committee shall have access to professional advice from employees of the Corporation, and from any external advisers, as the Committee considers appropriate.

Article IV. Authority

The Committee has the authority to retain, set the terms of engagement, and terminate outside counsel and any other advisors, as it deems appropriate, and the Committee has the sole authority to approve related fees and retention terms. The Committee has the authority to form, and to delegate authority to, subcommittees, to the extent it deems appropriate.

Article V. Responsibilities and Duties

The responsibilities and common recurring activities of the Committee in carrying out its purpose shall include but are not limited to:

- with respect to the Corporation’s responsibilities related to Sustainability, Human Capital Management and Corporate Responsibility:
 - reviewing the policies and goals, including processes to ensure the Corporation’s (and each of its subsidiaries’) compliance with applicable U.S. and international laws and regulations;
 - reviewing and providing input to the Corporation on the management of current and emerging issues;
 - overseeing the activities of the Corporation in managing its major risk exposures within these areas; and
 - reporting to the Board on matters affecting the Corporation;
- receiving presentations at least annually from, and providing oversight to, the Corporation’s Chief HSSE Officer, Chief Sustainability Officer, and Chief People Officer;
- reviewing this Charter at least annually and revising it as appropriate;
- conducting an annual performance self – evaluation;
- reviewing the Corporation’s political and charitable contributions and social responsibility activities;
- reviewing and overseeing the Corporation’s implementation of the Corporation’s strategies with respect to Sustainability, Human Capital Management and Corporate Responsibility, including the Corporation’s sustainability strategy, including carbon dioxide emission neutrality and other sustainability goals;

- reviewing the Corporation’s public sustainability report and any other applicable public disclosures with respect to Sustainability, Human Capital Management and Corporate Responsibility, including those disclosures in the Corporation’s filings and reports with U.S. and international regulatory bodies and (in conjunction with the Audit Committee) the Corporation’s disclosure controls and procedures and internal control over financial reporting relating thereto;
- overseeing the Corporation’s development and implementation of its human capital management, including its commitment to diversity, equity and inclusion, and discussing with management, as appropriate, their reports regarding the development, implementation and effectiveness of the Corporation’s policies relating to human capital management; and
- ensuring the Corporation has policies and procedures, and periodically reviewing such policies and procedures, to:
 - protect the Corporation’s culture and values, including its commitment to diversity, equity and inclusion;
 - ensure fundamental human and workplace rights prohibiting all forms of forced labor and human trafficking;
 - operate transparently and with integrity;
 - support human capital management, including recruiting, retention, career development, opportunity and advancement, and succession, diversity, and employment practices; and
 - build a safe and resilient business that takes into consideration climate change and other sustainability issues.
