TETRA TECH

2017 Sustainability Report

Advancing Sustainability through Science and Innovation

About Tetra Tech

Tetra Tech is a leading, global provider of consulting and engineering services. We are differentiated by *Leading with Science®* to provide innovative, technical solutions to our clients. We support global commercial and government clients focused on water, environment, infrastructure, resource management, energy, and international development. With more than 16,000 associates worldwide, Tetra Tech provides clear solutions to complex problems. For more information about Tetra Tech, please visit tetratech.com, follow us on Twitter (@TetraTech), or like us on Facebook (/tetratech).

400 offices worldwide

16,000+ associates worldwide

$2.8 billion revenue

Markets

WATER | ENVIRONMENT | INFRASTRUCTURE | RESOURCE MANAGEMENT | ENERGY | INTERNATIONAL DEVELOPMENT

In This Report

Advancing sustainability through science and innovation

At Tetra Tech, we are committed to *Leading with Science* and innovation in our projects, our operations, and our communities to help achieve a more sustainable world. We work to increase the sustainability of our operations year over year and establish the foundation for future improvements. Tetra Tech recently joined the United Nations Global Compact—the world's largest corporate sustainability initiative—as part of its effort to continue to align its business strategy with key principles on human rights, labor, environment, and anti-corruption and the Sustainable Development Goals.

Our 2017 Sustainability Report Card highlights innovative strategies and technologies Tetra Tech teams used across our markets to reduce waste, conserve resources, and improve environmental quality. We have highlighted a few of the 63,000 projects we worked on in 2017 that demonstrate innovation in water, energy, natural resources, and waste management; resilient infrastructure design; and technology use to support sustainability. Several projects achieved sustainable benefits across multiple measures such as the award-winning design of a mixed-use development in Washington, DC, that reduced energy costs by 12 percent and potable water use by 30 percent.

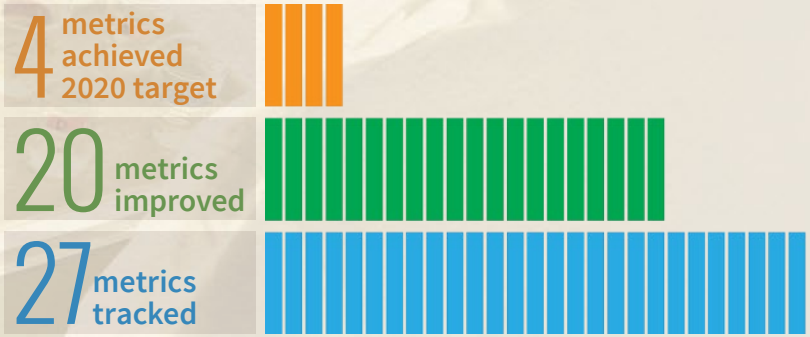
With more than 400 offices around the world, we strive to operate as sustainably as possible. We continue to improve the sustainability of our offices through measures such as energy-efficient lighting, programmable thermostats, and low-flow water systems. We also have greatly reduced paper use across our operations. For offices reporting in 2017, nearly 90 percent are engaged in electronic reporting and filing.

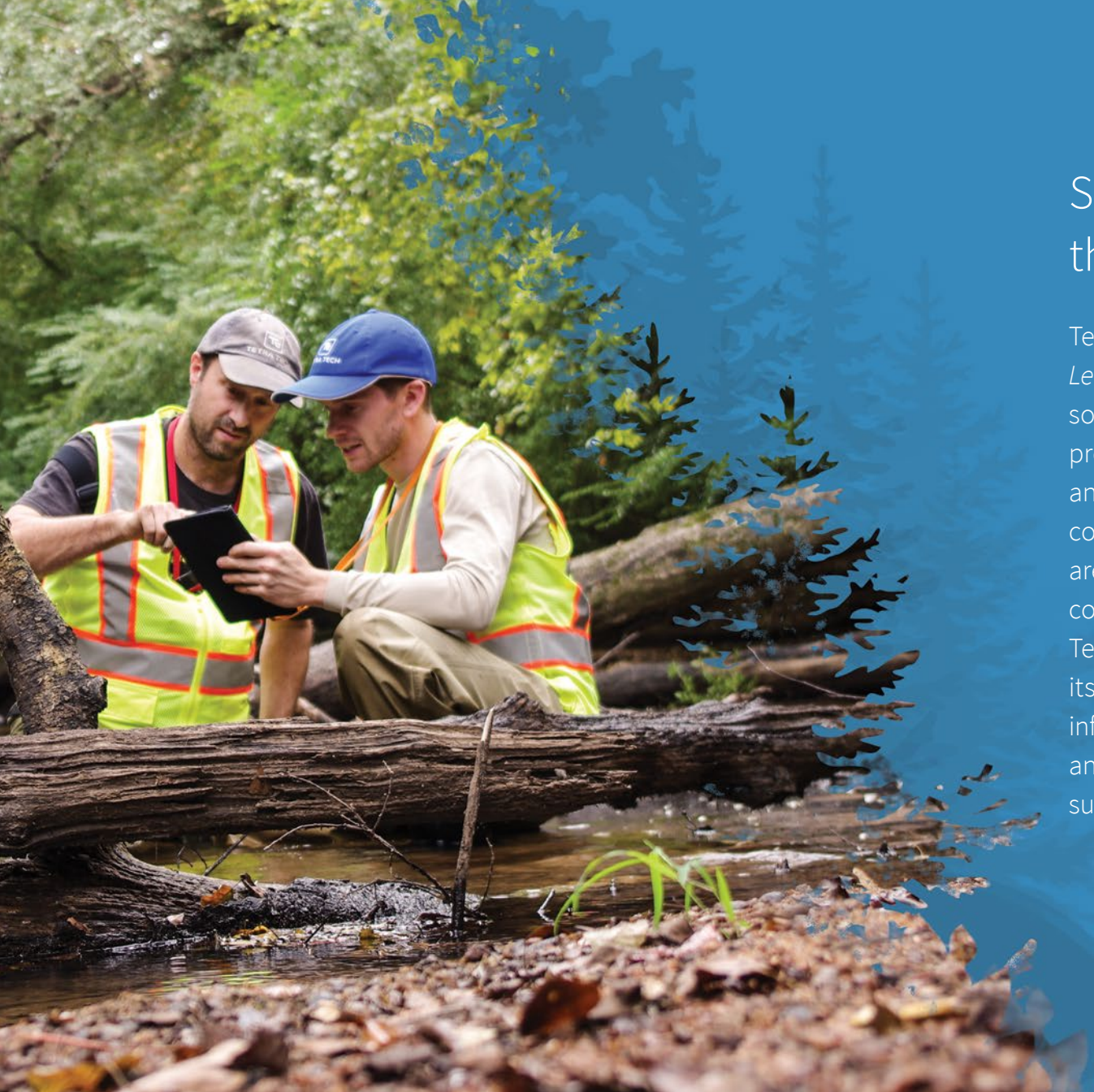
Our commitment to sustainability extends beyond our projects and offices and into the community. Our associates raise funds and volunteer their time to improve the lives of people and the environment in their local communities. As part of Tetra Tech's Science, Technology, Engineering, and Mathematics (STEM) Program, employees participated in 62 events, reaching nearly 8,000 people in 2017.

Tetra Tech supports global initiatives such as Engineers Without Borders and raises funds through its Charity of the Year campaign. In 2017 we raised more than $27,300 to support construction of a girls academy in rural Ghana.

2017 Report Card Results

Last year Tetra Tech announced its corporate sustainability goals for 2020, which aim to increase sustainability across its operations—from improving IT server use to increasing workforce diversity to tracking sustainable practices among vendors and property managers. In 2017 we improved our performance in 20 out of the 27 metrics tracked and achieved our 2020 targets for 4 metrics. We continue to challenge ourselves to reduce our greenhouse gas (GHG) emissions and will continue to adopt innovative approaches to achieve an overall reduction of 50 percent by 2020. The 2017 results are shown in detail beginning on page 22.





Supporting Sustainability through our Projects

Tetra Tech's biggest impact on the world by *Leading with Science* is providing innovative solutions for its clients' most challenging projects. With the best technical experts and the latest technology, we create cost-effective, sustainable solutions that are good for the environment and the community. This report highlights how Tetra Tech advances its sustainability goals across its markets to help clients design resilient infrastructure; improve water, waste, energy, and natural resource management; and use sustainable business practices.

Ranked as the #1 Water firm by *Engineering News-Record*, Tetra Tech provides innovative solutions to capture, treat, and recycle water and extend the sustainability of freshwater supplies.

Improving water management

Designing safe drinking water for a remote First Nation community

The remote Pauingassi First Nation community's water treatment plant in eastern Manitoba was taxed and not operating effectively. The community had a Boil Water Advisory in effect since 2014, and the plant required further upgrades to meet projected community growth. Tetra Tech designed an upgrade of the water treatment plant and provided contract administration services during construction, allowing the Boil Water Advisory to be lifted. Our team also implemented a chemical neutralization system so that the wastewater diverted from the plant could be safely discharged instead of sent to the community's overloaded sewage treatment plant.

Removing contaminants from soil and groundwater

Tetra Tech is remediating tetrachloroethylene- (PCE-) contaminated soil and groundwater from a site in Iowa, including a nearby impacted municipal well field.

1,000 lbs of PCE removed

We recommended an innovative electrical resistivity heating (ERH) system with vapor extraction to provide in situ remediation of source area soil and shallow groundwater contamination. The ERH system removed more than 1,000 pounds of PCE over a 4-month period. Using this technology to remove the source material may significantly accelerate remediation of groundwater and save significant time and costs of operation of a proposed groundwater extraction and treatment system.

Supporting sustainable groundwater supply through flood capture

California's Central Valley, which produces one-quarter of the United States' food by dollar value, faces severe and chronic groundwater overdraft and flooding risks. The McMullin On-Farm Flood Capture and Recharge (OFFCR) project is the first large-scale project to divert flood flows from the Kings River onto large acreages of agricultural land for groundwater recharge. Tetra Tech provided strategic planning, estimated recharge areas and volumes, and prepared environmental documentation in support of the project. The McMullin OFFCR project will divert 150 cubic feet per second of flood flows for recharge onto 5,000 acres of farmland, addressing groundwater challenges, benefitting agriculture, and providing shallow water bird habitat.

Tetra Tech looks for opportunities to reuse and repurpose waste products generated from its project work and divert materials from the waste stream, reducing clients' costs and environmental impact.

Improving waste management

Supporting sustainable management of solid waste in developing countries

Through the U.S. Agency for International Development Peru ProDecentralization (PRODES) project, Tetra Tech helped to enact and institutionalize reforms in Peru to support more predictable service delivery. Tetra Tech provided technical assistance for an integrated solid waste management system that was expanded from three initial municipalities to other areas. Seven government entities worked on the campaign, which resulted in increased weekly frequency of public sanitation services in participating cities and more than 30,000 residents educated about public sanitation. Learn more about Tetra Tech's work on PRODES at tetratech.com/PRODES.

30,000
residents educated

Understanding food waste trends to keep edible food out of landfills

More than 1 billion tons of food waste is generated annually worldwide, producing millions of tons of GHG. Tetra Tech researchers conducted the first comprehensive characterization of food waste in the United States, collecting and analyzing data for a Natural Resources Defense Council report to identify ways to reduce the amount of food that ends up in landfills. Our team conducted field research, stakeholder surveys, and data analysis to be used as a foundation for development of guidelines for food waste management for government and businesses. We found that an average of 68 percent of discarded food was potentially edible, with the largest proportion—39 percent—being fruits and vegetables. Learn more at tetratech.com/NRDCfoodwaste.

45 tons
of concrete and rebar diverted from landfill

Diverting infrastructure debris from the waste stream

When two concrete pipe culverts at Army National Guard (ARNG) Camp Ravenna in Ohio needed to be replaced because of road erosion, Tetra Tech worked with the client team to save the culvert structures for potential reuse at another location. Diverting 45 tons of concrete and steel rebar from the waste stream saved the cost of demolition and associated energy output for concrete crushing. The replacement culverts have an open-bottom, arched structure that provides a more ecologically consistent environment for wildlife. The ARNG awarded the Ravenna Army Ammunition Plant Environmental Restoration Team the 2017 Environmental Award for Team/Individual Environmental Restoration for this project.

Tetra Tech uses innovative technologies to leverage limited resources and achieve environmental and cost-saving benefits across its infrastructure projects around the world.

Designing resilient infrastructure

Designing a comfortable, energy efficient school facility

Tetra Tech incorporated sustainable design features into the renovation of New Paltz Middle School in New York, including light-emitting diode (LED) lighting, high-efficiency transformers, and underground stormwater retention. The building envelope and updated mechanical systems reduce energy use for heating and cooling, provide greater thermal comfort for occupants, and reduce energy costs. A light shaft brings daylight to landlocked interior spaces, and south- and west-facing curtainwall elements help control glare and prevent large temperature swings. The project received a 2017 Outstanding Project Award from *Learning by Design* magazine.

Image courtesy of DFAT Basic Education Quality and Access in Lao PDR

Providing safe and hygienic school facilities

171 handwashing stations built

Tetra Tech is implementing the Australian Department of Foreign Affairs and Trade (DFAT) Basic Education Quality and Access in Lao PDR (BEQUAL) project, which aims to ensure that all children, especially those in poor or marginalized communities, receive a quality primary education. BEQUAL is rehabilitating or constructing additional classrooms and water and sanitation facilities in remote communities in Laos. In 2017 the project implemented water supply system repairs at 40 schools using a community-based contracting model and supported the BEQUAL NGO Consortium to build handwashing stations at 171 schools in rural areas using recycled or repurposed materials. Learn more at tetratech.com/BEQUAL.

Developing energy efficient student housing and facilities

Tetra Tech is providing Leadership in Energy and Environmental Design (LEED) services for Qatar University's student housing project, which includes 10 apartment buildings, 2 hostels, a state-of-the-art clubhouse and recreation center, a central plant, an administration building, a maintenance building and associated parking, green space, and infrastructure. Tetra Tech drafted plans and reporting logs to track all required LEED documentation and is managing implementation of the water-efficient native and adaptive landscape design for this LEED Silver-targeted development.

Tetra Tech creates smart designs that help clients reduce energy consumption across a wide range of commercial, government, and residential infrastructure projects.

Improving energy management

Image courtesy of TEN arquitectos

Transforming a fire station into an energy-smart, mixed-use development

West End Square 50 is an 8-story, 102,000-square-foot redevelopment in Washington, DC, that includes residences, a squash facility, fire station space, and parking. Tetra Tech provided mechanical, electrical, and plumbing (MEP) design; LEED consulting; and energy modeling services for the project. The building is designed to reduce energy cost by 12 percent compared to an ASHRAE 90.1-2007 baseline through a high-performance envelope, high-efficiency water source heat pump system for cooling and heating, condensing boilers, and energy-efficient lighting and controls. Low-flow plumbing fixtures reduce potable water use by 30 percent. Underground parking, planted areas, green roof, and high-albedo surfaces together mitigate stormwater, reduce heat island effect, encourage biodiversity, and connect building occupants to the outdoors. The building received an *Engineering News-Record* MidAtlantic 2017 Award of Merit.

30% reduction in potable water use

Supporting clean energy access and development

Through the U.S. Agency for International Development Indonesia Clean Energy Development (ICED) I and II projects, Tetra Tech is helping establish the enabling environment for low-emission growth in Indonesia's energy sector while attracting investment in clean energy development. During ICED I, from 2011 to 2015, Tetra Tech helped projects with a combined generating capacity of 95.8 megawatts (MW) reach financial closure totaling $167 million. From 2015 to 2017, under ICED II, another 300 MW of generating capacity reached financial closure totaling $767 million from public and private financing sources. During ICED I and II, more than 920,000 people have gained access to clean energy and 7,470 professionals have been trained in renewable energy and climate change mitigation. Learn more at tetratech.com/ICED.

395.8MW of generating capacity added

Optimizing wastewater treatment for energy savings

3,300,000kWh saved per year

Tetra Tech is providing sustainability and design consulting services to help a wastewater utility in Washington State reduce power use by more than 3,300,000 kilowatt hours (kWh) per year through process optimization. Optimization will include significantly less pumping, use of high-speed turbo blowers and large bubble mixers, and process control using online instrumentation to achieve the very low total inorganic nitrogen concentration required by permit.

Tetra Tech works to improve sustainable management of natural resources throughout the project life cycle through smart planning and effective remediation and restoration strategies.

Improving natural resource management

Replenishing marsh habitat in coastal Louisiana

Tetra Tech is providing geotechnical engineering support for the West Fourchon Marsh Creation and Nourishment project located between Louisiana's Bayou Lafourche and Timbalier Bay, in an area that is experiencing land loss due to canals, subsidence, sediment deprivation, and shoreline erosion. The project will create approximately 300 acres of saline intertidal marsh and nourish more than 300 acres of emergent marsh using material dredged from the Gulf of Mexico. Tetra Tech completed a geotechnical investigation consisting of soil borings and cone penetration test soundings and laboratory testing. Our team continues to provide engineering support including stability, settlement, and other analyses.

Evaluating carbon sequestration and reafforestation efforts

Tetra Tech evaluated acreage to identify improved vegetation management, biodiversity credits, and carbon sequestration potential for the Hunter Water Corporation of New South Wales. In 2017 our team conducted the first formal audit for the client's carbon farming initiative sites, including detailed carbon auditing, biomass surveys, and reafforestation management advice. The reafforestation process has improved catchment stability, reduced weeds, improved native vegetation corridors, and offset 2,735 tons of carbon dioxide equivalent (CO_2e).

2,735 tons of CO_2e offset

Remediating soil and groundwater and reusing beneficial material at an industrial manufacturing site

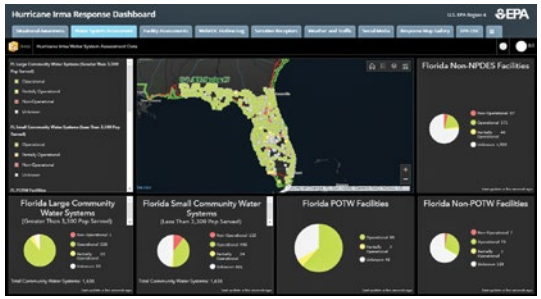
1,000 cy vegetation reused

Tetra Tech is remediating and restoring a portion of a U.S. Navy industrial manufacturing site to prevent and/or minimize contamination of local waterways. The soil remediation will enhance groundwater remediation processes in restoring aquifers to beneficial use, removing surface debris, and controlling erosion and riverbank scour. As part of this project, approximately 1,000 cubic yards (cy) of chipped vegetation from the site will be reused as a soil amendment during restoration, and nearly 22,000 feet of trees were sent off-site to a saw mill for lumber. In addition, metal debris removed from excavations is sent off-site for recycling.

22,000 feet of trees converted into lumber

Tetra Tech works with its clients to find innovative ways to incorporate technology into their projects to support more effective, informed decision-making and enhance environmental, economic, and social sustainability.

Using innovative technologies for sustainable projects



Supporting efficient post-hurricane recovery with real-time data

In the wake of Hurricane Irma's September 2017 landfall, Tetra Tech provided data management and technical support for facility assessments and recovery of hazardous materials and sunken vessels. Using electronic data capture in the field, Tetra Tech populated dashboards in real time, enabling government staff to plan operations and assign resources days in advance. Our 20-member team shortened the workday by approximately 2 hours over the course of the 150-day response, reducing the overall length of the response and achieving significant cost saving.

6,000
work hours saved

Preserving a remote river using mobile technology

Tetra Tech designed and developed a mobile application that will enable the State of Montana to collect critical information about algae blooms on the popular, remote Smith River. Citizen scientists—recreational rafters who have permits for multiday trips—will use the mobile application to collect photos of algae and field observation data about the algae and river conditions. Crowdsourcing data increases collection efficiency and expands the sample size. The mobile application was built using Survey123 for ArcGIS, developed for both iOS and Android platforms, and published in the Apple and Google app stores. Learn about the app at http://bit.ly/SmithRiverApp.

Planning for integrated, sustainable watershed management

Tetra Tech led the development of a dynamic, web-based watershed management plan (WMP) for the Chollas Creek Watershed in San Diego, California, that identified and prioritized projects to meet multiple stormwater objectives (water quality, flood control, and stream restoration). The WMP drives strategic decision-making by providing a project-by-project pathway to help the City of San Diego meet watershed management goals, while maximizing efficiencies and highlighting the benefits of integrated watershed management. The WMP highlighted 123 integrated stormwater projects, with an estimated 18-percent cost saving compared to traditional, isolated planning efforts.

123
integrated watershed management projects identified

Implementing Sustainable Practices in our Operations

As a leading consulting and engineering firm, Tetra Tech ensures its daily practices advance its legacy of sustainability. We promote sustainable practices in the workplace, striving to conserve resources, reduce energy and water use, and reuse and recycle materials throughout our operations. By participating in sustainable actions across the company, we further reduce our impact on the environment. For our 2017 report, we surveyed Tetra Tech offices with 10 or more employees in 15 countries across our global operations. All percentages are based on the more than 150 offices that comprised the survey responses for 2017.

Reducing energy consumption

Our offices work to consistently reduce our energy use year over year by implementing energy-saving practices, including using energy-efficient lighting, daylighting, and programmable thermostats.

Highlights

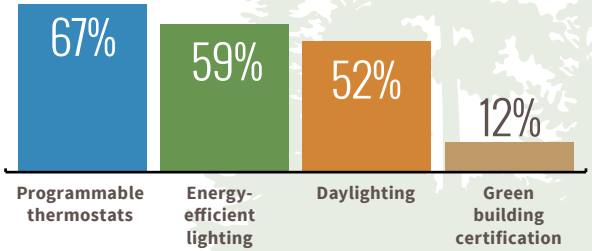
A Tetra Tech office in Perth, Western Australia, achieved high Australian NABERS ratings, which benchmark energy, water, and indoor environmental quality. The office received 5 out of 6 stars for energy and 4 out of 5 stars for indoor environment.

One of our offices in Arlington, Virginia, has maintained LEED Gold certification since 2015 and has energy-efficient lighting installed throughout the entire office. Their lighting includes halogen incandescent, compact fluorescent lamps, and LEDs, which saves $150,000 in electricity costs each year.

In São Paulo, Brazil, using daylighting instead of artificial lighting in approximately 15 percent of the office saves 444 kWh of electricity each year.

Tetra Tech's Burlington, Vermont, office uses a heating and air conditioning system that automatically lowers the building temperature at night. The system also includes automatic winter and summer settings to optimize comfort and heating efficiency.

Percentage of locations that have energy-reduction practices in place



Saving water

Ranked #1 in Water by *Engineering News-Record* for the last 14 years, Tetra Tech continuously strives to reduce its water usage. Our offices improve water conservation through features such as automatic sinks, low-flow toilets, and green infrastructure.

Highlights

At our Folsom, California, office, rainwater harvested from the roof is stored in a 5,000-gallon tank under the parking lot and used for toilet flushing and landscape irrigation.

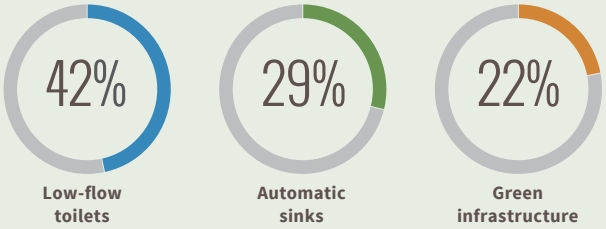
Our Christchurch, New Zealand, office has low-flow toilets, saving approximately 20,000 liters of water in a 12-month period.

Tetra Tech's office in Nairobi, Kenya, uses low-flow toilets to conserve water, saving 200 gallons of water in 2017.

Our office in Austinmer, New South Wales, includes lawn, mulched garden beds, and established plants that do not require watering.

In Thunder Bay, Ontario, our office uses water-saving landscaping that includes junipers and other evergreen plantings that do not require water. This saves an estimated 3,000 gallons of water a year compared to landscaping that requires regular watering.

Percentage of locations that have water-saving practices in place



Reducing paper use

Tetra Tech offices around the world work to reduce printing needs and paper use by implementing electronic filing and reporting in the office and the field and setting printer defaults to automatic double-sided printing. When printing is required, our offices work to ensure we are using recycled-content paper.

Highlights

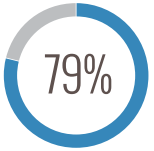
Employees in one of our Sydney, Australia, offices implement multiple paper-saving measures. All computers are set to default to double-sided printing, and all unneeded, single-sided prints are reused. Extra paper is made into notepads. The office also purchases tissues and kitchen paper towels made from bamboo and sugar cane waste from an organization that donates 50 percent of its profits to build toilets in developing countries.

In our Parsippany, New Jersey, office, 100 percent of printers are set to automatic double-sided printing. This measure saves approximately 4,000 pounds of paper per year.

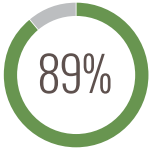
In the United Kingdom, our Reading office saves approximately £20.00 and 4 reams of paper per week, totaling £1,040 and 208 reams of paper annually through in-office, electronic reporting and automatic double-sided printing.

Our Ithaca, New York, office implements electronic project reporting and submittals, when possible, saving at least 52,000 sheets of paper for each medium-sized project by forgoing printing.

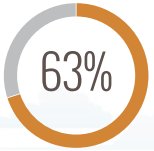
Percentage of locations that have sustainable printing practices in place



have printers set to automatic double-sided printing



use electronic filing/reporting



use recycled-content paper

Recycling and reusing waste products

Through established recycling programs and employee-supported waste collection campaigns, Tetra Tech staff are actively working to reduce the amount of office materials entering waste streams, including paper goods, cans and bottles, batteries, e-waste, printer ink, and disposable dishware.

Highlights

Our Rancho Cordova, California, office recycled 200 pounds of paper goods each week, totaling 10,400 pounds in 2017.

Tetra Tech's Green Bay, Wisconsin, office recycled 370 pounds of incandescent, high-intensity discharge, fluorescent, and LED light bulbs in 2017.

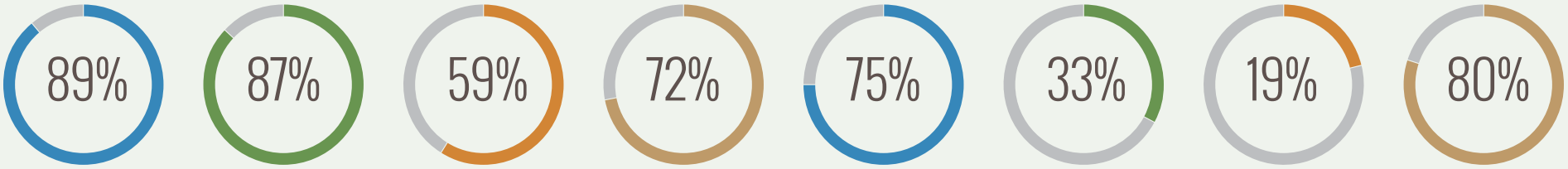
Our Buffalo, New York, office takes old batteries to a local recycling center to ensure that they are disposed of properly. In 2017 the office recycled more than 500 batteries, which totaled 100 pounds.

A Tetra Tech office in Adelaide, South Australia, recycles approximately 2,400 cans and bottles per year.

By providing staff with reusable, ceramic mugs instead of plastic or paper cups, a Tetra Tech office in New York City saves approximately 57,000 reusable products each year.

In 2017 our Richland, Washington, office recycled 1,000 pounds of consumer electronics.

Percentage of locations that have recycling practices in place



Supporting Sustainability in our Communities

Tetra Tech employees around the globe give back to their local communities. From supporting communities in developing countries to our offices' local volunteer work, fundraising efforts, and participation in STEM programs, our employees provide time, expertise, and financial and in-kind donations throughout the year. For our 2017 report, we surveyed Tetra Tech offices with 10 or more employees in 15 countries across our global operations. All percentages are based on the more than 150 offices that comprised the survey responses for 2017.

With 400 offices and more than 16,000 employees worldwide, Tetra Tech recognizes its impact in the communities in which its employees live and work. Our associates provide financial, in-kind, volunteer, and pro bono support to protect our environment and provide resources to people in need around the world.

In 2017 Tetra Tech supported various local, national, and international organizations, including Engineers Without Borders USA through our grant program and Voices of African Mothers through our Charity of the Year campaign. To help ensure the sustainability of our workforce, we offer employee education, wellness, and training opportunities throughout the year, including our annual Leadership Academy, which helps prepare the company's emerging leaders.

Highlights

200lbs
of garbage cleaned up

Our Longmont, Colorado, office employees volunteered 21 hours to help clean up a 1-mile-long section of the creek greenway next to their office, collecting approximately 200 pounds of garbage from the area.

Tetra Tech's Pasadena, California, office participated in the Backpacks for Brighter Futures Program, a charitable program that helps hundreds of students in the Los Angeles area go back to school with the supplies they need to succeed in the classroom. Our employees raised $1,200 for the organization to buy supplies and collected more than 340 erasers for students from low-income families.

In 2017 several Tetra Tech offices collaborated to raise funds for the American Heart Association (AHA) in honor of a colleague who passed away. Our employees organized and participated in activities including fitness classes, socials, raffles, and local AHA walks to help raise money for and awareness of heart disease. They raised more than $26,000 in memory of their dear friend and were recognized with Tetra Tech's 2017 Community Service Award. Read more at tetratech.com/2017CommunityService.

$26,000
raised for heart health

Tetra Tech's Burlington, Vermont, office participated in the 2017 Special Olympics Vermont Penguin Plunge. For this unique winter event, employees raised funds in support of 11 team members participating in a dive into an icy Vermont lake. The Burlington office raised $3,850 in 2017, totaling more than $17,000 since 2013.

Employees in Winnipeg, Manitoba, volunteered 80 hours of their time to work on a Habitat for Humanity residential building in the city in August 2017. Tetra Tech staff helped install the exterior siding and fascia of the house. The team also donated CAD$2,500 to Habitat for Humanity to support building the residence.

In Duluth, Georgia, Tetra Tech employees participated in a local holiday toy drive for children in the Georgia foster care system. Our employees raised $1,100 to provide gifts to 10 children.

Giving activities

In 2017 Tetra Tech and its employees contributed $355,505 in financial support for international, national, and local charities.*

1. 2% Disaster relief
2. 5% Cross-cutting services
3. 7% Environment/water
4. 12% Social, veterans, and related services
5. 20% Health and medical
6. 22% Basic needs (housing, food, and clothing)
7. 32% Children's programs

*Donations reflect offices with more than 10 employees that reported data for 2017.

$355,505
in financial support provided (USD)

5,394
in-kind items, such as toys, food, clothing, and school supplies donated

4,145lbs
of food, clothing, and toiletries donated

8,377
volunteer and pro bono hours completed

12,885
employee education, wellness, and training hours completed

SPARKING A PASSION FOR SCIENCE IN OUR LOCAL COMMUNITIES

Tetra Tech's STEM Program enables employees around the world to help students spark an interest in science and engineering. In 2017 Tetra Tech employees completed classroom visits, conducted science activities, provided mentorships, and participated in various programs, including activities that focused on motivating youth to pursue STEM careers. The students we work with today are the future employees who will build on Tetra Tech's legacy of *Leading with Science*.

7,797
people reached

2,644
books donated

62
events completed

4
countries reached

2017 STEM program highlights

In Wayland, Massachusetts, Tetra Tech discussed the water cycle, watersheds, and the importance of clean water with 75 fifth-grade students. The students participated in a hands-on watershed activity and received copies of Tetra Tech's *Future Engineering: The Clean Water Challenge* book to use in their classroom.

As part of the American Society of Civil Engineers' Engineers Week 2017, environmental engineers from Tetra Tech's Sterling, Virginia, office presented to local high school students about civil and environmental engineering as potential career paths. Our employees provided relatable examples of environmental projects Tetra Tech has worked on in the Washington, DC, metropolitan area.

In Parksville, British Columbia, Tetra Tech participated in a local water day event that encouraged environmental connection to and awareness of local water resources. Our employees led children through a hands-on watershed activity and gave each child a copy of Tetra Tech's *Future Engineering: The Clean Water Challenge* book.

In São Paulo, Brazil, Tetra Tech employees worked with a local school to spark interest in the school's youngest attendees—ages 4 to 6—in marine science. Our team read a book about marine animals, discussed how to protect the marine environment from garbage, and raised money to take the 150 children on a trip to the São Paulo Aquarium.

A Tetra Tech employee in Boise, Idaho, participated in a "Meet the Professionals" booth at the local Girl Scouts STEM Day. Our employee spoke about her career path in STEM and her work at Tetra Tech. Tetra Tech also donated 75 copies of *Future Engineering: The Clean Water Challenge* for the scouts to take home to further their STEM education.

To support budding young scientists, a Tetra Tech geologist served as a judge for the Georgia Middle School Science Olympiad State Championship's Rocks and Minerals event. Our employee designed an exam that tested students' knowledge of 32 rocks and minerals, including specimen identification. Our employee also held a Q&A session about the rocks and minerals to spark interest in geology.

While working on a renewable energy project in El Salvador, our employees supported local high school students by donating an advanced robot for them to use in a national robotics competition. The students built a working model of their school powered by renewable energy sources and incorporated and programmed the robot to separate waste within the school model.

An employee in Orlando, Florida, worked with local elementary school students to promote the principles of energy conservation. The students built balloon cars and launched their designs to examine the theory of energy.

Learn more at tetratech.com/STEM.

VAM Girls Academy in Sogakope, Ghana, will create a safe haven for 240 girls to receive a quality education, mentorship, food, water, and shelter.

Supporting safe, quality education for girls in Ghana

Through its 2017 Charity of the Year campaign, Tetra Tech raised funds to support building VAM Girls Academy, a sustainable girls school in Sogakope, Ghana. The school is a project of Voices of African Mothers (VAM), a United Nations-affiliated nongovernmental organization, and is being designed in collaboration with the student-run Cornell University Sustainable Design (CUSD) Sustainable Education Ghana (SEG) project.

VAM Girls Academy will create a safe haven for 240 girls to receive a quality education, mentorship, food, water, and shelter. The school will be located in the Volta region of southeastern Ghana, which has the lowest quality of education in the country. Student enrollment among girls drops from 62 percent in primary school to only 8 percent in secondary school because of limited available education options. A lack of educational facilities, combined with women's and girls' culturally defined role of securing shelter, food, water, and fuel for their families, restrict girls' access to education as they become teenagers and young women.

In addition to financial support, Tetra Tech is providing ongoing professional and technical mentorship to SEG student teams. Employees from our Ithaca, New York, office have been mentoring CUSD students for the past 10 years through various projects and supporting design development for the SEG project since February 2017. Our architectural, structural, and electrical professionals have become a central resource for teams of students working on the school's design.

The school will include highly efficient, modular classroom units featuring photovoltaic panels, solar screens, passive cooling, and a rainwater harvesting system for gray water reuse and edible garden irrigation. The school design strives to use locally manufactured building materials, including mud bricks produced in nearby communities. Tetra Tech's donation supports building one of VAM Girls Academy's modular classroom units and the school's next phase of construction.

Learn more at vamothers.org.

2017 Corporate Sustainability Metrics

In 2017 Tetra Tech made significant progress toward advancing its second set of 5-year sustainability goals. Our revenue increased by 7 percent and our headcount increased by 5 percent from the previous year. We have continued to reduce our GHG emissions, which has resulted in a cumulative reduction of 40 percent since program inception. Highlights and detailed results from our 2017 progress are provided in the following pages.

2017 sustainability goals highlights

FACTS

$2.8 billion revenue

16,750 associates

2.47 metric tons CO_2e per associate

22 operating units achieved perfect safety record

32.73 associates per IT server

89% automation of onboarding documentation

27% of office supplies made from recycled materials

75% of corporate marketing materials delivered electronically

98% of marketing materials use recycled-content paper

7,797 people reached through STEM Program

95% improvement in volunteer hours per employee

Overarching Corporate Metrics

Measure	Related GRI Performance Indicator	2017 Report	Change from 2016	2020 Goal
Revenue Growth	Economic > Economic Performance – EC1	$2.8 billion	7%	**15% average annual growth rate**
Headcount Growth	Labor Practices > Employment – G4-LA1	16,750	5%	**20,000**
Carbon Emission Annual Reporting	Environmental > Emissions, Effluents, and Waste – EN16, EN17, and EN18	2.47 metric tons CO_2e per associate 40% reduction since program inception	-0.4%	**50% reduction in GHG emissions from program inception**

Real Estate

Measure	Related GRI Performance Indicator	2017 Report	Change from 2016	2020 Goal
Footprint	Environmental > Energy – EN5	184.32 square feet per employee	-11%	Maximize space efficiency and reduce footprint per employee by 10% ✓
Sustainability of Office Space	Environmental > Energy – EN7	16% of vendors for 2017 negotiated leases received checklist	Baseline set in 2017	Sustainable Office Lease Considerations Checklist provided to 100% of vendors for corporate-negotiated leases each calendar year

Information Technology

Measure	Related GRI Performance Indicator	2017 Report	Change from 2016	2020 Goal
Percent of Enterprise Data Stored in the Cloud	Environmental and Economic	51.7%	Baseline set in 2017	80% of enterprise data resides in the cloud
Percent of Tetra Tech on Tetra Linx	Environmental and Economic	91.6%	6%	100% of operating units on web-based administrative system
Number of Associates per IT System Servers	Environmental > Energy – EN6	32.73 associates per server	25%	10% improvement year over year

Improvement from 2016 ✓ 2020 target achieved

Health & Safety

Measure	Related GRI Performance Indicator	2017 Report	Change from 2016	2020 Goal
Occupational Health and Safety Awards and Recognition	Labor Practices > Occupational Health and Safety – LA7	22 operating units qualified to receive the U.S. National Safety Council Perfect Record Award for 12 consecutive months without a Lost Workday Injury	No change	100% of U.S.-based operations qualified to receive the U.S. National Safety Council Perfect Record Award for 12 consecutive months without a Lost Workday Injury
Executive Leadership and Oversight		CEO Dan Batrack ordered a company-wide safety stand-down in 2017, during which project sites and workplaces were reevaluated for potential hazards and discussions were held to identify ways to continually improve safety Included principles of Safety Leadership in the Tetra Tech Leadership Academy Select Tetra Tech operations passed an external audit for continuing OHSAS 18001 Health and Safety Management Certification	N/A	Demonstrate executive commitment to Tetra Tech's Health & Safety Program
Safe Work Performance by Employees		94% of employees completed the acknowledgment of responsibility for safe work performance	1%	100% of employees acknowledge their responsibility for safe work performance year over year
Lost Workday Incident Rate (LWDIR) and Total Recordable Incident Rate (TRIR)		Reduced the 2017 enterprise LWDIR by 17% compared to 2016 (50% better than the industry average) Increased the 2017 enterprise TRIR by 4% compared to 2016 (40% better than the industry average)	-17% 4%	Demonstrate continual improvement toward achieving and maintaining a zero LWDIR and a TRIR better than the industry average* **NAICS Code 54 Professional Scientific and Technical Services, BLS Data 2016*

Health & Safety metrics are based on operational entities as defined for incident tracking.

Improvement from 2016 2020 target achieved

Human Resources

Measure	Related GRI Performance Indicator	2017 Report	Change from 2016	2020 Goal
Document Automation	Environmental > Materials – EN1	89% automation of onboarding, new hire, and related employee documentation	27%	100% automation of onboarding, new hire, and related employee documentation
Recruitment Activities Focused on Increasing Diversity	Labor Practices > Diversity and Equal Opportunity – LA13	85% of operations participate in outreach events focused on increasing diversity in the workplace	15%	100% of operations participate in outreach events focused on increasing diversity in the workplace (including events, advertisements, and partnerships)
Leadership Training	Labor Practices > Training and Education – LA11	148 employees participated in corporate-sponsored leadership training since program inception	23%	Maintain strong career development program within the company

Shared Services

Measure	Related GRI Performance Indicator	2017 Report	Change from 2016	2020 Goal
Use of Recycled Office Supply Products	Environmental > Materials – EN2	27% of consumable office supplies made from recycled material	80%	50% of consumable office supplies made from recycled material
Number of Overnight Courier Shipments per Associate	Environmental > Transport – EN29	5 overnight deliveries per capita	-29%	< 6 overnight deliveries per capita

Improvement from 2016 2020 target achieved

Corporate Communications

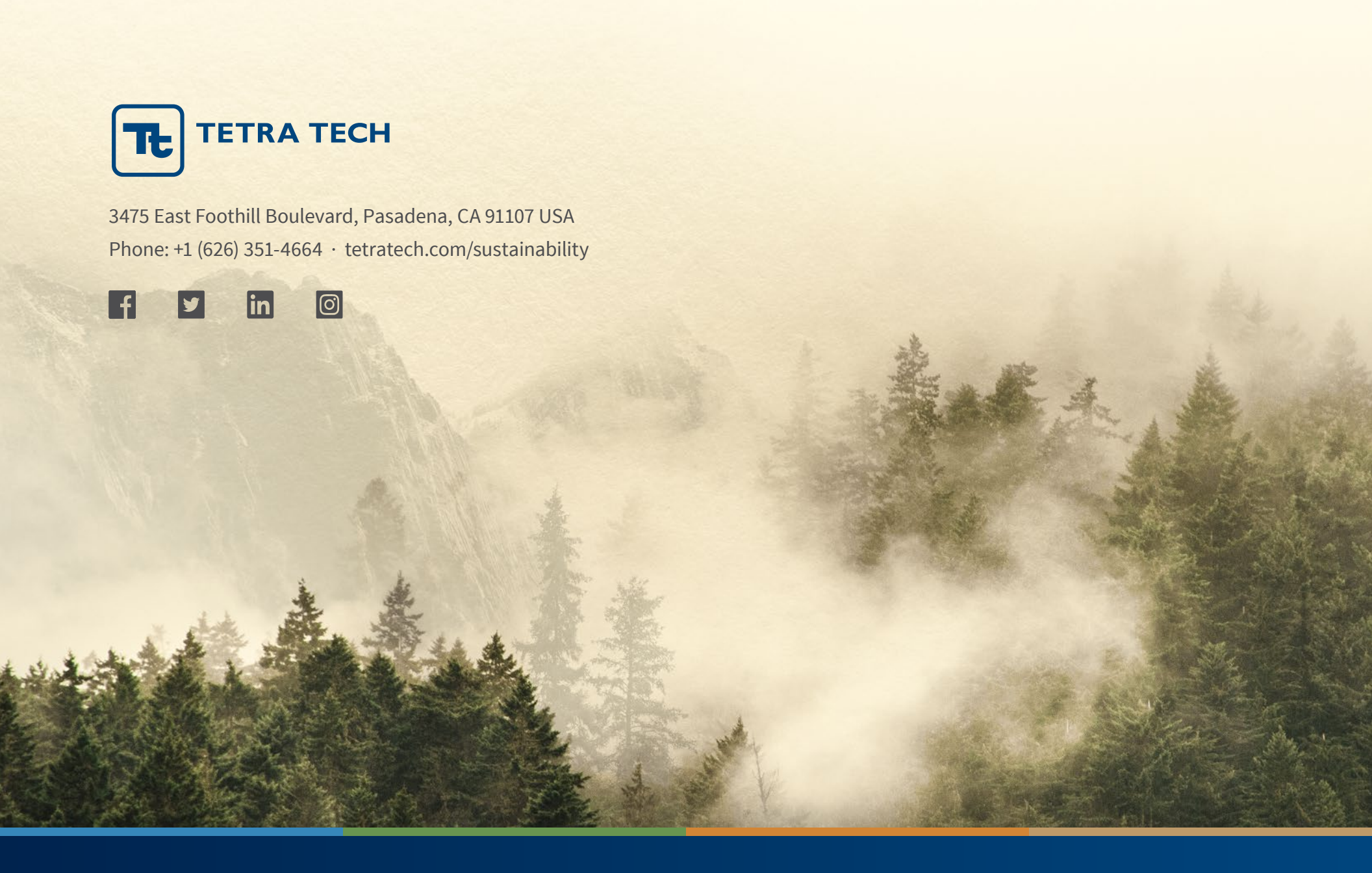
Measure	Related GRI Performance Indicator	2017 Report	Change from 2016	2020 Goal
Use of Electronic Marketing Instead of Print Media	Environmental > Materials – EN2	75% items delivered electronically	25%	75% of corporate marketing materials delivered electronically ✓
Sustainability of Printed Media		98% recycled	17%	100% of corporate marketing materials use recycled-content paper
		100% FSC-certified	4%	100% FSC-certified paper used in corporate marketing materials ✓
Sustainability of Events and Conferences		43.5% of vendors received sustainability checklists	Baseline set in 2017	Sustainable Event Checklist submitted to 100% of venues for corporate-sponsored events
		12.5% of events implemented green practices based on the checklist	Baseline set in 2017	20% of events implement green practices based on the Sustainable Event Checklist

Corporate Social Responsibility

Measure	Related GRI Performance Indicator	2017 Report	Change from 2016	2020 Goal
STEM Program	Society > Local Community – SO1	7,797 people reached in 2017 13,620 people reached since program inception	34%	20,000 people reached through Tetra Tech-run or sponsored STEM activities or events since program inception
Employee Bike to Work Week (BTWW) Challenge	Environmental > Energy – EN7	38 teams	15%	20% increase in number of teams participating in BTWW Challenge
Employee Involvement in Financial and In-kind Giving	Society > Local Community – SO1	61% of offices reporting engaged in charitable giving	11%	Recognize employee engagement in community giving
Employee Involvement in Volunteering	Society > Local Community – SO1	1.23 volunteer hours per employee in offices reporting	95%	Recognize employee engagement in volunteer activities

Giving and volunteer involvement baselines have been updated to reflect improved calculations. Improvements based on offices reporting data for 2017.

Improvement from 2016 ✓ 2020 target achieved



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