

Sustainability Report 2022



Leading with Science® to improve people's lives

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For all metrics, we surveyed Tetra Tech offices with 10 or more employees in 14 countries. All percentages are based on the offices that completed the survey for our 2021 reporting period. All monetary values are United States dollars.

From the CEO



Today, on Earth Day 2022, Tetra Tech is releasing our annual Sustainability Report, reaffirming our commitment to sustainability and improving the lives of 1 billion people around the world. Using our *Leading with Science*® approach, we develop innovative, sustainable solutions for our clients that support the development of safe water supplies, net zero energy programs, and biodiversity protection through habitat preservation and restoration.

We are initiating the measurement of our global impact by reporting our baseline of 411 million peoples' lives improved and the first assessment of Tetra Tech project impact associated with reducing carbon emissions, providing sustainable water supplies, restoring the environment, and increasing sources of renewable energy.

Our 2021 report presents comprehensive metrics, interim 2025 targets, and long-term 2030 goals aligned with our commitment to the [United Nations \(UN\) Global Compact](#), UN Sustainable Development Goals (SDGs), and Science Based Targets Initiative (SBTi). Our report includes an expanded reporting of our operational greenhouse gas (GHG) emissions to encompass Scope 1, 2, and 3 CO₂e emissions.

411
million lives
improved

We recognize our 21,000 associates—the high-end engineers, scientists, and technical specialists from around the world—for their dedication to creating reliable water supplies, restoring the environment, and designing resilient infrastructure to improve lives. Tetra Tech's strong, multidisciplinary, multinational, and multicultural team embraces diversity, equity, and inclusion (DEI) throughout our operations and projects. We include reporting on gender balance, racial and ethnic diversity in our workforce, employee engagement, and professional development. Across our global community, we support financial and in-kind giving, volunteering, and various community-based initiatives with a focus on science, technology, engineering, and mathematics (STEM) programs.

The challenges of global climate change are significant. On behalf of our 21,000 associates, we are committed to using our *Leading with Science* approach to produce scalable solutions that will reduce the effects of climate change and contribute to a better world.

Sincerely,

A handwritten signature in black ink, appearing to read 'Dan Batrack', written over a light blue background.

Dan Batrack
Chairman and CEO

2021 Highlights

This year's report presents our new baseline metrics and 2030 sustainability program goals. Tetra Tech performs more than 70,000 projects each year across more than 100 countries through our highly connected network of scientists, engineers, and technical specialists. As part of our 1 Billion People Challenge, we are measuring project impact and lives improved from more sustainable water supplies, reduced carbon emissions, increased generation of renewable energy, restored ecosystems, and benefits from social and governance programs. A complete list of our metrics and goals is found on page 19.

1 Billion People Challenge Baseline Metrics

411 million
people's
lives improved

328,000
megaliters (ML)/year
of water treated,
saved, or reused

16,800 megawatts
(MW)/year
renewable energy identified,
planned, or generated

178 million
hectares
(ha)/year of land and
water protected,
managed, or restored

20.6 million
CO₂e
metric tons (MT)/year
avoided or captured

Tetra Tech by the numbers

21,000
associates

\$3.2
billion revenue

100+
countries

70,000 projects
annually

450 offices
worldwide

1 Billion People Challenge

Changing lives through science, technology, and innovation

Tetra Tech's biggest impact on the world comes through *Leading with Science* on the 70,000 projects we complete each year for our clients. Our goal is to impact the lives of 1 billion people around the world by 2030 by helping to create more resilient and sustainable communities.

Tracking 1 billion lives improved

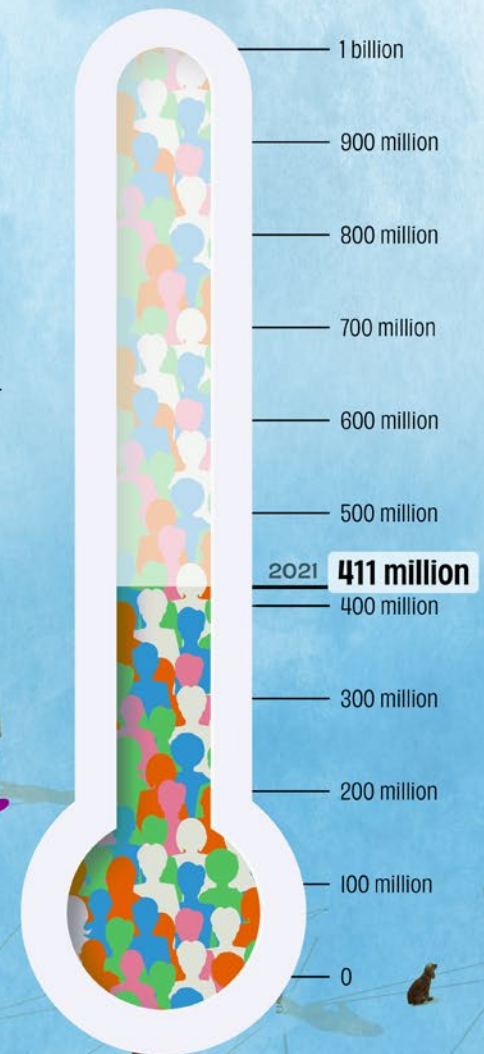
We track the environmental, social, and governance benefits of the projects we perform for our clients using five key metrics:

- Water management in megaliters (ML)
- Ecosystem management in hectares (ha) of land or water
- Renewable energy development in megawatts (MW)
- Carbon avoidance or capture in metric tons (MT) of CO₂e
- Social and governance benefits in number of people impacted

Setting the 1 Billion People Challenge baseline

The following pages highlight representative projects from our 2021 baseline impact assessment that are helping us meet our goal of positively impacting the lives of 1 billion people by 2030.

Our baseline number of people impacted is 411 million, and our baseline project metrics are provided on the following pages.



Providing clean, safe water to communities around the world

Tetra Tech is *Leading with Science* to develop One Water solutions that address complex water issues to improve lives in communities around the world. In an era of mounting global water challenges due to climate change impacts, emerging contaminants, and population pressures, sustainable solutions are urgently needed to ensure water supplies are as diverse and robust as possible.

Baseline metric:

328,000 ML/year of water treated, saved, or reused

Designing award-winning, first-of-its-kind PFAS treatment in California

Tetra Tech provided design and technical services to support California's Orange County Water District to restore drinking water supply for 12 production wells previously taken out of service due to per- and polyfluoroalkyl substances (PFAS) groundwater contamination. We designed the first-of-its-kind and largest ion exchange plant treating PFAS in the United States, consisting of 11 ion exchange systems, 25-million-gallon-per-day booster pump station, and upgraded on-site chlorine generation system.

tetrattech.com/OCWDPFASTreatment

Recycling wastewater to conserve groundwater in Mongolia

Tetra Tech provided engineering assessment, planning, and design services for the Millennium Challenge Corporation's wastewater recycling project in Mongolia to help alleviate critical water supply issues in Ulaanbaatar, Mongolia's capital. The project will save 50,000 cubic meters of fresh groundwater per day by using treated wastewater to supply the heavy water demands of combined heat and power plants, directly increasing potable water supply.

tetrattech.com/MongoliaWastewater

Supporting water quality in Washington

Tetra Tech provided design and technical services to support King County, Washington, to maintain its wastewater treatment capacity and local water quality. The project involves installing approximately three miles of conveyance pipeline to replace aging infrastructure and increase capacity. Tetra Tech supported the County to address complex technical issues, community communication, and permitting for the multi-jurisdiction pipeline.



Managing our resources to benefit current and future generations

Tetra Tech takes a holistic view of ecosystems, using a multidisciplinary approach that calls on decades of experience providing environmental solutions that are both feasible for our clients and sustainable for our future. We help create resilient communities by addressing complex current and future challenges, including climate adaptation, carbon sequestration, water and biodiversity management, and food security.

Baseline metric:

178 million ha/year of land and water protected, managed, or restored

Assessing vulnerability of the Hawaiian Islands to sea level rise

Tetra Tech conducted a statewide sea level rise vulnerability assessment to quantify the impacts of sea level rise on social, economic, and environmental assets on all islands. Our team developed recommendations to reduce exposure and increase capacity to adapt to sea level rise, while engaging diverse stakeholders. We also assisted with design and provided data layers for the Hawai'i Sea Level Rise Viewer to support public outreach.

tetrattech.com/HawaiiSeaLevelRise

Protecting the water quality of Georgia's rivers, lakes, and estuaries

Tetra Tech is working with the Georgia Environmental Protection Division to support current and future water quality. Our modeling team developed detailed models calibrated to existing conditions to provide a comprehensive analysis of how upstream water quality impacts downstream water resources. These models were used to evaluate more than 500 scenarios to assess planning decision impacts on water quality.

tetrattech.com/GeorgiaWaterPlanning

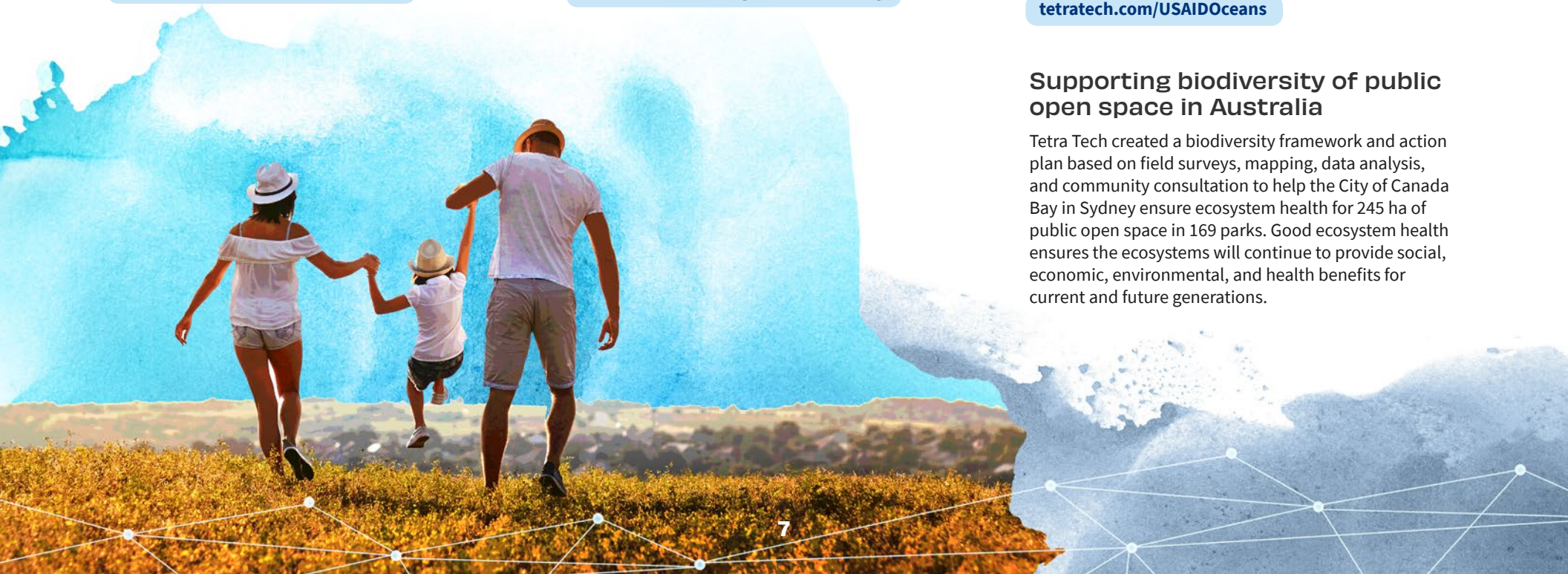
Increasing the sustainability of fisheries in the Asia-Pacific region

Tetra Tech worked with various public and private sector partners to strengthen sustainable fisheries management and enhance transparency in the seafood supply chain. Our marine and environmental experts designed and implemented electronic catch documentation and traceability (eCDT) technologies to track more than 4 million pounds of legal and sustainable seafood and to support government decision-making to promote the health and biodiversity of Asia-Pacific's marine ecosystems.

tetrattech.com/USAIDOCeans

Supporting biodiversity of public open space in Australia

Tetra Tech created a biodiversity framework and action plan based on field surveys, mapping, data analysis, and community consultation to help the City of Canada Bay in Sydney ensure ecosystem health for 245 ha of public open space in 169 parks. Good ecosystem health ensures the ecosystems will continue to provide social, economic, environmental, and health benefits for current and future generations.



Transitioning to cleaner energy and a low-carbon future

Tetra Tech uses our decades of renewable energy expertise to help communities address the complexities of the clean energy transition. We also design projects across our markets that require less power—or generate their own. Our global planners, scientists, engineers, and policy experts partner with our clients to deliver innovative solutions for a low-carbon future.

Baseline metric:

16,800 MW/year renewable energy identified, planned, or generated

Scaling Up Renewable Energy Worldwide (SURE)

Tetra Tech is providing renewable energy planning, procurement, grid integration, and circular economy services that accelerate the global transition to net zero. On behalf of the U.S. Agency for International Development (USAID), Tetra Tech has worked in more than 30 developing countries to help governments accelerate the clean energy transition and meet their national climate commitments. Our international development energy experts are helping reduce or avoid nearly 90 million MT of CO₂e of GHG emissions through clean energy investments worldwide.

tetratech.com/SURE

Powering communities with renewable energy in Colorado

Tetra Tech is providing environmental planning, studies, surveys, and permitting for a proposed 1,500-MW wind, solar, and battery storage project and multi-county transmission line in eastern Colorado. The project will power the equivalent of approximately 450,000 homes and store power to support grid reliability.

Creating an energy-efficient, high performance building in Texas

Tetra Tech provided mechanical, electrical, plumbing, lighting, and energy design for the eight-story Credit Human Building in San Antonio, Texas, which is designed to operate at a 20 Energy Use Intensity. Sustainable features include a geothermal loop, water cooled variable refrigerant flow, a solar photovoltaic (PV) system, water collection and reuse systems, and radiant heating and cooling. The 1-MW, 3,000-panel solar PV system meets 40 percent of annual electricity demand.

tetratech.com/CreditHuman

Leading with Science to reduce and avoid GHG emissions

Tetra Tech delivers science-based, technology-driven solutions to support our clients in addressing the complex challenges of climate change. We support our clients in reducing GHG emissions through developing low-carbon and zero-carbon strategies, developing renewable and alternative energy technologies, and developing sustainable environmental and natural resource management solutions.

Baseline metric:

20.6 million CO₂e MT/
year avoided or
captured

Reducing heavy-duty truck emissions in California

Tetra Tech supports the Ports of Los Angeles and Long Beach with design, implementation, and in-depth data analysis for the San Pedro Bay Ports Clean Trucks Program to replace tens of thousands of heavy-duty trucks with clean, energy-efficient models. The program supports sustainable goods movement and achieves GHG emission reductions, including reducing nearly 2.3 million MT of CO₂e since program inception.

tetrattech.com/CleanTrucks

Conserving biodiversity and combating deforestation in Cambodia

Tetra Tech collaborates with the Royal Government of Cambodia to empower local communities, civil society, and the private sector to sustainably manage the Prey Lang Extended Landscape, which covers more than 3.3 million ha of forest, watersheds, and agricultural land in northeastern Cambodia. Our experts are *Leading with Science*, leveraging private sector investment, and applying evidence-based decision-making to conserve biodiversity, adapt to climate change, sequester forest carbon, and improve rural livelihoods.

tetrattech.com/GreeningPreyLang

Benefiting lives by strengthening social and governance programs

In 2021 Tetra Tech's multidisciplinary experts worked in more than 100 countries to improve lives through social and governance programs that enhance sustainable access to clean water, energy, food, education, and other essential services. We help promote inclusive governance, improve legal and policy frameworks, and build institutional capacity to improve access to essential services, protect human rights, and promote justice.

Baseline metric:

35 million lives improved/
year from social and
governance programs

Improving government services and citizen participation in Georgia

Tetra Tech worked with national and local partners in the country of Georgia to build resilient, transparent, accountable, and effective governance systems that prioritize citizen participation in government and improve public service delivery. On behalf of USAID, Tetra Tech worked in 27 municipalities across Georgia to improve public administration and policy making, increase civic engagement, and strengthen parliamentary oversight.

tetratech.com/GGI

Enhancing education quality and access in Laos

Tetra Tech is supporting education system improvements in Laos to help children—especially those experiencing disadvantage—receive quality basic education by embedding inclusion into curriculum reforms and teacher development. On behalf of the Government of Australia, in partnership with the Government of Laos, Tetra Tech is working to better equip teachers and classrooms and improve teaching quality in more than 8,000 schools.

tetratech.com/BEQUAL

Creating an enabling environment for clean energy investment in sub-Saharan Africa

Tetra Tech helped African governments implement energy sector reforms to attract private sector investment in renewable and advanced power generation projects. In support of Power Africa, a U.S. government-led partnership coordinated by USAID, Tetra Tech worked in nearly 30 countries to increase access to reliable electricity by delivering more than 5,000 MW of cleaner power and 1.7 million new on-grid and off-grid connections for homes and businesses.

tetratech.com/PATRP



Engagement

Reaffirming our commitment to our communities

Tetra Tech understands that the foundation of our work is people—our dedicated employees who create innovative solutions for our clients and our neighbors in the communities in which we live and work around the world. We are committed to nurturing and growing our internal and external communities.

In 2021 we reaffirmed our commitment to social sustainability by supporting our Tetra Tech employee community, adapting our social and employee welfare activities to cater to all working environments.

Tetra Tech is committed to diverse programs focused on corporate social sustainability and employee engagement, including fostering a culture of equity and inclusion through our Employee Resource

Groups (ERGs) and supporting health and wellness across the company.

As part of our commitment to our local communities, Tetra Tech employees around the world volunteered our time and expertise and donated to numerous charities and organizations. We also partnered with the global charity Engineers Without Borders Australia to improve lives by bringing access to safe and clean water to communities in need.



Fostering a culture of equity and inclusion

Tetra Tech received the inaugural *Environmental Business Journal (EBJ)* Diversity & Inclusion Award for our efforts to engage and advance underrepresented staff and executives at all levels during 2021.

Diversity, equity, and inclusion are among Tetra Tech's core values. We value diversity of thought and experience, bringing together the best engineers and technical specialists from all backgrounds to solve our clients' most challenging problems.

The *EBJ* award recognized the growth of our global ERG Program, which provides a platform for professional and leadership development, engagement, and inclusion of employees from traditionally underrepresented groups in our industry. As part of our Diversity, Equity & Inclusion (DEI) Council, ERGs engage with executive leadership and help shape global DEI programming, recruitment and retention, and partnerships.

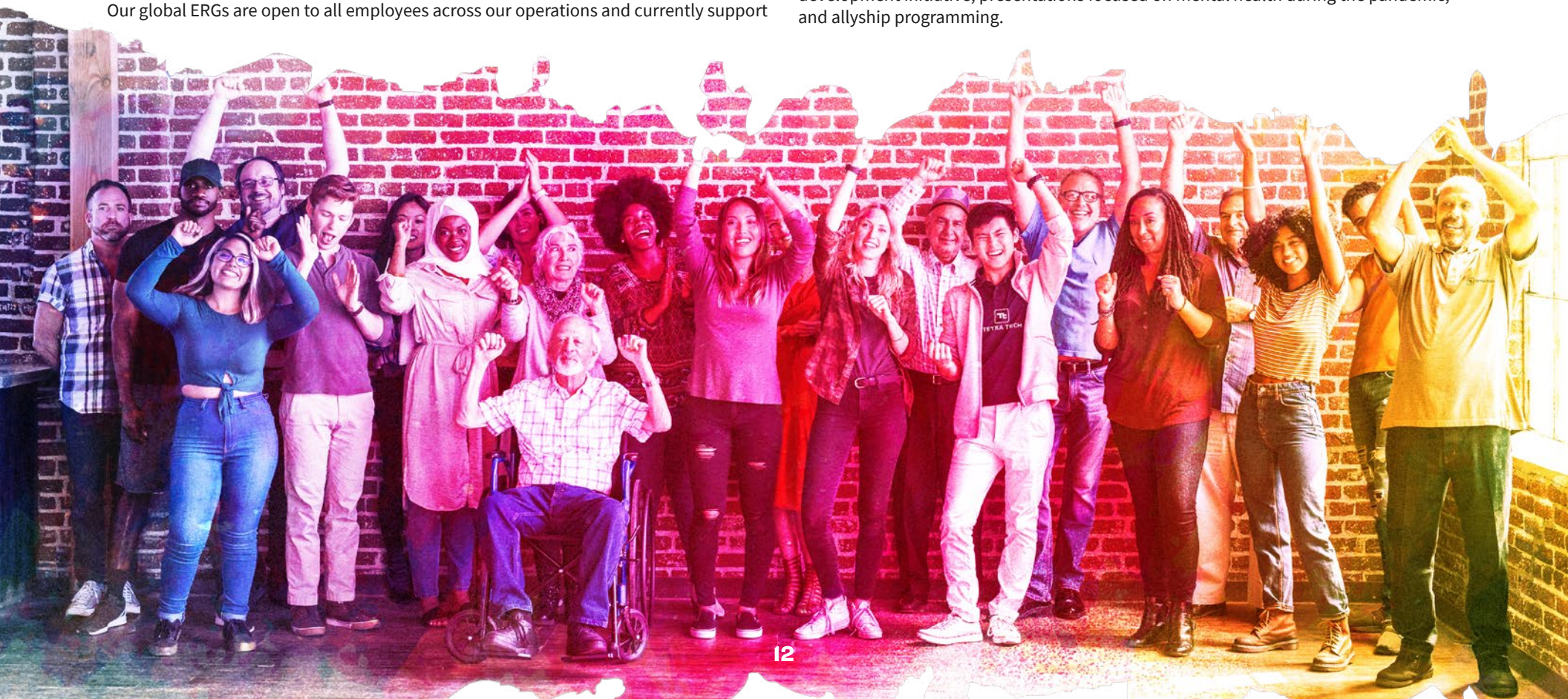
Our global ERGs are open to all employees across our operations and currently support

Black, Latino and Hispanic, and Asian employees; women; LGBTQIA+ employees; veterans and service members; and employees with disabilities. All our global ERGs are employee-led and:

- Develop immediate and long-term priorities to align with the needs of their communities within Tetra Tech
- Include allies—employees supportive of the ERGs' members who are vital to fostering an inclusive and equitable environment
- Offer multiple opportunities for engagement to meet the needs and availability of employees worldwide

Employee involvement in Tetra Tech's ERG Program increased by 47 percent in 2021 compared to 2020. Last year, our ERGs launched initiatives including enhanced mentoring programs; targeted sessions of Tetra Tech's Fearless Entrepreneurs business development initiative; presentations focused on mental health during the pandemic; and allyship programming.

47%
growth in ERG
participation



Committing to our wellness with the Healthy Life Challenge

Tetra Tech's annual Healthy Life Challenge encourages a healthy lifestyle for employees of all abilities through wellness and personal fitness goals. In this 30-day challenge, teams from across Tetra Tech—with no boundaries separating offices or regions—committed to work collectively to achieve their

personal fitness goals and motivate each other by cheering on their teammates and sharing progress.

Through this social sustainability program, participants support the wellness of our employee community and work towards giving back to the global community through charitable donations. Tetra Tech donates to regional and global charities based on votes from winning teams, whose participants collectively achieved 100 percent of their personal goals.

Our employees support each other's fitness and wellness goals year-round through the Healthy Life Community.

Tetra Tech contributed to the following charities at the conclusion of the Healthy Life Challenge:

- [Water for People](#)
- [Feeding America](#)
- [Canadian Cancer Society](#)
- [TETO Brazil](#)

The Final Tally

1,766 challenge participants

21 countries represented

131 teams

85 teams achieved 100 percent participation

1.7 million activity minutes logged

34,011 activities logged

3,169 goals set



Volunteering our expertise to sustain our communities

Our subject matter experts use their experience and insight to help sustain their communities through community involvement and pro-bono services. In 2021 our employees applied their expertise and guidance to give back to their communities and support a healthy environment.



Canada: Our office in Edmonton, Alberta, collaborated with other local firms to participate in the United Way Engineering Day of Caring. The goal is to work collectively to make

a positive impact in the community by undertaking a community improvement project. The benefits of the 2021 Engineering Challenge, held at Pioneer Place Senior Citizen Apartments and E4C Community Garden, included:

- Improving space by planting trees and building raised garden beds for existing and future community gardeners
- Installing new composting systems and new water pump
- Building a gazebo and outdoor seating
- Enhancing space for Indigenous programming and teaching
- Increasing food security by upgrading garden boxes for growing food for free for the community

United States: In partnership with Cornell University Sustainable Design, employees from our Ithaca, New York, office provide design support for a multidisciplinary student design project for a rural school in the eastern Himalayas of Mude, Nepal. Since 2018 our employees have provided expert advice and design mentorship to students designing a sustainable school dormitory and focused on pursuing a net zero sustainable development.

Australia: Experts from our Melbourne office are providing pro bono consulting and design services for the Lakehouse project, which involves refurbishment of an existing crisis accommodation building to support an additional 18 beds for women seeking shelter. The project includes refurbishment of resident rooms and provision of new kitchens and amenities.



Supporting our environment and our communities through giving and volunteering

Throughout 2021 our offices continued to adapt to the evolving work environment and demonstrated our employees' resilience and commitment to social sustainability by contributing to their communities through donating and volunteering efforts.

United Kingdom: Our ecology team in Manchester collectively volunteered approximately 100 hours at a wetland habitat to clear scrub and utilized the collected material to create instant shelter and feeding grounds for local wildlife.

Australia: Employees from our Melbourne office supported the Indigenous Australian Engineering Schools program with a \$1,440 contribution. The program provides an exciting environment for Indigenous students to learn about engineering and discover how engineers can improve our communities.

Brazil: In 2021 employees from our Brazil offices mobilized to donate money and staple food items to people in need. Employees donated 120 items and raised more than \$1,200 to support their local community.



Giving and volunteering (continued)



Canada: Our team in Calgary, Alberta, participated in a fitness challenge over a three-month period to raise more than \$5,000 for the Calgary Food Bank and Cystic Fibrosis Canada. The fitness challenge culminated with a

full day of competing in physical activities, including running, relays, and dodgeball.

United States: Our Washington, DC, office's gender and social inclusion practice supported a local nonprofit that supports LGBTQ+ youth in the community, raising more than \$3,000 through two fundraising campaigns in 2021.

United States: Every year around the holidays, team members from our Cincinnati, Ohio, office participate in a volunteering event at their local foodbank. Volunteers packed more than 900 boxes of food for senior citizens or school-age children to take home over the weekend.

Australia: Employees from our Sydney office participated in Tour de PIF and spent a day pedaling on socially distanced, stationary bikes at Wynyard Park to raise more than \$1,000 in much-needed funds for homeless youth.



Exemplifying Tetra Tech's spirit of giving

Tetra Tech's annual Excellence & Achievement Award for Community Service recognized our Norfolk office in the Hampton Roads, Virginia, area for their ongoing volunteer and charitable efforts that exemplify the Tetra Tech spirit of giving.

The office supported our environment and the local community throughout 2021, including:

- Raising money and building a playset for a young boy battling cancer
- Donating food, hygiene items, gifts, and funds to support those in need
- Caring for our environment through park tree planting, bay cleanup activities, and debris removal from local schools
- Hosting two high school seniors for a job shadowing program that explored science, technology, engineering, and mathematics (STEM) careers
- Participating in a walk to raise awareness about the global water crisis and donating water to a food bank
- Honoring servicemembers by laying wreaths at a veterans' cemetery and joining a 5K race to fundraise for wounded veterans

tetratech.com/CommunityAward2021

"I am very proud of our team and proud to work for a company that supports our efforts to improve thousands of lives throughout our region."

— Tim Moore, Northeast Region Vice President



Bringing safe and clean water to families in Timor-Leste

Each year Tetra Tech partners with a charity to support communities in need around the world. At Tetra Tech's virtual all-company meeting, we announced our Charity of the Year partnership with Engineers Without Borders (EWB) Australia that is dedicated to improving lives by developing clean water solutions for communities in need. This year our partnership helps provide clean water for families in Timor-Leste's Dili region.

Up to
4,000
people with
improved access
to clean water

Timor-Leste became a sovereign nation in 2002 and is one of the poorest countries in Asia. More than 70 percent of its rural population still lacks basic services, including access to clean drinking water and sanitation services. Many communities source water from springs or surface water that often is contaminated, causing illnesses and spreading waterborne diseases.

Our partnership with EWB Australia will work with the community to design, prototype, and test larger scale ceramic filtration units suitable for implementation in rural Timorese schools, directly impacting up to 4,000 people. Our employees donated to help families access safe, potable drinking water through this lasting, scalable project using ceramic water filter technology.

tetrattech.com/CharityOfTheYear2021



Giving back to our communities

We encourage employees to support outreach programs to help improve the communities in which they live and work. In 2021 Tetra Tech associates and global offices donated \$426,805 to community resources around the world.*

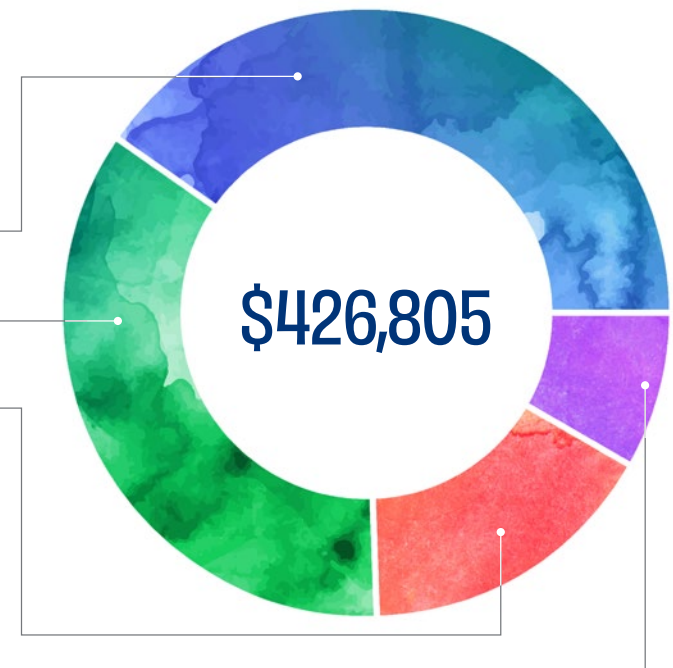
*Donations reflect offices that reported data for 2021. Social and community support includes programs benefiting the environment, community and social services, cross-cutting services, veterans, children's programs, and animals. Basic needs includes water, housing, and food.

40% Social and community support

35% Basic needs

16% Health and medical

9% Education and STEM



Tetra Tech's 2021 Contributions

\$426,805 in financial support provided

2,397 in-kind items donated

539 lbs of in-kind items donated

2,190 volunteer and pro bono hours completed

3,570 employee education, wellness, and training hours completed



2030 Goals

Demonstrating our commitment to sustainability

Tetra Tech's commitment to sustainability is demonstrated throughout our operations and our projects—from our commitment to lowering GHG emissions to our use of technology to work more efficiently. The pages that follow present our baseline sustainability metrics for 2021, interim targets for 2025, and goals for 2030.

As we continued to work remotely in 2021, we used virtual meeting platforms and technology to support our clients. We fully transitioned to a cloud-based Microsoft Teams telephone system, enabling us to remove on-premise phone systems and handsets, reduce and remove infrastructure in local offices, and reduce energy-intensive infrastructure requirements in regional data centers.

Our investment in people is an essential part of our commitment to sustainability, including developing a diverse workforce and making a positive impact on our local communities. In 2021 Tetra Tech actively engaged employees through our wellness activities, Employee Resource Group Program, and professional development programs. Our in-person volunteer activities were limited, but we continued financial and in-kind giving to improve lives around the world.

3.6 million
virtual meetings

5.7 million
voice calls

53.9 million
chat messages

383,595
channel
messages



1 Billion People Challenge

Our goal is to improve the lives of 1 billion people by 2030. Because our biggest impact on the world is through the projects we perform for our clients, we are tracking the total number of lives improved from our projects. We align our project impact analysis with the Global Reporting Initiative (GRI) standards and the UN Sustainable Development Goals (SDGs), which measure social benefit and aim to reduce poverty in communities around the world.

We track the following specific indices that all improve people's lives:

- Megaliters (ML) of water per year treated, saved, or reused
- Megawatts (MW) of renewable energy per year identified, planned, or generated
- Hectares (ha) of land and water per year protected, managed, or restored
- Metric tons (MT) per year of CO₂e avoided or captured
- Number of lives benefiting from health, social, and governance programs

Measure	Related GRI Performance Indicator	2021 Baseline	2025 Interim Target	2030 Goal
Lives Improved	GRI 412-2	411 million people	640 million people	1 billion people
Project Metrics/SDG				
Water/SDG 6	GRI 303-2; GRI 303-3	328,000 ML/year of water treated, saved, or reused	480,000 ML/year of water treated, saved, or reused	770,000 ML/year of water treated, saved, or reused
Renewable Energy/SDG 7	GRI 302-2; GRI 302-3; GRI 302-4; GRI 302-5	16,800 MW/year of renewable energy identified, planned, or generated	22,800 MW/year of renewable energy identified, planned, or generated	36,800 MW/year of renewable energy identified, planned, or generated
Ecosystems/SDG 14 and SDG 15	GRI 304-2; GRI 304-3	178 million ha/year of land and water protected, managed, or restored	200 million ha/year of land and water protected, managed, or restored	320 million ha/year of land and water protected, managed, or restored
GHG Emission Reduction/SDG 13	GRI 305-2; GRI 305-3; GRI 305-4; GRI 305-5	20.6 million CO ₂ e MT/year avoided or captured	10% increase from baseline annually	10% increase from baseline annually
Social and Governance/SDG 3, 4, 5, 16	GRI 412-3	35 million lives improved/year from social and governance programs	10% increase from baseline	20% increase from baseline



Operations

As part of our commitment to be Climate Positive & Carbon Negative, we are reporting on Scope 1, 2, and 3 emissions and expanding the data sets included in each of these scopes. Reporting on Scope 3 emissions enables Tetra Tech to methodically collect and expand our understanding of the GHG impact of our operations. We currently track Scope 3 emissions from business travel, waste generation, and purchased goods and services. We are reporting our real estate footprint, maximizing space efficiency, and reducing our footprint where possible. To measure impacts within our offices, we are reporting water consumption, renewable energy use, recycled paper use, and waste generated.

We are tracking our connectivity across virtual platforms and use of cloud-based storage instead of energy-intensive servers, including tracking energy use by our cloud vendors. We are tracking the accessibility of our enterprise platforms to ensure they are usable by as many people as possible, including people with disabilities.

Measure	Related GRI Performance Indicator	2021 Baseline	2025 Interim Target	2030 Goal
GHG Emissions from Operations¹	GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4; GRI 305-5	2.16 MT CO ₂ e per associate / 44,743 MT CO ₂ e (all associates) Scope 1: 7,343 MT CO ₂ e Scope 2: 22,005 MT CO ₂ e Scope 3: 15,395 MT CO ₂ e	20% reduction in GHG emissions from 2021 baseline	50% reduction in GHG emissions from 2021 baseline
Real Estate Footprint	GRI 102-4	178 square feet/employee	165 square feet/employee	150 square feet/employee
Renewable Energy for Utilities	GRI 302-1; GRI 302-3; GRI 302-4; GRI 302-4	51% of operations use renewable sources of energy for electricity	75% of operations use renewable sources of energy for electricity	100% of operations use renewable sources of energy for electricity
Water Use	GRI 303-1; GRI 303-2; GRI 303-3	0.01 ML/employee	5% decrease from baseline	10% decrease from baseline
Waste Generated	GRI 306-1; GRI 306-2	0.13 MT/employee	5% decrease from baseline	10% decrease from baseline

¹Global Warming Potentials for CO₂e calculations are from IPCC Fifth Assessment Report, 2014 (AR5)

(continued on next page)

Operations (continued)

Measure	Related GRI Performance Indicator	2021 Baseline	2025 Interim Target	2030 Goal
Use of Recycled Office Supply Products	GRI 301-1; GRI 301-2	25% of consumable office supplies made from recycled material	35% of consumable office supplies made from recycled material	50% of consumable office supplies made from recycled material
Percent of Enterprise and Project Data Stored in the Cloud	GRI 302-4	57% of enterprise and project data resides in the cloud	70% of enterprise and project data resides in the cloud	95% of enterprise and project data resides on the cloud
Energy from Renewables by Company's Cloud Vendors	GRI 302-4	67% cloud data serviced by renewable energy	80% cloud data serviced by renewable energy	100% cloud data serviced by renewable energy
Enterprise Supply Chain Vendors Vetted for Cybersecurity Standards	GRI 302-4	38% enterprise supply chain vendors vetted for cyber standards	60% enterprise supply chain vendors vetted for cyber standards	100% enterprise supply chain vendors vetted for cyber standards
Enterprise Platforms Evaluated for Accessibility	GRI 417-1	85% enterprise platforms evaluated for accessibility	95% enterprise platforms evaluated for accessibility	100% enterprise platforms evaluated for accessibility



Health & Safety²

Health and Safety (H&S) has always been a fundamental value at Tetra Tech, and we report on two standard metrics: Lost Workday Incident Rate (LWDIR) and Total Recordable Incident Rate (TRIR). We have added two metrics that measure employee engagement in our H&S outreach programs and trainings.

Measure	Related GRI Performance Indicator	2021 Baseline	2025 Interim Target	2030 Goal
Lost Workday Incident Rate (LWDIR) and Total Recordable Incident Rate (TRIR)	GRI 403-2	LWDIR 75% better than industry average TRIR 69% better than industry average	Continual improvement toward achieving and maintaining a zero LWDIR and a TRIR better than the industry average ³	Continual improvement toward achieving and maintaining a zero LWDIR and a TRIR better than the industry average ³
Employee Participation: Safety Month Outreach	GRI 102-43	960,000 engagements	5% increase from baseline	10% increase from baseline
Employee Participation: Training Completed	GRI 404-1	38,527 training modules completed	5% increase from baseline	10% increase from baseline

²Health & Safety metrics are based on operational entities as defined for incident tracking

³NAICS Code 54 Professional, Scientific, and Technical Services, BLS Data 2020



Human Capital

Diversity, equity, and inclusion are among Tetra Tech's core values. We bring together engineers and technical specialists from all backgrounds to solve our clients' most challenging problems. We are tracking new metrics focused on increasing gender balance, increasing racial and ethnic diversity in our workforce, and providing professional development opportunities for all employees.

Measure	Related GRI Performance Indicator	2021 Baseline	2025 Interim Target	2030 Goal
Gender Diversity	GRI 405-1	37% women in workforce	Gender balance of 40% women, 40% men, and 20% any gender	Gender balance of 40% women, 40% men, and 20% any gender
Gender Diversity	GRI 405-1	32% women in management	Gender balance of 40% women, 40% men, and 20% any gender	Gender balance of 40% women, 40 % men, and 20% any gender
Racial and Ethnic Diversity	GRI 405-1	37% non-white employees ⁴	42% non-white employees ⁴	50% non-white employees ⁴
Professional Development Training	GRI 404-2	1,859 employees participated in Tetra Tech-sponsored professional development training	6,000 employees participate in Tetra Tech-sponsored professional development training	15,000 employees participate in Tetra Tech-sponsored professional development training

⁴Data is for U.S. employees only



Employee Welfare

We are reporting on employee engagement in both wellness programs and diversity, equity, and inclusion (DEI) activities. Tetra Tech’s active employee wellness program includes our annual Healthy Life Challenge, which is open to all employees. Under our DEI Council, we support initiatives including our ERGs, DEI webinars, and regular communications throughout our operations.

Measure	Related GRI Performance Indicator	2021 Baseline	2025 Interim Target	2030 Goal
Employee Engagement in Corporate Wellness Initiatives	GRI 102-43	18% employee engagement	28% employee engagement	55% employee engagement
Employee Engagement in DEI Activities	GRI 102-43	175,648 DEI engagements	Increase by 5% year over year	Increase by 5% year over year
Employee Engagement Surveys	GRI 102-43	64% of operating units conducted employee engagement surveys	75% of operating units conduct employee engagement surveys	100% of operating units conduct employee engagement surveys



Corporate Social Responsibility

Tetra Tech supports and recognizes employees who improve lives by giving back to their communities. As part of our sustainability metrics, we will continue to track our financial and in-kind giving, volunteering, and support to various community-based initiatives with a focus on science, technology, engineering, and mathematics (STEM) programs.

Measure	Related GRI Performance Indicator	2021 Baseline	2025 Interim Target	2030 Goal
<u>STEM Program</u>	GRI 413-1	32,684 people reached since program inception	5% increase from baseline	10% increase from baseline
Employee Involvement in Financial and In-kind Giving	GRI 413-1	58% of offices reporting engage in charitable giving	65% of offices reporting engage in charitable giving	75% of offices reporting engage in charitable giving
Employee Involvement in Volunteering	GRI 413-1	17% of offices reporting engage in volunteering	25% of offices reporting engage in volunteering	50% of offices reporting engage in volunteering



TETRA TECH

3475 East Foothill Boulevard, Pasadena, CA 91107 USA

Phone +1 (626) 351-4664

tetrattech.com/sustainability

