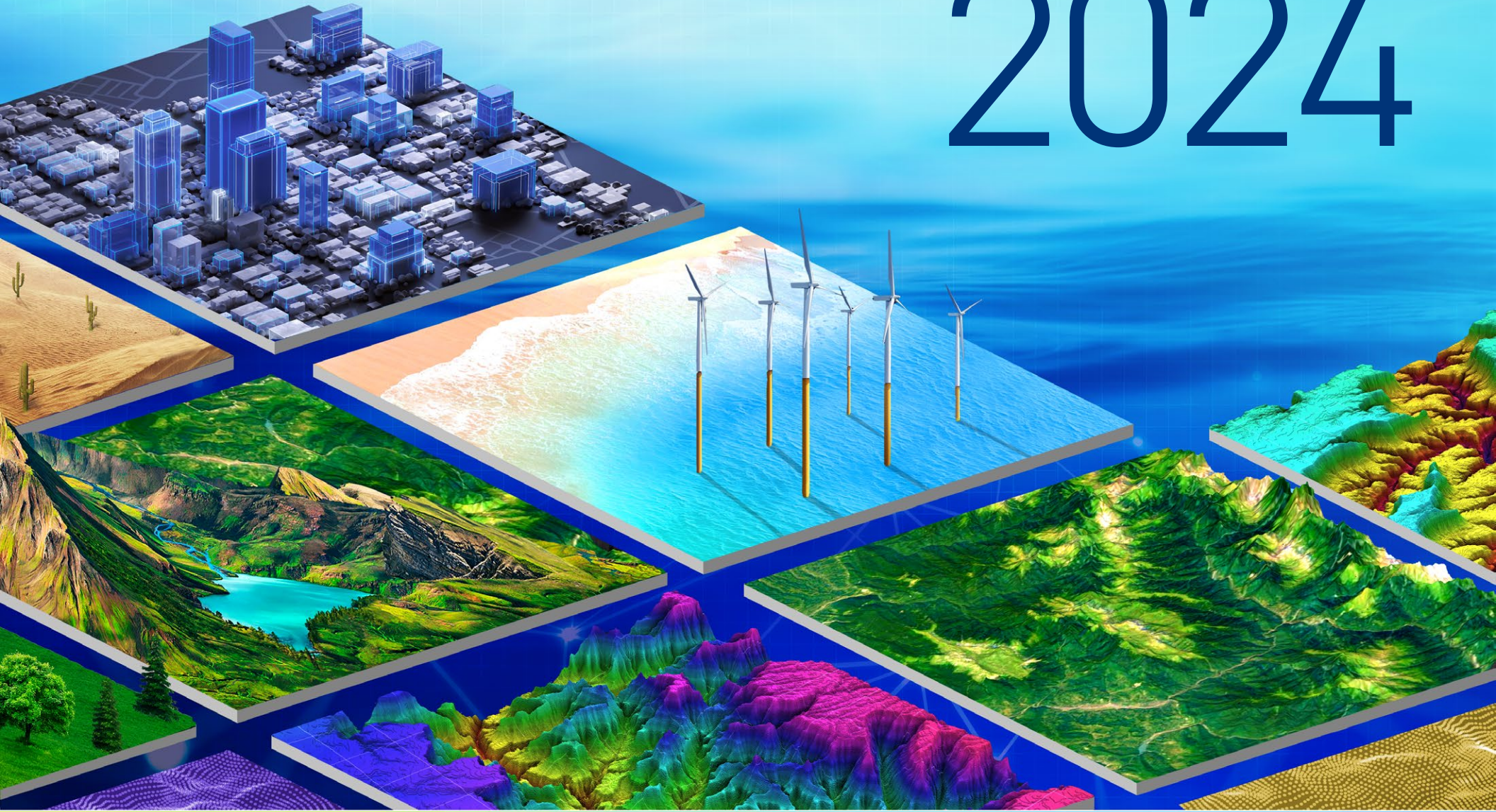




# Sustainability Report

# 2024



# Table of Contents

**From Our CEO ..... 3**

**About Tetra Tech ..... 4**

About Our Business ..... 5

Our Strategic Priorities ..... 6

**Sustainability Program ..... 7**

Aligning with Global Standards ..... 8

Understanding Our Material Topics ..... 9

Our Sustainability Commitments ..... 10

**Our Impact on the World ..... 11**

1 Billion People Challenge ..... 12

Supporting Biodiversity ..... 19

Social Responsibility ..... 20

Giving Back to Our Communities ..... 23

Engaging Our Partners and Supply Chain ..... 24

**Managing a Responsible Business ..... 25**

Environmental Management ..... 26

Emissions Management ..... 27

Our People and Culture ..... 28

Governance ..... 34

**2023 Progress and Results ..... 37**

Sustainability Report Metrics ..... 38

# From Our CEO



Today, on Earth Day 2024, we are releasing our annual Sustainability Report, reaffirming our commitment to sustainability and measuring our impact on the lives of people around the world.

Tetra Tech's work to address the impacts of climate change is vital for our clients and our own business. Last year we saw record global temperatures and an unprecedented increase in the intensity and frequency of extreme weather events—the continuation of an ongoing and growing trend.

We use our *Leading with Science*® approach to develop innovative, sustainable solutions that support our clients in developing safe and resilient water supplies, net zero energy programs, and biodiversity protection.

Our Sustainability Program and associated goals align with our ongoing commitment to the United Nations (UN) Global Compact, UN Sustainable Development Goals (SDGs), and Science Based Targets Initiative (SBTi).

We measure the global impact of our projects on the lives of people around the world through our 1 Billion People Challenge and report annually on five key metrics that align with the UN SDGs. Our 2023 reporting shows that cumulatively we have provided beneficial impacts for 625 million people and contributed to a reduction of 153 million metric tons of CO<sub>2</sub>e since our 2021 baseline assessment. We have seen improvement across all five metrics—principally in water and renewable energy—due to the addition of recently completed projects, including those from the RPS Group who joined us in January 2023.

We continue to enhance the sustainability of our daily practices, reduce our greenhouse gas (GHG) emissions, and provide an exceptional working environment for our employees. We monitor environmental, social, and governance (ESG) metrics throughout our global operations, and in 2023 we have seen progress against 21 of the metrics we track. We reduced our GHG emissions from our operations by 6.9 percent per employee (Scope 1 and 2) from the 2021 baseline, as we continue to implement GHG reduction programs and advance toward our Scope 1, 2, and 3 CO<sub>2</sub>e emissions goals.

Our people are the foundation for a successful and sustainable business, and we are committed to fostering a diverse and inclusive culture where our employees can thrive and achieve their full potential. We have one of the lowest turnover rates in the industry, with seven percent in the United States and nine percent globally. Our professional development programs connect and engage our global teams and provide career growth for our employees. During the year 36 percent of employees participated in Tetra Tech-sponsored professional development training, and these opportunities support continued innovation, new ideas, and excellent service for our clients.

We track our performance against diversity goals and continue to improve the gender balance and the racial and ethnic diversity of our workforce. Across our global community, we support financial and in-kind giving, volunteering, and community-based initiatives with a focus on science, technology, engineering, and mathematics (STEM) programs.

The challenges of global climate change are significant and growing. We are committed to using our *Leading with Science* approach to produce scalable solutions that will help mitigate climate change and contribute to a better world.

**Dan Batrack**  
Chairman and CEO

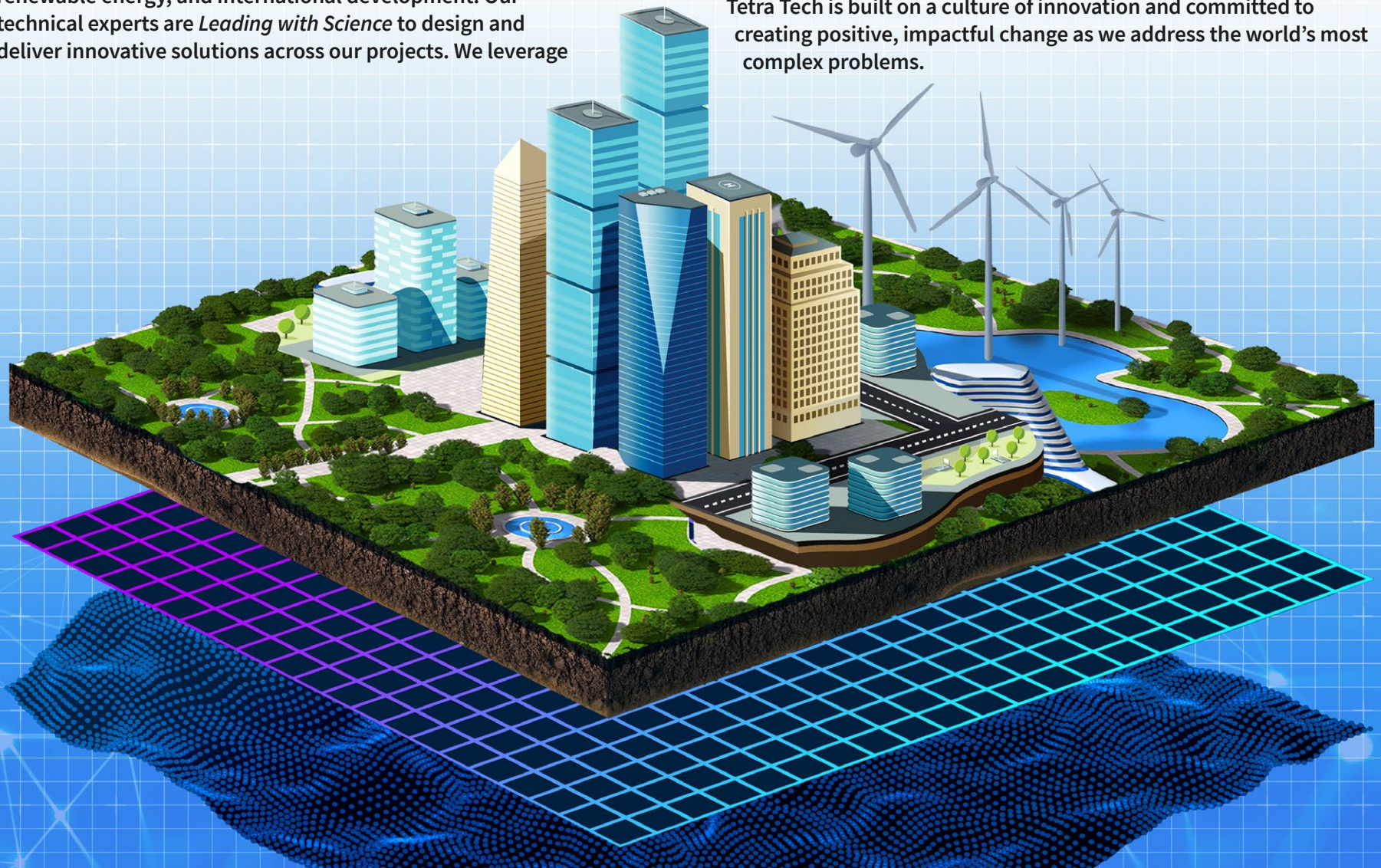


# About Tetra Tech

Tetra Tech is a leading, global provider of high-end consulting and engineering services for water, environment, sustainable infrastructure, renewable energy, and international development. Our technical experts are *Leading with Science* to design and deliver innovative solutions across our projects. We leverage

the latest digital technologies to advance sustainability and resilience for our clients and the communities we serve.

Tetra Tech is built on a culture of innovation and committed to creating positive, impactful change as we address the world's most complex problems.



# About Our Business

Tetra Tech operates across 550 offices worldwide, delivering more than 100,000 projects each year through our highly connected network of industry-leading scientists, engineers, and technical specialists in over 100 countries. Our strength is in collectively providing integrated services—delivering the best sustainable solutions to meet our clients’ needs.

Our mission and core principles underpin everything we do, guiding our activities to maximize impact; drive value for our clients and shareholders; and foster engagement with our employees, suppliers, and the communities in which we work.

## Our Mission

To be the premier worldwide consulting and engineering firm, focusing on water, environment, sustainable infrastructure, renewable energy, and international development.

## OUR CORE PRINCIPLES

### Service



We put our clients first. We listen to better understand our clients’ needs and deliver smart, cost-effective solutions that meet those needs.

### Value



We take on our clients’ problems as if they were our own. We develop and implement real-world solutions that are cost-effective, efficient, and practical.

### Excellence



We bring superior technical capability, disciplined project management, and excellence in safety and quality to all our work.

### Opportunity



Our people are our number one asset. Our workforce is diverse and includes leading experts in our fields. Our entrepreneurial nature and commitment to success provide challenges and opportunities for all our employees.

## Tetra Tech by the Numbers

**28,000** EMPLOYEES



**\$5B**  
ANNUAL  
REVENUE

**550**  
OFFICES  
WORLDWIDE



WORKS ON  
**100,000**  
PROJECTS ANNUALLY

**100+**  
COUNTRIES



# Our Strategic Priorities

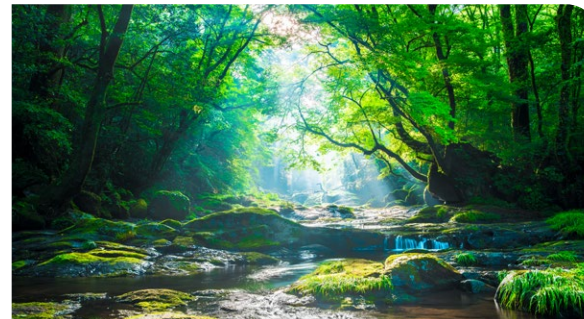
Tetra Tech develops innovative, sustainable solutions that meet our clients' needs today, while protecting and preserving resources for future generations. Tetra Tech's services align strongly with our clients' priorities

to address climate change, water resilience, biodiversity, ecosystem protection, and the global clean energy transition. We focus on three key areas where we directly impact climate mitigations:

A graphic showing a blue ocean with white waves under a bright sun. Overlaid on the scene are glowing blue digital circuit lines and data points, representing technology and water management.

## Water

- Advancing digitally enabled water automation and optimization
- Addressing water resilience and drought mitigation

A lush green forest scene with sunlight filtering through the trees onto a mossy stream bed. The overall tone is vibrant and natural.

## Environment

- Enabling renewable energy transition
- Developing innovative nature-based solutions

A modern, multi-story glass skyscraper at dusk, with interior lights glowing and reflecting on the glass facade. The sky is a deep blue.

## Sustainable infrastructure

- Designing high performance buildings
- Decarbonizing infrastructure

## Creating Value by *Leading with Science*

At Tetra Tech we lead with science and combine operational expertise, science, and proprietary tools and technology to create value for our clients.

We develop advanced analytics solutions and leverage artificial intelligence to enhance sustainability, optimize systems, and create transformational solutions for our clients' complex challenges.

# Sustainability Program

At Tetra Tech sustainability is an integral part of our business, rooted in our internal culture, and extends throughout our projects around the world. For almost 60 years, we have leveraged cutting-edge expertise and the latest technology to deliver more sustainable solutions to clients and continually improve the way we do business.

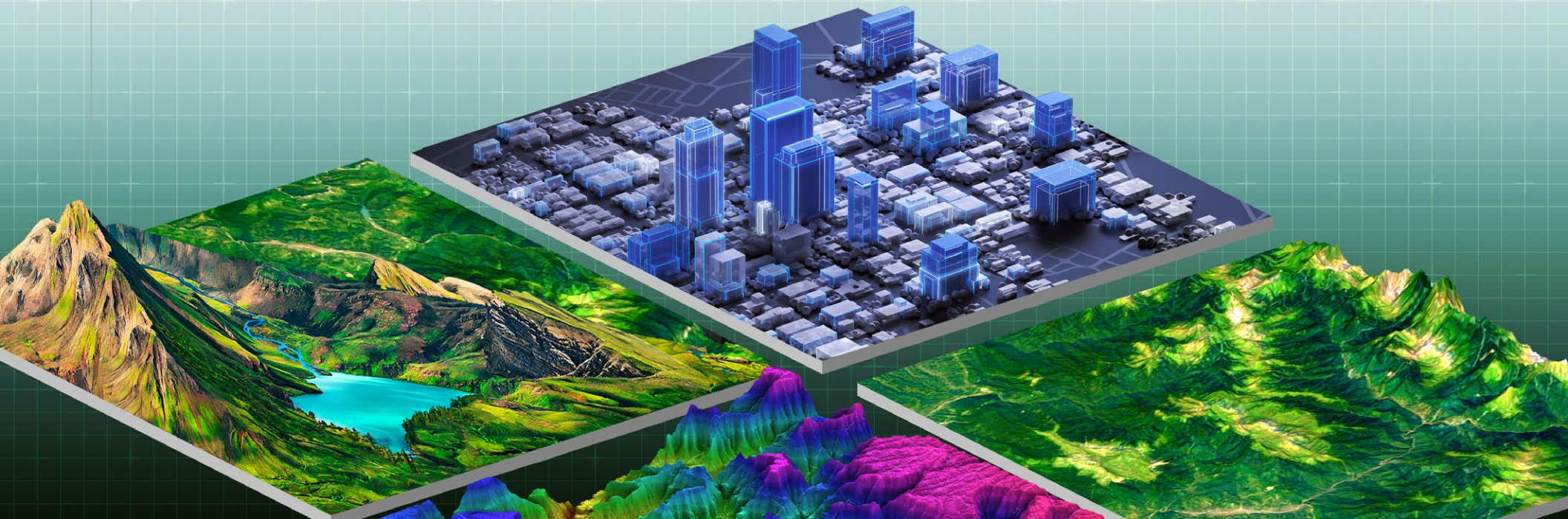
Through our Sustainability Program, we monitor environmental, social, and governance (ESG) metrics, reporting annually on the priorities we

have set for human and social capital, professional development, health and safety, and ethics.

We continue to enhance the sustainability of our daily practices, reduce our greenhouse gas (GHG) emissions, and provide an exceptional working environment for our employees across our global operations.

**“At Tetra Tech we embrace sustainability in everything that we do. It sits at the heart of our project solutions and implementation to support our vision to create greener, more resilient communities.”**

**– Dr. Leslie Shoemaker, Chief Innovation and Sustainability Officer**



# Aligning with Global Standards

Tetra Tech's Sustainability Program aligns with the standards and practices of the Global Reporting Initiative (GRI) framework and includes science-based targets verified by the Science Based Targets Initiative (SBTi).

We are committed to the universal principles of the United Nations (UN) Global Compact and supporting the UN Sustainable Development Goals (SDGs).

## Science Based Targets Initiative

Our program has ambitious, science-based targets in line with global best practices for GHG emissions reductions. These have been independently assessed and verified by the [SBTi](#) and are consistent with the global 1.5-degree Celsius target of the Paris Agreement.



## UN Global Compact

Tetra Tech is a signatory to the [UN Global Compact](#) and is committed to aligning our corporate strategy, company culture, and daily operations with its universal principles on human rights, labor, environment, and anti-corruption. We report annually to the UN Global Compact on our Communication of Progress.



## UN Sustainable Development Goals

Our 1 Billion People Challenge project impact analysis is aligned with the [UN SDGs](#) and evaluates the ESG benefits of our projects to people and livelihoods across the world.





# Understanding Our Material Topics

We assess the areas of impact, influence, and responsibility that matter most to our stakeholders within Tetra Tech, our shareholders and clients, and society.

Our [materiality assessment](#) evaluates potential impacts across our value chain, including our supply chain (upstream) and customers and communities (downstream). We consider the sustainability context and a range of external influences that positively and negatively impact people’s lives, livelihoods, and our supply chain. This includes climate change, geopolitical instability, water stress, social justice, and the digital revolution.

In line with the latest GRI guidance, our review considers double materiality to understand how ESG topics may impact the organization’s financial success (outside-in) and how the organization impacts and creates value in the broader world (inside-out).

The double materiality analysis has informed the selection of the key metrics that we use to set specific goals, provide transparency to our shareholders, and track our progress.

Key Themes	Material Topics
<b>People and culture</b>	<ul style="list-style-type: none"> <li>• Career development</li> <li>• Diversity, equity, and inclusion</li> <li>• Health and safety</li> <li>• Employee well-being</li> <li>• Human rights and freedom of association</li> </ul>
<b>Social impact</b>	<ul style="list-style-type: none"> <li>• Community engagement</li> <li>• <b>Social justice<sup>†</sup></b></li> <li>• Supporting democracy</li> </ul>
<b>Climate action and decarbonization</b>	<ul style="list-style-type: none"> <li>• <b>Emissions reduction and net zero<sup>†</sup></b></li> <li>• Environmental management</li> <li>• <b>Clean energy transition<sup>†</sup></b></li> <li>• Climate resilience and mitigation</li> </ul>
<b>Nature, biodiversity, and natural resource management</b>	<ul style="list-style-type: none"> <li>• <b>Water and wastewater management<sup>†</sup></b></li> <li>• <b>Ecosystem and biodiversity protection and restoration<sup>†</sup></b></li> </ul>
<b>Ethics, governance, and accountability</b>	<ul style="list-style-type: none"> <li>• Ethical business conduct</li> <li>• Board governance</li> <li>• Reporting and disclosures</li> <li>• Succession planning</li> <li>• Risk and financial management</li> <li>• Cybersecurity</li> <li>• <b>Social and governance<sup>†</sup></b></li> </ul>
<b>Supply chain and responsible procurement</b>	<ul style="list-style-type: none"> <li>• Sustainable procurement and responsible sourcing</li> <li>• Supplier diversity</li> </ul>
<b>Digital innovation</b>	<ul style="list-style-type: none"> <li>• Digital enablement and optimization</li> <li>• Artificial intelligence</li> <li>• Technology transfer, training, and skills development</li> </ul>

## Assessing Our Climate Risks and Opportunities

As a global company, Tetra Tech recognizes and [assesses climate change impacts and associated risks](#) to our business as part of our enterprise-wide risk management process.

Climate change impacts are evaluated from both a near and longer-term perspective, while considering the risks and uncertainties associated with multiple climate change severity scenarios. Impacts and risks associated with drought, water scarcity, heat, flooding, and fire risk can result in increased demand for Tetra Tech’s adaptation services to address a wide range of water, environment, and sustainable infrastructure needs.

Direct risks associated with climate change can impact localized operations, although operations can rapidly adapt with the support of technology and remote work capabilities. Future impacts under a range of scenarios may result in changes in business mix and growth strategies as we adapt to new and emerging needs that could be driven by climate change in the longer term.

<sup>†</sup>1 Billion People Challenge focus

# Our Sustainability Commitments

Our company commitments are directly aligned with our values, input from our materiality analysis, and our focus on addressing climate change. Our commitments are put in place through policy, procedures, and programs, and tracked through specific metrics. We are committed to:

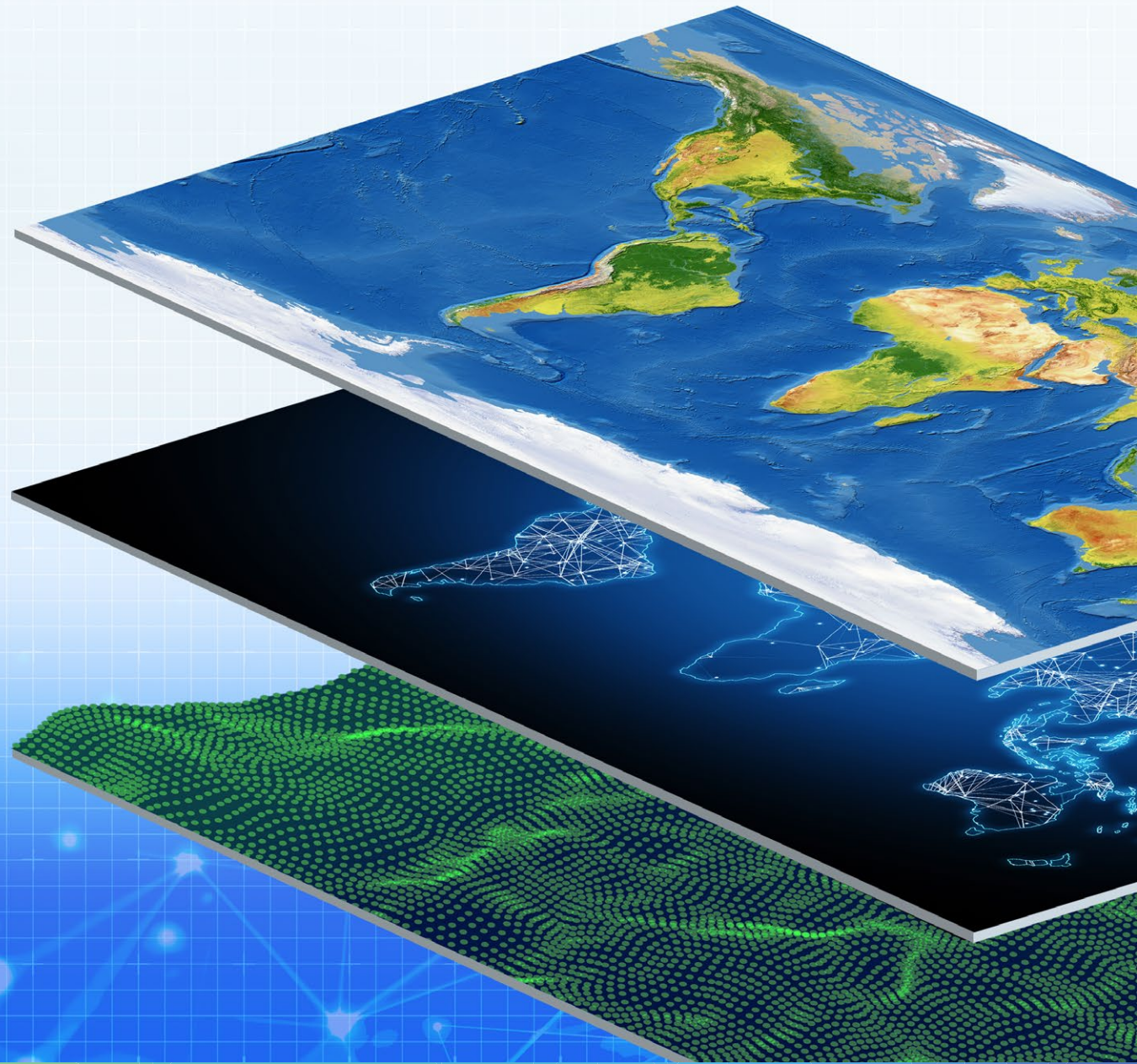
- Investing in the **health, well-being, and professional development** of our workforce
- Providing a safe working environment where all employees are **valued for their contributions** and our global workforce **reflects the diversity of our clients and our communities**
- **Advancing well-being in our communities** through our programs to promote health and education and enrich social and environmental sustainability
- Becoming **Climate Positive and Carbon Negative** through the reduction of operational emissions and the continued growth of our GHG services that reduce emissions
- **Reducing our GHG emissions** from our operations in line with the Paris Agreement's 1.5-degree Celsius target through verified science-based targets
- Using our *Leading with Science* approach to **create scalable solutions to reduce the effects of climate change and contribute to a better world**, as tracked through our 1 Billion People Challenge
- Upholding **sustainable and ethical business practices** across our business and supply chain through strong corporate governance
- Engaging with our vendors and suppliers to **promote responsible sourcing and support climate action and diversity in our supply chain**
- **Leveraging advances in digital technology** to optimize the sustainable impact of our services and drive the development of technology skills for our business, our clients, and the communities where we work



# Our Impact on the World

Tetra Tech's greatest impact on the world is through the more than 100,000 projects our scientists, engineers, and technical specialists perform each year. We support our clients as they work to improve the sustainability of water supplies, increase biodiversity, reduce carbon emissions, increase renewable energy generation, restore ecosystems, and implement responsible social and governance programs.

We are committed to advancing social sustainability and the well-being of the communities in which we work and engage in meaningful collaboration and partnerships with businesses across our supply chain. We work to ensure safe and environmentally friendly ways of doing business that are cost-effective and efficient. We expect the same commitment from our partner and supplier network.



# 1 Billion People Challenge

Tetra Tech reports annually on the global impact of our projects through our 1 Billion People Challenge, which measures project impact on people's lives and livelihoods around the world. Over the last year we have advanced to a total of 625 million people's lives impacted, almost two-thirds of the way toward our target of improving 1 billion people's lives by 2030.

## Cumulative project impacts as of 2023

**625**  
million  
people's  
lives  
improved

**4.75**  
trillion  
gallons (gl)  
of water  
treated,  
saved, or  
reused

**138,604**  
megawatts (MW) of  
renewable energy  
generated or  
transmitted

**190.7**  
million hectares  
(ha) of land and  
water ecosystems  
protected,  
managed, or  
restored

**153.6**  
million metric  
tons (MT) of  
CO<sub>2</sub>e avoided or  
captured

**70.4**  
million lives  
benefited  
from  
social and  
governance  
programs



# 1 Billion People Challenge

## 2023 Results

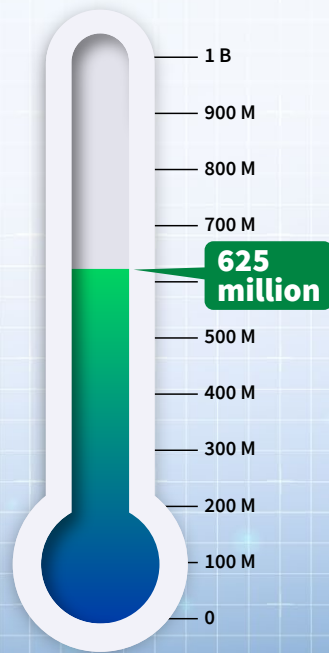
We assess and report annually on project impacts and the associated benefits to people through five key metrics that align with the UN Sustainable Development Goals (SDGs) and are integral to the work we do.

Additional project impacts for 2023 include the following:

- 4.16 trillion gl of water per year treated, saved, or reused
- 120,804 MW of renewable energy per year generated or transmitted
- 5.7 million ha of land and water ecosystems per year protected, managed, or restored
- 52.4 million MT of CO<sub>2</sub>e avoided or captured
- 336,787 lives benefited from social and governance programs

## Project Highlights

The case studies on the following pages illustrate the breadth and depth of the environmental, social, and governance impact of our projects against the relevant UN SDGs and the five metrics we track under our 1 Billion People Challenge.



# Expanding access to secondary education and improving youth livelihoods in Malawi

SDGs 1, 2, 3, 4, 5, 6, 8, 9, 10, 11, 13, 16

**Tetra Tech is partnering with the Government of Malawi to help design more than 100 secondary schools in urban and rural areas across the country.**

Youth make up 60 percent of Malawi's population. Many students pass national examinations to graduate to secondary school, but less than half continue their education due to lack of physical school space, especially in rural areas. In Malawi girls currently are less likely to continue their education; however, studies show that for every additional year in school, they are better able to make healthy decisions for their well-being and their futures.

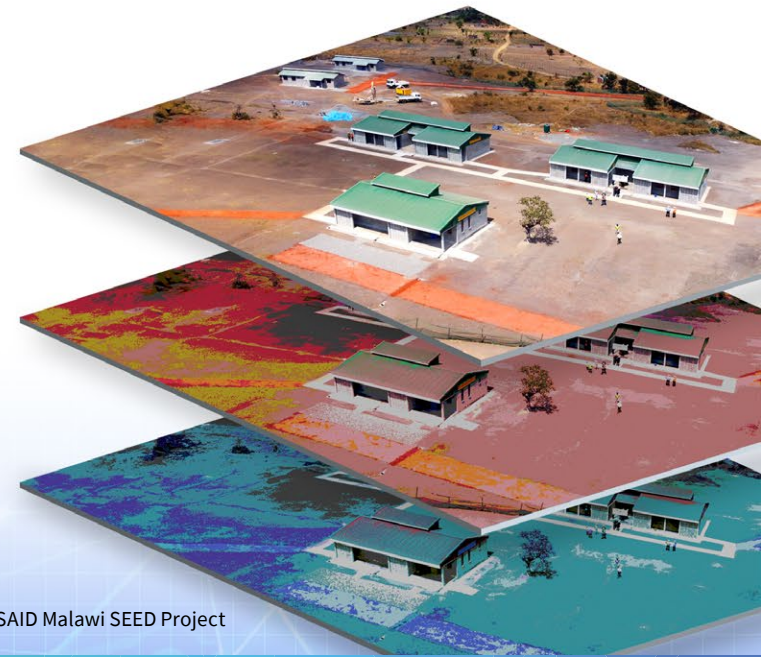


Tetra Tech is collaborating with Malawi's Ministry of Education to increase secondary school access through the Secondary Education Expansion for Development (SEED) project, funded by the U.S. Agency for International Development (USAID). Our architecture and engineering experts are planning, designing, and providing construction oversight to expand existing schools to accommodate more students and support construction of new secondary schools where none exist.

Tetra Tech is *Leading with Science* to integrate net zero energy and net zero water principles into the school designs, especially for schools in remote areas without municipal water or power. We are using regional materials and local labor and engaging the community to ensure generational success and long-term sustainability. We also implemented a SEED internship program for young graduate engineers aimed at developing their technical and management competencies.

## Impact

- **368,000 students and teachers directly benefiting from our programs**
- **500+ classrooms built and improved**
- **1,500+ sanitation facilities developed**
- **89 boreholes installed in water insecure areas**
- **178 teachers' houses constructed to attract well-trained teachers to rural communities**



Photos courtesy of USAID Malawi SEED Project

**“Yesterday, His Excellency [President of Malawi] declared that the SEED project is ‘no ordinary project’ [and] is worthy of celebration.”**

**– Bryan Dwyer, USAID Malawi Education Development Officer**

▶ [tetratech.com/SEED](https://tetratech.com/SEED)

# Supporting delivery of safe water across Northern Ireland

SDGs 3, 6, 9

**Tetra Tech is helping advance efficient and effective water infrastructure projects benefiting hundreds of thousands of households.**



Northern Ireland's water network systems and infrastructure are critical to deliver safe and high-quality drinking water to homes and communities. However, they are under

increasing pressure due to pollution, flooding, population growth, and the impacts of climate change on the environment.

Tetra Tech supports Northern Ireland (NI) Water—the country's sole provider of water and sewerage services—to maintain high standards for drinking water safety and quality and address critical water treatment infrastructure issues. This includes improving water quality, minimizing service disruptions to customers, and enhancing overall system resilience.

Leveraging our *Leading with Science* approach, we are delivering data-driven upgrades and

innovative operational solutions to optimize NI Water's treatment processes. We work on water treatment base maintenance projects, providing project management and technical services to NI Water to maintain optimal functionality, prevent breakdowns, and extend the lifespan of essential facilities. We also are supporting our client to be more sustainable by overseeing the installation of the state-of-the-art environmentally efficient equipment within the water treatment works, helping NI Water to reduce their environmental impact on communities, business, and residential areas.

## Impact

- 18 water treatment works improved
- Supporting NI Water in the delivery of safe water to 840,000 households
- £8 million of annual project investment managed

**“Tetra Tech have played an integral part in delivering clean water base maintenance projects for NI Water since 2018 under our PC15 business plan. We look forward to continuing to work with Tetra Tech in the current PC21 business plan as part of our wider supply chain.”**

**– Zama Dilworth, Capital Project Manager, Northern Ireland Water**

▶ [tetratech.com/NIWater](https://tetratech.com/NIWater)



# Delivering sustainable, clean energy strategy to decarbonize municipal buildings

SDGs 7, 8, 9, 10, 11, 13

**Tetra Tech is helping the City of Los Angeles, California, develop a work plan to decarbonize more than 1,000 municipal buildings by 2035.**



The City of Los Angeles owns and operates more than 1,000 existing municipal buildings, totaling more than 23 million square feet, which account for 34 percent of the City's municipal greenhouse gas (GHG) emissions. Reliable and resilient municipal buildings are an essential part of the community and support a range of public services and critical emergency operations.

The City is taking bold climate action and has committed to decarbonizing its existing municipal building stock by 2035. This effort is supported by the Los Angeles Department of Water and Power's plan to transition to 100 percent renewable energy by 2035, based on

► [tetrattech.com/LAdecarbonization](https://tetrattech.com/LAdecarbonization)

findings from the LA100 Study and the LA Green New Deal. In 2022 the Los Angeles City Council directed City departments to develop a plan to retrofit municipally owned buildings to achieve carbon-neutral operations by 2035.

In collaboration with the City, Tetra Tech is developing a comprehensive roadmap to decarbonization that includes a project prioritization methodology, a 12-year work plan, and a tracking and reporting tool. Tetra Tech is *Leading with Science* to eliminate operational GHG emissions from energy sources at existing municipal buildings by identifying decarbonization measures such as energy efficiency, electrification, solar photovoltaic, and battery energy storage. The work plan will help the City achieve its decarbonization goal and increase resiliency and distribute projects equitably across Los Angeles.

## Impact

- **3,000+ individual building energy efficiency and electrification measures identified**
- **80,000 metric tons of CO<sub>2</sub>e emissions planned to be removed or avoided through work plan implementation**
- **Dynamic tracking tool developed to integrate with the existing asset management system**
- **21 City department building decarbonization strategies to address unique facility needs**
- **25 facilities responsible for 50 percent of emissions identified for prioritized action**





# Strengthening forest management in India through partnership and technology

SDGs 1, 3, 5, 8, 9, 10, 11, 12, 13, 15

**Tetra Tech developed technologies to conserve forests, improve multistakeholder landscape management, and enhance inclusive economic opportunities.**

As the foundation of India's economic growth, forest ecosystems support healthy communities, productive agricultural and forest landscapes, and ecosystem services that regulate climate, air, and water quality. Population growth and demand for commodities create additional pressure on India's forests, degrading ecosystems over time and maintaining entrenched social inequalities for forest-dependent and tribal communities.

Tetra Tech partnered with the Government of India and other stakeholders to improve forest management through the USAID Forest-



PLUS 2.0: Forest for Water and Prosperity program. We collaborated closely with Indian State Forest Departments to implement an ecosystem approach to forest management to promote broad-based, inclusive, and sustainable economic growth that meets local needs and addresses global environmental challenges.

We enabled data-driven decision-making by building a suite of seven technology-based forest management tools. The flagship tool, the Van system (Van means "forest" in Hindi), includes an integrated mobile app and web portal for forest inventory and ecosystem

data collection. More than 5,500 forest department staff have used Van to support data-enabled, participatory development of forest management plans for more than 4 million ha of forest to date.

## Impact

- **4 million ha of forest under improved management**
- **4.6 million tons of GHG emissions sequestered or avoided**
- **11.5 million people with improved economic resources**

**“The synergy between the program and the forest department’s goals resulted in a series of notable accomplishments. The Ecosystem Approach to Forest Management advocated by Forest-PLUS 2.0 was first adopted in the Thiruvananthapuram Working Plan and has since then been replicated for developing 12 Working Plans across the state.”**

**– Mr. Pramod G. Krishnan, Additional Principal Chief Conservator of Forests, Kerala Forest Department**

► [tetrattech.com/IndiaFP2](https://tetrattech.com/IndiaFP2)



Photos courtesy of USAID India Forest Plus 2.0

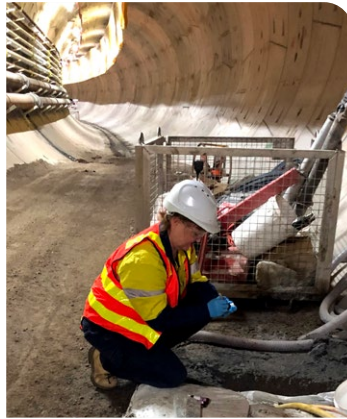
# Advancing sustainable public transport design to reduce carbon emissions in Melbourne

SDGs 9, 11

**Tetra Tech is providing geotechnical and hydrogeological services to support the delivery of Melbourne's largest public transport infrastructure project.**

Cars and trucks are a major contributor to greenhouse gas (GHG) emissions in Australian cities like Melbourne. As one part of the City of Melbourne's broader program to address climate change and move toward net zero emissions, key stakeholders have been strengthening public transport networks, which includes shifting commuters from passenger vehicles to the rail network.

Tetra Tech's geotechnical and hydrogeological experts are providing technical assistance for the design and construction of twin nine-kilometer tunnels and five new underground stations as part



of the Metro Tunnel Project. Our team is *Leading with Science* to deliver detailed investigations, design, and construction support for large station excavations and tunneling processes in Melbourne's busy central business district.

The project is the largest train network upgrade in Victoria in more than 40 years. It will create capacity for an additional half million passengers on the rail network each week through additional infrastructure and larger, more comfortable trains with better accessibility. The upgrade also will reduce travel times and road traffic, easing congestion and reducing GHG emissions from road transport.

## Impact

- **74 kilotons CO<sub>2</sub>e GHG emissions reduced from annual road transport reduced in the first 20 years of operation**
- **1.2 grams CO<sub>2</sub>e net reduction of GHG emissions per passenger, per kilometer traveled**
- **500,000-passenger additional rail network capacity per week**

**“Legacy is at the heart of sustainability – it’s about making sure that we meet our needs today, while protecting the opportunity for future generations to meet theirs. That is why sustainability has been a core focus during the planning and concept design phases of the Metro Tunnel Project and will continue to underpin our work during delivery.”**

**– Evan Tattersall, former Chief Executive Officer of Rail Projects Victoria**

▶ [tetratech.com/MelbourneMetro](https://tetratech.com/MelbourneMetro)



# Supporting Biodiversity

Tetra Tech understands the strong connection between climate change, biodiversity loss, and reduced ecosystem functionality. We are committed to minimizing any potential impact on biodiversity from our daily business practices and developing measures to maintain, enhance, and conserve local ecosystems, as appropriate.

In our client work we use our *Leading with Science* approach to [promote and protect biodiversity](#), restore ecosystems, and deliver innovative [nature-based solutions](#) in ecosystem and coastal protection projects worldwide. We focus on three key aspects:

## Ecosystem protection

We use the latest technology, analytics, and real-time data collection to strengthen biodiversity conservation, support land stewardship and conservation, and improve forest management.



## Ecosystem restoration

Our environmental experts work with organizations across regional and national boundaries to restore, preserve, and protect natural habitats and enhance ecosystems.



## Innovative nature-based solutions

We are developing new approaches to enhance natural coastal protection, effectively augmenting and replacing gray infrastructure with green solutions.



# Social Responsibility

Tetra Tech is committed to advancing social sustainability and the well-being of the communities in which we work. We empower our employees through our community engagement programs, which support education, well-being, and promote Science, Technology, Engineering and Mathematics (STEM) opportunities. Our employees lead giving and volunteering efforts to preserve, strengthen, and support their local communities around the world.

We take our responsibilities as a corporate citizen seriously. We engage in meaningful collaboration and partnerships with businesses across our supply chain to advance sustainability and support diversity and the rights of workers. We are committed to safe, ethical, and environmentally responsible business practices and expect the same commitment from our partner and supplier network.



# Fostering Resilient Communities through Giving and Volunteering

In 2023 our offices demonstrated their commitment to social and environmental sustainability by donating resources and volunteering their time to sustain the environment and enrich their local communities.

Our employees around the world are instrumental in supporting and strengthening their communities through giving and volunteering efforts. We are committed to improving the places we live and work—from supporting food banks and donation drives to community cleanups and planting trees to improve the environment.

Employees from our Calgary, Alberta, office organized an office-wide team building competition to fill donation boxes, delivering **more than 1,700 pounds in food and necessities and nearly CAD \$500** for a local food bank.

Our Diamond Bar, California, employees supported charities in their local community by collecting and donating **1,200 school supplies, 200 pounds of food, and more than 100 toys** for children and youth in need.

Our employees in Brazil supported their communities through various charities, including donating **more than 300 items for unhoused community members, gifts for children, and food supplies.**

Our Perth, Australia, team organized a **push-up challenge campaign that raised more than AUD \$3,000** in support of mental health services.

Employees from our Leeds, Belfast, and Cardiff offices in the United Kingdom collectively volunteered **nearly 200 hours** to support their community's local green space, planting trees, and clearing invasive bushes from woodlands.



Employees from our Arvada, Colorado, office inspired the next generation of STEM professionals by presenting to a class of 30 students at a local high school's STEM program, highlighting the opportunities Tetra Tech provides, and encouraging graduating seniors to apply for the office's open CAD drafter position. After the presentation, several graduating seniors applied for the open position, and two students were hired!

# Recognizing Employees Who Support Their Community and Environment

We are committed to positively contributing to the communities where we live and work. Our global staff continues to go beyond their daily duties to help thousands of communities, industries, and governments find sustainable solutions to complex issues.

Tetra Tech's annual Excellence & Achievement Award for Community Service recognized employees in our Fiji office for exemplifying the Company's spirit of giving by volunteering hundreds of hours, raising thousands of dollars, and supporting sustainability initiatives to enhance the quality of life in Fiji, Nauru, and Tuvalu communities through the following activities:



- Supported disability inclusion for children by volunteering more than 200 hours and raising FJD \$6,000 for The Frank Hilton Organization by participating in a wheelbarrow race fundraiser for families who depend on the organization
- Participated in tree planting as part of Fiji's national green recovery plan, a campaign to expand and restore forests by planting 30 million trees in 15 years
- Facilitated a cleanup program at the Colonial War Memorial Hospital and surrounding areas to create a cleaner working environment for quality healthcare delivery

**“Our team’s dedication to Fiji’s communities resonates with Tetra Tech’s values, championing diversity, collaboration, and achievement. Through consistent community service, our staff extend their roles as active citizens beyond their professional responsibilities.”**

**– Amy Gildea, Unit President**

► [tetratech.com/CommunityAward2023](https://tetratech.com/CommunityAward2023)

# Giving Back to Our Communities

We encourage employees to support outreach programs to improve the communities where they live and work. In 2023 Tetra Tech employees and global operations donated \$582,261 to community resources around the world.\*

**46%** Social and community support

**25%** Health and medical

**19%** Basic needs

**10%** Education and STEM



## Tetra Tech's 2023 Contributions

**\$582,261** in financial support provided

**8,726** in-kind items donated

**2,600** pounds of in-kind items donated

**7,914** volunteer and pro bono hours completed

\*Donations reflect offices that reported data for 2023. Social and community support includes programs benefiting the environment, community and social services, cross-cutting services, veterans, children's programs, disaster relief, and animals. Basic needs include water, housing, and food. All contributions included in "financial support provided" have been converted to USD.



# Engaging Our Partners and Supply Chain

## Supporting Indigenous Communities

We employ, train, learn from, and partner with [Indigenous Peoples](#) in our projects and operations, sharing a common respect for the environment, sustainability values, and native rights.

We build awareness and understanding within our workforce about Indigenous culture, heritage, and issues in the regions where we work. We train our employees and work with our contractors to ensure they are sensitive to cultural protocols and respect cultural and spiritual values and practices.

As part of our commitment to social responsibility we:

- Respect Indigenous Peoples' land tenure and property rights and engagement with government institutions and receipt of services, and support capacity building for Indigenous groups
- Maximize Indigenous Peoples' meaningful employment and business opportunities on our projects
- Engage Indigenous suppliers in the execution of our contracts and use community facilities whenever possible
- Provide training opportunities for community members with a focus on developing transferable skills
- Provide opportunities for community youth and elders, wherever possible, and incorporate their concerns into our project solutions

## Building Diversity in our Supplier Network

Through our [Small Business and Partnerships Council](#), we engage with and mentor small businesses, especially those from historically marginalized communities. We develop meaningful partnerships that support development and recognize the challenges small businesses face when working with larger organizations.

## Enhancing Sustainability in our Supply Chain

As a leading global professional services company, we recognize that we can extend the impact of our sustainability efforts through our supplier and partner networks.

We are committed to being an excellent partner and mentor, and in return expect our supply chain partners to operate to the highest ethical, social, and environmentally responsible standards as set out in our [Vendor Code of Conduct](#).





# Managing a Responsible Business

Sustainability is an integral part of Tetra Tech's global business, rooted in our internal culture and our daily practices around the world. We can help lead the way to a sustainable and secure future for generations to come.

We demonstrate our commitment to sustainability and the environment throughout our operations—from our measures to reduce greenhouse gas (GHG) emissions to our use of technology to perform our projects more efficiently. We monitor environmental, social, and governance (ESG) performance as part of our Sustainability Program to help drive our business forward in the most sustainable and ethical manner.



# Environmental Management

Our [Environmental Policy](#) outlines our commitment to conduct business in an environmentally sound manner, in compliance with local, national, and international environmental regulations. We assess and manage environmental risks and liabilities as an integral part of our projects and include sustainability in our office and work practices.

Our global Integrated Environmental Management System uses the principles and framework of ISO 14001: Environmental Management System to apply a triple bottom-line approach that addresses financial, environmental, and social responsibility for a more sustainable and resilient future.

We use this approach to track and report on water consumption, renewable energy use, information technology systems efficiency, recycling and solid waste generation, and recycled office supplies use.

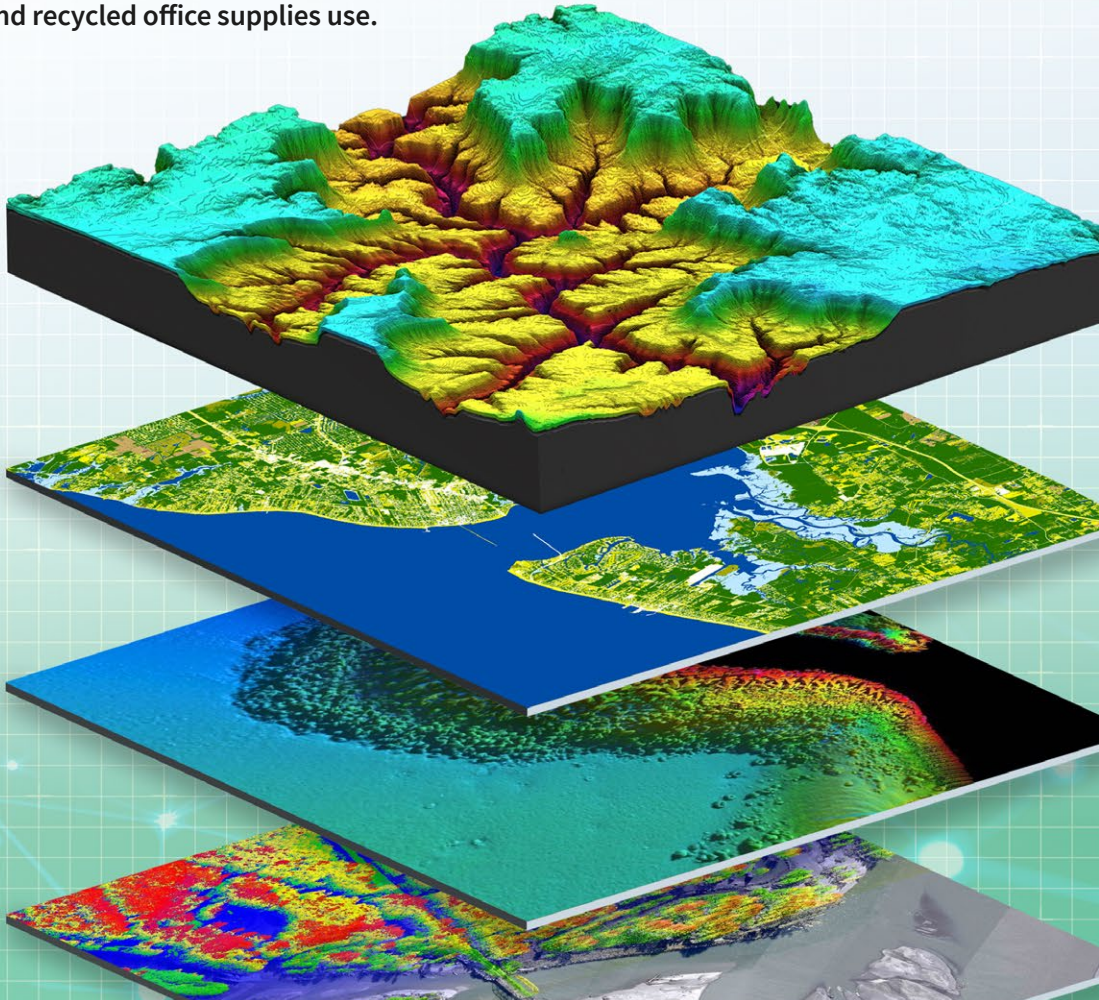
## 2023 Highlights

In 2023 we reduced the environmental impact of our operations in the following key measures:

**28%** of office supplies made from recycled materials

**17%** decrease in office footprint per employee

**58%** reduction in water usage



# Emissions Management

As part of our commitment to climate action, we have a strong emissions management program that has been reporting our emissions reductions since 2010.

In 2021 we reset our baseline and created ambitious, science-based targets in line with global best practices for GHG emissions reductions. These are consistent with the global 1.5-degree Celsius target of the Paris Agreement and have been independently assessed and verified by the Science Based Targets Initiative (SBTi). In 2023 Tetra Tech grew significantly with the acquisition of the RPS Group, exceeding the five percent growth threshold identified in our science based targets. With the completion of this year's reporting, we will be engaging with SBTi to initiate the resetting of our baseline in accordance with best practice.

In 2023 we made our inaugural [CDP](#) disclosure to enhance the transparency of our GHG emission reporting and provide a benchmark for future progress on emissions reduction.

## Progress in 2023

Our total GHG emissions from global operations was 75,897.14 metric tons (MT) CO<sub>2</sub>e and our GHG emissions decreased by 6.9 percent per employee for Scope 1 and 2, which includes operationally related direct impacts and indirect impacts, such as purchase of electricity and heat.

We continued to expand our Scope 3 data sets in 2023, with the inclusion of commuting data, and took several actions that had a beneficial impact on our GHG emissions in the reporting year and which will continue in future years. These include further reducing our office footprint to 121 square feet per employee, improving on our 2030 goal of less than 150 square feet per employee, and continuing to leverage technology solutions to provide high connectivity, flexibility, cybersecurity, and efficiencies for all our employees.

**1.32** MT CO<sub>2</sub>e Scope 1 and 2 emissions per employee

**53%** of operations use renewable energy

**64%** of enterprise and project data residing in cloud



# Our People and Culture

Tetra Tech's foundation is our people—our engineers, scientists, and technical specialists who create innovative solutions for our clients' complex challenges.

We promote an entrepreneurial spirit, encouraging our employees to explore new technologies, ideas, and business trends to provide practical, value-generating solutions for our clients.

## Employee Engagement

At Tetra Tech, we value employee engagement across all levels of the company and offer multiple platforms for employees to connect with senior leadership, technical experts, and peers. During 2023 we conducted employee engagement surveys across 100 percent of our operations, as well as asking employees to provide comments and suggestions for improvement to our operations through our regular Health and Safety outreach and trainings. We engage employees on specific topics, regionally or by focus group, and use surveys in Employee Resource Groups (ERG) and other team meetings to foster engagement.

We embrace an inclusive culture, where each member of our global employee community can thrive and have one of the lowest turnover rates in the industry.

We invest in our teams by fostering employee engagement and providing learning and development opportunities at every stage of our employees' careers.

We provide our employees with meaningful work and continuous career development opportunities, supporting our recruitment, development, and retention of the best talent in the industry.

**100%** of operations included in employee engagement surveys

**314,995** diversity, equity, and inclusion engagements



# Developing Our Employees

Tetra Tech invests in employees' professional growth, providing opportunities for skill expansion and leadership development. All employees can access training, technical exchange, and skill development through our Tetra Tech Learning and Development Program and customized Learning Management System (LMS). The system provides access to training, e-learning, and tutorials on health and safety, project management software systems and tools, and leadership skills.

Tetra Tech also supports discipline-specific training, certifications, and accreditation programs including specific health and safety programs, environmental certifications, and professional certifications. We support the career development of our senior-level leaders through extensive mentoring.

## Professional Development

We offer professional development programs that are taught and facilitated by Tetra Tech senior leaders, technical experts, and experienced program managers.

## Project Management (PM) Training Program

Our PM Training Program provides employees with comprehensive training in high-end project leadership skills to address all areas of the project life cycle.

## Fearless Entrepreneur Program

Participants are challenged to grow their skills in client relationship building through group discussions, mentoring, and practical strategies for implementing lessons learned with current and potential clients.

## Tech 1000 Challenge

Tetra Tech's competitive learning program and technology incubator challenges 1,000 multidisciplinary staff from around the world to create the most innovative, technology-focused solution to client challenges across our markets.

## Leadership Academy

For more than a decade, our Leadership Academy has developed high-potential employees into outstanding business leaders by honing their leadership and management skills. Twenty percent of Tetra Tech unit presidents are Leadership Academy graduates.



Tetra Tech employees accessed training modules through our customized LMS

**202,000** times

**14.74**  
average hours of training per employee in 2023

**36%**  
of employees undertook professional development training

# Diversity, Equity, and Inclusion

Diversity, equity, and inclusion (DEI) are among Tetra Tech's core values. We are committed to providing a working environment where all employees are valued for their contributions and our global workforce reflects the diversity of our clients and the communities in which we work.

## Our DEI Program

Tetra Tech's [DEI Program](#) is holistic and interconnected with our Wellness Program and Health and Safety Programs, as well as core functions of the company like recruiting, business practices, and operations. Our DEI Council and eight global ERGs support our company-wide goals of increasing employee diversity, fostering inclusivity, and supporting professional and leadership development of employees from historically marginalized groups.

## Growing a Diverse Workforce

We believe a diverse workforce brings a unique set of perspectives, experiences, and ideas that benefit our teams and our clients. In 2023 Tetra Tech moved a step closer to our racial and ethnic diversity goal, increasing the total number of employees of color by a further seven percent.

In 2023 we strengthened our partnerships with organizations such as HBCU Connect and the National Society of Black Engineers to attract and recruit talent from the largest network of students and alumni from historically Black colleges and universities. We joined Neurodiversity in Business, which supports the development of neuroinclusive workplaces and recruitment and retention of neurodivergent employees.

Tetra Tech also participated in the Society of American Military Engineers career days and partnered with SkillBridge, a Department of Defense initiative which connects service members to civilian work experience and training opportunities, and the Wounded Warrior Project to recruit veterans and help them advance their careers during life after service.

In 2023 Tetra Tech's workforce included:

**37%** women

**44%** employees of color

**38%** women in management

**"I am incredibly proud of the work our DEI Council and ERGs do to advance our DEI initiatives, making Tetra Tech a place where employees feel valued and included and creating measurable change for our people around the world."**

**– Preston Hopson, Tetra Tech General Counsel**



# Employee Resource Groups

Our global ERGs foster a safe, supportive environment where inclusivity is expected and prioritized, and all voices are heard. Each ERG is open to all and involves activities for both employees whose background is the focus of the ERG and other employees who are supportive of the group, also known as allies.

**10%** growth in ERG membership



**ASCEND** is a platform for Pan-Asian employees and allies to promote professional development, support retention, and raise cultural awareness.



**SALUTE** connects military veterans, current service members, military spouses, and allies to support our employee community, give back to our local community, and support transitioning veterans.



**BELIEVE** is an employee community focused on attracting, retaining, empowering, and inspiring Black employees.



**TetrAbility** is a community to engage in dialogue and exchange resources to help employees with disabilities thrive at work.



**LEADR** is a space for dialogue, mentorship, and professional development to help emerging professionals advance their skills and careers.



**Tetra Pride** is a forum for our LGBTQIA+ community and allies to support all employees in bringing their authentic selves to work.



**PWN** supports women at all stages of their careers to further their professional growth and development.



**Voces** is a community for Latino and Hispanic employees and allies from across our global operations.

## 2023 DEI Awards

Tetra Tech received the *Environmental Business Journal's* Diversity & Inclusion Award for our work to support, engage, and advance staff at all levels of the firm through our DEI Council and ERGs.

The National Safety Council recognized Tetra Tech with the 2023 People DEI Safety Champion Award for successfully reducing injury rates by nearly 60 percent since 2018 and using our global ERGs to inform and discuss safety topics most important to our frontline workers.

# Health, Safety, and Wellness

Tetra Tech recognizes the importance of mental and physical health whether in the office, in the field, or in our employees' personal lives. We believe a healthy employee community is a thriving employee community.

## Health and Safety

Tetra Tech is committed to providing and maintaining a healthy and safe environment for our employees and implementing best practices that comply with local regulatory requirements. We provide a comprehensive health and safety program, injury prevention programs, training, and hazard assessment tools to meet our internal commitment to safety excellence as well as our client and regulatory agency expectations.

We collect and report on incident metrics that inform our operations around the world about how to ensure all employees' health and safety needs are being met. Our safety metrics for Lost Workday Incident Rate (LWDIR) and Total Recordable Incident Rate (TRIR) continue to be better than industry average. In 2023 our LWDIR was 73 percent better than industry average, and our TRIR also was 73 percent better than industry average.



**0.24 TRIR**  
73% better than industry average

**0.08 LWDIR**  
73% better than industry average

**60,412**  
Health and Safety training modules completed

## Wellness

We offer global resources to help employees and their families live healthy, balanced lives—at work and at home. Our corporate wellness programs and resources are available to all employees.

- Our global Healthy Life Community helps employees connect to share healthy habits and organize physical fitness activities with team members and their families
- In 2023 1,152 employees participated in our annual Wellness Week, which features a step challenge and chair yoga catered to all activity levels
- Tetra Tech's quarterly wellness webinars and monthly newsletters highlight topics that support our employees' personal and professional growth

In 2023 we achieved a 45 percent increase in participation in our quarterly wellness webinars





# Healthy Life Challenge

Tetra Tech's annual Healthy Life Challenge encourages a healthy lifestyle for employees of all abilities through wellness and personal physical fitness goals.

In this 30-day challenge, teams from across Tetra Tech commit to work collectively to achieve personal fitness goals and motivate each other by supporting their teammates and sharing progress. At the conclusion of the challenge, Tetra Tech donates to charities based on votes from winning teams whose participants collectively achieved 100 percent of their goals.

## 2023 Healthy Life Challenge Statistics

<b>1,703,355</b>	million activity minutes logged
<b>32,500</b>	activities logged
<b>4,046</b>	goals set
<b>2,044</b>	challenge participants
<b>165</b>	teams
<b>70</b>	teams achieved 100 percent participation
<b>48</b>	countries represented



# Governance

Tetra Tech's governance structure includes a Board of Directors, Ethics and Compliance Program, company-wide policies, and a risk management program that ensure we maintain the highest standards of practice with our employees, clients, and partners.

Our Sustainability Council supports the delivery of the Company's ongoing sustainability efforts. It coordinates and tracks our Sustainability Program, overseeing the development of our annual Sustainability Report, and supporting communication of best practices across the company. The Council includes corporate and operational representatives and is led by Tetra Tech's Chief Innovation and Sustainability Officer.



# Corporate Governance

Tetra Tech's [Corporate Governance Program](#) is overseen by our [Board of Directors](#). The Board is composed of industry-leading professionals with expertise in science, risk management, and finance.

The strength of our Board lies in its diversity of academic and professional credentials, gender, and ethnic representation. More than half of Tetra Tech's Board members are women, and over a quarter of our Board members identify as people of color. The Board also has established a 12-year tenure limit for independent Directors, and currently has an average tenure of 5.8 years.

The Board oversees Tetra Tech's ESG policies, procedures, and reporting. Responsibility for ESG oversight is included in the charter of the Strategic Planning and Enterprise Risk Committee. The Committee reviews and approves the Sustainability Program and evaluates our progress in achieving the goals and objectives outlined in our Sustainability plan.

Our Sustainability Program is led by our Chief Innovation and Sustainability Officer, who has been appointed by our Board of Directors and provides quarterly briefings to the Committee and the Board.

**57%**  
women

**28%**  
people of color

**5.8**  
years average tenure



**Dan L. Batrack**



**Gary R. Birkenbeuel**



**Prashant Gandhi**



**Joanne M. Maguire**



**Christie Obiaya**



**Kimberly E. Ritrievi**



**Kirsten M. Volpi**

# Ethics and Compliance

Tetra Tech is committed to operating with honesty and integrity, maintaining the highest level of ethical conduct in our business practices. Our General Counsel serves as the Company's Chief Compliance Officer, reporting to the Board of Directors, and is responsible for administering and overseeing the compliance process and reporting channels of Tetra Tech's Corporate Code of Conduct.

We maintain an internal audit function that provides critical oversight over the key areas of our business and financial processes and controls, which reports directly to the Audit Committee. In 2023 independent auditors conducted an end-to-end review of our Ethics and Compliance Program as part of our regular audit cycle.

## Corporate Code of Conduct

Tetra Tech's [Corporate Code of Conduct](#) sets out the standards and principles by which we conduct business, to protect the Company's reputation, the quality of our products and services, and the best interests of our clients, shareholders, and employees.

Our Board of Directors, officers, and employees are required to commit to and complete training on our Corporate Code of Conduct when joining the company and every two years thereafter. Completion of the training is automatically prompted and tracked by our LMS. Our external auditors review and verify completion data as part of our annual audit process. All Tetra Tech employees are also required to take antibribery/ anticorruption training.

## Whistleblower and Grievance Reporting

We maintain a 24-hour hotline, operated by an independent third-party provider, that is available to all employees for the anonymous, confidential submission of [employee, whistleblower, and other complaints](#) or concerns by telephone and internet. Our General Counsel and Chief Compliance Officer provides regular reports on any complaints to the Audit Committee. Our whistleblower process, test procedures, and submission reports are also audited annually by our external auditors.

## Vendor Code of Conduct

Tetra Tech expects all vendors, suppliers, and subcontractors to maintain the same high levels of ethics and integrity. They are required to comply with Tetra Tech's [Vendor Code of Conduct](#) and are vetted upon award of contract and periodically thereafter under the Company's supply chain management processes.

## Risk Management

Tetra Tech's corporate Enterprise Risk Management (ERM) Program supports our global operations to manage contractual, operational, and financial risks. Our ERM Program identifies, evaluates, manages, monitors, and reviews significant and emerging risks at both an organization and project level to minimize losses and maximize opportunities. It ensures completeness, comprehensiveness, and diligence of the Company's risk management practices.

We assess climate risk as part of this risk management process and incorporate it into our annual Business Continuity Planning process.

## Corporate Governance Policies

Tetra Tech is committed to maintaining business practice standards that support sustainability and protect the dignity and integrity of everyone who the Company conducts business with, employs, and serves.

All policies are reviewed and approved by the Chairman and Chief Executive Officer and posted internally for reference by employees. All relevant policies are [posted externally on our website](#):

[Climate Policy](#)

[Combating Trafficking in Persons Policy](#)

[Diversity, Equity & Inclusion Policy](#)

[Environmental Policy](#)

[Freedom of Association and Collective Bargaining](#)

[Health and Safety Policy](#)

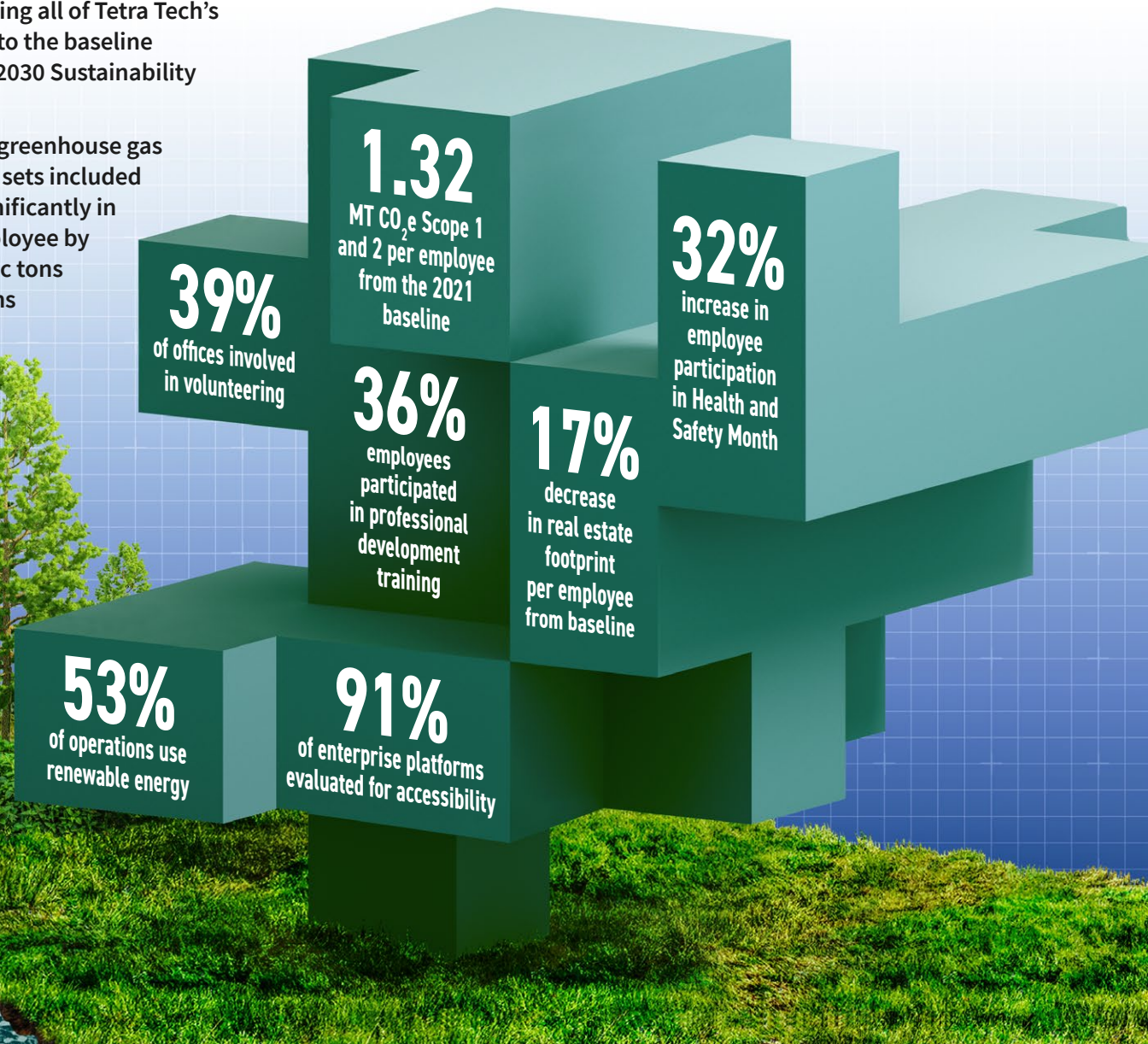
[Human Rights Policy](#)

[Procurement Policy](#)

# 2023 Progress and Results

This year's report presents our 2023 metrics, covering all of Tetra Tech's global operations. We compare our annual results to the baseline metrics set in 2021 as well as progress toward our 2030 Sustainability Program goals.

We have seen progress towards our 2030 goals for greenhouse gas (GHG) emissions reduction and expanded the data sets included in Scope 3 reporting. While our Company grew significantly in 2023, we reduced our real estate footprint per employee by 17 percent and saw a 6.9 percent decrease in metric tons (MT) CO<sub>2</sub>e per employee for Scope 1 and 2 emissions from the 2021 baseline.



# 1 Billion People Challenge Results

Tetra Tech reports annually on the impact of our projects through our 1 Billion People Challenge, which measures project impact on people's lives and livelihoods around the world. Our impact analysis aligns with the United Nations Sustainable Development Goals (SDGs), which measure social benefit and aim to reduce poverty in communities around the world.

We track the following five key metrics:

- Gallons (gl) of water per year treated, saved, or reused
- Megawatts (MW) of renewable energy per year generated or transmitted
- Hectares (ha) of land and water per year protected, managed, or restored
- Metric tons (MT) per year of CO<sub>2</sub>e avoided or captured
- Number of lives benefiting from social and governance programs

Measure	SDG	Related GRI Performance Indicator	2023 Additions <sup>1</sup>	Cumulative from Baseline	2030 Goal
<b>Lives Improved</b>	SDG 3, 4, 5, 16	GRI 203-1; GRI 203-2	79.9 million people	625 million people	1 billion people
<b>Project Metrics</b>					
<b>Water</b>	SDG 6	GRI 303-1	4.16 trillion gl/year	4.75 trillion gl	203.4 billion gl of water treated, saved, or reused
<b>Renewable Energy</b>	SDG 7	GRI 302-2; GRI 302-3	120,804 MW/year	138,604 MW	36,800 MW of renewable energy generated or transmitted
<b>Ecosystems</b>	SDG 14, 15	GRI 304-2; GRI 304-3	5.7 million ha/year	190.7 million ha	320 million ha of land and water protected, managed, or restored
<b>GHG Emission Reduction</b>	SDG 13	GRI 305-3	52.4 million MT CO <sub>2</sub> e/year	153.6 million MT CO <sub>2</sub> e	10% increase from baseline annually
<b>Social and Governance</b>	SDG 3, 4, 5, 16	GRI 203-1; GRI 203-2	336,787 people	70.4 million people	20% increase from baseline









<sup>1</sup>We have seen improvement across all five metrics, principally in water and renewable energy, due to the addition of recently completed projects, including those from the RPS Group who joined us in January 2023.

Improvement from 2022 2030 target achieved

# Operations

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

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.

Measure	Related GRI Performance Indicator	2023 Results	Change from 2022	2030 Goals
<b>GHG Emissions from Operations</b>	GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4; GRI 305-5	1.32 MT CO <sub>2</sub> e Scope 1 and 2 per employee Scope 1: 12,515.90 MT CO <sub>2</sub> e Scope 2: 22,213.16 MT CO <sub>2</sub> e Scope 3: 41,168.08 MT CO <sub>2</sub> e <sup>3</sup>	6.9% decrease from 2021 baseline <sup>2</sup>  7.9% decrease from 2021 baseline <sup>2</sup>  16% decrease from 2021 baseline <sup>2</sup> 	50% reduction in GHG emissions from 2021 baseline
<b>Real Estate Footprint</b>		121 square feet/employee <sup>2</sup>	16.8% decrease from 2021 baseline <sup>2</sup>  	150 square feet/employee
<b>Renewable Energy for Utilities</b>	GRI 302-1; GRI 302-3; GRI 302-4	53%	3.3% decrease	100% of operations use renewable sources of energy for electricity
<b>Water Use</b>	GRI 303-1; GRI 303-2; GRI 303-3	1089.4 gl/employee	58% decrease 	10% decrease from baseline
<b>Use of Recycled Office Supply Products</b>	GRI 301-1; GRI 301-2	28%	No change	50% of consumable office supplies made from recycled material
<b>Percent of Enterprise and Project Data Stored in the Cloud</b>	GRI 302-4	64% <sup>4</sup>	2% decrease	95% of enterprise and project data resides in the cloud
<b>Energy from Renewables by Company's Cloud Vendors</b>	GRI 302-4	97%	35% increase 	100% cloud data serviced by renewable energy
<b>Enterprise Supply Chain Vendors Vetted for Cybersecurity Standards</b>	GRI 302-4	85%	52% increase 	100% enterprise supply chain vendors vetted for cybersecurity standards
<b>Enterprise Platforms Evaluated for Accessibility</b>	GRI 417-1	91%	No change	100% enterprise platforms evaluated for accessibility

<sup>2</sup>GHG comparison is to the recalculated 2021 baseline which includes data from RPS businesses that were acquired in January 2023.

<sup>3</sup>Scope 3 data set expanded in 2023.

<sup>4</sup>Figure includes data from RPS businesses acquired in January 2023 and not yet migrated to Tetra Tech's cloud data storage. Tetra Tech data storage—excluding RPS figures for 2023—was 73%, a 13% increase over 2022.

 Improvement from 2022  2030 target achieved

# Health and Safety<sup>5</sup>

Health and Safety (H&S) has always been a fundamental value at Tetra Tech, and we report on two standard metrics: LWDIR and TRIR.

We also report on two metrics that measure employee engagement in our H&S outreach programs and trainings.

Measure	Related GRI Performance Indicator	2023 Results	Change from 2022	2030 Goals
<b>Lost Workday Incident Rate (LWDIR) and Total Recordable Incident Rate (TRIR)</b>	GRI 403-2	LWDIR 0.08, 73% better than industry average <sup>6</sup> TRIR 0.24, 73% better than industry average <sup>6</sup>	9% increase  3% increase	Continual improvement toward achieving and maintaining a zero LWDIR and a TRIR better than the industry average <sup>6</sup>
<b>Employee Participation: Safety Month Outreach</b>	GRI 403-5	1,466,599 engagements	32% increase 🌿🟢	10% increase from baseline
<b>Employee Participation: Training Completed</b>	GRI 404-6	60,412 H&S-related training modules completed by employees	33% increase 🌿🟢	10% increase from baseline

<sup>5</sup>H&S metrics are based on operational entities as defined for incident tracking.

<sup>6</sup>NAICS Code 54 Professional, Scientific, and Technical Services, BLS Data 2022




🌿 Improvement from 2022    🟢 2030 target achieved





# Human Capital

Diversity, equity, and inclusion (DEI) are among Tetra Tech’s core values. We bring together experts with the broadest range of talents, expertise, and experience from all backgrounds to deliver the best solutions for our clients’ most challenging problems. We track 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	2023 Results	Change from 2022	2030 Goals
<b>Gender Diversity</b>	GRI 405-1	37% of women in workforce 24,999 total headcount <sup>7</sup> 9,049 women <sup>7</sup> 15,872 men <sup>7</sup> 78 undisclosed <sup>7</sup>	No change	Gender balance of 40% women, 40% men, and 20% any gender
<b>Gender Diversity</b>	GRI 405-1	38% of women in management	12% increase 	Gender balance of 40% women, 40% men, and 20% any gender
<b>Racial and Ethnic Diversity</b>	GRI 405-1	44% employees of color <sup>8</sup>	7% increase 	50% employees of color <sup>8</sup>
<b>Professional Development Training</b>	GRI 404-2	13,843 employees participated in Tetra Tech-sponsored professional development training from baseline	9,687 additional employees participated in Tetra Tech-sponsored professional development training 	15,000 employees participated in Tetra Tech-sponsored professional development training
<b>Average Hours of Training Per Employee Per Year</b>	GRI 404-1	14.74 average hours of training per employee in 2023	New for 2023	




<sup>7</sup>Figures exclude employees from new acquisitions, whose data is not yet integrated into Tetra Tech Human Resource systems.

<sup>8</sup>Data is for U.S. employees only.

 Improvement from 2022  2030 target achieved




# Employee Engagement

We are reporting on our employee engagement, including our wellness initiatives and DEI. Tetra Tech's active employee wellness program includes our annual Healthy Life Challenge, which is open to all employees. Our DEI Program includes our Employee Resource Groups (ERG), DEI webinars and training, and regular DEI communications throughout our operations.

Measure	Related GRI Performance Indicator	2023 Results	Change from 2022	2030 Goals
<b>Employee Engagement in Corporate Wellness Initiatives</b>	GRI 403-6	25% employee engagement	No change	55% employee engagement
<b>Employee Engagement in DEI Activities</b>	GRI 405	314,995 engagements	1% increase 	Increase by 5% year over year
<b>Employee Engagement Surveys</b>	GRI 2-7 Employees: General Disclosures 2021	100% of operations included in employee engagement surveys	42% increase 	100% of operations covered by employee engagement surveys
<b>Annual Employee Turnover</b>	GRI 401-1	9% employee turnover globally	No change 	Maintain employee turnover at better than industry standards

# Corporate Social Responsibility

Tetra Tech supports and recognizes employees who improve people's lives by giving back to their communities. As part of our sustainability metrics, we track our financial and in-kind giving, volunteering, and support to social and environmental community-based initiatives, as well as focusing on science, technology, engineering, and mathematics (STEM) activities.

Measure	Related GRI Performance Indicator	2023 Results	Change from 2022	2030 Goals
<b>STEM activities</b>	GRI 413-1	45,846 people reached since program inception	34% increase 	10% increase from baseline
<b>Employee Involvement in Financial and In-kind Giving</b>	GRI 413-1	59% of offices reporting engage in charitable giving	2% increase 	75% of offices reporting engage in charitable giving
<b>Employee Involvement in Volunteering</b>	GRI 413-1	39% of offices reporting engage in volunteering	5% increase 	50% of offices reporting engage in volunteering

 Improvement from 2022  2030 target achieved



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