



TETRA TECH



Sustainability Report 2025

From Our CEO



Today, on Earth Day, we are releasing our annual Sustainability Report, reaffirming our commitment to creating positive, impactful change as we address the world's most complex problems.

For almost 60 years, we have developed innovative solutions that transform our clients' water, environment, and sustainable infrastructure challenges into lasting global benefits that advance the resilience and vitality of communities and ecosystems for future generations.

Our Sustainability Program is embedded in our business through policies and procedures and tracked through key metrics annually. The program and its associated goals align with the standards and practices of the Global Reporting Initiative (GRI) framework and our ongoing commitment to the United Nations (UN) Global Compact and UN Sustainable Development Goals (SDGs).

In 2020 we launched the 1 Billion People Challenge to measure the global impact of our projects on the lives of people around the world. I am pleased to report that in 2024 we exceeded our 2025 target, reaching a cumulative total of 654 million people positively impacted. We also achieved our 2030 project goals for the Water, Renewable Energy, and Greenhouse Gas (GHG) components of the 1 Billion People Challenge.

We have trained nearly 24,000 staff and increased total training hours per employee by 21 percent from the prior year.

For our operations we set and track targets for Scope 1, 2, and 3 CO₂e emissions, which have been independently assessed and verified by the Science Based Targets Initiative (SBTi). During 2024 we reduced operational GHG emissions by 24 percent for Scope 1 and 34 percent for Scope 2 from our 2021 baseline, as we continue to implement GHG reduction programs.

As part of our commitment to responsible business practice, we report annually on our human capital, professional development, health and safety, and governance and ethics priorities. In 2024 we maintained or improved against 20 of the metrics we track.

Our professional development programs connect and engage our global teams and provide continuous career growth for our employees. In 2024 we significantly expanded our artificial intelligence (AI) program to facilitate company-wide access to rapidly evolving technological advancements. We offered comprehensive training in the use of our proprietary AI tool TetraAgent™, for all employees. Our industry-leading health and safety program increased training participation by 59 percent from last year. Overall, we have trained nearly 24,000 staff and increased total training hours per employee by 21 percent from the prior year.

Demonstrating the resilience of Tetra Tech's culture and long-term professional development opportunities, we further reduced our annual employee turnover rate to 8 percent, down 12 percent from last year.

As we look to the future, we look forward to empowering our staff to embrace the rapid evolution of today's digital technology to drive innovation and realize the value and opportunities for our clients. Together we are *Leading with Science*® to create transformational solutions to support a more resilient and secure future for generations to come.

Sincerely,



Dan Batrack, Chairman and CEO

Reporting on Our 2024 Progress

This year's report presents our 2024 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.

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Operations

Our global Integrated Environmental Management System uses the principles and framework of ISO 14001: Environmental Management Systems to incorporate sustainability into our offices and work activities. Currently 24 percent of our business holds ISO 14001 certification.

We report annually on Scope 1, 2, and 3 greenhouse gas (GHG) emissions and continue to expand our Scope 3 datasets. To measure impacts within our offices, we report on water consumption and renewable energy 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.

During 2024 we submitted our latest [CDP](#) disclosure to provide transparency on our GHG emission reporting and a benchmark of our progress on emissions reduction.

Measure	Related GRI Performance Indicator	2024 Results	Change from 2023	2030 Goals
GHG Emissions from Operations	GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4; GRI 305-5	1.01 metric tons (MT) CO ₂ e Scope 1 and 2 per employee	36% decrease from 2021 baseline ¹ 	50% reduction in GHG emissions from 2021 baseline
		Scope 1: 10,300.35 MT CO ₂ e	24% decrease from 2021 baseline ¹ 	
		Scope 2: 17,729.25 MT CO ₂ e	34% decrease from 2021 baseline ¹ 	
		Scope 3 ² : 48,049.23 MT CO ₂ e		
Renewable Energy for Utilities	GRI 302-1; GRI 302-3; GRI 302-4	42%	21% decrease from 2023	100% of operations use renewable sources of energy for electricity
Water Use	GRI 303-1; GRI 303-2; GRI 303-3	1091.5 gallons (gl)/employee	No change 	10% decrease from baseline
Percent of Enterprise and Project Data Stored in the Cloud	GRI 302-4	83.5%	30% increase 	95% of enterprise and project data resides in the cloud
Energy from Renewables by Company's Cloud Vendors	GRI 302-4	97.4%	0.4% increase 	100% cloud data serviced by renewable energy
Enterprise Supply Chain Vendors Vetted for Cybersecurity Standards	GRI 302-4	100%	18% increase  	100% enterprise supply chain vendors vetted for cybersecurity standards
Enterprise Platforms Evaluated for Accessibility	GRI 417-1	91%	No change 	100% enterprise platforms evaluated for accessibility

¹ GHG comparison is to the recalculated 2021 baseline which includes data from RPS businesses that were acquired in January 2023.

² We currently include Categories 1, 2, 3, 4, 5, 6, 7, and 15 in our Scope 3 GHG emissions data. In 2024 we expanded the data sets for these categories.



 Improvement from 2023  2030 target achieved  Maintained position from 2023

Health and Safety³

Health and Safety (H&S) has always been a fundamental value at Tetra Tech. We are committed to providing a healthy and safe environment for our employees and implementing best practices that comply with local regulatory requirements.

We maintain a comprehensive H&S program, injury prevention programs, training, and hazard assessment tools to meet our commitment to safety excellence and our clients' expectations. We continue to strengthen and foster our culture of safety through education, mentoring, and ongoing communications.

We report on two standard metrics: Lost Workday Incident Rate (LWDIR) and Total Recordable Incident Rate (TRIR). We also report on the completion of our H&S training modules.

Measure	Related GRI Performance Indicator	2024 Results	Change from 2023	2030 Goals
Lost Workday Incident Rate (LWDIR)	GRI 403-2	LWDIR 0.12, 60% better than industry average	18% increase against industry average	Continual improvement toward achieving and maintaining a zero LWDIR and a TRIR better than the industry average ⁴
Total Recordable Incident Rate (TRIR)		TRIR 0.37, 54% better than industry average	26% increase against industry average	
Employee Participation: Training Completed	GRI 404-6	96,264 H&S-related training modules completed by employees	59% increase  	10% increase from baseline

³ H&S metrics are based on operational entities as defined for incident tracking

⁴ NAICS Code 541 Professional, Scientific, and Technical Services, BLS Data 2023

 Improvement from 2023  2030 target achieved



Human Capital





Tetra Tech’s foundation is our people—our engineers, scientists, and technical experts who create innovative solutions for our clients’ complex challenges. We are committed to investing in the professional and technical skills development of our workforce, focusing on two key areas:




Powering performance through employees’ professional growth. Our programs provide continuous opportunities for skill expansion and professional development for all our employees at every stage of their career. We promote an entrepreneurial spirit through our Fearless Entrepreneur program and annual Tech 1000 Challenge, develop excellence in project management through our comprehensive Project Management Training Program, and foster the leaders of the future through our annual Leadership Academy program.

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

Continuous development through our annual appraisal process that focuses on meaningfully engaging employees in their career development and rewarding excellence. We monitor employee development and use this as a basis for our succession planning process.

We track the following metrics against our Human Capital priorities and goals.

Measure	Related GRI Performance Indicator	2024 Results	Change from 2023	2030 Goals
Professional Development Training	GRI 404-2	23,783 employees participated in Tetra Tech-sponsored professional development training from baseline	9,940 additional employees participated in Tetra Tech-sponsored professional development training  	15,000 employees participate in Tetra Tech-sponsored professional development training
		36% of employees participated in Tetra Tech-sponsored professional development training in 2024	No change 	
Average Hours of Training Per Employee Per Year (All Training)	GRI 404-1	17.86 average hours of training per employee in 2024	21% increase 	

 Improvement from 2023  2030 target achieved  Maintained position from 2023






Employee Engagement

At Tetra Tech we engage with our employees across all levels of the company, offering multiple platforms for our people to connect with senior leadership, technical experts, and peers. During 2024 we conducted employee engagement surveys across 100 percent of our operations.

Tetra Tech’s active employee wellness program provides global resources to help all employees and their families live healthy, balanced lives—at work and at home. Our activities include an annual Wellness Week and Healthy Life Challenge, as well as quarterly Wellness Webinars open to all employees.

We foster an environment where each member of our employee community can thrive. In 2024 our employee turnover rate remained one of the lowest in the industry at 8 percent globally.

Measure	Related GRI Performance Indicator	2024 Results	Change from 2023	2030 Goals
Employee Engagement Surveys	GRI 2-7 Employees: General Disclosures 2021	100% of operations included in employee engagement surveys	Goal maintained from 2023 	100% of operations covered by employee engagement surveys
Employee Engagement in Corporate Wellness Initiatives	GRI 403-6	28% employee engagement	12% increase 	55% employee engagement
Annual Employee Turnover	GRI 401-1	8% annual employee turnover	1% reduction in turnover 	Maintain employee turnover at better than industry standards









 Improvement from 2023  2030 target achieved  Maintained position from 2023



1 Billion People Challenge Results

Tetra Tech measures the global impact of our projects on the lives and livelihoods of people around the world through our 1 Billion People Challenge. The Challenge's five key metrics align with the UN Sustainable Development Goals (SDGs), which measure social benefit and aim to reduce poverty in communities around the world.

During 2024 we exceeded our 2025 target, reaching a cumulative total of 654.3 million people positively impacted. We also achieved three of our four project metrics well ahead of our 2030 goal.

Measure	SDG	Related GRI Performance Indicator	2024 Additions	Cumulative from Baseline	2030 Goals
Lives Improved	SDG 3, 4, 5, 16	GRI 203-1; GRI 203-2	29.3 million people	654.3 million people ⁵ 	1 billion people
Project Metrics					
Water	SDG 6	GRI 303-1	176.9 billion gl/year	4.93 trillion gl  	203.4 billion gallons of water treated, saved, or reused
Renewable Energy	SDG 7	GRI 302-2; GRI 302-3	1,411,722 megawatts (MW)/year	1,550,326 MW  	36,800 MW of renewable energy generated or transmitted
Ecosystems	SDG 14, 15	GRI 304-2; GRI 304-3	6.04 million hectares (ha)/year	196.8 million ha 	320 million ha of land and water protected, managed, or restored
GHG Emission Reduction	SDG 13	GRI 305-3	5.1 million MT CO ₂ e/year	158.7 million MT CO ₂ e  	10% increase from baseline annually

⁵ 2025 interim target for number of lives improved = 640 million people

 Improvement from 2023  2030 target achieved



Corporate Governance

Tetra Tech's Board of Directors oversees our [Corporate Governance program](#) and environmental, social, and governance (ESG) policies, procedures, and reporting. The Board reviews and approves the Sustainability Program and evaluates our progress in achieving the goals and objectives outlined. 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 Board.

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 Business Ethics and 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.

Corporate Code of Business Ethics and Conduct

Tetra Tech's Corporate Code of Business Ethics and 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 Business Ethics and Conduct when joining the company and every two years thereafter. Completion of the training is automatically prompted and tracked by our Learning Management System and 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

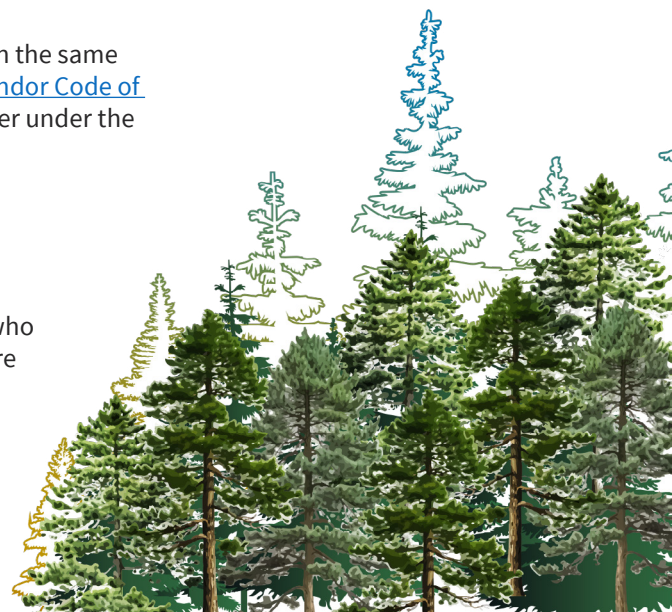
We maintain a 24-hour hotline, operated by an independent third-party provider, that is available to all employees for the anonymous, confidential submission of [employee, whistleblower, and other complaints](#) or concerns by telephone and internet. Our General Counsel and Chief Compliance Officer provides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

Vendor Code of Conduct

Tetra Tech requires all vendors, suppliers, and subcontractors to maintain the same high levels of ethics and integrity. They must 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.

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](#).



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.

Climate risk and opportunity

We assess [climate risks and opportunities](#) as part of this risk management process and incorporate into our annual Business Continuity Planning process.

Materiality analysis

We assess the areas of impact, influence, and responsibility that matter most to our stakeholders within Tetra Tech, shareholders, clients, and society. Our [materiality analysis](#) evaluates potential impacts across our value chain and a range of external influences that positively and negatively impact people's lives, livelihoods, and our supply chain.

In line with Global Reporting Initiative (GRI) guidance, our review considers double materiality to understand how ESG topics may impact the organization's financial success and how the organization impacts and creates value in the broader world.





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