



TETRA TECH

2021 SUSTAINABILITY REPORT 2021



Leading with Science®

From the CEO

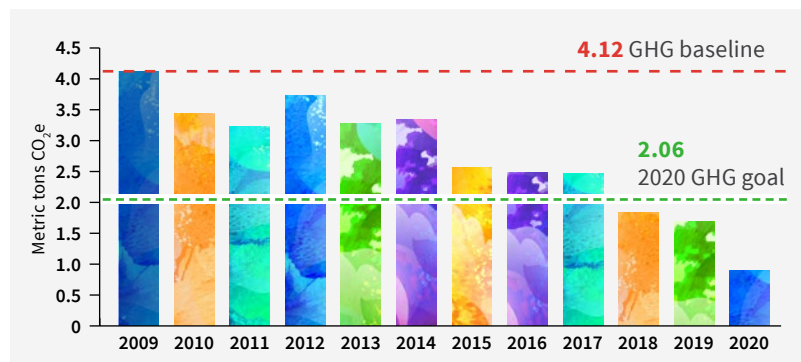


Today Tetra Tech is releasing our 2021 Sustainability Report. Over the past decade, we have demonstrated our commitment to sustainability throughout our global operations. Our program was built on four pillars: projects, processes, procurement, and people. We complete the first decade of sustainability reporting by achieving our ambitious goals for 20 specific metrics—significantly beyond our original aspirations.

Since the program's inception in 2010, we have reduced greenhouse gas (GHG) emissions resulting from our operations by 78 percent to 0.89 tons CO₂e per associate, well beyond the 30 percent reduction initially targeted. Since 2010 we have achieved 100 percent adoption of our enterprise-wide administrative systems and reduced energy use and increased cybersecurity by moving more than 80 percent of our data to the cloud.

Over the years, the scale and impact of Tetra Tech's climate-positive actions through our project work have also grown as we have increased in size and global reach. As a highly connected global company that is *Leading with Science*,

GHG Reduction



Tetra Tech's commitment to sustainability extends throughout our operations.

Today we work in more than 100 countries on more than 65,000 projects a year, supporting sustainability efforts that are highly aligned with the United Nations (UN) Sustainable Development Goals (SDGs) by providing reliable water supplies, improving sanitation, increasing the adoption of renewable energy, designing more efficient buildings, and restoring and protecting land and water ecosystems.

In addition to environmental goals, our sustainability program tracks social and governance goals. In 2020 we reaffirmed our commitment to diversity, equity, and inclusion with the establishment of our global Employee Resource Group (ERG) Program. Our global ERG Program supports our collaborative culture where all voices are heard and all employees feel safe and can thrive. As we moved to remote working as part of our pandemic response, our global community was more connected than ever. We adopted innovative approaches to networking such as VISION 2021, our all-company virtual event; Tech 1000, a global technical challenge event leveraging our Tetra Tech Delta technologies with 1,000 participants; and a worldwide wellness challenge. Together we also supported those in need through community engagements; volunteer programs; science, technology, engineering, and math (STEM) events; and charities that improve lives by providing safe water supplies.

**78% reduction in GHG emissions
since program inception**



Today we are announcing our new and expanded commitment to sustainability for the next decade. Our goal is for Tetra Tech to be **Climate Positive & Carbon Negative by 2030**. Through our projects, procurement, processes, and people, we are committed to achieving a net reduction in GHGs as measured in tons of CO₂e. Our sustainability program is aligned with the UN SDGs, especially in the key goals associated with environment, water, sanitation, and social responsibility. As part of this new commitment, we also will adopt science-based targets as outlined in the Science Based Targets initiative in the tracking and execution of our Sustainability Program.

Most important to our program is the recognition of the significant environmental, social, and governance impacts of Tetra Tech's projects. We are announcing four key environmental metrics that we will use to track the benefits of the projects we perform:

- GHG emissions avoided or captured (CO₂e metric tons)
- Water treated, saved, or reused (megaliters)
- Renewable energy identified, planned, or generated (gigawatts)
- Land and water habitat protected, managed, or restored (hectares)

The scale of social benefit will be recognized by Tetra Tech's goal to improve the lives of 1 billion people worldwide by 2030.

And perhaps most significant, we are committed to *Leading with Science* to advance innovation in sustainability policy, process, and procedures. Working with our clients, we will continue to advance the science of sustainability, and thereby magnify the scale of our climate-positive impact on the world.

As we enter this new decade, the challenges of climate change affect communities worldwide. We see firsthand the economic and social crises and communities at risk. However, we believe that global action can result in global benefit. At Tetra Tech we are committed to supporting climate-positive actions worldwide and to partnering with our clients to contribute to a better future.

Sincerely,



Dan Batrack
Chairman and CEO

1 Billion People Challenge

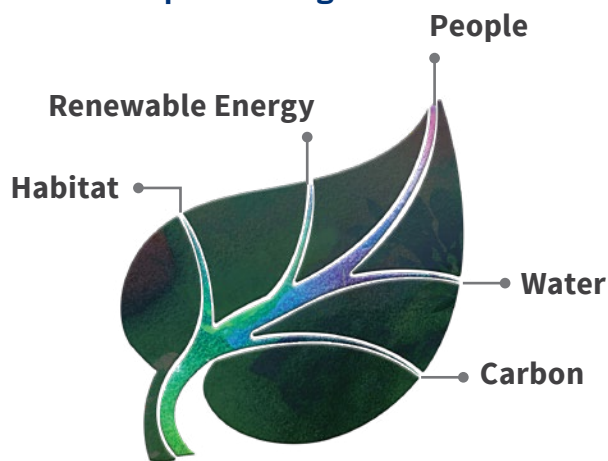


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About Tetra Tech

Tetra Tech is a leading provider of high-end consulting and engineering services for projects worldwide. With 20,000 associates working together, Tetra Tech provides clear solutions to complex problems in water, environment, sustainable infrastructure, renewable energy, and international development. We are *Leading with Science* to provide sustainable and resilient solutions for our clients. For more information about Tetra Tech, please visit tetratech.com.

For all metrics, we surveyed Tetra Tech offices with 10 or more employees in 11 countries. All percentages are based on the 195 offices that completed the survey for our 2020 reporting period. All monetary values are United States dollars.



PROJECTS

Supporting Sustainability through Our Projects

Tetra Tech's greatest impact on the world is through the sustainable solutions we provide in water, environment, renewable energy, and sustainable infrastructure.

With the best technical experts leveraging our Tetra Tech Delta technologies, we use our *Leading with Science* approach to support projects that provide millions of megaliters of clean water to households, reduce or avoid tons of GHG emissions through forest conservation programs and smart building design, and generate megawatts of electricity through renewable energy projects in urban and rural communities.

SDG Denotes projects that support the UN Sustainable Development Goals

Supporting Water Resilience across the U.S. Sunbelt

SDGs 6, 11 & 13

Tetra Tech is supporting clients across the U.S. Sunbelt by implementing new sustainable water supplies.

Our innovative approaches are adding new water sources by applying advanced treatment and optimal water management solutions that deliver more than 460 megaliters per day of water supplies in California, Texas, and Florida.

In Southern California, potable reuse has been an effective measure to enhance water security. Tetra Tech assisted two clients with the addition of approximately 100 megaliters per day of new water supplies by providing groundwater replenishment and recovery of advanced treated water for potable reuse.



Diversified water supplies are essential to managing periods of water stress. Tetra Tech provided drinking water treatment facilities for a Texas water utility who identified and developed a new imported water source and a new brackish groundwater source for an additional 300 megaliters per day of supply.

Brackish groundwater has been a source of alternative water supply in Florida for nearly two decades. Tetra Tech supported two midsize water utilities to develop and treat brackish groundwater sources to supplement existing traditional supplies. An additional 60 megaliters per day of new drinking water will be supplied at build-out.

- 460 megaliters per day of new water supplies delivered in California, Texas, and Florida
- Long-term water security provided through supply portfolio diversification
- Safe and reliable new water supplies implemented for more than 1 million people

As the #1 Water firm ranked by Engineering News-Record, Tetra Tech supports clients throughout all phases of the water cycle, combining innovative solutions and technology with demonstrated best practices to better manage this precious resource.

More than
460 megaliters
per day
of new water
supplies delivered

Conserving Biodiversity and Reducing GHG Emissions in Indonesia

SDGs 1, 13 & 15

Tetra Tech helped to conserve critical forest habitat in biodiversity-rich Indonesia, while reducing GHG emissions and building a strong base of support for continued sustainable forest management and improved livelihoods.



Indonesia is considered a mega-diverse country, with 17,493 tropical islands containing some of the world's highest levels of biological diversity, including several critically endangered species. Unsustainable land clearing for plantation development has led to increased deforestation and degradation of critical forestlands.

Tetra Tech supported the U.S. Agency for International Development (USAID) LESTARI project and the Government of Indonesia in reducing GHG emissions and conserving biodiversity in carbon-rich and biologically significant forest and mangrove ecosystems.

The LESTARI project focused on improving land use governance, enhancing protected areas management and protection of key species, and fostering sustainable private sector and industry best practices.

From 2015 to 2020, the LESTARI team developed models for successful integration of low emissions development and forest conservation strategies at all levels of government. The team built the capacity, commitment, and leadership of partners and beneficiaries to continue advancing conservation and sustainable forest management challenges long after the project's completion.

41.17%
decrease in
CO₂e emissions

- 7.48 million hectares of forest and natural resources under improved management
- 41.17% decrease in CO₂e emissions
- \$33.8 million in domestic resources mobilized for forest and biodiversity conservation
- 41,535 people secured livelihood benefits
- 30 national and subnational public policies introduced addressing climate change and/or biodiversity conservation

Tetra Tech is consistently recognized by Environmental Business Journal and Engineering News-Record for our fully integrated, technology-enabled range of environmental solutions that are both feasible for our clients and sustainable for the future.

Advancing Offshore Wind Energy in the United States

SDGs 7 & 13

Tetra Tech supported Dominion Energy in becoming the first utility to install offshore wind turbines in U.S. federal waters.



Under the Coastal Virginia Offshore Wind (CVOW) Pilot Project, Tetra Tech served as the lead environmental consultant for Dominion Energy's 2-turbine, 12-megawatt offshore wind project located 27 miles off the coast of Virginia.

Tetra Tech provided preliminary siting, permitting, and environmental analysis, including geophysical, geotechnical, and biological surveys and studies; permit application preparation; stakeholder and agency outreach and consultation support; preparation of a first-of-its-kind Research Activities Plan (RAP) to

support the Bureau of Ocean Energy Management (BOEM) evaluation under the National Environmental Policy Act (NEPA).

The CVOW Pilot Project has provided invaluable insight that can be leveraged to ensure a more efficient and effective process for developing commercial scale offshore wind projects in the United States. *Climate Change Business Journal* recognized Tetra Tech with a Business Achievement Award for Consulting & Engineering for our work in 2020 advancing offshore wind power.

- 3,000 homes supplied with clean, renewable energy at peak production
- First wind turbines to be installed in U.S. federal waters
- First-of-its kind environmental report for BOEM evaluation under NEPA
- First right-of-way grant for renewable energy activities

Tetra Tech helps clients develop sustainable sources of energy and reduce energy consumption for a wide range of innovative and award-winning commercial, government, and residential projects.

3,000 homes
supplied with clean, renewable energy

Decarbonizing University Campuses with Data-driven Planning in California

SDGs 7, 11 & 13

Tetra Tech's High Performance Buildings Group provided energy modeling and advanced analytics to decarbonize the California State University (CSU) system's existing utility infrastructure.



Tetra Tech developed an award-winning system-wide decarbonization framework for CSU to reduce the GHG emissions of fossil fuel-based systems. This framework will support the decarbonization and climate action efforts across all 23 CSU campuses.

With Tetra Tech's support, the CSU system can realize a 70 percent reduction potential in natural gas consumption, meet their climate action commitments, and support California's goal to be carbon neutral by 2045. Campuses were prioritized for carbon-free heating

systems using submeter data, inverse energy modeling, and predictive analytics.

Tetra Tech's building energy modelers developed a central utility plant scenario analysis planning tool and dynamic dashboards that allow each CSU campus to make decisions regarding how to optimize heat recovery strategies and create a unique plan to reduce GHG emissions. Tetra Tech also developed a system-wide decarbonization framework that consisted of policy reviews, mechanical design and energy modeling guidelines, technology assessments, and decarbonization strategies.

- Custom central utility plant scenario analysis planning tool
- 60,000 metric tons CO₂e reduced per year
- Dynamic dashboards for each of the 23 campuses
- 70 percent reduction potential in natural gas consumption
- Prioritized campuses for carbon-free heating systems
- Supporting California's goal to be carbon neutral by 2045

60,000
metric tons CO₂e
reduced per year

Tetra Tech works with our clients to reduce GHG emissions, evaluate and mitigate climate risks, integrate renewable energy and other low-carbon-generation options into the energy mix, and create healthy buildings that both reduce energy usage and generate energy.

Improving Water Resources Management in Tanzania

SDGs 1, 3, 6 & 10

Tetra Tech is supporting water resources management and access to clean, safe water and sanitation services in Tanzania.



Tanzania's water security challenges are growing due to greater demand, poor management practices, and the impacts of climate change. Reliable access to water, sanitation, and hygiene (WASH) services remains beyond the reach of many people. Tetra Tech supports USAID in implementing the Water Resources Integration Development Initiative (WARIDI) activity in Tanzania.

WARIDI works through national and local government institutions, basin water boards, community water supply organizations, and private entities to increase access to WASH services and enhance

integrated water resources management from water basins to the household level in the face of a changing climate.

WARIDI has improved equitable access to water supply and sanitation and improved the institutional management capacity of Tanzanians to achieve WASH self-reliance. In addition, the WARIDI team piloted innovative technologies such as automated water dispensing and disinfection at the village level.

5,694
megaliters of water
supplied per year

- 520,000 people have improved access to basic drinking water service
- 1.29 million people have access to basic sanitation service
- 5,694 megaliters of water supplied per year
- 14,000 students in 25 village schools have access to modern improved latrines and handwashing stations
- 387 institutions and organizations with improved water, land, and climate risk management capacity

Tetra Tech offers governance and capacity building, natural resource management, critical infrastructure design, and climate-smart investment to support stronger, more resilient communities in developing countries.

2 OPERATIONS



Implementing Sustainable Practices in Our Operations

As a leading consulting and engineering firm, Tetra Tech promotes sustainable practices in daily activities throughout its global operations.

We continued to see sustainability improvements in our offices from the baseline established in the 2016 Sustainability Report Card. All percentages reflect the collective efforts of Tetra Tech's global offices in the last five years to conserve resources, reduce energy and water use, and reuse and recycle materials.

Reducing Energy Consumption

Our offices continually strive to reduce energy use by implementing energy-saving practices such as energy-efficient lighting, occupancy sensors, and programmable thermostats. In 2020 buildings remained largely unoccupied for most of the year, reducing energy usage and costs. As of 2020, 68 percent of our offices use programmable thermostats to control temperature, and energy-efficient lighting is installed in 64 percent of our offices.



26% of offices have sustainable building designation

Saving Water

Ranked #1 in Water by *Engineering News-Record* for the last 17 years, Tetra Tech has worked to implement sustainable features to improve water conservation throughout our operations. Water-saving practices include low-flow sinks and toilets and sustainable landscaping. In the past five years, the number of automatic sinks installed in our offices increased by 11 percent.



38% of offices practice sustainable landscaping

Office Spotlight: Portland, Oregon

**City of Portland
Sustainability at Work Gold Rating**

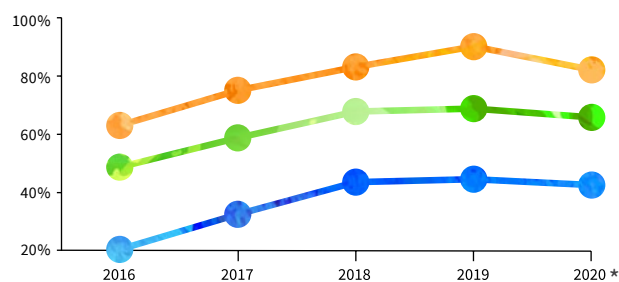
The office's low-flow water fixtures have an annual savings of 30 percent when using LEED baseline flows.

Reducing Waste Through Recycling and Reuse Programs

Tetra Tech offices have reduced the volume of office materials entering waste streams by establishing employee-supported waste collection campaigns and participating in local programs that work to reduce waste to contribute to a greener environment. In the past five years, recycling of e-waste, batteries, and toner cartridges have increased by more than 10 percent in each category. More than 85 percent of our offices have switched to reusable dishware, and 89 percent of our offices have water filtration systems installed to eliminate the need for bottled water.

Office Spotlight: Sydney, New South Wales


This office recycles cans and bottles through the NSW Government Return and Earn program and directs the refunds to charitable activities.



* Reduced usage due to remote working

 Toner cartridge recycling

 Battery recycling

 Light bulb recycling

Reducing Paper Use

In the last five years, Tetra Tech has taken dramatic steps to reduce overall paper use by implementing electronic filing, reporting, and paperless alternatives. Our corporate-wide expense report system no longer requires paper receipts for expense reports, purchasing reports, or disbursement vouchers. When printed materials are required, offices strive to use paper that is sustainably sourced, with 83 percent of offices reporting using recycled-content or FSC certification (or similar) paper.

In the United States alone, we reduced the amount of paper purchased in 2020 by 52 percent, saving more than 758 trees.



83% of offices use paper with sustainable certification

17% of offices transitioning to sustainably sourced paper



Highlighting our Sustainability Efforts and Resilience by Supporting our Communities

During an unprecedented year, Tetra Tech employees from around the world demonstrated our resilience, adaptability, and commitment to giving back to our communities. Tetra Tech was able to successfully convert many of its social and employee welfare activities to accommodate the remote working environment.

Tetra Tech also supported employee health and wellness, as our globally connected employee community demonstrated our ability to adapt and transform. In 2020 we held our first global Healthy Life Challenge, with 1,900 participants logging more than 1.8 million minutes of physical activity.

Highlights

Many of our offices around the world demonstrated their adaptation to 2020's unique circumstances by opting to provide monetary or gift card donations to local food banks and community assistance charities in lieu of physical items. Local organizations received more than \$13,000 of grocery gift cards and monetary donations from offices in Lafayette, California; Ithaca, New York; Leeds, United Kingdom; Winnipeg, Manitoba; Bothell, Washington; and Madison, Wisconsin.

In response to the pandemic, team members from our Richland, Washington, office sewed more than 800 masks for local hospitals and first responders.

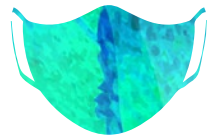
Despite working remotely, employees in our Longmont, Colorado, office still performed extensive socially distanced volunteer work throughout the year. Their efforts included participating in the City of Longmont's annual Clean Up, Green Up event, picking up garbage along a creek near the office. Staff also supported Boulder County Open Space by helping to build a fence at a regional park.

Staff from our Winnipeg, Manitoba, office collaborated with Habitat for Humanity by helping put up walls for a new house. The office also donated more than \$2,000 to the organization as part of the collaboration.

In 2020 heavy rains caused flooding and damage to homes affecting many residents in Belo Horizonte, Brazil. Staff from our local office quickly mobilized to collect hygiene items, bottled water, and funds to support families affected by the disaster.



Sewed and donated more than
800 masks
for local hospitals and first responders



Highlights

(Continued)

Employees from our Norfolk, Virginia, office volunteered together to plant more than 500 trees at a park in Virginia Beach to improve drainage and combat flooding. Staff also donated \$2,500 to the Roc Solid Foundation, an organization supporting families fighting pediatric cancer. Twelve team members also spent a full day building a swing set for a boy fighting pediatric cancer.

Several of our United Kingdom offices donated more than \$4,000 to various charities supporting food banks, domestic violence survivors, mental health, epilepsy awareness, and children's health.

More than 500 trees planted to improve drainage and combat flooding

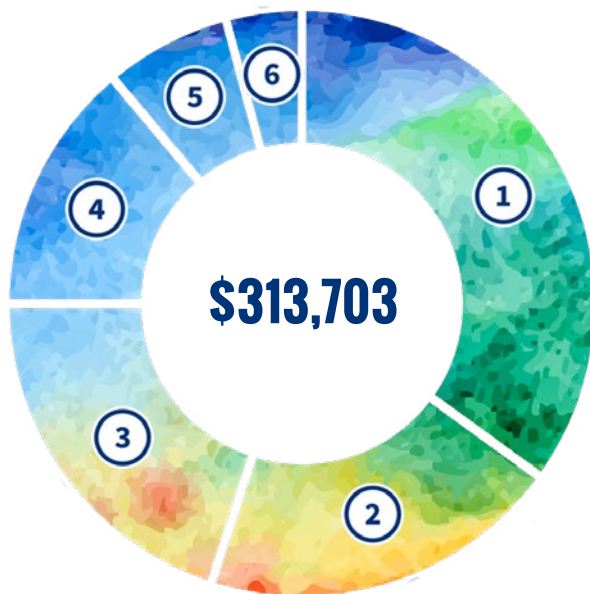
In 2020 our Melbourne, Victoria, office contributed more than \$4,000 to several charities in support of bushfire and COVID-19 relief, wilderness preservation, women's empowerment, and rural communities in Australia. Fundraising activities included bake sales, direct donations, and participating in a 10,000-step walk.

Twenty staff and families from the Burlington, Vermont, office participated in Green Up Day to pick up trash on the Burlington waterfront.

Team members from our San Francisco, California, office volunteered their time with Project Open Hand to help prepare and package food for community members in need.

Giving Activities

We encourage employees to support outreach programs to help improve the communities in which they live and work. Tetra Tech associates and global offices highlighted our company's ability to quickly adapt to the changing climate by donating \$313,703 to disaster relief and community resources organizations around the world.*



- ① 35% Basic needs (water, housing, and food)
- ② 20% Health and medical
- ③ 20% Social, veterans, and related
- ④ 14% STEM and children's programs
- ⑤ 7% Disaster relief
- ⑥ 4% Cross-cutting services

*Donations reflect offices that reported data for 2020.

\$1,516,203

in financial support provided

43,134

in-kind items donated

21,131 lbs

of in-kind items donated

28,092

volunteer and pro bono hours completed

83,579

employee education, wellness, and training hours completed

Tetra Tech's 5-Year Contributions

STEM Program

Tetra Tech's STEM Program aspires to motivate students to spark an interest in these fields. Our employees volunteer their time to support learning and encourage students to pursue STEM-related careers. In 2020 Tetra Tech employees adapted to volunteering in mostly virtual and online STEM events to share their passion for science, engineering, and technology.

In the past five years, we have supported the next generation of employees who will advance Tetra Tech's legacy by *Leading with Science*. Learn more at tetratech.com/STEM.

Highlights

The Pasadena, California, office participated in an online STEM event with students, teachers, and parents from the Clairbourn School. Three of Tetra Tech's women leaders participated in a Q&A session focused on environmental careers.

Staff from Bloomington, Minnesota, are coordinating with Women of Renewable Industries and Sustainable Energy to raise funds for Harding High School's science department, where many students face new challenges due to virtual learning. By increasing the science department's budget and resources, we are promoting education, professional development, and the advancement of all students to achieve a strong, diversified future workforce in the sciences and renewable energy economy.

Employees from the Seattle, Washington, office participated in Engineering Exploration Night, a round-robin style event for pre-engineering freshmen and sophomores at the University of Washington to learn about practical applications of an engineering degree.

Employees from our Huntsville, Alabama, office volunteered to work with fourth grade students to perform experiments about watersheds, groundwater, and wells.

Tetra Tech's 5-year reach:

32,684

Total people reached

233

Events completed





Healthy Life Challenge

Tetra Tech's first Healthy Life Challenge connected our employees around the world and encouraged a healthy lifestyle for people of all abilities through wellness and personal fitness goals to promote social sustainability. During unprecedented times, our commitment to supporting each other is the foundation of Tetra Tech's success.

In this 30-day challenge, employees formed teams across Tetra Tech—with no boundaries separating offices or regions—and committed to personal physical activity goals, cheered on their teammates, and shared their progress photos. Teams that achieved at least 100 percent participation voted to select global and regional charities for Tetra Tech to support. Some of our teams were so motivated by the challenge that they continued participating once they met their goals—with many employees achieving more than 100 percent of their target activity goal.

Healthy Life Challenge

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

- Water for People
- Feeding America
- Rainforest Alliance
- Amigos do Bem

The Final Tally

1,900

challenge
participants

116

teams

20

countries
represented

3,018

goals set

78

teams achieved
100% participation

38,794

activities logged

1,882,005

activity minutes
logged



Bringing Safe and Clean Water to Families in the Philippines

Through our 2020 Charity of the Year campaign, Tetra Tech partnered with Water.org to help communities in the Philippines improve their access to clean water and sanitation facilities. Out of the total population of 105 million in the Philippines, about 7 million lack basic drinking water services; 12 million have no access to clean water; and 50 million have no access to piped water services.

Tetra Tech aims to help Water.org improve 10,000 lives in the Philippines by the end of 2021.

During our annual company meeting, we announced our partnership with the international nonprofit organization Water.org, which has positively transformed millions of lives around the world with access to clean water. Tetra Tech's core values closely align with those of Water.org. Since our founding in 1966, our work in environmental sustainability has helped protect and restore water resources, ensuring safe and sustainable drinking water supplies are available to communities around the world.

Through our partnership with Water.org and the generous donations of our global team, Tetra Tech employees have raised more than \$20,000 towards our goal of changing 10,000 lives.





4 RESULTS

2020 Corporate Sustainability Metrics

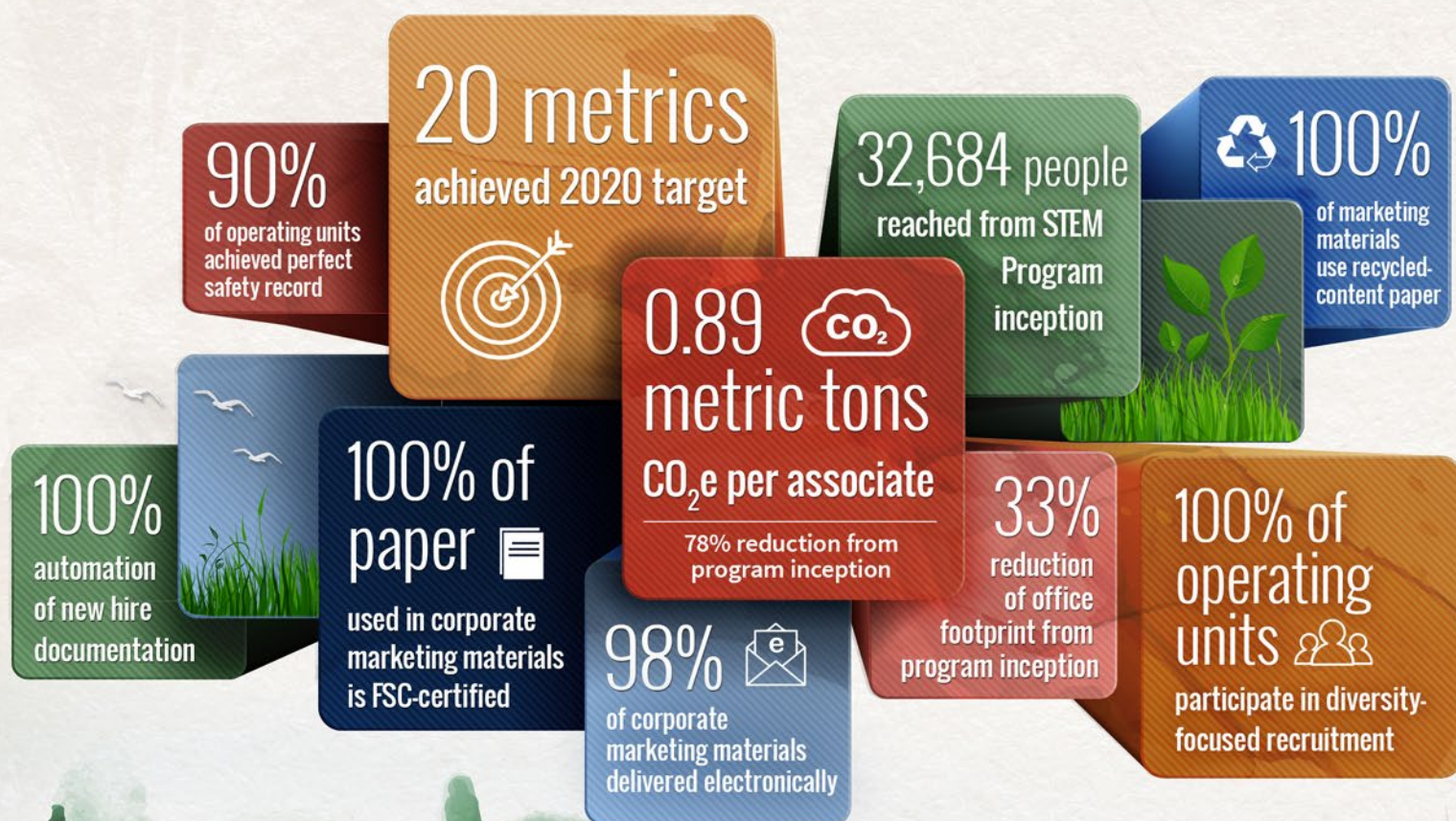
In 2020 Tetra Tech made significant progress towards our five-year sustainability goals. We exceeded our 2020 GHG emissions reduction goal, reducing our per-associate CO₂e emissions by 78 percent since program inception.

This report presents our sustainability metrics for 2020 and highlights our performance relative to our five-year goals for the period 2016-2020. We met or exceeded 20 goals and improved in 17 metrics for the five-year period. Highlights and detailed results from our 2020 progress are provided in the following pages.




All metrics are for calendar year 2020 unless otherwise noted.
Where data could not be collected due to COVID-19 pandemic, measurements reflect the prior year.

2020 Sustainability Report Card Highlights




- **\$3 billion** revenue
- **20,000** associates
- **78% reduction** in CO₂e from program inception









Overarching Corporate Metrics

Measure	Related GRI Performance Indicator	2020 Report	Change from 2019	2020 Goal
Revenue Growth	Economic > Economic Performance – EC1	\$3 billion FY 2020	-3%	15% average annual growth rate
Headcount Growth	Labor Practices > Employment - G4-LA1	20,000	No change	20,000 
Carbon Emission Annual Reporting	Environmental > Emissions, Effluents, and Waste – EN16, EN17, and EN18	0.89 metric tons CO ₂ e per associate / 17,074.18 metric tons CO ₂ e (all associates) 64% reduction from 2016 baseline 78% overall reduction from program inception	-47% 	50% reduction in GHG emissions from program inception 








Real Estate

Measure	Related GRI Performance Indicator	2020 Report	Change from 2019	2020 Goal
Footprint	Environmental > Energy – EN5	163.8 square feet per employee	-4% 	Maximize space efficiency and reduce footprint per employee by 10% 
Sustainability of Office Space	Environmental > Energy – EN7	24% of vendors received checklist	33% 	Sustainable Office Lease Considerations Checklist provided to 100% of vendors for corporate-negotiated leases each calendar year

Information Technology







Measure	Related GRI Performance Indicator	2020 Report	Change from 2019	2020 Goal
Percent of Enterprise Data Stored in the Cloud	Environmental and Economic	82.2%	58% 	80% of enterprise data resides on the cloud 
Percent of Tetra Tech on Tetra Linx	Environmental and Economic	100%	6% 	100% of operating units on web-based administrative system 
Number of Associates per IT System Servers	Environmental > Energy – EN6	49.5 associates per server	12% 	10% improvement year-over-year 

Health & Safety*



Measure	Related GRI Performance Indicator	2020 Report	Change from 2019	2020 Goal
Occupational Health & Safety Awards and Recognition	Labor Practices > Occupational Health and Safety – LA7	During 2020, 36 operating units in Tetra Tech qualified to receive the U.S. National Safety Council Perfect Record Award for 12 consecutive months without a Lost Workday Injury	6% 	100% of U.S.-based Tetra Tech operations qualified to receive the U.S. National Safety Council Perfect Record Award for 12 consecutive months without a Lost Workday Injury
Executive Leadership and Oversight	Labor Practices > Occupational Health and Safety – LA7	During 2020, Tetra Tech's executive leadership team coordinated the enterprise response to the global COVID-19 pandemic	N/A	Demonstrate executive commitment to Tetra Tech's Health & Safety Program 
Safe Work Performance by Employees	Labor Practices > Occupational Health and Safety – LA7	100% of employees completed the acknowledgement of responsibility for safe work performance	1% 	100% of employees acknowledge their responsibility for safe work performance year-over-year 
Lost Workday Incident Rate (LWDIR) and Total Recordable Incident Rate (TRIR)	Labor Practices > Occupational Health and Safety – LA7	<p>Reduced the 2020 enterprise LWDIR year-over-year (2019, 2020) by 36% (77% better than the industry average)</p> <p>Reduced the 2020 enterprise TRIR by 51% year-over-year (2019, 2020) (73% better than the industry average)</p>	<p>-36% </p> <p>-51% </p>	<p>Demonstrate continual improvement toward achieving and maintaining a zero LWDIR and a TRIR better than the industry average** </p> <p>**NAICS Code 54 Professional Scientific and Technical Services, BLS Data 2016</p>

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






Human Resources

Measure	Related GRI Performance Indicator	2020 Report	Change from 2019	2020 Goal
Document Automation	Environmental > Materials – EN1	100% automation of onboarding, new hire, and related employee documentation	12% 	100% automation of onboarding, new hire, and related employee documentation 
Recruitment Activities Focused on Increasing Diversity	Labor Practices > Diversity and Equal Opportunity – LA13	100% of Tetra Tech operations participate in outreach activities focused on increasing diversity in the workplace	2% 	100% of Tetra Tech operations participate in outreach activities focused on increasing diversity in the workplace (including events, advertisements, and partnerships) 
Leadership Training	Labor Practices > Training and Education – LA11	238 employees participated in corporate-sponsored leadership training since program inception	14% 	Maintain strong career development program within the company 






Shared Services

Measure	Related GRI Performance Indicator	2020 Report	Change from 2019	2020 Goal
Use of Recycled Office Supply Products	Environmental > Materials – EN2	30% of consumable office supplies made from recycled material	-6.3%	50% of consumable office supplies made from recycled material
Number of Overnight Courier Shipments per Associate	Environmental > Transport – EN29	2 overnight deliveries per capita	-50% 	< 6 overnight deliveries per capita 

Corporate Communications

Measure	Related GRI Performance Indicator	2020 Report	Change from 2019	2020 Goal
Use of Electronic Marketing Instead of Print Media	Environmental > Materials – EN2	98% items delivered electronically	14% 	75% of corporate marketing materials delivered electronically 
Sustainability of Printed Media	Environmental > Materials – EN2	100% recycled	No change	100% of paper used in corporate marketing materials is recycled 
		100% FSC-certified	1% 	100% of paper used in corporate marketing materials is FSC-certified 
Sustainability of Events and Conferences	Environmental > Materials – EN2	No in-person events were held during CY 2020 In 2019 85.7% of corporate-sponsored event vendors received checklist	N/A	Sustainable Event Checklist submitted to 100% of venues for corporate-sponsored events
		No in-person events were held during CY 2020 In 2019 15% of events implemented green practices based on the checklist	N/A	20% of events implemented green practices based on the Sustainable Event Checklist

Corporate Social Responsibility

Measure	Related GRI Performance Indicator	2020 Report	Change from 2019	2020 Goal
STEM Program	Society > Local Community – SO1	2,294 people reached in 2020 32,684 people reached from program inception	-344%	20,000 people reached through Tetra Tech-run or sponsored STEM activities or events since program inception 
Employee Bike to Work Week (BTWW) Challenge	Environmental > Energy – EN7	Unable to hold BTWW in 2020 due to remote working In 2019 61 teams participated in BTWW	N/A	20% increase in number of teams participating in BTWW Challenge 
Employee Involvement in Financial and In-kind Giving	Society > Local Community – SO1	63% of offices reporting engage in charitable giving	-8%	Recognize employee engagement in community giving 
Employee Involvement in Volunteering	Society > Local Community – SO1	1.76 volunteer hours per employee	5% 	Recognize employee engagement in volunteer activities 



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