



TETRA TECH

Leading with Science[®]



SUSTAINABILITY REPORT 2026

Table of Contents

- From our CEO [3](#)
- About Tetra Tech [4](#)
- Our Sustainability Program [5](#)
- Corporate Governance [6](#)
- Reporting our 2025 progress [8](#)
 - Operations [9](#)
 - Health and Safety [10](#)
 - Our People [11](#)
 - Employee Engagement [12](#)
- Appendix [13](#)



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 natural resource and infrastructure problems. Through the 110,000 projects our scientists and

engineers perform each year we support clients across the entire water cycle, protect and restore the environment, and design sustainable and resilient infrastructure.

Our Sustainability Program and associated goals align with our ongoing commitment to the United Nations (UN) Global Compact, and the standards and practices of the Global Reporting Initiative (GRI) framework. Our program is an integral part of our business, embedded in our processes, guided by our policies, and tracked annually through key metrics.

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). Our progress in 2025 has resulted in a reduction of 30 percent for Scope 1, and 35 percent for Scope 2 from our 2021 baseline, further advancing us toward our goal of 50 percent reduction in Scope 1 and 2 emissions by 2030.

We continue to improve our daily practices that promote sustainability and to provide an exceptional working environment for our employees, reporting annually on our people, professional development, health and safety, and governance and ethics priorities. In 2025 we maintained or improved against 13 metrics we track.

We reduced operational GHG emissions by 30 percent for Scope 1, and 35 percent for Scope 2 from our 2021 baseline.

We are committed to fostering a culture where all our employees can thrive and achieve their full potential. In 2025 one hundred percent of our employees participated in essential training in our core programs such as ethics and compliance. Through our cloud-based Learning Management System employees engaged in customized training curricula to expand their technical and leadership skills. In 2025 more than 10,000 employees participated in advanced professional development training focused on topics such as the use of AI to solve client challenges and how to leverage the power of Tetra Tech Delta tools.

Demonstrating the resilience of Tetra Tech's culture and long-term professional development opportunities, we further reduced our annual employee turnover rate to an industry-leading seven percent.

During 2025 we continued to scale our AI capabilities, providing access to AI agentic tools and models to all employees and providing complementary training on how to leverage rapidly evolving technological advancements and deliver faster, better, and more targeted solutions for clients.

As we look to the future, we continue to empower 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,

A handwritten signature in black ink that reads "Roger Argus". The signature is fluid and cursive.

Roger Argus, Chief Executive Officer

About Tetra Tech

Tetra Tech is a leading global provider of high-end consulting and engineering services. Our strength is in providing integrated services through our highly connected network of industry leading scientists, engineers, and technical specialists.

The foundation of our business

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 global consulting and engineering firm, focusing on water, environment, and sustainable infrastructure.

Our Core Principles



Service

We put our clients at the center of our work



Excellence

We pursue the highest standards in everything we do



Value

We take on our clients' problems as if they were our own



Opportunity

Our people are our number one asset

Creating value by *Leading with Science*

At Tetra Tech we are *Leading with Science* to combine operational expertise, advanced analytical solutions, and technology to create value for our clients. We develop transformational solutions that meet our clients' needs today, while protecting and preserving resources for future generations.

We focus on three core areas that align strongly with our clients' priorities to address challenges across the entire water cycle, protect and restore the environment, and design sustainable and resilient infrastructure.



Tetra Tech by the Numbers

25,000
employees

\$5B
annual
revenue

110,000
projects annually

500
offices
worldwide

125
countries

Our Sustainability Program

Aligned with Global Standards

Tetra Tech's Sustainability Program is an integral part of our business, rooted in our internal culture, and extending throughout our projects around the world.

Our reporting measures align with the standards and practices of the [Global Reporting Initiative \(GRI\)](#) framework and include ambitious, science-based targets which have been independently verified by the [Science Based Targets Initiative \(SBTi\)](#). We also disclose annually to [CDP](#) to provide transparency on our GHG emission reporting and benchmark our progress on emissions reduction.

We are a signatory to the [United Nations \(UN\) Global Compact](#) and committed to incorporating its universal principles into our corporate strategy, company culture, and daily operations.



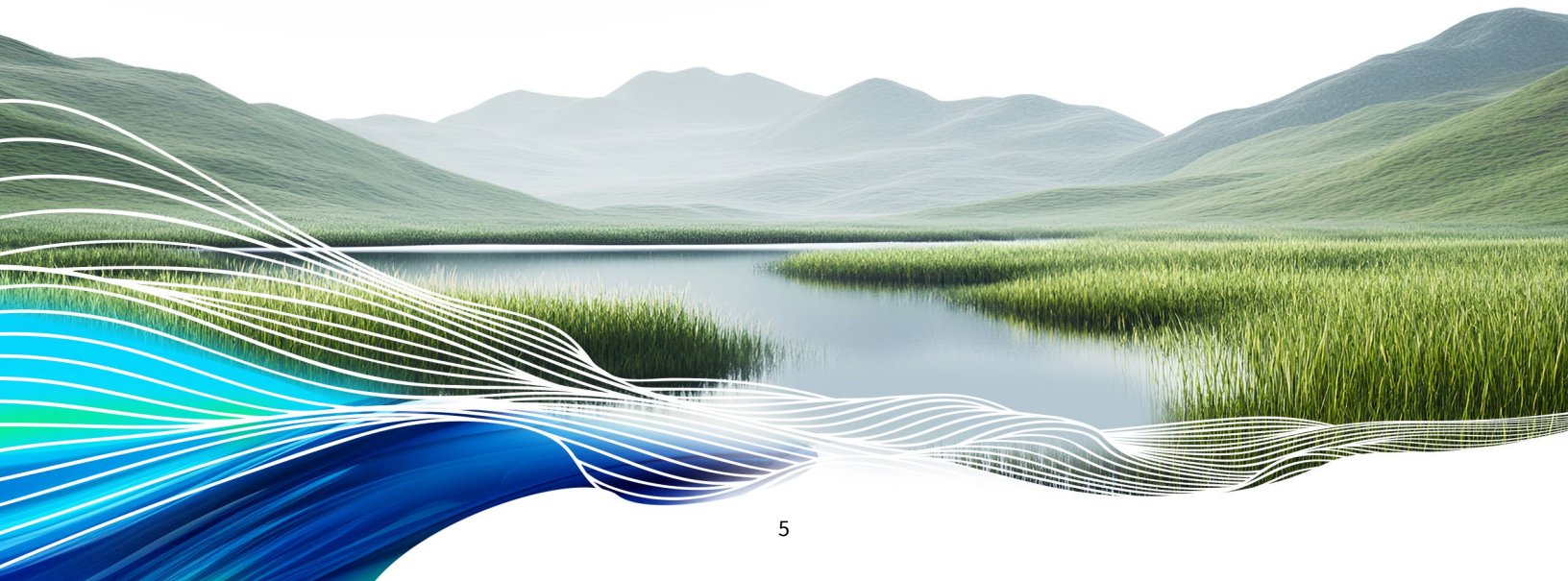
Materiality analysis

We regularly assess the areas of impact, influence, and responsibility that matter most to our shareholders, clients, stakeholders within Tetra Tech, 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. We use this to prioritize actions to address our areas of greatest impact.

Our review considers double materiality to understand how environmental, social, and governance topics may impact the organization's financial success and how our operations impact and creates value in the broader world.

Climate risk and opportunity

Tetra Tech recognizes and assesses [climate risks and opportunities](#) for our business as part of our Business Continuity Planning process. These are evaluated from both a near and longer-term perspective, while considering the risks and opportunities associated with multiple climate change severity scenarios.



Corporate Governance

Tetra Tech's Board of Directors oversees our [Corporate Governance Program](#) and our environmental, social, and governance (ESG) policies, procedures, and reporting to ensure we maintain the highest standards of practice with our employees, clients, and partners.

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.

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 Business Continuity Planning process.

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 Ethics and 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 all employees are required to complete training and commit to 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 independent 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 Ethics and 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 independent 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 Chief Executive Officer and posted internally for reference by employees.

All relevant policies are [posted externally on our website](#).



Our 2025 Progress

This year's report presents our 2025 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.


In 2025 we maintained or improved against 13 of the metrics we track. Highlights include:

Industry leading
employee turnover
rate of
7%




10,484
employees
participated in Tetra
Tech-sponsored
**professional
development
training**



30% 
**reduction in metric
tons (MT) CO₂e per
employee for Scope 1
and 2 emissions from
the 2021
baseline**

100% 
**of employees
compliant with
Business Ethics and
Conduct training
requirements**

18%
**decrease
in our
water
usage**



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 26 percent of our business holds ISO 14001 certification.

We report annually on Scope 1, 2, and 3 greenhouse gas (GHG) emissions. We currently include Categories 1, 2, 3, 4, 5, 6, 7, and 15 in our Scope 3 GHG emissions data and continue to improve our data collection methodology to enhance our reporting on Scope 3 categories.

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 2025 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	2025 Results	Change from 2024 or 2021 Baseline	2030 Goal
GHG Emissions from Operations	GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4; GRI 305-5	1.10 MT CO ₂ e Scope 1 and 2 per employee Scope 1: 9,510.74 MT CO ₂ e Scope 2: 17,265.11 MT CO ₂ e Scope 3 ² : 38,599.83 MT CO ₂ e	30% decrease from 2021 baseline ¹ 30% decrease from 2021 baseline ¹ 🌿 35% decrease from 2021 baseline ¹ 🌿	50% reduction in GHG emissions from 2021 baseline
Renewable Energy for Utilities	GRI 302-1; GRI 302-3; GRI 302-4	39%	7% decrease	100% of operations use renewable sources of energy for electricity
Water Use	GRI 303-1; GRI 303-2; GRI 303-3	893.1 gallons (gl)/employee	18% decrease 🌿 65% decrease from 2021 baseline 🟢	10% decrease from baseline
Hazardous Waste Production		0	No change = 🟢	No hazardous waste production from operations
Percent of Enterprise and Project Data Stored in the Cloud	GRI 302-4	82.7%	0.8% reduction	95% of enterprise and project data resides in the cloud
Energy from Renewables by Company's Cloud Vendors	GRI 302-4	97.4%	No change =	100% cloud data serviced by renewable energy
Enterprise Supply Chain Vendors Vetted for Cybersecurity Standards	GRI 302-4	100%	No change = 🟢	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

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

²We include Categories 1,2,3,4,5,6,7, and 15 in our Scope 3 GHG emissions data.

🌿 Improvement from 2024 = Maintained position from 2024 🟢 2030 target achieved

Health and Safety

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, including 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 and Total Recordable Incident Rate as well as the completion of our H&S training modules.

Measure	Related GRI Performance Indicator	2025 Results	Change from 2024 or 2021 Baseline	2030 Goal
Lost Workday Incident Rate (LWDIR)	GRI 403-2	LWDIR 0.11, 45% better than industry average	25% decrease against industry average	Continual improvement toward achieving and maintaining a zero LWDIR and a TRIR better than the industry average ³
Total Recordable Incident Rate (TRIR)		TRIR 0.45, 36% better than industry average	33% decrease against industry average	
Employee Participation: Training Completed	GRI 404-6	84,984 H&S-related training modules completed by employees 120% increase over 2021 baseline	12% decrease in absolute numbers Maintained training per employee from 2024 = ✓	10% increase from baseline

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

³NAICS Code 541 Professional, Scientific, and Technical Services, BLS Data 2024

 Improvement from 2024
  Maintained position from 2024
  2030 target achieved



Our People

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 continuous professional development for all employees and focus on two key areas:

Enhancing 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 health and safety 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. All employees receive an annual performance appraisal that includes forward-looking employee development, and we use this as a basis for our succession planning process.

Measure	Related GRI Performance Indicator	2025 Results	Change from 2024 or 2021 Baseline	2030 Goal
Business Ethics and Conduct		100% of employees are compliant with training requirements for our Business Ethics and Conduct Policy	No change = ✓	100% of employees are compliant with training requirements for our Business Ethics and Conduct Policy
Professional Development Training	GRI 404-2	10,484 employees participated in Tetra Tech-sponsored professional development training during 2025	The percentage of the Company trained is up 374% since 2021 baseline 🌱	15,000 employees participate in Tetra Tech-sponsored professional development training annually
		43% of employees participated in Tetra Tech-sponsored professional development training in 2025	19% increase 🌱	
Average Hours of Training Per Employee Per Year	GRI 404-1	20.14 average hours of training per employee in 2025	13% increase 🌱	

🌱 Improvement from 2024 = Maintained position from 2024 ✓ 2030 target achieved






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 2025 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 2025 our employee turnover rate remained one of the lowest in the industry at 7 percent globally.

Measure	Related GRI Performance Indicator	2025 Results	Change from 2024 or 2021 Baseline	2030 Goal
Employee Engagement Surveys	GRI 2-7 Employees: General Disclosures 2021	100% of operations included in employee engagement surveys	No change = ✓	100% of operations covered by employee engagement surveys
Employee Engagement in Corporate Wellness Initiatives	GRI 403-6	27% employee engagement	3% decrease	55% employee engagement
Annual Employee Turnover	GRI 401-1	7% annual employee turnover	Lowered our employee turnover by 1% ✓✓	Maintain employee turnover at better than industry standards

 Improvement from 2024
  Maintained position from 2024
  2030 target achieved



Appendix

We have provided three years of data for our sustainability metrics to report on long-term progress towards our 2030 goals.

GHG Emissions

Measure	2023 Results (metric tons)	2024 Results (metric tons)	2025 Results (metric tons)	2030 Goal
Scope 1 and 2 per employee	1.32 MT CO ₂ e	1.01 MT CO ₂ e	1.10 MT CO ₂ e ⁴	50% reduction in GHG emissions from 2021 baseline
Scope 1	12,515.90 MT CO ₂ e	10,300.35 MT CO ₂ e	9,510.74 MT CO ₂ e	
Scope 2	22,213.16 MT CO ₂ e	17,729.25 MT CO ₂ e	17,265.11 MT CO ₂ e	
Scope 3	41,168.08 MT CO ₂ e	48,049.23 MT CO ₂ e	38,599.83 MT CO ₂ e	

⁴Increase in CO₂e per employee in 2025 is due to a 12% reduction in headcount from 2024

Operations

Measure	2023 Results	2024 Results	2025 Results	2030 Goal
Renewable Energy for Utilities	53%	42%	39%	100% of operations use renewable sources of energy for electricity
Water Use	1089.4 gallons (gl)/employee	1091.5 gallons (gl)/employee	893.1 gallons (gl)/employee	10% decrease from baseline
Percent of Enterprise and Project Data Stored in the Cloud	64%	83.5%	82.7%	95% of enterprise and project data resides in the cloud
Energy from Renewables by Company's Cloud Vendors	97%	97.4%	97.4%	100% cloud data serviced by renewable energy
Enterprise Supply Chain Vendors Vetted for Cybersecurity Standards	85%	100%	100%	100% enterprise supply chain vendors vetted for cybersecurity standards
Enterprise Platforms Evaluated for Accessibility	91%	91%	91%	100% enterprise platforms evaluated for accessibility

Health and Safety

Measure	2023 Results	2024 Results	2025 Results	2030 Goal
Lost Workday Incident Rate (LWDIR)	LWDIR 0.08, 73% better than industry average	LWDIR 0.12, 60% better than industry average	LWDIR 0.11, 45% better than industry average	Continual improvement toward achieving and maintaining a zero LWDIR and a TRIR better than the industry average
Total Recordable Incident Rate (TRIR)	TRIR 0.24, 73% better than industry average	TRIR 0.37, 54% better than industry average	TRIR 0.45, 36% better than industry average	Continual improvement toward achieving and maintaining a zero LWDIR and a TRIR better than the industry average
Employee Participation: Training Completed	60,412 H&S-related training modules completed by employees 57% increase over 2021 baseline	96,264 H&S-related training modules completed by employees 150% increase over 2021 baseline	84,984 H&S-related training modules completed by employees 120% increase over 2021 baseline	10% increase from baseline

Our People

Measure	2023 Results	2024 Results	2025 Results	2030 Goal
Business Ethics and Conduct	100% of employees are compliant with training requirements for our Business Ethics and Conduct Policy	100% of employees are compliant with training requirements for our Business Ethics and Conduct Policy	100% of employees are compliant with training requirements for our Business Ethics and Conduct Policy	100% of employees are compliant with training requirements for our Business Ethics and Conduct Policy
Professional Development Training	9,687 employees participated in Tetra Tech-sponsored professional development training during 2023 36% of employees training participated in Tetra Tech-sponsored professional development training in 2023	9,940 employees participated in Tetra Tech-sponsored professional development training during 2024 36% of employees training participated in Tetra Tech-sponsored professional development training in 2024	10,484 employees participated in Tetra Tech-sponsored professional development training during 2025 43% of employees training participated in Tetra Tech-sponsored professional development training in 2025	15,000 employees participate in Tetra Tech-sponsored professional development training annually
Average Hours of Training Per Employee Per Year	14.74 average hours of training per employee in 2023	17.86 average hours of training per employee in 2024	20.14 average hours of training per employee in 2025	

Employee Engagement

Measure	2023 Results	2024 Results	2025 Results	2030 Goal
Employee Engagement Surveys	100% of operations included in employee engagement surveys	100% of operations included in employee engagement surveys	100% of operations included in employee engagement surveys	100% of operations covered by employee engagement surveys
Employee Engagement in Corporate Wellness Initiatives	25% employee engagements	28% employee engagement	27% employee engagement	55% employee engagement
Annual Employee Turnover	9% employee turnover globally	8% annual employee turnover	7% annual employee turnover	Maintain employee turnover at better than industry standards



TETRA TECH

3475 East Foothill Boulevard, Pasadena, CA 91107 USA

Phone: +1 (626) 351-4664

tetratech.com/sustainability

