TETRA TECH

Corporate Sustainability Program

Sustainability Plan

Leading with Science®

Contents

This sustainability plan provides the background, general guidelines, and methodology that support Tetra Tech's Sustainability Program.

Tetra Tech's Sustainability Program Mission

Integrate sustainability and social responsibility into our business and operations, while supporting the Company in delivering excellent services to our clients, maintaining superior financial performance, and emphasizing safety in the execution of services

---

Section 1: Background

Tetra Tech has long focused on helping its clients provide sustainable solutions in water, environment, infrastructure, resource management, energy, and international development. In 2010 Tetra Tech developed its Sustainability Program and established five-year goals; created a governance structure; implemented policies and practices; and initiated annual assessments to facilitate continuous improvement. In 2016 Tetra Tech announced its second set of five-year goals (2016-2020). With these goals, we challenged ourselves to provide even greater efficiencies to our customers, integrate more sustainable practices into more of our operations, and increase our engagement in the communities in which we live and work. Our program is aligned with global best practices such as the Global Reporting Initiative (GRI) framework and is specifically tailored to our business delivering high-end consulting and engineering services worldwide.

Section 2: Program Objectives

Tetra Tech's Sustainability Program includes the following objectives:

- The Sustainability Program supports Tetra Tech's mission to be a premier provider of consulting and engineering services by emphasizing efficiency, continuous improvement, innovation, and a commitment to safety
- The Sustainability Program focuses on Tetra Tech's Projects, Procurement, Processes, and People (the 4Ps), as executed and supported by Tetra Tech associates
- Tetra Tech develops an annual Sustainability Report Card, which is produced electronically and provides an assessment of progress towards its current sustainability goals
- The Sustainability Program supports Tetra Tech's ability to deliver innovative, green solutions for our clients, within our operations, and for the communities in which we live and work

Section 3: Approach

Tetra Tech's Sustainability Program supports the Company's ability to deliver innovative, green solutions for its clients and operations. Our program is focused on the 4Ps, as executed and supported by Tetra Tech associates.

- *Projects* – work that contributes towards reducing energy use and greenhouse gas (GHG) emissions, improving water conservation, restoring resources, and improving process efficiency
- *Procurement Activities* – purchases that encourage sustainability by changing priorities, using Tetra Tech's negotiating position to purchase more sustainable products, and influencing the vendors we use for projects and corporate resources
- *Processes* – programs and policies that encourage sustainable practices such as electronic reporting, recycling, and alternative modes of transportation
- *People* – employee-supported activities including Engineers Without Borders; Bike to Work Week (BTWW); Science, Technology, Engineering, and Mathematics (STEM); volunteer work; and fundraising efforts that help improve the communities in which we live and work

3.1 Projects

Tetra Tech's greatest contribution to sustainability is through the projects its employees perform every day for its clients. We are in a unique position to minimize our collective impact on the environment through our global presence and direct role in helping future generations to access necessary resources to meet their needs. In some cases, the projects we perform specifically seek to reduce the collective environmental footprint, such as installing solar power systems in developing countries. Often, we achieve greater sustainability in our projects through greater efficiencies and cost savings. Within our daily project operations, we look for ways to conserve resources through effective project management and innovative design solutions that minimize environmental impacts.

3.2 Procurement Activities

With 450 offices and 20,000 employees around the world, we recognize the impact we have on our environment. We aim to use green products and be mindful of our space utilization to ensure we are creating sustainable, environmentally friendly spaces for our employees. By using our global reach as a negotiating tool, we can influence our vendors to change their priorities to be more focused on sustainability.

3.3   Processes

Tetra Tech employees around the world participate in programs and follow policies that encourage sustainable practices. We are setting the foundation for sustainability in our daily operations through business practices such as using cloud-base storage services, reducing on-premise server use, using in-office electronic reporting and filing, and recycling e-waste.

3.4   People

Tetra Tech employees have a significant impact on the communities in which they live and work. From supporting communities in developing countries to our offices' local volunteer, pro bono, and fundraising efforts, our employees provide time, expertise, and financial and in-kind donations throughout the year to help people in need around the world.

Section 4: Executive Management Support

Tetra Tech's Sustainability Program is led by executive management and other key corporate stakeholders. Tetra Tech's Chief Executive Officer, Dan Batrack, appointed Dr. Leslie Shoemaker as Tetra Tech's Chief Sustainability Officer and authorized the formation of the Sustainability Council and development of the program. Dan Batrack provides final review and approval of the Tetra Tech Sustainability Program's five-year goals and evaluates the Company's progress in achieving the goals and objectives.

Section 5: Sustainability Council and Workgroup

To support its ongoing sustainability efforts, Tetra Tech established a Sustainability Council (Appendix A, Table 1) to help coordinate and track its Sustainability Program, oversee the development of an annual corporate Sustainability Report Card, and support the communication of best practices across the Company. The Council provides input from corporate departments, helps implement and communicate relevant aspects of the Sustainability Program, and supports the tracking of Sustainability Program goals and initiatives. The Council includes representatives from relevant corporate departments and is overseen by Tetra Tech's Corporate Sustainability Officer, Dr. Leslie Shoemaker.

The Sustainability Program Workgroup (Appendix A, Table 2) assists the Sustainability Council with the day-to-day operations of the Sustainability Program and gathering data to be reported in the annual Sustainability Report Card. The Workgroup includes select Sustainability Council members, specific corporate department employees, and experts in sustainability programs and energy and carbon management practices. The Workgroup designs specific objectives, identifies associated

tracking needs and metrics, evaluates Tetra Tech's sustainability baseline, and develops the web-based sustainability report.

Section 6: Partnerships and Memberships

To further expand its role in the advancement and communication of global sustainability objectives, Tetra Tech has joined global and local organizations whose missions are in line with our sustainability efforts.

Imagine H2O is a nonprofit organization that seeks to empower people to develop and deploy innovation to solve global water challenges. Tetra Tech partners with Imagine H2O to provide technical support in judging applications from potential startups that address some of the world's most pressing global water issues as they relate to scarcity and resilience, water efficiency, utility operations, and data analytics.

Tetra Tech supports Engineers Without Borders USA (EWB-USA) and Engineers Without Borders Canada (EWB Canada) in helping communities in developing countries meet their basic human needs through lasting, scalable projects and technologies. Tetra Tech's long history of corporate support for both organizations includes financial sponsorship and leadership and chapter-level involvement.

Tetra Tech provides financial and in-kind support to help educate young people in the fields of sustainability, environmental science, alternative energy, and green technology. We support Washington, DC-based The Nature Generation and its Teach Green and Read Green programs that educate and encourage youth to focus on environmental studies. The Nature Generation teaches the ethos of environmental stewardship to individuals, businesses, and communities.

In 2018 Tetra Tech joined the UN Global Compact for Advancing Sustainable Development, which aims to combat poverty and inequalities and reduce impacts from the changing climate.

Section 7: Sustainability Program Goals and Baseline Development

Tetra Tech's Sustainability Program Workgroup inventories, compiles, and analyzes data on the Company's current practices to create the baseline for Tetra Tech's Sustainability Program. This involves organizing relevant information from each corporate department to establish goals that will form the basis of the annual online report.

The Workgroup also identifies best practices from specific corporate departments or operations that can be transferred throughout Tetra Tech and may result in cost savings and improved sustainability.

Each corporate department reviews and updates its goals every five years to further advance the department's sustainability.

Section 8: Sustainability Program Reporting Structure

8.1   Metrics

The Sustainability Council selected the GRI standards as the mechanism to track corporate metrics. The Sustainability Program Workgroup evaluates the GRI indicators and selects metrics that most relate to Tetra Tech's sustainability goals. The GRI indicators selected must apply to our business in a meaningful way and represent ongoing activities related to Tetra Tech's 4Ps.

GRI is the internationally predominant sustainability reporting protocol and provides standardized indicators for corporate sustainability plans. The GRI reporting framework serves as a generally accepted protocol for reporting on an organization's economic, environmental, and social performance. It is designed for use by organizations of any size, sector, or location and takes into account the practical considerations faced by a diverse range of organizations. The GRI reporting framework contains general and sector-specific content that has been agreed on by a wide range of stakeholders around the world to be generally applicable for reporting an organization's sustainability performance.

Tetra Tech has a team of in-house California Air Resources Board GHG certified verifiers that provide verification services for multiple industry sectors. They also review and calculate all of Tetra Tech's GHG metrics.

8.2   Methodology

Tetra Tech analyzes each of its 4P focus areas in terms of applicable sustainability impact criteria in accordance with the general framework provided by the GRI approach:

- *Environmental* – pertains to the natural environment and resource consumption and allocation
- *Economic* – involves actions that improve financial performance for our Company and clients
- *Social* – considers health and safety, employee and supplier workforce, and community involvement

Tetra Tech's Sustainability Program uses an iterative approach to achieve greater efficiencies across the Company. Corporate departments evaluate their metrics every five years to ensure Tetra Tech is advancing its commitment to sustainability. A brief overview of how our departments identify goals and track and collect data is provided below.

Overarching Corporate Metrics

Purpose: Tetra Tech's overarching corporate metrics of revenue and headcount growth track the Company's overall business performance. We track GHG emissions from our offices to monitor our global carbon footprint.

Metric	Description
Revenue Growth	Compares year-over-year revenue growth as reported in Tetra Tech's 10K filing
Headcount Growth	Compares year-over-year change in number employees as reported in Tetra Tech's 10K filing
GHG Emissions	Compares change (year-over-year and since program inception) in metric tons of CO_2e per associate based on office utility information (gas and electricity) and shared services (air travel, car rental, and deliveries) from a subset of the Company's largest offices. Metric tons of CO_2e emissions from office utility use are calculated using the U.S. Environmental Protection Agency's eGRID total output emission rates. Additional information is available upon request

Real Estate

Purpose: With Tetra Tech's global presence, we can make a large impact on sustainability. We work to improve space efficiency to reduce energy consumption and utility costs and we review the sustainability of spaces that we plan to lease. By working in office spaces that have sustainable features, we can reduce the environmental impact of our operations, while saving costs.

Metric	Description
Footprint	Compares year-over-year change in the per-associate square footage for all active Tetra Tech leased space in the United States and internationally using the number of full time equivalent employees
Sustainability of Office Space	Measures progress in distribution of Sustainable Office Lease Consideration Checklist (implemented in 2017) to property managers and landlords for buildings with active leases tracked in the corporate real estate database

Information Technology

Purpose: Tetra Tech understands the importance of technology in its daily operations. Our corporate Information Technology department ensures we are implementing energy-efficient computing practices and using sustainable products. Increasing our cloud data storage and decreasing the number of servers in our network reduces capital and maintenance costs and energy consumption. Bringing all Tetra Tech financial and administrative functions onto our Tetra Linx enterprise system reduces paper consumption and improves efficiency.

Metric	Description
Percent of Enterprise Data Stored in the Cloud	Measures year-over-year percentage increase of enterprise data stored in the cloud compared to data stored on Tetra Tech-owned or leased data centers, in bytes
Percent of Tetra Tech on Tetra Linx	Measures year-over-year increase in percentage of operational revenue that has been migrated to Tetra Linx enterprise system, excluding new acquisitions brought in within the past 12 months
Number of Associates per IT System Server	Measures year-over-year increase in number of full time equivalent employees per Tetra Tech-owned or leased physical server within Tetra Tech offices or data centers, excluding servers hosted in the cloud

Health & Safety

Purpose: The health and safety of each employees is a priority at all worksites, and our health and safety process is vital and integral to our work. As part of Tetra Tech's commitment to provide a safe work environment, the Company tracks occupational health and safety awards and recognitions; executive leadership and oversight of its safety program; safe work performance; and Tetra Tech's Lost Workday Incident Rate (LWDIR) and Total Recordable Incident Rate (TRIR). When we keep our people safe, we ensure a thriving, sustainable work environment.

Metric	Description
Occupational Health and Safety Awards and Recognition	Tracks and compares year-over-year improvement in percentage of operating units that meet the criteria for the U.S. National Safety Council Perfect Record Award by completing 12 months without a lost workday injury

Metric	Description
Executive Leadership and Oversight	Reports on various annual programs that demonstrate executive commitment to Tetra Tech's Health & Safety Program, including executive communications to employees, trainings, and external compliance audits
Safe Work Performance by Employees	Tracks percentage of active employees who complete biennial acknowledgement of responsibility for safe work performance
LWDIR and TRIR	Compares year-over-year change in LWDIR and TRIR for all Tetra Tech operations, calculated in compliance with U.S. OSHA Recordkeeping procedures

Human Resources

Purpose: Tetra Tech's Human Resources department plays a vital role in ensuring the Company's continued sustainability through workforce recruitment, training, and retention. We also continuously evaluate and implement process improvements that reduce the environmental impacts of our hiring and onboarding processes.

Metric	Description
Document Automation	Tracks improvement on baseline in percentage of onboarding and transactions related to employee documentation that are completed electronically, based on percentage of transactions completed in Tetra Tech's online career portal and global human resources information systems
Recruitment Activities Focused on Increasing Diversity	Measures improvement in percentage of Tetra Tech operations that participate in outreach events focused on increasing diversity in the workplace as tracked by annual reports submitted to the Human Resources department by the Human Resources Council, which are reviewed and categorized by outreach type

Metric	Description
Leadership Training	Measures the number of employees who have participated in Tetra Tech's Leadership Academy since program inception as tracked by program attendance records

Finance - Shared Services

Purpose: Tetra Tech works to reduce the impact of purchasing activities on the environment. By using recycled office supply products and sending fewer overnight courier shipments, we are reducing the Company's environmental impact and encouraging our employees to be mindful of the tools they use during their daily operations.

Metric	Description
Use of Recycled Office Supply Products	Tracks improvement in percentage of sustainable or recycled paper and other consumable office supply products ordered from Tetra Tech's corporate office supply partner
Number of Overnight Courier Shipments per Associate	Measures reduction in total number of overnight courier shipments sent through our corporate courier partner per active associates per calendar year against baseline

Corporate Communications

Purpose: Corporate Communications aims to ensure all corporate-produced marketing materials are a direct reflection of the Company's sustainability goals. We actively work to reduce paper use, printing costs, and environmental impacts of mailings. We further reduce the environmental impact of corporate marketing materials by using recycled-content and FSC-certified paper. We leverage our influence to ensure all events that we run or participate in consider the sustainability of their operations, using our Sustainable Event Checklist to educate vendors.

Metric	Description
Use of Electronic Marketing Materials Instead of Printed Media	Tracks improvement in the percentage of corporate marketing materials delivered electronically in proportion to the amount of corporate marketing materials printed

Metric	Description
Sustainability of Printed Media	Tracks the percentage of printed corporate marketing materials that use paper that contains recycled content and is FSC-certified
Sustainability of Events and Conferences	Tracks the percentage of venues for all corporate-supported external events and internal meetings (including our Annual Meeting, Mid-year Meetings, PM Trainings, and Leadership Academy) that receive our Sustainable Event Checklist and the percentage of venues that are implementing sustainable practices detailed on our checklist

Corporate Social Responsibility

Purpose: Tetra Tech strives to contribute to the quality of life in the communities where our employees live and work by supporting financial contributions, volunteering, and pro bono work. Our STEM Program helps employees share their passion and knowledge with local students to spark interest in STEM in the next generation of innovators and problem solvers. Our employees also work to improve the environment through various volunteer activities and our annual International BTWW Challenge.

Metric	Description
STEM Program	Measures the number of people reached through STEM events that Tetra Tech employees organized or participated in based on employee-reported data entered into our tracking system; metric tracks total number of individuals reached annually and since program inception
BTWW Challenge	Tracks improvement on baseline in the number of teams participating in Tetra Tech's annual BTWW Challenge event based on qualifying five-member teams and other registered teams and participants that are equivalent to five-member teams
Employee Involvement in Financial and In-kind Giving	Tracks offices (10 or more employees) that reported participating in local fundraising activities during the calendar year, as a percentage of total offices responding to our annual social sustainability survey

Metric	Description
Employee Involvement in Volunteering	Tracks offices (10 or more employees) that reported participating in volunteer activities during the calendar year, as a percentage of total offices responding to our annual social sustainability survey

Section 9: Annual Report

Tetra Tech's Sustainability Program is documented electronically through the Company's annual Sustainability Report Card, which highlights and communicates Tetra Tech's progress to clients, shareholders, and Tetra Tech associates. The report is published annually on the corporate website at tetratech.com/sustainability, and a minimal number of copies are printed each year for client distribution.

Appendix A

Table 1: Sustainability Council Membership

Tetra Tech Business Units and Corporate Departments	Role
Executive Management	
	Sustainability Officer reports to Executive Management, provides oversight of the Sustainability Council and Workgroup
Corporate Departments	
Media and Communications	Creates communications programs to support the Sustainability Program; develops the annual Sustainability Report Card; promotes sustainability as differentiator in marketing media and conferences and high visibility events
Real Estate	Oversees real estate and facilities purchasing and corporate standards and policy
Finance	Provides financial evaluation and tracking procedures of sustainability metrics
Human Resources	Implements sustainable programs and practices that affect recruiting, retention, and employee morale
Health & Safety	Evaluates Sustainability Program's compliance and reinforces health & safety best practices
Information Technology	Supports sustainable practices in computer infrastructure, green computing, and related electronic accounting systems
Investor Relations	Supports Sustainability Program visibility, reporting, and listing on sustainability indices

Tetra Tech Business Units and Corporate Departments	Role
Business Development Support	Promotes sustainability as part of marketing differentiation in proposals

Table 2: Sustainability Workgroup Membership

Tetra Tech Business Units and Corporate Departments	Role
Business Group Presidents	Support the collection of data from operating units and identification and stewardship of projects highlighted in the annual Sustainability Report Card
Media and Communications	Manages data collection, writing, and production of the Sustainability Report Card; conduct annual survey of all operations to gather data on sustainability in projects, office practices, and social responsibility activities
Real Estate	Manages real estate-related measurements including tracking space use per employee and distributing and tracking the sustainable office lease consideration checklist
Finance	Reports annual revenue growth and manages Shared Services metrics, including tracking recycled-content office supply purchases and overnight deliveries
Human Resources	Reports annual employee headcount metric and manages metrics to help increase employee satisfaction and retention, including improving sustainability for document management, increasing workplace diversity, and maintaining strong career development
Health & Safety	Manages all safety program implementation and tracks and reports metrics to ensure our employees are following proper protocols to work efficiently and safely

Tetra Tech Business Units and Corporate Departments	Role
Information Technology	Manages IT metrics to ensure implementation of energy-efficient computing practices and use of sustainable products
Investor Relations	Manages Tetra Tech's annual GHG inventory and collects annual reporting information from corporate departments to support corporate sustainability metrics for annual Sustainability Report Card
Business Development Support	Collects and reports annual data about their units' sustainable practices on projects, in offices, and in community activities