

# Why Choose Tetra Tech?



## ABOUT US

At Tetra Tech, we are *Leading with Science*® to improve the quality of life around the world. We believe our employees are the key to our success. Our reputation rests on the technical expertise and the dedication of our employees—21,000 people working together across disciplines and time zones to provide smart, sustainable solutions for challenging projects.

Our work environment is where diversity and inclusion are embraced, employees are promoted on their merits, and people treat each other with mutual respect and dignity.

*Engineering News-Record (ENR)* ranks Tetra Tech as a global leader in several markets. We are proud to be home to leading technical experts in water, environment, high performance buildings, resource management, energy, and international development.

<b>21,000</b> STAFF 	<b>\$3B</b> ANNUAL REVENUE	<b>16,500</b> CLIENTS 	<b>WORKS ON 65,000+</b> PROJECTS ANNUALLY
<b>100+</b> COUNTRIES	<b>7</b> CONTINENTS	<b>450</b> OFFICES WORLDWIDE 	PUBLICLY TRADED ON NASDAQ <b>TTEK</b> NASDAQ GLOBAL SELECT <b>\$7B USD VALUE</b>

<b>#1</b> <b>ENR</b> Engineering News-Record	WATER – 18 YEARS IN A ROW
	ENVIRONMENTAL MANAGEMENT – 12 YEARS IN A ROW
	TREATMENT/DESALINATION – 7 YEARS IN A ROW
	SOLID WASTE – 8 YEARS IN A ROW



## Our Solutions

In a complex world with competing demands for limited resources, Tetra Tech offers clear solutions made possible with sound science, understanding, innovation, and industry-leading approaches.

Below are some key markets and services where we use our *Leading with Science* approach to meet our clients' needs.

- Artificial Intelligence and Advanced Data Analytics
- Design and Engineering
- Disaster Recovery and Emergency Management
- Energy
- High Performance Buildings
- Infrastructure
- International Development
- Management Consulting
- Resource Management
- Solid Waste Solutions
- Surveying and Mapping
- Technology Solutions
- Water

# Sustainability

Tetra Tech's commitment to sustainability for the next decade is to be Climate Positive & Carbon Negative, achieving a net reduction in greenhouse gases as measured in tons of CO<sub>2</sub>e through our projects, procurement, processes, and people.

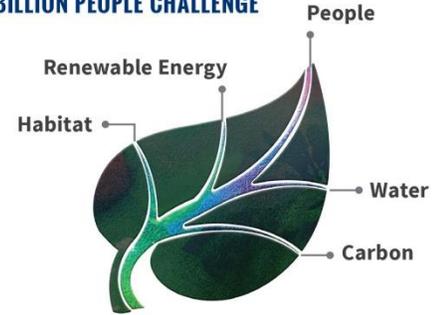
Most important to our program is the recognition of the significant environmental, social, and governance impacts of Tetra Tech's projects.

We will track the benefits of the projects we perform using four key environmental metrics:

- GHG emissions avoided or captured (CO<sub>2</sub>e 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.

## BILLION PEOPLE CHALLENGE



## Tetra Tech is a great place to work and here's why:

### Company Strength

#### Leading with Science

For more than 50 years, Tetra Tech has built a legacy of *Leading with Science* by providing innovative, technical solutions for our clients.

#### Entrepreneurial Spirit

Tetra Tech is a multibillion-dollar company that moves at the speed of a 20-person office to rapidly respond to the needs of our clients.

#### Long-Lasting Client Relationships

We believe a thorough understanding of our customers' needs, priorities and expectations are key to a long-term relationship with our clients.

### Career Growth

#### Multiple Career Paths

We offer you opportunities to develop new skills and evolve into new roles. Depending on your strengths and your interests, you will determine your path.

#### Training and Professional Development

Our associates are offered professional development opportunities and trainings to expand their skills and continue achieving their career goals.

#### Internal Mobility Options

Thanks to our global reach, our career development opportunities are endless.

### Benefits and Rewards

#### Comprehensive Benefits

We offer comprehensive benefit options that provide long-term financial security and physical wellbeing to you and your family.

#### Result-Oriented Recognition

Results and hard work do not go unnoticed. Individuals and groups are rewarded based on performance and profitability.

#### Employee Stock Purchase Plan (ESPP)

Eligible employees can purchase Tetra Tech common stock at a minimum 15% discount.

### Integrity and Responsibility

#### Health and Safety

Protecting our employees is our highest priority. Our company's health and safety processes are an integral part of our work.

#### Committed to Our Values

With our focus on science, corporate social responsibility, and sustainable business practices, we make no compromise on matters of principle. We find strength in the unique attributes of everyone.

#### Community Involvement

Tetra Tech uses innovative technologies to provide practical solutions to improve communities around the world. Our award-winning STEM program aims to help students at all levels spark an interest in science and engineering.

### Employee Resource Groups

As a highly connected global company that is *Leading with Science*, Tetra Tech embraces the diversity of thought and experience that is integral to creating innovative solutions. Our global Employee Resource Groups (ERGs) help us attract and retain the best engineers, technical specialists, and support staff from diverse backgrounds.

These voluntary ERG networks support the professional development and inclusion of employees with shared characteristics, special interests, or life experiences.

We embrace an inclusive culture, where each of our 21,000 associates are provided an opportunity to reach their full potential.

