Carbon Reduction Plan

Supplier name	Tetra Tech
Publication date	10/06/2026

Commitment to achieving net zero

Tetra Tech is committed to achieving net zero emissions by 2050.

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline year: October 2021 – September 2022

Additional details relating to the baseline emissions calculations:

The October 2021 – September 2022 period has been used as Tetra Tech's baseline period to align with the company's financial year and to give a more accurate representation of carbon emissions that are not impacted by the effects of Covid and include the increase in Tetra Tech's data capture and Scope 3 reporting capabilities. To maintain full transparency and completeness of data, the periods monitored prior to the baseline year have been included in Figure 1 and Appendix 1.

Baseline year emissions:

Emissions	Total (tCO_2e)
Scope 1:	**258.7**
Gas in buildings	53.7
Company Vehicles	205.0
Scope 2:	**164.7**
Electricity in buildings	164.7
Scope 3 (included sources) (broken down by GHG Protocol Scope 3 Category):	**2,793.3**

1. Purchased Goods and Services (Optional):	
Telecommunications	40.5
Security	5.5
Cleaning services	273.5
Maintenance	69.1
Office Supplies	182.2
IT Equipment	638.6
3. Fuel and Energy Related Activities not included in Scope 1 or Scope 2 (Optional):	
Electricity Transmission and Distribution	15.1
4. Upstream Transportation and Distribution	
Only total expenditure, not the split between Categories 1 and 4, is currently known. All expenditure and emissions have therefore been reported under "1. Purchased Goods and Services", and this category is zero.	
5. Waste Generated in Operations	
Waste Disposal and Treatment	8.4
Water in Properties	0.74
6. Business Travel	
Rail Travel	17.7
Plane Travel	606.9
Grey Fleet	382.5
Hotels	130.3
7. Employee Commuting:	
Commuting	422.3
9. Downstream Transportation and Distribution:	
We do not make or distribute any products	
Total emissions	**3,216.8**

Current emissions reporting

Reporting year: October 2024 – September 2025	
Emissions	TOTAL (tCO_2e)
Scope 1:	**250.1**
Gas in buildings	18.2
Company Vehicles	231.9
Scope 2:	**128.9**
Electricity in buildings	128.6
Electricity for electric vehicles	0.2
Scope 3 (included sources) (broken down by GHG Protocol Scope 3 Category):	**3,045.4**
1. Purchased Goods and Services (Optional):	
Telecommunications	7.6
Security	2.0
Cleaning services	118.6
Maintenance	54.9
Office Supplies (paper)	0.7
IT Equipment	689.8
3. Fuel and Energy Related Activities not included in Scope 1 or Scope 2 (Optional):	
Electricity Transmission and Distribution	11.5
4. Upstream Transportation and Distribution	
Only total expenditure, not the split between Categories 1 and 4, is currently known. All expenditure and emissions have therefore been reported under “1. Purchased Goods and Services”, and this category is zero.	0.00
5. Waste Generated in Operations	
Waste Disposal and Treatment	16.8
Water in Properties	0.6
6. Business Travel	
Rail Travel	55.5
Plane Travel	808.2

Ferries Grey Fleet Rental Cars Hotels	12.3 483.9 4.5 173.6
7. Employee Commuting: Commuting	 604.9
9. Downstream Transportation and Distribution: We do not make or distribute any products	
Total emissions	**3,424.3**

Emissions reduction targets

In order to continue our progress to achieving net zero, we have adopted the following carbon reduction targets, which are to be measured against our (2021-2022) baseline year.

- 50% reduction in baseline emissions by 2030 (financial year 2029-2030)
- Net zero emissions by 2050 (financial year 2049-2050)

We aim to decrease carbon emissions over the next 4 years to 1,608 tCO_2e by 2030, equivalent to a reduction of 50% from the baseline year.

We aim to decrease emissions over the next 24 years to 0 tCO_2e by 2050, equivalent to a reduction of 100% from the baseline year.

These emissions reduction targets trajectories are plotted in the graph below (blue), along with the baseline year and actual performance (green). We will continue to track our future progress in emissions reduction against these targets.

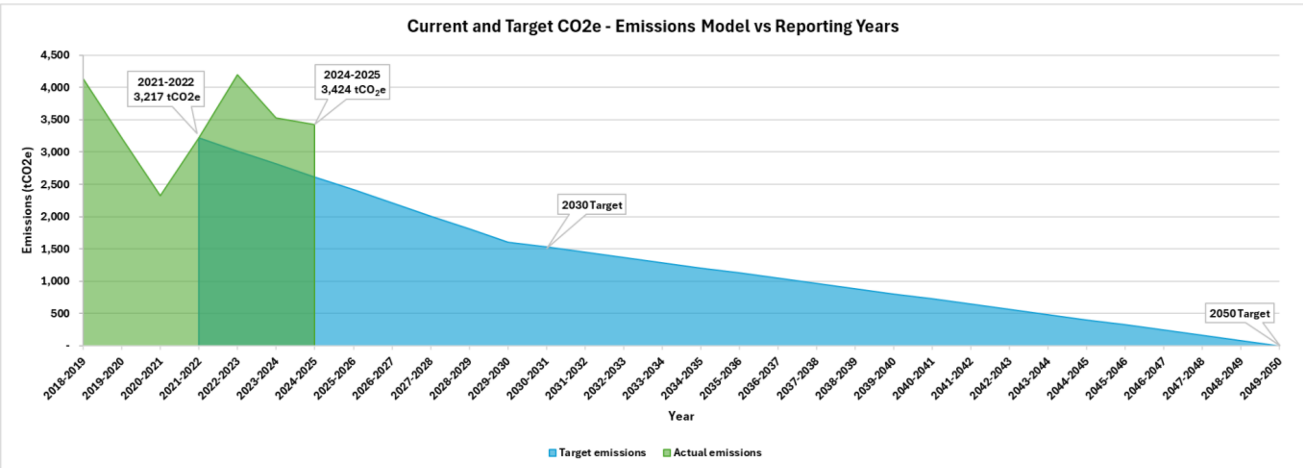

Figure 1:Current and target carbon equivalent emissions model vs reporting years

Carbon reduction projects

Despite the baseline being set from October 2021 - September 2022, previous years' carbon emissions have been calculated and tracked since the financial year 2018 - 2019. This is to provide an overview of how the emissions have changed over time and allow for a comparison of pre-covid and post-covid emissions. For completeness, the new data for the previous years has been included in Appendix 1.

Comparison with Baseline year (2021/2022)

Our current year figures show we have reduced scope 1 and 2 emissions by 11% against our baseline year by improving the Energy Performance Certificate (EPC) ratings of our buildings, procuring renewable energy supply contracts and transitioning our company-owned vehicle fleet to hybrid options. These activities have allowed us to make savings against the baseline year within the following scope 1 and 2 categories:

- Gas consumption in buildings – 66% reduction
- Electricity consumption in buildings – 22% reduction

Our reduced scope 1 and 2 emissions have resulted in a decrease of 45 tCO_2e between the baseline year (2021-2022) and the current reporting year (2024-2025). It should be noted that we have refined our approach to calculating electricity and gas consumption for offices with limited utility data by developing our own KPIs from metered offices. This has been applied to the programme year and retrospectively to the baseline year to draw a more accurate comparison between the two years.

The above savings have been made despite a 9% increase in scope 3 emissions over the same period. This is due to increased business activity (measured in financial revenue) for this reporting year, which is 33% higher than for the baseline year. This has increased emissions against baseline year for business travel (up 35%), commuting (up 43%) and waste (up 99%).

Scope 3 emissions have also increased against baseline year as we have added additional components to the scope 3 categories we report on. This year we have added ferry journeys, car rentals and international rail travel to our business travel figures which have collectively increased this year's emissions by 17 tCO_2e.

We have made significant savings against the baseline year for our scope 3 figures associated with purchased goods and services through implementation of sustainable procurement practices. This reporting year emissions for this category have reduced by 28% against baseline for this category. These savings include the following categories:

- Telecommunications services – 81% reduction
- Cleaning Services – 57% reduction

Comparison with Previous Year (2023/2024)

Between the previous reporting year (2023-2024) and the current reporting year (2024-2025) there has been a decrease in total emissions of 108 tCO_2e, equivalent to a decrease of 3%.

The overall 3% savings were achieved despite an increase in business activity between previous and current reporting year, with financial revenue increasing by 9%. This indicates that the emissions reduction was driven by efficiency and decarbonisation improvements, rather than lower levels of business activity.

Scope 1 and 2 emissions saw an overall 2% increase in comparison to the previous reporting year. This increase in emissions can primarily be attributed to the increase in business activities, with mileage increasing by 28% compared with the previous year. The impact of increased travel demand was partly mitigated by the continued transition of the company owned fleet to hybrid vehicles, helping to limit the increase in company fleet emissions to 12%.

Overall, scope 3 emissions reduced by 4%, with a 28% reduction in emissions associated with business travel. Scope 3 savings were also made from categories such as purchased goods and services but these were offset by a significant (112%) increase in emissions associated with procurement of IT equipment. IT equipment spend has been observed to be cyclical, having high spend coinciding with periods when items at the end of their lifecycle are replaced (similar spend values were recorded in 2021/2022 and 2018/2019 reporting years).

Completed carbon reduction initiatives

The following measures and projects have been completed or implemented since the 2021-2022 baseline period.

- We have annually published our progress in achieving our Science Based Targets for carbon reduction. These figures are independently assessed and verified by the Science

Based Targets initiative (SBTi) and are consistent with the global 1.5°C targets of the Paris Agreement. Under our public SBTi agreement, we commit to reduce absolute Scope 1-3 emissions by 50% by 2030, from a 2021 baseline year. We also commit that 60% of our suppliers by spend, covering purchased goods and services, will have Science Based Targets by 2027.

- Our Sustainability Council has met monthly to drive activities to reduce energy consumption/carbon emissions and achieve net zero. This multi-disciplinary committee is led by a member of our senior management team, who reports back directly to our President.

- We have decarbonised our electricity supply by switching to a 100% renewable electricity supply contract in the buildings where we purchase our own electricity and continue to work with landlords to insist that they source renewable energy contracts. Annually this saves 27 tCO_2e versus purchasing from grid.
- We have begun implementation of an office compression strategy to exploit potential to co-locate offices with other operating units under the Tetra Tech brand to reduce the number of offices occupied across the business. The impact of this will begin to show in next year's CRP figures.
- We have converted our company transport fleet vehicles from combustion engines. By the end of 2025, 87% of our fleet was converted to hybrid. Annually this saves 58 tCO2e compared to diesel vehicle equivalents.
- We have created an employee company car scheme which includes Electric Vehicle (EV) options.
- We have implemented minimum EPC standards for the office buildings we lease for company operations. All are now rated above C and many are A rated. Where buildings are provided with gas-powered heating we will make sure that electrifying the heat source becomes part of our lease renewal negotiations.
- To improve our scope 3 reporting we have analysed supply chain spend data and found our top 31 suppliers by spend are responsible for 50% of our total supply chain spend. We are now gathering activity data from these suppliers to work towards using activity-based emissions factors rather than spend-based emissions factors when reporting on scope 3 emissions.
- We have fully complied with phase 3 of the Energy Savings Opportunity Scheme (ESOS) - completing and updating a publicly available Action Plan detailing the energy

saving opportunities we will undertake (across buildings and transport activities) between now and ESOS phase 4 (Dec 2027). The combined impact of successfully implementing our implementation plan will reduce our ESOS baseline energy consumption associated with buildings and transport by 14%.

- We have implemented flexible working to reduce our commuting emissions and have invested in the technology required to support virtual meetings to reduce emissions associated with commuting and business travel.
- We have implemented an ongoing annual commuting survey for UK employees to better understand and report on our commuting emissions. The survey data is now used to calculate our commuting energy and emissions reported within our CRP.
- We have maintained accreditation of our Environmental Management System accredited to ISO 14001:2015 which allows us to measure and manage our environmental impact as a business.
- Office Energy Champions have delivered annual energy surveys on all our offices. These surveys assess potential/implemented; energy saving measures, environmental management systems (e.g. ISO 14001) and building sustainability certification (e.g. BREEAM, LEEDS and Nabers). The results inform our global office benchmarks across various sustainability metrics and allow us to benchmark performance against best practice energy management and develop improvement plans for our offices.

Future carbon reduction initiatives

In the future we will implement further carbon reduction measures:

- We will continue to decarbonise our company owned vehicle fleet via the conversion of petrol and diesel vehicles to 100% hybrids.
- We will continue with our office compression strategy designed to co-locate tetra tech offices
- We will continue to improve the minimum EPC standards of our rented offices portfolio
- We will continue to work closely with our procurement team to develop a procurement policy requiring our suppliers to commit to net zero, sign up to Science-Based Targets and publish supplier Carbon Reduction Plans in line with the PPN 006 requirements. We will continue to provide guidance on the inclusion of ESG clauses within our supplier

contracts. We will continue to build carbon considerations into supplier tenders and contracts, targeting efforts at high spend and/or big influence suppliers

- We will continue to work with our office management teams and landlords to improve our waste management strategies to improve reporting, reduce volume, increase recycling and harness the principles of circularity to join up our purchasing and waste streams

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

This Carbon Reduction Plan pertains to the TCE operating unit, which trades under Tetra Tech Limited.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] and uses the appropriate government emission conversion factors for greenhouse gas company reporting[2].

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard[3].

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the supplier:

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Date: ………10.06.26……………….………

[1] https://ghgprotocol.org/corporate-standard
[2] www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[3] https://ghgprotocol.org/standards/scope-3-standard

Appendix 1 – Previous Emissions Data

Pre-Baseline Year 1: October 2018 - September 2019	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	**Total Scope 1 Emissions = 365.1 tCO_2e**
Scope 2	**Total Scope 2 Emissions = 486.3 tCO_2e**
Scope 3 (Included Sources)	**Total Scope 3 Emissions = 3,458.2 tCO_2e**
Total Emissions	**Total Emissions across all Scopes = 4,309.6 tCO_2e**

Pre-Baseline Year 2: October 2019 – September 2020	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	**Total Scope 1 Emissions = 295.9 tCO_2e**
Scope 2	**Total Scope 2 Emissions = 490.1 tCO_2e**
Scope 3 (Included Sources)	**Total Scope 3 Emissions = 2,562.8 tCO_2e**
Total Emissions	**Total Emissions across all Scopes = 3,348.8 tCO_2e**

Pre-Baseline Year 3: October 2020 – September 2021	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	**Total Scope 1 Emissions = 329.5 tCO_2e**
Scope 2	**Total Scope 2 Emissions = 259.0 tCO_2e**
Scope 3 (Included Sources)	**Total Scope 3 Emissions = 1,732.2 tCO_2e**
Total Emissions	**Total Emissions across all Scopes = 2,320.7 tCO_2e**

Programme Year 1: October 2022 – September 2023	
EMISSIONS	TOTAL (tCO_2e)
Scope 1	Total Scope 1 Emissions = 356.9 tCO_2e
Scope 2	Total Scope 2 Emissions = 190.9 tCO_2e
Scope 3 (Included Sources)	Total Scope 3 Emissions = 3,654.2 tCO_2e
Total Emissions	Total Emissions across all Scopes = 4,202.0 tCO_2e

Programme Year 2: October 2023 – September 2024	
EMISSIONS	TOTAL (tCO_2e)
Scope 1	Total Scope 1 Emissions = 223.7 tCO_2e
Scope 2	Total Scope 2 Emissions = 161.8 tCO_2e
Scope 3 (Included Sources)	Total Scope 3 Emissions = 3,163.7 tCO_2e
Total Emissions	Total Emissions across all Scopes = 3,549.3 tCO_2e