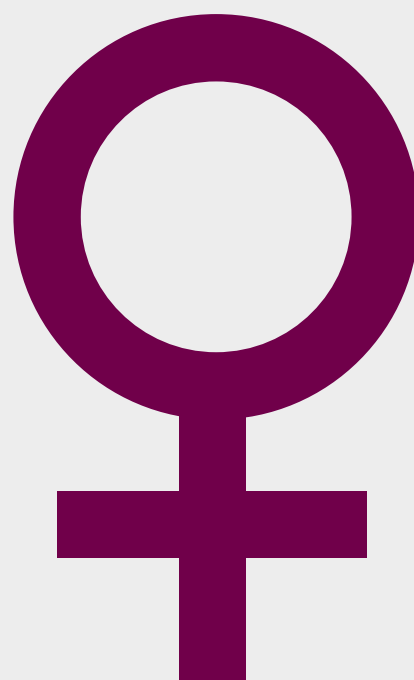
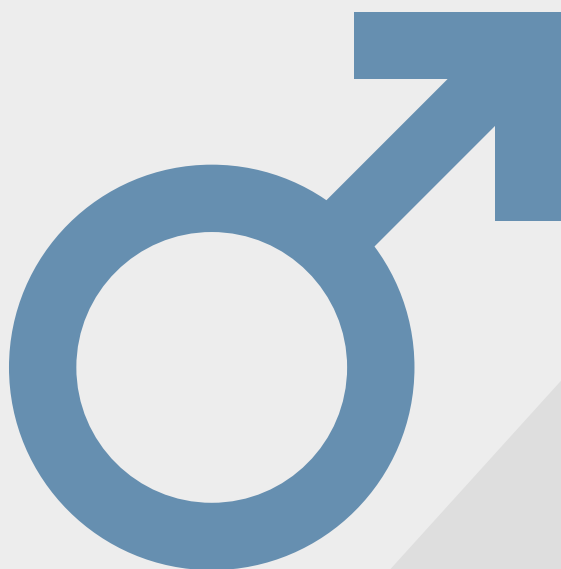


RPS GROUP UK

GENDER PAY GAP REPORT

Reporting Year: 24/25

Snapshot date: 5 April 2024



RPS Group Ltd, A Tetra Tech Company - UK Gender Pay Gap

This gender pay gap report is published in accordance with the UK regulations introduced in April 2017. These require UK registered companies with more than 250 employees to publish their gender pay and bonus gaps, along with other prescribed information yearly. We report on these below, based on a 'snapshot' of data taken on 5 April 2024. All statistics were compiled using the standards set out in the relevant regulations.

Notes regarding the way in which our figures are calculated can be found at the end of this report.

RPS Group Ltd has two operating companies that meet this criterion:

1) RPS Consulting Services Limited

2) RPS Environmental Management Limited

RPS Consulting Services Limited, provides a broad range of professional consulting services in the built and natural environment markets. Women make up approximately 34% of the workforce within this business.

It has a mean gender pay gap of 23.60% (2023 = 23.03%) and a median gender pay gap of 24.03% (2023 = 25.37%). This reflects that:

- a disproportionately high number of men work in the upper quartile pay bands
- a disproportionately high number of women work in the lower pay bands.

These disproportions reflect that:

- professionally qualified employees are significantly higher paid than others, and that
- historically, more men than women have chosen those career paths that call for professional qualifications.

Recent improvements in our employee development policies and processes have done much to address this and we are seeing positive changes in the proportion of women pursuing more professional and senior career opportunities.

RPS Environmental Management Limited, provides operational and technical support to the UK Water industry. It has a mean gender pay gap of -5.69% (2023 was -15.39%) and a median gender pay gap of -12.38% (2023 was -14.60%).

This negative gender pay gap, means that the average pay for women is greater than the average pay for men.

Women in this business represent 26% of the workforce (2023 = 26%) and take up professional and administrative roles. They are less represented in field based technician roles which accounts for a third of the workforce.

The 74% of men in this business work across all areas, and the majority work at operational levels in field technician roles. Men also occupy supervisory, professional and leadership roles.

Making progress

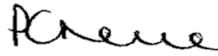
We continue to make process and our gender pay gap is improving. Investing in our people is one of our three strategic priorities, which is driving significant progress. From improvements in flexible working arrangements; to hiring, to promotions, to annual salary reviews, bonus scheme and payment. We focus on target actions and recommendations; while regularly reviewing our practices to ensure we are closing the gap at every step.

A culture of belonging at Tetra Tech

At Tetra Tech, we want everyone to feel like they truly belong.

We strive to create a workplace where every person is valued and respected for who they are; to create an environment that celebrates diversity of thought, unique perspectives, backgrounds and experiences, fostering collaboration and innovation. We firmly believe that this approach will enable us to foster innovative solutions to the world's most complex issues.

We confirm that the Gender Pay and Bonus Gap calculations and the data provided for RPS Group are accurate as of the snapshot date 5 April 2024.



Pippa Crewe
HR Director Consulting
UK & Ireland

March 2025



Donna Vizzini
HR Director Services
UK & NL

March 2025

RPS Consulting Services Limited

Proportion of eligible employees who received a bonus

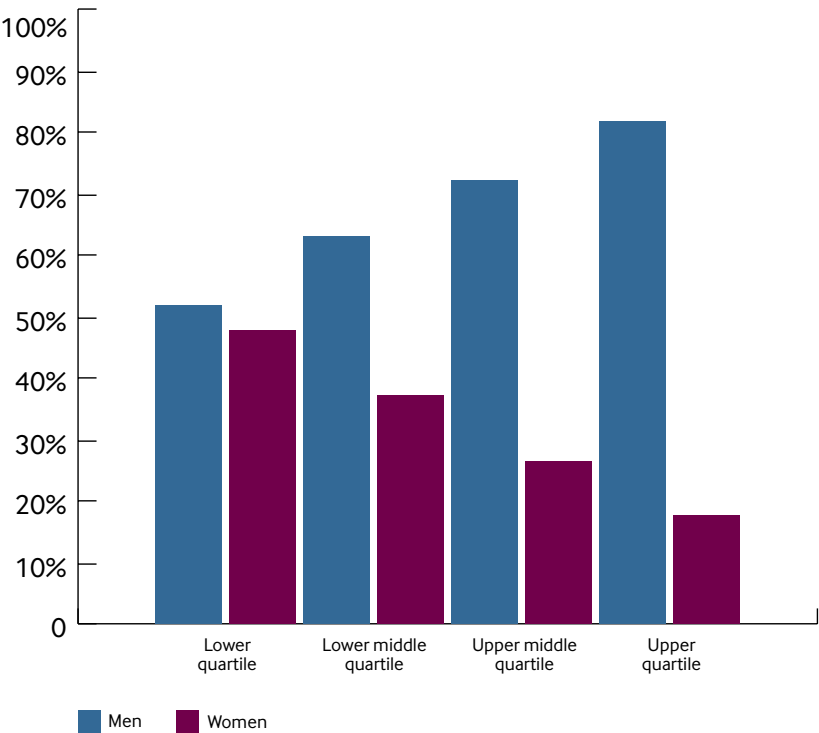
16.5% of women 24.9% of men

Mean bonus gender pay gap is 51.62%

Median bonus gender pay gap is 70.24%

Proportion of men and women in each pay quartile

Proportion of men and women in each pay quartile



RPS Consulting Services Limited	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Men	51%	62%	71%	81%
Women	49%	38%	29%	19%

RPS Environmental Management Limited

Proportion of eligible employees who received a bonus

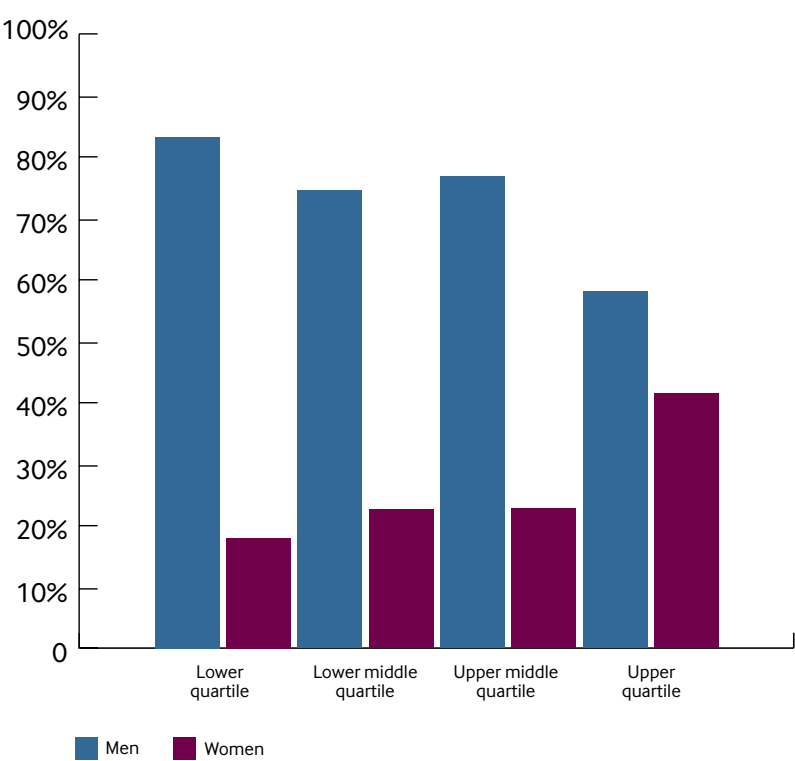
19% of women

31.9% of men

Mean bonus gender pay gap is 20.44%

Median bonus gender pay gap is -50%

Proportion of men and women in each pay quartile



RPS Environmental Management Limited	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Men	82%	77%	78%	59%
Women	18%	23%	22%	41%

Notes on What is Being Reported and How it is Calculated

Gender Pay is not the same as Equal Pay. Equal pay is legally required and makes sure that both genders receive the same pay for doing the same (or equivalent) job.

Gender Pay is the comparison of the average hourly pay of men and the average hourly pay of women irrespective of the job they do, expressed as a percentage. We are legally required to share both a Median and Mean calculation.

Median: This is calculated by lining up the remuneration of male and female employees from highest to lowest. The median compares the female and the male in the middle of their lines.

Mean: This is the average of the whole sample for both men and women and therefore can be affected by extreme values at either end of the pay distribution.