

2021 Environmental, Social and Governance (“ESG”) Summary

About Tutor Perini

From a family company to an award-winning industry leader, Tutor Perini Corporation has built its decades-long heritage on a foundation of intelligence, intensity and integrity. Those qualities — and an unceasing commitment to project success — have driven our evolution into a leading civil, building and specialty construction company focused on large and complex projects.

We have grown at a steady pace, organically and through the strategic acquisition of well-regarded organizations. Our Company exhibits several important characteristics including intelligence, intensity, and integrity:

- We have logged more than 120 years of experience building infrastructure for cities in the United States and around the world. Our companies laid railroads, electrified monuments, kept workers busy during the Great Depression and built the Interstate Highway Program. The industry **intelligence** we have cultivated through decades of quality work translates directly to smarter solutions for our clients today. From inventing a new pricing and project delivery process that enabled Silicon Valley's explosive growth to pioneering fast-track scheduling and construction, we deliver innovative solutions that save our clients time and money.
- Our clients count on us to deliver multi-million and billion dollar projects. With such high stakes, execution excellence is not a goal — it is a requirement. Over more than a century, we have honed the **intensity**, responsiveness and adaptability necessary to deliver on projects of this scale.

- We started as family companies, building our reputation on trust, accountability and an entrepreneurial spirit. In fact, many of our team members are second- and third-generation employees. **Integrity** is at the core of our commitment to clients. They count on us to deliver projects of a world-class scale — on time and on budget. We do not let them down.

About this ESG Summary

The following provides information about the Company's environmental, social and governance ("ESG") practices and policies. The disclosure is informed by the Sustainability Accounting Standards Board (SASB) reporting framework for the Infrastructure sector's Engineering and Construction Services industry standard. This document covers the period Jan. 1, 2021 through Dec. 31, 2021, unless otherwise noted.



ESG Oversight

Management, with Board of Directors ("Board") oversight, is responsible for setting the Company's ESG strategy and metrics and monitoring achievements toward those metrics. In 2021, we created an ESG Task Force comprised of management representatives from the following functions: Legal; Investor Relations and Corporate Communications; Finance; Human Resources; Health, Safety and Environment; Fleet Operations; Marketing; and Information Technology. The ESG Task Force was charged with the responsibility to monitor our adherence to our ESG standards and formally communicate their findings on an ongoing basis to our CEO and the Board.

Activity Metrics

Topic	2018	2019	2020	2021
Total revenue (\$M)	\$4,455	\$4,451	\$5,319	\$4,642
Total employees (approximate)	8,200	9,100	8,700	7,800
Salaried	2,100	2,100	2,100	1,900
Hourly	6,100	7,000	6,600	5,900
Number of active projects as of Dec. 31 ¹ [IF-EN-000.A]	760	711	627	843
Number of commissioned projects as of Dec. 31 ² [IF-EN-000.B]	441	390	418	798
Total backlog (\$M) as of Dec. 31 [IF-EN-000.C]	\$9,297	\$11,221	\$8,346	\$8,236

¹Figure includes all projects that had backlog at each respective year end.

²Figure includes projects that were 100% complete at year-end and less than 100% at the beginning of the year.

Environmental

Environmental Impacts of Project Development

Topic	Disclosure			
	2018	2019	2020	2021
Number of incidents of non-compliance with environmental permits, standards and regulations [IF-EN-160a.1]	0	0	0	0
Environmental impacts of project development [IF-EN-160a.2]	<p>We are bound by federal, state and local regulations. Each project is managed by the requirements of the area where we are working.</p> <p>Environmental, health and safety regulations and requirements materially affect our business. We are firmly committed to providing a safe and healthy work environment for our employees and to working in a manner that ensures the safety of our subcontractors, customers and the general public, as well as the protection of facilities, equipment and the environment. Compliance with Occupational Safety and Health Administration (“OSHA”) and other health and safety regulations, in particular, is essential to procure business and to attract and retain our workforce. Accordingly, we make considerable investments in our environmental, health and safety programs, and we factor costs associated with compliance into our project bids and proposals.</p> <p>We provide construction and construction management services at various project sites, and sometimes perform work in and around sensitive environmental areas, such as rivers, lakes and wetlands. We also handle small quantities of hazardous materials on occasion.</p> <p>Contaminants have been detected at some of the sites that we own and where we have worked as a contractor in the past, and we have incurred costs for the investigation and remediation of hazardous substances. However, we do not own the job sites upon which we perform our work. We have pollution liability insurance coverage for such matters, and if applicable, we seek indemnification from customers to cover the risks associated with environmental remediation.</p> <p>A hazard analysis is performed on each project area. Items evaluated in this analysis include soil erosion, water discharge, air and other emissions, storm water pollution prevention, hazardous chemicals and disturbance of wildlife.</p>			
Environmental impacts of acquisition of property and equipment	<p>At the end of equipment lifecycles, Tutor Perini purchases all new and replacement equipment across the U.S. that is adherent to Environmental Protection Agency (EPA) Tier 4 emission standards, even in jurisdictions where it is not required. We do so to ensure that we can operate all our equipment in compliance with applicable emission standards regardless of where our equipment may be located. By following the EPA Tier 4 emission standards, we reduce emissions from non-road diesel engines through integrated engine and fuel controls systems to achieve the greatest emission reductions. Because emission control devices can be damaged by sulfur, we have also adopted requirements to reduce sulfur levels in diesel fuel by more than 99 percent, which is beneficial to the environment.</p>			

Climate Impacts of Business Mix

Topic	Disclosure			
	2018	2019	2020	2021
Amount of backlog for hydrocarbon-related projects ³ [IF-EN-410b.1]	\$38,976,678 (0.4% of year-end backlog)	\$82,546,494 (0.7% of year-end backlog)	\$100,828,018 (1.2% of year-end backlog)	\$69,748,769 (0.8% of year-end backlog)
Amount of backlog cancellations associated with hydrocarbon-related projects [IF-EN-410b.2]	\$0	\$0	\$0	\$0
	<p>Tutor Perini offers general contracting, construction management and design-build services to private and public customers in the United States and select locations worldwide. The Company's primary focus is on the construction and repair of transportation infrastructure (e.g., subways, tunnels, bridges, airports, highways, etc.) and a wide range of commercial and government buildings. Tutor Perini has three operating segments: Civil, Building and Specialty Contractors and generates a large proportion of its revenue, and a large majority of its operating income, from the Civil segment.</p> <p>Historically, once projects have entered into the Company's backlog, project cancellations or terminations have occurred infrequently. Furthermore, hydrocarbon-related projects typically represent an insignificant proportion of the Company's backlog as a result of the Company's aforementioned project focus and business mix.</p>			
Amount of backlog for renewable energy projects ⁴ [IF-EN-410b.1]	\$178,560,455 (1.9% of year-end backlog)	\$110,508,591 (1.0% of year-end backlog)	\$15,444,925 (0.2% of year-end backlog)	\$4,410,271 (0.1% of year-end backlog)
	<p>Construction of renewable energy projects, such as wind farms or solar energy generating facilities, is not currently a focus of the Company. Accordingly, the Company's backlog typically includes an insignificant amount of renewable energy projects.</p>			
Amount of backlog for non-energy projects associated with climate change mitigation ⁵ [IF-EN-410b.3]	\$3,765,924,464 (40.5% of year-end backlog)	\$5,462,561,282 (48.7% of year-end backlog)	\$4,681,079,586 (56.1% of year-end backlog)	\$4,453,329,592 (54.1% of year-end backlog)
	<p>Many of the Company's newer and larger projects have been developed and designed by customers as sustainable infrastructure projects that are associated with climate change mitigation (e.g., California High-Speed Rail, Los Angeles Metro Purple Line projects, etc.)</p>			

³ Hydrocarbon-related projects are defined as any type of project directly associated with the hydrocarbon value chain, including, but not limited to hydrocarbon exploration, extraction, development, production and/or transportation; hydrocarbon infrastructure services and maintenance; hydrocarbon power generation; and hydrocarbon-related downstream services.

⁴ Renewable energy is defined as energy from sources that are replenished at a rate greater than or equal to their rate of depletion, consistent with U.S. EPA definitions, such as geothermal, wind, solar, hydro and biomass.

⁵ For non-energy projects associated with climate change mitigation, SASB defines these as projects that are significantly motivated by, or undertaken in response to, climate change mitigation. Such climate change mitigation is not required to be the primary project motivation, but it must be a significant motivating factor for project development and implementation. Examples include mass transportation systems; alternative, low-carbon transportation systems; carbon capture and storage; hydrocarbon-related decommissioning projects; and energy efficiency infrastructure retro commissioning. The Company has noted that its customers are increasingly planning and designing their infrastructure projects to be sustainable, with strong consideration given to mitigating the effects of climate change.

Lifecycle Impacts of Buildings and Infrastructure

Topic

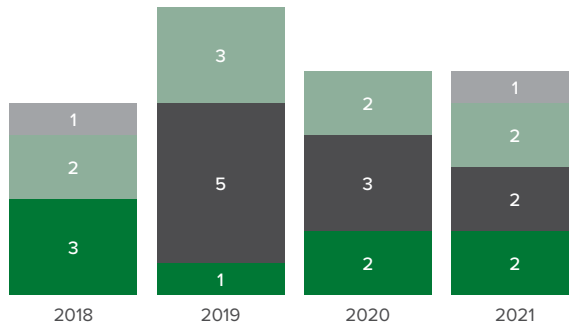
Number of commissioned projects certified to a third-party multi-attribute sustainability standard

[IF-EN-410a.1]

Disclosure

Green Certified Projects by Completion Year

● Certified ● Silver ● Gold ● Platinum

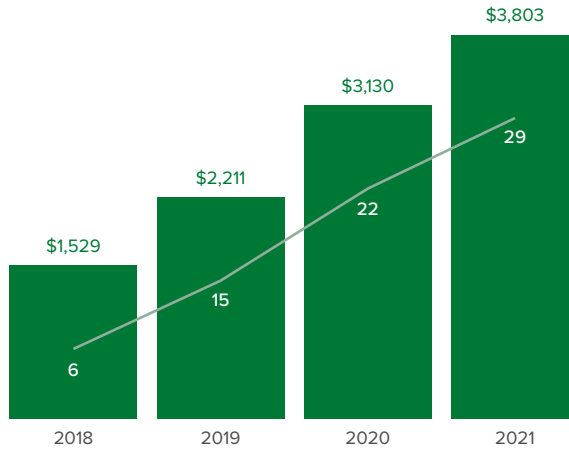


Number of active projects seeking such certification

[IF-EN-410a.1]

Green Certified Building Projects

● Cumulative Contract Value (\$M) ● Cumulative Number of Certified Projects



Social

Human Capital Management

Topic	Disclosure
Health and welfare plans	<p>We provide a strong commitment to our customers and endeavor to deliver outstanding performance on every project. Therefore, it makes sense to provide an equally outstanding benefits package to support our employees who deliver on this commitment every day. Our team members take care of our customers — we take care of our team with comprehensive, highly competitive and cost-favorable benefits, including:</p> <p>Health and Welfare Plans</p> <ul style="list-style-type: none"> • Medical • Prescription Drug • Dental • Vision • Health Care Flexible Spending and Savings Accounts • Dependent Care Flexible Spending Account • Employee Assistance Program <p>Financial Benefits</p> <ul style="list-style-type: none"> • Competitive Compensation • 401(k) Retirement Savings Plan • Life Insurance • Accidental Death & Dismemberment Insurance • Short-Term and Long-Term Disability Insurance • Business Travel Accident Insurance
Discrimination policy	<p>Tutor Perini is an equal opportunity employer and is committed, through its policies and actions, to eliminating all forms of discrimination. The Company does not discriminate on the basis of race, color, religion, creed, sex, gender, gender identity, marital status, registered domestic partner status, age, national origin or ancestry, physical or mental disability, medical conditions, including genetic characteristics, veteran status, sexual orientation, citizenship status or any other consideration made unlawful by federal, state or local laws, in any of its activities or operations, including its job applicants, employees, interns or volunteers.</p>
Freedom of association and collective bargaining	<p>We strongly support our employees’ freedom of association and collective bargaining opportunities. We are and have historically been a signatory to numerous local and regional collective bargaining agreements, both directly and through trade associations, as a union contractor. These agreements cover all necessary union crafts and are subject to various renewal dates. As of December 31, 2021, our workforce included a total of approximately 3,900 union employees.</p>

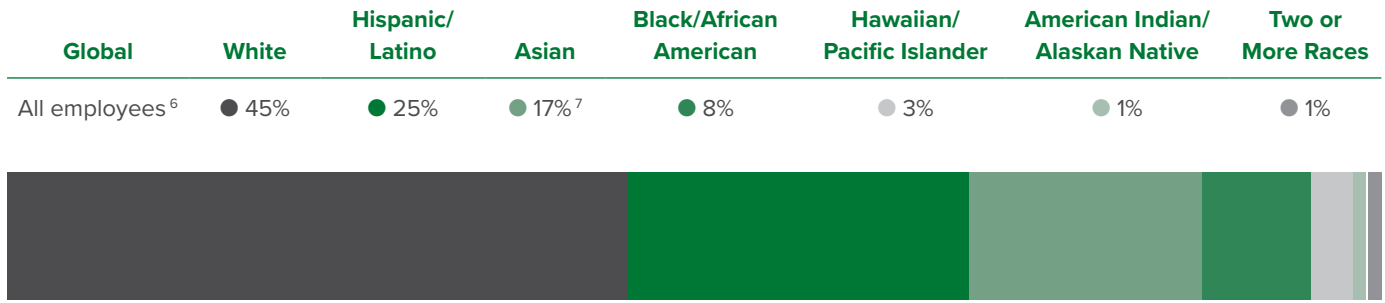
Diversity and Inclusion

A diverse workforce provides a broader perspective on the challenges our clients look to us to solve. To excel as a business, we must continue to hire the best talent and secure the full participation and commitment of all employees. Our culture is to always treat people with respect, dignity and fairness.

Topic	Disclosure							
	Global							
Employee demographic	<p>All employees⁶</p> <p>● Female ● Male</p>	<table border="1"> <tr> <th>Gender</th> <th>Percentage</th> </tr> <tr> <td>Female</td> <td>8%</td> </tr> <tr> <td>Male</td> <td>92%</td> </tr> </table>	Gender	Percentage	Female	8%	Male	92%
Gender	Percentage							
Female	8%							
Male	92%							
	<p>Employees as per 2021 EEO-1 report (EEO-1 reported data excludes union and non-union construction trade employees)</p> <p>● Female ● Male</p>	<table border="1"> <tr> <th>Gender</th> <th>Percentage</th> </tr> <tr> <td>Female</td> <td>20%</td> </tr> <tr> <td>Male</td> <td>80%</td> </tr> </table>	Gender	Percentage	Female	20%	Male	80%
Gender	Percentage							
Female	20%							
Male	80%							

Women have represented a small percentage of workers in the construction industry. This sometimes presents challenges, as well as opportunities, in attracting and recruiting women to Tutor Perini’s workforce. According to the U.S. Bureau of Labor Statistics (BLS), women made up 10.9% of the U.S. construction workforce in 2020 (the most recent year reported for this metric).

⁶ Reflects EEO-1 data as of December 2021 modified to include union/non-union trade employees (who are not reported in the annual EEO-1 report).



BLS data for 2020 also reflects the following racial and ethnic mix for the U.S. construction workforce:

White – 88.6%; Black/African American – 6.0%; Asian – 2.0%; and Hispanic/Latino – 30.0%.

We are proud that minorities represent more than half of our overall workforce population.

Equal employment policy

We hire and provide employees with the opportunity to grow, develop and contribute fully to our collective success without regard to race, color, religion, creed, sex, gender, gender identity, marital status, registered domestic partner status, age, national origin or ancestry, physical or mental disability, medical conditions including genetic characteristics, veteran status, sexual orientation, citizenship status or any other consideration made unlawful by federal, state or local laws.

Equal employment opportunity applies in all employment practices: hiring, promotions, demotions, transfers, recruitment, terminations, lay-offs, rehires, job eliminations, rates of pay or other forms of compensation, and selections for training.

⁷The Company's Guam-based operations have a 79% Asian employee population, which drives the 17% Asian population for the Company overall.

Workforce Health & Safety

Topic	Disclosure
Health and safety policy	<p>We place a strong emphasis on the safety of our employees, our customers and the public. Accordingly, we conduct extensive safety training programs that have allowed us to maintain a high safety level at our worksites. All newly hired employees that will be working at project job sites undergo an initial safety orientation, and for certain types of projects or processes we conduct specific hazard training programs. Our project supervisors regularly conduct on-site safety meetings and our safety managers make random site safety inspections and perform daily assessments. In addition, operational employees are required to complete an OSHA 30-hour training program and project-specific courses on various safety topics. Moreover, we promote a culture of safety by encouraging employees to recognize, immediately correct and report any unsafe conditions.</p> <p>The Company’s health and safety practices for its workforce are overseen by the CEO, COO and safety officer.</p>

1) Total recordable incident rate (TRIR) and
2) fatality rate for (a) direct employees (b)
contract employees
[IF-EN-320a.1]

The Total Recordable Incident Rate (“TRIR”) is defined as the number of work injuries in the performance year multiplied by 200,000 divided by reportable hours worked. TRIR tracks the total number of workplace safety incidents, whether resulting in time away from work or not. For the year ended December 31, 2021, our TRIR was 1.58 compared to an industry national average of 2.70 for 2020 (the most recent year of reported data), per BLS statistics for the Highway, Street and Bridge Construction category (NAICS Code 2373).⁸

Similarly, the Lost Time Injury Rate (“LTIR”) tracks the rate of injuries in the workplace which result in the employee having to take a minimum of one full working day away from work. For the year ended December 31, 2021, our LTIR was 0.40 compared to an industry national average of 0.90 for 2020 (the most recent year of reported data), per BLS statistics for the Highway, Street and Bridge Construction category (NAICS Code 2373).⁸

As reflected above, our TRIR and LTIR metrics are substantially better than the national average.

Given our strong focus on safety, we are pleased to report that the Company had a zero-fatality rate for employees in each of the years from 2018 through 2021.

	2018	2019	2020	2021
TRIR	2.21	2.07	1.75	1.58
LTIR	0.59	0.56	0.60	0.40
Fatality Rate	0	0	0	0

⁸ Industry average is based on the Bureau of Labor Statistics (“BLS”) national average rate for the “Highway, Street, and Bridge Construction” category (NAICS Code 2373). This category is utilized because it represents a blend between the general construction, specialty trade contractors and heavy civil construction categories.

Topic	Disclosure
Contractor safety program	<p>Tutor Perini is guided by an Environmental, Health and Safety (Safety) Management Plan which is based on compliance with regulatory requirements and conformance with industry standards and best practices. The Safety Management Plan supports our companywide goal to provide an incident-free work environment.</p> <p>We are firmly committed to providing a safe and healthy work environment for our employees and to work in a manner that ensures the safety of our contractors, client personnel, and the general public and the protection of facilities, equipment and the environment.</p> <p>It is our belief that safety should be managed utilizing the following principles:</p> <ul style="list-style-type: none">• All workplace injuries, illnesses, accidents and incidents are preventable.• Management is responsible to provide a safe work environment.• Working safely is a condition of employment. <p>In support of our goals, principles and core values every reasonable effort shall be made to promote an incident-free work environment through planning, sound design and work practices, personnel training, and compliance with applicable domestic and international regulations and industry standards.</p> <p>While the ultimate success of our safety program depends on individual support and participation, the responsibility for safety is shared throughout Tutor Perini. Management is responsible for being mindful of safety considerations in planning and executing daily work activities and provides adequate resources to ensure safety requirements, standards and best practices are implemented. Our employees are also charged with the responsibility to work safely. Safety is ultimately a responsibility of each manager, supervisor and employee of the Company.</p>

Community Engagement

We actively support charitable organizations in the communities where we operate to improve the quality of life for those living in the area. Our charitable efforts have historically been focused on improving the lives of military veterans, helping to eradicate homelessness, and supporting children and schools. While we support communities through charitable donations at the business unit (BU) level, we also support employee volunteering efforts, which are important and complement our financial giving.

For example, in the Greater Los Angeles area, the Company recently hosted/sponsored a donation drive for sundries, clothing and linens for homeless veterans, as well as prepared boxed lunches for veterans in need at the West Los Angeles Veterans Administration Medical Center. All Tutor Perini entities with an office(s) in Los Angeles participated in this effort with an overwhelming response. We participate in similar successful community events all over the United States in areas in which we operate and live, including but not limited to:

- Veterans Administration Medical Center, West Los Angeles, CA
- Good Samaritan Hospital, Los Angeles, CA
- LAX Kiwanis Charity Golf Tournament, Los Angeles, CA
- Camp Cartwheel, Las Vegas, NV
- Kyler's Kicks, Las Vegas, NV
- Make-a-Wish Foundation, St. Paul, MN
- Feed My Starving Children, Coon Rapids, MN
- United Way of South Mississippi, Gulfport, MS

Other efforts, such as those at our subsidiary, Rudolph & Sletten (R&S) in California, are focused on reaching and empowering diverse leaders to join our team, expanding our subcontractor, vendor and consultant outreach, and increasing the public's awareness of the long-term career opportunities in the construction industry. R&S has taken an active role in local ACE (Architecture, Construction and Engineering) mentoring. ACE focuses on high school students to inspire young adults to pursue a career in design and construction.

Governance

Business Ethics

Topic	Disclosure			
	2018	2019	2020	2021
Number of active projects in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index ⁹ [IF-EN-510a.1]	0 Projects	0 Projects	0 Projects	0 Projects
Amount of backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index [IF-EN-510a.1]	\$0	\$0	\$0	\$0
Total amount of monetary losses as a result of legal proceedings associated with charges of bribery or corruption [IF-EN-510a.2]	\$0	\$0	\$0	\$0
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive practices [IF-EN-510a.2]	\$0	\$0	\$0	\$0

⁹Transparency International's Corruption Perception Index 2020

Topic	Disclosure
<p>Description of policies and practices for prevention of (a) bribery and corruption, (b) anti-competitive behavior in the project bidding process, (c) executive/body responsible for managing business ethics and corruption issues, and (d) Board-level oversight of these risks, if applicable.</p> <p>[IF-EN-510a.3]</p>	<p>The Company requires full compliance with the Foreign Corrupt Practices Act (FCPA) by all of its employees, suppliers and subcontractors. Accordingly, it is prohibited to give or agree to give, offer or agree to offer, receive or agree to receive or solicit or agree to solicit, money, gifts, or “anything of value” to or from any foreign official, or any foreign political party, candidate or official, for the purpose of influencing any act or failure to act, in the official capacity of that official or party; or inducing the foreign official or party to use influence to affect a decision of a foreign government or agency, in order to obtain or retain business for anyone, or direct business to anyone. The Company has a zero-tolerance policy for violations of the FCPA.</p> <p>In addition, the Company has an anti-kickback policy, which states that no employee shall offer or accept money, gifts, or “anything of value” from a subcontractor, vendor, supplier, equipment dealer or any other entity doing business with the Company in the performance of any contracts, including contracts with the Federal Government. All employees are required to have “anything of value” offered from any third party listed above reviewed by their respective Business Unit CEO/President before acceptance thereof. All employees who conduct negotiations with prospective suppliers or subcontractors are responsible for ensuring that the suppliers’ and subcontractors’ representatives are fully informed of the Company’s position on this matter.</p> <p>Finally, employees responsible for obtaining new work, or participating in bids or proposals for new work, shall ensure that the Company submits only bona fide and legitimate bids when seeking to procure business through the competitive bidding or proposal process, and will not participate in, or cause the Company to participate in, any form of “bid rigging” or the submission of bids or proposals in collusion with any other entity or entities.</p> <p>Management, with oversight from our Board, is responsible for managing ethics and corruption-related issues and risks.</p>
Political contributions policy	<p>Active political participation is the personal choice of each employee and should be conducted on the employee’s own time in their role as a private citizen and not on behalf of the Company. The Company prohibits its employees from using Company funds or its name, assets or property for political purposes or endorsement, whether directly or indirectly, unless approved in writing, in advance by the Corporate Compliance Officer. It is also against Company policy for an employee to include, directly or indirectly, any political contribution on their expense report or in any other way that causes the Company to reimburse the employee for that expense.</p>
Whistleblower policy	<p>The Company maintains an Ethics & Audit Alert line (“Hotline”), which was established to allow employees to report their concerns about a known or perceived violation regarding ethics, accounting or auditing matters in a confidential message for the Audit Committee Chair. Concerns may be reported anonymously and are treated in a confidential manner. The Hotline may be used to clarify Company policy on any business matter, as well as to report concerns. For example, the Hotline may be used to obtain advice on how to assure compliance in a particular situation, or to learn whether conduct encountered in the workforce is contrary to the policy. The Company does not retaliate against any employee that utilizes the Hotline for its intended purpose.</p>

Topic	Disclosure
Human rights policy	<p>The Company is committed to and fully supports internationally recognized human rights and seeks to avoid complicity in human rights abuses. Our commitment to respecting the rights of our employees and the people with whom we do business is fundamental to the way we conduct our operations. Our approach to human rights is guided by the United Nation’s Universal Declaration of Human Rights. These principles are consistent with our own philosophy and values toward our workplace. We believe in promoting the fulfillment of human rights through improving economic, environmental and social conditions and serving as a positive influence by respecting the cultures, customs and values of the people in the communities in which we operate.</p> <p>Tutor Perini’s complete Human Rights Statement can be found here.</p>
Supply chain management	<p>The Company aims to promote the use of diverse suppliers whenever possible, as well as to comply with pertinent supplier diversity requirements that may be called for in project contracts (e.g., goals for allocating, to the extent practical, a certain percentage of project work to minority business enterprises (MBEs), women-owned business enterprises (WBEs) and/or disabled veteran-owned business enterprises (DVBES)). In addition, the Company provides periodic training to certain suppliers and smaller subcontractors to assist them in meeting applicable project diversity goals.</p>

Information Security

Topic	Disclosure
Information security	<p>Tutor Perini’s cybersecurity efforts strive to ensure the security of our customers’ and employees’ digital data. Our information security team, comprised of trained cybersecurity experts and seasoned engineers, maintains our cybersecurity policies, tools and technology, and monitors for threats and vulnerabilities on an ongoing basis. Furthermore, we educate all employees regarding cybersecurity using mandatory security awareness training, security bulletins and phishing simulations. Across all our platforms and networks we conduct vulnerability scans and penetration testing, and work with third party security assessment firms to perform yearly assessments of the cybersecurity program and effectiveness of our controls. This program includes, but is not limited to, network security protection against internal and external breaches, endpoint and application security measures improvement, and regular employee training that informs our incident response plan and related solutions.</p> <p>Additionally, the Chief Information Officer reports semi-annually to the Board on information security and vulnerability assessments. The Audit Committee has the responsibility to oversee risks related to information technology security programs, including cybersecurity.</p> <p>Tutor Perini embraces ongoing changes in the technology landscape, but recognizes the continuous evolution of threats associated with technology use. Therefore, we constantly evaluate and adapt our cybersecurity organization, tools and processes to ensure we provide for the security of our employees and customers. Our cybersecurity organization works to incorporate security considerations into the design, development and deployment of all our systems and solutions in order to ensure the integrity of our overall technology environment.</p>

Tutor Perini
CORPORATION

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