

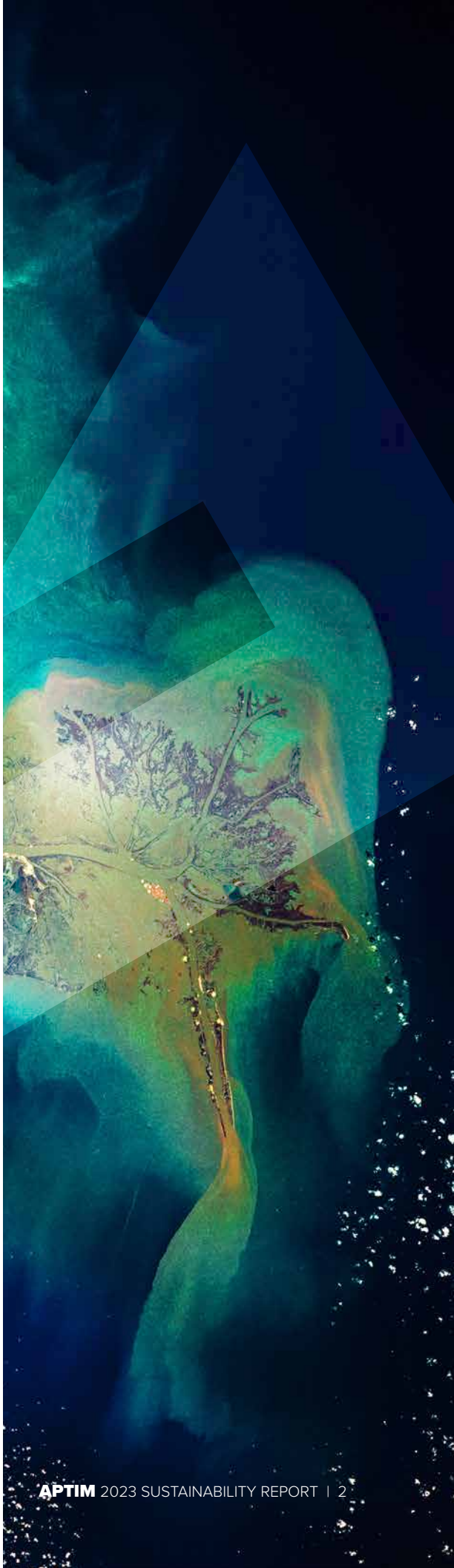


HONORING OUR COMMITMENTS

2023
SUSTAINABILITY
REPORT

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A MESSAGE FROM OUR CEO

Mark Fallon
He/Him/His
Chairman & Chief
Executive Officer

Each year brings renewed urgency to unite in the fight against climate change and adapt to its worst social and environmental impacts. In 2023, public funding and private investment, expedited by the Inflation Reduction Act and Infrastructure Bill, raised opportunities and highlighted risks surrounding environmental action. Our clients look to us for advice and technical solutions to complex environmental and sustainability challenges. Equally, they expect us to aspire to reduce and eliminate where possible the impacts of APTIM's operations on the planet.

At APTIM, we are deeply committed to our vision to create resilient and sustainable communities for all. Our most significant lever to protect people and the planet stems from the work we do every day: making communities more resilient, protecting public health by developing and implementing solutions to protect and restore natural resources, and enabling the highest aspirations of our clients to go beyond compliance and to make their operations sustainable. We do this by unleashing the intellectual power and experience of people who are committed to making a difference, not just a living.

This year, our teammates continued to build the business case for environmental action through data-driven thought leadership, enhance public health through cutting-edge applied research, and engage stakeholders along the way—from federal government agencies to local cyclists. Some of our key milestones included:

- ▶ Delivering an action plan for climate resilience applicable to

over 97% of the US population in our [Atlas of Disaster](#) report

- ▶ Developing a [regulatory method](#) to monitor per- and polyfluoroalkyl substances (PFAS) contamination in drinking water in conjunction with the the US Environmental Protection Agency (EPA)
- ▶ Engaging one in four US-based professional sports venues in benchmarking their energy, water, and waste through our [Sustainable Sport Index](#)
- ▶ Administering rebates to reduce the upfront cost of electric bikes (e-bikes) for over 12,000 riders

We are also committed as a firm to measure our performance for our most material priorities, take continuous action, and engage our stakeholders along the way. In late 2022, we invested in a dedicated corporate ESG lead, and a diversity, equity, and inclusion (DE&I) lead joined us in 2023, both of whom drive speed and accountability for our company values and actions. Under their leadership, we are proud to share the significant progress we made on our climate strategy and DE&I efforts in 2023, including projects surrounding the places and environments in which we work.

In delivering this report, I acknowledge and appreciate all APTIM teammates for contributing their unique talents and perspectives to our company and culture, authentically driven by safety and sustainability. I look forward to accelerating our progress together in 2024.

BE FOR EACH OTHER.

ABOUT APTIM

OUR MISSION is to enhance the quality of the environment, well-being of people, resilience of communities, and opportunity for employees to make a difference, not just a living.

OUR VISION is to create sustainable and resilient communities for all.

OUR MATERIAL ESG PRIORITIES include climate action; health, safety, and well-being; ethical business practices and transparency; people attraction, development, empowerment, and retention; supply chain sustainability; and diversity, equity, and inclusion.

ABOUT APTIM



\$1.2B

REVENUE

3,000+

EMPLOYEES

50+

OFFICE & PROJECT
LOCATIONS IN NORTH
AMERICA, ASIA &
SOUTH AMERICA

We provide environmental, sustainability, resilience, and critical infrastructure solutions to government, commercial, and utility customers.

1,900+

PROJECTS ACTIVE IN 2023

2023 ENR RANKINGS

ENVIRONMENTAL CONTRACTORS

- #1 SITE ASSESSMENT & COMPLIANCE
- #2 CHEMICAL & SOIL REMEDIATION
- #2 NUCLEAR WASTE
- #2 SOLID WASTE
- #3 HAZARDOUS WASTE

EBI AWARDS

BUSINESS ACHIEVEMENT

INDUSTRY LEADERSHIP: SUSTAINABLE SPORT INDEX BENCHMARKING REPORT

INFORMATION TECHNOLOGY: APTVIEW

SOCIAL CONTRIBUTION: LOUISIANA STATE UNIVERSITY COLLEGE OF THE COAST & ENVIRONMENT PHILANTHROPIC PARTNERSHIP

GREENHOUSE GAS MITIGATION: 10,000+ E-BIKE REBATES ADMINISTERED

WE SUPPORT



UNITED NATIONS GLOBAL COMPACT

As a signatory member of the United Nations (UN) Global Compact, we commit to align our operations with universal principles on human rights, labor, environment, and anti-corruption and take action to support the Sustainable Development Goals (SDGs).



Q&A WITH MONICA THILGES: OUR ENTERPRISE DIRECTOR OF ESG

Q APTIM accelerated its carbon journey in 2023. What were the primary drivers, and what were the keys to create that momentum while maintaining integrity?

Q How is APTIM going beyond client offerings and corporate initiatives to help other organizations address their own climate mitigation and adaptation more quickly?

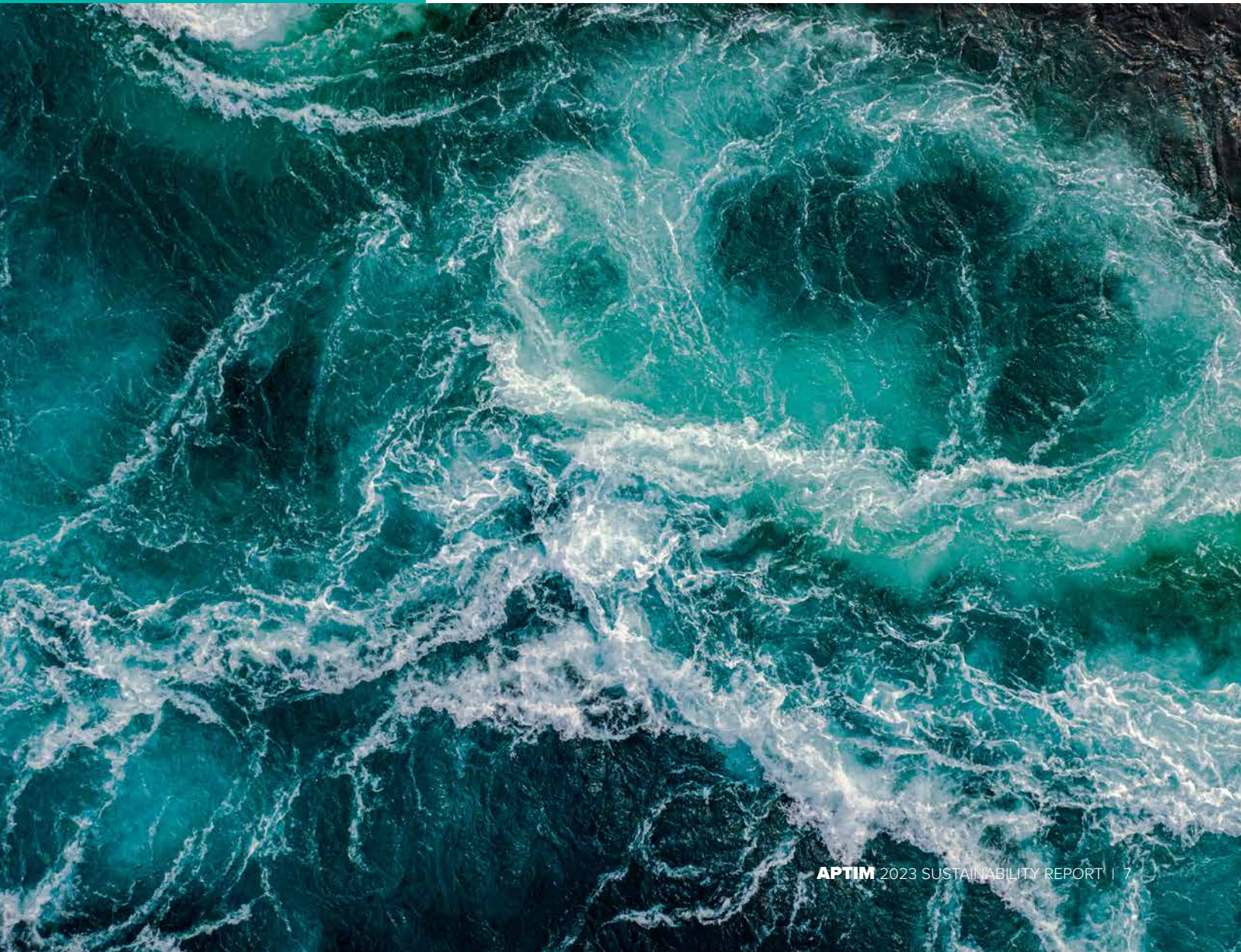
A **Several factors motivated our climate action**, including our clients, talent, and commitment to create net zero Science Based Target initiative (SBTi) targets. The regulatory landscape, including California SB 260 and 253 and the proposed Federal Supplier Climate Risks and Resilience Rule, also played a role. Taking ambitious climate action is the right thing to do and makes our business and communities stronger.

We dedicated resources to create clear accountability, receiving strong support and leadership from our Leadership Team, and we participated in the UN Global Compact Climate Ambition Accelerator. To ensure integrity, we engaged industry experts, benchmarked peer disclosures, surveyed our teammates, received third-party validation on our footprint, participated in CDP, and created transparency via a [Climate Transition Plan](#). We are not “done,” and the landscape is dynamic, but we are proud of our carbon progress in 2023.

A **We used our voice**, presenting at summits, at forums, and in webinars, to empower other organizations to hit fast forward on their ESG efforts. In 2023, we presented our corporate carbon transition journey at the UN Global Compact SDG Summit USA during Climate Week New York, made the case for climate adaptation in the private sector during a [UN Global Compact USA webinar](#), and encouraged industry supply chain coordination during Environmental Financial Consulting Group’s Sustainability and ESG Forum. We hope to lead not only by example but by actively sharing our in-house expertise, research, and lessons learned along our own journey to encourage a more transparent and collaborative approach to ESG.

Q What are a few of APTIM's ESG priorities going into 2024?

A In 2024, we are prioritizing our DE&I performance as we launch several employee resource groups and improve internal reporting. We will also conduct a comprehensive review of our key sustainability-related policies, identifying opportunities to align with best practices. On the environmental side, we will make the pivots required by the dynamic regulatory and framework landscape while continuing to elevate our approach to carbon and formally integrating nature-based considerations. We are also creating meaningful reductions in our carbon footprint. One of our largest sources of emissions is from our supply chain, which will require significant engagement with both our suppliers and industry groups over time to drive progress—especially as we work to support our small and diverse business partners.



An aerial photograph of a coastal region. A winding road or path runs along the top and left side of the frame. The terrain is rugged and brownish, suggesting a dry or semi-arid environment. A large body of water, possibly a bay or a large reservoir, occupies the right and bottom portions of the image. The water is a deep blue-green color. The overall scene is captured from a high angle, providing a comprehensive view of the landscape.

OUR PERFORMANCE

APTIM's most significant impact stems from the work our teams undertake daily to assist clients in meeting their sustainability and resilience goals. Leveraging deep technical expertise and adaptable systems and technology, we provide holistic solutions to complex challenges.

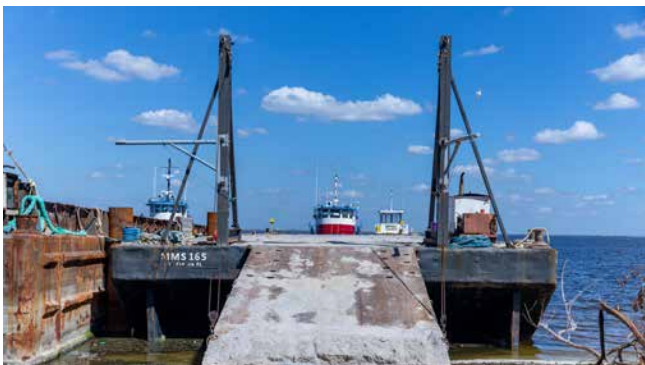


HURRICANE IAN HOUSING MISSION

In 2022, Hurricane Ian made landfall in Southwest Florida, impacting millions of Floridians and causing an estimated \$109 billion in damages. As a Florida Division of Emergency Management contractor, APTIM mobilized to Tallahassee and built three camps to shelter first responders, linemen, and law enforcement officers. Our team performed site inspection reports, hauled and installed travel trailers, manufactured housing units, and designed and constructed staging yards for transportable temporary housing units. We provided essential sleep trailers for more than 2,300. We continued supporting the state following Hurricane Idalia in August 2023.

PROTECTING PEOPLE FROM DISASTERS

Climate-related disasters are increasing in frequency and intensity. In the US alone, there were 28 billion-dollar disasters in 2023. Communities can take years to recover from extreme storms and other emergency events. Our experts in disaster preparedness, response, recovery, and mitigation are on call 24/7/365 and mobilize quickly to support public- and private-sector clients. Together, we preserve the environment, plan for emergencies, restore essential services and business functions, avoid damage and loss of life, and support whole-community and economic recovery.



Following Hurricane Ian, APTIM coordinated the transport of emergency services to Sanibel Island within hours of the request.



Our temporary sheltering program deployed over 5,600 trailers to protect 15,500 Hurricane Ida survivors.

HIGHLIGHT: ATLAS OF DISASTER

In collaboration with Rebuild by Design and iParametrics, APTIM published a resource that visualizes US climate risks in maps and tables. [The Atlas of Disaster](#) tracks federal disasters, assistance, electrical reliability, and social vulnerability and offers recommendations for states to prepare and build resilience.

- ▶ **Create a Collaborative Process:** States should create action plans with relevant stakeholders to enhance infrastructure for climate preparedness and resilience.
- ▶ **Develop New Sources of Funding:** State resilient infrastructure funds can be developed through surcharges on certain insurance, ballot measures, and other system-wide approaches.
- ▶ **Prioritize Multi-Benefit Projects:** Integrating equity and resilience into benefit-cost analyses can help prioritize infrastructure projects that promote climate preparedness.

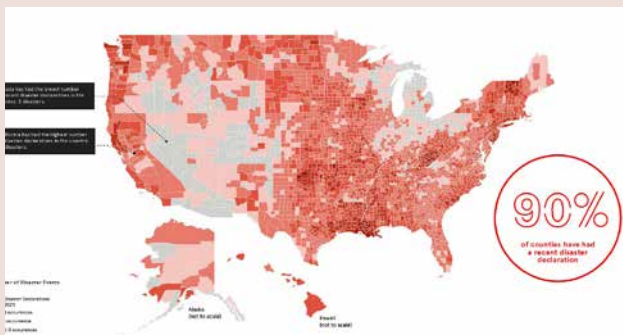


300M+

PEOPLE IN THE US FACED A FEDERAL CLIMATE DISASTER FROM 2011–2021

90%

OF US COUNTIES HAD A FEDERAL CLIMATE DISASTER DURING THE SAME PERIOD



[Listen and learn more about key report findings from the authors themselves on our Atlas of Disaster podcast.](#)



[To learn more about building a successful disaster plan, refer to our preparedness, response, recovery, and mitigation checklist.](#)

MAKING OUR COMMUNITIES MORE RESILIENT

Making our communities more resilient is a core part of our service portfolio and company mission. We help our clients build back stronger to protect against natural disasters, socioeconomic disruptions, and the failure of aging infrastructure. Our team has designed, permitted, implemented, and monitored more than 150 coastal restoration projects, which sets us ahead as an industry leader. According to the [White House’s National Climate Resilience Framework](#), hazard mitigation efforts yield a six-fold return. This means that for every project we work on, we are enhancing and protecting the community’s physical resources—and multiplying their financial ones.



PINELLAS COUNTY DUNE RESTORATION

APTIM supported Pinellas County Government and Gator Dredging on an emergency dune project immediately following Hurricane Idalia, which struck Florida on August 30, 2023. Coastal dunes are important building blocks for resilience, providing natural protection against storm surges and reducing coastal erosion. APTIM started construction seven days after the storm made landfall to restore dunes impacted along the coastline. Working in tandem, the crew designed dunes segment by segment and made field adjustments where needed to move sand and build back a vital piece of infrastructure at the speed required for effectiveness.



[Our team helped permit, design, and construct the Bayou Chene Floodgate, the largest of its kind in the world.](#)



[We map and assess offshore sand for use in shore protection and conduct environmental and cultural impact studies.](#)



[We support energy infrastructure resilience on military bases in northwest Florida.](#)

OUR PERFORMANCE



JACOBSVILLE SUPERFUND SITE CLEAN-UP

US Army Corps of Engineers (USACE) Louisville District awarded APTIM (through a joint venture with Noreas Inc.) a contract to remediate up to 1,600 residential properties with lead- and arsenic-contaminated soil at the Jacobsville Neighborhood superfund site in Evansville, Indiana. Beginning in the 1880s, several manufacturing companies operated in Evansville resulting in widespread contamination from windborne particulates. High concentrations of heavy metals in the soil are a risk to human health, particularly for young children. So far, the team has remediated 187 soil properties and plans to remediate up to 400 properties in 2024.

RESTORING AND REMEDIATING NATURAL RESOURCES

APTIM addresses emerging contaminants, aging infrastructure, and environmental justice via restoration and remediation projects. Our team of certified, licensed professionals sets the standard for evaluating environmental risks and developing innovative solutions to restore water, soil, and air quality to benefit community safety and wellbeing. As of 2023, the EPA has more than 1,336 sites on its National Priority List, which identifies US sites that contain hazardous substances, pollutants, or contaminants—so our work is just beginning.



Our team oversees installation of a pilot-scale reactive barrier to reduce PFAS in Oakland Inner Harbor.



We were selected to decommission the Ion Beam Facility, a nuclear testing site during the Manhattan Project.



The USACE contracted us to decommission and dismantle a decades-old reactor in Fort Greely, Alaska.

HIGHLIGHT: PFAS SOLUTIONS

Since January 2021, the EPA has prioritized research and actions to address PFAS chemicals, which are pervasive and persistent and can cause health issues through their presence in air, water, soil, and food.

APTIM's PFAS experts are best-in-class in remediation, solid waste, rapid response, and research and development. We have completed more than 100 PFAS projects, including remediating soil, replacing PFAS containing firefighting foam, and treating up to 15 million gallons of water daily in 2023.

- ▶ We conduct **research and development** at laboratories affiliated with the US EPA and federal agencies. Our scientists develop drinking water testing methods and evaluate the impact of emerging contaminants and technologies for regulatory and scientific use.
- ▶ Our **remedial investigation** team performs investigations at federal and commercial sites globally, including historical records reviews, forensic analysis, and sampling of water and soil.
- ▶ Our **remedial design and groundwater treatment** work supports the removal and replacement of aqueous film forming foams (AFFF), construction and operation of treatment systems, and emergency response for PFAS-contaminated drinking water.

“PFAS represent a unique challenge for many reasons, including their diverse nature, recalcitrance, analytical challenges, overall ubiquity, and exceedingly low regulatory levels. However, I am confident that solutions to this issue will be developed with time and that APTIM scientists will take a leading role in this area.”

— Brian Cote, Senior Program Manager, Site Assessment & Remediation



45%

OF TAP WATER IN THE US CONTAINS PFAS

97%

OF THE US POPULATION HAS DETECTIBLE LEVELS OF PFAS IN THEIR BLOOD



APTIM's PFAS experts contribute to leading research, including this journal article on flushing PFAS from home pipes, co-authored by the US EPA.



SOLAR PANEL WASTE MANAGEMENT

APTIM assists in managing hazardous materials in solar panels that have reached the end of their productive use or become damaged during transport or installation. In 2023, we assisted clients in preparing waste determinations for damaged modules, led communications with the regulatory authorities on behalf of clients, vetted multiple potential recycling vendors, and oversaw the transport of panels to the chosen vendor for recycling.

ENSURING EFFICIENT AND SAFE INFRASTRUCTURE AND OPERATIONS

Public and private entities are under increased scrutiny to ensure that infrastructure is safe and reliable and operational processes are compliant. Our team of experienced compliance, construction, operations, and maintenance professionals combine local resources, trustworthy project design, and regulatory expertise to develop efficient and effective solutions.



Since 2005, we have documented and managed hazardous waste for a national retailer.



We have used 3D scanning to provide fuel system maintenance and minor repairs for over 8 years.

HIGHLIGHT: SUSTAINABLE SPORT INDEX

APTIM's [Sustainable Sport Index \(SSI\)](#) is an annual benchmarking report exclusively focused on the sustainability of large sports venues. Rather than a certification, ranking, or award, SSI aggregates and analyzes data provided by venues. We then use this data to uncover trends, recommend best practices, find common challenges, and empower change.

Our benchmarking report brings together subject matter expertise from across APTIM to analyze key performance areas, such as energy, waste, water, transportation, food and beverage, and environmental resilience. More than [\\$10 billion](#) will be invested in US stadiums by 2030, so the report is a crucial resource for our decision-making readers, including representatives from sports, sustainability, academia, and media.



80%

OF PARTICIPATING VENUES HAVE LED SPORT LIGHTING, AN EMERGING STANDARD PRACTICE

8%

OF VENUES PRODUCE A PUBLIC SUSTAINABILITY REPORT, COMPARED TO 96% OF S&P 500 COMPANIES

APTCast
Sustainable Sport Index

Meredith McCurdy
Director, Sustainable Sport Index & Sports Strategy

Orjan Lundberg
Co-founder D'Niche Inc.

[Listen to our recent podcast with international sports sustainability consultant Orjan Lundberg.](#)

“SSI provides a sense of direction for us, identifying opportunities to improve our energy efficiency and explore upgrades to solar panels and LED lighting. The benchmarking report also reinforces our industry-leading practices, encouraging our staff and demonstrating the success of their hard work.”

— Director of Operations Matthew Buswell and Sustainability Assistant Christopher Kalaw, University of Southern California Los Angeles Memorial Coliseum

OUR PERFORMANCE



REUSABLE FOODWARE MICROGRANT PROGRAM

The City of Los Angeles Bureau of Sanitation is offering microgrant funding for food service establishments with dine-in operations to assist with purchasing washable, durable, and reusable foodware (e.g., plates, bowls, cups, and utensils). Single-use foodware generates 5 million tons of waste annually. APTIM was contracted to administer and distribute \$600,000 in funding, develop and execute a boots-on-the-ground community engagement campaign, and educate and train local businesses on the transition. APTIM has engaged over 600 restaurants in the City of Los Angeles area, focusing on [Clean Up Green Up communities](#).

PROVIDING SUSTAINABILITY SOLUTIONS

Public funding tailwinds from regulatory mandates and customer demand have spurred rapid growth in energy transition solutions, sustainability initiatives, and other environmental programs. While an incredible stride for our country in the race against climate change, the pressure of grants management, regulatory compliance, and marketing of these programs can be overwhelming for business owners and community leaders. We assist clients with energy, water, and waste benchmarking and reduction efforts; sustainability assessments and certification oversight; rebate and incentives programs; and strategic planning—so that they can focus on their day-to-day operations and patrons.



[Our team provides sustainability consulting to international airports, promoting water and energy savings.](#)



[For over a decade, we have helped companies and residents save energy through Wisconsin's energy programs.](#)



[We support local compliance with California's organic waste collection policy, SB 1383.](#)

HIGHLIGHT: E-MOBILITY SOLUTIONS

As part of APTIM's mission to lead the charge to electrification, we support governments by administering rebate programs to encourage widespread adoption of e-mobility options, such as electric vehicles (EV) and e-bikes.

EV adoption allows cities and states to supercharge progress toward their net zero carbon goals, while e-bikes lower the costs of mobility, promote physical activity, and reduce congestion. Incentive programs make these modes of transport more affordable for families and reduce barriers to employment and a more active lifestyle. The lower cost of owning an e-bike, for instance, may allow families to transport their children to daycare without a car, or allow delivery drivers to keep more of their pay and avoid parking tickets.

Our e-bike rebate administration process—em4all™—which stands for equity, electrification, ease, and experience, ensures these programs are accessible to everyone. em4all has helped over 12,000 new e-bike owners and 100 small businesses, saved participants over \$1M in transportation costs, and reduced an estimated 20,000 car trips each week.



60–68%

LOWER LIFETIME EMISSIONS OF EVS COMPARED TO GAS-POWERED CARS

67%

OF E-BIKE INCENTIVES ADMINISTERED BY APTIM WENT TO INCOME-QUALIFIED RESIDENTS

“Whenever I see someone riding an e-bike around Denver, which seems to be much more often these days, I am reminded of the power of our community to create change. By transforming the way we move and leaving no one behind in the process, we are driving climate action and electrification together.”

— Kim VanWagner, General Manager, Rad Power Bikes



Program participant Eric Hartman claimed a rebate on a new Hyundai Kona EV. Photo Credit: Eric Hartman via Bloomberg

An aerial photograph of a winding road through a forest, overlaid with semi-transparent teal and blue geometric shapes. The road is illuminated with a warm, golden light, contrasting with the cool tones of the overlays. The forest below is dense and green, with some areas appearing darker and more shadowed.

OUR ENVIRONMENTAL EFFORTS

Strong operational environmental performance is a directive from our clients, partners, and teammates. Our strategy is practical and reliable: measure our performance for our most material priorities, take continuous action, and engage our stakeholders along the way.

MEASURING OUR GHG FOOTPRINT

Recent reports indicate Earth is on track to exceed 2-degrees Celsius warming, the upper threshold established by the Paris Agreement. APTIM is working to be part of the solution. Measuring our greenhouse gas (GHG) emissions is the foundation for setting meaningful goals and prioritizing actions.

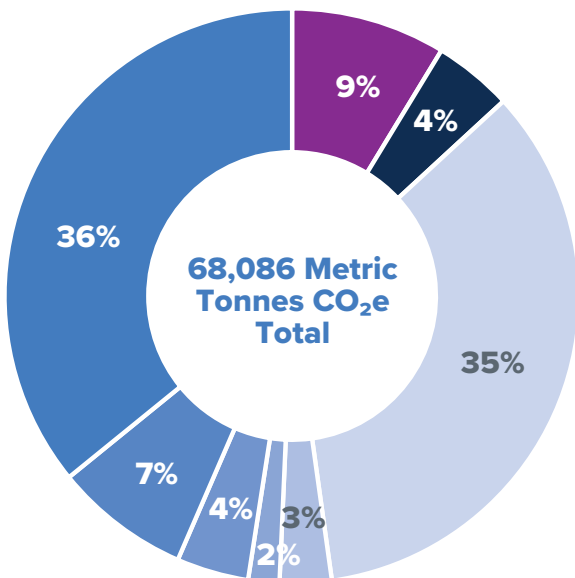
In the face of a dynamic regulatory landscape, APTIM adopts a continuous improvement approach to regularly refine our data, reporting, and strategies. We again contributed to CDP in 2023, while expanding our disclosures with the new International Sustainability Standards Board S2 framework. As we navigate this evolving journey, our focus remains on achieving measurable, sustainable results that contribute significantly to our carbon emissions reduction objectives.



90%+

OF OUR 2023 FOOTPRINT COMES FROM SCOPE 3 EMISSIONS

2023 GHG EMISSIONS



- Scope 1
- Scope 2 (Market-based)
- Scope 3, Cat 1: Purchased goods & services
- Scope 3, Cat 2: Capital goods
- Scope 3, Cat 3: Fuel- and energy-related activities
- Scope 3, Cat 6: Business travel
- Scope 3, Cat 7: Employee commuting
- Scope 3, Cat 11: Use of sold products

This data was calculated in accordance with the GHG Protocol, and our emissions were validated by an independent third party. A more detailed calculation of our footprint is available in our [2023 ESG Disclosures and Climate Transition Plan](#).

SETTING GHG REDUCTION TARGETS

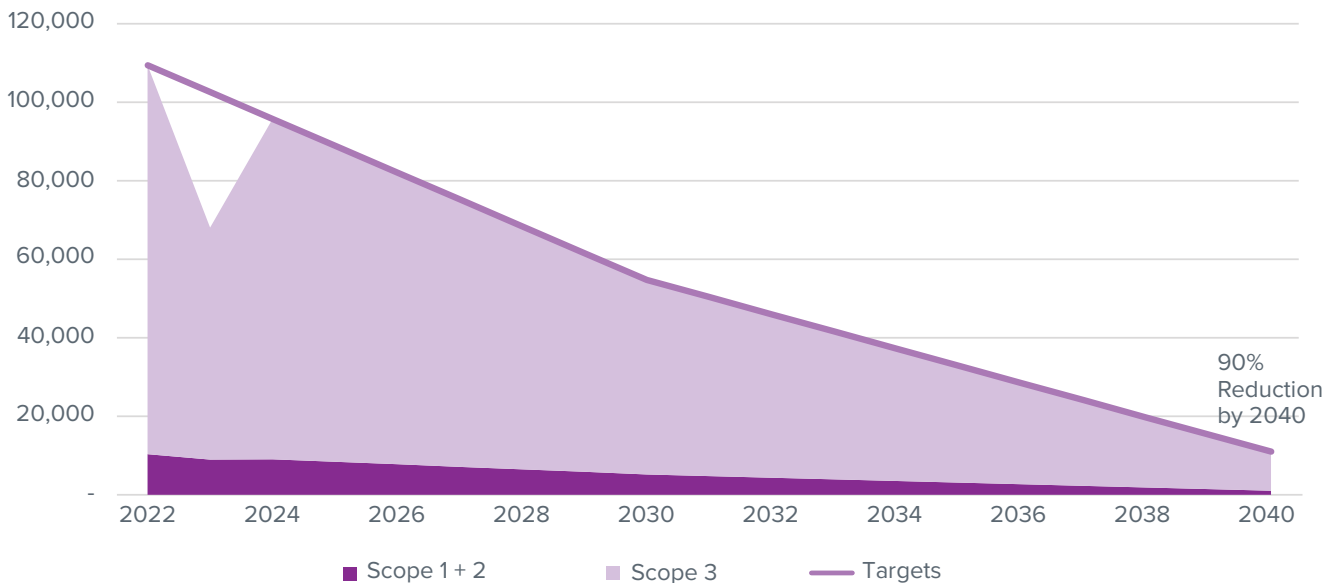
We have committed to set net zero GHG emission reduction targets, as validated by the SBTi, a leading global body empowering businesses to align their targets with the Paris Agreement and latest climate science. This commitment helps ensure we are making impactful reductions quickly.

We formalize our climate-related targets, performance, and initiatives in our [Climate Transition Plan](#), which creates internal alignment and shares information with other companies to help expedite their progress.



NET ZERO

APTIM COMMITS TO REACH NET ZERO GHG EMISSIONS ACROSS THE VALUE CHAIN BY 2040



As of the publishing of this report, SBTi is reviewing our application for validation. Please review our [Climate Transition Plan](#) for the most up-to-date information.

IMPLEMENTING ENVIRONMENTAL PROJECTS

Our proactive approach to carbon emissions reduction involves swift action through projects aimed at mitigating our environmental footprint. The projects are intended to instigate lasting change by targeting behaviors, policies, procedures, equipment, and infrastructure. We prioritize the cultivation of ESG champions, education and engagement opportunities, and regular audits to ensure accountability. Through these focused efforts, 2023 brought substantial progress to the sustainability of our workplaces and transportation.



100%

OF APTIM-CONTROLLED OFFICES HAVE COMPLETED A SUSTAINABILITY ASSESSMENT

New Office Criteria

APTIM developed sustainability criteria for the selection of new offices, including proximity to public transportation and energy-efficient heating and lighting.

Expanded Commuter Benefits

We delivered an educational campaign to promote our commuter reimbursement and benefits, which now includes a stipend for those who bike to work.

Office Sustainability Assessments

Project members created a virtual process to conduct sustainability assessments in APTIM-controlled offices—including built environment, equipment, and behavioral variables—to identify and prioritize future improvements.

Single-Use Plastics Reduction Policy

After banning corporate purchase of single-use plastics in our offices last year, we supported the implementation of this policy by conducting internal audits and promoting more sustainable products through vendor platforms.

Office Resources

We developed internal educational resources to help our employees behave more sustainably in their workplaces. Our guides include signage for office recycling and tips for our people to work from home more sustainably.

ENGAGING STAKEHOLDERS

Elevating our environmental performance

is a collaborative effort, and meaningful change requires the commitment and engagement of individuals across our company and supply chain. To keep our internal community informed, we employ various channels (internal webinars, intranet updates, frequent surveys, etc.) to understand commuting habits, corporate environmental priorities, and the impact of our collective efforts. One of the largest components of our company footprint comes from our supply chain, so engaging with them is critical to the ongoing success of our emissions reduction initiatives.



96%

OF EMPLOYEES STATED THE IMPORTANCE OF MINIMIZING APTIM'S NEGATIVE ENVIRONMENTAL IMPACT

ESG Advisory Council

Our ESG Advisory Council is comprised of cross-company senior leadership, chaired by the Enterprise Director of ESG, and executive sponsored by CEO. The council meets quarterly to review performance, strategy, and alignment of ESG approach within the business.

Green Team

Our Green Team includes nearly 100 subject matter experts and enthusiastic employees from across the company who want to be a part of the solution. The team meets monthly and is action-oriented, leading environmentally focused operational projects.

Office Managers

We regularly meet with over 50 of our office managers to ensure they understand the direction of ESG and may provide feedback and ideas.

Suppliers

We surveyed nearly 200 of our suppliers to better understand their carbon progress and challenges. Their responses inform our supply chain decarbonization strategy and ensure we are appropriately supporting small and diverse businesses.



OUR TEAM

APTIM strives to meet the needs of our team members and partners. Our corporate culture fosters growth, empowerment, collaboration, integrity, and fun—and celebrates diversity. To do that, we listen, measure our progress, and take steps to improve.

OUR TEAM

REPRESENTING OUR PEOPLE

APTIM is a team of world-class professionals, including engineers, scientists, builders, economists, craft professionals, and experts in various fields. We take pride in going beyond the norm, providing a positive and inclusive culture and the opportunity to develop and grow.



91%

OF APTIM TEAMMATES BELIEVE THEIR MANAGER TREATS THEM WITH RESPECT

700+

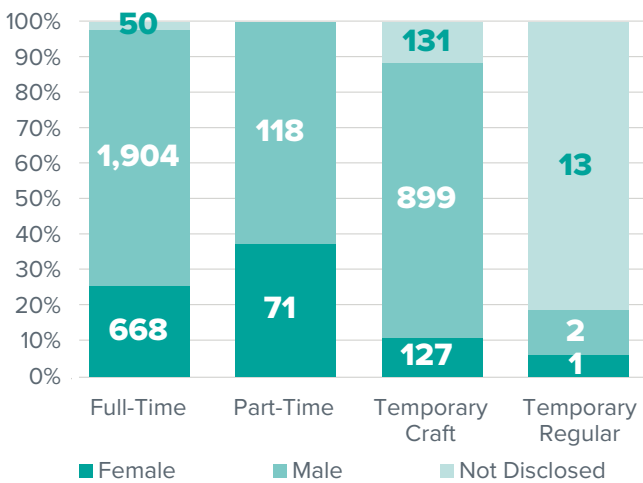
SCIENTISTS AND ENGINEERING PROFESSIONALS WORK HERE

10

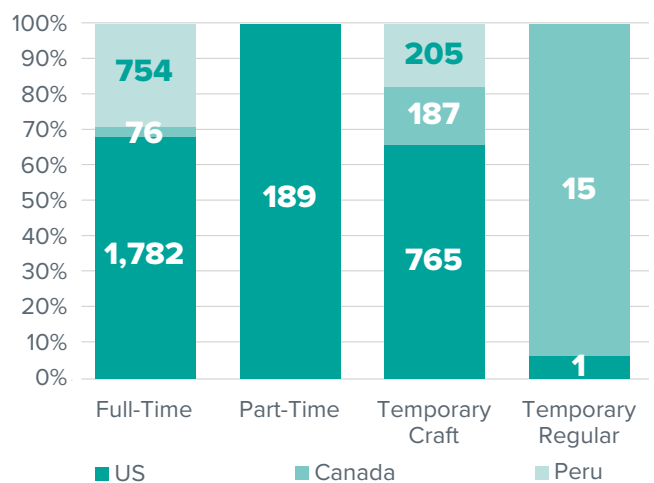
YEARS AVERAGE TENURE OF FULL-TIME EMPLOYEES

ALL EMPLOYEES

By Gender



By Region



Employees are not required to disclose their gender. Full-time employees include those working at least 32 hours a week. Employee numbers are reported in headcount, and these employee stats are from December 2023. Over the course of 2023, our headcount averaged approximately 4,000 but ranged between 3,200 and 4,600 due to our turnaround contract support needs. For additional information, see our [2023 ESG Disclosures](#).

ENCOURAGING A COLLABORATIVE CULTURE

As an award-winning professional services company, our credible expertise is a given, but it requires exceptional teamwork to exceed our clients' expectations. In our highly dynamic environment, we need a strong foundation of trust to attract, retain, and keep safe our teammates and partners. We use a framework called The Collaborative Way® to guide our internal and external interactions and decision-making.

As our industries grow and evolve, APTIM supports the growth and evolution of our people. We are proud of our 81% favorability score by our teammates in our 2023 Employee Engagement Survey. This survey demonstrates APTIM's efforts to become a place for great people to work and thrive, where each person's voice and ideas are respected and amplified.



86%+

OF APTIM TEAMMATES REPORT THEIR WORK GIVES THEM A SENSE OF PERSONAL ACCOMPLISHMENT

“By applying **The Collaborative Way**, we aim to unlock the potential of every teammate through the power of teamwork.”

– Mark Fallon, CEO

The Five Principles of The Collaborative Way

Listening Generously

Listen for the value in what the other person is saying without judgment.

Speaking Straight

Speak honestly in a way that contributes without attack.

Being For Each Other

Commit to actively support each other's success.

Honoring Commitments

Only make and accept commitments you can and will work to achieve.

Acknowledgement & Appreciation

Look for ways to give specific and meaningful acknowledgement.

HONORING THE DIVERSITY OF OUR TEAM

This past year, we continued our journey of cultivating a diverse and inclusive work environment, spearheaded by APTIM's DE&I Council, by creating a formal DE&I policy and comprehensive three-year strategy roadmap. Our council is comprised of a wide range of team members from across the organization, and the CEO is the executive sponsor.

Our strategy includes dedicated DE&I resources, on-demand and leadership-specific trainings, employee resource groups, and feedback forms available on our company intranet. We have also taken proactive steps to diversify our workforce by ramping up recruiting efforts at career fairs, historically Black colleges and universities, and professional organizations.



87%

OF OUR ETHNIC MINORITY TEAMMATES REPORT THEY ARE PROUD TO WORK FOR APTIM



RHONDA CROUCHER AND STACY MARCH: WOMEN IN TRADES AWARDS (CANADIAN BUILDING TRADES)

Our extraordinary teammates, Rhonda Croucher and Stacy March, were honored with Women in Trades awards given by the Alberta Council of Turnaround Industry Maintenance Stakeholders, bringing awareness of employment opportunities for women in the skilled trades.

CEO **ACT!ON** FOR DIVERSITY & INCLUSION

[Read our formal C-suite commitment to engaging, implementing, and sharing about our DE&I strategies and efforts.](#)

OUR TEAM

SUPPORTING SMALL AND DIVERSE BUSINESSES

APTIM values diversity in our suppliers and subcontractors and empowering small businesses, which is outlined in our supplier diversity policy statement issued by our CEO. This policy statement, available to all employees within the corporation, asserts the company's practice to identify and provide maximum practicable opportunities for small, minority, and socioeconomic businesses to compete on our procurements.

APTIM's Supplier Diversity Program is award-winning. We have served as a mentor in the Department of Defense Small Business Administration and Department of Energy Mentor-Protégé programs for over 20 years.



92%

OF APTIM'S SUBCONTRACTED DOLLARS UNDER FEDERAL CONTRACTS WERE AWARDED TO SMALL BUSINESSES



LEGACY PROFESSIONAL SERVICES, LLC

Legacy Professional Services, LLC is a small minority-owned business making a change in the community of New Orleans by delivering energy efficiency programs in partnership with APTIM.



“**Environmental remediation** is a highly technical and resource-intensive business, so collaboration is critical to our success. We started working with APTIM in 2020, and to this day, it is one of the smoothest projects our team has worked on. We are grateful for their support of our small business!”

– Brian Chapman, President and Owner,
Mill City Environmental

OUR TEAM

INVESTING IN OUR TEAM

As a service-based company, our people are our biggest asset. We understand the importance of professional development and competitive benefits for our full- and part-time employees (anyone who works more than 20 hours per week). To promote and monitor our employees' continuous growth, professional employees and their managers complete annual performance reviews to identify development opportunities. We also offer multiple growth opportunities for our people.

85%

OF 2023 STRIVE SUMMER INTERNS ACCEPTED A PERMANENT POSITION WITH APTIM



THRIVE Mentorship Program

Our THRIVE Mentorship Program leverages a customized matching process to support employee professional development through mentorship and hundreds of online training courses.

PROPEL High-Impact Program

The PROPEL High-Impact Program connects, develops, and supports emerging leaders through a dedicated leadership accelerator program.

Professional Development Opportunities

APTIM provides a wide range of professional development opportunities for eligible team members, including graduate degree tuition assistance, trainings, credentials or certifications, and an online library with thousands of on-demand training videos.

STRIVE Summer Internship Program

The [STRIVE Summer Internship Program](#) is a 12-week, paid summer internship program providing students with opportunities to apply their knowledge and passion to meaningful and engaging real-world work assignments.

OUR TEAM

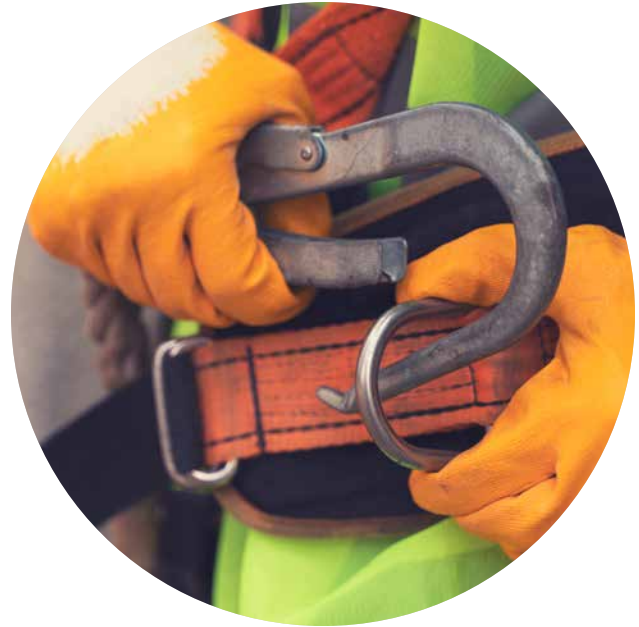
PRIORITIZING SAFETY

Keeping our people safe and healthy is paramount. Our teammates honor this commitment daily by integrating safety into all work plans. We start our meetings with Safety Moments, share best practices and lessons learned to all employees through biweekly Safety Tailgates, and provide position-specific safety training annually.

We make it a priority to align our robust safety systems with our clients' unique requirements, while adhering to established policies, processes, and procedures. We take a collaborative, continuous improvement approach, reflecting our long-term commitment to promote the wellbeing of our clients, employees, and the communities we serve.

2023 NATIONAL SAFETY COUNCIL AWARDS

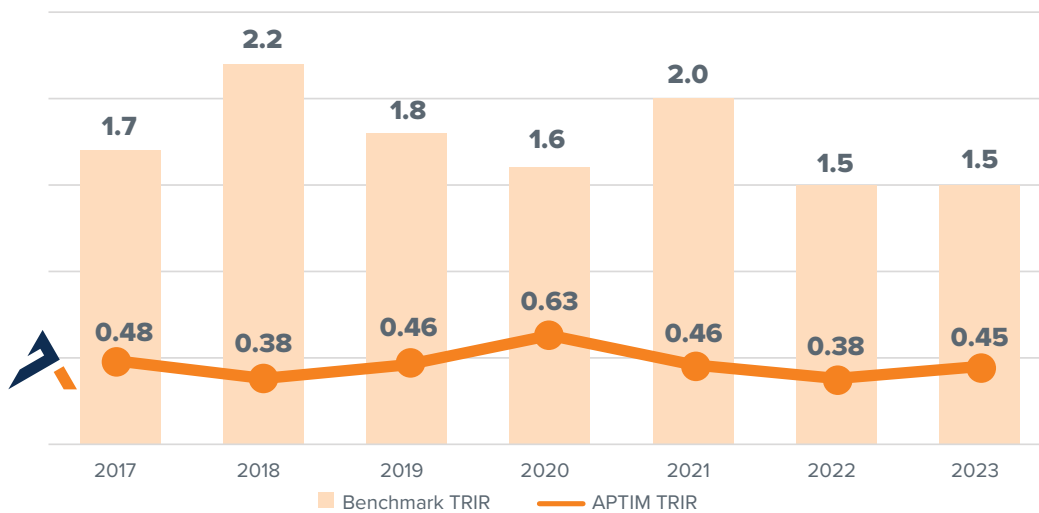
- 1 Green Cross for Safety Innovation
- 3 Million Hours Awards
- 7 Safety Leadership Awards
- 30 Perfect Record Awards



0.45

TOTAL RECORDABLE INCIDENT RATE (TRIR) IN 2023, LESS THAN ONE THIRD OF THE NATIONAL AVERAGE

OUR TRIR VS. INDUSTRY AVERAGE



Our TRIR has consistently fallen below the industry average reported by the US Bureau of Labor Statistics.

An aerial photograph of a wetland or marsh area, showing intricate patterns of water, mud, and vegetation. The image is overlaid with several semi-transparent teal and blue geometric shapes, creating a layered, artistic effect. The text is positioned in the upper left quadrant.

OUR PHILANTHROPY

As a future-focused organization, APTIM partners with several universities and non-profit organizations to empower our nation's youth to pursue careers in sustainability, resilience, and the environment. We fund educational programs and hands-on projects to increase the impact of emerging leaders.

OUR PHILANTHROPY



LSU COLLEGE OF THE COAST & ENVIRONMENT

Louisiana State University's (LSU) [College of the Coast & Environment](#) aims to diversify the coastal and environmental workforce by helping middle and high school students learn hands on about the environment and its connection to communities.

GIRLSTART

[Girlstart](#) provides year-round, out-of-school science, technology, engineering, and math (STEM) programming to girls in grades 4–8 across the country. As one of the longest-running women in STEM empowerment organizations, Girlstart helps girls build confidence and gain exposure to career opportunities.



THE SUSTAINABILITY INSTITUTE

Florida Agricultural and Mechanical University's [Sustainability Institute](#) helps students develop their careers in environmental sustainability. From SEED Gardens to Styrofoam reduction projects, students gain leadership experience to help them make a difference on- and off-campus.





APTIM is an industry leader that provides integrated environmental, sustainability, resilience, and infrastructure solutions.

APTIM is committed to enhancing the quality of the environment, well-being of people, resilience of communities, and opportunity for employees to make a difference, not just a living.

Learn about ESG at APTIM.

We welcome and encourage your feedback on our 2023 Sustainability Report: Sustainability@APTIM.com

This report is a discussion and analysis of the ESG condition and results of operations of Aptim Corp. and Subsidiaries (the "Company" or "APTIM") for the year ended December 31, 2023. References to "we," "our," "us," and similar expressions refer to the Company. The discussion contains forward-looking statements that reflect our future plans, estimates, beliefs, and expected performance. Calculations and statistics included in this ESG report may be based on historical estimates, assumptions, and projections and therefore are subject to change. We caution that assumptions, expectations, projections, intentions, or beliefs about future events may, and often do, vary from actual results and the differences can be material. The inclusion or absence of information in this ESG report should not be construed to represent any belief regarding the materiality or financial impact of that information.

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ESG data included in this report is non-GAAP and has not been externally assured or verified by independent third parties. The forward-looking statements in this report speak only as of May 2024, and APTIM undertakes no obligation to publicly update or revise any forward-looking statement.