

# HONORING OUR COMMITMENTS

2022 ENVIRONMENTAL,  
SOCIAL, AND  
GOVERNANCE REPORT



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*To honor our commitment to the physical environment, we ask readers of this report to reduce paper waste from printing and view this information digitally. On behalf of APTIM and our global forest ecosystems, we appreciate your sustainable choice.*



## A LETTER FROM OUR CEO

At APTIM, sustainability is about following through on our commitments to our teammates, communities, clients, partners, and planet. We take great care in the way we engage each of these stakeholders because we are driven to build an equitable and sustainable future.

The goal of this report is to share our environmental, social, and governance (ESG) priorities, objectives, and progress in 2022. During 2022, the global community experienced continued impacts of climate change, including Hurricane Ian and other natural disasters. At the same time, new policy initiatives—including the Security and Exchange Commission’s proposed disclosures for ESG-focused funds, the Federal Supplier Climate Risks and Resilience Proposed Rule, and the Inflation Reduction Act—sent strong signals about the future of corporate sustainability actions.

We intend to act proactively and decisively to meet these challenges and opportunities for APTIM and our clients. To ramp up our efforts, we appointed Monica Thilges as our dedicated enterprise director of ESG in 2022 to lead ESG strategy development and implementation.

To better align our operations and client work, we also relocated our corporate headquarters in Baton Rouge, Louisiana, to The Water Campus, which serves as a collaboration hub for scientists, engineers, and businesses dedicated to coastal restoration and sustainability. The International Economic Development Council recognized The Water Campus as the top resilience recovery, and mitigation development initiative and best economic development project in the U.S. in 2022.

We take our responsibility to empower our team and reduce our organizational environmental footprint seriously, but the largest impact we have on the planet and its people is through the work our teams do every day. Every project we deliver has its roots in sustainability and resilience. We help heal the world by transforming infrastructure—in some cases, it is a social fabric frayed by disasters; in other cases, it is physical infrastructure that sustains us. Here are a few projects that we delivered in partnership with our clients in 2022 that I find particularly relevant:

- ▶ We supported survivors and communities in Florida impacted by Hurricane Ian by deploying over 144,000 pieces of equipment, from barges to sleeper trailers. Between Ian’s landfall on September 23 and the end of 2022, APTIM housed over 2,300 first responders, served over 30,000 meals, and provided laundry and shower services to over 124,000 personnel.

[Watch the video.](#) 

- ▶ We performed remediation of the Colorado Smelter Superfund site in Pueblo, Colorado, removing lead and arsenic in exterior soils at surrounding residential properties on behalf of the U.S. Army Corps of Engineers and the U.S. Environmental Protection Agency (EPA). High lead concentrations in soil are a risk to human health, particularly for children under the age of 7. APTIM worked closely with the Pueblo County Health Department in delivering this landmark environmental justice project. To date, APTIM has completed remediation of 700 soil properties and 347 dust properties in Pueblo neighborhoods, and we have kept our own team safe in the process, receiving the National Safety Council’s Perfect Record Award for our efforts.

- ▶ We released the [Atlas of Disaster](#), a comprehensive study on the impact of recent climate disasters across the U.S. for the years 2011–2021, in collaboration with Rebuild by Design and iParametrics. The report includes over 300 maps that show the distribution of federally declared disaster areas and compounding physical and social risks to identify areas that would benefit most from resilient infrastructure and services.
- ▶ We expanded mobility options in Denver by assisting the City and County of Denver in launching its Climate Action Rebate program, which provides incentives for residents to electrify their homes and purchase e-bikes. The e-bike program has garnered national attention and been deemed the best e-bike program in the U.S. by [bicycling.com](#) for its success in reducing vehicle miles traveled, leading to lower carbon emissions and less air pollution in the community.

We are proud of the progress we have made to date, and we look forward to continuing to charge toward the future with sustainability in mind—in 2023 and beyond.

Be for each other,

A handwritten signature in blue ink, appearing to read 'M FALLON'.

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

# A LETTER FROM OUR ENTERPRISE DIRECTOR OF ESG



At APTIM, ESG is not just the acronym of the day; it is deeply embedded in the principles of our culture and heavily informs the path we take as a company. We commit to work with our partners to address the global challenges we face, such as:

- ▶ According to the U.S. Bureau of Labor Statistics, women earn 83 cents for every dollar men earn, and Black and Latinx people earn considerably less than White and Asian people in the U.S. While these ratios vary by country, the trends are common.
- ▶ The Intergovernmental Panel on Climate Change advises we have until 2030 to reduce our carbon dioxide and methane emissions by at least 48% and 33%, respectively, to avoid environmental and social devastation caused by melting permafrost and glaciers.
- ▶ In 2022, Earth Overshoot Day—when humanity has used all the biological resources that Earth regenerates in a year—was July 28, earlier than any previous year on record.

The list goes on: microplastics, biodiversity loss, water scarcity, sea level rise, natural disaster intensity, and countless other environmental and social issues. We have urgent work to do as individuals, communities, organizations, and governments. The progress required to mitigate the most significant risks to our people and planet requires a coordinated global approach.

On a positive note, 2022 brought significant movement toward maturity of ESG frameworks. We saw greater coordination and consolidation among reputable ESG standards and ratings organizations.

With this increasing maturity, APTIM expanded its engagement in the global movement in 2022. Specifically, we formally committed to the Science Based Targets initiative (SBTi) to create emission reduction goals aligned with the Paris Agreement, submitted CDP's (formerly known as Carbon Disclosure Project) climate change questionnaire, and joined the United Nations (UN) Global Compact. These highly credible and widely accepted global standards inform our ESG roadmap.

Still, we know more needs to be done. We look forward to accelerating our pace in 2023 by continuing to increase our engagement with global standards, reduce our environmental footprint, and increase the diversity of our company and subcontractors.

Onward!



Monica Thilges  
She/Her/Hers  
Enterprise Director of ESG



# ABOUT APTIM

## Our Mission

APTIM is committed to accelerating the transition toward a clean and efficient energy economy, building a sustainable future for our communities and natural world, and creating an inclusive and equitable environment that celebrates the diversity of our people.

## APTIM BY THE NUMBERS



In 2022, we maintained offices and/or warehouses in Canada, Peru, and the U.S., including Puerto Rico, Guam, and the U.S. Virgin Islands. We also work on client sites in Japan, South Korea, the Indian Ocean, and the U.S. territory of the Northern Mariana Islands.

**\$1.1B**  
ANNUAL REVENUE

**3,000+**  
FULL- AND PART-TIME  
EMPLOYEES

**60+**  
OFFICE & WAREHOUSE  
LOCATIONS WORLDWIDE

## ENR RANKING

2022 TOP 10 ENVIRONMENTAL MANAGEMENT FIRMS

## ENVIRONMENTAL BUSINESS JOURNAL

BUSINESS ACHIEVEMENT AWARD IN INDUSTRY LEADERSHIP

## SILICON REVIEW

30 INNOVATIVE BRANDS OF THE YEAR AWARD

## OUR IMPACT

**While our operational** ESG impact as a company is significant, the largest impact we have on the planet and its people is the work our teams do every day. Clients from a wide range of sectors—including commercial, industrial, utility, and government (federal, state, and local)—select APTIM to help them meet their sustainability and resilience goals.

We apply our deep technical expertise, talented and committed people, and technology across a wide-range of end markets to provide holistic solutions to our clients' most complex challenges. We change the world through restoration, maintenance, and compliance projects by helping communities across North America and beyond recover from disasters and rebuild resilient infrastructure to enhance environmental quality, physical health, and economic opportunity. The next few pages provide snapshots of some of the work we delivered in partnership with clients in 2022.



## REBUILDING COMMUNITIES FOR RESILIENCE AGAINST CLIMATE EMERGENCIES

APTIM responds to climate emergencies and other natural disasters quickly and effectively. We protect the safety and security of affected communities by helping them prepare, respond, recover, and be more resilient. We work with communities and government entities to restore our coastal resources, and we use our operational and engineering expertise to build more resilient infrastructure.



### REPAIRING AND IMPROVING THE RESILIENCE OF LOW-INCOME COMMUNITIES IN NEW YORK

APTIM has been supporting Hurricane Sandy recovery since shortly after it made landfall in late 2012. We currently provide various services, including construction management, design oversight, and community outreach at the New York City Housing Authority's Red Hook East and West developments. Roof replacement of 28 residential buildings is complete, as well as over 60% of improvements throughout a 39-acre campus, including construction of a new centralized heat and backup power plant, utility distribution infrastructure, site lighting, hardening and floodproofing of existing buildings, and raised grade for improved storm surge protection.

### PROVIDING EMERGENCY TEMPORARY SHELTER FOR HURRICANE IDA SURVIVORS

In our work supporting Hurricane Ida recovery, APTIM quickly developed an innovative approach to meet FEMA's new non-congregate sheltering policy, which was intended to slow the spread of COVID-19. Since the project's inception, we have enrolled 18,000 Louisiana-based survivors, performed over 5,700 site inspections, and sheltered over 15,000 survivors in more than 5,500 travel trailers. Over 95% of the teammates working on this program are local residents, making the APTIM team approachable, relatable, and efficient. [Watch the video.](#)

### STRENGTHENING FLORIDA SHORELINES TO WITHSTAND HURRICANE EROSION

APTIM designed and implemented shoreline improvements to Island B along the Sanibel Causeway to reduce erosion of the beach and increase park users' access to the shoreline. The project was complete prior to Hurricane Ian, which made landfall 15 miles north of the causeway. The APTIM-designed erosion controls structures withstood this Category 4 storm and provided protection of the Sanibel Causeway.

### REBUILDING AND STRENGTHENING FLOODING INFRASTRUCTURE ALONG THE MISSOURI RIVER

Record flooding resulted in seven breaches and substantial other damage to the levee along the Missouri River. APTIM made repairs to the levees to mitigate impacts of this flood damage. Over 49 days in winter conditions, the team moved more than one million cubic yards of material and installed more than one mile of sheet pile to provide 100-year-level flood protection to surrounding communities ahead of schedule.

[Watch our Coastal Restoration & Resiliency podcast.](#)

## ENSURING THE RELIABILITY AND INTEGRITY OF CRITICAL ENERGY INFRASTRUCTURE GLOBALLY

APTIM leverages decades of experience in critical energy asset reliability, planning, and analysis as pillars of our construction, operations, and maintenance solutions. Our work greatly reduces the chance of environmentally catastrophic spills and leaks. We continually adjust our processes to ensure safe operations and minimize environmental impacts.



### **BUILDING MORE SUSTAINABLE TRANSPORTATION INFRASTRUCTURE IN SAN DIEGO**

APTIM assisted the U.S. Navy in transitioning to a more sustainable tomorrow by building a LEED gas station. The station houses new tanks and the first electric vehicle charging stations to serve their San Diego base, the largest on the West Coast. We replaced the aging infrastructure serving the base with an environmentally complaint fueling system that is a step toward a cleaner energy future.

### **REPAIRING AGING FUEL TANKS ON AN INDIAN OCEAN ISLAND**

APTIM provided design, technical, and construction services to refurbish aging fuel storage facilities on an island in the Indian Ocean, eliminating potential harm to the environment. Our work restoring these fuel storage facilities included fixing long-term corrosion damage, completing upgrades to current standards, and maintaining integrity of the facilities to extend service life. The project involved the abatement, encapsulation, and removal of lead-based paint from the tank exteriors. The 1.8 tons of blast media used in the lead removal operation was shipped off island and recycled.

### **MAINTAINING MILITARY FUEL INFRASTRUCTURE IN THE PACIFIC THEATER AND U.S.**

APTIM conducts ongoing maintenance and minor repairs on 70 different critical fuel systems for all branches of the U.S. military throughout the Pacific theater and the U.S. Many of these systems are over 30 years old, some as old as 75 years. We use a system that leverages predictive maintenance to identify and correct issues before they create safety or reliability issues or result in environmental spills.

## CREATING A CLEANER AND SAFER ENVIRONMENT

APTIM specializes in site assessment, remediation, maintenance, and site closure to improve and preserve the environment in which we live and work. We offer site modeling, environmental treatment systems, contaminant removal, quality control, reporting, decommissioning, and demolition. Together with our clients, we are committed to the responsible management of our shared natural resources.



### USING GOATS TO HELP REMEDIATE AN INACTIVE FUEL TERMINAL IN NORTHERN CALIFORNIA

APTIM is remediating an inactive former Air Force fuel terminal in northern California. We leverage vertical and horizontal extraction wells and soil vapor extraction to remove petroleum hydrocarbon contamination in soil and groundwater, and we recycle debris when possible. To reduce the need for mechanical mowing equipment to maintain the 15-acre tank farm area, our local vegetation management contractor provides goats and sheep to graze two to three times per year, reducing fire danger and the overall carbon footprint of the site.

### REMOVING THOUSANDS OF UNEXPLODED MUNITIONS TO MAKE A REMOTE ALASKAN ISLAND SAFE

APTIM removed, treated, and recycled more than 16,400 munitions items, many of which were unexploded, and other debris from Adak Island in the Aleutian Islands. This island was used during WWII as an air base and training center that housed up to 100,000 military personnel. Our efforts resulted in nearly 153,500 pounds of recycled steel and 250,000 pounds of other recycled metal. We helped make 5,600 acres of land safe for reuse.

### SAFELY DECOMMISSIONING A U.S. NAVY NUCLEAR VESSEL

APTIM is decontaminating and dismantling a radiologically contaminated World War II T-2 tanker for the U.S. Navy. We transported it across open sea to Alabama from Virginia, and we are completing work in removing radioactive components and contamination and recycling the salvaged metal. As of the end of 2022, APTIM safely and compliantly packaged, transported, and disposed of over 2,300 tons of low-level radioactive waste and recycled 380 tons of steel.

## FOSTERING THE TRANSITION TO AN ENVIRONMENTALLY SUSTAINABLE FUTURE

We help our clients meet and exceed their environmental and sustainability goals through a range of offerings including audits, assessments, strategic planning, regulatory monitoring, program and project implementation, and program portfolio administration services.



### SUPPORTING LONG-TERM SUSTAINABILITY IN CHICAGO AIRPORTS

Since 2014, APTIM has provided a wide range of sustainability support services at Chicago O’Hare and Chicago Midway International Airports. We helped our client to identify opportunities to save more than an estimated \$1 million per year on energy and water bills and to secure more than \$2 million in utility incentives for energy efficiency and demand response projects. Our scope expanded to include developing ESG environmental goals, exploring a path to reach net zero carbon, and assisting with the development of a comprehensive vehicle electrification plan, including cars, buses, and aircraft.

### HELPING SPORTS VENUES PRIORITIZE SUSTAINABILITY PROJECTS

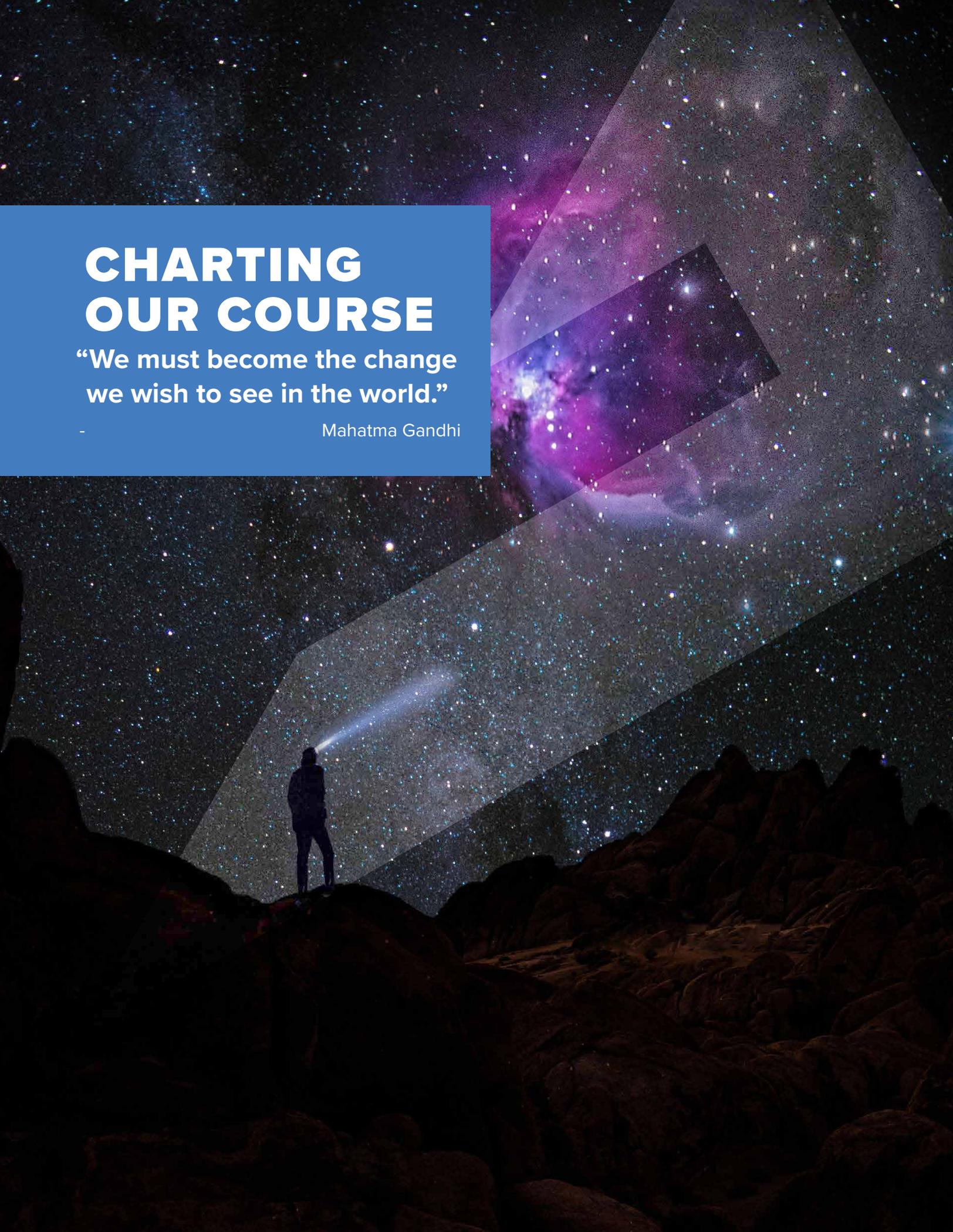
APTIM provides on-site sustainability assessments at professional and collegiate sports venues across North America. A team of sustainability experts and engineers collect data on existing energy, water, and waste management practices, performance, and infrastructure. The team generates a robust assessment report that identifies actionable areas of opportunity to optimize the client’s sustainability practices, save money, and reach sustainability goals.

### REDUCING EMISSIONS AT A TEXAS LANDFILL

APTIM designs and installs systems with low emission flares to greatly reduce landfill methane emissions. Our solution uses high-efficiency forced air pre-mix combustion to achieve NOx and CO emissions 60% and 33%, respectively, lower than standard enclosed flares. In 2022, we installed a 3,000-scfm flare at a Texas landfill that will be integrated into the facility’s existing landfill gas management system, which includes a renewable natural gas processing plant.

### PROVIDING SOLAR-POWERED EQUIPMENT FOR CHALLENGING LOCATIONS

APTIM installs and remotely monitors solar remediation equipment at remote project sites or wherever utility connection is particularly challenging. Even in the smallest case, at an oil and gas site in the Rocky Mountains, APTIM has reduced over 11,000 pounds of carbon dioxide emissions per year and saved tens of thousands of dollars per year in local power costs.

A person stands on a dark, rocky landscape at night, shining a flashlight into a vast, starry sky. The sky is filled with numerous stars and a prominent purple and pink nebula. The scene is illuminated by the flashlight's beam and the ambient light of the stars.

# CHARTING OUR COURSE

“We must become the change  
we wish to see in the world.”

- Mahatma Gandhi

## FOLLOWING OUR COMMITMENT COMPASS

**Our Commitment Compass** states our mission for four focus areas: our teammates, clients, owners, and communities. We show up empowered to make a difference. We make decisions and take action to meet the demands of today while building a better world for tomorrow.



## DEFINING OUR REPORTING AND GOALS

**Consistent tracking** and transparency are imperative to addressing urgent ESG concerns and keeping APTIM on the right path. As a collective business community, we will make progress faster if individual companies leverage reporting, goal setting, and scoring frameworks aligned with global priorities. To this end, APTIM took the following actions in 2022:

- ▶ We joined the UN Global Compact, a public commitment to the Compact’s 10 universal principles covering human rights, labor, discrimination, environmental, and anti-corruption topics. Our annual [Communication on Progress](#) is posted on our website.
- ▶ We committed to SBTi to create science-based emissions reduction targets aligned with the Paris Agreement, limiting global warming to 1.5 degrees Celsius above pre-industrial levels.
- ▶ We contributed to CDP, the gold standard for corporate environmental reporting. CDP maintains the most comprehensive collection of self-reported environmental data in the world.
- ▶ We completed the EcoVadis assessment, which focuses on four themes: environment, labor and human rights, ethics, and sustainable procurement.

- ▶ We prepared this report with reference to the Global Reporting Initiative (GRI) and UN Sustainable Development Goals (SDGs) reporting frameworks, detailed in the [Appendix](#). GRI provides the most widely used sustainability standard, functioning as a key enabler for transparency and dialogue between companies and their stakeholders. The UN SDGs are a collection of 17 intertwined goals formulated by the UN General Assembly to serve as a common blueprint to create long-term sustainability.

APTIM intends to continue to produce publicly available annual ESG reporting, updating frameworks and disclosures as standards and business requirements continue to evolve.

## IDENTIFYING OUR PRIORITIES

**While we strive** to continually improve all aspects of our business, we built our current ESG strategy around the ESG risks and opportunities we deem most material to our business.

Given the highly dynamic and complex social, economic, environmental, and regulatory landscape surrounding our work, we continually and proactively evaluate our approach. As an example, our last ESG report noted that we planned to develop an ESG tracking system; we opted not to pursue this goal in 2022 due to evolving business needs.

We are nimble and committed to keeping our ESG approach relevant to our work, currently focusing on the following areas.



HEALTH, SAFETY, AND WELLBEING



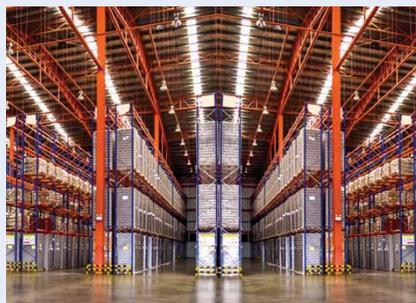
PEOPLE ATTRACTION,  
DEVELOPMENT, EMPOWERMENT,  
AND RETENTION



CLIMATE ACTION



ETHICAL BUSINESS PRACTICES  
AND TRANSPARENCY



SUPPLY CHAIN



DIVERSITY, EQUITY, AND  
INCLUSION



# REDUCING OUR FOOTPRINT

**“No person is fit to command another  
that cannot command himself.”**

William Penn

## MANAGING OUR CARBON

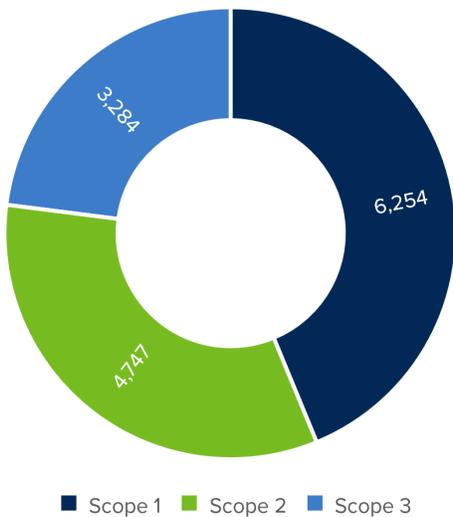
We are committed to reducing our environmental footprint in line with SBTi carbon reduction goals, ensuring that our actions result in reductions aligned with global imperatives.

As detailed in the table on the following page, our carbon footprint calculation<sup>‡</sup> includes scope 1 and scope 2 emissions from electricity and natural gas usage at our domestic and international offices, home offices, warehouses, and fuel used by our fleet. For scope 3, we included business travel, limited to flights.

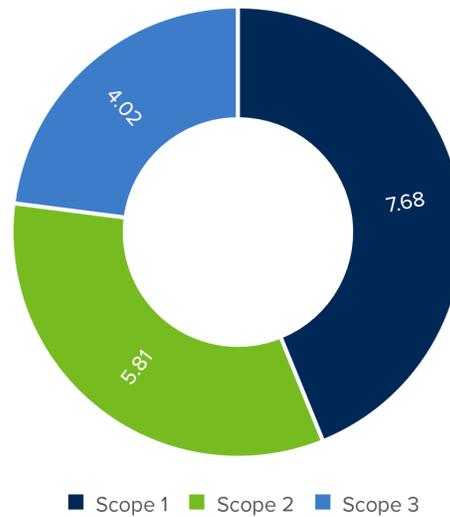
We estimated the reported energy usage associated with our scope 1 and 2 activities at 146,467 therms of natural gas, 7,994 megawatt-hours of electricity, 408,756 gallons of diesel, and 236,783 gallons of gasoline in the reporting period.

Note that we expanded the scope of activities included in our carbon footprint in 2022 and are utilizing a more robust calculation methodology, making comparisons to prior year estimates difficult. Future reports will include additional data.

**TOTAL LOCATION-BASED EMISSIONS  
(METRIC TONS CO<sub>2</sub>E)**



**OVERALL LOCATION-BASED CARBON INTENSITY  
(METRIC TONS CO<sub>2</sub>E PER FULL-TIME EMPLOYEE)**



<sup>‡</sup> **NOTE:** Scope 1 and 2 emissions were calculated using the beta version of Greenhouse Gas Protocol's GHG Emissions Calculation Tool. We leveraged conversion factors from the U.S. EPA's eGRID Summary Tables 2018 for our operations based in the U.S., UN Climate Change's National Inventory Report 2018 for Canada, and the emissions factors listed in "From COP20/CMP10 to the World: Handbook on GHG Accounting and Offsetting for COP/CMP Processes" for Peru.

Because we lease the vast majority of our workspace, we do not have access to all our utility bills. We used Energy Information Administration's Commercial Building Energy Consumption Survey (CBECS) Data to estimate electricity energy intensity and average natural gas emissions rates per square foot from our other spaces to estimate emissions for spaces without utility invoices.

Our business travel flight emissions were provided by our vendor, Direct Travel, using the calculations and factors in "2017 Government GHG Conversion Factors for Company Reporting: Methodology Paper for Emission Factors," by the U.K. Department for Environment Food and Rural Affairs and the Department of Energy and Climate Change.

## 2022 GREENHOUSE GAS INVENTORY

		METRIC TONS OF CARBON DIOXIDE (CO <sub>2</sub> )	METRIC TONS OF METHANE (CH <sub>4</sub> )	METRIC TONS OF NITROUS OXIDE (N <sub>2</sub> O)	METRIC TONS OF CARBON DIOXIDE EQUIVALENT (CO <sub>2</sub> E)
<b>SCOPE 1</b>	Stationary Combustion	2.11	0.00	0.00	2.11
	Mobile Combustion	6,252.35	0.14	0.06	6,273.21
	<b>Total</b>	<b>6,254.46</b>	<b>0.14</b>	<b>0.06</b>	<b>6,275.32</b>
<b>SCOPE 2 (LOCATION- BASED)</b>	Purchased Electricity	3,431.20	0.28	0.04	3,449.89
	Stationary Combustion in Leased Spaces	1,295.52	0.01	0.00	1,296.85
	<b>Total</b>	<b>4,726.72</b>	<b>0.29</b>	<b>0.04</b>	<b>4,746.74</b>
<b>SCOPE 2 (MARKET- BASED)</b>	Purchased Electricity	3,456.15	0.04	0.01	3,459.07
	Stationary Combustion in Leased Spaces	1,295.52	0.01	0.00	1,296.85
	<b>Total</b>	<b>4,751.67</b>	<b>0.05</b>	<b>0.01</b>	<b>4,755.92</b>
<b>SCOPE 3</b>	Business Travel (Flights)				<b>3,283.76</b>
<b>TOTAL LOCATION-BASED EMISSIONS</b>					<b>14,305.82</b>
<b>TOTAL MARKET-BASED EMISSIONS</b>					<b>14,315.00</b>

## MANAGING OUR WASTE

**We primarily generate** waste at our leased offices and customer-owned jobsites, and much of that waste is comingled with waste from other companies, making accurate measurement challenging. For this reason, we are reporting waste streams measured by our vendors across our offices: electronic waste and shredded paper.

Our offices all use the same vendor for paper shredding; this vendor recycles 100% of collected paper and captures much of our office paper waste stream. With increased remote and virtual work during the pandemic, we saw more of our team go to electronic processes, greatly reducing the need for printing documents. In parallel, we significantly reduced our office space, resulting in a relatively high weight of paper being shredded and recycled during 2020 and 2021.

APTIM properly donates or disposes of our electronic waste, leveraging an e-Stewards and R2-certified recycler. In 2022, we recycled over 19 metric tons of electronic waste.

Additionally, in an effort to align with sustainability best practices, we banned corporate purchase of single-use plastics in our offices, with exceptions only for safety or performance needs. Single-use plastics comprise one of our largest office waste streams and are typically sent to the landfill. As part of this initiative, we encourage employees to use reusable products whenever possible. To support uptake, APTIM launched a company-wide campaign providing resources to educate employees about single-use plastics. We made it easier to purchase approved products through our platforms for the following transitions:

- ▶ From single-use plastic cutlery to reusable or compostable
- ▶ From Styrofoam and plastic cups, plates, or bowls to reusable or compostable
- ▶ From plastic wrap to reusable food storage
- ▶ From plastic coffee pods to reusable pods
- ▶ From single-use creamer capsules to multi-serving bottles
- ▶ From plastic straws and coffee stirrers to compostable
- ▶ From tea bags with plastic content to tea bags without plastic
- ▶ From traditional Scotch tape to paper clips, staples, glue, masking tape, kraft tape, or Scotch tape with higher bio-based/ recycled content
- ▶ From plastic bubble wrap to compostable
- ▶ From plastic-based shipping tape to compostable
- ▶ From plastic trash bags to compostable



# EMPOWERING OUR PEOPLE AND OUR COMMUNITIES

**What makes us unique? Our teammates.**

We ensure every teammate has a voice in making our company better.  
We provide them respect and flexibility to live a full, balanced life.  
We invest in their professional and personal development.



## OUR PEOPLE

Whether safeguarding and maintaining critical power infrastructure, helping communities recover from natural disasters, enabling our armed forces and first responders, or helping clients design meaningful ESG initiatives, we go to work each day knowing that we are making a difference.

Thinking differently and challenging the norm is our mandate. We have assembled and retained a team of world-class engineers; scientists; builders; economists; craft professionals; and procurement, logistics, and process experts to plan for the unexpected; develop critical insights; and deliver new, innovative, and adaptive solutions. Our work begins here with them.

# >700

SCIENTISTS AND  
ENGINEERING  
PROFESSIONALS

# 10

YEARS AVERAGE TENURE  
OF FULL-TIME EMPLOYEES

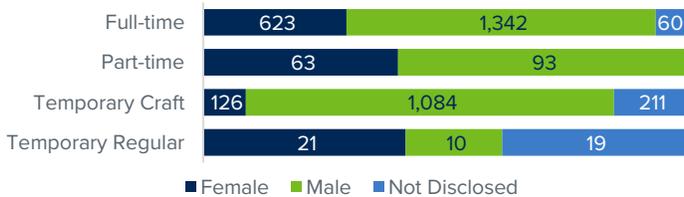


“As a young professional passionate about sustainability and concerned about the future of our planet, APTIM has been a great fit for my values and ambitions. I am fortunate to interact with subject matter experts in science, technology, business, and engineering, and I find myself energized by learning something new each day.”

*Alexa Smith, Content Marketing Specialist*

## EMPLOYEE STATS‡

### BY GENDER



### BY REGION



“Our people are our greatest asset, and we continuously explore opportunities to challenge and develop our gifted workforce. My objective is to provide a safe space for our people to cultivate creativity, showcase talent, and thrive abundantly.”

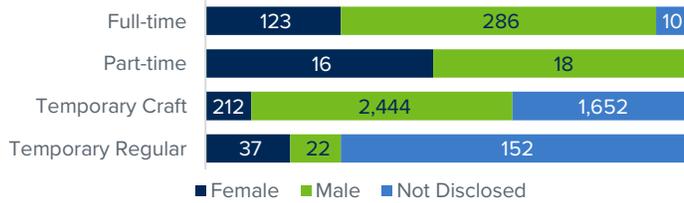
*Emily Reed, VP, Human Resources and Administration*

‡ **NOTE:** Employees are not required to disclose their gender, full-time employees include those working at least 32 hours a week and receive benefits, employee numbers are reported in headcount, and the employee stats are from December 2022. Over the course of 2022, our headcount averaged approximately 4,000 but ranged between 3,200 and 4,600 due to our turnaround contract support needs.

## NEW HIRES DURING CY 22<sup>†</sup>

Our temporary craft employees are typically hired for specific projects, some of which are short-term. This drives a high volume of new hires throughout the year.

### BY GENDER

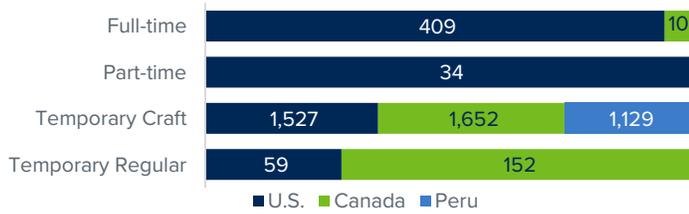


### BY AGE<sup>†</sup>



<sup>†</sup> NOTE: Stats include both part- and full-time hires.

### BY REGION



## REINFORCING OUR CULTURE

**Our culture** is built on commitment to and collaboration with one another. APTIM uses The Collaborative Way® (TCW) framework as the foundation of our culture. TCW is an intentional way of working together that harnesses the collective intelligence, imagination, and spirit of a company’s workforce through listening generously, speaking straight, being for each other, honoring commitments, and acknowledging and appreciating one another. [The Commitment Compass](#) complements and aligns with TCW.

We have put TCW and the Commitment Compass in action for years, and these tools remain core components of our culture because they work. They provide a true north on our ESG journey. We reinforce these ideas by positioning them prominently on our intranet, beginning every larger meeting with a TCW Moment, and by integrating the language and practices into our everyday interactions.

Learn more about our CEO’s vision on what it means to be a part of APTIM. [Watch the video.](#) 



**“In my experience,** TCW makes it easier to create a teamwork platform with both junior and senior staff where everyone feels they have a voice in our business. It creates more confidence in new or junior staff to advance new ideas and a more open-minded receipt of those ideas by senior staff.”

*David Way, Vice President*

### 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 AND APPRECIATION**

Look for ways to give specific and meaningful acknowledgement.



**“We will always** remember that each of us is a human being who deserves the ability to balance our lives inside and outside of work. Working at APTIM means never having to say sorry for being a parent, a partner, or a person.”

*Mark Fallon, CEO*

## INVESTING IN OUR TEAM

**Our most valuable** asset as a company is our people. We know that when our people excel, our business excels. We promote decency, equity, hard work, fun, and being for each other as teammates. APTIM offers multiple channels to support employee development.

[Watch our STRIVE Summer Internship Program video.](#) ▶



**“When I was in the STRIVE program,** I enjoyed being able to work collaboratively with my co-workers and how supportive they were. I enjoyed getting the experience in the field and being able to do meaningful work.”

*Natalie Jennings, Environmental Scientist*



**“My THRIVE mentorship** with my mentor was more than I had hoped for. I gained so much value from simply having regular meetings with someone in another area of our business with different experiences. Having a trusted ear to listen and talk through strategies or opportunities that I might not have otherwise seen was invaluable.”

*Stefan Hee, Business Analyst*

### Performance Reviews

- Annual process in which all professional employees work with their managers to identify development opportunities for their next performance period
- 97% completion rate in 2022 for professional employees; 43% completion rate when field and craft employees are included

### On-demand Training

- Online library with thousands of on-demand training videos that promote personal and professional development available to every employee
- Most popular trainings include project management, Microsoft Excel, and time management

### STRIVE

- Annual 12-week summer internship program providing students with paid opportunities to apply their knowledge and passion to meaningful and engaging real-world work assignments
- 19 Interns completed the program in 2022, five of whom have accepted offers for positions

### Education Assistance

- Graduate degree tuition assistance for full-time salaried employees with one year of service and APTIM-funded trainings, credentials, or certifications for all employees by request

### Goal-setting Process

- Optional software-supported process to facilitate employee development of and progress to professional goals with manager collaboration

### THRIVE

- Voluntary professional development opportunity offering customized online training courses and mentorship, pairing teammates with similar skillsets to encourage the mentee’s growth and increase employee development, productivity, and job satisfaction
- 65 participants in 2022





“**Continuing education** is super important in the field of health and safety, and with the rising cost of tuition, it’s hard to pay for school out of pocket. APTIM’s Educational Assistance Program helps to lighten that burden as I continue to further my career with APTIM!”

*Jerry Ferguson, Health, Safety, and Environment Analyst*



“**My time as a STRIVE** summer intern was remarkable and cemented my desire to return to APTIM as a full-time employee after graduating. I am thrilled to be back and continue contributing to highly impactful projects and learn from some of the best in the environmental and sustainability industry.”

*Pranav Yathiraj, Environmental Engineer*

## VALUING DIVERSITY

**APTIM is committed** to creating and maintaining a professional work environment where people feel safe and supported. We actively empower the uniqueness of our team members and the communities in which we serve.

APTIM’s Diversity, Equity, and Inclusion Leadership Council (DE&I Council) is a diverse group of employees that helps highlight, foster, and coordinate these efforts, charting our path forward. Our CEO sponsors the DE&I Council and is actively invested in its success. In 2022, the DE&I Council held weekly meetings and a full-day, in-person strategy session. The council also surveyed all employees to better understand company-wide perceptions and interest around DE&I issues, receiving a response rate of over 25% with over 800 open-ended responses. As a result of these efforts, we now have a DE&I roadmap with a wide range of near-term tactics, focusing on additional talent recruitment and retention, training, education, communication, and key performance indicators.

APTIM values diversity in suppliers and subcontractors, and we support that priority with a supplier diversity policy. In 2022, APTIM issued over 74% of our subcontractor spend on federal projects to small businesses and socially or economically disadvantaged businesses. Those efforts translated to nearly \$156 million going to small and diverse businesses under our federal projects in 2022.

APTIM is intentional in setting goals for hiring and retaining candidates who are minorities, women, veterans, and individuals with disabilities across our operation. We actively recruit from diverse organizations, attending and sponsoring booths at events hosted by the National Society of Black Engineers, Historical Black Colleges and Universities, and Service Academy Career Conference. For current employees, we provide DE&I resources and an interest and feedback form on our company intranet. These resources include a list of curated DE&I trainings on our on-demand training platform.



“**Diversity is an asset.** I’m proud to be at a company that shares that perspective. As the DE&I Council chair, I’m thrilled to be in a position to amplify this and help our team to celebrate it and use it to drive innovation and progress.”

*Kim Schilling, DE&I Council Chair*

## 2022 Environmental, Social, and Governance Report

APTIM has more than 20 years of experience as a dedicated mentor participating in the Department of Defense, Small Business Administration (SBA), and Department of Energy Mentor-Protégé Programs. We are committed to mentoring and partnering with small businesses, and we foster formal mentor-protégé relationships with firms who have graduated from our Mentor-Protégé Programs and who demonstrate enhanced capabilities to perform as prime and subcontractors. In 2022, we mentored two small businesses, one of which is also a minority-owned business, under the SBA's Mentor Protégé Program. In recognition of APTIM's impact, the Society of American Military Engineers awarded APTIM Small Business Liaison Officer Ellen Mack the 2021 Industry Small Business Advocate Award, recognizing the outstanding support she provides to small businesses.



## PRIORITIZING HEALTH, SAFETY, AND WELLBEING

**Our commitment** to preserve the environment and maintain work quality goes hand-in-hand with protecting the health, safety, and wellbeing of our team members. We live our values by empowering our people to work safely and identify and manage risks. We also ensure that our team members are supported both at work and home by providing comprehensive benefits to our team and their families.

### BENEFITS FOR REGULAR FULL-TIME AND PART-TIME EMPLOYEES (20+ HRS/WK)



#### Financial

- 401(k) retirement savings plan with employer match
- Short and long-term disability
- Group term life insurance
- Accidental death and dismemberment coverage
- Supplemental life insurance
- Identity theft
- Accident insurance
- Hospital indemnity
- Critical illness
- Travel accident insurance
- Commuter benefit

#### Health

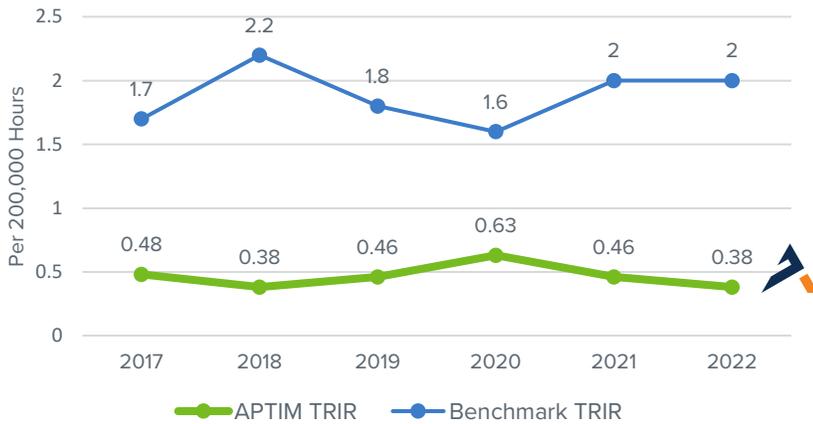
- Medical, dental, vision
- Health and dependent care FSA
- Health savings accounts
- Domestic partner coverage
- Wellness program
- Parental leave

#### Life

- Paid time off
- Paid holidays
- Tuition reimbursement
- Employee assistance program
- Employee discount programs

We take pride in our record of keeping people safe. Beyond our recognitions and awards, we are even prouder of our low total recordable incident rate (TRIR) of 0.38, well below the industry average of 2.0 reported by the U.S. Bureau of Labor Statistics.

**OUR TRIR VS. INDUSTRY AVERAGE**



As a result of our strong safety record, APTIM has an excellent experience modification rate (EMR), a calculation used by insurance firms to price the cost of workers’ compensation premiums. The rate reflects a variety of lagging indicators, such as injury costs or claim history, and offers a prediction of future risk. APTIM continually maintains an EMR well below the industry average of 1.0, and we achieved a score of 0.50 for 2022.

We plan and execute our work according to defined policies, procedures, and processes to ensure that project-specific risks are managed consistently. We also work with our clients to align these systems with their requirements and to identify opportunities to improve the system for project-specific safety issues.

**15**

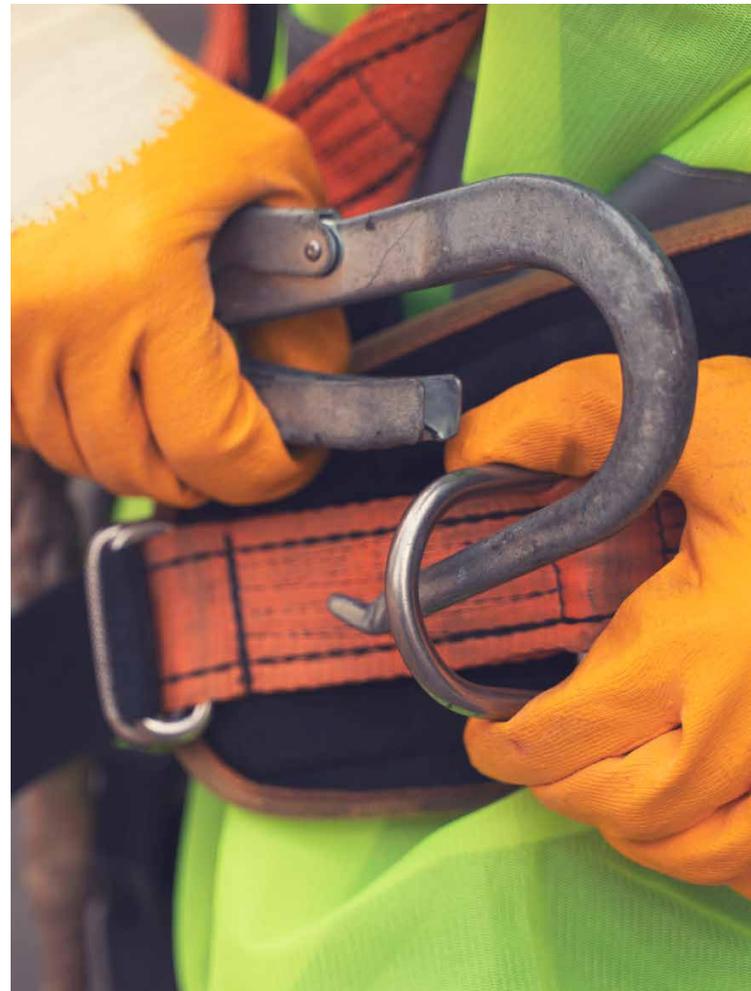
NATIONAL SAFETY COUNCIL  
PERFECT RECORD AWARDS  
IN 2022

**6**

NATIONAL SAFETY COUNCIL  
LEADERSHIP AWARDS  
IN 2022

**4**

NATIONAL SAFETY COUNCIL  
MILLION HOUR AWARDS  
IN 2022





**“I am honored to manage** APTIM’s mission to support the soldiers, families, government civilian employees, and rotational troops at the Army National Training Center. We operate the base’s mission critical services and Directorate of Emergency Services work. I am very proud of the focus on safety my team shows every day.”

*Emily Vizzini, Project Manager, Fort Irwin IGSA and BOSS Contract | Recipient of Three National Safety Council Awards: Perfect Record, Safety Leadership, and Million Hour*

## WAYS WE WORK SAFELY

### Great Catch Program

- Reporting system that encourages employees to identify and report conditions that have the potential to cause a safety concern, analyzed to proactively identify leading indicators, implement changes in our program and practices, and reduce risk

### TARGET Safety Assessments

- Behavior-based safety program that requires all employees to complete safety observations on actual or potential safety hazards and to recommend corrective actions

### Safety Incentive Program

- Incentive system that builds enthusiasm and participation by rewarding projects, subcontractors, and employees for safe performance

### Job Safety Analysis

- Document that captures steps for each activity, identifies hazards by step, and specifies control measures to mitigate hazards, used to communicate safety hazards and risk mitigation strategies to anyone on an APTIM job site

### Step Back for Safety

- Requirement for workers to conduct final pre-task analyses to identify hazardous conditions, confirm hazards are controlled, and verify conditions to safely perform the work are in place

### Safety Moment

- Requirement for meeting hosts to start every meeting with a safety topic, highlighting a relevant risk, mitigation strategies, and options for resolution

### Incident Review Board

- Review board comprised of project management, the injured party, and leadership that formally reviews all internal and external information generated by each OSHA recordable incident and identifies lessons learned to prevent recurrence

### Subcontractor Management

- Robust vetting process, revising safety performance and requiring conformance with APTIM’s safety program

### Safety Tailgate

- Biweekly company-wide emails, communicating important safety information, best practices, and lessons learned from our projects and industry

### OnSolve

- Location-specific mass emergency notification system and wellbeing follow-up communication tool, linked to email and cell phones

### Safety Trainings

- Mandatory position-specific online or in-person safety trainings and drills for relevant positions



**“I am proud to lead** APTIM’s efforts monitoring Louisiana’s coastal zone, helping to ensure that the state’s most vulnerable habitats are protected, but I am just as proud of the safety culture that APTIM fosters and this team lives on a daily basis.”

*Cody Bruhl, Project Manager, Coastwide Reference and Monitoring System Project | Recipient of Three National Safety Council Awards: Perfect Record, Safety Leadership, and Million Hour*



## GIVING BACK

**Good corporate citizenship** is a key component of the way we conduct our business, as we support and improve the communities in which our employees live and work.

One of our 2022 highlights was developing a philanthropic partnership with the Louisiana State University (LSU) College of the Coast & Environment (CC&E). Our collaboration aims to provide students in Baton Rouge, home of our corporate headquarters, the opportunity to learn hands-on about the environment, its connection to communities, and the importance of sustainability. APTIM supports activities that enhance classroom learning, including program transportation, resources for research projects, and field trips for three East Baton Rouge Parish School System schools: Eva Legard Center, Mayfair Laboratory School, and Scotlandville Magnet High School.

APTIM and CC&E's joint efforts advance LSU's Scholarship First Agenda, which prioritizes areas that are crucial to creating a more healthy, prosperous, and secure future.

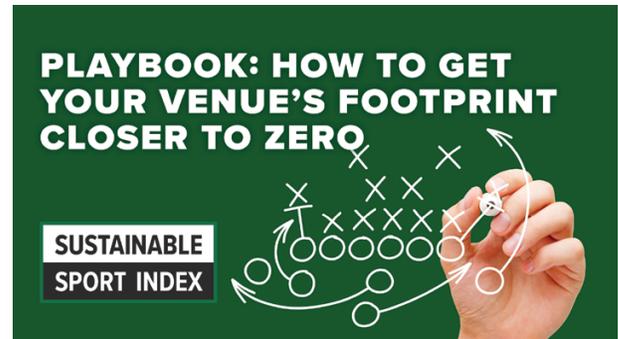
APTIM also gives back in expertise and thought leadership. We own and deliver the Sustainable Sport Index (SSI), an industry-wide initiative to understand the collective environmental and social practices of sports teams and venues. Our mission is to advance environmental and social sustainability practices in the sports industry by establishing industry benchmarks, sharing best practices, and fostering peer collaboration.

The SSI Survey collects self-reported data from professional and collegiate teams and venues, focusing on key performance areas including energy, waste, water, transportation, food and beverage, sponsorship, community engagement, and employee wellness. We then publish an analysis of the anonymized data in an annual benchmarking report, providing a state of the industry and identifying best practices.

The second annual SSI Benchmarking Report, based on the data provided by 25 prominent professional and collegiate sport venues in North America, was released in September 2022. In recognition of this initiative, APTIM was awarded the Business Achievement Award in Industry Leadership by Environmental Business Journal in 2022. Both the survey and the Benchmarking Report are available at no cost.

[Download the Sustainable Sport Index Benchmarking Report here.](#)

[Watch our Sustainable Sport Index podcast.](#) ▶



## ENGAGING OUR TEAM

### We use internal communication

channels to keep our team informed on important topics like safety, benefits, policies, trainings, and a wide range of other ESG topics. As part of these communication efforts, we maintain dedicated ESG and DE&I pages on our intranet site. The aim of these resources is to educate and engage employees on overarching internal ESG and DE&I roadmaps and initiatives.

Both pages provide curated educational resources, information on our strategy, commitments, performance, and contact information for key leadership. We offer channels in English and Spanish for inclusive ESG feedback and idea sharing.

# MAINTAINING STRONG GOVERNANCE

“We are what we consistently do.  
Excellence is defined by our habits.”

Aristotle



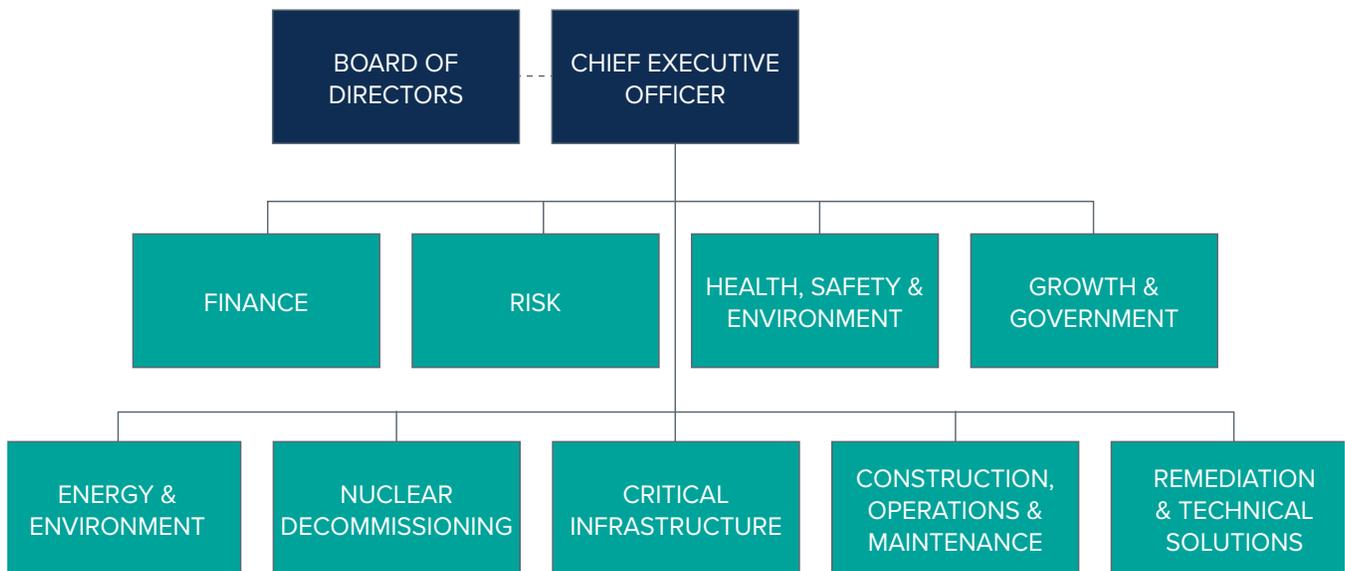
## LEADERSHIP STRUCTURE

**Our governance model** reflects APTIM’s commitment to effective leadership and risk controls appropriate to the work that we do. Our leadership empowers APTIM team members to make ethical choices, speak up, earn trust, and reduce risk.

Aptim Corp. (APTIM) is part of the Veritas Capital private equity portfolio. We are a proud Louisiana-based company, with our corporate headquarters in Baton Rouge. ESG is integral to the strategy and expectations our private equity owners set for portfolio companies like APTIM.

As responsible corporate citizens, we maintain strong corporate oversight, leadership positions, and councils dedicated to ensuring that we create an environment that empowers our team, promotes safety and ethics, and maintains a focus on ESG priorities.

### LEADERSHIP STRUCTURE

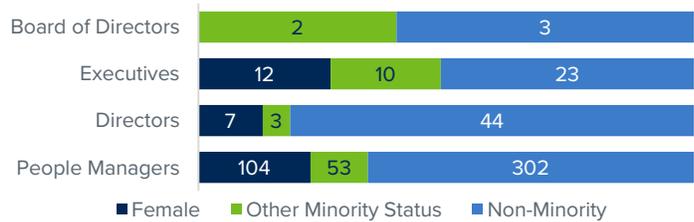


APTIM’s CEO serves as chairman of our board of directors (Board), which also includes four representatives from Veritas Capital. The Board provides strategic guidance, supports sound corporate governance practices, and approves the framework of authority for our leaders to commit funds and perform other management tasks. The chief compliance officer (CCO) annually reports to the Board on our compliance structure, policies, and Ethics Line trends.

APTIM’s Leadership Team includes our CEO; chief financial officer (CFO); chief risk officer; executive vice president of growth and government; senior vice president of health, safety, environmental, and quality; and senior vice president leads of each strategic business unit. The Leadership Team uses effective management processes to provide operational and financial oversight of the business and proactively assess and manage business risks. Members of the Leadership Team engage with subject matter experts, including the CCO, vice president of human relations, and enterprise director of ESG as needed, ensuring that leadership is well-informed and supported in appropriate decision-making.

Leadership also looks to several formal committees and councils to address specific organizational priorities. Each of these groups, with the exception of the Investment Committee, includes members of the Leadership Team.

**LEADERSHIP DIVERSITY†**



† NOTE: Executives include CEO, executive vice presidents, senior vice presidents, vice presidents, and senior directors.

**COMMITTEES AND COUNCILS**

**Ethics Board**

- Provides information and ideas on compliance topics and Ethics Line trends and serves as an important communication link between compliance and functional leadership
- Comprised of business leaders from our strategic business units and support functions

**Investment Committee**

- Acts on behalf of the employees to ensure that they have a quality retirement plan at a competitive cost and that options are clearly communicated and accessible to all employees
- Comprised of leaders in HR, finance, payroll, and strategic business units

**Diversity, Equity, and Inclusion Council**

- Informs leadership of industry trends; provide cross-company feedback; and proposes strategy and tactics regarding diversity, equity, and inclusion topics
- Comprised of a diverse group of employees and sponsored by our CEO

**Project Risk Committee**

- Makes decisions on whether to pursue work, based in part on the risk profile
- Comprised of chief risk officer, business leaders from our strategic business units, legal, finance, and other corporate functions

**ESG Advisory Council**

- Provides input and feedback on ESG strategy, performance, and key deliverables, and champions initiatives within their teams
- Comprised of CEO as executive sponsor, enterprise director of ESG as chair, and cross-company leaders, including members of our strategic business units

**Safety Council**

- Reviews safety trends and performance information
- Comprised of Leadership Team members

**ETHICS, COMPLIANCE, AND CONTROLS**

**APTIM is committed** to conducting its business in accordance with the highest ethical standards. Our compliance function, led by our CCO, is focused on continuous improvement and supporting our teams in making ethical choices. Compliance creates and routinely reviews policies, identifies and delivers necessary training, and ensures that we appropriately investigate and resolve issues. Communication is key to the integrated functioning of this department within our operation. Our CCO reports to the CFO, works regularly with leadership, and has direct access to our CEO and chairman of the board.

Our Code of Conduct is the foundation for our ethical expectations, providing guidelines and a clear path for APTIM employees in doing the right thing, following the law, and working within the highest standards of ethics and integrity. The Code of Conduct guides employees in various topics, including safety, equal opportunity and diversity, respect for human rights, leading with integrity, avoiding conflicts of interest, engaging in appropriate conduct to avoid corruption and bribery, honesty in recordkeeping, avoiding fraud, fair competition, and our commitment to the environment.



**“Integrity is not** just a word here—integrity is central to APTIM’s identity. We share the responsibility to protect our reputation for integrity. I love my role, working with APTIM employees as we together strive for excellence. Doing the right thing is how we do business, and I’m proud to be on this team.”

*Margaret Phillips, Chief Compliance Officer*

## KEY POLICIES AND PROCEDURES



### Delegated Limits of Authority

- Board-approved limits for leaders in entering agreements and committing APTIM funds

### Anti-corruption

- Expectations for avoiding bribery and complying with anti-corruption laws

### Forming Third Party Relationship

- Expectations for ensuring compliance in our relationships with third parties

### Code of Conduct

- Foundation of our compliance program that provides guidance on ethical expectations

### Supplier Code of Conduct

- Expectations for suppliers and subcontractors doing business with APTIM

### Data Privacy

- Rules and guidelines to protect APTIM data from breach

### Social Media

- Expectations for employees in engaging in respectful social media activities

### Anti-trust

- Expectations for fairness in our competitive business dealings



**“Safe and secure** cyber work practices must be part of APTIM’s culture. You can’t take a day off. That starts with every person thinking about ways to protect APTIM’s employees and their data in both our physical and digital environment.”

*Jason Bourg, Vice President of Information Technology*

APTIM is committed to ensuring the protection of the data that our clients and employees entrust us to hold. APTIM is a member of the Defense Industrial Base, as defined by the U.S. Department of Homeland Security. We operate an information security program comprised of robust policies, procedures, and standards governing data privacy and information security. APTIM established a structured, unified security framework aligned to industry-leading standards and safeguards, including but not limited to NIST CSF, NIST 800-53, and NIST 800-171. We are compliant with the Cybersecurity Maturity Model Certification CMMC/NIST 800-171 and in the process of completing Level 2.0 certification.

## COMPLIANCE AND CONTROLS EFFORTS

### Policies and Procedures Software

- Electronic document management system focused on quality control
- All employees can search for and read content (policies, procedures, forms, guidelines)
- Editing and version integrity is controlled so that employees have a single reliable source

### Ethics Line and Employee Concerns Program

- Third-party managed, 24/7, and confidential phone and internet hotline tool, available to any employee with a concern for anonymous reporting
- All concerns are investigated and resolved, and retaliation against the employee is prohibited

### Compliance Trainings

- Required annual trainings on our Code of Conduct, anti-harassment, and role-specific topics, such as unconscious bias, anti-corruption, and anti-trust, primarily delivered through an online learning management system that tracks completion

### Supplier Management Software

- Cloud-based platform required for all suppliers and subcontractors that facilitates registration, vetting for safety and compliance risks, and acceptance of APTIM’s supplier code of conduct and other policies

### Timekeeping

- Robust proprietary software solution that supports accurate timekeeping



A satellite view of Earth showing the Americas, with a dark blue text box overlaid on the left side. The text box contains the title 'LOOKING FORWARD' and a paragraph of text. The background is a high-resolution satellite image of the Earth, showing the Americas, the Atlantic Ocean, and the Pacific Ocean. The text box is positioned on the left side of the image, covering the western part of the Americas and the Atlantic Ocean. The text is white and bold, with the title 'LOOKING FORWARD' in a larger font size than the paragraph below it. The paragraph text is in a smaller font size and is left-aligned. The overall composition is clean and professional, with a focus on the title and the message of the paragraph.

# LOOKING FORWARD

It may sound cliché, but ESG really is a journey. The political, environmental, and business landscapes are highly dynamic; standards are maturing; and APTIM is proactively refining its course as necessary to identify and mitigate ESG risks and position for opportunities. APTIM is committed to continued progress, setting meaningful and well-vetted goals that align with global priorities and increase our transparency. We recognize that we have work to do, but we are grateful to have an exceptional team and partners as we accelerate our ESG progress in 2023 and beyond.



# APPENDIX

Mapping to Global Reporting Initiative and  
United Nations Sustainable Development Goals

## MAPPING TO GRI AND UN SDGS

<b>STATEMENT OF USE</b>	APTIM has reported the information cited in this GRI content index for the period January 1–December 31, 2022, with reference to the GRI Standards.	
<b>GRI 1 USED</b>	GRI 1: Foundation 2021	
<b>GRI STANDARD AND UN SDGS</b>	<b>DISCLOSURE</b>	<b>LOCATION OF PARTIAL OR COMPLETE DISCLOSURE</b>
GRI 2: General Disclosures 2021	2-1 Organizational details	Maintaining Strong Governance, About APTIM
	2-3 Reporting period, frequency, and contact point	Charting Our Course, GRI Content Index, Ending Cover Page
	2-6 Activities, value chain, and other business relationships	About APTIM
	2-7 Employees	Empowering Our People
	2-9 Governance structure and composition	Maintaining Strong Governance
	2-11 Chair of the highest governance body	Maintaining Strong Governance
	2-16 Communication of critical concerns	Maintaining Strong Governance
	2-22 Statement on sustainable development strategy	Letter from Our CEO
	2-23 Policy commitments	Maintaining Strong Governance
	2-24 Embedding policy commitments	Maintaining Strong Governance, Empowering Our People
	2-25 Processes to remediate negative impacts	Maintaining Strong Governance
2-26 Mechanisms for seeking advice and raising concerns	Maintaining Strong Governance	
GRI 3: Material Topics 2021	3-2 List of material topics	Charting Our Course
GRI 201: Economic Performance 2016  	201-1 Direct economic value generated and distributed	About APTIM
	201-3 Defined benefit plan obligations and other retirement plans	Empowering Our People

GRI STANDARD AND UN SDGS	DISCLOSURE	LOCATION OF PARTIAL OR COMPLETE DISCLOSURE
GRI 203: Indirect Economic Impacts 2016 	203-1 Infrastructure investments and services supported	About APTIM
GRI 205: Anti-corruption 2016 	205-2 Communication and training about anti-corruption policies and procedures	Maintaining Strong Governance
GRI 302: Energy 2016 	302-1 Energy consumption within the organization	Reducing Our Footprint
	302-2 Energy consumption outside of the organization	Reducing Our Footprint
GRI 305: Emissions 2016 	305-1 Direct (Scope 1) GHG emissions	Reducing Our Footprint
	305-2 Energy indirect (Scope 2) GHG emissions	Reducing Our Footprint
	305-3 Other indirect (Scope 3) GHG emissions	Reducing Our Footprint
	305-4 GHG emissions intensity	Reducing Our Footprint
GRI 401: Employment 2016 	401-1 New employee hires and employee turnover	Empowering Our People
GRI 403: Occupational Health and Safety 2018 	403-2 Hazard identification, risk assessment, and incident investigation	Empowering Our People
	403-4 Worker participation, consultation, and communication on occupational health and safety	Empowering Our People
	403-5 Worker training on occupational health and safety	Empowering Our People
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Empowering Our People
	403-9 Work-related injuries	Empowering Our People

GRI STANDARD AND UN SDGS	DISCLOSURE	LOCATION OF PARTIAL OR COMPLETE DISCLOSURE
GRI 404: Training and Education 2016 	404-2 Programs for upgrading employee skills and transition assistance programs	Empowering Our People
	404-3 Percentage of employees receiving regular performance and career development reviews	Empowering Our People
GRI 405: Diversity and Equal Opportunity 2016 	405-1 Diversity of governance bodies and employees	Maintaining Strong Governance



APTIM is an industry leader with headquarters in Baton Rouge, Louisiana. We provide integrated consulting, regulatory, scientific, engineering, construction, and program management services needed to support our clients' goals.

APTIM is committed to accelerating the transition toward a clean and efficient energy economy, building a sustainable future for our communities and natural world, and creating a more inclusive and equitable environment that celebrates diversity of our people.

[APTIM.com/environmental-social-and-governance/](https://www.aptim.com/environmental-social-and-governance/)

We welcome and encourage your feedback on our 2022 ESG report:

[Sustainability@APTIM.com](mailto:Sustainability@APTIM.com)

APTIM's 2021 ESG report was published in April 2022.

This report is a discussion and analysis of the environmental, social, and governance (ESG) condition and results of operations of Aptim Corp. and Subsidiaries (the "Company") for the year ended December 31, 2022. 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 April 20, 2023, and APTIM undertakes no obligation to publicly update or revise any forward-looking statement.



**Expect the Extraordinary.**