



# 2024 ESG DISCLOSURES

This document is intended to accompany APTIM's 2024 **Sustainability Report** and **Climate Transition Plan**. We recognize the importance of leveraging reputable and widely used global reporting standards to create transparency and drive consistency in reporting across organizations. We prepared these environmental, social, and governance (ESG) disclosures with reference to the Global Reporting Initiative Standards and the International Sustainability Standards Board S1 and S2 standards.



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## Overview

Disclosures (Partial or Complete):  
GRI: 2-1, 2-3, 2-6, 2-22, 3-2, 201-1

Aptim Corp. (APTIM), part of the Veritas Capital private equity portfolio, is headquartered in Baton Rouge, Louisiana. We are a leading professional solutions firm offering integrated environmental, sustainability, resilience, and critical infrastructure solutions for government agencies, commercial and industrial clients, and energy customers.

In 2024, APTIM yielded \$900 million in revenue and maintained offices and warehouses in Canada, Peru, and the US, including Puerto Rico, Guam, and the US Virgin Islands. We also worked on client sites in Japan, South Korea, Diego Garcia, and the US territory of the Northern Mariana Islands.

Our primary ESG areas of focus include climate action; health, safety, and well-being; people attraction, development, engagement, and retention; promoting equal opportunity, fairness, and respect in our working environment; ethical business practices and transparency; and supply chain sustainability. We report on sustainability annually, covering the calendar year prior to publishing.

We published this ESG disclosure document and the accompanying [Sustainability Report](#) in August 2025, and the content covers calendar year 2024. The Sustainability Report includes a statement from our Chief Executive Officer (CEO) and Chairman of the Board, identifying the relevance of sustainable development to APTIM and our strategy for contributing to sustainable development.

Any questions about APTIM's sustainability reporting should be sent to [Sustainability@APTIM.com](mailto:Sustainability@APTIM.com).



## Employees

Disclosures (Partial or Complete):  
GRI: 2-7, 201-3, 404-2, 404-3

Over the course of 2024, our headcount averaged approximately 3,300, ranging from 2,900 to 3,800 during the year due to staffing fluctuations associated with turnaround contracts.

We offer the following benefits for regular full-time and part-time (20+ hours/week) employees:

- 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 protection
- Accident insurance
- Hospital indemnity
- Critical illness insurance
- Travel accident insurance
- Commuter benefits
- Medical, dental, and vision insurance
- Health and dependent care FSA
- Health savings accounts
- Domestic partner coverage
- Wellness program
- Parental leave
- Paid time off (vacation and sick pay)
- Paid holidays
- Tuition reimbursement
- Employee assistance program
- Employee discount programs



APTIM supports employee professional development through a range of programs, including:

- **Annual performance reviews:** Professional (non-craft) employees are required to work with their managers to identify development opportunities for the next performance period. In 2024, 82% of professional employees completed this process.
- **On-demand training:** Every employee has access to an online library of thousands of videos promoting personal and professional development.
- **Graduate degree tuition assistance:** We provide tuition reimbursement for full-time salaried employees with one year of service and APTIM-funded trainings, credentials, or certifications for all employees by request.
- **Mentorship programming:** THRIVE is a voluntary opportunity that pairs teammates with similar skill sets to encourage growth and increase employee development, productivity, and job satisfaction.
- **Goal setting:** Our optional, software-supported process facilitates employee development and progress toward professional goals with manager collaboration.



## Governance and Compliance

Disclosures (Partial or Complete):

GRI: 2-9, 2-11, 2-14, 2-16, 2-23, 2-24, 2-26

ISSB S1: Governance, Metrics,  
and Targets

ISSB S2: Governance

APTIM takes its responsibility as a good corporate citizen seriously. We maintain strong corporate oversight, leadership positions, and councils dedicated to empowering our team to do the right thing, ensuring compliance with the law, promoting safety and the highest standards of ethics, and maintaining a focus on ESG priorities.

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) reports annually 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 & Government; Executive Vice President of Growth; Senior Vice President of Health, Safety, Environmental & Quality; and senior vice presidents of each strategic business unit. The Leadership Team provides operational and financial oversight of the business and proactively assesses and manages business and sustainability risks and opportunities. Members of the Leadership Team engage with subject matter experts, including the CCO, Vice President of Human Relations, and Senior Director, Environmental Sustainability 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, except the Investment Committee, includes members of the Leadership Team.



Following is a list of our primary committees and councils.

- The **Ethics Board** serves as an important communication link between compliance and functional leadership, sharing information and ideas on compliance topics and trends from our 24/7 Ethics Line. The Ethics Board, led by the CCO, is comprised of business leaders from our strategic business units and support functions.
- The **ESG Advisory Council** conducts quarterly meetings to review and provide input on ESG strategy, performance, and key deliverables, and ensures that relevant ESG insights, regulations, and programs are communicated across the organization. While not the highest governance body, this council includes our CEO as executive sponsor, Senior Director, Environmental Sustainability as chair, and cross-company members of our Leadership Team.
- The **Project Risk Committee** makes decisions on whether to pursue work based in part on the risk profile. It is comprised of our Chief Risk Officer and leaders of our strategic business units, legal and finance teams, and other corporate functions.
- The **Safety Council** reviews safety trends and performance information and is comprised of Leadership Team members.

Our compliance function, led by our CCO, is focused on supporting our teams in making ethical choices. Compliance manages our Ethics Line, overseeing investigations and corrective actions as part of our commitment to continuous improvement, non-retaliation, and doing the right thing. Compliance creates and routinely reviews policies and identifies and delivers necessary training. Communication is key to the integrated functioning of this department within our operations. 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 to do 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, 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.

Other key policies include our:

- **Supplier Code of Conduct:** Sets expectations for suppliers and subcontractors doing business with APTIM
- **Delegated Limits of Authority Policy:** Sets board-approved limits for leaders entering agreements and committing APTIM funds
- **Anti-Corruption Policy:** Clarifies expectations for avoiding bribery and complying with anti-corruption laws

- **Forming Third-Party Relationship Policy:** Defines compliance reviews and standards applicable to entering relationships with third parties
- **Data Privacy Policy:** Sets rules and guidelines to protect APTIM data from breaches
- **Social Media Policy:** Defines expectations for employees engaging in social media activities respectfully
- **Anti-Trust Policy:** Sets expectations for fairness in our competitive business dealings
- **Sustainability Policy:** Provides direction on how we use sustainability as a lens for our decision-making.

We ensure compliance through the following mechanisms:

- **Electronic document management:** A digital system houses our policies and procedures, focused on quality control. All employees can search for and read content (i.e., policies, procedures, forms, and guidelines). Editing and version integrity are controlled so that employees have a single reliable source.
- **Compliance trainings:** We require annual trainings on our Code of Conduct and anti-harassment as well as role-specific topics (e.g., anti-corruption and anti-trust), primarily delivered through an online learning management system that tracks completion.
- **Cloud-based supplier management platform:** Suppliers and subcontractors must register in this platform to do business with APTIM, allowing APTIM to vet these third parties for safety and compliance risks, and to track the acceptance of APTIM's supplier code of conduct and other policies.
- **Robust proprietary timekeeping:** Our software solution supports accurate timekeeping.



- **Ethics Line and Employee Concerns Program:** A third-party-hosted hotline (phone and internet) is available 24/7 for anyone (internal or external) to anonymously report a concern. The CCO oversees the investigation and resolution of all concerns. APTIM prohibits retaliation against anyone who raises a concern or participates in an investigation.

We maintain focus and accountability on sustainability-related matters through our councils and committees as well as dedicated leadership positions, including the Senior Director, Environmental Sustainability. The Senior Director, Environmental Sustainability regularly communicates with the CEO and CFO, who also oversee HR, IT, compliance, legal, facilities, fleet, finance, supply chain, and other functions critical to the execution of ESG initiatives. Additionally, our CCO, Chief Risk Officer, and SVP of Health, Safety, Environmental & Quality are engaged in sustainability-related work. All these positions work across functions to develop strategy and guide implementation to address our most material sustainability priorities.

## Safety

Disclosures (Partial or Complete):

GRI: 403-2, 403-4, 403-5, 403-7, 403-9

ISSB S1: Metrics and Targets

Our total recordable incident rate in 2024 was 0.29. We are committed to safety as our number one priority. We plan and execute our work according to defined policies, procedures, and processes to manage project-specific risks consistently. We also work with our clients to align our systems with their requirements and to identify opportunities to improve overall project-specific safety.

Our Safety Council facilitates the organization's focus on safety at the highest level. The Safety Council, comprised of Leadership Team members, reviews safety trends and performance information and acts to implement safety improvements as needed.

We reinforce our commitment to safety through the following mechanisms:

- The Incident Review Board, which includes project management and leadership team members, reviews any OSHA-recordable incident. The board meets with any injured party, formally reviews all internal and external information, identifies lessons learned, and takes actions designed to prevent recurrence.
- Our subcontractor management vetting process ensures that subcontractors conform with APTIM's safety program.
- The job safety analysis (JSA) process captures in writing the required steps for each work activity, identifies hazards by step, and specifies control measures to mitigate hazards. We use the JSA to communicate safety hazards and risk mitigation strategies to anyone on an APTIM job site.
- Our Step Back for Safety process requires 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.
- We leverage a location-specific mass emergency notification system and well-being follow-up communication tool, linked to email addresses and cell phones.
- We also leverage an incentive program, mandatory position-specific safety trainings and drills that are either conducted online or in person, biweekly company-wide safety best practice emails, and a behavioral safety observation program.





## Sustainability Strategy and Risk Management

Disclosures (Partial or Complete):  
GRI: 201-2

ISSB S1: Governance, Strategy, and Risk Management

ISSB S2: Governance, Strategy, and Risk Management

Proactively assessing and managing sustainability-related risks and opportunities is deeply embedded in our company's strategy and operations. Safety, compliance, and employee benefits are long-standing requirements of our employees, partners, and clients. We have robust and proven processes, policies, and procedures designed to ensure that we properly mitigate regulatory risks; maintain competitive parity or advantage; and meet or exceed the expectations of our talent, partners, and clients. We are committed to continuous improvement, building on this strong foundation.

Our efforts to develop strategy and assess risks and opportunities through the climate and employee engagement lenses are a newer but rapidly maturing focus. Both employee engagement and climate are embedded in our three-year corporate planning strategy, and we have continuously advanced our climate-related processes and strategy in 2024.

We formally review our climate-related risks and opportunities at the project, business line, and corporate level. For larger projects, our Project Risk Committee assesses both during the project proposal process and again during the monthly project reviews as appropriate during project execution. Our Leadership Team assesses the business lines and corporate levels during our quarterly business review meetings and as needed.

We evaluate the following potential types of climate-related impact: current and emerging regulation, technology, legal, market, reputation, and acute and chronic physical. During the business line and corporate assessment process, we consider near- (0–2 years), mid- (3–5 years), and long-term (6+ years), and we estimate relative financial impact. We conducted an initial qualitative climate scenario analysis in 2024, which we are planning to refine in 2025.



Our most substantive climate-related risks include:

- Flooding, sea-level rise, hurricanes, fires, and other climate-related physical disasters that cause safety issues and operational disruption to job sites, supply chain, and materials transport, resulting in project delays or cost increases
- Increasing customer demand for carbon performance, driven by the customers' corporate goals or legislation
- Increasing carbon pricing and litigation that increase project fuel, utility, materials, and transport costs
- Increased climate-related client costs, stemming from increased legislation and increased asset costs, that reduce their ability to make strategic investments in our services, delaying or canceling projects
- New disruptive technologies supporting climate-related mitigation or adaptation objectives adopted too early or not functioning as intended that cause a disadvantage if our competitors adopt successful tech
- Physical climate-related impacts that require we replace obsolete solutions (e.g., increasing droughts requiring replacement of groundwater monitoring wells with deeper wells)

Most of these risks are expected to become more impactful over the three-to-five-year timeline.

While some of these risks impact our employees, equipment, and offices under our operational control, our most substantive climate-related risks are related to our supply chain and customer climate transitions. We are working through the Business for Social Responsibility Engineering Services Roundtable to support our supply chain and customers during the transition and to mitigate associated risks.

Our climate change-related opportunities include increased demand for our disaster response and recovery services, infrastructure resilience, decarbonization consulting and program delivery, and other climate mitigation and adaptation opportunities. These opportunities are immediate and are anticipated to grow in the coming years. We are strategically investing in our talent and business lines to maximize our ability to capture market share.

While our climate-related risks are substantive, APTIM is in a position of strength to recognize significant upside from climate-related opportunities.





## Climate-Related Metrics and Targets

Disclosures (Partial or Complete):

GRI: 302-1, 305-1, 305-2, 305-3, 2-4, 2-5

ISSB S2: Metrics and Targets

We estimated the reported energy usage associated with our scope 1 and 2 activities at 184,790 therms of natural gas; 8,456 megawatt-hours of electricity; 217,222 gallons of diesel; 1,755 gallons of propane; and 285,162 gallons of gasoline in the reporting period

We use operational control to set our footprint boundaries and leverage the Greenhouse Gas (GHG) Protocol to guide our calculations. Our calculations include CO<sub>2</sub>, CH<sub>4</sub>, HFC, and N<sub>2</sub>O emissions. We excluded SF<sub>6</sub> and NF<sub>3</sub> because we were unable to identify appropriate emissions factors in most cases and a high-level analysis showed that these gases represent a very small portion of our footprint. We do not use PFCs in any refrigerants within our operational control.



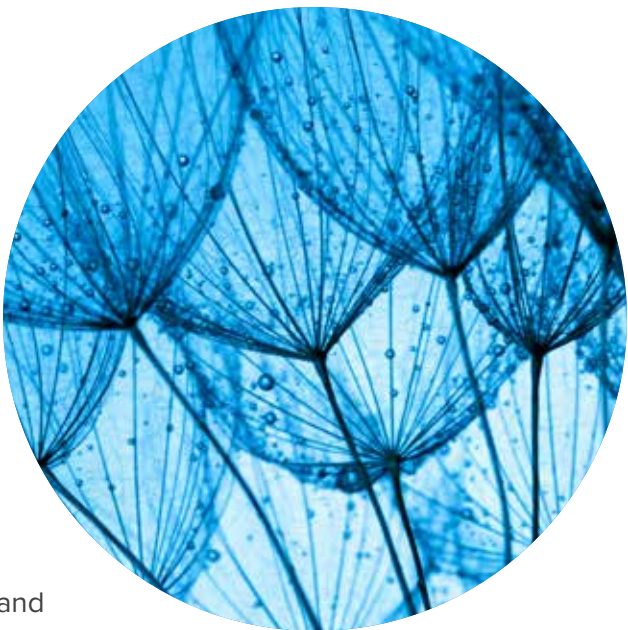
### 2024 GHG Inventory

		CO <sub>2</sub> E (TONNES)
SCOPE 1	Mobile combustion	4,768
	Stationary combustion	3
	Refrigerants	33
	<b>Total Scope 1</b>	<b>4,804</b>
SCOPE 2	Electricity (Location-Based)	1,758
	Electricity (Market-Based)	1,908
	Heat & Steam	625
	<b>Total Scope 2 (Location-Based)</b>	<b>2,383</b>
	<b>Total Scope 2 (Market-Based)</b>	<b>2,533</b>
SCOPE 3	Category 1	15,142
	Category 2	560
	Category 3	1,662
	Category 5	61
	Category 6	2,901
	Category 7	4,958
	Category 11	24,183
	Category 15	35,654
	<b>Total Scope 3</b>	<b>85,121</b>

We received verification of our GHG footprint by a third-party, SCS Global, an ISO 14065 accredited verification body for GHG validation and verification by the American National Standards Institute.

In late 2022, APTIM formally committed to set emission reduction targets validated by the Science Based Targets initiative (SBTi) and aligned with the recommendations of the Paris Agreement. With 2022 as our base year, we have developed the following science-based targets, which create our path to achieve net zero by 2040<sup>1</sup>:

- **Target 1:** APTIM commits to reduce absolute scope 1 and 2 GHG emissions by 50% by 2030 from a 2022 base year.
- **Target 2:** APTIM commits to reduce absolute scope 3 GHG emissions by 50% by 2030 from a 2022 base year.
- **Target 3:** APTIM commits to reduce absolute scope 1, 2, and 3 GHG emissions 90% by 2040 from a 2022 base year.



2024 GHG Inventory

	UNIT	2022 PERFORMANCE	2024 PERFORMANCE	TARGET PERFORMANCE	TARGET YEAR
Target 1	CO2e (tonnes)	10,315	8,952	5,157	2030
Target 2	CO2e (tonnes)	99,383	85,121	49,691	2030
Target 3	CO2e (tonnes)	109,697	94,073	10,969	2040

We have formalized and plan to leverage the tactics to achieve these targets in our [Climate Transition Plan](#), and climate-related activities are also factored into executive remuneration.

<sup>1</sup> Note that the SBTi validation process was not completed at the time of publication. This document will be updated when those are available.





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 ESG Disclosures:

[Sustainability@APTIM.com](mailto: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") for the year ended December 31, 2024. 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 Disclosures 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 Disclosures 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 comprehensively externally assured or verified by independent third parties. The forward-looking statements in this report speak only as of August 2025, and APTIM undertakes no obligation to publicly update or revise any forward-looking statement.