



HONORING OUR COMMITMENTS

2024
SUSTAINABILITY
REPORT

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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 SUSTAINABILITY PRIORITIES include climate action; health, safety, and well-being; people attraction, development, engagement, and retention; promotion of 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 publication.

“Our most significant lever to protect people and the planet is the work we do every day, but we are also committed to measuring our performance for our most material priorities as a firm. Working transparently together with our clients and partners, we take continuous action and share lessons to reduce our collective impact.”

– Mark Fallon, APTIM CEO

ABOUT APTIM



\$1.0B

REVENUE

3,000+

EMPLOYEES

40+

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

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

1,800+

PROJECTS ACTIVE IN 2024

EBI AWARDS

BUSINESS ACHIEVEMENT

INDUSTRY LEADERSHIP: PFAS SERVICES

ADVANCING BEST PRACTICES: COASTAL RESILIENCE

2024 ENR RANKINGS

TOP ENVIRONMENTAL CONTRACTORS

- #1** SITE ASSESSMENT & COMPLIANCE
- #2** CHEMICAL & SOIL REMEDIATION
- #4** HAZARDOUS WASTE
- #4** SOLID WASTE
- #4** MAINTENANCE

OUR COMMITMENTS

We engage with reputable coalitions and initiatives to accelerate progress on our sustainability goals, including our science-based net zero commitment, and disclose our performance through CDP and EcoVadis.



- Science-Based Target initiative (SBTi) verified APTIM's net zero by 2040 science-based target.
- We commit to align our operations with universal principles on human rights, labor, the environment, and anti-corruption as UN Global Compact signatories.
- APTIM is one of 550+ businesses and organizations that have signed The Climate Pledge.

An aerial photograph of a coastal landscape. A winding road or path runs along the top and middle of the frame, curving through a terrain of brown and purple hues. To the right, a large body of water is visible, with a sandy beach area. The bottom right corner shows a dark, starry night sky. The overall image has a high-contrast, artistic feel with a color palette of earthy browns, purples, and blues.

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 technologies, we provide holistic solutions to complex challenges.



2024 HURRICANE SEASON

APTIM provided emergency logistical capabilities and non-congregate sheltering support to Florida residents impacted by Hurricanes Helene and Milton. Our logistics team facilitated rapid mobilization and delivery of key resources, such as survivor flood buckets, heavy earth-moving equipment, supplies for base camp operations, and material handling equipment for points of distribution. Our non-congregate sheltering team, which has worked continuously in Florida since Hurricane Ian in 2022, quickly facilitated the transfer, inspection, and delivery of hundreds of travel trailers on behalf of the State of Florida to local government agencies impacted by these historic storms. We remain committed to always aiding survivors of emergencies and disasters, no matter where they occur.

PROTECTING PEOPLE FROM DISASTERS

Communities coast-to-coast are being affected by climate-related disasters—with nearly every individual in the US being exposed to record-breaking heat waves, floods, storms, and/or wildfires. With APTIM’s experience in disaster preparedness, recovery, and response, we supported public- and private-sector clients to minimize damage and recovery time, restore essential services and business functions, and support community planning for future events.

24/7

SUPPORT FOR EMERGENCY MANAGEMENT



[We designed the Houma Navigation Canal Lock Complex to protect Louisiana residents from saltwater intrusion and storm surge.](#)



[APTIM delivered 212 time-critical damage assessments and critical infrastructure restoration to bolster a national defense mission.](#)



[APTIM is helping rebuild California communities afflicted by the deadliest wildfire in state history.](#)

MAKING OUR COMMUNITIES MORE RESILIENT

Our company mission drives us to foster resilience in a changing world. As a leading environmental resilience contractor, APTIM helps our clients build back stronger to protect against natural disasters, socioeconomic disruptions, and the failure of aging infrastructure. For every project we work on, we are enhancing and protecting the community’s physical resources—and multiplying their financial ones.

30+

YEARS OF EXPERIENCE IN RESILIENCE PROJECTS



FLORIDA ADAPTATION PLANNING GUIDEBOOK

In 2024, APTIM supported Florida municipalities to reduce physical risks associated with climate change (e.g., hurricanes, intense rainfall, storm surge, compound flooding, and sea level rise). Our coastal resilience experts worked with the Florida Department of Environmental Protection and engaged 300+ stakeholders to update the Florida Adaptation Planning Guidebook. Using the most recent and best available information and advanced research methods, the team developed a matrix of 30 metrics-driven and resilient adaptation strategies categorized by relative cost. With every \$1 invested in hazard mitigation efforts yielding up to \$11 in societal savings—and aided by 50+ federal mitigation grants—the tools provided by APTIM in this guidebook can deliver significant, scalable cost savings.



We assessed climate-related risks and developed resilience strategies to safeguard infrastructure and residents of West Miami.



After Hurricane Idalia, APTIM supported Pinellas County’s award-winning Emergency Dune Restoration Project to place 374,000 tons of fill.



BIOREMEDIATION OF CHLORINATED SOLVENTS

APTIM used our proprietary remediation biotechnology to execute a treatability study of enhanced reductive dechlorination solvents at a Superfund site. The public supply system became impacted with perchloroethylene (PCE), and a search for the source of the groundwater impact resulted in the establishment of the subject site. APTIM's biotechnology lab supplied our proprietary biological inoculum SDC-9™, containing bacteria of the genus Dehalococcoides. SDC-9 is proven to quickly and completely dechlorinate PCE into ethene gas, which is then readily off-gassed from an aquifer and degraded by typical microorganisms. Our exceptional engineering and technical execution staff and owned injection equipment enabled us to deliver services on time and in budget.

RESTORING AND REMEDIATING NATURAL RESOURCES

Regulatory requirements, technological advancements, corporate initiatives, and government support underscore a rising demand to protect public health. New rules for PFAS and other emerging contaminants drive our clients to delineate sites and take remedial action. Increased funding from the federal government facilitates moving Superfund site clean-ups. Our team of experts works closely with government agencies and the private sector to develop innovative solutions to characterize and remediate contaminants in water, soil, and air.



[APTIM safely decommissioned and disposed of ~6,000 cubic yards of radiological waste at a national lab.](#)



[We are decommissioning and dismantling Fort Belvoir's SM-1 Reactor, the first US nuclear reactor to provide sustained power to a commercial electrical grid.](#)

HIGHLIGHT: PFAS: FLASK TO FIELD™

During the final year of the EPA's PFAS Strategic Roadmap, APTIM continued to research, investigate, and mitigate the impacts of PFAS, as pervasive and persistent contaminants impacting human health and the environment. We researched their fate and transport, evaluated treatment technologies, developed treatment case studies for drinking water utilities, and performed investigations at federal and commercial sites globally.

Our PFAS experts have executed **100+ projects** since 2016, implementing solutions from our PFAS: Flask to Field™ toolbox and concepts. Here are some highlights from 2024:

- **Anion Exchange Permeable Adsorptive Barriers:** Using a passive in-situ funnel and gate system containing anion exchange resin, we demonstrated the long-term and cost-effective capture and treatment of PFAS emanating from an AFFF source area.
- **In-Situ Treatment of PFAS Impacted Stormwater:** Partnering with CDM Smith and Colorado School of Mines, we explored the use of commercially available, engineered pre-cast concrete vaults to divert, capture, and remove PFAS present in stormwater in situ.
- **Aqueous Film Forming Foam (AFFF) Remediation:** We were awarded AFFF removal services for 200+ systems at 57 facilities in the US and Europe.



\$3.2B

OF TAXPAYER DOLLARS HAS BEEN SPENT
ON PFAS MONITORING & REMEDIATION

“Some states are setting proactive statewide standards for groundwater, while others are being pushed by the federal EPA’s national primary drinking water standards and hazardous substance listings under CERCLA. As emerging contaminant rules roll out, we see great potential for public health and our business.”

– Laura McNamara, PE, PMP, APTIM PFAS Lead,
Remediation and Technical Solutions

OUR PERFORMANCE

ENSURING EFFICIENT AND SAFE INFRASTRUCTURE AND OPERATIONS

Building infrastructure and managing operations to be safe, compliant, and reliable is increasingly important in both the public and private sector. Balancing safety with sustainability and innovation in the built environment and supporting technologies can pose significant challenges. 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.



NASA DEEP SPACE TESTING FACILITY SAFETY

APTIM provided occupational health and safety support services for Ross Barney Architects during the design of the Aerospace Communication Facility, a LEED Gold and net zero ready, deep space technology testing site. Specifically, we supported the design of the facility's exhaust system to collect, transport, and discharge dilute fluorine gas from the building's laser system, as well as class IV laser rooms meeting American National Standards Institute and NASA safety and health requirements. Hazard evaluations were completed for chemical handling, use, and waste storage and electrical, plumbing, and mechanical systems. Our team earned a NASA safety award for our expert contributions on the project.



Since 2008, APTIM prepares and submits over 150 air quality compliance reports each year for a national retailer.



APTIM's subsidiary, LFG Specialties, designed and implemented an ultra-low emission landfill gas flare for a national waste management company to reduce greenhouse gas emissions.

HIGHLIGHT: HOME ENERGY REBATES PROGRAM

HIGHLIGHT: HOME ENERGY REBATES PROGRAM

Residential and commercial buildings generate 13% of total US greenhouse gas emissions. In areas with older infrastructure and lower incomes, the cost often prohibits upgrades to electrify and increase energy efficiency.

The DOE's Home Energy Rebates Program, part of the landmark Inflation Reduction Act, made **\$8.8 billion** in funds available nationwide to help American households reduce their energy bills, upgrade appliances and equipment, and improve air quality. The program, which includes the Home Efficiency Rebates (HOMES) and Home Electrification and Appliance Rebates (HEAR), is projected to save American households **\$1 billion** per year and support **50,000 onshore jobs**.

With over **\$70 billion** in managed federal funds and several [energy efficiency awards](#), APTIM's energy rebates experts have supported states across the country in applying for and implementing this funding.

- **Wisconsin:** APTIM is implementing \$150M in funds for the [first HOMES program launched in the US](#), in addition to launching their HEAR program in December 2024.
- **North Carolina:** APTIM was selected to provide program management, marketing, community engagement, application processing, reporting, compliance, and more for [\\$208M+ in funding](#). The program launched in January 2025.



110,000

HOMES ESTIMATED TO RECEIVE EFFICIENCY & ELECTRIFICATION REBATES

550M

KILOWATT-HOURS SAVED THROUGH HOME REBATES TO DATE

\$150M

IN PROJECTED ENERGY COST SAVINGS ACROSS 2 STATE PROGRAMS

“Equity and accessibility are key ingredients for success when it comes to grants management. In support of this directive, we prioritize serving geographically, socially, and economically diverse communities, including tribal nations, to get rebates into the households that need it most.”

– Joel Freehling, APTIM National Sales Director, Energy Solutions & Clean Technology

OUR PERFORMANCE



ELECTRIC VEHICLE MARKET IN COLORADO

One of the main obstacles to buying or leasing electric vehicles (EVs) is their initial cost. Although EVs are becoming more price-competitive with traditional internal combustion vehicles, EV rebate programs are further reducing costs. Through Colorado's Vehicle Exchange Program, which APTIM administers using our E-Mobility for All (em4all™) platform, EVs have become as affordable as [\\$700 total](#) or [\\$19 per month](#) for some buyers. In the first year, the program focused on helping disadvantaged communities and gave out over \$5.2M in rebates to over 1,300+ applicants at 900+ EV dealers.

PROVIDING SUSTAINABILITY SOLUTIONS

Global commitments, local regulations, and investor pressure continue to drive growth in energy transition solutions, sustainability initiatives, and other environmental programs. Our experts in sustainability, decarbonization and energy, and waste management empower our clients to reduce their environmental footprint, while providing data insights to demonstrate progress. We offer services and support with baselining and peer benchmarking, setting achievable goals, and implementing action plans to cut costs and maintain compliance.



[APTIM audited energy, water, and waste at select facilities in the nation's first national park—visited by over 4 million people annually.](#)



[APTIM saved a global hospitality chain over \\$105K through auditing and reconciliation of waste vendor invoices.](#)



[In 2024, Bentonville joined our e-bike rebate portfolio, including 24,000+ e-bike and equipment rebates totaling \\$16.9M+.](#)

THOUGHT LEADERSHIP

As an award-winning environmental services provider, we are proud to share our expertise and attract like-minded leaders through publicly available reports. In 2024, we benchmarked industry progress in sustainability and co-authored technical reports on environmental topics.

SUSTAINABLE SPORT INDEX BENCHMARKING REPORT

In 2024, APTIM released our fourth [Sustainable Sport Index \(SSI\)](#), an annual survey and benchmarking report analyzing sustainability practices in major, minor, and collegiate league sports venues, with 65 professional sports venue participants. The report includes case studies, an analysis of common challenges, and best practices around sustainability topics including energy, water, waste, sponsorships, and fan engagement.

ENVIRONMENTAL BUSINESS JOURNAL PFAS REPORT

Our remediation and regulatory experts shared industry insights on remediation market trends, growth opportunities, and challenges in an Environmental Business Journal publication focused on PFAS. As a demonstrated leader in remediation with multiple top three ENR rankings, APTIM sees the combination of regulatory requirements, technological advancements, corporate initiatives, urbanization, and government support as driving the growth of the environmental remediation industry today. Public pressure, the news, and social media are called out as other primary drivers—pushing companies to do better. [Read the full report.](#)



“**SSI has been a great partner for the NFL** and its 32 clubs. Our work with SSI has given us a better understanding of our strengths and the opportunities ahead to enhance sustainable practices across the league.”

– Christina Hovestadt, Sr. Manager
Community Relations, NFL

RESOURCE EVALUATION OF CRITICAL & HARD OFFSHORE MINERALS

An adequate supply of domestic sources of critical minerals is necessary for US economic prosperity and national security. This report, co-authored by the Bureau of Ocean Energy Management and several other coastal science organizations, focuses on the exploration, characterization, and use of critical marine minerals, including mining, transport, and refining technologies. [Read the full report.](#)

An aerial photograph of a winding road through a dense forest. The image is overlaid with a semi-transparent teal color that transitions from a darker shade at the top to a lighter shade at the bottom. The road is a light-colored path that curves through the green and brown foliage. The overall composition is vertical and uses a strong color palette of greens and blues.

OUR ENVIRONMENTAL EFFORTS

Strong environmental performance is demanded by 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 on our progress along the way.

PROGRESSING ON OUR GHG EMISSIONS

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 through our commitment to net zero greenhouse gas emissions across our value chain by 2040—with our targets validated by the SBTi.

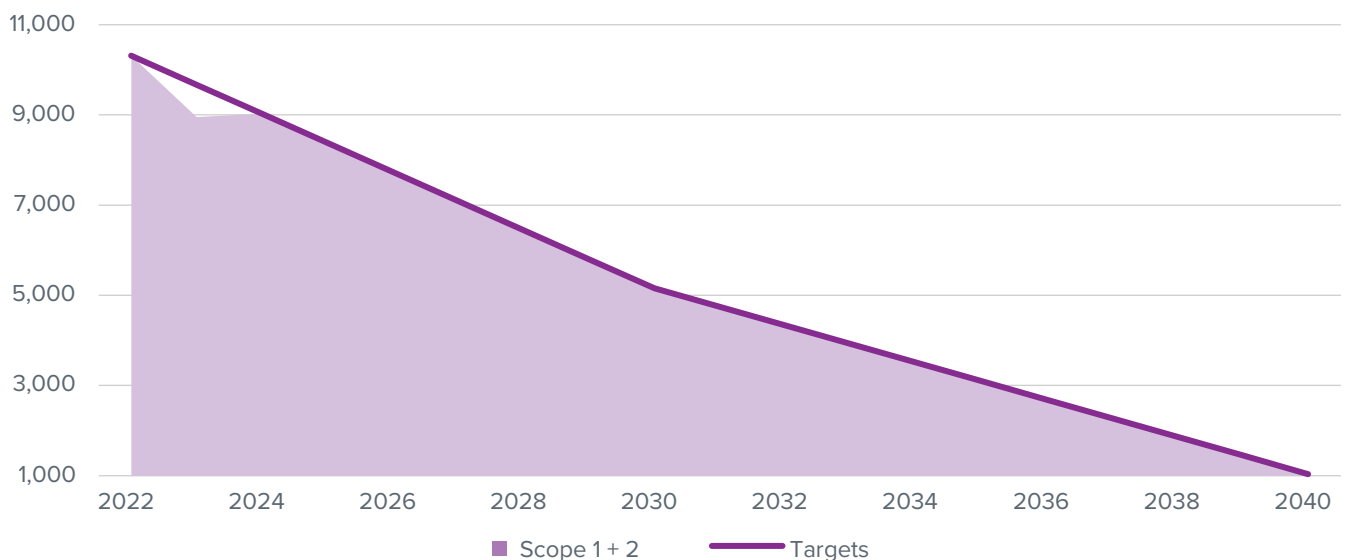
We formalize our climate-related targets, performance, and initiatives in our Climate Transition Plan, which creates internal alignment and shares information with other companies to help expedite their progress.

Measuring and continuously refining our emissions data is critical to our progress on these goals. As we navigate this evolving journey, our focus remains on achieving measurable, sustainable results that contribute significantly to our carbon emissions reduction objectives. A detailed breakdown of our footprint is available in our [2024 ESG Disclosures](#).



12%

REDUCTION OF OUR SCOPE 1 & 2 FOOTPRINT FROM BASELINE YEAR



Please review our [Climate Transition Plan](#) for the most up-to-date information.

IMPLEMENTING ENVIRONMENTAL PROJECTS

Our proactive approach to corporate sustainability involves strategic cross-departmental and engagement-focused projects. These initiatives are intended to instigate lasting change by informing our corporate strategy; improving our score on ESG ratings and disclosures; and targeting behaviors, policies, and equipment. Through these focused efforts, we prioritize cultivating sustainability champions across the company and conducting regular audits to ensure accountability—driving substantial progress for the sustainability of our workplaces and transportation.



3%

REDUCTION IN SCOPE 2 IDENTIFIED THROUGH OFFICE ENERGY AUDITS

Office Clean-Up Events

Our Green Team, in partnership with other employee resource groups, hosted community clean-up events for Earth Day, Earth Month, and Earth Overshoot Day, contributing to our internal culture of sustainability.

Fleet Survey

All fleet vehicle operators responded to a survey, designed to improve our understanding of our scope 1 emissions and underscore opportunities to reduce them and promote efficiency.

Virtual Office Energy Assessments

We completed virtual energy assessments at several high-priority office locations, collecting information on major energy-using devices and equipment that directly impact APTIM's energy usage. Facility upgrades based on these assessment findings are planned for 2025.

Sustainable Development Goal Alignment

APTIM undertook an assessment to measure our impact on the United Nations' Sustainable Development Goals (SDGs). We mapped the portion of our revenue aligned with three central SDGs, good health and well-being (SDG 3), sustainable cities and communities (SDG 11), and climate action (SDG 13).

Climate-Related Scenario Analysis

APTIM conducted a scenario analysis to assess physical and transitional risks and opportunities associated with various climate change scenarios to inform business development and operations.

ENGAGING STAKEHOLDERS

Meaningful improvement in our environmental performance requires the commitment and engagement of individuals across our company and supply chain. To keep our internal community informed, we employ various communication channels (internal webinars, intranet updates, frequent surveys, etc.). We also utilize surveys to assess commuting habits, corporate environmental priorities, and the impact of our collective efforts. Our supply chain is one of the largest components of our company footprint, so identifying ways to coordinate with them on emissions reduction initiatives is imperative.



92%

OF EMPLOYEES REPORT FEELING RESPECTED BY THEIR MANAGERS

86%

OF EMPLOYEES AGREED IT IS IMPORTANT FOR APTIM TO MINIMIZE OUR NEGATIVE IMPACT ON THE ENVIRONMENT

ESG Advisory Council

Our ESG Advisory Council is comprised of cross-company senior leadership, chaired by the Enterprise Director of Corporate Sustainability and executive sponsored by the CEO. The council meets several times each year to review performance, strategy, and ensure alignment of sustainability approach within the business.

Employees

We conduct an annual survey of our employees to assess their interest and understanding of APTIM's corporate environmental efforts, as well as their impact on company culture and reputation.

Office Managers

We met with 50+ of our office managers to ensure they understand the direction of environmental efforts and may provide feedback and ideas.

Supply Chain

We supported sustainability in our supply chain by engaging in a business-led group for engineering services firms hosted by BSR®. Members focus on developing approaches to further sustainable and responsible practices in their supply chains.

An aerial photograph of a wetland or marsh area, showing a complex network of waterways and land. The image is overlaid with a semi-transparent teal color that is darker in some areas and lighter in others, creating a layered effect. The text is positioned in the upper left quadrant of the image.

OUR TEAM

APTIM strives to meet the needs of our team members and partners. Our corporate culture fosters growth, engagement, collaboration, and integrity to cultivate success and a sense of belonging. To do that, we listen, measure our progress, and take steps to improve.

ENCOURAGING A COLLABORATIVE CULTURE

As an award-winning professional services company, our expertise is amplified by exceptional teamwork. Our work environment is dynamic, and we rely on a strong foundation of trust to attract, retain, and create a positive experience for our teammates and partners. We use a framework called The Collaborative Way[®] to guide our interactions and decision-making.

APTIM supports the growth and evolution of our people. We are proud that 78% of employees would recommend APTIM as a great place to work, per the results of our annual Employee Engagement Survey assessing our performance on key engagement drivers such as company culture, manager relationships, and growth and development. 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.



10 OF 11

KEY EMPLOYEE ENGAGEMENT DRIVERS IMPROVED FROM 2023 TO 2024

“Our aim is simple. APTIM must be a place where every person can see themselves, every person's voice is equal, and every person can grow.”

– Mark Fallon, APTIM 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.

PROMOTING RESPECT AND EMPLOYEE ENGAGEMENT

This past year, we continued our journey of employee engagement by forming employee resource groups. Each of these voluntary, employee-led groups is open to all APTIM employees. Our employee resource groups facilitate collaboration, awareness, education, and community involvement.

For example, our company Green Team creates space for teammates interested in championing an internal culture of environmental sustainability to educate one another, participate in projects, and organize community action. In 2024, the team hosted coordinated waste clean-ups at our office locations across the country.



Women in Engineering Day

All employees were invited to join a panel discussion on the inspiring career journeys of four APTIM women engineers.



Juneteenth

Employees joined guest speaker Nicole A. Taylor, author of “Watermelon and Red Birds” to learn about the importance of Juneteenth and hear about delicious recipes to help celebrate that day.

Hispanic Heritage Month

All employees were invited to celebrate the contributions and influence of the Hispanic/Latinx community on American culture.

LGBTQ+ Cultural Impact Event

All employees were invited to explore the history of the LGBTQ+ community and its contributions to American culture.

Visions & Voyages

All employees were invited to join a discussion panel providing advice on navigating their career with confidence, featuring accomplished professionals representing a wide range of industries and backgrounds at APTIM.

OUR TEAM

SUPPORTING SMALL AND DIVERSE BUSINESSES

APTIM values diversity in our suppliers and subcontractors, supported through our supplier diversity policy and award-winning supplier diversity program. We have served as a mentor in the Department of Defense Small Business Administration and Department of Energy Mentor-Protégé programs for 20+ years.

In 2024, we also started a Small Business Advocate Award program—a quarterly, internal recognition of APTIM employees supporting the Supplier Diversity Program through utilizing small businesses on their projects, onboarding, and promoting supplier diversity.



APTIM works with the US Small Business Administration’s Small Business Partner of the Year Iam Tucker, President and CEO of ILSI Engineering. As a community champion, business leader, and advocate for economic equity, we are proud to partner to make New Orleans more energy efficient.

88%

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

“Since collaborating with APTIM and the CES, LLC joint venture, as well as joining the Louisiana Hudson Initiative, we’ve been able to prime for the second contract cycle in a row, a significant state-level project, the System-Wide Assessment and Monitoring Program. We are grateful for the team’s enthusiasm to partner with our small business, which has afforded opportunities that may not have been possible otherwise.”

– ENCOS, Inc.

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. To promote our employees' continuous growth and identify development opportunities, professional employees and their managers complete annual performance reviews. We also offer multiple growth-focused programs for our people.



95%

OF 2024 STRIVE SUMMER INTERNS
ACCEPTED AN EMPLOYMENT OFFER
FROM APTIM



THRIVE Mentorship Program

Our THRIVE Mentorship Program leverages a customized matching process to support employee professional development through mentorship.

PROPEL High-Impact Program

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

Professional Development Opportunities

Eligible team members enjoy a wide range of professional development opportunities, 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

We pride ourselves on and prioritize keeping our people safe and healthy. 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 bi-weekly Safety Tailgates, and provide position-specific safety training annually.

In times of emergency and disaster, APTIM’s Duty of Care procedure helps us keep our employees and their loved ones safe. Our Critical Incident Management Team monitors potential incidents and uses our APTAlert system to provide important safety information; real-time emergency alerts; and status checks on our employees before, during, and after an emergency.

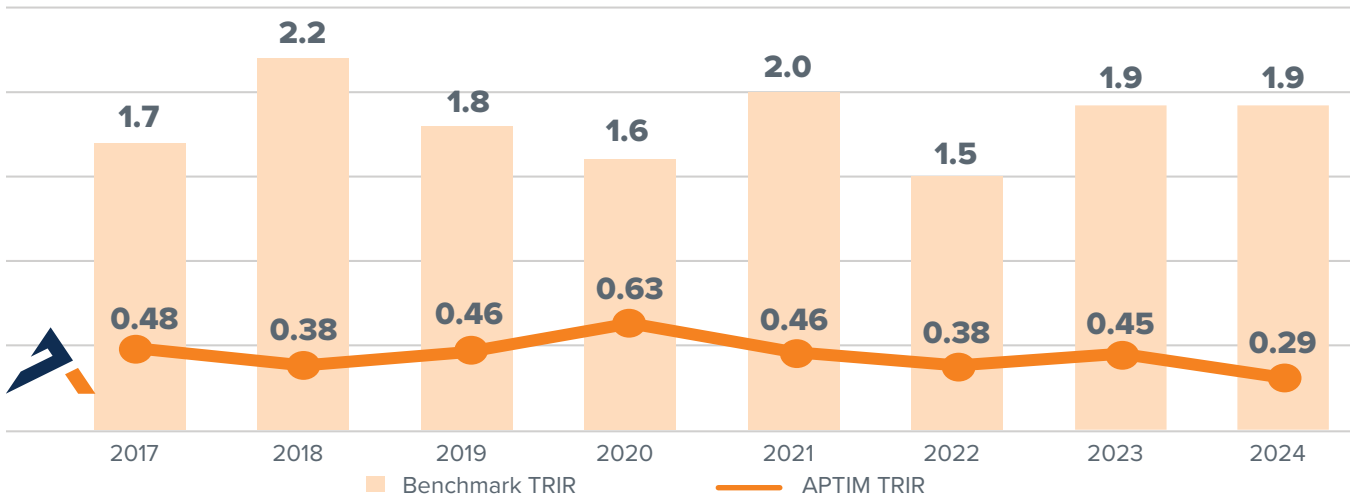
We align our robust safety systems with our clients’ unique requirements while adhering to established policies, processes, and procedures. Our collaborative, continuous improvement approach reflects our long-term commitment to promote the well-being of our clients, employees, and the communities we serve.



NATIONAL SAFETY COUNCIL AWARDS

- **39** Perfect Record Awards
- **8** Safety Leadership Awards
- **4** Million Hour Awards

OUR TOTAL RECORDABLE INCIDENT RATE (TRIR) VS. INDUSTRY AVERAGE



In 2024, our TRIR was over 600% better than 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 and land. The image is overlaid with semi-transparent teal and blue geometric shapes, creating a modern, layered aesthetic. 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

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.



LATINAS IN STEM

Led by first-generation college graduates and industry professionals, [Latinas in STEM](#) serves to inspire and empower K-12 and post-secondary Latina students in underserved communities to pursue careers in science, technology, engineering, and math (STEM). The organization educates parents of Latina youth and help Latina professionals achieve their career goals through mentorship, networking, and professional development.

PEPPERWOOD PRESERVE’S TEENNAT

Pepperwood Preserve, a 3,200-acre nature reserve in Santa Rosa, California, hosts a free summer outdoor science internship and mentorship program called TeenNat for high school students. APTIM supported the program to help students participate in research and gain skills in environmental science.

GREENLATINOS

GreenLatinos is a national non-profit of Latino leaders confronting national and local environmental issues in the LatinX community.

GIRLSTART

[Girlstart](#) provides year-round, out-of-STEM programming to girls in grades 4–8 across the country. APTIM sponsored their Girls in STEM Conference, empowering 60 girls through workshops covering everything from neuroscience to video game design, DNA extraction, circuitry, data analysis, and coding.





APTIM is an industry leader of 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 Corporate Sustainability at APTIM.

We welcome and encourage your feedback on our 2024 Sustainability report: Sustainability@APTIM.com

This report is a discussion and analysis of the Sustainability condition and results of operations of Aptim Corp. and Subsidiaries (the "Company" or "APTIM") 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 Sustainability 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 Sustainability report should not be construed to represent any belief regarding the materiality or financial impact of that information.

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