



2023 ESG DISCLOSURES

This document is intended to accompany APTIM's 2023 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 2023, APTIM yielded \$1.2 billion in revenue, and we 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 wellbeing; people attraction, development, empowerment, and retention; ethical business practices and transparency; supply chain sustainability; and diversity, equity, and inclusion (DE&I). We report on sustainability annually, covering the calendar year prior to publishing.

This ESG disclosure document and the accompanying Sustainability Report, published in May 2024, covers calendar year 2023. The Sustainability Report includes a statement from our 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 send to our Enterprise Director of ESG via Sustainability@APTIM.com.



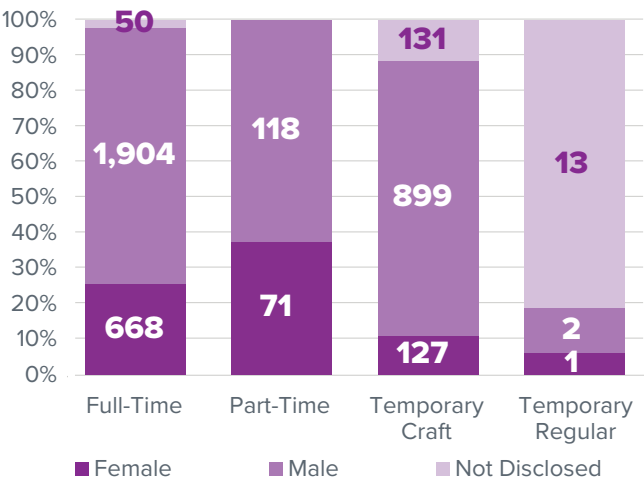
Employees

Disclosures (Partial or Complete): GRI: 2-7, 201-3, 401-1, 404-2, 404-3

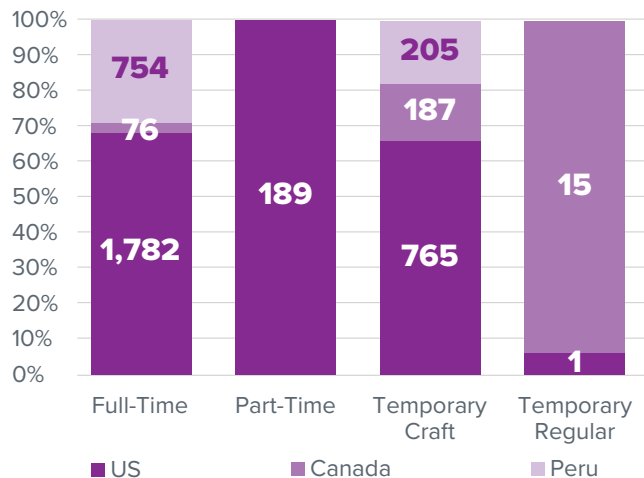
Over the course of 2023, our headcount averaged approximately 3,500, ranging between 3,200 and 4,000 during the year due to staffing fluctuations involved in working turnaround contracts. Employee data from December 2023 informs the following stats:

All Employees

By Gender

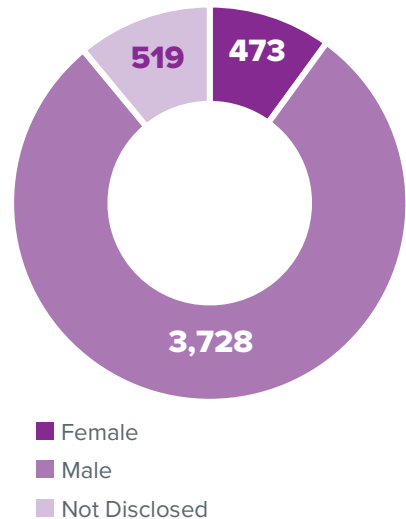


By Region

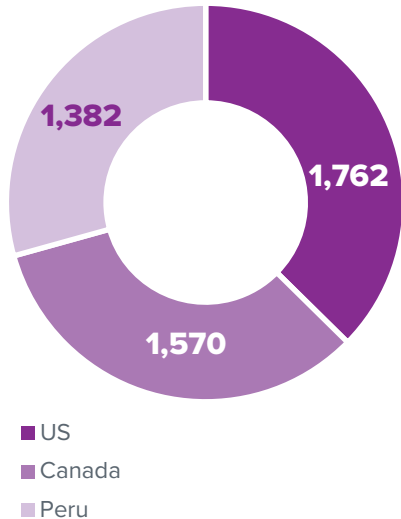


New Hires During CY 23

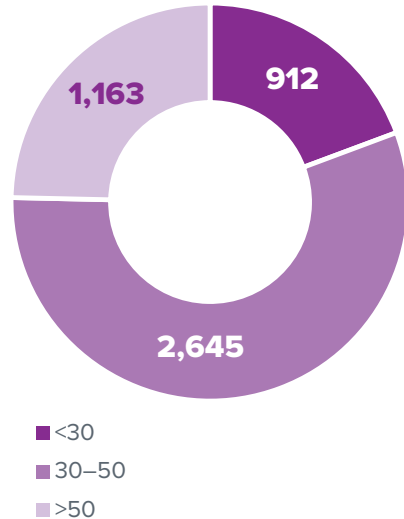
By Gender



By Region



By Age



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 2023, 90% 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 skillsets to encourage growth and increase employee development, productivity, and job satisfaction.
- ▶ **Goal Setting:** Our optional, software-supported process facilitates employee development of and progress to professional goals with manager collaboration.

Governance and Compliance

Disclosures (Partial or Complete):

GRI: 2-9, 2-11, 2-14, 2-16, 405-1, 2-23, 2-24, 2-25, 2-26

ISSB S1: Governance, Metrics, and Targets

ISSB S2: Governance

APTIM takes seriously its responsibility as a good corporate citizen. 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) 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 & Government; 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 Enterprise Director of ESG as needed, ensuring that leadership is well-informed and supported in appropriate decision-making.

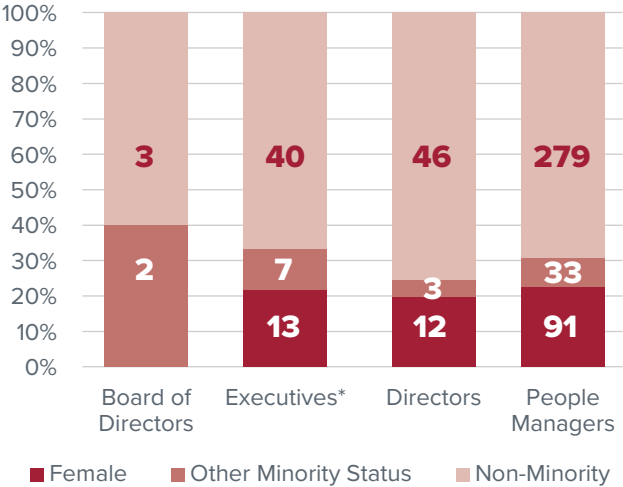
The Leadership Team also looks to several formal committees and councils to address specific organizational priorities. Each of these groups, except for the Investment Committee, includes members of the Leadership Team.



Following is a list of our primary committees and councils.

- ▶ The **Ethics Board** serves as an important communication link between compliance and functional leadership to share 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 **DE&I Council** informs leadership of industry trends; provides cross-company feedback; and proposes strategy and tactics regarding DE&I topics. This council is comprised of a diverse group of employees and sponsored by our CEO.
- ▶ The **ESG Advisory Council** provides input and feedback on ESG strategy, targets, performance, and key deliverables and champions initiatives within their teams. This council is comprised of our CEO as executive sponsor, Enterprise Director of ESG as chair, and cross-company members of our Leadership Team. They are responsible for reviewing and approving reported sustainability information, including the organization's material topics.
- ▶ The **Investment Committee** acts on behalf of the employees to oversee APTIM's retirement plans, working to ensure that the plans are provided at a competitive cost and that options are clearly communicated and accessible to all employees. This committee is comprised of leaders in HR, finance, payroll, and strategic business units.
- ▶ 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, finance team, and other corporate functions.
- ▶ The **Safety Council** reviews safety trends and performance information and is comprised of Leadership Team members.

Leadership Diversity



* Note that "executives" include the CEO, executive vice presidents, senior vice presidents, vice presidents, and senior directors.

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 operation. Our CCO reports to the CFO, works regularly with the Leadership Team, 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.

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 in 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 breach
- ▶ **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
- ▶ **DE&I Policy:** Sets expectations on how we respect and value diversity

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 is 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., unconscious bias, 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 tracking 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 raising a concern or participating 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 Enterprise Director of ESG and the DE&I lead.

The DE&I lead is embedded in the HR team, allowing that person to directly influence priority areas daily.

The Enterprise Director of ESG reports directly to the EVP and CFO, who also oversees HR, IT, compliance, legal, facilities, fleet, finance, supply chain, and other functions critical to execution of ESG initiatives.

Additionally, our CCO, Chief Risk Officer, and SVP of Health, Safety, Environmental & Quality are engaged in sustainability-related work. All of these positions work across functions to develop strategy and lead 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 (TRIR) in 2023 was 0.45. 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, comprised of project management and leadership, reviews any OSHA-recordable incident, meeting with any injured party and formally reviewing all internal and external information to identify lessons learned and take 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 wellbeing follow-up communication tool, linked to email addresses and cell phones.
- ▶ We also leverage an incentive program; mandatory, position-specific safety trainings and drills conducted online or in-person; bi-weekly 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 DE&I lenses is a newer but rapidly maturing focus. Both DE&I and climate are critical components of our three-year corporate planning strategy, and we significantly advanced our climate-related processes and strategy in 2023.

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 are planning to conduct a climate scenario analysis in 2024.



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
- ▶ Increasing 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 cancelling 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 on the three- to five-year timeline.

While some of these risks impact our employees and 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 planning to develop an initial strategy to support our supply chain and customers through the transition and mitigate risks in 2024.

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 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 101,911 therms of natural gas; 5,950 megawatt-hours of electricity; 299,125 gallons of diesel; and 313,960 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 CO₂, CH₄, HFC, and N₂O emissions. We excluded SF₆ and NF₃ 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.



2023 GHG Inventory

		CO ₂ E (TONNES)
SCOPE 1	Stationary Combustion	16
	Mobile Combustion	5,828
	Refrigerants	37
	Total Scope 1	5,865
SCOPE 2	Electricity (Location-Based)	2,372
	Electricity (Market-Based)	2,424
	Heat & Steam	606
	Total Scope 2 (Location-Based)	2,978
	Total Scope 2 (Market-Based)	3,030
SCOPE 3	Category 1	23,583
	Category 2	1,985
	Category 3	1,192
	Category 5	63
	Category 6	2,762
	Category 7	5,197
	Category 11	24,414
	Category 15	5,560
	Total Scope 3	64,756

We received verification of our [2022 and 2023 GHG footprints](#) by a third party, SCS Global, an ISO 14065-accredited verification body for GHG Validation and Verification by the American National Standards Institute. Letters of assurance can be found in our ESG disclosures on our [website](#).

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, our science-based targets to achieve net zero by 2040 have been validated by SBTi.

We have formalized the tactics that we plan to leverage to achieve these targets in our 2023 Climate Transition Plan. Additionally, climate-related activities are factored into executive remuneration.

Our 2022 GHG footprint was included in our 2022 ESG report, which was released in April 2023. That footprint was incomplete and has since been recalculated and verified by a third party. The updated results can be found in our 2023 Climate Transition Plan.





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

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

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