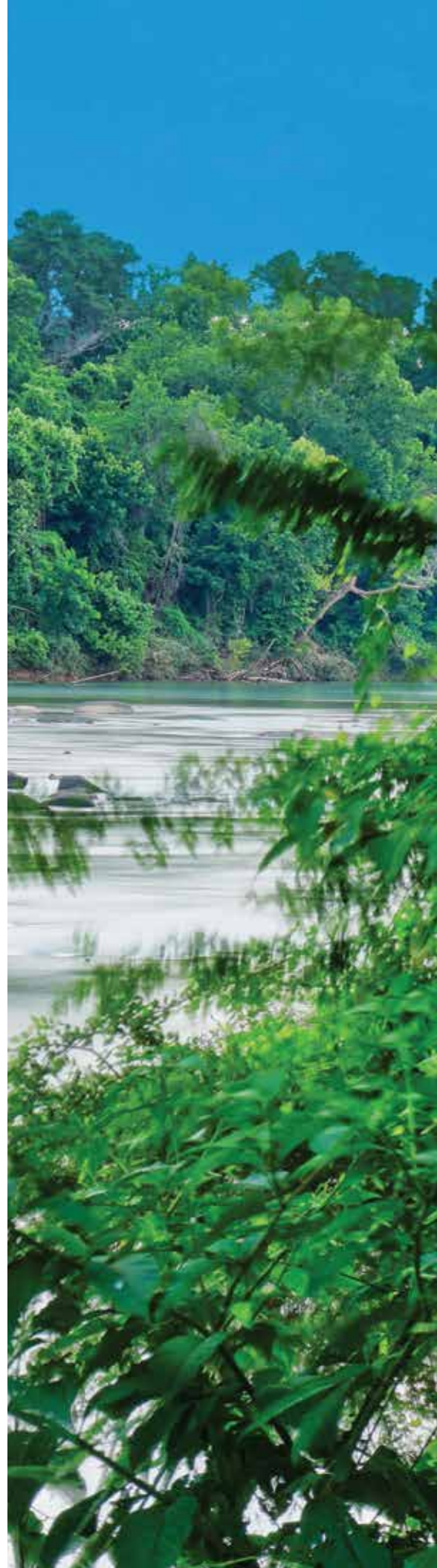




**2021 ENVIRONMENTAL,
SOCIAL, AND GOVERNANCE
(ESG) REPORT**

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A MESSAGE FROM MARK FALLON

Welcome to APTIM's 2021 ESG Report. In 2021 we took our first steps toward building ESG into the foundation of our corporate strategy. Our accomplishments in 2021 build the platform we will use to drive positive progress in 2022 and beyond as we work to do our part to restore the natural environment and make it more sustainable and resilient.

Environmental

APTIM prides itself on environmental services thought leadership. We help our clients reduce their impacts on the natural world through our award-winning energy solutions; environmental remediation, compliance, and consulting; and integrated solid waste services. In 2021 we built a dedicated sustainability services business line that brings together experts across our organization to offer our clients tailored sustainability services and united resiliency staff across services lines into a resiliency cohort. We also took our first steps toward quantifying our own impact on the environment by calculating our internal greenhouse gas (GHG) emissions and submitting the results through CDP's Climate Change Questionnaire.

Social

The way APTIM behaves as a company is inseparable from the way we serve our clients and communities. APTIM is committed to creating a safe and positive work environment for our teammates. In 2021 we launched our first employee satisfaction survey and initiated the discussion to identify strategies to ensure a diverse, equitable, and inclusive environment for APTIM teammates.

One of our core services is providing resiliency and disaster recovery support in the face of climate change. Following Hurricane Ida's deadly and destructive Louisiana landfall in August 2021, APTIM provided a week of paid time off, food, water, fuel, and critical supplies to affected employees. We worked to serve our community by providing shelter to more than 15,000 Ida survivors in partnership with the Louisiana Governor's Office of Homeland Security and Emergency Preparedness.

Governance

In 2021 APTIM convened an ESG Council and a Diversity, Equity, and Inclusion (DE&I) Leadership Council tasked with embedding principles of ESG across our internal operations and the delivery of our services. We developed and enacted our first Sustainability and DE&I policies that pledge our dedication to ESG and serve as our guiding principles.

APTIM must be a place where every person's voice is equal, and every person can grow. We commit 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, equitable environment that celebrates the diversity of our people.

Be for each other,



Mark Fallon, Chairman and Chief Executive Officer

ABOUT THIS REPORT

APTIM's 2021 Environmental, Social, and Governance (ESG) Report outlines our ESG performance as we work to do our part to address the monumental global challenges facing our world, communities, and clients. This inaugural report describes APTIM's ESG-related activities, policies, and disclosures in 2021, as well as our values, mission, and purpose. APTIM intends to release updates to the ESG Report and to select ESG reporting frameworks on an annual basis.¹

Each section outlines APTIM's 2021 ESG goals and our progress toward each goal. We include the following icons in each section to identify the goal in the correct category (Environmental, Social, or Governance) and to identify the related United Nations' Sustainable Development Goal (UN SDG).²

In addition to the information included in this report, readers can find additional information regarding our ESG policies and other supplementary information at [APTIM.com](https://www.aptim.com).

For questions regarding this document please contact: Sustainability@APTIM.com.

Guide to APTIM's ESG Icons



ENVIRONMENTAL



SOCIAL



GOVERNANCE

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



¹ Although most of the content of this report focuses on events from the 2021 calendar year, certain statements look forward and reflect our current expectations regarding future events.

² **The United Nations' Sustainable Development Goals:** The United Nations' (UN) 2030 Agenda for Sustainable Development "provides a shared blueprint for peace and prosperity for people and the planet, now and into the future." At the core are 17 Sustainable Development Goals (SDGs). The UN recognizes that "ending poverty and other deprivations go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change." Our journey is ongoing. APTIM has chosen six of the UN goals that align with our mission: gender equality; affordable and clean energy; industry, innovation, and infrastructure; sustainable cities and communities; responsible consumption and production; and climate action. We've also identified throughout the report where our efforts overlap with other SDGs. For more information about the UN Sustainable Development Goals see: <https://sdgs.un.org/goals>

APTIM AT A GLANCE

Through our commitment to excellence in our work, a purposeful culture of safety, and the dedication of our people, we improve human livelihoods and communities. APTIM specializes in critical infrastructure, technical and data solutions, program management, environmental services, resilience, sustainability, and energy solutions. APTIM serves government, commercial, industrial, and energy clients as a partner and relentless advocate.

Our Mission

Whether it is 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.

These are huge responsibilities, and we take them seriously. Thinking differently and challenging the norm is our mandate. Every day we plan for the unexpected; develop critical insights; and deliver new, innovative, and adaptive solutions. We do this by leveraging teams that include engineers, scientists, economists, and craft professionals alongside procurement, logistics, and process experts.

ESG at APTIM

We are 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 employees.

Our ESG Council is composed of a diverse set of APTIM team members responsible for setting APTIM's sustainability strategy; developing and monitoring related initiatives and policies; and improving APTIM's understanding of ESG matters.

Our journey is ongoing. We strive to be for each other every day as we support clients in the pursuit of decarbonization, resiliency, and sustainability. We are adept at positioning our clients to ensure that ESG is at the core of their business strategy.

**BATON
ROUGE**
LOUISIANA
HEADQUARTERS

\$1.2B
REVENUE

4,000+
EMPLOYEES

55
OFFICE &
PROJECT
LOCATIONS
WORLDWIDE

0.46
2021 TOTAL
RECORDABLE
INCIDENT RATE

APTIM 2021 ESG SCORECARD

2021 Objectives		2021 Actions	
BUILDING A FOUNDATION			
	▶ Establish ESG Governance and Oversight	▶ Convened ESG Council ▶ Convened DE&I Leadership Council	
	▶ Strengthen ESG Policies	▶ Developed a Sustainability Policy ▶ Initiated Development of a DE&I Policy	
INTERNAL OPERATIONS			
	▶ Benchmark ESG Performance	▶ Took Actions to Improve EcoVadis Sustainability Assessment Score ▶ Submitted first CDP Climate Change Questionnaire	
	▶ Build ESG Benchmarking Capabilities	▶ Initiated Buildout of ESG Tracking System ▶ Completed Greenhouse Gas Inventory	
PEOPLE AND CULTURE			
	▶ Foster Corporate Culture of ESG	▶ Continued Practicing The Collaborative Way® ▶ Sparked Employee Engagement Around Sustainability and DE&I ▶ Recruited Talent through the STRIVE Internship Program	
	▶ Ensure Employee Health and Safety	▶ Launched Safety Tailgate Initiative ▶ Strengthened COVID Response Capabilities ▶ Provided Employee Support During Emergencies	
	▶ Benchmark Employee Satisfaction	▶ Completed Employee Satisfaction Survey ▶ Launched Employee Concerns Program	
	▶ Expand Diversity, Equity and Inclusion (DE&I)	▶ Began Development of a DE&I Roadmap	
	▶ Maintain Ethics and Compliance	▶ Maintained and Updated Our Ethics and Compliance Program	

2021 Objectives		2021 Actions
DELIVERY OF OUR SERVICES		
	▶ Reducing the Impacts of Our Clients' Environmental Footprints	▶ APTIM Staff Provided Decarbonization, Energy Solutions, Waste Minimization, Water Conservation, Remediation, and Sustainability Planning Services to Clients
	▶ Improve Clients' Ability to Respond and Adapt to Climate Change	▶ Formed APTIM Resiliency Cohort ▶ Provided Resiliency and Disaster Response Across Services
STRATEGY FOR 2022 AND BEYOND		
	▶ Build Upon Our ESG Foundation to Improve Performance	▶ Began the Development of an ESG Roadmap for 2022 and Beyond ▶ Identified ESG Goals for 2022 ▶ Aligned Goals and Annual Scorecard with UN SDG Commitments



BUILDING A FOUNDATION

Establish ESG Governance and Oversight

Foundational to our ESG efforts, APTIM established key governance and oversight mechanisms to set goals, measure performance, and ensure continuous improvement of our ESG commitment.

Convened ESG Council

In 2021 APTIM convened an ESG Council tasked with embedding principles of ESG into our internal operations and the delivery of our services. APTIM's ESG Council members are a diverse set of APTIM team members from across business lines and represent a range of interests.

The purpose of the ESG Council is to support APTIM's ongoing commitment to environmental, health and safety, corporate social responsibility, and governance matters by assisting the Executive Leadership Team of APTIM in:

- ▶ Setting APTIM's general strategy relating to ESG matters
- ▶ Developing, implementing, and monitoring related initiatives and policies
- ▶ Tracking and anticipating developments relating to ESG
- ▶ Improving APTIM's understanding of ESG principles



Convened DE&I Leadership Council

We make a difference and drive sustainable growth starting from our foundation of being a great place to work and celebrating the diversity of our people. In 2021 APTIM convened a DE&I Leadership Council tasked with developing initiatives to support a diverse, equitable, and inclusive environment for our people, clients, and stakeholders. Our council is a set of team members from across APTIM, and it supports APTIM's ongoing commitment to embedding principles of DE&I across our company. APTIM hired a DE&I consultant in 2022 to ensure we are using best practices to develop our DE&I policy and roadmap. Section 3 of this report, People and Culture, shares more about our plans to build out our DE&I vision.

Strengthen ESG Policies

In 2021 APTIM reviewed our internal corporate policies and identified ways to codify our commitment to ESG into our guiding principles.

Developed a Sustainability Policy

In 2021 APTIM adopted our first Sustainability Policy, establishing APTIM's pledge to contribute to a more sustainable future. To ensure that this pledge becomes a promise, APTIM developed in-progress sustainability work processes that build sustainability protocols into our day-to-day work. We will finalize these work processes during 2022.

- ▶ **Office Site Sustainability Work Process:** Using data collected from our office site directors, APTIM began the development of a sustainability manual to ensure that we reduce the energy, waste, and water consumption of our offices and, when possible, project locations. In 2022 we will train our office and project site directors on the best practices identified in this manual.
- ▶ **People Sustainability Work Process:** Our team is made up of diverse staff working from home and our office and project locations. We began development of a sustainability manual to help our team reduce their personal environmental impact. In 2022 we will conduct a series of trainings to help our team members learn more about what they can do to reduce the impact of our operations on the environment, with an aim to integrate these practices into everyday work planning and project approaches.

Initiated Development of a DE&I Policy

In 2021 APTIM convened a DE&I Leadership Council. As a foundational step in 2022, APTIM hired a consultant to guide the development of a robust DE&I policy and roadmap. The consultant retained is ENCOLOR Inc., a woman-owned comprehensive consultancy providing inclusive program and solution design and DE&I strategic and action planning. The DE&I roadmap will communicate our intention of fostering a diverse, equitable, and inclusive environment that celebrates and supports our team members, reflecting the diversity of the communities we serve.



INTERNAL OPERATIONS

Benchmark ESG Performance

In 2020 APTIM began collecting data on internal ESG metrics to prepare to benchmark our ESG performance in 2021. Using these metrics and our existing policies, we completed our first EcoVadis Sustainability Assessment and submitted our first CDP Climate Change Questionnaire. By participating in ESG reporting frameworks, APTIM was able to begin comparing our ESG performance with our peers. This glimpse into our ESG performance allows us to identify ways to improve our performance in future years. The guidance from the benchmarking and reporting agencies also provided key input into the development of our 2022 goals and prioritization for our roadmap. APTIM selected EcoVadis and CDP as our initial ESG and carbon footprint reporting frameworks based on client preferences; we anticipate adding additional reporting schemes in the future.

Submitted EcoVadis Sustainability Assessment Score

Early in 2021 APTIM completed our first EcoVadis assessment, which focuses on corporate social responsibility (CSR) and sustainable procurement. The EcoVadis CSR rating methodology seeks to measure the quality of a company's CSR management system through its policies, actions, and results. This assessment allows us to share detailed reporting with specific customers who have requested information through their online ecosystem. The assessment



focuses on 21 issues which are grouped into four themes: Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. The assessment is a customized questionnaire that is scored by EcoVadis staff, resulting in an actionable scorecard with industry benchmarks. APTIM earned a Bronze Seal for our 2020 assessment completed in March 2021, with our highest scores in Ethics, as well as Labor and Human Rights. APTIM intends to continue submitting information to EcoVadis annually and has integrated EcoVadis improvement feedback into our ESG planning and roadmap. Learn more about EcoVadis at www.ecovadis.com/.

Submitted First CDP Climate Change Questionnaire

CDP (formerly the Carbon Disclosure Project) is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts. By completing CDP's questionnaires, companies identify ways to help manage environmental risks and opportunities as well as providing vital information back to their customers and investors and to the market. In August 2021 APTIM submitted our first CDP Climate Change Questionnaire. This submission allowed our team to establish a baseline for our 2020 Scope 1 and 2 GHG emissions. As a professional services firm, most of our emissions-generating activities are related to our office buildings and mobile combustion from APTIM's fleet. As described in Section 5 of this report, APTIM will continue to submit CDP Climate Change Questionnaires in future years and improve our reporting capabilities.

APTIM is applying the expertise we have gathered over the past 10 years managing multi-year GHG inventory programs and CDP reporting projects for several thousand client facilities, as well as helping corporate clients to populate their corporate sustainability reports. This expertise includes supporting a national supermarket chain in developing its GHG inventory and data management plan and becoming the first food and beverage industry business to participate in EPA's Climate Leaders Program. Learn more about CDP at www.cdp.net/en.

Completed APTIM GHG Inventory.

In August 2021, for inclusion into the CDP Climate Change Questionnaire and for our own benchmarking needs, APTIM completed our 2020 GHG Inventory. The team also implemented the documentation and collection processes needed to update the GHG Inventory for the 2021 GHG Inventory highlighted below (updated in March 2022).



APTIM'S 2021 GHG BENCHMARKING

To participate in GHG benchmarking, we assembled the 2021 APTIM Corporate GHG inventory using EPA's Simplified GHG Emissions Calculator (SGEC) tool. This is the same approach used for the 2020 inventory, updated for 2021. We accounted for Scope 1 (Direct) Emissions: Stationary and Mobile Combustion and Scope 2 (Indirect) Emissions: Purchased Electricity. For the purposes of the GHG inventory, we focused on the APTIM portfolio properties (including dark facilities) and accounted for our remote office staff. This inventory focused on offices and staff located in the 50 states of the U.S. and did not include offices in Canada, South America, or U.S. Territories. APTIM does not currently track Scope 3 Emissions, those that are a result of activities from assets not owned or controlled by the organization. As we build out our internal systems, APTIM intends to begin tracking Scope 3 in the future.

- ▶ From an intensity standpoint, company-wide emissions reduced from 15.85 $\text{mtCO}_2\text{e}/1000 \text{ ft}^2$ to 15.16 $\text{mtCO}_2\text{e}/1000 \text{ ft}^2$ (4.3%) between CY2020 and CY2021:
- ▶ Approximately 55% of this reduction was associated with a 4% reduction in mobile combustion intensity (gallons/1000 ft^2)
- ▶ Approximately 30% of this reduction was associated with an 8% reduction in eGRID emission factors ($\text{mtCO}_2\text{e}/\text{KWH}$)
- ▶ Approximately 15% of this reduction was associated with a 4% reduction in purchased electricity intensity ($\text{KWH}/1000 \text{ ft}^2$)
- ▶ The estimated mtCO_2 emissions associated with facilities (i.e., stationary combustion and purchased electricity) reduced by 18.1% from 2020 to 2021. This decrease is consistent with the lower square footage associated with the company property profile in 2021, the reduction in purchased electricity emissions factors, and the slight reduction in purchased electricity intensity.

4.3%
REDUCTION
IN CO_2E
EMISSIONS
INTENSITY
FROM 2020
TO 2021

APTIM Greenhouse Gas Inventory 2021

SCOPE 1	CY2021				CY2020	% CHANGE FROM 2020 TO 2021
	METRIC TONS OF CARBON DIOXIDE (MT CO ₂)	METRIC TONS OF METHANE (MT CH ₄)	METRIC TONS OF NITROUS OXIDE (MT N ₂ O)	METRIC TONS OF CARBON DIOXIDE EQUIVALENT (MT CO ₂ E)	METRIC TONS OF CARBON DIOXIDE EQUIVALENT (MT CO ₂ E)	
Stationary Combustion	1,137.8	0.021	0.002	1,139	1,249	(8.8)
Mobile Combustion	7,081.6	0.210	0.249	7,161	8,459	(15.3)
Scope 1 Total				8,300	9,708	(14.5)
SCOPE 2						
Purchased Electricity	2,148.3	0.147	0.020	2,158	2,778	(22.3)
Scope 2 Total				2,158	2,778	(22.3)
Total				10,458	12,486	(16.2)

Total Energy Usage: We have also estimated the total energy usage associated with this activity (natural gas, gasoline, diesel, and purchased electricity) at 40,715 MWH in CY2021 (i.e., about 15% lower than the 47,697 MWH used in CY2020, which is consistent with the reduction in emissions).



Build ESG Benchmarking Capabilities

Initiated Buildout of ESG Tracking System

APTIM is working to develop an ESG platform for internal use and outline the necessary supporting operational processes. Our ESG platform design specifications include the necessary functionality for data collection and sourcing, data integrations and management, and real time, on-demand data analysis and reporting for performance management across the ESG spectrum. We intend to honor the primary data sources and follow good data management practices, to apply the concepts of single source of truth to ensure we minimize opportunity for error and optimize the accuracy and currency of the data.

We plan to build upon these systems as we identify additional metrics to track. Centralizing our data interface will allow us to track data from across the company in a single location, ensuring all users are viewing the same data and results. Our ability to integrate data from multiplesources and remove silos is critical for more meaningful data analysis and trend identification. We will focus on having consistent, standardized, and centralized data as we build out more robust benchmarking, consistent with the robust tracking we provide for our clients.



PEOPLE AND CULTURE

Our team is truly our greatest asset. We know that the best outcomes for our employees and our clients result from bringing diverse perspectives to the discussion. APTIM is committed to creating an inclusive environment that celebrates the diversity of our clients and the communities we serve to ensure we meet the demands of today while building a better world for tomorrow. APTIM's social and governance efforts include enhancing ethics awareness, training, and transparency via monthly trend analysis and best practice reviews.

Corporate Culture of ESG

APTIM actively builds a culture of safety and collaboration. In 2021 APTIM laid the foundation to incorporate ESG into our culture by communicating this pledge to all staff members and sparking employee engagement through the promotion of sustainable practices at the office and the encouragement of promoting sustainable practices for client projects.

Embraced The Collaborative Way®

The way APTIM behaves as a company and as a community is inseparable from the way we serve our clients. Our culture is built on commitment and collaboration to one another. We follow The Collaborative Way® (TCW) framework and our Commitment Compass to uphold our obligations to one another and to the communities and clients we serve. We accomplish the extraordinary through a corporate culture built on diversity, inclusion, and safety.

TCW is an intentional and designed way of working together that harnesses the collective intelligence, imagination, and spirit of a company's workforce. Our Commitment Compass guides our focus on culture, teammates, clients, and communities. We show up empowered to make a difference and are proud of the decisions we make to meet the demands of today while building a better world for tomorrow.

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.

APTIM COMMITMENT COMPASS

TEAMMATES

Safety – We keep each other safe by empowering everyone to plan, protect, and pause when necessary
Ethics – We do the right thing and support people to make ethical choices
Growth – We support employees to develop professionally and personally
Diversity – We reflect the diversity of the communities that we serve
Empowerment – We empower people to make decisions
Creativity – We encourage innovation

COMMUNITIES

Local – We listen to and hire from the communities that we serve
Resilience – We make the places where we live and work more resilient
Sustain and Restore – We protect and remediate the environment



CLIENTS

Full Service – We offer full service solutions and deliver projects reliably and efficiently
Trust – We earn it through partnership and fairness
Adaptability – We adapt to meet challenges, seize opportunities, and reduce risks

OWNERS

Confidence – We earn confidence
ESG – We make Environment, Social, and Governance (ESG) part of our business and culture
ROI – We deliver a fair return on their investment



Recruited Talent through STRIVE Internship Program

In the Spring of 2021, APTIM launched our STRIVE Internship Program. For STRIVE, APTIM seeks extraordinary people who think differently, challenge the status quo, and deliver new, creative, and adaptive solutions to make a positive impact on the world. Our 12-week summer internship program provides qualified students with paid opportunities to apply their academic skills and knowledge to meaningful, engaging, and fulfilling work assignments in a collaborative environment. The inaugural cohort included bright and engaging interns from a variety of backgrounds, locations, and interests, who worked throughout the APTIM portfolio. In STRIVE's inaugural class of interns, diverse nationalities were represented and over 50% of the interns were female. In 2022 APTIM is again offering the STRIVE program.



“My experience with APTIM was very much an eye opening one. The exposure to the industry helped me start to narrow my interests down and figure out what exactly I wanted to get into upon graduating. I am appreciative of the learning experience and most importantly the connections I made during my time at APTIM.”

Mthabisi Tshuma
Sustainability Intern, Summer 2021

REAL WORLD ASSIGNMENTS



Apply academic skills and knowledge to meaningful, engaging, and fulfilling work assignments.



WORKSHOPS

Attend virtual learning and development programs, conducted by subject matter experts across the organization.



MENTORSHIPS

Regular access to role models who will provide feedback, guidance, and career advice.



GROUP PROJECTS & PRESENTATIONS

Collaborate and share ideas and contributions with colleagues and leadership.

LARGE BUSINESS AWARD

RECOGNIZED BY THE SOCIETY OF AMERICAN MILITARY ENGINEERS FOR MENTORSHIP AND SUPPORT OF SMALL, DISADVANTAGED BUSINESSES



Sparked Employee Engagement Around Sustainability and DE&I

In 2021 APTIM communicated our intention to emphasize ESG and DE&I as a critical component of our corporate culture. We presented our ESG platform at a company-wide town hall and developed dedicated ESG and DE&I pages on our website and an ESG resource page on our internal intranet. The objective was to inform our employees about APTIM's ESG and DE&I commitments and empower our staff to be mindful of sustainability and DE&I and to weave it into their everyday work life. We also launched an office manager sustainability survey at the end of 2021 to learn more about sustainability initiatives occurring on the ground at our offices. The ESG Council and DE&I Leadership Council are composed of employees from a range of backgrounds, roles, and organizational levels, with the Chairman and CEO serving as executive sponsor.

Improve Employee Health and Safety

APTIM's priority is to protect the health and safety of our team members. Our commitment to preserve the environment and maintain work quality go hand-in-hand with our health and safety goals. We live our values by leading and empowering our workforce to work safely and involving employees in decisions to identify and manage risks. We provide programs and training to promote and enhance our safety culture. We have strong safety protocols, evidenced in our excellent record of safety. Our leadership team holds monthly Safety Council meetings to explore safety topics and review our safety performance. To further embed safety into our corporate culture, we begin each meeting with a "Safety Moment" to make safety top of mind.

Health, Safety and Environment (HSE) Fundamental Values



ACCOUNTABILITY

We start by holding ourselves responsible to conduct business in a safe manner and extend our commitment to safety to our coworkers and clients.
If you see it, own it.



CULTURE

We expect employees at all levels of the organization to embrace safety as the foundation for everything we do.



EMPOWERMENT

All employees have the authority and obligation to stop unsafe work without the fear of retaliation or retribution.

Launched Safety Tailgate Initiative

APTIM developed the Safety Tailgate initiative to communicate important safety information, best practices, and lessons learned from our projects and our industry to all employees. Safety Tailgate communications highlight work safety issues, how these issues can be remediated or avoided, and what safety checks need to be kept in mind. We use these emails and presentations as a continuous safety improvement tool at work locations.

Strengthened COVID Response Capabilities

Beginning in 2020 APTIM formed an internal management team from all parts of our business to actively monitor the spread of the COVID-19 virus and recommend precautionary actions. We implemented an internal webpage for all our employees to readily locate APTIM recommended actions, including Center for Disease Control and Prevention (CDC) and World Health Organization resources, and an online forum to receive and respond to employee questions. Our goal was to create one source for our entire organization to access continually changing recommendations and policy updates during the pandemic. APTIM continues to provide this internal resource.

During 2021 many employees whose job function allows remote work chose to work from home. APTIM encouraged and facilitated this choice, to create greater social distancing at our offices and provide flexibility to meet employee needs. Our information technology team swiftly implemented tools allowing these individuals to work efficiently while being away from their normal workplace. For our staff working on essential project sites, we implemented precautionary measures and recommendations to keep them and our job-sites safe while continuing to deliver the extraordinary service our clients expect from us. APTIM deployed COVID-19 surveys (paper at our project sites and electronic for office employees) as part of company protocols.

We implemented policies and playbooks following the recommendations of the CDC and complied with rules set by national, state, and local governments to keep our employees safe and keep essential business operations moving forward. We trained employees on these policies and protocols.

Provided Employee Support During Emergencies

As disaster recovery providers, APTIM understands the planning and response needed to support our employees during emergency situations. We develop emergency-specific response and recovery plans that allow us to track the wellbeing of our staff and provide critical supplies and support to employees living in affected areas.

RESPONSIBLE 100 AWARD

RECOGNIZED BY
CITY & STATE NY
FOR 2020



HURRICANE IDA RESPONSE AND RECOVERY

On Sunday, Aug. 29, 2021, exactly 16 years to the day that Hurricane Katrina devastated Southern Louisiana and much of the Gulf South region, Hurricane Ida made landfall in Port Fourchon, LA as a Category 4 hurricane with top winds of 150 mph – a tie for the fifth strongest hurricane to ever hit the mainland U.S. There were 877 APTIM employees who lived and/or worked in Louisiana at this time, making up four offices and several major projects in the southern part of the state, many of whom lost power and had damage to their homes. We made response and recovery plans prior to Hurricane Ida's landfall, allowing us to spring into action with efforts to provide food, water, fuel, and critical supplies to employees living in the area.

APTIM representatives from across North America stopped what they were doing and made their way to Southern Louisiana to offer assistance. For example, our team from Sulphur, LA,, who experienced terrible damage from Hurricane Laura the year prior answered the call by cooking meals for employees. APTIM provided roughly 2,500 gallons of fuel, 800 meals, 150 cases of water, dozens of critical supplies, and paid time off to employees needing to address damages to their home.





Employee Satisfaction

During 2021, APTIM launched our first employee satisfaction survey, which will help to guide internal programs and we look forward to pushing through additional employee engagement initiatives in 2022.

Launched Employee Concerns Program

APTIM is committed to maintaining an environment that encourages employees at all of our organization to identify and report concerns. APTIM maintains and promotes an Ethics Line, allowing employees an option to report concerns 24/7 (anonymously if they wish). As part of APTIM's work with the Department of Energy in 2021, we launched the Employee Concerns Program (ECP), a program that enhances our already-functioning Ethics Line with a focus on employees working on DOE projects. The ECP provides alternative, confidential, and independent means of raising nuclear safety concerns when there are barriers to using normal problem reporting processes such as line management. APTIM encourages and expects all employees, contractors, and subcontractors to identify and raise concerns. ECP investigators will discuss the concern with the reporting individual and perform an independent investigation as appropriate, pursue resolution, and provide prompt feedback to the individual.



“

“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 Chairman and CEO



Diversity, Equity, and Inclusion

APTIM strives to create a diverse, equitable, and inclusive space where people feel safe creating community. APTIM supports all our team members and the communities we serve and celebrates their individuality. Our commitment to DE&I is reflected in APTIM’s growth strategy and our corporate mission.

Set Initial DE&I Strategy

APTIM’s initial vision for DE&I, developed as a launch point for our DE&I Leadership Council centers around:

- ▶ **Responsibility:** We will maintain a governance process, give voice to employees, and collaborate to create positive change, while attaining the DE&I goals identified after the development of our DE&I policy.
- ▶ **Workforce:** Our teammates will receive fair treatment, access, opportunity, and advancement. We will attract, engage, and retain a diverse workforce that reflects the communities we serve.
- ▶ **Culture:** Aligned with our Commitment Compass, we will foster an environment where our teammates are accepted, respected, supported, valued, and treated equitably.

Working with executive leadership, our DE&I Leadership Council will develop an initial strategy embedding principles of DE&I in our organization by building sustainable relationships that are connected to our business model and the services we offer, with internal and external focuses.

Benchmarked Staff and Executive Management Diversity

In 2021, our DE&I Leadership Council collected diversity data for our team and executive leadership. This data allowed us to gather information on our racial and gender demographics that will serve as a benchmark from which we can drive progress. APTIM will continue to refresh this data to measure our progress.



Ethics and Compliance

Maintained and Updated Our Corporate Compliance Program

APTIM's corporate compliance program is well-established as an integral part of our culture. We regularly evaluate our program and ensure its fitness to meet the needs of our business. Following are a few highlights of actions APTIM's compliance program focused on in 2021:

- ▶ Reviewed and updated policies and procedures
- ▶ Successfully managed our internal Ethics Line investigations, reporting, and corrective action processes
- ▶ Made quarterly reports to our executive team regarding Ethics Line trends
- ▶ Convened our internal Ethics Board once a quarter to communicate on compliance topics
- ▶ Enhanced our vendor eligibility review process and audit procedure
- ▶ Provided training on our code of conduct and on anti-harassment topics to all employees
- ▶ Provided training to particular APTIM audiences on a variety of ethics and compliance topics, including anti-corruption, anti-fraud, and other topics
- ▶ Implemented an Employee Concerns Program for Department of Energy projects
- ▶ Enhanced our Delegated Limits of Authority governance process





DELIVERY OF OUR SERVICES

APTIM services worldwide make our natural world more resilient and the built environment more sustainable and reliable. Our sustainability, energy solutions, environmental services, and resilience teams, spotlighted here, work each day toward a sustainable future.

Sustainability and Related Services: Reducing the Impacts of Our Clients' Environmental Footprints

Our passionate team of experts enable our clients to meet bold goals to reduce their carbon intensity and energy use, monitor and protect coastal communities against the threats of rising sea level and flooding, make cities and infrastructure more resilient against the threats of a changing climate, and restore contaminated ecological systems in hundreds of communities every day.

APTIM Staff Provided Decarbonization, Energy Solutions, Waste Minimization, Water Conservation, and Sustainability Planning Services

APTIM's whole systems approach brings together best practices and innovation in the areas of energy, water, waste, carbon, and supply chain. Our subject matter experts work together to ensure a streamlined and efficient process when developing sustainability and energy solutions. By integrating teams we can determine and realize our clients' sustainability and energy goals, ensuring all systems are working together to optimize performance.



The primary teams offering sustainability and related services fall under our Sustainability and Energy Solutions and Environmental Services departments. These primary offerings are outlined below, although many of our other teams also touch on client sustainability and environmental goals.

Sustainability and Energy Solutions Team

APTIM offers comprehensive sustainability and energy solutions services, which include the following areas of support:

- ▶ Energy Solutions: Demand Side Management, Demand Respond and Energy Management
- ▶ Clean Energy Solutions
- ▶ ESG Solutions

Within these areas of sustainability and energy support, our team provides holistic solutions including clean energy; building electrification; utility program design, implementation, and innovation; and grid innovation.

Energy Solutions: Demand Side Management (DSM), Demand Response, and Energy Management

Our Energy Solutions team focuses on utility program management and utility innovation, along with energy management services. We design and implement energy efficiency/demand side management, demand response, and renewable energy programs that serve a wide range of participants, from large commercial and industrial customers to rural underserved residential customers. APTIM has an extensive background in reaching underserved customers and trade allies through a dedicated focus on meeting the needs of hard-to-reach and vulnerable populations.

Utility Program Management: As a DSM portfolio administrator and program implementor, APTIM issues more than \$75 million in utility-funded incentives each year, bringing excellent project management and a continuous improvement mindset that guarantees program success, energy goal delivery, and stakeholder satisfaction on a consistent basis. The DSM programs we administer and implement generate real energy savings and other social, economic, and environmental benefits that return value multiple times higher than the cost of the program to the communities. Our team provides the following services:

- ▶ Program and Pilot Planning and Design
- ▶ Program Administration and Implementation
- ▶ Incentive Rebate Processing and Management
- ▶ Marketing, Outreach, and Communications
- ▶ Assessment and Engineering Services
- ▶ Workforce Education and Training
- ▶ Strategic Consulting and Advisory Services

FOCUS ON ENERGY WISCONSIN

APTIM has administered Wisconsin's Focus on Energy statewide energy efficiency and renewables program for more than 10 years on behalf of 107 utilities, delivering an average customer satisfaction score of 9.4 out of 10. The program provides \$4.32 in economic benefits for every \$1 invested in the program, as evaluated by a third party in 2020.

ENTERGY NEW ORLEANS

APTIM embeds resiliency into the delivery of our energy programs. As part of our work delivering the Energy Smart energy efficiency program portfolio on behalf of Entergy New Orleans, APTIM helped to develop and promote a "Hurricane Ida Recovery Fund" to help hurricane-affected customers access additional funds to build back more resiliently and sustainably. The offering generated 7,172,111 in kWh savings and provided over \$940,000 in incentives to Entergy New Orleans' customers impacted by Hurricane Ida. Additionally, over 30% of the projects we implemented were completed by diverse business enterprises. This work is a testament to APTIM's commitment to energy efficiency especially during uncertain and challenging times.

ENTERGY LOUISIANA

APTIM has served as the program administrator for the Entergy Louisiana Entergy Solutions Program since 2018. In this role, we engage Entergy Louisiana's residential, business, and industrial customers and have consistently met kWh savings goals and provided energy-efficient upgrades to Entergy Louisiana customers. APTIM has consistently created and delivered award-winning energy efficiency solutions through program design, implementation, innovative marketing initiatives, and managing a team of consultants. APTIM encourages customers to rebuild with more energy efficient equipment for decreased energy use and long-term financial savings and has successfully developed and launched three pilot programs: Agriculture Solutions, Manufactured Homes, and New Construction. The New Construction Pilot offers incentives to commercial and industrial customers with qualifying projects to adopt and implement energy efficient design and construction. The pilot was launched in early 2021 targeting Entergy Louisiana customers affected by Hurricanes Laura and Delta in 2020 and was expanded to assist customers statewide following the devastating aftermath of Hurricane Ida.

\$4.32
IN ECONOMIC
BENEFITS PER
PROGRAM
DOLLAR

30%
PROJECTS
COMPLETED
BY DIVERSE
BUSINESS
ENTERPRISES

\$17.1M+
INCENTIVES
GIVEN TO
ENTERGY
LOUISIANA
CUSTOMERS
SINCE 2018

Utility Innovation: APTIM Energy Solutions offers a range of services to help guide clients through the process of taking a concept and developing it into a final implementation for all types of distributed energy resources (DERs). We help policymakers, implementers, and end-users plan and execute cutting-edge solutions from a single facility to a coordinated multi-site program to maximize the benefits of emerging innovations and trends, such as those listed below.

- ▶ Demand Response
- ▶ Energy Storage
- ▶ Microgrids
- ▶ Solar Photovoltaic (PV)
- ▶ Electric Vehicle (EV) Charging
- ▶ Connected Devices

DEMAND RESPONSE EMERGING TECHNOLOGY COLLABORATIVE

APTIM has assessed the results of more than 400 energy pilots and synthesized results into demand response strategy recommendations for a utility collaborative. On an ongoing basis, APTIM maintains the investor-owned utilities' repository website for demand response emerging technology updates and research briefs.

Clean Energy Solutions

APTIM can assist customers with all elements needed for achieving decarbonization goals – from planning, to identifying opportunities, to managing execution, to evaluating and measuring the results. Achieving aggressive decarbonization goals will test the limits of even the most well-staffed organizations given the complexities and scale of the effort. APTIM brings a proven record of project delivery and execution that can ensure our clients' decarbonization timelines are met. With expertise in building energy uses and systems, renewables and microgrids, and alternative fuel vehicles and equipment, we specialize in assisting clients of all sizes tackle their most difficult clean energy challenges by bringing necessary expertise and resources.

This team focuses on helping clients to understand renewable energy options and assists with procurements, plans for electrification, understanding the impact to fuel load and infrastructure needs, and charting a capital plan. Our experts can assist with design, permitting, engineering, construction, and project evaluation.



SUSTAINABLE SPORT INDEX

BUSINESS ACHIEVEMENT AWARD

RECOGNIZED BY
ENVIRONMENTAL
BUSINESS JOURNAL

ESG Solutions

APTIM offers comprehensive sustainability services, from strategy development and implementation; to assessment, benchmarking, and reporting; to certification support. By working with one team to determine and realize your organization's sustainability goals, we can ensure all systems are working together to optimize your sustainability performance. Our sustainability services include the following areas of support:

- ▶ Sustainability Planning and Management
- ▶ Certification and ESG Rating System Support
- ▶ Circular Economy Solutions
- ▶ Energy and Water Management
- ▶ Carbon Management and GHG Accounting
- ▶ Data Management and Benchmarking
- ▶ Climate Mitigation, Adaptation, and Resiliency
- ▶ Supply Chain Management

SUSTAINABLE SPORT INDEX

The Sustainable Sport Index (SSI) is a first of its kind annual report analyzing the collective environmental and social impacts of the sports industry with the goal of advancing sustainability across the industry. This initiative gathered data in the areas of energy, water, and waste, as well as transportation, carbon, fan and staff engagement, procurement, and diversity, equity, and inclusion. With over 20 high-profile participating sports venues in the inaugural year, 2021, from across the U.S., the SSI:

- ▶ Advances sustainability across the industry by creating a comprehensive database of environmental and social key performance indicators and sustainable operations
- ▶ Spurs sustainable performance through increased adoption of best practices
- ▶ Produces key findings, including average annual energy consumption, percentage of participants tracking carbon emissions, and average waste diversion rates



Environmental Services Team

APTIM helps clients to build, maintain, restore, and sustain the facilities and communities in which they live and work. Our team provides environmental services across government, commercial, industrial, and energy markets. APTIM understands that business is driven by both regulatory and economic forces, which is why we have designed our environmental organization to have the flexibility to adapt to ever-changing needs. Our team approaches complex projects with creativity and state-of-the-art science and engineering.

We are deeply invested in providing our comprehensive environmental services to our clients including:

- ▶ Air Quality, GHG Support
- ▶ Coal Combustion Residuals
- ▶ Compliance, Planning, Permitting, and Licensing
- ▶ Facility Decommissioning
- ▶ Industrial Hygiene and Safety
- ▶ Laboratory Operations
- ▶ Leak Detection and Repair (LDAR)
- ▶ Multi-Media Auditing and Assessment Services
- ▶ Munitions Detection and Removal
- ▶ Natural Resources
- ▶ Per- and Polyfluoroalkyl Substances (PFAS)
- ▶ Site Assessment, Remediation, and Closure
- ▶ Solid Waste Management
- ▶ Water Management

While we cover a wide range of environmental services, a few are featured below.

Air and Water Services

APTIM provides full-service air quality and emissions support, including all aspects of air permitting, compliance, modeling, monitoring, LDAR, and GHG emissions assessments to clients across multiple sectors. APTIM's air quality experts help our clients develop site-specific permitting and compliance strategies, develop their required plans, document ongoing compliance requirements, monitor compliance status, and submit the required regulatory reports.

APTIM's water and wastewater treatment services provide clean and safe water to municipal and industrial clients. We help clients make clean water viable for consumption and dirty water fit to be returned to the environment. Our team of experts provide holistic solutions across a water project's life cycle, including environmental consulting and engineering; permitting and compliance management; remedial investigation and implementation; treatment technology, operation, and maintenance; and water reduction and sustainability services.

23,700+
LEAKS DETECTED
AND ELIMINATED
IN 2021

PER- AND POLYFLUOROALKYL SUBSTANCES

With our breadth of work in various markets, we understand the nuances of Per- and Polyfluoroalkyl Substances (PFAS) challenges in each market. Our experts keep current on evolving regulations and compliance requirements, our chemists keep current with the latest developments in analytical methods, and our engineers provide expertise for evaluation, design, and construction of treatment systems for various PFAS. In addition, APTIM scientists are currently on the cutting edge of PFAS research, developing new treatment approaches and conducting studies to better understand the fate of PFAS in natural environments.



Waste Minimization

As one of the nation's largest providers of integrated solid waste management services, APTIM has a strong understanding of market trends; knowledge of national, state, and local regulations; and years of experience at hundreds of landfills, transfer stations, recycling facilities, and organic facilities. At APTIM, we develop and implement solid waste management plans and strategies and strive to contribute to a more sustainable future as we seek out ways to reduce, reuse, redesign, and repurpose significant amounts of material for the clients we serve. Whether we are constructing and operating landfill gas (LFG) systems, completing waste characterization and diversion studies, conducting community education and outreach, or performing economic evaluations and feasibility studies, APTIM is a leading choice for clients seeking solutions for their solid waste needs.

WASTE CHARACTERIZATION STUDIES

APTIM has designed and implemented more than 6,000 waste characterization events and collected over 24,000 individual data points identifying waste stream characteristics for government, commercial, and industrial clients across the U.S. This data helps clients comply with federal, state, and local regulations, and advance aggressive zero waste and waste minimization goals.

LEACHATE EVAPORATOR SYSTEMS

APTIM's LFG Specialties team is near completion on the construction of a leachate evaporator system for a national solid waste management customer. This is a patented submerged combustion process that utilizes LFG as the fuel source and provides the site with a leachate volume reduction system. The system was designed and fabricated by the APTIM team.

6,000
WASTE AUDITS

24,000
DATA POINTS TO
SUPPORT WASTE
GOALS

Site Assessment, Remediation, Closure, and Decommissioning Services

APTIM has a proven record of developing innovative solutions to characterize and remediate contaminants. Our team of certified and licensed professionals sets the standard in evaluating environmental risk. APTIM offers a variety of site assessment and remediation services to the federal, state, local, industrial, commercial, retail, freight, energy, and utility markets. We provide a multitude of innovative, fit-for-purpose, and cost-effective solutions to assess, remediate, and close contaminated sites.

From excavation and off-site disposal to application of any of our patented technologies, APTIM provides clients with effective, low-cost solutions to their remediation projects in full compliance with regulatory requirements. Services offered include remedial action investigations and planning, geographic information systems, innovative technologies, and in situ and ex situ remediation. We also offer storage tank removal, landfill closure, dense nonaqueous phase liquids investigations, remedial process optimization, and site closure.





12.9
MILES OF
BEACH
NOURISHED
IN 2021

Disaster Response, Recovery, and Resiliency Services: Improve Clients' Ability to Respond and Adapt to Climate Change

For decades, APTIM has taken a holistic approach to resiliency, understanding that multiple systems impact the success or failure of a community victimized by storms. We are a leader in disaster recovery, coastal engineering, flood mitigation, and program management. Our layered systems approach comes from an emergency management and mitigation perspective, coastal resiliency expertise, and building not just energy efficient communities but also safe-guarding energy sources in major disasters. APTIM partners with our clients and communities to better prepare for, respond to, recover quickly, and adapt from natural and human-induced disasters.

APTIM specializes in helping our clients anticipate, respond to, and adapt to climate-related shocks and stressors through our disaster response and resiliency services. APTIM's mission is to improve and preserve the quality of life and safety of our communities by developing solutions that are equitable, community-driven, innovative, and environmentally sustainable.

With thousands of employees in strategic locations nationwide, we have established a strong reputation of providing the extensive resources needed to assist in the preparedness, response, recovery, and mitigation from all hazards.

APTIM's current resilience offerings can be found in four groups:

- ▶ Coastal, Ports, and Marine Engineering: Coastal Science and Engineering, Coastal Geology and Geophysics, Natural Resources and Coastal Monitoring, Port Infrastructure and Equipment, Waterways and Flood Control
- ▶ Disaster Response
- ▶ Disaster Recovery
- ▶ Energy

NEW YORK CITY HOUSING AUTHORITY'S HURRICANE SANDY RECOVERY EFFORTS

In 2014, APTIM was selected as the program manager for the New York City Housing Authority's (NYCHA) Hurricane Sandy Recovery & Resilience recovery efforts. In this role, APTM manages and oversees renovations and upgrades to occupied, multi-story residential buildings at more than 35 NYCHA developments in an effort to rebuild stronger and increase resilience for future storm events and climate change. Flood protection elements have been incorporated into the designs including dry and wet floodproofing, deployable barriers, passive barriers, and walls. Mechanical, electrical, and other upgrades have been accounted for, such as elevating this equipment above the flood level and installing new boiler systems and emergency power generators. These resiliency measures will help ensure that critical infrastructure can continue to remain online in future storms or outages and that NYCHA residents have safe and resilient housing for years to come.





Resiliency Services: Formed APTIM Resiliency Cohort Across Services

APTIM's Resiliency Solutions group provides comprehensive services to help communities survive, adapt, and thrive in the face of environmental, social, and economic shocks and stressors. We identify risks and vulnerabilities and create strategic management programs essential to long-term economic health and security of communities and businesses.

APTIM recognizes that true resilience requires a multidisciplinary approach to support the full resilience cycle which requires action before, during, and after disasters. Our resilience cohort includes subject matter experts from practices throughout the organization to deliver holistic resilience solutions.

We understand the importance of helping our clients execute mitigation actions to reduce or prevent the negative impacts of disasters. Mitigation actions have the same purpose but span a broad spectrum of services. From an emergency management perspective, we offer the following mitigation services:

- ▶ Hazard Mitigation Plan Development
- ▶ Hazard Mitigation Assistance Grant Programs Assistance
- ▶ Strategic Mitigation and Resiliency Advice
- ▶ Construction, Engineering, and Environmental Mitigation Solutions

RESIDENTIAL BACKWATER VALVE INSTALLATION PROGRAM

APTIM worked with our clients to implement a Residential Backwater Valve Installation Program, which provided free resiliency audits and elevation certificates to low-income residents living in a 100-year or 500-year floodplain. As part of this work, we quantified risk; identified home resiliency strategies, cost estimates, and financing options; and helped program participants understand options and determine what strategies were right for them. Our team developed backwater valve engineering designs for qualifying homeowners and will provide bidding support services in selecting the appropriate contractor, to ensure that the backwater valves are safely, properly, and cost-effectively installed in homes.



5,200+
FAMILIES
SHELTERED

15,000+
SURVIVORS
SHELTERED

Provided Disaster Response and Recovery Services

Federal, state, and local governments, as well as commercial businesses, face the challenge of preparing for the potential loss of life, damage to property and the environment, and economic disruption that can occur following a natural or human-caused disaster. APTIM is committed to helping our clients overcome the impacts of disasters by facilitating the restoration of services, building back infrastructure and buildings stronger than before, and maximizing the grant funding available to support recovery priorities.

We provide comprehensive and cost-effective emergency disaster response management and services to public and private sector customers. Our performance is backed by experience, technology, and innovation, including:

- ▶ Staff Augmentation and Logistics Support
- ▶ Debris Monitoring and Management
- ▶ Environmental Emergency Response Services
- ▶ Mass Care for Disaster Survivors (Food, Shelter, Sanitation)
- ▶ Alternative Survivor Sheltering and Housing Planning
- ▶ Community Hazard Mitigation Planning

LOUISIANA HURRICANE IDA SHELTERING PROGRAM

APTIM, in partnership with the Louisiana Governor's Office of Homeland Security and Emergency Preparedness (GOHSEP), has provided shelter to 5,200 families, which equates to over 15,000 survivors being sheltered since the inception of APTIM's Louisiana Hurricane Ida Sheltering Program in early October 2021 through mid-April 2022. The program secures appropriate and immediate sheltering for survivors, providing oversight and management of the sheltering options to include Non-Congregate Sheltering (due to the unique circumstances of the COVID-19 pandemic), which APTIM initiated mobilization for within 24 hours; in total, teams have performed over 19,000 site inspections and completed over 28,000 maintenance calls. The program also assists in the transition to FEMA's Direct Housing Program, as applicable. APTIM's scope of work is composed of three phases: survivor services, which includes initiation, outreach, intake, and eligibility of casework services; temporary sheltering solutions, which includes staging management, receipt of inventory, site eligibility and assessments, delivery of solutions to survivors, inventory staging, and ongoing asset maintenance; and transition, which includes helping survivors' transition to permanent housing solutions.



STRATEGY FOR 2022 AND BEYOND

Build Upon Our ESG Foundation to Improve Performance

APTIM looks forward to building upon the foundation we developed in 2021 to improve our ESG performance in future years. The following outlines our ESG goals for 2022.

Began the Development of an ESG Roadmap for 2022 and Beyond

In 2022, the APTIM ESG Council will be focused on developing a long-term roadmap to guide our ESG activities both internally and with our clients.

Aligned Goals and Annual Scorecard with UN SDG Commitments

UN SDGs provide a shared blueprint for peace and prosperity for people and the planet, now and into the future. Of the SDGs, APTIM chose six SDGs to focus on that align with our mission: gender equality; affordable and clean energy; industry; innovation and infrastructure; sustainable cities and communities; responsible consumption and production; and climate action. Icons identifying where our ESG efforts align with UN SDGs can be seen throughout this report.

IDENTIFIED 2022 ESG GOALS

2022 Objectives

BUILDING A FOUNDATION



- ▶ Build upon ESG Governance and Oversight
- ▶ Establish baseline impact in areas of waste, energy, and water for operation
- ▶ Strengthen related policies and develop sustainable work processes

INTERNAL OPERATIONS



- ▶ Update APTIM GHG Inventory
- ▶ Contribute to external ESG and Sustainability reporting frameworks, including EcoVadis and CDP
- ▶ Align our ESG strategy with the UN SDGs
- ▶ Incorporate sustainability into procurement policies
- ▶ Improve our internal ESG data tracking through a data tracking pilot and a comprehensive needs assessment
- ▶ Develop sustainability work processes and train staff (office locations, staff, project sites)

PEOPLE AND CULTURE



- ▶ Create a culture of inclusivity based on TCW® framework, sparking employee engagement around ESG and DE&I
- ▶ Ongoing initiatives focused on improving employee health and safety, employee satisfaction, and maintaining a high level of ethics and compliance
- ▶ Develop a DE&I Roadmap and policies
- ▶ Maintain standard of excellence in ethics and compliance
- ▶ Revamp THRIVE, APTIM's Mentorship Program

DELIVERY OF OUR SERVICES



- ▶ Continue to support clients in reducing the impact of their environmental footprints and improving their ability to respond and adapt to climate change
- ▶ Integrate ESG into subcontracting protocols (policies or surveys)
- ▶ Test innovative solutions internally before deploying externally

STRATEGY FOR 2023 AND BEYOND



- ▶ Execute ESG roadmap
- ▶ Establish short- and long-term reduction goals
- ▶ Implement additional benchmarking

Looking Ahead

APTIM's 2021 ESG Report provides the foundation for quantifying, standardizing, and communicating our ESG scorecard. In 2021 we took our first steps toward building ESG into the foundation of our corporate strategy. As we look ahead to the next year and beyond, we will build on this platform and drive positive progress. Our aim is to do our part to restore the natural environment and to make it more sustainable and resilient. APTIM is committed to a high standard of ESG performance and to meeting the demands of today while building a better world for tomorrow through both our internal efforts and client deliverables.

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Expect the Extraordinary.