



APTIM'S COMMITMENTS: ENVIRONMENTAL, SOCIAL, AND GOVERNANCE

At APTIM, the way we behave as a company is inseparable from the way that we serve our communities and clients. Our Environmental, Social, and Governance (ESG) commitment is governed through our ESG Council, which is composed of a diverse set of leaders and employees responsible for setting and supporting an agenda for stewardship and sustainability.

We are committed to accelerating the transition towards 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.

APTIM'S SUSTAINABILITY POLICY

APTIM strives to contribute to a more sustainable future by minimizing our impact on the natural world. We pledge to embed principles of environmental stewardship into our corporate culture and conduct our business in a manner that achieves positive social, economic, and environmental outcomes. APTIM incorporates sustainable practices into our business and commits to continuous improvement through the following principles:

INTERNAL OPERATIONS

- ▶ Educate and empower our employees to contribute to our sustainability efforts and better the communities in which they live and work
- ▶ Incorporate sustainability into how we are governed
- ▶ Engage in environmentally responsible consumption that minimizes the impact of our own operations on the natural world
- ▶ Measure and monitor our environmental impacts and report our progress to stakeholders

DELIVERY OF SERVICES

- ▶ Comply with all local environmental regulatory policies in the delivery of our projects
- ▶ Actively seek out projects that both grow our business and contribute to a more equitable, sustainable, and resilient future
- ▶ Harness our innovative technical leadership to help our clients reduce their environmental footprints
- ▶ Engage suppliers and other external stakeholders with a similar commitment to sustainability

SUSTAINABLE DEVELOPMENT GOALS



GOALS AND AREAS OF FOCUS

APTIM's ESG goals are guided by the United Nations' (UN) Sustainable Development Goals (SDGs), a set of 17 goals included within the 2030 Agenda for Sustainable Development to provide a shared blueprint for peace and prosperity for people and the planet, now and into the future.

APTIM has chosen six of the UN goals that align with our mission to focus on: gender equality; affordable and clean energy; industry, innovation, and infrastructure; sustainable cities and communities; responsible consumption and production; and climate action. We are working toward these SDGs through the following goals and actions.

BUILDING A FOUNDATION

- ▶ Establish 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 Greenhouse Gas Inventory (Reported to EcoVadis and CDP in 2021)
- ▶ Align our ESG strategy with the UN Sustainable Development Goals (SDGs)
- ▶ Develop robust ESG benchmarking capabilities

PEOPLE AND CULTURE

- ▶ Creating a culture of inclusivity based on The Collaborative Way® framework, sparking employee engagement around ESG and Diversity, Equity, and Inclusion (DEI)
- ▶ Ongoing initiatives focused on improving employee Health and Safety, employee satisfaction, and maintaining a high level of ethics and compliance
- ▶ Develop a Diversity, Equity, and Inclusion (DEI) Roadmap and policies

DELIVERY OF OUR SERVICES

- ▶ Continue to support clients in reducing their environmental footprints, and improving their ability to respond and adapt to climate change
- ▶ Integrate ESG into subcontracting protocols

STRATEGY FOR 2022 AND BEYOND

- ▶ Establish an ESG Roadmap
- ▶ Establish short and long term reduction goals
- ▶ Implement additional benchmarking

