



CSR Impact Report

Fiscal Year 2025

People, Planet, Practices performance, structured around the updated Double Materiality Assessment

TABLE OF CONTENTS



ABOUT APEX 4

1. EXECUTIVE SUMMARY 5

1.1 About This Report	6
1.2 Performance Highlights	7
1.3 Leadership Statement	8

2. REPORTING APPROACH 9

2.1 Methodology	10
2.2 Material Topics & Double Materiality Matrix	11
2.3 Assessment Cadence	12

3. OUR PERFORMANCE 13

3.1 People	14
3.2 Planet	16
3.3 Practices	18

4. IMPACT IN ACTION 19

4.1 Supporting Renewable Energy	20
4.2 Key Largo Wastewater Treatment District	21
4.3 Arkansas Valley Conduit	22
4.4 Building Capacity for Long-Term Climate Leadership	23
4.5 Senior Management Team Meeting	24

5. RECOGNITION 25

6. KPIs FOR FY 2026 AND BEYOND 27

Appendix A SASB Disclosure Index	28
Appendix B Management Responsibility Statement	28
Appendix C Glossary	29



Reporting Period:

1 January 2025 – 31 December 2025

Reporting standard:

SASB Professional & Commercial Services (SV-PS); prepared with reference to the ISSB Standards

Company	Apex Companies
Headquarters	Rockville, MD
Net Revenue	\$317.8 M
Total Headcount	1,822
Number of Sites	123
Published	August 2026
Prepared by	ESG / Sustainability Team
Assurance Level	None (Management Responsibility Statement — Appendix B)

ABOUT APEX

Making a Sustainable Impact on Our Communities—Now and Into the Future.

We operate in all 50 states and maintain a highly capable and diverse team of scientists, geologists, engineers, technicians, and information management specialists.



National Presence. Local Expertise.

Our Vision

Engineering and Environmental Excellence

At Apex, we deliver engineering, consulting, field services, and data solutions that support the evolving needs of businesses and the communities where we live and work. With a multidisciplinary team and a culture of excellence, we create resilient infrastructure, champion environmental stewardship, and foster safe workplaces—making a positive, sustainable impact now and into the future.

Our Core Values

At Apex, our core values in-SPIRE us to be and do our best.

Safety.

We are committed to living safely, working safely, and inspiring those around us to do the same.

People.

We invest in our people, foster a collaborative and inclusive environment, and recognize that diversity makes us stronger.

Impact.

We are passionate about building a better tomorrow for our employees, clients, communities, and the environment.

Responsibility.

We hold ourselves and one another accountable to the highest professional, ethical, and business standards and own what we do.

Excellence.

We cultivate excellence through creativity, grit, innovation, and teamwork.



EXECUTIVE SUMMARY

1.1 About This Report

1.2 Performance Highlights

1.3 Leadership Statement



EXECUTIVE SUMMARY

This Corporate Social Responsibility (CSR) Impact Report presents Apex Companies' People, Planet and Practices performance for FY2025, organized around the ten material topics identified in the company's Double Materiality Assessment (DMA) update. As a professional services firm of approximately 1,822 employees across 123 sites generating \$317.8 M net revenue, Apex's most material topics are social and governance focused.

The assessment update evaluated each topic through two lenses: impact materiality (Apex's effect on people and the environment) and financial materiality (each topic's effect on the business). Three topics emerged as Critical: Client Satisfaction, Human Capital Management, and Occupational Health & Safety, a reflection of Apex's identity as a company driven by its people and its services. Data Protection and Business Ethics ranked High, driven by rising AI governance and client data expectations.

Environmental topics (Water, Environmental Management, Climate Action) and Community Engagement rounded out the top ten, viewed more as client service growth areas than immediate operational risks.



1.1 About This Report

This report covers Apex Companies, LLC and its subsidiaries for fiscal year 2025 (1 January to 31 December 2025). The reporting boundary is Apex's own operations across its U.S. offices and field operations.

Disclosures are prepared in accordance with the SASB Standard for Professional & Commercial Services (SV-PS), the industry specific standard most applicable to Apex's business. Apex selected the SV-PS standard because it best captures the sustainability topics most likely to affect the company's financial performance. The report is also prepared with reference to the ISSB Standards (IFRS S1 and S2). A full topic-to-standard mapping is provided in Appendix A.

The topics disclosed in this report are those determined to be material through Apex's 2026 DMA update. It is common reporting practice for materiality assessments to be finalized during report preparation, after the reporting period has closed. Consistent with that practice, this FY2025 report applies the guidance of the DMA update, ensuring disclosures reflect Apex's most current and validated view of its material topics.

Quantitative metrics are presented on a multi-year basis where available to show trend and direction. This report has not been externally assured; the basis of preparation and management's responsibility for the information are set out in Appendix B.

1.2 Performance Highlights



ZERO

Fatalities and a Total Recordable Incident Rate of 1.02 across a workforce operating 500+ vehicles and field sites.



48.9%

Workforce diversity (women + ethnically diverse) rose from 42.7% in 2024.



24.8%

Total turnover rose (from 21.5%), attributed largely to a year of integrating acquired companies — a priority for 2026.



100%

Renewable electricity achieved through the purchase of Renewable Energy Credits (RECs) for 2025 usage.



ZERO

Clean governance record: zero environmental, labor, and regulatory violations, and zero data breaches involving personally identifiable information.

1.3 Leadership Statement

At Apex, sustainability is not a separate initiative; it is fundamental to who we are and how we lead. It is how we protect the people, clients, and communities who place their trust in us every day. As a professional services company, our strength has always come from our people: their expertise, their integrity, and their commitment to safety.

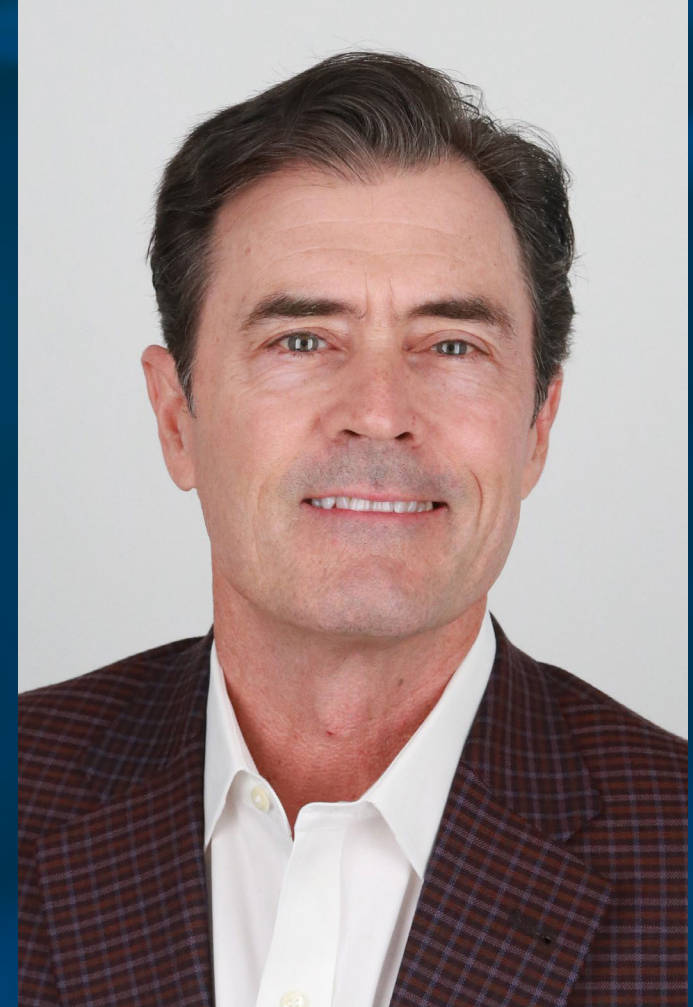
Our recent Double Materiality Assessment (DMA), a structured review of the sustainability issues most important to our business and our stakeholders, sharpened that focus. It affirmed that the issues that matter most are Customer Satisfaction, Human Capital Management, and Occupational Health & Safety.

The most meaningful environmental impact we have is delivered through our client work and helping them manage their potential water, energy, and environmental risks. We do measure our own environmental impacts and are committed to continuously strengthening the quality of this data and finding ways to reduce these impacts as we continue to grow.

Looking ahead, the DMA will guide how we focus our efforts and investments, establishing meaningful KPIs, strengthening how we attract and retain talent, advancing our data and AI governance, and measuring the positive sustainability impacts we are creating through our project work and from the way we run the firm.

This is how we lead. And this is how we will continue to build a stronger, more sustainable Apex for our people, our clients, and the communities we serve.

Shawn Doherty
Chief Executive Officer
Apex Companies





REPORTING APPROACH

2.1 Methodology

2.2 Material Topics & Double Materiality Matrix

2.3 Assessment Cadence



MATERIALITY

Apex uses a Double Materiality Assessment (DMA) to decide which topics warrant disclosure and in what priority. The assessment evaluates each topic through two lenses: impact materiality (Apex's effect on people and the environment) and financial materiality (each topic's effect on the business).

The results below reflect Apex's most recent assessment, completed in May 2026, and represent a significant maturation of the company's approach. The update takes the topics first identified in Apex's 2022 impact-based review and consolidates them from twenty-one into ten by removing overlap and redundancy. It then evaluates them through a structured, dual-lens process that adds the financial dimension for the first time.



2.1. Methodology

Apex followed a six-step process spanning preparation, assessment, and reporting. A preliminary list of ten CSR topics was drawn from the 2022 impact-based review, the SASB Professional & Commercial Services standard, and supporting research. Ten stakeholders, eight internal and two external, were interviewed through four structured questions, and each rated all ten topics on a 1–5 scale across two dimensions: impact and financial materiality. Scores were averaged across interviews and combined into a single materiality score, ranking each topic and assigning it a tier: Critical, High, Developing, or Monitor.

2.2 Material Topics

The ten topics below are grouped by pillar: People, Planet, and Practices. The matrix plots each topic by its impact and financial materiality, and topics in the shaded upper-right zone carry the highest priority. Each topic, including its priority tier, is discussed in Section 3.

People

Client Satisfaction

Human Capital
Management

Occupational Health &
Safety

Community Engagement

Planet

Water

Environmental
Management

Climate Action

Practices

Data Protection

Business Ethics

Corporate Policy

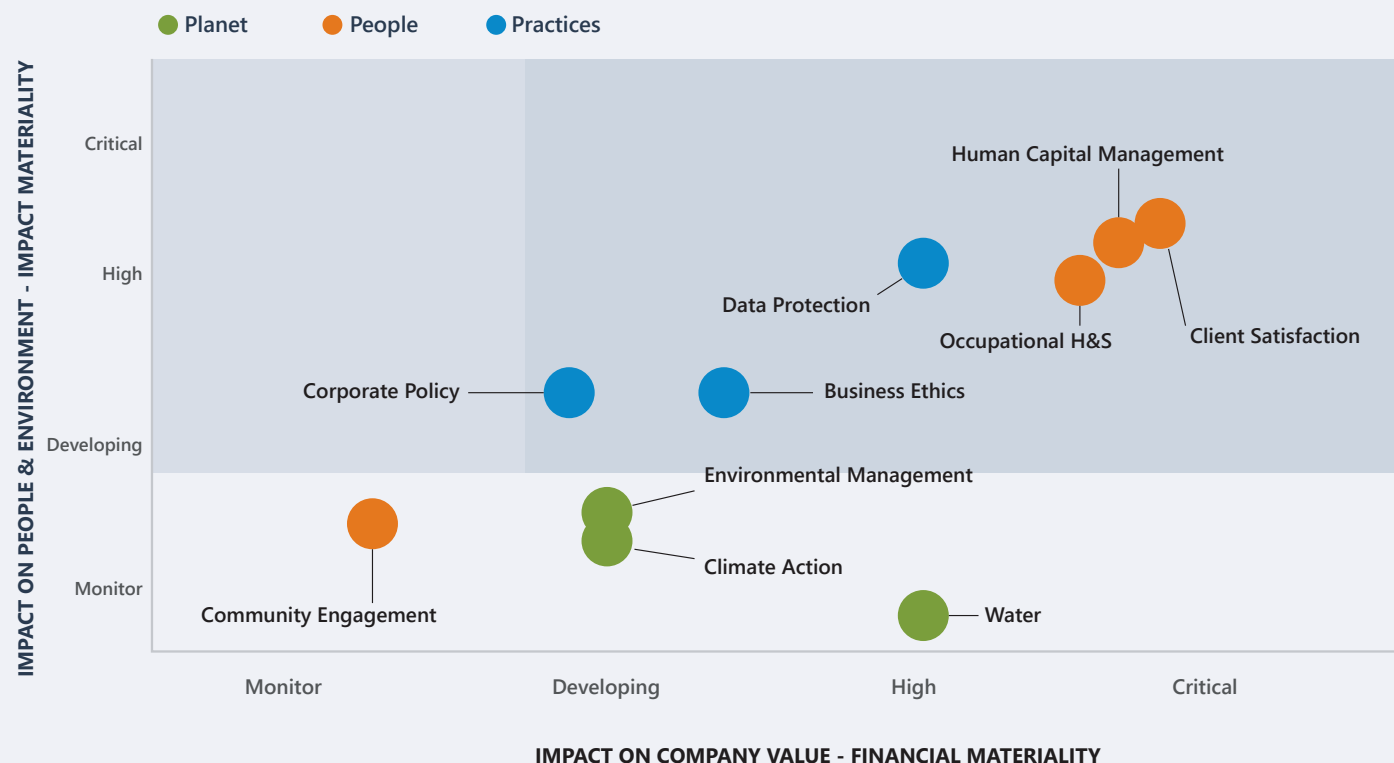


2.3 Assessment Cadence

The 2026 DMA is Apex's first dual-lens assessment and supersedes the company's 2022 impact-based review. Apex will review its material topics on a defined cycle (annually during report preparation) and refresh the full assessment periodically, with interim reviews when significant changes in the business, stakeholder expectations, or the risk environment warrant them. Material changes to the topic set will be disclosed in the corresponding reporting period.

Double Materiality Matrix

Apex Companies
CSR Double Materiality Assessment 2026
Averages of Impact and Financial scores



Topics are plotted by their Impact Materiality (vertical axis) and Financial Materiality (horizontal axis) dimension averages. Bubble color denotes pillar (green = Planet, orange = People, blue = Practices) and bubble size reflects combined materiality. Topics in the shaded upper-right zone carry the highest priority.

OUR PERFORMANCE

3.1 People

3.2 Planet

3.3 Practices



3.1 People

Client Satisfaction, Human Capital, Occupational H&S, Community Engagement

SASB LINKAGE

SV-PS-330a Workforce Diversity & Engagement · SV-PS-320a Health & Safety · SV-PS-510a Professional Integrity

Apex is a people business. With field teams operating 500+ vehicles across 123 locations, a strong safety record is vital, and Apex treats it that way. Community engagement strengthens the same foundation: people want their work to mean something beyond the project, and Apex's giving and volunteering programs deepen engagement, attract new talent, and build the firm's reputation in the communities it serves. More than 75% of its revenue comes from repeat clients, and that loyalty is earned through the knowledge, reliability, and safety of Apex's employees.

Apex manages these commitments as connected systems. Client quality runs on a Plan-Do-Check-Act cycle, with structured checklists documenting every project from start-up through closeout, mandatory QA/QC peer review, and a Signature Authority Matrix that controls commercial risk before any commitment is made. Workforce development is individualized and tracked: supervisors set plans covering licensure, certification, and tuition reimbursement through the Cornerstone learning platform, while the BeWell health campaign, an Employee Assistance Program, and ongoing pay-equity monitoring support wellbeing.

Safety is built for a dispersed workforce. Every employee goes through training at onboarding and every year after. This is backed in the field by PPE packages, site safety checks, a Good Catch program, and strict protocols for handling groundwater, soil, and hazardous materials. The results speak for themselves: FY2025 closed with zero fatalities, a Total



Recordable Incident Rate of 1.02, and voluntary professional turnover of just 10.2%.

The road ahead centers on measurement and accountability. Apex will build a formal client satisfaction metric to match the strength of its 75% revenue rate. In 2026, safety performance becomes a factor in senior management incentive bonuses, making safety a compensation-linked commitment. And with its new charitable contributions policy in place, Apex will begin tracking and measuring its giving.

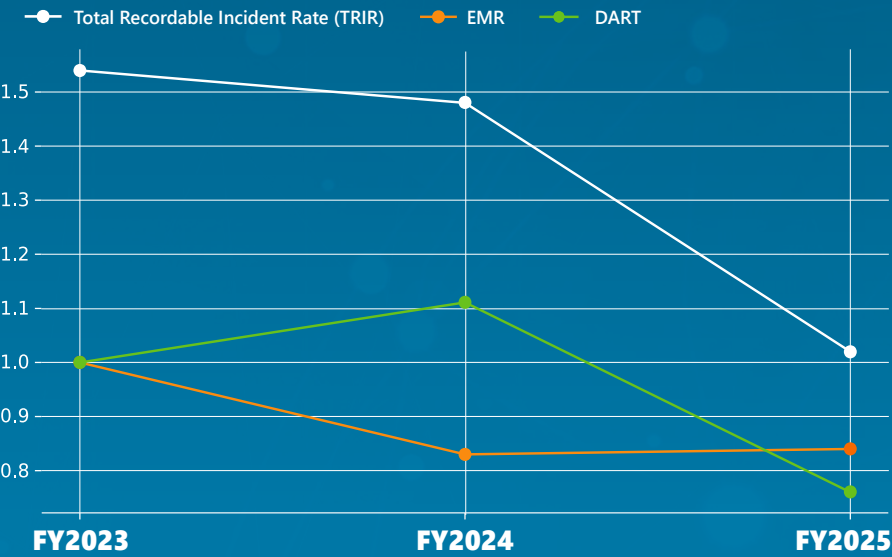
People: Performance Data

KPI	Description	Status
Client satisfaction KPI / NPS	Survey + Net Promoter Score, tracked quarterly	Planned FY2027

Occupational Health & Safety

Metric	FY2023	FY2024	FY2025
Total Recordable Incident Rate (TRIR)	1.54	1.48	1.02
EMR	1	0.83	0.84
DART	1	1.11	0.76

TRIR (Total Recordable Incident Rate) and DART (Days Away, Restricted, or Transferred duty) count OSHA-recordable incidents per 200,000 hours worked, while EMR (Experience Modification Rate) is an insurance index of claims history where scores below the 1.0 industry baseline indicate better-than-average safety performance.

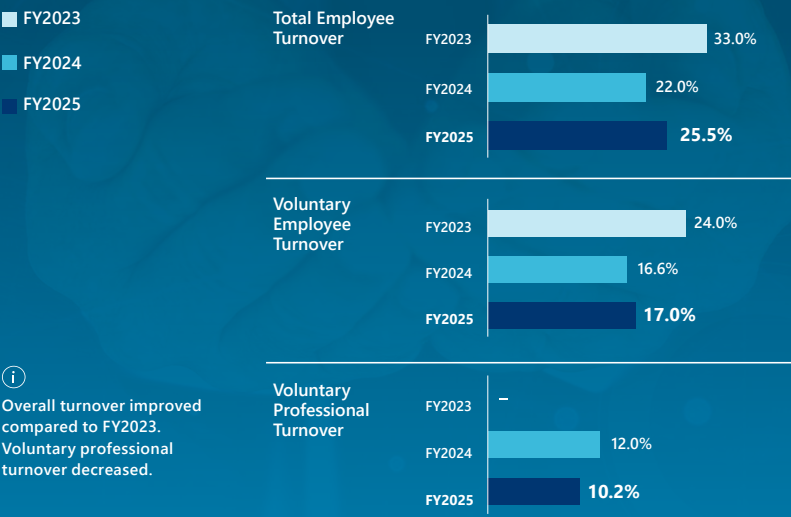


Employee Diversity and Inclusion



✓ Median and mean pay gap tracking

Human Capital Management



i Overall turnover improved compared to FY2023. Voluntary professional turnover decreased.

3.2 Planet

Water, Environmental Management, and Climate Action

SASB LINKAGE

GHG Emissions (Scope 1/2/3) · Energy Management · Water

Through its consulting practice, Apex helps clients manage stormwater, design water infrastructure, and navigate water-related regulatory and community obligations. That expertise is becoming more sought after as AI data centers place new stresses on local water supplies. The same practice delivers site assessments, groundwater and soil remediation, air quality monitoring, and environmental impact assessments, and it informs how Apex manages its own footprint.

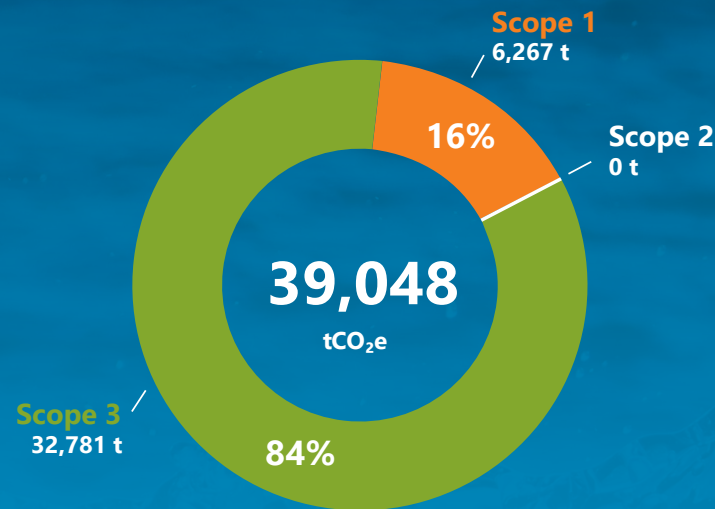
Internally, Environmental Management covers operational resource use: electricity, fuel, waste, and water consumption. Climate Action addresses climate-related risks linked to the increased frequency and intensity of storms, wildfires, floods, and droughts in the areas where Apex operates. Measuring Scope 1, 2, and 3 emissions is how Apex tracks and works to reduce its contribution to that risk, supported by Renewable Energy Certificates and fleet fuel reduction. Both topics, and the data collection behind them, are managed according to the Greenhouse Gas (GHG) Protocol.

Looking ahead, Apex will continue to manage its own modest footprint while growing the client services where its impact is most significant. Apex reached 100% renewable electricity (Scope 2) across all facilities in 2025 through Renewable Energy Credits, and it will keep improving how it collects operational water consumption, emissions, energy, and waste data. Apex will develop a Climate Risk Assessment and Transition Plan, taking its management program a step further. As that program matures, Apex will look closely at setting goals grounded in evidence.

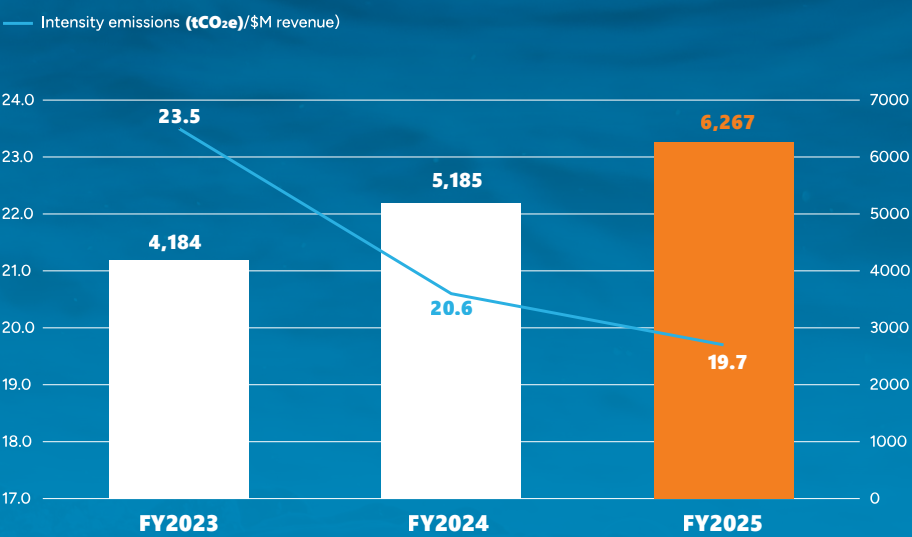


Metric	Value	Basis	Note
Total Water Consumed (Gallons)	5,256,450	FY2025	Apex owns no offices. All leased offices are included.
Water consumed in water-stressed areas	20%	FY2025	Context metric

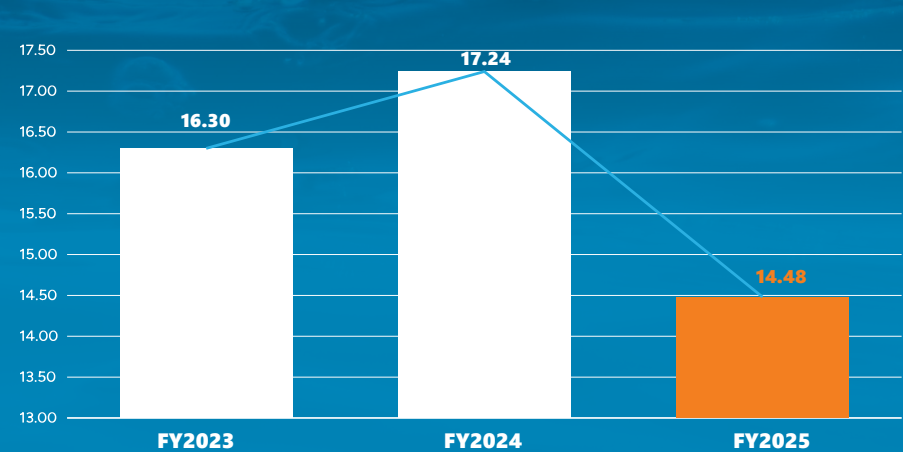
Emissions (tCO₂e) by Scope



Total Scope 1 & 2 GHG Emissions & Emissions Intensity

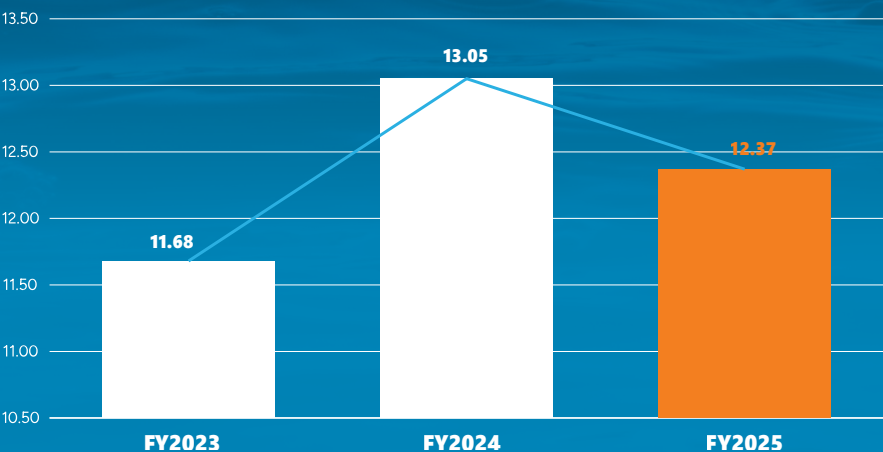


Mobile Emissions (tCO₂e) per \$M Revenue



In 2025, mobile emission accounts for 73.4% of Apex's Scope 1 emissions.

Total Electricity Consumed (MWh) per \$M Revenue



Apex calculates its footprint in the following Scope 3 categories (tCO₂e): Category 1: Purchased Goods and Services (30,849) ; Category 2: Capital Goods (538); and Business Travel (1,393). Scope 2 emissions were calculated using the market-based method, with 100% of Apex's FY2025 purchased electricity matched by RECs, bringing market-based Scope 2 to zero. Apex's Scope 2 location-based emissions are 1,281 tCO₂e.

3.3 Practices

Data Protection, Business Ethics, Corporate Policy

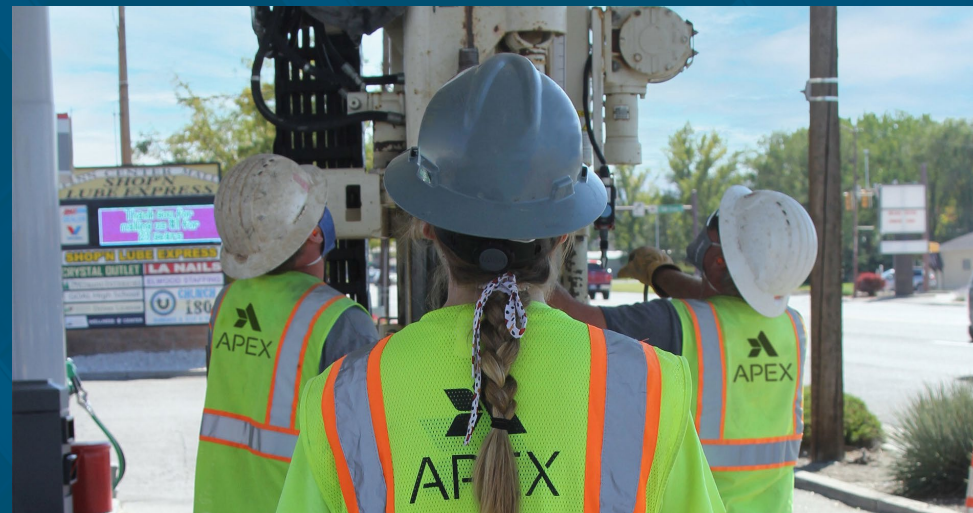
SASB LINKAGE

SV-PS-230a Data Security · SV-PS-510a Professional Integrity

Governance is where Apex protects the trust its business depends on. As a firm that holds client data and is exploring new ways to deploy AI for its clients, Apex must stay ahead of rising client concerns and regulatory expectations. Business Ethics is not just a principle; it is an asset that sustains client trust and drives repeat business. As Apex continues to grow there is an increased need for standardization and formalization as part of developing a “One Apex” culture.

Apex’s governance rests on established policies and active oversight. To protect client data, Apex maintains SOC 2 compliance and a privacy and data security policy with continuous breach monitoring, mandatory cybersecurity training, and a developing AI Acceptable Use Policy. To protect its integrity and companywide values, a Code of Conduct and a confidential whistleblower process are reinforced by a supplier code covering anti-corruption, human rights, and labor standards. In 2025, Apex refreshed its mission and values to reflect its growth and new leadership, standardizing how new businesses and people are integrated into the firm.

The results are clear. In 2025, Apex recorded zero material breaches, zero breaches involving personally identifiable information, zero ethics violations and zero whistleblower complaints. To keep it that way, Apex has initiated an AI Steering Committee to oversee AI governance and implementation and rechartered its Sustainability Steering Committee to oversee all topics related to People, Planet, and Practices.



Data Protection

Metric (SV-PS-230a)	FY2023	FY2024	FY2025
Data breaches	0	0	1*
Breaches involving PII	—	—	0
Customers affected by breaches	—	—	1*

*An email phishing attack led to a client making an improper payment.

Business Ethics

Metric (SV-PS-230a)	FY2023	FY2024	FY2025
Environmental compliance violations (LTM)	0	0	0
Labor-law violations (LTM)	0	0	0
Regulatory violations (LTM)	0	0	0
Whistleblower complaints (LTM)	0	1	0
Total board members	7	7	7
Independent board members	—	3	2



IMPACT IN ACTION

- 4.1 Supporting Renewable Energy
- 4.2 Key Largo Wastewater Treatment District
- 4.3 Arkansas Valley Conduit
- 4.4 Building Capacity for Long-Term Climate Leadership
- 4.5 Senior Management Team Meeting

4.1 Supporting Renewable Energy Bend, OR

Apex's Bend, Oregon, office has supported a renewable energy client for over eight years by advancing solar development projects through multidisciplinary environmental and technical services and collaboration with other offices. Our work with the city of Bend has included wetland delineations, wildlife and federal sensitive plant assessments, botanical surveys, and more.



4.2 Key Largo Wastewater Treatment District, Key Largo, FL

Weiler Engineering Corporation (WEC), an Apex Company, is supporting the Key Largo, FL Wastewater Treatment District in strengthening the resiliency of their wastewater infrastructure. The project includes the installation of a new 12 MGD disc filter to provide tertiary polishing, increasing the facility's ability to consistently meet stringent effluent limits for total suspended solids (TSS) and turbidity while replacing aging infrastructure.

The elevated filter platform is designed to enhance operational resilience under the unique challenges of the Florida Keys, including low elevation, king tides, and severe storm events. By reducing solids carryover and stabilizing effluent quality during peak flows, this upgrade provides an added margin of reliability that supports permit compliance and protects the sensitive nearshore waters that define the Florida Keys.



4.3 Arkansas Valley Conduit, Pueblo, CO

Forsgren, An Apex Company is currently leading the design of a 50-mile segment of the Arkansas Valley Conduit (ACV). The AVC is a 130-mile pipeline with spurs that will serve 39 communities and 50,000 people east of Pueblo, Colorado. Initially approved by President John F. Kennedy, this largescale water transmission line and associated facilities will deliver filtered water ready for treatment from the Pueblo Reservoir to communities across southeastern Colorado, providing a long-term, reliable water supply.

This effort brings together civil, structural, geotechnical, surveying, environmental, hydraulic, and utility engineering professionals. Forsgren is leading coordination across all disciplines, managing design development, and guiding the project through the Bureau of Reclamation's design review process.



4.4 Building Capacity for Long-Term Climate Leadership

Our team recently partnered with BI WORLDWIDE, a global engagement & event agency, to advance its climate strategy, from building its first GHG inventory to completing a full CDP Climate Change disclosure and preparing for science-based target setting.

Through hands-on collaboration, we helped the client:

Build internal capacity for GHG accounting and emissions reporting

Develop Scope 1 and 2 inventories aligned with the GHG Protocol

Conduct initial Scope 3 screening to inform science-based targets

Strengthen data quality and CDP readiness through annual updates

This ongoing partnership is helping BI WORLDWIDE confidently manage its emissions data and build a long-term decarbonization strategy—including supplier engagement and value chain mapping.



4.5 Senior Management Team Meeting Woodlands, TX

In June 2025, Apex leaders from across the business came together in Houston for the inaugural Senior Management Team (SMT) meeting. As CEO Shawn Doherty noted, “The SMT will play a crucial role in determining whether we reach our goals and potential.” The event created an opportunity to strengthen relationships, share ideas, and align around our growth strategy and the vision of One Apex.

The conversations reinforced a shared commitment to client-focused growth, knowledge sharing, and building a strong safety culture across the organization. The momentum from SMT 2025 continues to shape how we work together, creating a stronger foundation for innovation, operational excellence, and long-term success.





RECOGNITION



RECOGNITION

Apex's work has earned consistent recognition across the industry. The firm is a Zweig List Hot Firm winner, ranks among ENR's Top 30 All-Environmental Firms and Top 200 Environmental Firms, and was ranked #16 among Environment Analyst's Global 35 leading US environmental and sustainability consulting firms in 2026.

Teneo has named Apex the largest provider of ESG assurance services to the S&P 500 for four consecutive years. That external validation extends to Apex's client and project work as well, including "Exceptional" CPAR ratings from the Defense Logistics Agency spanning 2018–2025, EPA State Excellence recognition for supporting the reuse of two Superfund sites, ACEC Engineering Excellence Awards every year since 2015, APWA Top 25 Project Awards, an EBJ Business Achievement Award, the Colonial Pipeline Contractor Safety Circle of Excellence Award, and the IEA Associates of the Year Award.



Zweig List Hot Firm 2026 Winner



Among the Top 30 All-Environmental Firms (2024)



Among the Top 200 Environmental Firms (2024)



Largest Provider of ESG Assurance Services to S&P 500 (2022-2025)



Defense Logistics Agency "Exceptional" CPAR Ratings(2018-2025)



EBJ Business Achievement Award (2024)



Engineering Excellence Awards(2015-2024)



Ranked #16 in the Global 35 Leading US Environmental & Sustainability Consulting Firms (2026)



American Public Works Assoc. Top 25 Project Awards (2014, 2017, 2018)



EPA State Excellence in Supporting Reuse Award - Two Superfund Projects



Colonial Pipeline Contractor Safety Circle of Excellence Award (2022)



IEA Associates of the Year Award

KPIs FOR FY 2026 AND BEYOND

The table below provides a list of the newly established Key Performance Indicators (KPIs) that Apex will report on annually in their subsequent Impact Reports.

KPI	Target
KPI 1: Environmental/Climate	Scope 1 & 2 Emissions per \$M Revenue Scope 3 Emissions from Business Travel
KPI 2: Customer Satisfaction	Client Revenue Retention Rate (% Increase/Decrease YOY)
KPI 3: Human Capital – Retention and Engagement	Voluntary Turnover Rate (% Increase/Decrease YOY)
KPI 4: Occupational Health & Safety	TRIR and DART (Annual Change)
KPI 5: Data Protection	% of staff trained on data protection policies (Annual Change)

Appendix A | SASB Disclosure Index

Each material topic mapped to the relevant SASB Professional & Commercial Services (SV-PS) reference point.

#	Material Topic	Pillar	Tier	SASB Reference
1	Customer Satisfaction	People	CRITICAL	SASB Professional & Commercial Services — Quality Assurance (SV-PS-230a)
2	Human Capital Management	People	CRITICAL	SASB Professional & Commercial Services — Workforce Diversity & Engagement (SV-PS-330a)
3	Occupational Health & Safety	People	CRITICAL	SASB Professional & Commercial Services / Engineering & Construction — Workforce Health & Safety
4	Data Protection	Practices	HIGH	SASB Professional & Commercial Services — Data Security (SV-PS-230a.1–230a.2)
5	Business Ethics	Practices	HIGH	SASB Professional & Commercial Services — Business Ethics (SV-PS-510a)
6	Corporate Policy	Practices	DEVELOPING	SASB Professional & Commercial Services — Business Ethics & Professional Integrity
7	Water	Planet	DEVELOPING	SASB Professional & Commercial Services — (water immaterial to own operations; client-service relevant)
8	Environmental Management	Planet	DEVELOPING	SASB Professional & Commercial Services — Environmental performance of own operations
9	Climate Action	Planet	DEVELOPING	SASB / IFRS S2 — GHG Emissions & Climate Risk
10	Community Engagement	People	DEVELOPING	SASB Professional & Commercial Services — Community / stakeholder engagement

Appendix B | Management Responsibility Statement

Management of Apex Companies, LLC is responsible for the preparation and presentation of this Report, for determining its material topics, and for the internal controls over the information it contains. It has been prepared with reference to the SASB Standard for Professional & Commercial Services (SV-PS) and ISSB Standards and on the boundary described in Section 1.1. The figures are labelled throughout, and if data was unavailable the omission and its reason are disclosed. No independent assurance has been performed over this report. Management asserts that this report has been prepared in accordance with the stated criteria in all material respects and contains no material misstatement or unreported material omission of which it is aware.

Appendix C | Glossary

Term	Definition
Double Materiality Assessment (DMA)	A process that evaluates both impact materiality (effects on people and planet) and financial materiality (effects on the company's financial performance).
Impact Materiality	A topic is impact-material if the company has actual or potential significant impacts on people or the environment across its value chain.
Financial Materiality	A topic is financially material if sustainability-related risks or opportunities could reasonably affect financial condition or cash flows.
SASB	Sustainability Accounting Standards Board — industry-specific disclosure standards; Apex applies the Professional & Commercial Services standard.
Scope 1 / 2 / 3	Direct emissions; indirect emissions from purchased energy; and all other value-chain emissions, respectively (tCO ₂ e).
TRIR	Total Recordable Incident Rate — recordable safety incidents per 200,000 hours worked.
REC / PPA	Renewable Energy Certificate / Power Purchase Agreement — instruments used to procure renewable electricity.
TNFD	Taskforce on Nature-related Financial Disclosures.



Making a Sustainable Impact on Our
Communities—Now and Into the Future