



# AEGEUS

## ENVIRONMENT, SOCIAL, AND GOVERNANCE PROGRAM

## 2023 ANNUAL REPORT

# OUR COMPANIES



Aegeus Inspection Solutions delivers conventional and advanced non-destructive testing, inspection, engineering, and staff augmentation solutions for the energy, defense, and aerospace sectors. Operating in the US for over 40 years, our group comprises experienced technical professionals who provide a wide range of services to secure the integrity, dependability, and safety of our clients' assets.



JANX primarily serves industrial sectors, enhancing the quality and safety of our client's assets, infrastructure, manufactured and fabricated components. JANX offers a complete portfolio of testing and inspection solutions that address a range of needs from integrity management to statutory compliance-based inspections.



Kiefner Is A Leading Engineering And Technical Service Provider Delivering High Quality Asset Assurance And Consulting Services To Our Valued Clients Across The Globe.

# 2023 IN REVIEW

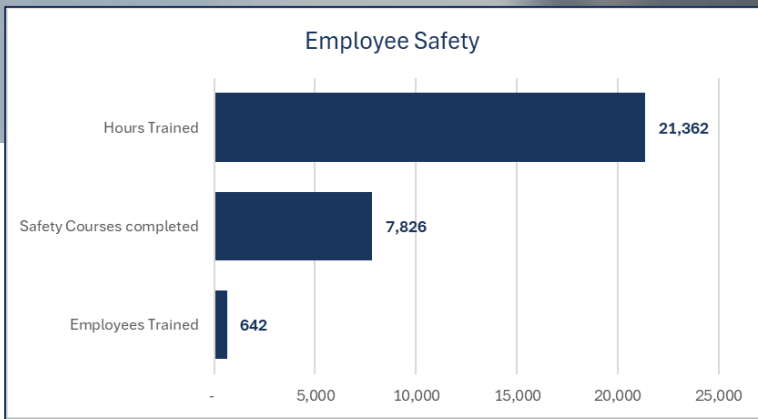
Through each of our pillars, we worked in 2023 to promote an equitable, sustainable, and ethical workplace to demonstrate to our employees, clients, and vendors the importance of integrity in our actions and through our services.

Our core focus in 2023 was on employee engagement through safety, talent development, and recognition along with vendor diversity, sustainability, and human rights. Our annual report demonstrates our efforts and achievements in 2023 and our commitment to upholding our ESG principles.



# ENVIRONMENTAL & SAFETY

## 2023 Summary



We place paramount importance on a robust Health, Safety, and Environment Training program, recognizing it as a critical component of our operational excellence and corporate responsibility. By investing in comprehensive HSE training, we empower our employees with the knowledge and skills necessary to identify and mitigate risks, leading to a safer, more efficient workplace.

In 2023, over 642 employees took 21,362 hours of safety training.



# ENVIRONMENTAL & SAFETY

## Employee Safety Actions

We firmly uphold the Stop Work Authority (SWA) as an essential aspect of our safety culture. Recognizing the intricate and critical nature of our work, we empower every employee, regardless of their role or seniority, to pause or halt operations if they identify potential safety risks or procedural deviations.

In 2023, our employees used their SWA 109 times to prevent potentially dangerous situations from occurring.



Procedures

Danger

Workplace

Risks

ion



# ENVIRONMENTAL & SAFETY

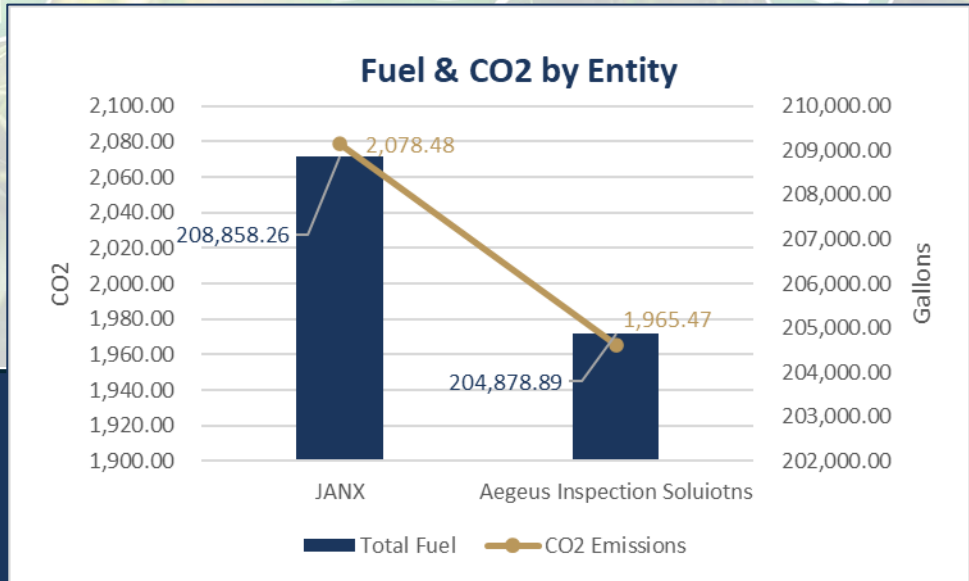
## Employee Safety Actions

Implementing a "Good Catch" program as a key component of our overall safety strategy underscores our commitment to proactive safety management and continuous improvement in our workplace. This program is pivotal in recognizing and rewarding employees who go above and beyond expected safety practices.

In 2023, we recognized 65 employees with Good Catch awards.



# ENVIRONMENT Sustainability Reduction of Carbon Footprint



Fuel management not only influences the amount of emissions our fleet releases but also helps to reduce costs over time and take strides towards a greener fleet to improve environmental and financial impact to our business.

Our initiative within 2023 emissions has set the standard for our Fleet moving forward by taking the following actions:

- Right sizing fleet to reduce emissions through removing vehicles from inventory that could be driven for non-work purposes.
  - ✓ In 2023 we disposed of 91 vehicles with inadequate fuel efficiency.
- Introducing smaller more fuel-efficient vehicles other than our standard ¾ Ton Diesel pick-up truck specification.
  - ✓ In 2023 we added a ½ ton gasoline pick-up truck specification and purchased 10 vehicles with this spec to increase fuel efficiency and help reduce emissions from diesel to gasoline.

Inclusion  
&  
Diversity

Social

Human  
Rights

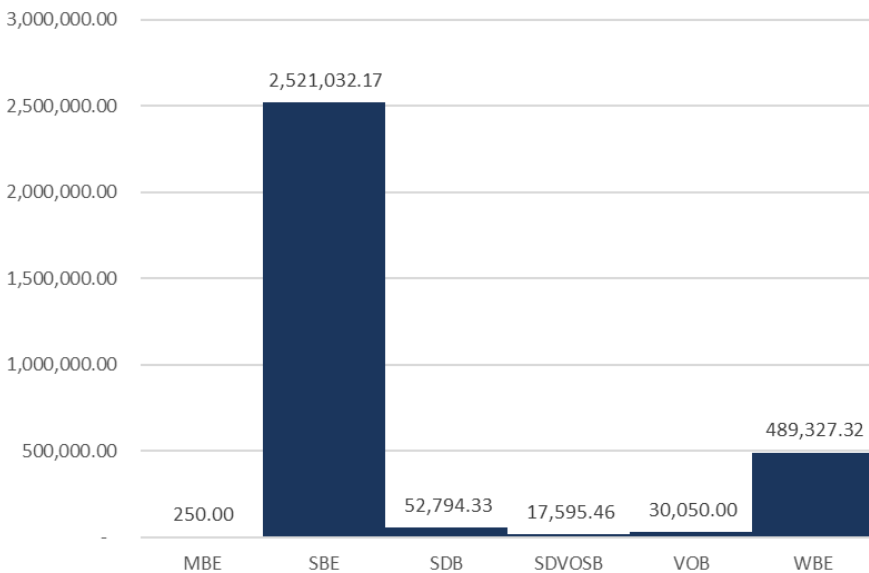
Employee  
Engagement

# SOCIAL

## Supplier Diversity

### Aegeus Group Spend

2023 Diverse Supplier Spend

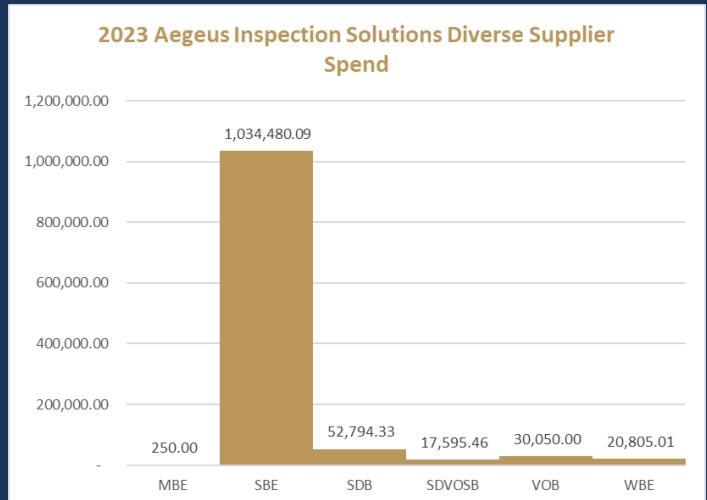
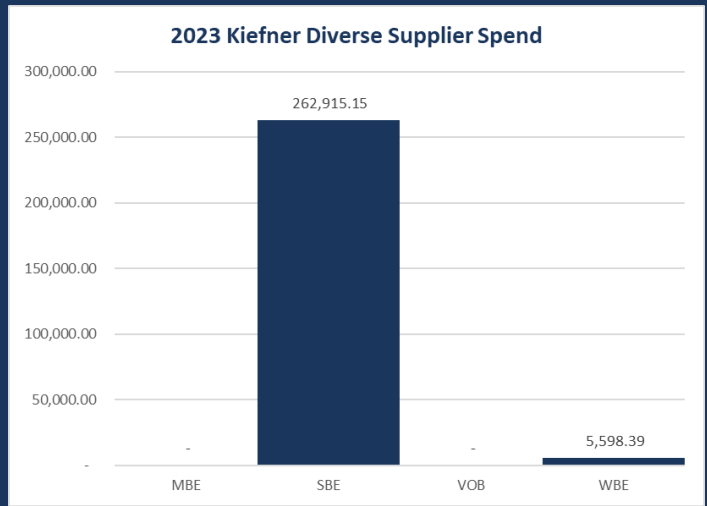
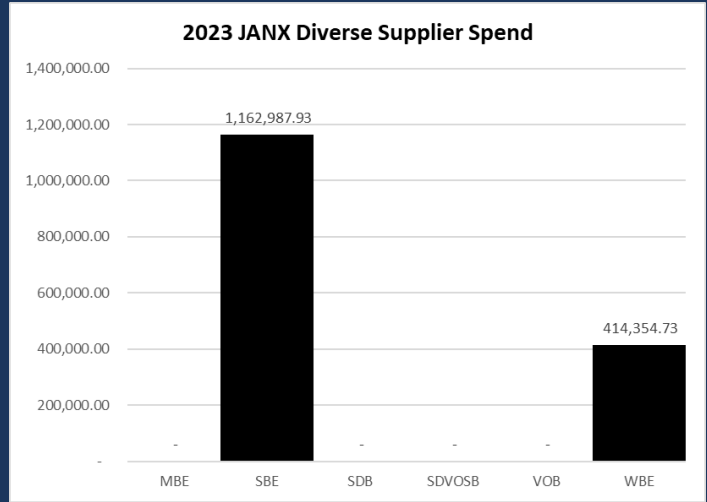


In 2023, the Aegeus Group combined spend was \$3.1 million with diverse vendors specifically. Our top categories for diverse spend were Small Business and Women Business Enterprises.

We are committed to continually onboarding and using diverse vendors to create a positive economic impact in the communities in which we serve.



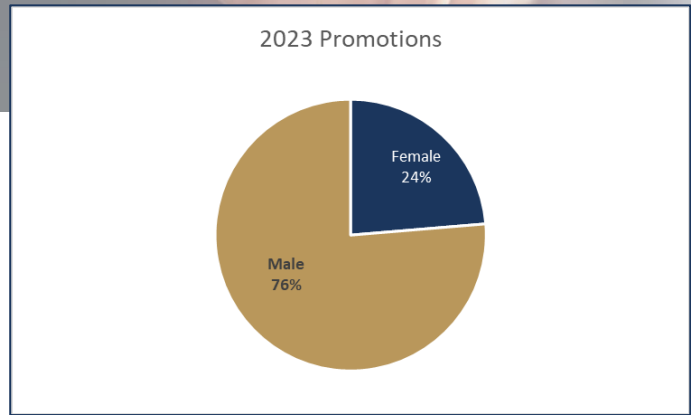
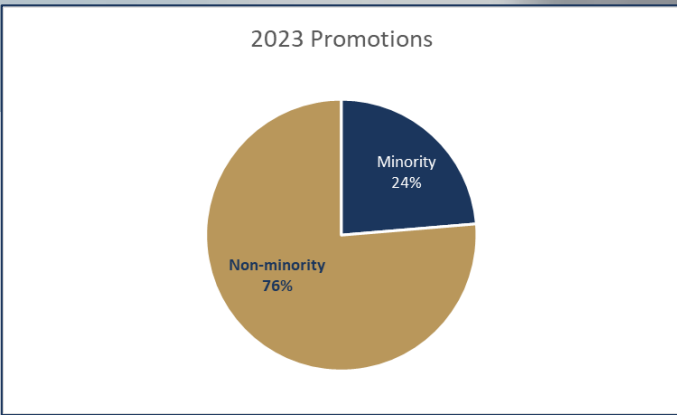
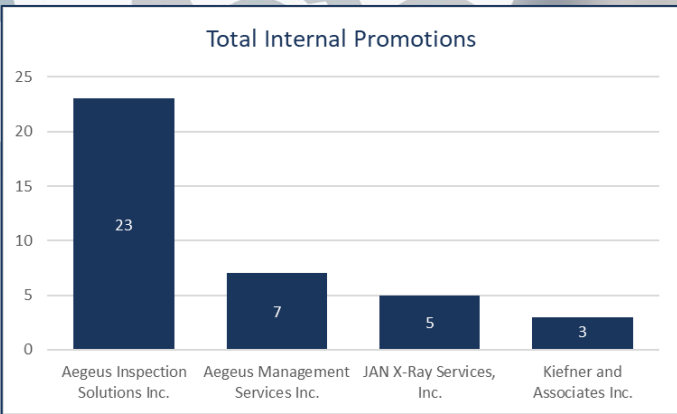
# SOCIAL Supplier Diversity Spend by Division



# SOCIAL

## Employee Engagement

### Internal Promotions



Our employees are our biggest asset and the key to our success. We actively work to promote equal opportunities with our internal promotions to recognize and develop our employees.

We are pleased to highlight the following accomplishments in 2023:

- 24% female promotions
- 24% minority promotions
- Total of 38 internal promotions.



# SOCIAL Employee Engagement Recognition

Recognition and reward are a key drivers for retention and employee engagement. We are proud to celebrate our employees' achievements and highlight their accomplishments.

We are pleased to have recognized **80 employees** in 2023 through our Excellence, Outstanding, and Employee of the Year Programs. Congratulations to all our award recipients!



Inclusion  
&  
Diversity

Social

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Rights

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# SOCIAL

## Employee Engagement

## Human Rights



**As part of our commitment to human rights, integrity and equality, the Aegeus Group has adapted the following policies:**

- ✓ **Human Rights Policy**
- ✓ **Equal Employment Opportunity Policy**
- ✓ **Americans with Disabilities Act Policy**
- ✓ **Harassment, Discrimination, and Retaliation Policy**
- ✓ **Code of Ethics Policy**

**We have also developed our Whistleblowing channel to report any violations or concerns. [whistleblowing@aegeusinspections.com](mailto:whistleblowing@aegeusinspections.com)**



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