

# AEGEUS

## ENVIRONMENT, SOCIAL, AND GOVERNANCE PROGRAM

### 2024 ANNUAL REPORT



# OUR COMPANIES



Aegeus Inspection Solutions delivers conventional and advanced non-destructive testing, inspection, and staff augmentation solutions for the energy, defense, and aerospace sectors. 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.

# AEGEUS

## 2024 OVERVIEW



In 2024, we focused on our ESG principles by demonstrating integrity in our actions to our clients, coworkers, and communities while promoting an equitable, sustainable, and ethical workplace.

We were able to successfully reduce CO2 emissions, fuel consumption, and employee turnover for most of our businesses while focusing on a more sustainable approach to building requirements to reduce electricity consumption. Employee engagement also remained a top priority in 2024 through recognition programs and soliciting feedback.

We are pleased to present our 2024 Annual Report to demonstrate our achievements towards our ESG principles.

# ENVIRONMENTAL & SAFETY

## 2024 Summary

Environmental & Safety

Stop Work Authority

Reduction of Carbon Footprint

Employee Training

Leading Indicators

### HSE



HEALTH



SAFETY



ENVIRONMENT

#### Safety Engagements

85072

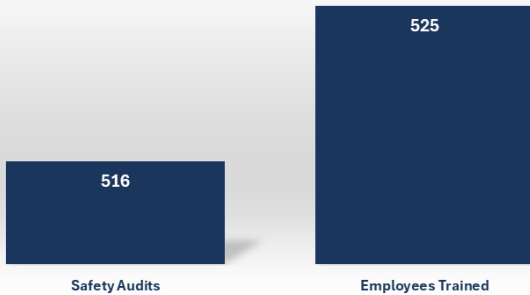
Safety Engagements

Anytime our employees engage with one another to discuss a safety-related issue, it is documented. These engagements can range from a simple conversation about a hazard, to a learning opportunity for our short service employees, or even when Stop Work Authority was used to mitigate a potentially dangerous condition. All safety engagements are important as they show that our employees are actively watching out for each other and having a proactive, safety-first mindset. In 2024, our employees had a total of 85,072 safety engagements.

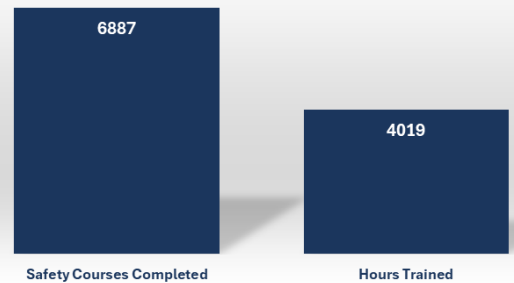
# ENVIRONMENTAL & SAFETY



## Safety Metrics



## Safety Training



Audits are a critical component to a mature HSE program as they document actual conditions against the standard we have set in place. They serve as a barometer for how well our employees know and live out the core values we have in place and for on-the-spot coaching opportunities.

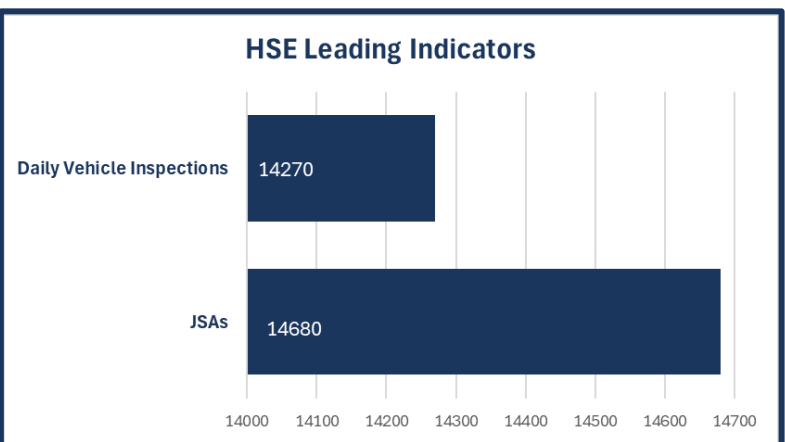
✓ In 2024, we conducted 516 safety audits.

Training is one of the most important core elements in any organization and we take it seriously as it is frontline defense against complacency. Our employees go through extensive, comprehensive training upon hire, and throughout their career at Aegeus. We expect our employees to be able to recognize hazards and to look out for fellow employees so everyone can go home safely at the end of the day and that starts with great training.

✓ In 2024, our employees completed 6,887 safety courses.

# ENVIRONMENTAL & SAFETY

## 2024 HSE Leading Indicators



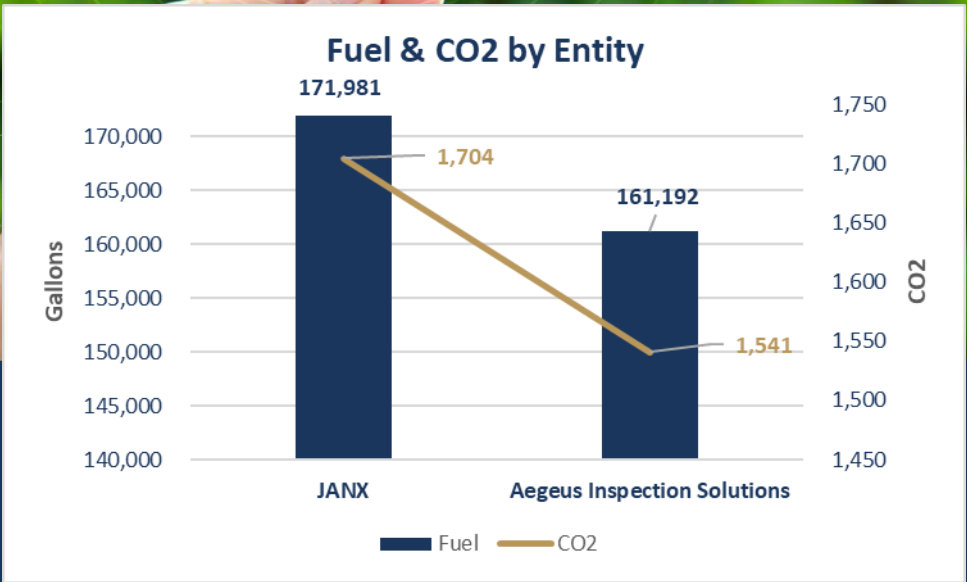
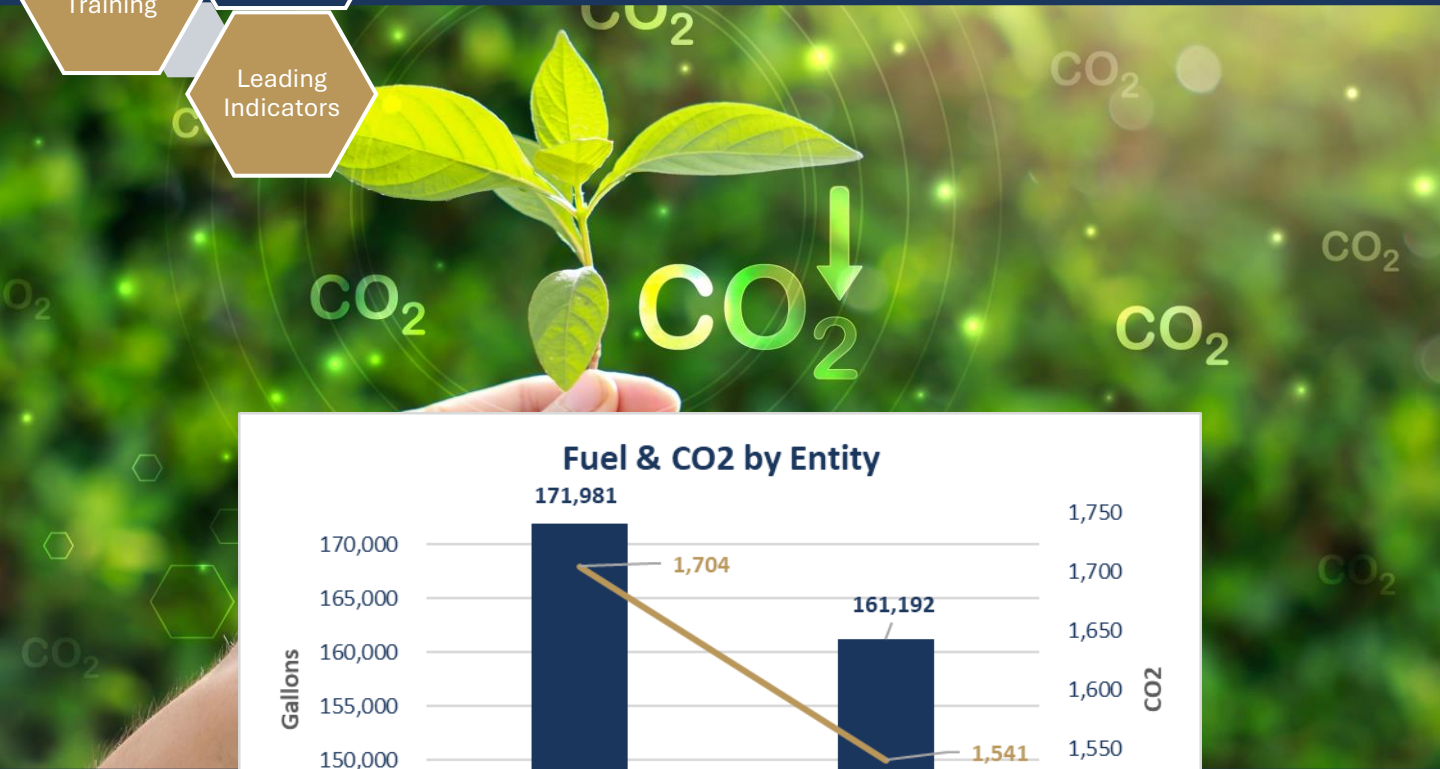
We are highly focused on prevention as a fundamental part of our safety culture. Our employees ensure that their jobsites and vehicles are safe by performing a daily Job Safety Analysis (JSA) and Vehicle Inspection. These are designed to engage the employees with a safety mindset and to capture and correct any hazards before starting work each day. We also reward employees on being engaged and actively participating in our HSE programs to drive the right behaviors so all employees can go home safely to their loved ones.

- ✓ A total of 14,680 JSA's were completed by our employees in 2024.
- ✓ We also want to highlight some of our employees who were recognized for participating in our HSE programs.

# ENVIRONMENT Sustainability



## Reduction of Carbon Footprint



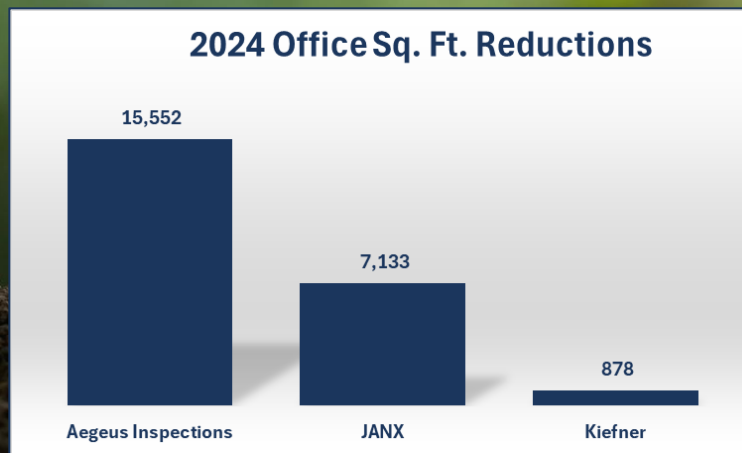
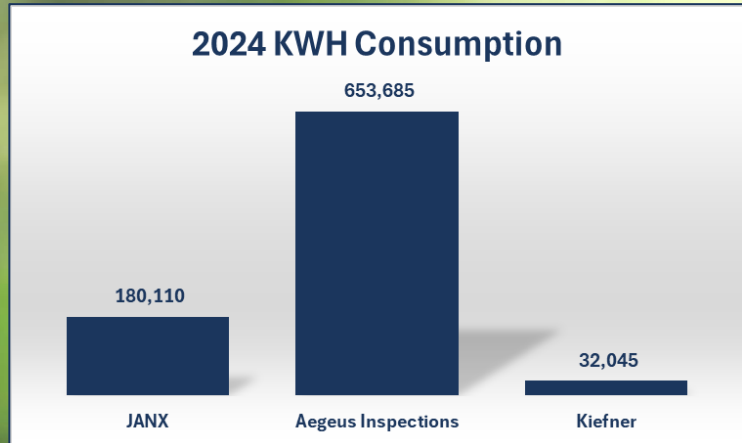
In 2024, we were able to successfully reduce the number of vehicles and downsize a portion of the fleet to promote a reduction in fuel consumption and CO2 admissions. We are pleased to announce we were able to achieve the following year over year reductions in CO2:

- ✓ JANX, 16.8% decrease in CO2 emissions
- ✓ AIS, 21.6% decrease in CO2 emissions.

We will continue to work to streamline our operations to help drive fuel and CO2 reductions in 2025.

# ENVIRONMENT Sustainability

## Electricity Consumption



- ✓ In 2024, through office consolidation and relocating to smaller office spaces, we were able to reduce 23,563 sq ft., saving approximately 96,074 KWH annually in electricity consumption.
- ✓ In 2025, we plan to further relocate offices to smaller spaces as we promote a flexible work environment for our employees and reduce electricity consumption to continually minimize our impact on the environment.



# ENVIRONMENT Sustainability



## Waste Output & Recycling



As part of our commitment to minimize our environmental impact, we participate in the following types of recycling programs:

- ✓ Chemical recycling including silver recovery.
- ✓ Paper recycling through shredding services.
- ✓ Metal and aluminum recycling.

In 2025, we will continue to participate in these programs as we work to lessen our environmental impact.

# SOCIAL Supplier Spend

Equal  
Opportunity

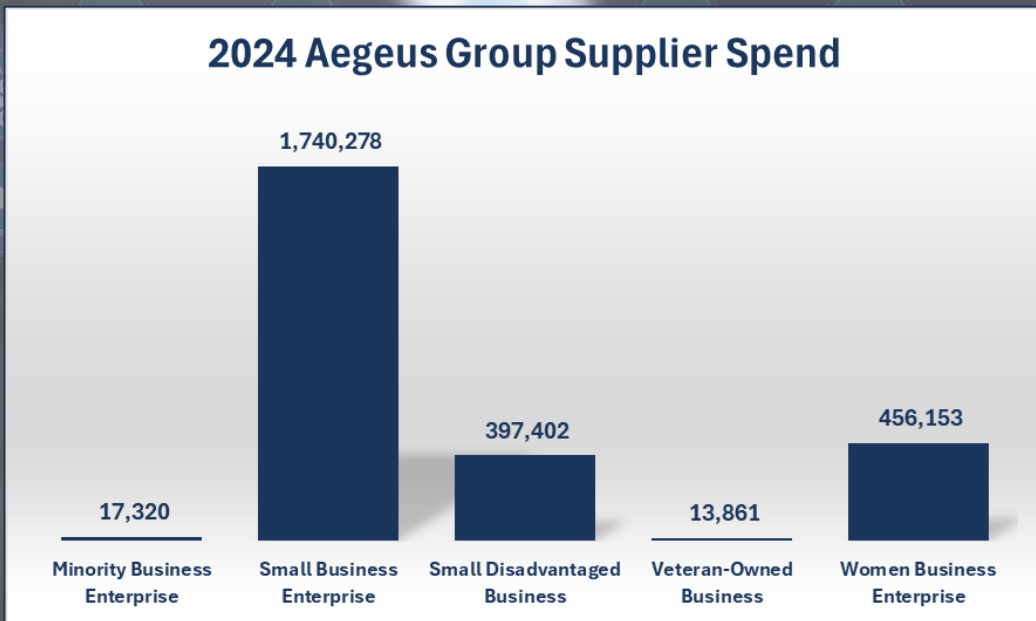
Social

Human  
Rights

Employee  
Engagement

## Aegeus Group Spend

### 2024 Aegeus Group Supplier Spend



In 2024, the Aegeus Group combined spend was \$2.6 million with diverse vendors. Our top categories for spend were Small Businesses, Women Business Enterprises, and Small Disadvantaged Businesses.

We are constantly committed to onboarding and using vendors to create a positive economic impact in the communities in which we operate.

# SOCIAL Supplier Spend

Equal  
Opportunity

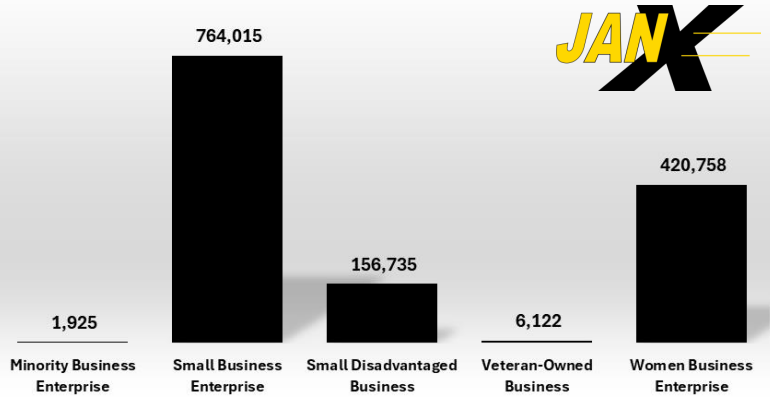
Social

Human  
Rights

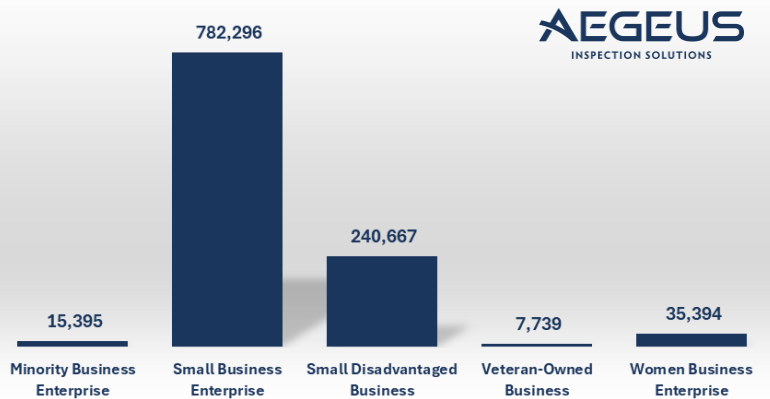
Employee  
Engagement

## Spend by Division

### 2024 JANX Supplier Spend



### 2024 AIS Supplier Spend



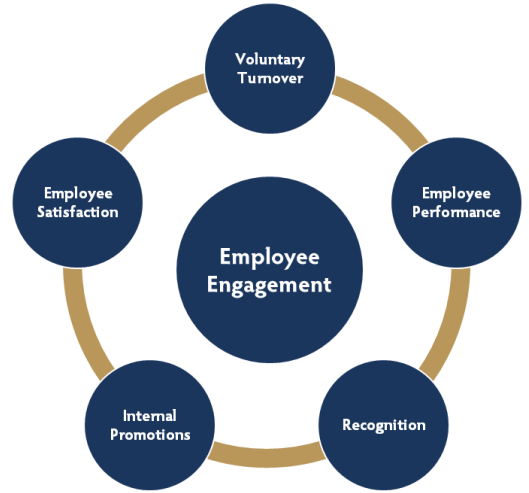
### 2024 Kiefner Supplier Spend



# SOCIAL

## Employee Engagement

### Internal Promotions

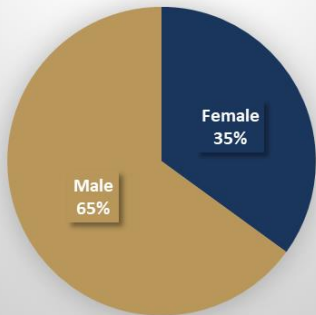


Employee engagement includes providing development and growth opportunities for our employees along with ensuring equal opportunities for all.

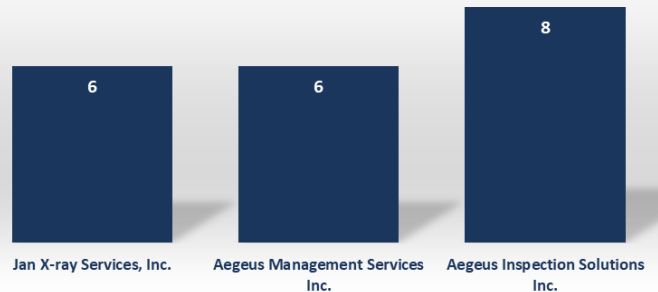
We are pleased to highlight the following accomplishments in 2024:

- 35% female internal promotions, an increase of 11% from 2023.
- Total of 20 internal promotions.

2024 Promotions



Internal Promotions



# SOCIAL Equal Opportunity

## Gender & Veterans KPI's

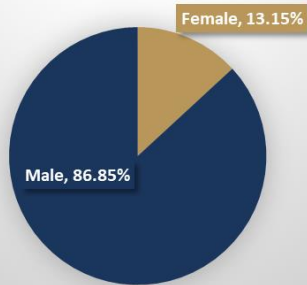
Equal Opportunity

Social

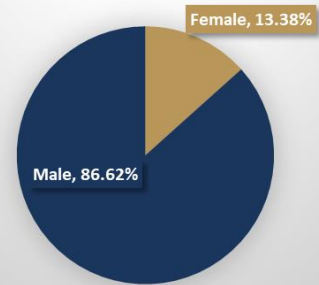
Human Rights

Employee Engagement

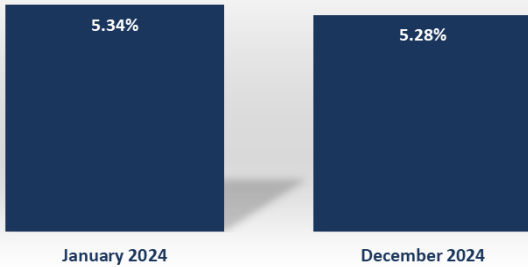
Gender KPI's January 2024



Gender KPI's December 2024



Veteran KPI's



In 2024, we were able to slightly increase our female employee percentage as a part of our whole employee base. We also maintained our veteran percentage above 5% for the entire year. We will work to continue to promote equal opportunities for everyone in 2025.



Equal  
Opportunity

Social

Human  
Rights

Employee  
Engagement

## Employee Engagement



### Employee Engagement Surveys

463

Employee Engagement Surveys

### Other Surveys

26

Onboarding Surveys

17

Exit Surveys

Employee feedback is an important part to employee engagement and retention. We recognize the importance of soliciting employee feedback at all stages of employment so we can work to reshape our future workplace.

- ✓ In 2024, we received 463 responses to our employee engagement survey, 26 onboarding surveys, and 17 exit surveys.
- ✓ Our highest scoring areas were the *Opportunity to do Best* and *Know What is Expected*. Areas we will work to improve in 2025 are *Recognition and Development*.

We are also pleased that the following businesses showed a reduction in employee turnover compared to 2023:

- JANX, -8%
- Kiefner, -12.58%



# SOCIAL

## Employee Engagement Recognition

We are proud to celebrate our employees' achievements and highlight their accomplishments as they demonstrate our values of integrity, safety leadership, and teamwork!

We are pleased to have recognized 74 employees in 2024 through our Excellence, Outstanding, and Employee of the Year Programs. Congratulations to all our award recipients!



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