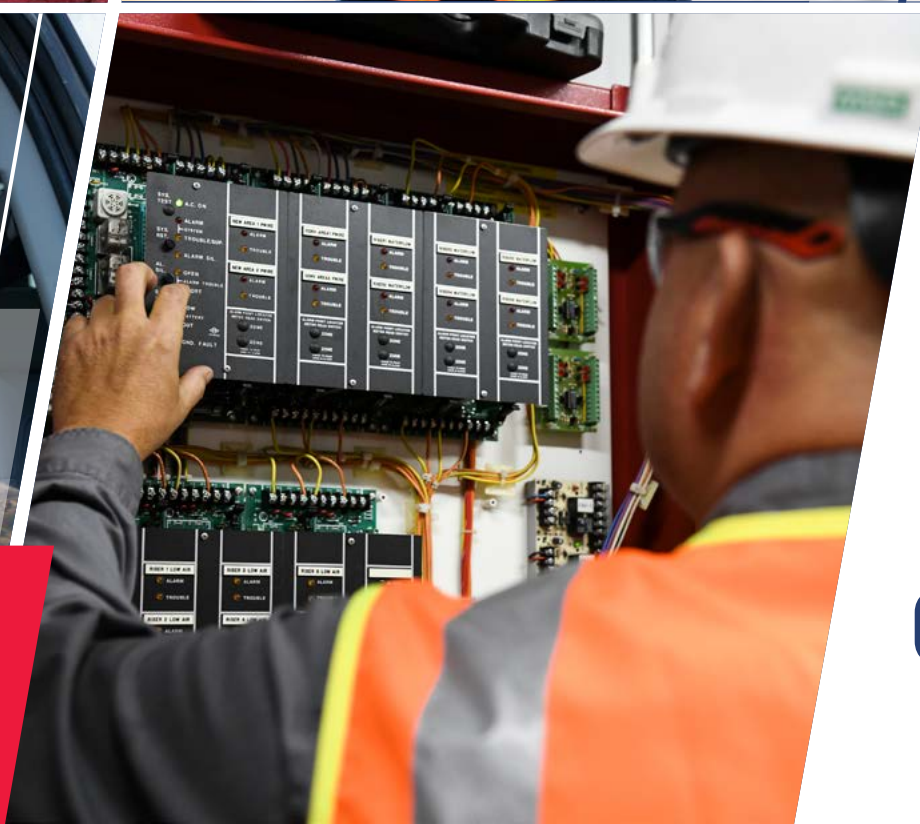




2023 Sustainability Report

# Building Great Leaders®



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# About this Report

This inaugural sustainability report for APi covers APi Group Corporation (NYSE: APG) and its operating companies (listed in full on p. 11). In developing this report, we have considered guidance from internationally recognized sustainability frameworks and standards to provide our stakeholders, especially our investors, an industry-specific view of our sustainability related financial impacts.

## Our Understanding of Sustainability

At the core of our sustainability approach are our five sustainability strategic priorities: Leadership, Safety, Environment, Inclusion and Governance. As we set out to build a sustainable business, we will consider how to improve the ways we can monitor and measure the impact of our operations in these areas.

**Leadership** at every level is the driver of our success. Our leaders drive performance and productivity. They set expectations for, and model, the culture we demand for safety, inclusion and professional development. Our leaders execute on our vision and direction for the future. Strong leadership is crucial in our quest to become the number-one people-first public company that is number-one in business performance.



**Safety** is our number-one value. We have adopted modern safety approaches to change workplace behavior to create better safety outcomes. We want our team members to be safe and feel safe. Our approach to safety, and our investment in the right safety resources, goes beyond physical risks and embraces techniques that affect the mental health and psychological safety of our team.

We have undertaken several projects to understand our impact on the **Environment**. Our businesses pride themselves on being able to provide innovative solutions to our customers. We want to be able to add value for our customer in their approach to addressing their own

environmental impact. Internally, we want to understand our impact on the environment by assessing the extent of the carbon footprint of our operations. We expect this will take time, but things that are done right usually do. We are in it for the long-haul.

**Inclusion** at APi centers on attracting, retaining and growing diverse talent. Diversity, Equity and Inclusion is a strategic imperative to win the battle for talent. We have equipped our top leaders and operating company presidents with the tools to understand their worldview and intercultural competence/cultural fluency. We offer learning opportunities, e.g. courses, events, speakers, mentoring opportunities, etc. to support their cultural

fluency development. Our leaders' cultural competence will lead to a more inclusive culture which will, in turn, positively affect our outcomes related to talent.

APi has developed policies and programs that assure strong corporate **Governance** of our sustainability strategy. Through our materiality assessment, our stakeholders demand board oversight, transparency and robust ethics and compliance. We have adopted policies in several areas to mitigate key risks and that facilitate the appropriate levels of compliance, including with respect to cybersecurity risk, labor and human rights, and conflicts of interest.

# About



# A letter from Russ Becker, CEO & President



APi Group was founded in 1926 and has since grown to be the world’s premier life safety, security, monitoring and specialty services business. Our team members enhance safety inside our company and for our customers, respect the environment, and help build communities. We are committed to understanding how we can continue to build our business as sustainably as possible, guided through the ongoing development of our sustainability strategy. We are uniquely positioned to build a sustainable business that helps protect lives as well as supports the transition to a global decarbonized economy. This will not only continue to

generate shareholder value, but also create positive and meaningful impact for all our stakeholders.

At APi, we believe that our sustainability strategy is important to not just our ~29,000 team members in 20 countries, but to all of our stakeholders: customers, team members, suppliers, investors, regulators and community partners.

Our sustainability work is categorized into five main strategic priorities: Leadership, Safety, Environment, Inclusion and Governance. These strategic areas of focus were identified through a materiality assessment with input from our stakeholders which, in addition to those mentioned above, included our team members and industry peers. It is our expectation that the strategies we develop in these five areas and our execution on the strategies will support growth, reduce risk and help us return value to our shareholders.

Our purpose of Building Great Leaders runs through our family of companies and defines who we are. Our team members, no matter their job title or location in the world, are considered leaders with careers, not jobs, and we will continue to invest in their development. We believe executing on our purpose makes us more efficient and gives us a competitive advantage by driving performance and productivity.

The safety, health and well-being of each of our teammates remains our number one priority. We want each team member to go home in the same physical condition in which they came to work having experienced psychological safety while they’re at work. Safety in our communities and for our customers is also at the heart of our business. It’s why we provide reliable, customized solutions to help protect people and assets for commercial, educational, health care, high tech, and critical infrastructure settings.

We understand the importance of lowering the production of greenhouse gas and are continuing to understand the environmental impact of our operations. We have put several processes in place to further inform our strategy and help us make key decisions regarding our dependence on fossil fuel going forward. APi believes in the importance of transitioning to a lower carbon economy, and recognizes the importance of being good stewards of the environment and our resources.

APi is committed to being a better, more inclusive business. Our single biggest investment is our people. We know that creating an environment where all of our team members can thrive and that helps us attract talent can lead to long-term growth. In the US, we are proud to help support and train military veterans and wounded warriors as they transition to civilian careers. Every year we hire more than 400 veterans across our family of companies and help place them in one of our many businesses. Additionally, championing women in our industry is a key aim for APi as we mature, and we will continue to build our capacity to engage meaningfully

and take action. We view this strategy and our ongoing reporting as crucial to the future of our business.

The board and senior leadership collaborate for strong sustainability governance working together to ensure that we are focused on the right risks and opportunities. In the board’s oversight role, it evaluates our goals and the transparency, completeness and accuracy of our sustainability reporting so that we align with our commitments to our stakeholders. While we know there is no “one-size fits all” approach, we are committed to ensuring that, together, the Board and senior leadership each play a role in achieving our sustainability outcomes.

In closing, I would like to thank our team members who are continuing to embed our strategy and for carrying out the work of collecting data and reviewing policies to further this report. We will continue to evolve and implement change where necessary. I am confident we will build upon our established culture and practices to create an even brighter future.

A handwritten signature in black ink that reads "Russ Becker". The signature is fluid and cursive, with the first and last names being more prominent.

**Russ Becker**  
CEO & President, APi Group



# A letter from Velma Korbel, Chief DEI and Sustainability Officer



I would like to take this opportunity to thank every APi leader and collaborator who has contributed to the creation of this report. Thank you for saying ‘yes’ when you were asked to engage with us as we embark on our journey to build a more sustainable business.

The purpose of this Sustainability Report is to be transparent with all our stakeholders on our strategy. This involves highlighting the topics that are most important to us as a business, beginning to disclose our performance and signaling our intent on how we will progress. A lot of work has gone into the strategy across the whole of APi’s

enterprise globally to begin capturing our environmental and social risks and opportunities. During our materiality assessment phase, we consulted more than 100 of our senior leaders as well as external stakeholders, such as investors, customers, and regulators.

The good news is that we are already addressing some of the issues identified in our strategic priorities. Leadership and Safety are addressed through mature programs that have been operating for several years. We are also improving our approach to Inclusion via several different strategies discussed in this report.

We have engaged the right external and internal resources to better understand our environmental impact including thoughtfully expanding our internal team and utilizing external experts.

It’s worth noting that our winning branch-based business strategy creates a data collection challenge with branches in 500 locations. We have started to put into place processes to collect and record targeted and relevant sustainability data. We expect our quantitative data reporting will increase over time accordingly.

We have set up a robust governance framework for sustainability at APi. The Board is tasked with oversight of sustainability matters across APi. An internal Sustainability

Leadership Committee manages and assesses matters of significance to APi and its stakeholders concerning sustainability and corporate social responsibility, in general. A Sustainability Steering Committee meets regularly and is composed of members representing our key business. We have also set up sustainability topic working groups that meet regularly to help identify and curate information and data. The Steering Committee and the topic working groups monitor progress and report findings to the Executive Leadership to aid in strategy and decision-making.

Over the coming years we intend to progress our sustainability strategy as we continue to learn more about our operations’ impact and make progress in our defined priority areas. This will include the continuous evaluation of potential commitments and targets for each area. We look forward to reporting back on our progress in upcoming reports.

**Velma Korbel**  
Chief Diversity Equity Inclusion and Sustainability Officer

# Who we are

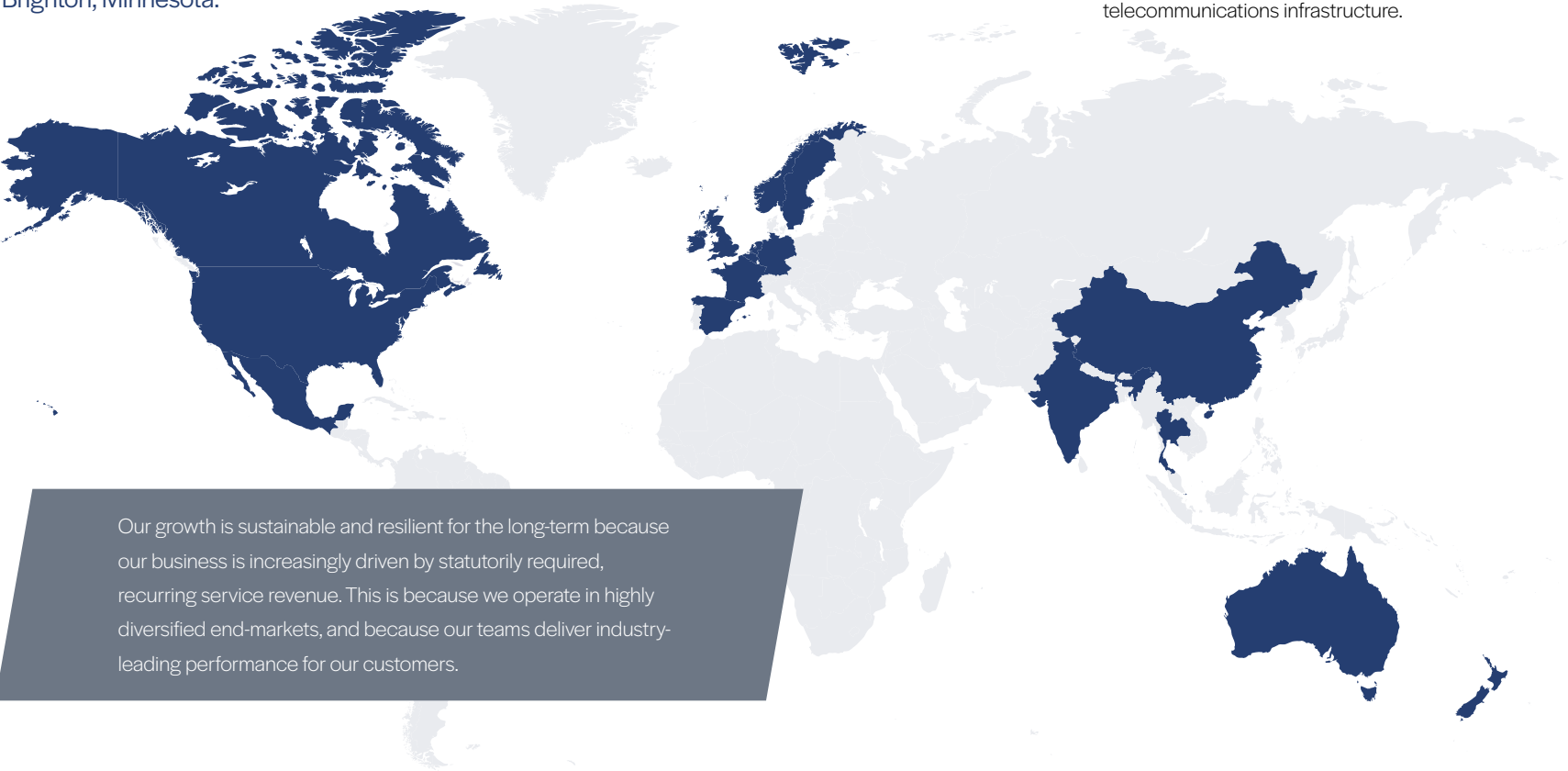
APi was founded in 1926 and has since grown to be the world's premier life safety, security, monitoring, and specialty services business with over \$6.6 billion in revenue, operating in over 20 countries and with around 29,000 team members. We are headquartered in New Brighton, Minnesota.

Our core and enduring purpose of Building Great Leaders® defines who we are. This focus, in addition to other foundational priorities, provides the platform from which we can continue to enhance stakeholder value.

We operate two business segments: Safety Services and Specialty Services.

In our **Safety Services** segment, our mission is to protect our customers' people, property, and high-value assets. We design, install, service, and monitor fire detection and suppression systems and security systems for a wide range of end customers in a broad range of industries.

In our **Specialty Services** segment, we provide specialized industrial services, which include maintenance and repair of critical infrastructure such as underground electric, gas, water, sewer, and telecommunications infrastructure.



500+

Locations Worldwide

~29K

Team Members

~\$6.6B

Reported Net Revenues

66.4%

Increase in Reported Net Revenues

12.2%\*

Increase in Net Revenues on an Organic Basis

\$73M

Reported Net Income

\$673M\*

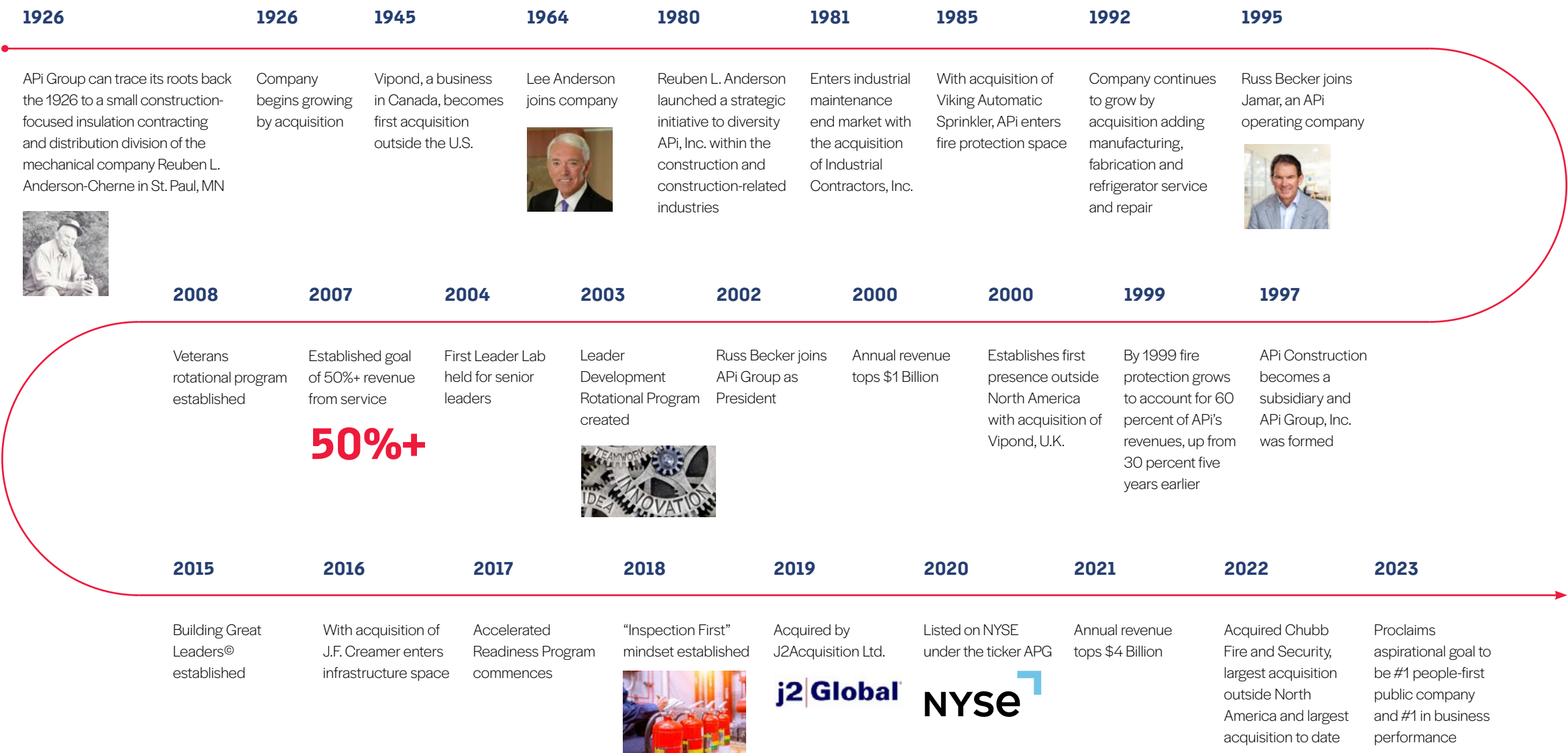
Adjusted EBITDA

As of FY 2022

\* A reconciliation of non-GAAP measures to the most directly comparable GAAP measures can be found in the Form 8-K filed by the company on February 28, 2023.

Our Legacy

A proud evolution from local contracting firm to global industry leader with a recurring services-focused business model.





# Our People Value Proposition

We believe everyone, everywhere is a leader – and our enduring purpose is Building Great Leaders®



# Shareholder Value Creation Model

We aspire to be the #1 people-first public company and #1 in business performance.

## Building Great Leaders

- Teammate safety and engagement
- Everyone, everywhere is a leader
- Best-in-class field leaders and leadership development
- Paying for performance
- ESG & diversity, equity and inclusion



## Generating Free Cash Flow

- Long-term target of 80% adjusted free cash flow conversion and net leverage ratio of 2-2.5x
- Asset light, low capex operating model
- Continuously pursuing accretive M&A and portfolio optimization



## Growing Revenue

- Delivering long-term organic revenue growth above industry average
- Go-to-market strategy of selling inspections first
- Expanding share with new and existing customers
- Expanding capabilities and geographies



## Expanding Margins

- 13%+ Adjusted EBITDA Margin by 2025
- Improving mix with long-term target of 60%+ of revenue from inspection, service and monitoring
- Pricing initiatives and disciplined project and customer selection
- Systems, scale, leverage and operational excellence
- Procurement savings and \$100M value capture





# Safety Services

## Life Safety

- Access control
- Backflow devices
- Emergency and exit lighting
- Special hazard systems
- Emergency fire suppression systems
- Fire alarm and detection systems
- Fire pumps
- Fire sprinkler systems
- Fire protection systems inspections
- Remote Monitoring
- Security and surveillance systems
- Temperature scanning

## HVAC

- HVAC installation and service
- Plumbing installation and service
- Controls and building information systems
- Predictive maintenance and energy retrofits

# Specialty Services

## Infrastructure / Utility

- Electric and gas utility maintenance
- Underground fiber optic and cellular system installation and maintenance
- Underground electrical grid installation and maintenance
- Leak repair and pipeline replacement
- Natural gas line distribution services
- Pipeline work and integrity testing
- Water line and sewer installation

## Specialty Services

- Insulation, ventilation, and temperature control
- Plant maintenance and outage services
- Specialty industrial and commercial ductwork

## Fabrication

- Structural fabrication and erection



# Our Family of Companies

## Safety Services



## Specialty Services



Powered by APi Group

# Our Sustainability Priorities

As we embark on a journey to build an even more sustainable business, we have defined five strategic priorities to help us track and deliver against our ambitions: Leadership, Safety, Environment, Inclusion and Governance. These strategic priorities were identified following a comprehensive materiality assessment process, outlined below.

## Understanding our Sustainability Risks and Opportunities

As an initial step in our sustainability journey, we utilized an external sustainability advisor to undertake a materiality assessment to help us identify the environmental, social and governance risks and opportunities most important to our business.

Guided by external reporting frameworks and standards, including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and Task Force on Climate-Related Financial Disclosures (TCFD), we assessed the macro issues, trends and topics relevant to our business. We also benchmarked and analyzed the risks and opportunities prioritized by our direct industry peers. Through this materiality process we identified the initial priorities that our sustainability strategy will focus on with due consideration to our stakeholders' environmental, social and governance concerns. We engaged both our internal and external stakeholders.

We partnered with H Advisors/Maitland to conduct our first formal ESG materiality assessment to determine the ESG topics on which to focus now and into the future.

### Developed comprehensive list of potential issues

- Developed comprehensive list of potential issues
- Environmental and Sustainability
- People and Leadership
- Safety & DE&I
- Governance and risk oversight



### Connected with internal and external stakeholders

- Interviewed stakeholders
- Assessed stakeholder and peer group perspectives
- Conducted research on relevant trends and emerging issues



### Scored issues based on impact to APi's business and importance to stakeholders, including

- GHG Emissions
- Health and Safety
- Cybersecurity
- Ethics and Compliance
- DEI
- Leadership Development
- Labor and Human Rights



### Prioritized results and compared with external frameworks including GRI and SASB



# Identifying our Sustainability Priorities

Our analysis identified nine Environment-Social-Governance (ESG) topics that we believe are of highest priority for APi. These topics, mapped across five strategic priorities of Leadership, Safety, Environment, Inclusion and Governance are our sustainability priorities that we will address as we continue to build a more sustainable business.

We will continue to engage with our stakeholders, especially our teammates at APi, to understand and respond to the topics which were identified as priorities by the previously mentioned materiality assessment.

## Strategic Priorities, Intentions and Key Topics Identified During Materiality Assessment

Leadership	Safety	Environment	Inclusion	Governance
<ul style="list-style-type: none"><li>▪ <b>Building Great Leaders</b> across our organization</li><li>▪ Providing <b>development opportunities</b> for everyone across the organization and at every level</li><li>▪ Involvement and engagement in the <b>communities</b> we serve</li></ul>	<ul style="list-style-type: none"><li>▪ <b>Zero incidents</b> target</li><li>▪ The <b>safety and wellbeing of our team members</b></li><li>▪ The <b>safety and wellbeing of our customers</b></li><li>▪ The <b>safety of the communities</b> where we operate</li></ul>	<ul style="list-style-type: none"><li>▪ Improving the <b>energy efficiency</b> of our operations</li><li>▪ Reducing our <b>GHG emissions</b></li><li>▪ Sustainably <b>managing the use of resources</b> used within our operations</li></ul>	<ul style="list-style-type: none"><li>▪ Embedding <b>diversity</b> across our organization</li><li>▪ Improve <b>equity</b></li><li>▪ <b>Empowering</b> decision-making, resource allocation, and leadership</li><li>▪ <b>Leaders feel they belong</b> in any environment they are working in</li></ul>	<ul style="list-style-type: none"><li>▪ Demonstrating <b>board and executive-level oversight</b> of key sustainability priorities, strategies, and sustainability reporting</li><li>▪ Committed to <b>strong ethics and compliance</b> principles</li></ul>
Key Topics				
<ul style="list-style-type: none"><li>▪ Leadership Development across the organization</li></ul>	<ul style="list-style-type: none"><li>▪ People Safety</li><li>▪ Customer Health &amp; Safety</li></ul>	<ul style="list-style-type: none"><li>▪ GHG Emissions and Energy Management</li></ul>	<ul style="list-style-type: none"><li>▪ Diversity, Equity, and Inclusion</li></ul>	<ul style="list-style-type: none"><li>▪ Transparency, Disclosure and Reporting</li><li>▪ Board and Executive Oversight</li><li>▪ Ethics and Compliance</li><li>▪ Cybersecurity</li></ul>



# Our Industry Collaboration

Our operating companies engage a range of associations and initiatives across our safety and specialty services segments to ensure strong standards across the industries in which we operate. We partner with our peers through these organizations to share learnings and best practices, and to improve the overall quality of service we provide to our customers. Some of the organizations we engage with include but are not limited to:

### Safety Services

1. Fire Suppression Systems Association
2. Society of Fire Protection Engineers
3. Electronic Security Association
4. Building Owners & Managers Association
5. Institute of Real Estate Management
6. National Fire Sprinklers Association
7. National Fire Protection Association
8. National Fire Alarm Association
9. Allianz für Sicherheit in der Wirtschaft Sachsen e.V
10. BHE Bundesverband Sicherheitstechnik e.V
11. bvfa – Bundesverband Technischer Brandschutz e. V.
12. Verband für Sicherheitstechnik e.V.
13. VdS Schadenverhütung GmbH
14. Hong Kong Federation of Electrical and Mechanical Contractors Limited
15. Security and Guarding Services Industry Authority, Hong Kong
16. Land and Urban Construction Bureau, Macau
17. Field Services Bureau, Macau
18. China Security and Protection Industry Association
19. The Shanghai Housing and Urban-Rural Construction and Management

20. The Austrian Federal Fire Brigade Association
21. Society of Fire Protection Engineers France
22. Australian Security Industry Association Ltd
23. Fire Protection Association Australia
24. Fire Protection Association New Zealand
25. New Zealand Security Association

### Specialty Services

1. The Association of Union Construction
2. National Maintenance Association Policy Committee
3. Associated Maintenance Contractors
4. North American Contractors Association
5. Power Communication Contractors Association
6. Distribution Contractors Association
7. American Institute of Steel Construction
8. Central Fabricators Association
9. National Insulation Association
10. Mechanical Contractor's Association
11. Sheet Metal and Roofing Contractor's Association
12. NAACBE - boilermaker's association
13. Construction Industry Roundtable
14. National Insulation Association





# Leadership



# Our Leadership Priorities

Our enduring purpose is Building Great Leaders®. We believe it is our greatest competitive advantage and what makes us an industry leader.

In addition to being our purpose, and the first priority of our sustainability strategy, Building Great Leaders®, is also our cross-functional platform designed to fortify our investment in leadership development. It focuses on independent company leadership, cultivates broad management skills, enhances organizational flexibility and empowers the next cohort of leaders across APi. Investing in leadership development at all levels of the organization has created an empowered, entrepreneurial atmosphere that leads to superior results for our customers.

We believe that:

- Everyone is a Leader
- Everyone should have the opportunity to develop as a Leader
- We each own our development
- Leadership is the single biggest differentiator between average and excellent
- Leaders develop Leaders

“Everyone has an opportunity to be a leader, to be proactive and have their voice heard.”

**Russ Becker**

APi Group’s CEO

“There is a right way to lead and there is a wrong way to lead. The path and manner in which you get results matters.”

**Lee Anderson**

APi Group’s Founder



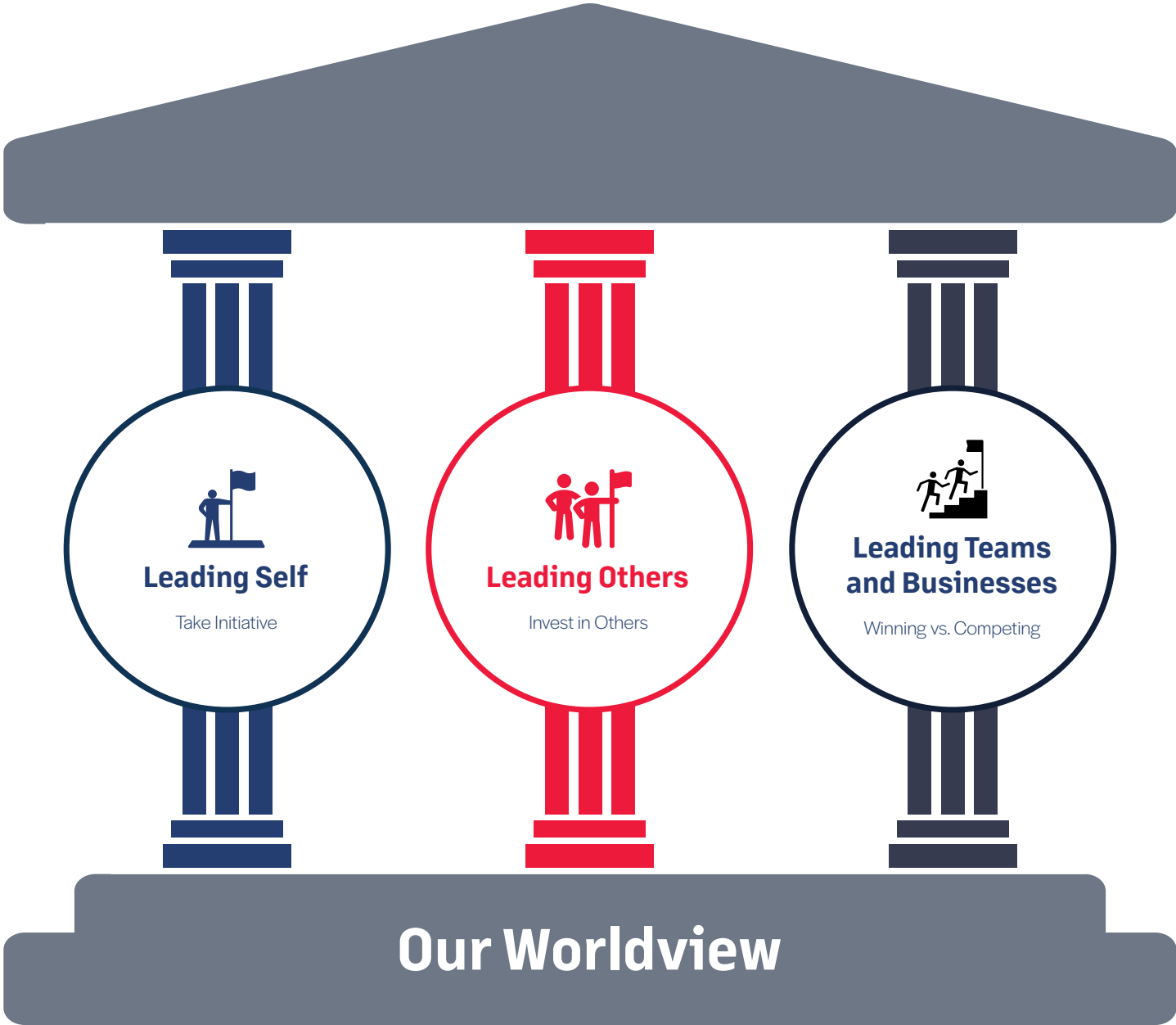


# Building Great Leaders®

We provide high quality leadership development opportunities to every member of the APi family at every level through our Three Pillar Model:

Across the three pillars, we offer a range of in-person, online, immersive, rotational and field leader programs that are essential for delivering our purpose. Examples of development opportunities within each program can be read in the following sections.

Our programs are being rolled out internationally as we continue to integrate international businesses into the APi family and as we embed our purpose of Building Greater Leaders® across all of the countries in which we operate.





### In-Person Course Completions

(Number of Learners)

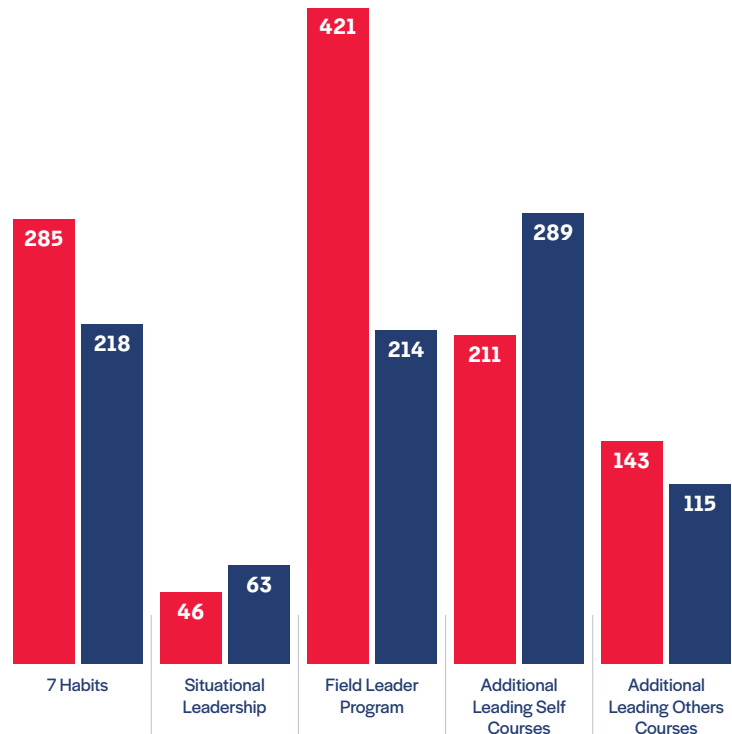
■ 2022 ■ January-October 2023

1,028

Learners Currently

65%/35%

Office/Field



#### In-person

We provide 20 unique in-person learning opportunities for our leaders. Our approach to in-person learning consists of three phases covering pre-work, experiential learning and follow-through. These phases ensure participants are prepared for transformational in-class learning opportunities that they can apply in their everyday roles.

In-person opportunities include the FMI Leadership Institute, which we have sent over 1,800 of our leaders to so they may gain insights into their personal leadership style during an engaging, four-day program.

We also offer the 7 Habits of Highly Effective People program. The two-day course offers a personal leadership development system designed to provide participants with the tools necessary to significantly increase their effectiveness within their personal and professional lives.

We have also rolled out our Leader Labs internationally, targeting the most senior and influential leaders across internationally. Around 140 leaders across internationally have taken part, which is roughly equivalent to the number of participating leaders in North America.

FMI is a structured four-day program in which industry professionals participate in hands-on, interactive experiences.

Leader Labs are structure two-day leadership development opportunities launched by the company in 2004.

Online

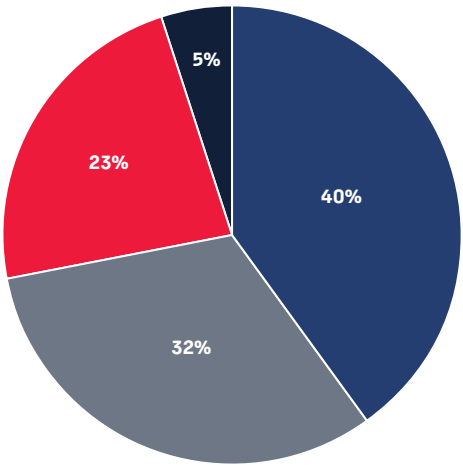
To support always-on development opportunities we offer all leaders access to the APi Development Center, our powerful online Learning Management System (LMS).

The LMS offers over 1,500 e-learning courses including nine custom built courses focused on Building Great Leaders® through supporting behaviors in the Leading Self, Leading Others and Leading Teams pillars. These courses are progressively being translated into seven different languages to ensure as many leaders as possible can benefit. The LMS is available to leaders 24 hours a day, 365 days a year.

Courses also seek to upskill leaders to deliver on our other sustainability priorities, especially regarding safety through offering over 120 safety courses, as well as DEI courses focused on cultural learnings to build essential knowledge and skills to help us learn how to bridge across differences.

Online Course Consumption

■ Leadership Courses   ■ Building Great Leaders  
■ Safety & Compliance   ■ Other



Online Learning

81%

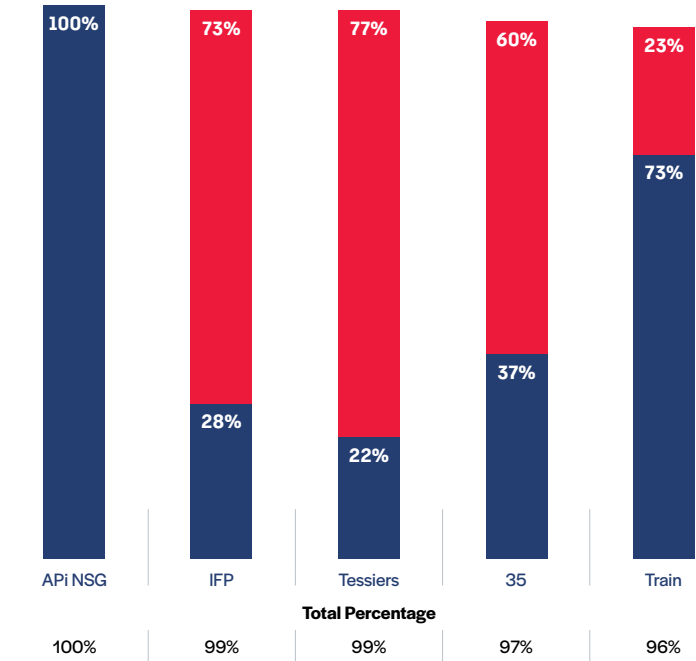
LMS Logins (Jan-Sep 2023)

79,949

Online Courses Completed (Jan-Sep 2023)

LMS Logins Top 5 Companies

■ Office Logins   ■ Field Logins



Immersive

Our immersive programs aim to accelerate our leaders in their current roles as well as prepare them for future leadership positions in APi.

Accelerated Readiness Program

Our Accelerated Readiness Program (ARP) is one of our leading offerings in this category. Its purpose is to accelerate the readiness of individuals to succeed in branch and department leadership roles within APi Group and its operating companies.

The rigorous 18-month ARP curriculum is divided into three components: business acumen, individual development with one-to-one coaching, and a small group project, known as the action learning project. In-classroom business acumen modules cover nine subjects that range from strategic thinking and organizational change to finance and sales strategy. About half-way through the program, participants are given an action learning project: a real-world opportunity or challenge faced by APi. The program is capped off by each of three groups' project presentation to about 50 senior leaders with their analysis and recommendations.

Launched in 2017, the program continues to evolve. We have a variety of facilitating partners, authors and leadership consultants teach the modules, including faculty from the University of St. Thomas, APi business leaders, and our talent development team. The fourth cohort drew 21 participants and graduated in March of 2023 while the fifth cohort began in June of 2023 with 24 participants. An additional international program will be launched in 2024 to increase further participation for our next exciting generation of senior leaders.



“While the ARP may seem similar to an MBA, I found it to be a truly differentiated and unique experience. The genius of the program is that you are doing work to solve challenges at APi and improve your own business.

There was a huge focus on leadership and all relevant concepts from financials to sales and coaching. It was a tremendous experience and everything I hoped it would be. I greatly enjoyed working so closely with my peers and networking with senior leadership.

Following my time on the ARP, I have decided to undertake a ‘mini-ARP’ at Mid Ohio Pipeline to help align our field leaders with our strategy and to build strength, resiliency and sustainability within the organization.”



**Aaron Veydt**  
President, Mid-Ohio Pipeline

“At the beginning of the program I was always focused on the short-term. It was always about just getting through, and I wasn’t very good at delegating.

During the program I learned that leadership is about influencing and helping people to perform at their best. It helped me understand that it is more powerful to recognize that you don’t know everything and that you need to spend more time listening to others, understanding everyone’s role, and where we are trying to go as an organization.

I am grateful for the program. There has been a significant long-term effect on me personally and professionally and I have no doubt that I would not be where I am now without the ARP.”



**Gina Zdon**  
Regional Controller, American Fire Protection Group and Viking Fire Protection

“During the ARP I worked on two projects. My first project was looking at how to integrate a new operating company into the APi family. As a team we investigated strategy alignment to onboarding and culture. The second project I undertook alongside a cohort of my peers to consider how we could achieve APi’s zero incidents safety target.

For the safety project, we talked to different operating companies and stakeholders and built a use case that reinforced the need for APi’s people centered culture to always include safety as a central component of being people centered. Our recommendations to APi leadership were to drive safety as a bigger piece of the conversation across the enterprise and to always strive for constant improvement.

For me personally, I learned a lot about myself and since the program I have been able to make better connections in my team and company. I have been able to take my learnings from the first project and apply that to the five integrations we have completed since. We continue to refine this process as we grow our strategic focus on acquisitions within Davis-Ulmer.

One of the big factors when Building Great Leaders is that it’s not only leaders’ responsibilities to invest in themselves, we all must also build our fellow leaders. We can do this through purposeful coaching or development conversations with our teams and through building community within the APi family.”



**Annie Wernert**  
Executive Vice President, Davis Ulmer

*Program for Senior Leaders*

Another offering in this category is our Program for Senior Leaders (PSL). This program focuses resources on helping our operating company presidents become more effective leaders, positively impacting their company culture and business results. It is especially important as we believe our operating company presidents have the greatest impact on their company’s culture, work environment, leadership and business results.

The 12-month program features a small cohort of 8 – 10 leaders and focuses on seven leadership and business acumen modules covering everything from personal leadership to building and leading high performing teams. It also features participant-led peer groups focused on applying the learnings from each module and coaching with our own Talent and Leadership Development lead Monica Seme.

“Building Great Leaders means everyone at APi at every level must constantly learn and develop if we are to truly invest in ourselves and in our organization. The Program for Senior Leaders was therefore a phenomenal experience and learning opportunity. Not only did it allow me to build deep and productive relationships with other senior leaders across APi but it also gave me the skills needed to effectively permeate my learnings across Vipond to the benefit of other leaders.

I still work closely to this day with my PSL peers to apply what we learned when tackling challenges and opportunities in our respective operating companies. I was very fortunate to spend so much quality time with such amazing people.”

**Mike Farren**  
President & CEO, Vipond Inc.

**Rotational**

*Leadership Development Program*

In 2003, APi created the Leadership Development Program (LDP) to bring people who had acquired leadership skills, often through the military or professional sports, into the organization. The rotations - seven weeks at seven different operating companies - are designed to teach the LDP candidates our industry while giving them the opportunity to see where their talent and skills best fit the organization. We currently have 42 teammates who started as LDPs, including one segment leader and eight company presidents.

*Veteran’s Rotational Program*

Our Veteran’s Rotational Program (VRP) is designed to assist veterans in their transition to a civilian job with one of our companies. Through rotational placements in different APi operating companies, veterans gain exposure to various aspects of the business and apply their skills to specific roles. At the end of the rotation year, the candidate is placed in a position with one of our companies.

The VRP program is typically built around a Veteran candidates’ interests, background, company needs, and geography. It is flexible as far as operating company locations and time spent at each business. In addition, if there is a fit between the veteran and the company, a VRP candidate can decide to complete the program early and transition to that business.



**\$25-30M**

spent on leadership development  
over the last five years

**830+**

Field Leaders sent to FMI Leadership  
Institute since 2014

**17,465**

individuals have completed the  
I am a Leader course

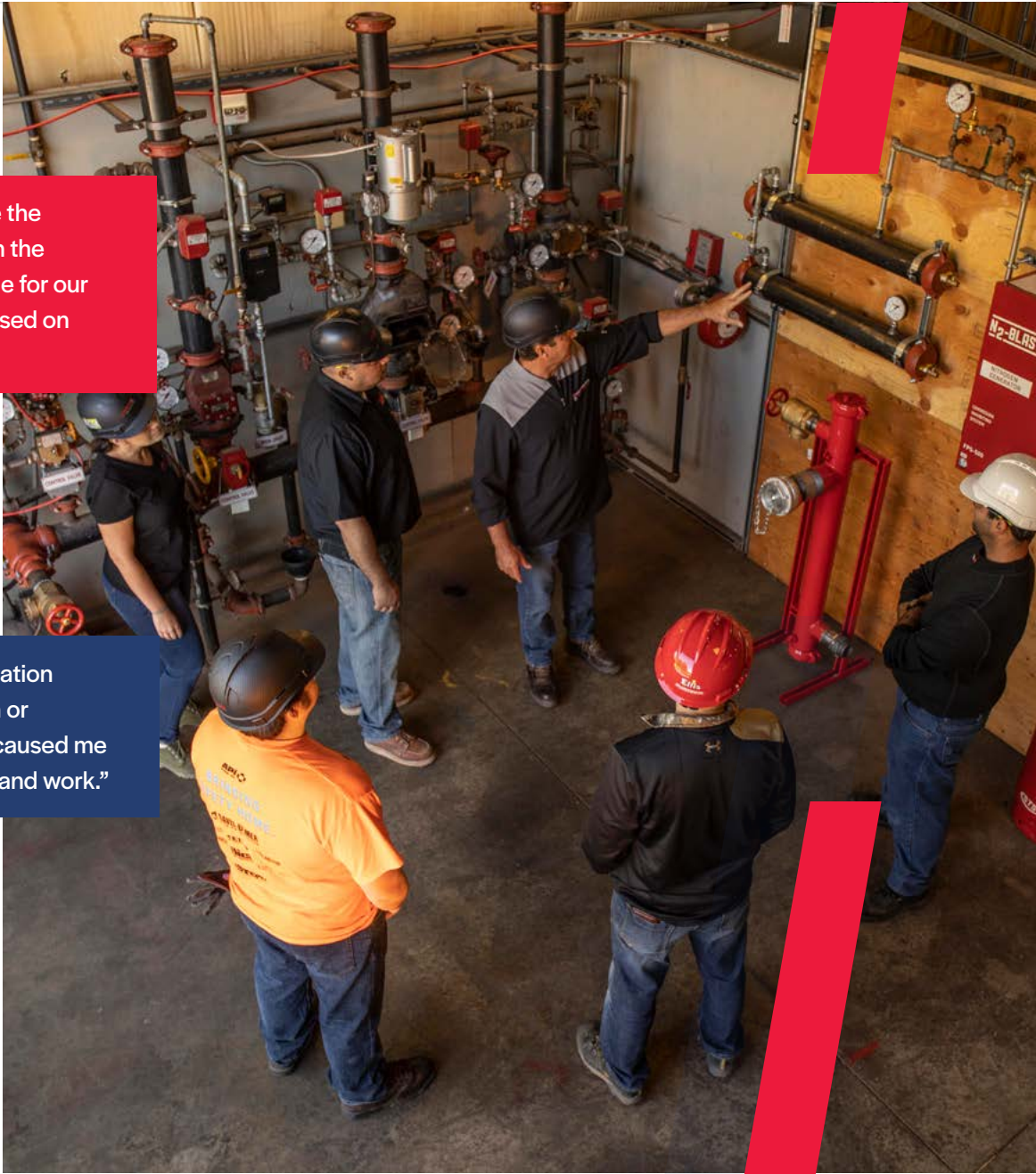
As of December 2023

“Our most important team members are the men and women at our branches and in the field. They are the leaders creating value for our customers and we are relentlessly focused on helping them succeed.”

**Paul Grunau**  
Chief Learning Officer

“The improved world view and the realization of what exactly it takes to be a foreman or Professional Construction Leader has caused me to change the way I act, communicate, and work.”

**Field Leader  
Course Participant**



### Field Leader Development

We believe every leader has a hand in our success, especially our field leaders, and we are committed to creating jobs that are dynamic, desirable and that continue to attract high levels of talent.

Our field leader training programs seek to support this ambition. They aim to shift participants’ worldviews so that they see themselves as, and really believe they are, leaders. They also help participants understand how to apply what they learn and provide participants with a roadmap for their continued leadership development journeys.

These programs go well-beyond the industry-norm, which tends only to focus on technical competence as opposed to leadership. Moreover, as we employ a decentralized operating model to improve speed and responsiveness to our customers in industries with strict requirements, we also empower the leaders of our businesses to drive business performance and execute key decisions.

Our field leaders also have an opportunity to enroll in the FMI Field Leader Institute, which uses leadership challenges, lively discussions, skill-building opportunities, feedback and personal assessments to help participants develop an awareness of their current leadership strengths and challenges. The subject matter is also tailored to the field leader role and is targeted at field leaders whose primary focus is at the individual project level, such as craft leaders, and those from the office who directly interact with and support them.





# Industry Leading Internship Opportunities

We know we need to introduce our industry to people at an early age to secure the best and brightest from the workforce of tomorrow.

Many of our operating companies offer significant support and opportunities for people at the start of their careers. J. Fletcher Creamer (“Creamer”) has developed an industry leading program over a number of years, which in the Summer of 2023 hosted 26 interns.

Creamer’s program is hands-on, with interns being provided a clear understanding of their potential future career path if they join the organization. It features a mid-summer internship summit to enable networking and to provide interns opportunities to experience other lines of the business.

The program has proven invaluable for Creamer’s recruitment pipeline and the company gives priority to candidates that have come through program, with an estimated 40% of interns being hired in a full-time capacity over the past six years.



# Our Leadership in the Community

We strive to ensure our commitment to Building Great Leaders® drives how we engage our external partners, communities and stakeholders. This includes operating companies sharing their training programs and facilities with facility management groups and fire departments to facilitate training on safety equipment.

Western States Fire Protection has been leading this training for a number of years with facility managers and fire departments in its region. The company's fire protection systems training provides hands-on experience on a variety of fire protection valves and devices, allowing trainees to experiment with using the systems in a safe and controlled environment. Facility managers get instructions on how to effectively shut off fire sprinkler and alarm systems so as to avoid creating additional costs for property owners.

The training is unique in the industry, especially as it is conducted by an operating company. The Colorado Division of Fire Safety has accredited the training and accepts the class as a contribution to required CEUs for state licenses.

At APi we believe that everyone, everywhere is a leader. We believe that each of us is dependent on our team members for our ultimate success both as individuals and as a company. To hone our leadership capabilities, we continually invest in our team members' development, we expect everyone at every level to grow their knowledge, skills and abilities, and we provide a variety of learning opportunities that meet each person's needs.





# Safety



# Our Safety Priorities

The safety, health and wellbeing of our team members is our number one priority. This is why APi is committed to zero incidents. We work to build a safer workplace every day, through strict safety standards, more than 50 dedicated safety leaders and our proactive Safety department.

When we work safely, everybody wins. Safety, quality and productivity are achievable together. We will not take shortcuts that compromise safety. We care about each other. Zero incidents is our goal and the expectation of everyone everywhere on our team. All incidents are preventable. Identifying an incident’s root cause helps us learn how to be safer.

There is a particular importance to protecting our field leaders from our number one risk – driving. We have implemented a number of programs to increase safety around our fleet and team members. This includes defensive driving courses, dash cameras and assessments of our fleet.

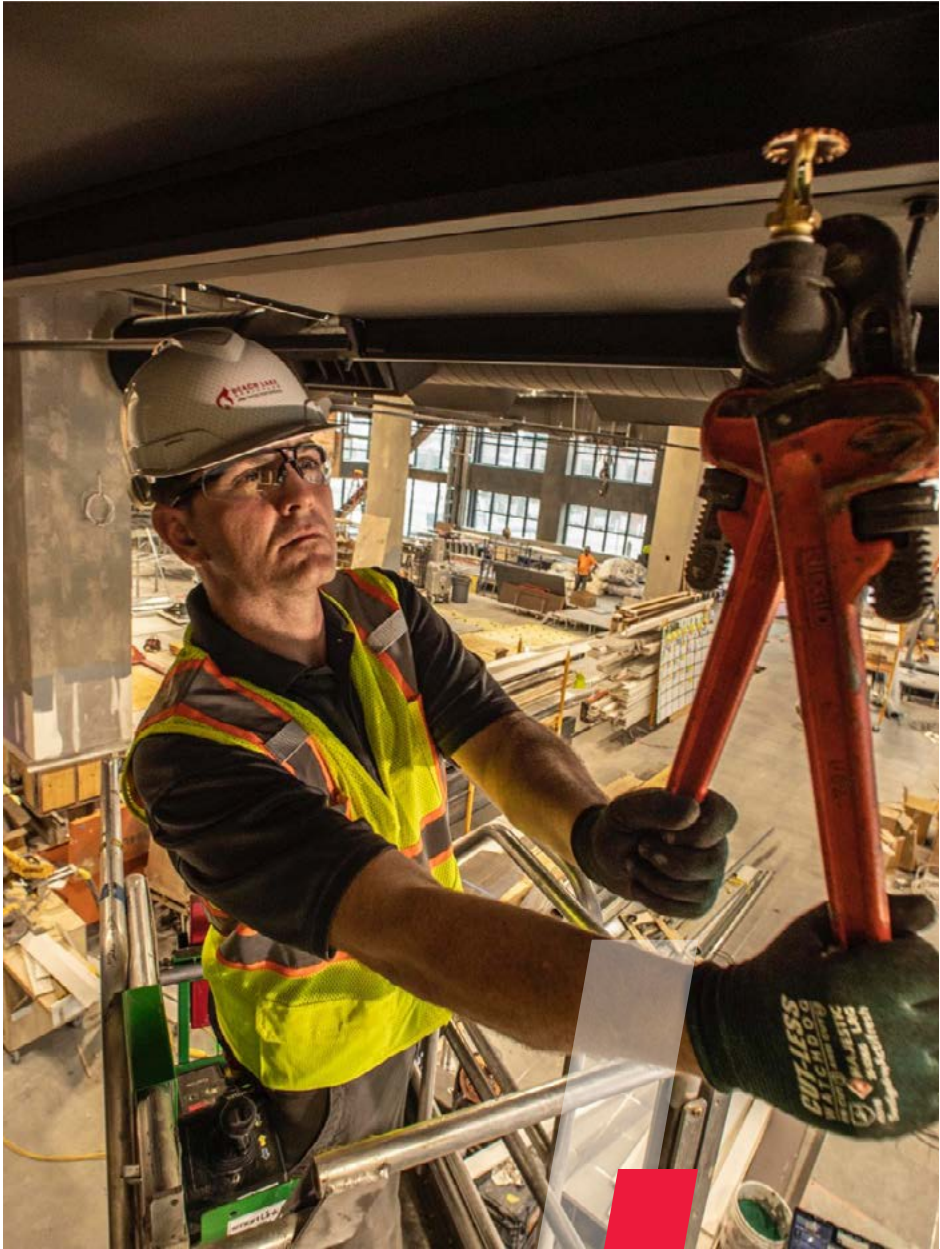
We track the total number of recordable<sup>1</sup> incidents globally that involve our team members. We then use this number, along with the total hours worked by all team members to calculate a total recordable incident rate (TRIR) score that is widely used across our industry. As of October 2023 our TRIR was 0.9.

At APi, we believe that achieving zero incidents is possible, especially through our safety culture and the actions we take daily.

<sup>1</sup>Work related fatalities and injuries or illnesses that require more than first aid

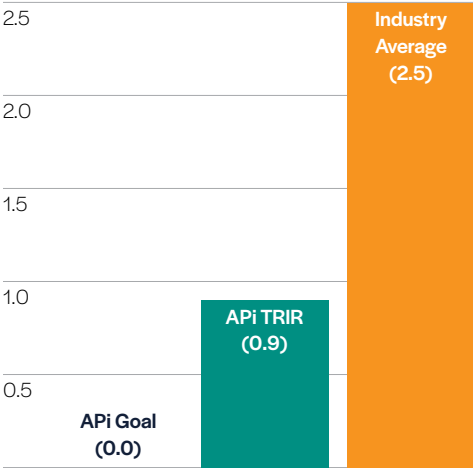
<sup>2</sup>All stats correct up to Oct 3, 2023

Source: <https://www.bls.gov/web/osh/table-1-industry-rates-national.htm>



## Our Safety and Performance<sup>2</sup>

TRIR is defined as the Total number of recorded incidents divided by the total hours worked by all team members.



# Our Safety Initiatives

## Safe Starts

Keeping our teammates safe on the job is a key priority for APi. To ensure that we start the day with this in mind, we carry out Safe Starts which are called a morning huddle, tailgate meeting or daily toolbox talk. The key focus is ensuring that the assignment and work scope is understood and all necessary tools and equipment are easily available. These meetings focus our attention on how to make work safe prior to beginning the shift. They allow us to remove hazards before our leaders are even exposed to them.

## Safe Actions

However, safety doesn't stop at Safe Starts. Throughout a working day, we continue to carry out risk assessments (Safe Actions). This gives leaders the opportunity to bring up recognized hazards through safety observations, job site safety audits, safety inspections, near misses and stop works.

## Driver Safety

Our field leaders operating our fleet is our largest safety risk globally. To make safety improvements we set up two key measures.

### Defensive Driving

We have researched and created a company-specific defensive driver course, based on the US National Safety Council course. All safety professionals have been trained as trainers and are in the process of training all company drivers through this course. We have also adapted the course for online users to reach our remote drivers who are unable to attend an in-person course. We



have since trained more than 7,000 drivers to be defensive drivers which represents 82% of US drivers. The course has received great feedback from leaders who have said that they are using the lessons learned in both their work and personal driving. We have a target of 100% of our drivers in the US who use vehicles for work purposes to complete this course by the end of 2023. We are working on developing similar programs to roll out internationally.

### Dash Cameras

In 2021 we began rolling out dual-facing dash cameras that can help assist our field leaders to become better drivers across our fleet. The Samsara cameras can detect seatbelt and phone use, when a vehicle runs a stop sign, follows too closely behind other vehicles, as well as detect the use of excessive braking

and acceleration. More than 7,000 cameras have been rolled out in the US representing 64% of vehicles and we are looking at how we can implement this program globally. Thirty-nine million miles have been driven with the camera system and we have achieved a more than 22% drop in claims so far.

The safety of our field leaders will continue to be the number one for our business.





# Supporting our leaders' mental health and well-being

We know that the safety of our team members is linked to their mental health and well-being. We hold a Mental Health Awareness month in which we organize sessions on the health benefits of positive thinking, along with webinars on managing stress and anxiety, and financial well-being, among other topics.

To help our team members be prepared in the event of a mental health crisis, we provide a Mental Health First Aid program. The 8-hour course uses role-play and stimulations to teach participants a five-step action plan, ALGEE, for supporting someone developing signs and symptoms of a mental illness or experiencing an emotional crisis. The plan:

1. Assesses for risk of suicide or harm
2. Listens non-judgmentally
3. Gives reassurance and information
4. Encourages appropriateness of professional help
5. Encourages self-help and other support strategies

## CASE STUDY

### D-Day Honor Ride

This year, APi held its 5th D-Day Honor Ride across the world. The ride serves as a reminder of D-Day and honors the sacrifices of all veterans by supporting those on a mission to eliminate suicide.

The event has been true to its charter over the past five years; providing a focal point for acknowledging and raising awareness about suicide and how to eliminate it. This year, we had participants from North America, the UK and France.

The D-Day Honor Ride has raised over \$20k since its inception. However, no dollar amount describes the value of advancing concrete actions to build awareness about suicide to save lives within our family, partners and industry.

We will continue to preserve the annual ride as a gentle, but persistent, reminder that suicide is something that we need to face head-on.



# Protecting People and Property

At APi, we take great pride in knowing that the systems we install, service and maintain, help to protect the people and assets that are important to our customers and their families.

Safety Services is our largest business segment and provides life safety and security services including fire protection, HVAC, and building control and entry systems. Helping to make communities safer is not only key to our business success but also underlines our values. It's why we provide reliable, customized solutions to help protect customers, people and assets in commercial, educational, health care, technical, and special-hazard settings.



CASE STUDY

## Western States Fire Protection sprinkler systems

In 2015 Western States Fire Protection installed a one-of-a-kind fire prevention system in the Eisenhower Johnson Memorial Tunnel. With extreme temperatures at 11,000 feet elevation, the installation required a dry deluge system that is fed with a continually flowing heated water loop. The design of the system was a group effort that included several engineering firms, the Colorado Division of Transportation (CDOT), and Western States Fire Protection designers. Live fire testing was done with various prototype nozzle and pipe configurations. In addition to Western States, two other APi Group operating companies were involved on the project - Grunau to fabricate cabinets and Classic Industrial Services to insulate the almost 4 miles of heated loop piping. Western States continues to work with CDOT for inspection and maintenance of the system.

The 2015 project required the APi teams to be both innovative and responsive to the customer's design criteria with a solution that was not typical of a fire protection installation company. In keeping with our mission to provide exceptional value to our customers, Western States has continued to listen to CDOT and will enhance the existing system with hose valves that will allow CDOT staff to fight the fire with hoses inside the tunnel, in addition to using the overhead system.

CASE STUDY

Chubb’s remote video monitoring system

Chubb’s remote video monitoring systems helps businesses keep their people and premises safe with fast responses if necessary.

Workspace Group PLC, the leading provider of commercial business premises within central London, has been previously victim to crime and anti-social behavior.

In an incident in 2022, a known offender tailgated a customer through the entrance doors of a Workspace business center. The incident was spotted by Chubb’s dedicated experts who were monitoring a proactive LCD video wall consisting of eight monitors that were viewing four Workspace sites per monitor. The team recognized the known offender and contacted the police, as well as dispatched the assigned keyholding mobile guard to intervene. While the police conducted a search of the facility, it was the experts at Chubb’s Monitoring Center that located the offender by actively monitoring the CCTV system. The offender was then detained by the police as he attempted to leave the premises with stolen items.







CASE STUDY

Responding to critical situations

Two APi specialty contracting companies provide essential services that help keep local communities safe and businesses functioning in the Duluth, Minnesota area.

During March 2023, approximately 4,000 square feet of roof collapsed at Miller Hill Mall after a snowstorm. Both contractors rapidly responded to the incident and came together to conduct a safety assessment the day of the collapse. One company shored up collapsed areas of the building while the other company's teams helped remove 6,000,000 pounds of snow on the exterior of the building, as well as provided heating systems to keep the building functioning. By coming together, both companies helped make the building safe so that business could resume as quickly as possible.





# Environment

# Our Environment Priorities

Our goal is to understand and ultimately reduce the impact our operations have on the environment by focusing on improving our energy efficiency reducing our GHG emissions, and reducing waste from our operations. Notably, we recognize our business operates a significant fleet of vehicles which will likely account for the majority of our operational GHG emissions, and we are actively engaged in efforts to understand these impacts through our ongoing carbon assessment work.

Our vision is to be a trusted partner to our customers in our shared sustainability ambitions. Through this strategy we hope to play a role in improving the quality and condition of our communities and the environments in which we operate.

## Improving the Energy Efficiency of our Operations

Our operating companies have been improving the energy efficiency of their buildings and fleets for several years. They have also secured costs and emissions savings for their customers through deploying more energy efficient solutions within their operations.

## Reducing our GHG Emissions

We want to reduce the impact our operations have on the environment by reducing GHG emissions, especially from our vehicle fleet. To that end, we have commissioned energy specialist Schneider Electric to undertake a global GHG emission baselining exercise for our operations so that we may begin calculating our Scopes 1 and 2 emissions in alignment with



CASE STUDY

### Sourcing renewable energy

In April 2023 Creamer completed the installation of 934 solar panels at its corporate office, which will produce an estimated 500,000 KWh annually. It hopes to see measurable returns from the installation in Q3 2023.



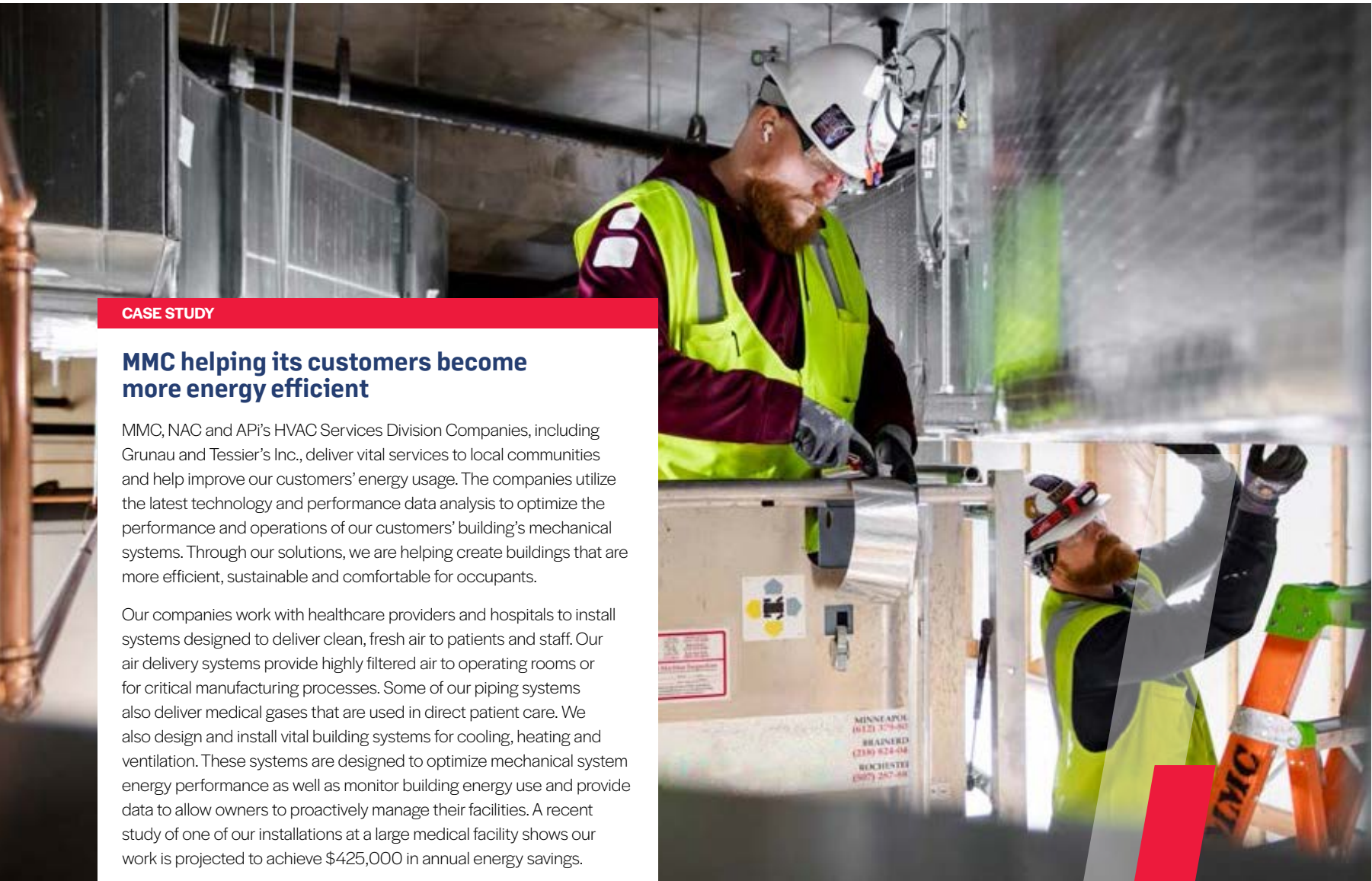
CASE STUDY

### Chubb's Environmental Recycling Unit

Aligning with Chubb's aim to recycle 100% of products and packaging, its Environmental Recycling Unit processes on average 1100 extinguishers a day.

The fire extinguishers are recycled into either renovated extinguishers or are broken down, with all parts either reused or reprocessed. Any remaining small components are used in waste energy recovery processes.





CASE STUDY

**MMC helping its customers become more energy efficient**

MMC, NAC and APi’s HVAC Services Division Companies, including Grunau and Tessier’s Inc., deliver vital services to local communities and help improve our customers’ energy usage. The companies utilize the latest technology and performance data analysis to optimize the performance and operations of our customers’ building’s mechanical systems. Through our solutions, we are helping create buildings that are more efficient, sustainable and comfortable for occupants.

Our companies work with healthcare providers and hospitals to install systems designed to deliver clean, fresh air to patients and staff. Our air delivery systems provide highly filtered air to operating rooms or for critical manufacturing processes. Some of our piping systems also deliver medical gases that are used in direct patient care. We also design and install vital building systems for cooling, heating and ventilation. These systems are designed to optimize mechanical system energy performance as well as monitor building energy use and provide data to allow owners to proactively manage their facilities. A recent study of one of our installations at a large medical facility shows our work is projected to achieve \$425,000 in annual energy savings.

Source: Jamar-MMC. (2019). Essentia Health Vision Northland Project Duluth, MN. Essentia Energy-Saving Narrative, p.1.

the Greenhouse Gas Protocol. Through this process we will begin to understand our emission reduction pathways and the operational changes we will need to reduce GHG emissions within our business. We intend to report back in more detail on this work in our next sustainability report.

**Sustainably Managing the Use of Resources**

We will strive to reduce waste produced in our operations. A number of our companies operate waste reduction programs and we partnered with Waste Management in organizing waste disposal practices to streamline collection activities and to identify opportunities for diversion of waste from landfills in favor of recycling and beneficial reuse.



A man with a beard and mustache, wearing a white hard hat with a logo, safety glasses, and an orange t-shirt, stands with his arms crossed in front of a brick wall. The wall has various electrical components, including a red fire alarm pull station, a red fire extinguisher, and a blue metal cabinet. The man's t-shirt has a logo that reads "INTERNATIONAL" and "Life Safety Systems".

# Inclusion

# Our Inclusion Priorities

Diversity, equity, and inclusion (DEI) are foundational values at APi, essential to our culture and integral to our ongoing success as an organization that values and respects all individuals. We believe that a diverse, equitable and inclusive culture enables us to solve problems better, be more innovative, more agile and adaptive to change, and attract and retain better leaders. APi’s focus on inclusion is rooted in our ambition to find “joy in our work and in each other”.

At APi, this is how we define DEI:

**Diversity** - the differences that make a difference. We view diversity in the broadest sense. This includes gender, race and ethnicity, disability, military service, and LGBTQI+ identity, as well as ability, backgrounds, and beliefs. This lens of diversity allows us to engage the best talent from anywhere in the world.

**Equity** - the changes that create meaningful change. Equity is how we leverage the unique capabilities of our team members by tailoring our approaches to create environments and systems that work for everyone.

**Inclusion** - creating workplaces and workspaces that recognize, appreciate, and respect team members so that each can be their best selves and deliver their best work.

Our goals related to DEI are to:

- Embed DEI into every aspect of our business
- Build diversity on our Board and in key leadership positions

APi has embarked on a journey in recent years to drive DEI deeper and more consistently throughout our organization. This work included a review of our key policies, practices, and procedures in this area to ensure that we engage, empower, and provide access to opportunity to every team member.

We believe in a growth mindset. We continue to work to improve inclusive behaviors and cultural fluency through regular inclusion events and learning activities, as well as self-awareness and leadership development through reliance on and programing support by the Intercultural Development Inventory Assessment (IDI). To date, all corporate leaders and operating company presidents in North America have participated in the IDI, and we have begun the process of rolling out the IDI in our companies around the world.

As we look to the future, we are building the knowledgebase and competencies in our talent acquisition teams and processes to do better in reaching the full range of diversity that is available in our labor markets.

At the same time, we are aware that the current labor markets in our industries – especially for our field positions – are heavily male-dominated.

Over the long term, we want to play a role in changing this – through partnerships in our communities, with schools, and with our unions – to attract greater interest in our fields from people of all genders and backgrounds.

We are working hard to build a culture in which all employees see and believe that the investment we make in leadership development opportunities is an investment in them and embrace those opportunities accordingly.

APi is on a journey to ensure that every team member across the globe is included, feels a sense of belonging, and is psychologically safe so that they can grow, thrive and lead.





# DEI E-Learning and Development

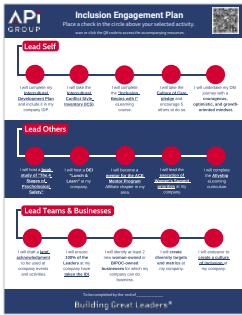
The strong collaboration between the DEI team and the Learning and Leadership Development team at APi ensures there is an appropriate mix of e-learning, webinars and in-person learning opportunities that appeal to a variety of mindsets, learning styles and learning preferences to support building an inclusive culture. Many of our digital training materials are curated from the most respected online marketplaces and information sharing sites including Udemy, Open Sesame, LinkedIn Learning and TED.

## Inclusion Begins with “I”

“Inclusion Begins with I” is an e-learning course that is a part of the Building Great Leaders® eLearning series. At APi, our enduring purpose is Building Great Leaders®. We believe that everyone is a leader, regardless of their role. Our definition of leadership is positively influencing our own success and the success of others. One of the most powerful ways we can positively influence others’ success and ultimately our own success, is by being an inclusive leader. During the course, participants learn what an inclusive leader is through the triple A’s of inclusive leadership: Awareness, Action, and Accountability.

This learning journey begins with a shared definition of four key terms: diversity, equity, inclusion, and cultural fluency. Cultural fluency is a key leadership competency at APi and we have invested significant resources in providing our team members the opportunity to become culturally fluent. Foundational to our goal of cultural fluency development is the Intercultural Development Inventory Assessment® (IDI). The IDI provides insights into how leaders navigate cultural differences and similarities by asking them to reflect on past and current cross-cultural experience.

## Inclusion Engagement Plan



To support the use of the IDI and its companion Intercultural Development Plan, we developed the Inclusion Engagement Plan. The Inclusion Engagement Plan is an interactive resource that allows the learner to access a variety of resources so that they can enhance their learning journey. Any team member who desires to improve their cultural fluency and accelerate their learning can select tasks and activities based on the leadership development pillars: leading self, leading others and leading teams and businesses.



### Unconscious Bias

Duration: 3 Hours



### What in the World is a worldview?

Duration: 20 Minutes



### 5 Tips to Improve Your Critical Thinking

Duration: 4 Minutes



### How to Overcome Our Biases

Duration: 18 Minutes



### The Leader’s Guide to Unconscious Bias

Duration: 48 Minutes



### Understanding Unconscious Bias

Duration: 15 Minutes



CASE STUDY

Pride at APi:  
Annual Pride Walk Event

“Our annual Pride Walk celebrates inclusion and diversity within our organization. The goal is to show support for the LGBTQ+ community and our event proceeds are donated to local and national LGBTQ+ support organizations, such as the Trevor Project.

By hosting this event annually APi is showing support and recognition that all our team members deserve a safe place to work and be themselves. As an openly gay married man, I can personally attest that this event means a lot to me. Knowing that I can come to work, be myself and be supported by my peers is huge, it allows me to focus on the work I do and the business results rather than worrying about how others think and feel about me as an individual. APi’s commitment to a safe and equitable workplace is the #1 reason why I work here.” – Nathan Better, Robotic Process Automation Program Manager

Photo Credit: Maddy McDonough

# Supporting our Veterans, Fostering Psychological Safety, and Championing Women

By implementing key programs and initiatives, APi strives to support veterans’ transition into civilian work, promote psychological safety, and provide opportunities for women to excel in the industry.

### Supporting Veterans through the Civilian Workplace

APi recognizes the leadership, loyalty and superb qualifications that veterans bring to the civilian workplace. These qualities and skills are transferable positive assets to any organization, which is why we are active in our veteran recruitment. We collaborate with organizations like Helmets to Hardhats, which connects military job seekers with career opportunities.

### Our Commitment to Psychological Safety

APi believes that psychological safety is a critical element of an inclusive work environment. Psychological safety allows individuals to feel trusted, respected, and empowered to contribute and challenge the status quo without fear of retaliation. APi is a signatory of the ‘Culture of Care,’ an initiative that promotes inclusive work environments. The company is committed to providing workplaces that are free from harassment, discrimination, and retaliation, where each person has the opportunity to reach their full potential.



Source: The Four Stages of Psychological Safety by Timothy R. Clark



Supporting Women in our Industry

APi recognizes the need to provide opportunities and support for women to thrive in our industry. This is important for improving representation, especially as women make up only 10.9% of the construction-related skilled trades workforce in the US.<sup>1</sup> We also know this is important for addressing labor trends across our markets of operation. For example, the UK alone will require 225,000 new construction workers by 2027.<sup>2</sup>

We are not immune to this labor reality and we understand that the workforce of the future will need to be comprised of women and others in an industry where historically the workforce has been predominately male. APi is making investments to address this reality by analyzing data to understand current demographics, by making investments in our current workforce and by developing strategies to attract new talent. By putting our team members at the center of everything we do, we are being intentional about building a trained, engaged and flexible workforce to build future success. APi’s vision is to be the number one people-first public company where every one of our team members can lead, grow and thrive.

The data on this page shows the representation of **women in our global workforce**. This data is reflective of the team member headcount as of September 30, 2023.

Women in Our Workforce

15%  
of APi’s Total Workforce are Women

29,358 / 4,412  
Total Workforce / Women

11%  
of APi’s United States Workforce are Women

14,541 / 1,670  
Total U.S. Workforce / Women

20%  
of APi’s International Workforce are Women

13,817 / 2,742  
Total International Workforce / Women



<sup>1</sup>U.S. Bureau of Labor Statistics, 2022 <https://www.bls.gov/cps/cpsaat18.htm>

<sup>2</sup>CSN Industry Outlook, 2023 <https://www.citb.co.uk/about-citb/construction-industry-research-reports/construction-skills-network-csn>



**APi Network of Women**

The APi Network of Women (NoW) launched in 2011 as APi Group Women in Construction (WIC) and has been led by extraordinary women over the past 12 years.

Its mission is aligned with APi’s enduring purpose of Building Great Leaders® and emphasizes a strong focus on the development of women within the organization. It is made possible by the support of both women and men across the organization who play instrumental roles in reaching the committee’s goals to expand regionally to continue educating and mentoring women throughout APi.

**Our Mission:**

To encourage women’s leadership and development in the safety and specialty service industries through engagement, education, and mentorship.

**Our Values:**

**ENGAGE**

Connect, network, and build relationships with those interested in furthering the efforts of increasing the number of women in the safety and specialty industries.

**EDUCATE**

Provide leadership and development opportunities for women within the organization.

**MENTOR**

Create a community that makes a commitment to counsel, support and advise women within the organization and the safety, specialty, and industrial service industries.



**Women’s Summit 2022**

Through collaboration and action planning during the APi Women’s Summit, the first held in June 2022, the company addressed issues brought forward by women across the enterprise.

From input received through world-café style listening sessions and surveys with team members consisting of women and their allies from our global companies emerged 6 key priorities:

- 1. Family-friendly time-off policies
- 2. Mentorship culture
- 3. Clear pathways for advancement
- 4. A culture where feedback is invited
- 5. Gender-inclusive talent acquisition
- 6. Growth-mindset culture

The Summit is convened biennially to celebrate progress and accomplishments towards these priorities.



On June 14th and 15th, 2022, APi held its first Women’s Summit in Bloomington, Minnesota.

**Women in Chubb**

In Australia, Chubb runs the Women Empowerment (WE@Chubb) Employee Resource Group (ERG), which aims to support and empower women in the organization. Through initiatives such as panel discussions and individual team member spotlights, Chubb emphasizes growth opportunities for women in technical and senior roles.

In France, Chubb runs the Gender Diversity Testimonials and Network Les Professionn’ Elles. This program collects success stories about gender diversity through short text interviews. The program is open to both women and men and helps explains why gender diversity is important to the organization.





# Reconciliation and Land Recognition

APi values reconciliation and land recognition. By acknowledging the traditional owners of the lands where the company operates, we foster respect for Indigenous cultures to aim to create an inclusive and culturally sensitive work environment.

## Land Acknowledgement

Since 1926, APi Group has grown by acquisition to become market-leading business services provider of safety, specialty, and industrial services in over 200 locations primarily in North America.

We honor the Native people of these lands and respect their culture and sacred traditions. We believe that healing cannot begin and we cannot become a fully inclusive company, until we have acknowledged the genocide, ethnic cleansing, and forced removal of Native people from the lands where our facilities are located.

Our Corporate offices are located in New Brighton, Minnesota on land that was the homeland of the Dakota people for thousands of years.

As we continue to grow our business and do the work to become an inclusive organization, we will do so in partnership and with goodwill towards Black, Indigenous and all people-of-color.

## Chubb Reconciliation Action Plan (RAP)

In Australia, Chubb acknowledges the Aboriginal and Torres Strait Islanders as the First Nations peoples of the oldest continuous living culture on the planet.

Through the Chubb Australia Reconciliation Action Plan (RAP), Chubb aims to empower and support the First Nations peoples and communities by raising awareness, providing employment and supporting indigenous business opportunities.

Cultural safety training and cultural awareness events raise awareness and strengthen Chubb Australia’s commitment to providing an inclusive and culturally safe workplace for Aboriginal and Torres Strait Islander team members and community.

Our vision for reconciliation is for the cultures, heritage and histories of Aboriginal and Torres Strait Islander peoples to be recognized, respected, and celebrated in order to build and secure a better future for all Australians.

NAIDOC week (National Aborigines’ and Islanders’ Day Observance Committee) celebrations at Chubb’s Queensland office on Turrbal / Yuggara Country



The Dakota Tribe. Photo title: Dakota at Prairie Island <https://www.mnopedia.org/land-water-and-language-dakota-minnesota-s-first-people>



NAIDOC week (National Aborigines’ and Islanders’ Day Observance Committee) celebrations at Chubb’s Queensland office on Turrbal / Yuggara Country



# Governance



# Our Sustainability and Risk Governance Priorities

## Risk Oversight

Our full Board has responsibility for overseeing APi’s overall approach to risk management and is actively engaged in addressing the most significant risks facing the company. We engage in an Enterprise Risk Management (“ERM”) process that evaluates risks over the short-term, medium-term and long-term. The ERM process consists of periodic risk assessments performed by various functional management groups during the year. Executive management presents these assessments to the Audit Committee to ensure that the process is sound and complete, oversight is appropriate, and the risks and risk assessments are properly reviewed. While the Board and its Committees oversee key risk areas, our management is responsible for day-to-day risk management identification and mitigation, as well as bringing to the Board’s attention emerging risks and highlighting the top enterprise risks.

## Oversight of Sustainability and Corporate Responsibility

The Board receives reports on sustainability and corporate responsibility matters across the Company and both collaborates the Executive Leadership team and oversees the Company’s key ESG priorities and strategies, goal-setting, and external reporting on ESG matters. The Executive Leadership team is engaged in executing our sustainability strategy through the Sustainability Committee, whose purpose is to lead on matters of significance to APi and our stakeholders concerning sustainability and other matters of corporate social responsibility. It also assists the Board of Directors in overseeing the impact of these matters on our business, strategies, operations, performance and reputation. The Sustainability Committee members include the CEO, CFO, General Counsel, Chief Sustainability Officer and is chaired by the Chief People Officer. It reflects the cross-functional nature of corporate responsibility matters and leverages expertise across our executive team related to our business and functional expertise.

## Oversight of Cybersecurity

Our cybersecurity program is designed to identify and mitigate cybersecurity risk for APi on a global basis to limit business interruption and protect our confidential and proprietary information. Our program structure and governance are aligned with industry-standard cybersecurity frameworks. The full Board and our Audit committee also receive regular reports on cybersecurity matters, including the Company’s incident response process.





# Ethics and Compliance

When companies partner with APi, they know they are in good hands. They can count on our world- class resources, our innovative solutions, and our ability to help them operate safely, efficiently, and effectively. More importantly, our customers can trust the way we conduct our business and ourselves – with honesty and integrity.

Our values provide the inspiration we need to be great leaders. Our Code of Business Conduct and Ethics (“Code”) shows us how. It gives us the key information and resources we need to do what’s right for APi, our customers and each other. The Code forms the foundation of our culture and our commitment to Building Great Leaders®. It is a tool designed for our leaders, showing us how to interact ethically, follow the law and our policies, and above all, give life to our values. Following the Code is one of the most important responsibilities for an APi leader.

We look to the Code for:

- Overviews of common situations leaders might face
- Advice on how to handle those situations ethically
- Tips to align actions with our values, policies, and the law
- Tools for good decision-making
- Links to APi’s policies and other resources

APi is currently updating the Code and it will be finalized and rolled out in 2024, which will include a global rollout in multiples languages supported with both online and in-person training on the Code.

For the most up-to-date version of our policies please visit our website at <https://ir.apigroupcorp.com/governance/governance-documents/default.aspx>





# Supporting Our Communities

APi team members volunteer to pack boxes of goods and donate them to charitable organization.

# Supporting Our Communities

Since 1926, APi and its family of companies have understood the value of building community. Many of our team members regularly give back by volunteering at local organizations. We provide volunteer opportunities, such as walks for veterans, preparing meals for students, food drives, charity events, and much more.

Our companies donate time, talent and resources to worthy causes such as non-profits and community facilities in need. Historically, APi has donate several million dollars to various organizations ranging from veteran welfare programs to children’s healthcare.

## APi Group Foundation

The APi Group Foundation was established in 2020 to solidify APi’s commitment to, and streamlining of, its charitable efforts. The APi Group Foundation is a registered charitable organization funded by APi that awards grants to other registered charitable organizations who apply. Fund allocation is approved by the Foundation’s Board of Directors.

The APi Group Foundation aims to build a better tomorrow by demonstrating leadership through the active involvement and engagement in the communities we serve, prioritizing the safety, health and well-being of others, while building caring and enduring relationships, fulfilling our mission to protect our communities and put people first. Through grants and employee partnerships, support is focused on opportunities for youth, historically underserved populations, and veterans by investing in access to safe and adequate housing, health care, quality community engagement, and educational and workforce development programs.



## APi GIVES

APi Gives was established in 2020 as a formalized giving effort specifically driven by companies located on APi HQ Campus. The APi Gives initiative funnels the altruistic dedication of APi Group, APi Inc., and APi National Service Group team members into a cohesive effort to maximize the HQ campus’ team members’ charitable endeavors.

APi Gives is responsible for seeking out and organizing philanthropic opportunities in line with APi’s enduring legacy to serve our communities.

Charitable events range in size and scope and team members vote on programs to prioritize giving.

## JA BizTown

In 2019 APi Group and United Association (UA) labor organization joined forces to sponsor a center for Junior Achievement students to learn the business aspects of construction and the skills they will need for construction jobs. The UA and APi Group Construction Center is one of 18 spaces at the Peter J. King Family Foundation Experiential Learning Lab located St. Paul, Minnesota. The UA and APi partnership resulted in Junior Achievement (JA) BizTown, a 12,000 square foot simulated city where Junior Achievement students become business leaders, consumers, workers and community partners for the day.

During their time at the Center, the students complete multiple assignments throughout the day related to the construction industry to benefit JA BizTown while exploring careers in the industry, including the skilled trades.

The collaboration of APi and the United Association of Plumbers, Pipefitters, Pipe Welders, Sprinkler Fitters and Heating, Ventilation, Air Conditioning, Refrigeration (HVAC-R) Technicians provides students with the opportunity to experience some of the construction technologies currently used in the field.

Except for the Covid-19 year, more than 20,000 students and parent volunteers come through the Center each year.



Youth from Saint Paul, MN area schools learn the business of construction.  
Photo Credit: Junior Achievement





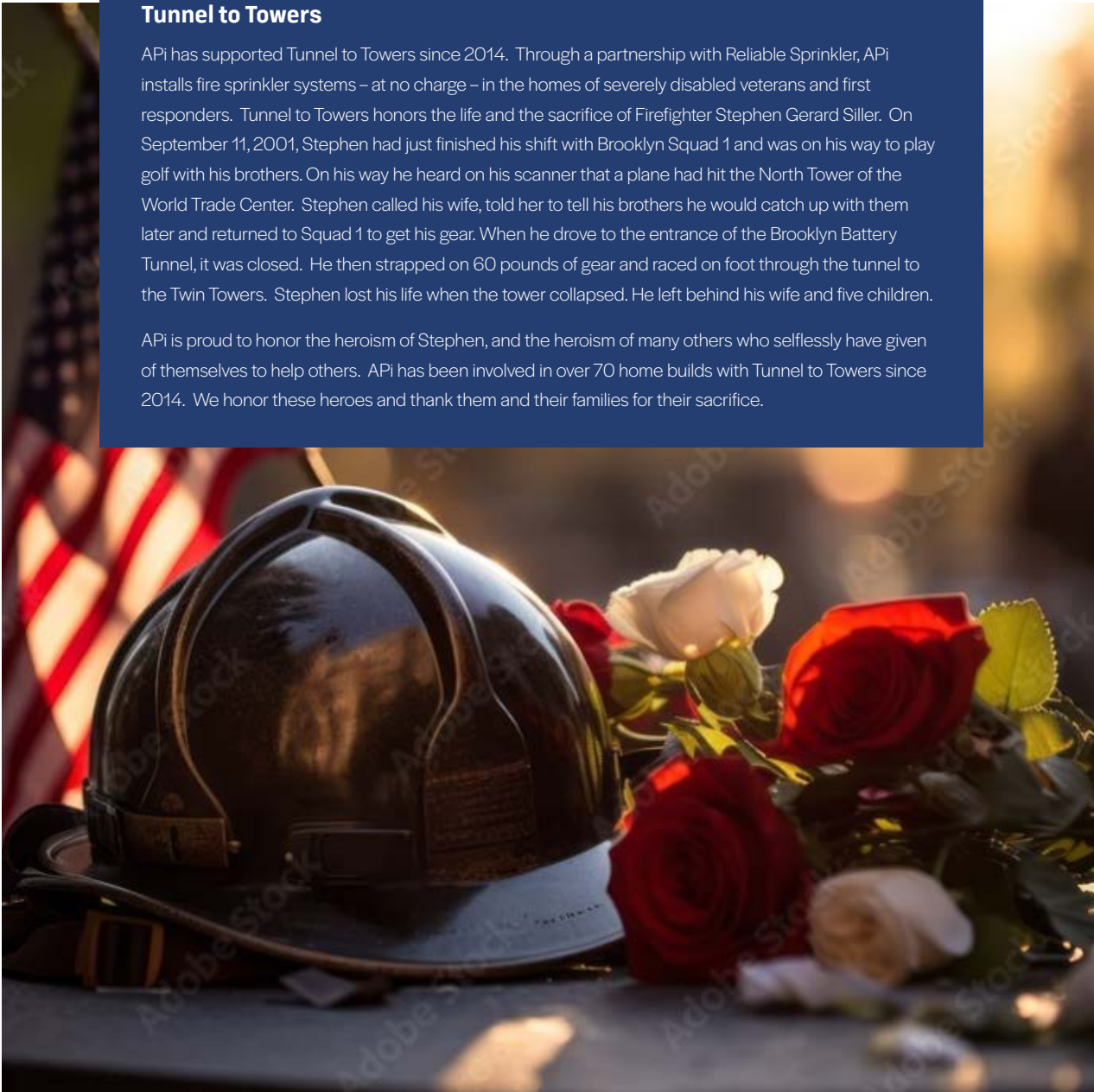
**Children’s Minnesota Hospitals**

APi has a unique relationship with Children’s Minnesota Hospitals. In line with the APi Group Foundation’s priorities, Children’s has been a recipient of grants from the Foundation and the company over the years. For our APi GIVES week, team members voted for Children’s Minnesota to be a priority organization for fund raising as well as the top priority for the payroll deduction program. Additionally, Tom Klug, an APi team member and Winter Carnival ice sculpture carver offers his skills to bring to life drawings from patients at Children’s Minnesota for the St. Paul Winter Carnival. All of the ice carvings are made possible from donations by APi Group. Tom says “We, as ice carvers, have the ability to provide these kids a creative outlet and moments of distraction during their time in the hospital. We can’t wait to see the smiles on their faces when they see their very own Winter Carnival ice sculpture.”

**Tunnel to Towers**

APi has supported Tunnel to Towers since 2014. Through a partnership with Reliable Sprinkler, APi installs fire sprinkler systems – at no charge – in the homes of severely disabled veterans and first responders. Tunnel to Towers honors the life and the sacrifice of Firefighter Stephen Gerard Siller. On September 11, 2001, Stephen had just finished his shift with Brooklyn Squad 1 and was on his way to play golf with his brothers. On his way he heard on his scanner that a plane had hit the North Tower of the World Trade Center. Stephen called his wife, told her to tell his brothers he would catch up with them later and returned to Squad 1 to get his gear. When he drove to the entrance of the Brooklyn Battery Tunnel, it was closed. He then strapped on 60 pounds of gear and raced on foot through the tunnel to the Twin Towers. Stephen lost his life when the tower collapsed. He left behind his wife and five children.

APi is proud to honor the heroism of Stephen, and the heroism of many others who selflessly have given of themselves to help others. APi has been involved in over 70 home builds with Tunnel to Towers since 2014. We honor these heroes and thank them and their families for their sacrifice.





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