

Diversity, Equity, and Inclusion

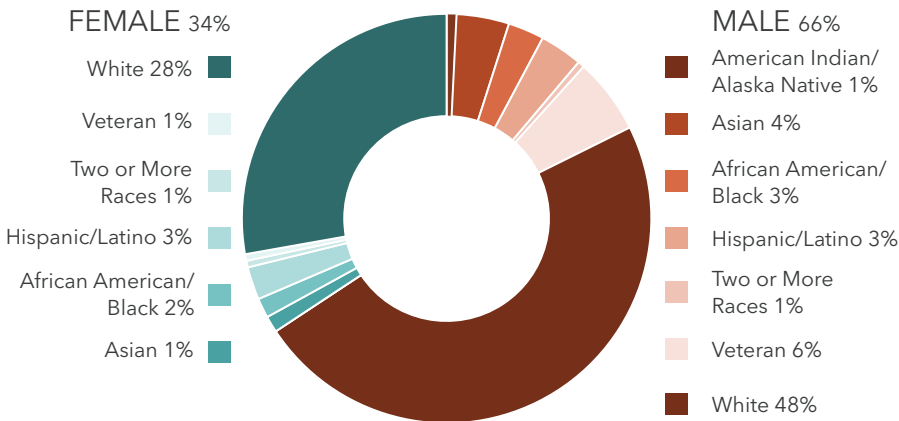
Apex Clean Energy is committed to building and maintaining a diverse and inclusive workforce, including (but not limited to) hiring, retaining, and promoting women and other historically underrepresented groups.

Apex requires all employees to engage in annual diversity, inclusion, and anti-bias training, in addition to anti-harassment and discrimination training. To ensure a broad range of applicants for our full-time positions, our Human Resources team engages with a number of strategic partners (see sidebar). These partnerships and other recruitment efforts have yielded positive results—more diverse applicants, more diverse hires, and a diverse summer associate program.

STRATEGIC PARTNERSHIPS

- Society of Women Engineers
- Women of Renewable Industries and Sustainable Energy
- DoD SkillBridge
- Hiring our Heroes
- Veterans in Energy
- American Association of Blacks in Energy
- International Rescue Committee
- Hispanics in Energy
- National Society of Black Engineers
- National Black MBA Association
- Ron Brown Scholar Program
- UVA Black Law Students Association

Full-Time Employee Snapshot (2022)*



Women account for 32% of the clean energy workforce and 22% of the overall energy sector, according to the International Renewable Energy Agency (IRENA). Learn more at apexcleanenergy.com/women.

By the Numbers

400
full-time employees

27%
women in leadership positions**

18%
BIPOC representation

7%
veteran representation

Apex is committed to seeking out the best candidates in the industry, and oftentimes those candidates we look for are veterans. Learn more at apexcleanenergy.com/veterans.

* Although some employees identify as part of more than one group, each Apexer is only counted once.

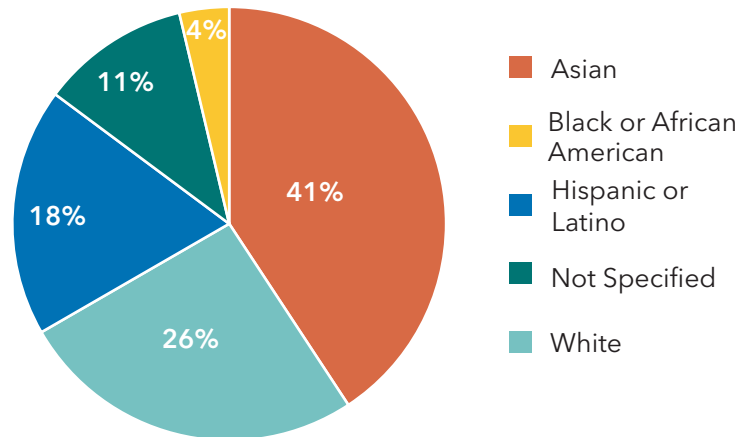
** manager, director, or VP level

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Summer Associate Program

Apex's paid summer associate positions offer an exciting opportunity for undergraduate and graduate students who are interested in renewable energy. Students majoring in environmental studies, communications, engineering, business, law, and more have a variety of departments and subject areas to choose from. Since the program's establishment in 2013, Apex's summer associate program has grown considerably, and many summer associates have been hired for full-time positions.

Interns, by Race/Ethnicity (2022)



Closing the Gaps

Apex has addressed numerous employee touchpoints through enhanced benefits that support DEI:



Increased Compensation



Mentorship Program



Benefit Premium Freezes



Parental Leave and Mother Care Programs



Responsible Paid Time Off



Volunteer Paid Time Off



Employee Assistance Program



Improved Short- and Long-term Disability