

Human Rights Statement

Statement

Axium Infrastructure is committed to the protection of human rights and to provide a fair and ethical workplace. We respect the standards embodied in the UN Guiding Principles on Business and Human Rights, including the eight International Labour Organisation's (ILO) core conventions. Axium also specifically supports the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), stating that "Indigenous peoples have the right to the full enjoyment, as a collective or as individuals, of all human rights and fundamental freedoms". Our business practices across our activities also support international standards and guidelines regarding human rights, including the OECD Guidelines for Multinational Enterprises.

Axium Infrastructure has a Responsible Contractor Policy designed to guide, in a manner consistent with its fiduciary responsibility and prudence, as well as that of its affiliates, the selection of independent contractors to ensure that the selection process includes among other things, their compliance with applicable statutes and payment of fair compensation and benefits to employees. We aim at having Responsible Contractor language in all our contracts with third parties, including our Operation and Maintenance and Asset Management Agreements.

Fostering positive long-term relationships is rooted in the culture of our organization and forms a central part of our investment philosophy. We seek to associate ourselves with likeminded, qualified, and reputable partners exhibiting strong track records of success and adhering to high standards of integrity and professionalism, including their commitment to protect Human Rights. Partners evaluation and selection include an assessment of their business practices and corporate values.

Axium recognizes the value of a diverse and skilled workforce and is committed to creating and maintaining an inclusive and collaborative workplace culture where diversity and inclusion are welcomed and bring diverse perspectives to day-to-day operational matters. Axium has a Diversity and Inclusion Policy that sets out objectives for maintaining that commitment and enhancing workplace diversity and inclusiveness.

Axium Infrastructure is committed to providing a safe, healthy, and comfortable working environment for all its employees. New employees are provided with the Employee Guidebook that contains information regarding the firm's range of benefits to its employees and available support for a global wellness program. Talent and Culture specialists are available to address employees' concerns and questions.

Axium Infrastructure conducts employee satisfaction surveys to assess whether our approach is conducive to active and meaningful employee engagement. The results are reviewed and used by the firm to improve and enhance our working environment.

Axium Infrastructure's employees are bound by a Code of Conduct and Code of Ethics and related compliance policies. Our compliance program and policies, overseen by our Chief Legal and Compliance Officer, encourage and promote integrity in all our activities and deter wrongdoings.

Annually, all employees are required to certify that they have read and agree to adhere to our Code of Conduct and Code of Ethics and related compliance policies. As part of our onboarding process, all new joiners to the firm are trained on the said policies and are required to certify to them. This certification process is aligned with Axium's commitment to providing a fair and ethical workplace and the protection of human rights.