

# Information on the compensation of the corporate officers

## Disclosure in accordance with the AFEP-MEDEF Code

Paris, London, New York | 24 March 2022

The Board of Directors of Antin Infrastructure Partners (the "Company") approved, at its meeting on 23 March 2022 upon the recommendation of the Nomination and Compensation Committee, the components of the compensation of its executive corporate officers for 2021 (*ex-post*) as well as the compensation policy for 2022 (*ex-ante*).

The details of the compensation of Antin Infrastructure Partners' corporate officers will be disclosed in the corporate governance report included in the 2021 Universal Registration Document.

### **Compensation of the Chairman of the Board and Chief Executive Officer and of the Vice-Chairman and Deputy-Chief Executive Officer for 2021**

Pursuant to the compensation policy approved by the Combined Shareholders' Meetings on 14 September 2021 and disclosed in the Registration Document of the IPO of the Company,<sup>1</sup> Alain Rauscher, as Chairman of the Board and Chief Executive Officer, and Mark Crosbie, as Vice-Chairman of the Board and Deputy Chief Executive Officer, were not entitled to any compensation or benefits by the Company but were entitled to a fixed compensation and a variable compensation in respect of their respective duties within Antin Infrastructure Partners UK Limited ("AIP UK") and Antin Infrastructure Partners SAS ("AIP SAS").

#### **Gross annual fixed compensation**

The fixed compensation of Alain Rauscher, applicable as from the admission to trading of the Company's shares on Euronext Paris, is divided as follows:

- £364,437.50 in respect of his duties as Chairman of the Board of Directors and Managing Partner of AIP UK;
- €425,000 in respect of his duties as Chief Executive Officer and Managing Partner of AIP SAS.

The fixed compensation of Mark Crosbie, in respect of his duties as Managing Partner of AIP UK and applicable as from the admission to trading of the Company's shares on Euronext Paris, amounts to £728,875.

#### **Gross annual variable compensation**

The variable compensation of Alain Rauscher and Mark Crosbie in respect of the aforementioned duties within AIP UK and AIP SAS are subject to the same quantitative and qualitative performance criteria and may be up to 100% of the annual fixed compensation.

The Board of Directors meeting of 23 March 2022, on the basis of the recommendation of the Nomination and Compensation Committee, established that such criteria were fully achieved and that they were entitled to the following variable compensation for the financial year ended on 31 December 2021 (such compensation combining the compensation for the period before the admission to trading of the Company's shares on Euronext Paris and the compensation for the period after such admission, both awarded on a pro-rata basis):

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<sup>1</sup> See Section 13.1.3 of the Registration Document approved by the Autorité des marchés financiers (AMF) on 2 September 2021 under number I.21-043, and available on the website of the AMF and of the Company.

**Variable compensation awarded for the fiscal year**

Alain Rauscher	€414,007(*)
Mark Crosbie	€418,075(*)

(\*) Applicable in respect of 2021 and combining the compensation paid for the period before the IPO and the compensation paid for the period after the IPO, both on a pro rata basis.

**Summary table**

The compensation of the executive corporate officers set out below combines the compensation for the period before the admission to trading of the Company's shares on Euronext Paris and the compensation for the period after such admission, both awarded and paid on a pro-rata basis.

**Alain Rauscher**

Elements of compensation	Amounts paid or awarded for the fiscal year 2021
Fixed compensation <sup>(1)</sup>	€ 1,012,681 <sup>(2)</sup>
Variable compensation <sup>(1)</sup>	€ 414,007 <sup>(3)</sup>
Stock options, free shares	N/A
Pension plan	N/A
Severance pay	N/A
Non-compete benefit	N/A
Benefits in kind <sup>(4)</sup>	N/A
Other compensation	N/A

(1) Based on the exchange rate (€1 = £0.84028) published by the ECB on 31 December 2021.

(2) Of which €796,900 were paid or awarded for the period preceding the IPO and €215,780 were paid or awarded for the period after the IPO.

(3) Of which €199,330 were paid or awarded for the period preceding the IPO and €214,678 were paid or awarded for the period after the IPO.

(4) Other than benefits offered to all AIP SAS employees (pension scheme and complementary health insurance cover).

**Mark Crosbie**

Elements of compensation	Amounts paid or awarded for the fiscal year 2021
Fixed compensation <sup>(1)</sup>	€ 1,023,521 (£860,044) <sup>(2)</sup>
Variable compensation <sup>(1)</sup>	€ 418,075 (£351,300) <sup>(3)</sup>
Stock options, free shares	N/A
Pension plan	N/A
Severance pay	N/A
Non-compete benefit	N/A
Benefits in kind <sup>(4)</sup>	N/A
Other compensation	N/A

(1) Based on the exchange rate (€1 = £0.84028) published by the ECB on 31 December 2021.

(2) Of which €804,460 were paid or awarded for the period preceding the IPO and €219,061 were paid or awarded for the period after the IPO.

(3) Of which €201,220 were paid or awarded for the period preceding the IPO and €216,855 were paid or awarded for the period after the IPO.

(4) Other than benefits offered to all AIP UK employees (pension scheme, life insurance, complementary disability and health insurance covers).

In accordance with the provisions Article L. 22-10-34 II of the French Commercial Code, the information relating to the variable compensation awarded to the Chairman of the Board and Chief Executive Officer and to Vice-Chairman of the Board and Deputy Chief Executive Officer for the financial year 2021 is subject to the approval by the Annual Shareholders' Meetings of 24 May 2022.

### **Compensation policy of the Chairman of the Board and Chief Executive Officer and of the Vice-Chairman and Deputy-Chief Executive Officer for 2022**

The compensation policy of the Company for the Chairman of the Board and Chief Executive Officer and the Vice-Chairman of the Board and Deputy Chief Executive Officer was drawn up by the Board at its meeting on 23 March 2022, on the recommendation of the Nomination and Compensation Committee.

The compensation policy for 2022 as adopted by the Board remains unchanged compared to the compensation policy for 2021 disclosed in the Registration Document of the IPO of the Company.<sup>1</sup>

In accordance with the provisions of Article L. 22-10-8 of the French Commercial Code, such compensation policy is subject to the approval of the Annual Shareholders' Meeting to be held on 24 May 2022.

### **About Antin Infrastructure Partners**

Antin Infrastructure Partners is a leading private equity firm focused on infrastructure. With €22.7bn in Assets Under Management across its Flagship, Mid Cap and NextGen investment strategies, Antin targets investments in the energy and environment, telecom, transport and social infrastructure sectors. With a presence in Paris, London, New York, Singapore and Luxembourg, Antin employs over 160 professionals dedicated to growing, improving and transforming infrastructure businesses while delivering long term value to portfolio companies and investors. Majority owned by its partners, Antin is listed on compartment A of the regulated market of Euronext Paris (Ticker: ANTIN ISIN: FR0014005AL0)

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