

# INFORMATION ON THE CORPORATE OFFICERS' COMPENSATION

Disclosure in accordance with the AFEP-MEDEF Code

Paris, London, New York | 11 March 2024

At its meeting held on 6 March 2024, the Board of Directors of Antin Infrastructure Partners SA (the "**Company**") set:

- the variable compensation of Alain Rauscher, Chairman of the Board and Chief Executive Officer, in respect of Full-Year 2023
- the variable compensation of Mark Crosbie, Vice-Chairman of the Board, for the period running from 1 January 2023 to 7 November 2023 (inclusive)
- the compensation policy for the Company's Chairman of the Board and Chief Executive Officer, for Full-Year 2024.

## 1. FY23 variable compensation

The table below sets out the variable compensation awarded to Alain Rauscher and Mark Crosbie as determined by the Board of Directors, upon the recommendation of the Nomination and Compensation Committee:

	Alain Rauscher <i>from 1-Jan-2023 to 31-Dec-2023</i>			Mark Crosbie <i>from 1-Jan-2023 to 7-Nov-2023 (inclusive)</i>	
	% of achievement <sup>1</sup>	£	€	% of achievement <sup>1</sup>	£
<b>Quantitative criteria</b> <i>up to 70% of annual fixed compensation</i>	100%	267,861	312,375	100%	456,738
<b>Qualitative criteria</b> <i>up to 30% of annual fixed compensation</i>	92.50%	106,188	123,834	92.50%	181,064
<b>Total</b>	<b>97.75%</b>	<b>374,049</b>	<b>436,209</b>	<b>97.75%</b>	<b>637,802</b>

In accordance with the provisions of Article L. 22-10-34 II of the French Commercial Code, the payment of this compensation is subject to the shareholders' approval at the next AGM (scheduled for 13 June 2024).

<sup>1</sup> Details on the assessment of the achievement of the quantitative and qualitative criteria for FY23 will be disclosed in the corporate governance report included in the 2023 Universal Registration Document.

## 2. FY24 compensation policy for the Chairman of the Board and Chief Executive Officer

The table below sets out the main terms of the compensation policy for the Company's Chairman of the Board and Chief Executive Officer, for Full-Year 2024, which will be described in detail in the corporate governance report included in the 2023 Universal Registration Document<sup>2</sup>.

<b>Fixed compensation</b>	€937,125	
<b>Annual variable compensation</b>	up to €937,125	
	<b>Description of the criteria for the variable compensation and related measures</b>	
<b>Quantitative criteria</b>  up to 70% of the variable compensation	<b>up to 17.50%</b>	A 10% increase in AUM (calculated on a rolling three-year average basis, adjusted)
	<b>up to 17.50%</b>	A 5% increase in underlying EBITDA
	<b>up to 17.50%</b>	An amount of income distributable to the Company's shareholders in respect of year Y which is at least equal to the amount of income distributable to the Company's shareholders in respect of year Y-1, adjusted for any transforming M&A transactions during the reference year
	<b>up to 17.50%</b>	A gross multiple of realised investments (calculated on a rolling three-year weighted average basis, per invested capital) equal to or greater than a pre-established demanding multiple determined in accordance with the group's objectives
	<b>up to 17.50%</b>	Achievement of the targets set out in the ESG roadmap for FY24
<b>Qualitative criteria</b>  up to 30% of the variable compensation	<b>up to 15%</b>	Achievement of the targets set out in the ESG roadmap for FY24
	<b>up to 15%</b>	Quality of governance and management
<b>Benefits</b>	No benefits other than: 1. The benefits offered to employees 2. A supplementary pension scheme (annual cost: €6,333) 3. A supplementary health insurance (annual cost: €5,915)	

In accordance with the provisions of Article L. 22-10-8-II of the French Commercial Code, the compensation policy for FY24 is subject to the shareholders' approval at the next AGM (scheduled for 13 June 2024).

<sup>2</sup> As in 2023, the Chairman of the Board and Chief Executive Officer will not receive any compensation in respect of his duties within the Company in 2024 and will continue to receive the compensation described in the table above for his respective positions within Group companies. Even if such compensation is not paid by the Company, the components thereof and the related performance conditions are reviewed by the Board of Directors upon the recommendation of the Nomination and Compensation Committee, and the resulting compensation policies are submitted to the shareholders for approval under the conditions set out in Article L. 22-10-8 of the French Commercial Code. The subsidiaries concerned are committed to complying with the decisions of the Company's shareholders.

### **About Antin Infrastructure Partners**

Antin Infrastructure Partners is a leading private equity firm focused on infrastructure. With over €30bn in Assets under Management across its Flagship, Mid Cap and NextGen investment strategies, Antin targets investments in the energy and environment, digital, transport and social infrastructure sectors. With offices in Paris, London, New York, Singapore, Seoul and Luxembourg, Antin employs over 220 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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