

## Commitment to Compliance with Labor Laws

Aperion Energy Group is firmly committed to adhering to all labor laws and regulations in the jurisdictions in which we operate. We recognize the importance of these laws in protecting the rights and well-being of our employees and ensuring fair and ethical business practices. Our commitment includes, but is not limited to, compliance with the following types of labor laws:

- **No Child Labor:** We strictly prohibit the employment of individuals below the legal minimum age for work, in accordance with international standards and local laws. We are dedicated to ensuring that young workers are protected from hazardous work and that their employment does not interfere with their education and development.
- **Non-Discrimination:** Aperion Energy Group is committed to providing a workplace free from discrimination based on race, color, sex, gender identity, sexual orientation, religion, national origin, age, disability, or any other status protected by applicable law. We strive to create an inclusive environment where all employees are treated with respect and dignity.
- **Minimum Wage:** We ensure that all employees are compensated fairly and in accordance with the legal minimum wage requirements of the jurisdictions in which we operate. Our commitment extends to providing wages and benefits that meet or exceed industry standards and local laws.
- **Safe Working Conditions:** We adhere to occupational health and safety regulations to provide a safe and healthy work environment for all employees. This includes regular training, risk assessments, and the implementation of safety measures to prevent workplace accidents and injuries.
- **Working Hours and Overtime:** Aperion Energy Group complies with laws and regulations regarding working hours, rest periods, and overtime compensation. We ensure that employees have reasonable work hours and are adequately compensated for any overtime work.

Aperion Energy Group is dedicated to maintaining the highest standards of labor practices and expects all employees, contractors, and suppliers to uphold these principles. We encourage the reporting of any violations of labor laws or company policies through our confidential ethics reporting functions. By fostering a culture of compliance and accountability, we aim to protect the rights of all individuals associated with our operations and promote ethical business practices.

### Reporting

We encourage our employees, suppliers and stakeholders to speak up, without retribution, about any concerns regarding human rights in our operations or supply chain. Please report any suspected violations of this policy and any law to Henry Gomez, CFO, Compliance at [hgomez@aeprime.com](mailto:hgomez@aeprime.com) or use the confidential reporting form on our website at <https://aeprime.com/ethics-and-compliance/>

**Aaron Wheeler**  
Chief Executive Officer

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