



Diversity and Inclusion Policy

Dear Colleagues,

At Aperion Energy Group, we believe that diversity and inclusion are fundamental to our success and integral to our values. As such, we are proud to introduce our Diversity and Inclusion Policy, which reflects our commitment to fostering an environment where every individual feels valued, respected, and empowered to contribute to their fullest potential.

Diversity and inclusion are not just initiatives; they are essential components of our business strategy that drive innovation, enhance decision-making, and strengthen our competitive advantage. We recognize that a diverse and inclusive workplace enables us to better understand and meet the needs of our global customers, while also enriching the lives of our employees and the communities we serve.

Achieving our diversity and inclusion goals requires a whole-of-organization approach. This means that every one of us has a role to play in creating an inclusive culture. I encourage each of you to actively participate in our diversity and inclusion initiatives by promoting respect and understanding in your daily interactions.

Together, we can build a workplace where everyone feels included and valued, where diverse perspectives are embraced, and where we all have the opportunity to thrive. I am confident that our collective efforts will lead to a stronger, more innovative, and successful company.

Thank you for your commitment to making Aperion Energy Group a leader in diversity and inclusion.

Sincerely,

Aaron Wheeler
Chief Executive Officer
Aperion Energy Group



1 Introduction

Purpose: The purpose of this Diversity and Inclusion Policy is to establish Aperion Energy Group's commitment to creating a diverse, inclusive, and equitable workplace. We recognize that a diverse workforce enhances our ability to innovate, solve problems, and meet the needs of our global customers. This policy outlines our dedication to fostering an environment where all employees are valued and respected, and where opportunities are based on merit.

Scope: This policy applies to all employees, contractors, suppliers, and business partners of Aperion Energy Group (AEG). It encompasses all aspects of our business activities, including recruitment, hiring, training, promotion, and workplace interactions.

At AEG, we are committed to a merit-based approach that applies fair standards across all business activities without discrimination. We believe that every individual should have the opportunity to succeed based on their abilities, performance, and qualifications, free from bias related to race, gender, age, religion, disability, sexual orientation, or any other protected status. By promoting diversity and inclusion, we aim to create a dynamic and supportive environment that drives our collective success.

2 Commitment to Diversity and Inclusion

Core Values: AEG is committed to upholding the core values of diversity, inclusion, and equal opportunity. We believe that embracing a variety of perspectives and backgrounds leads to a stronger, more innovative, and competitive organization. Our commitment to these values is reflected in our policies, practices, and everyday interactions.

Inclusivity Goals: Our goals for creating an inclusive workplace include:

- **Fostering Respect:** Ensuring that all employees are treated with respect and dignity, regardless of their background or personal characteristics.
- **Promoting Equal Opportunities:** Providing equal access to opportunities for all employees, including hiring, promotions, and professional development, based on merit and performance.
- **Encouraging Diverse Perspectives:** Valuing and encouraging a diversity of ideas, perspectives, and experiences to drive innovation and better decision-making.
- **Building a Supportive Environment:** Creating a work environment where all employees feel valued, supported, and empowered to contribute to their fullest potential.
- **Measuring Progress:** Regularly assessing our diversity and inclusion efforts to ensure we are making progress towards our goals and identifying areas for improvement.

3 Equal Opportunity

Non-Discrimination: AEG is dedicated to ensuring that all employment decisions are based on merit and the principle of equal opportunity. We strictly prohibit discrimination based on race, gender, age, religion, disability, sexual orientation, national origin, or any other characteristic protected by law. This commitment to non-discrimination applies to all aspects of employment, including recruitment, hiring, promotions, training, compensation, benefits, and termination.

Recruitment and Hiring: Our recruitment and hiring practices are designed to attract a diverse pool of qualified candidates. We implement fair and unbiased hiring processes to ensure that all applicants are evaluated based on their skills, experience, and qualifications. We actively seek to remove barriers that may prevent underrepresented groups from joining our workforce, promoting a culture of inclusivity from the very first interaction.

Promotion and Career Development: AEG is committed to providing equal opportunities for career advancement to all employees. Promotion decisions are based on individual performance, skills, and potential, without bias. We offer career development programs, mentorship opportunities, and training to help all employees reach their full potential and advance in their careers.

Fair Compensation and Benefits: We ensure that all employees receive fair and equitable compensation and benefits. Our compensation practices are based on objective criteria, such as job performance and market standards, and are regularly reviewed to ensure fairness and competitiveness.

4 Building a Culture of Care and Responsibility

Inclusive Culture: At AEG, we are dedicated to fostering an inclusive culture where every employee feels valued, respected, and empowered to contribute to their fullest potential. We promote a work environment that celebrates diverse perspectives and encourages collaboration, innovation, and mutual respect.

Zero Tolerance for Harassment and Discrimination: We maintain a zero-tolerance policy towards harassment, discrimination, and any form of bullying in the workplace. All employees are expected to conduct themselves with respect and integrity, ensuring a safe and supportive environment for everyone. Any reports of misconduct are taken seriously, investigated promptly, and addressed appropriately.

Flexible Work Arrangements: AEG recognizes the importance of work-life balance and offers flexible work arrangements to accommodate the diverse needs of our employees. This includes options such as remote work, flexible hours, and job-sharing arrangements, as needed, helping to create an adaptable and supportive work environment.

Workplace Accessibility: We are committed to providing a workplace that is accessible to all employees, including those with disabilities. This includes making necessary accommodations to

ensure that all employees can perform their duties effectively and participate fully in the workplace.

5 Communication and Awareness

Open Dialogue: AEG is dedicated to fostering an environment where open and honest dialogue about diversity and inclusion is encouraged and supported. We actively promote transparent communication across all levels of the organization, allowing employees to share their experiences, ideas, and concerns related to DEI.

Regular Updates: We provide regular updates on diversity and inclusion initiatives, progress, and successes through various communication channels, such as company newsletters, intranet, and town hall meetings. These updates keep employees informed about our ongoing efforts and demonstrate our commitment to creating an inclusive workplace.

Awareness Campaigns: We conduct awareness campaigns to highlight the importance of diversity and inclusion within the company. These campaigns may include themed events, educational materials, guest speakers, and interactive workshops. The goal is to raise awareness, challenge biases, and promote inclusive behaviors among all employees.

Employee Feedback: AEG values the input of its employees in shaping our DEI efforts. We regularly seek feedback through surveys, focus groups, and suggestion boxes to understand employee perspectives and identify areas for improvement. This feedback is crucial for informing our DEI strategies and ensuring that they address the needs and concerns of our workforce.

Recognition and Celebrations: We recognize and celebrate the diverse backgrounds, cultures, and contributions of our employees. This includes observing cultural heritage months, hosting diversity-related events, and acknowledging individual and team achievements in promoting DEI. These celebrations help to build a sense of community and appreciation for the richness of our diverse workforce.

6 Accountability and Reporting

Reporting Mechanisms: We have established clear and confidential channels for employees to report any concerns or incidents related to discrimination, harassment, or violations of our diversity and inclusion policies. These reporting mechanisms include:

- **Online Reporting:** An online platform for submitting confidential reports.
- **Direct Reporting:** Direct communication with the Human Resources department or designated DEI officers.

Investigation and Resolution: All reports of discrimination, harassment, or policy violations are taken seriously and investigated promptly and thoroughly. We have a standardized process for handling such reports, ensuring that investigations are conducted impartially and that appropriate



corrective actions are taken. Employees who report concerns in good faith are protected against retaliation.

Accountability: Leaders and managers at AEG are held accountable for fostering an inclusive workplace and meeting DEI objectives. Performance evaluations for leaders include an assessment of their contributions to diversity and inclusion. This ensures that DEI efforts are integrated into overall business strategies and that leaders are actively promoting an inclusive culture.

7 Supplier Diversity

Inclusive Procurement: AEG is committed to fostering diversity and inclusion not only within our organization but also throughout our supply chain. We strive to build a diverse supplier base that reflects the communities we serve. Our procurement practices are designed to provide equal opportunities for all suppliers, including those owned by minorities, women, veterans, persons with disabilities, and other underrepresented groups, encouraging all of our project participants to strive towards and achieve excellence in all deliverables.

Commitment to Local Supply: Where possible, AEG prioritizes sourcing from local suppliers to support the economic development of the communities in which we operate. By engaging with local businesses, we aim to create jobs, stimulate local economies, and build stronger relationships with our communities. We actively seek out local suppliers and provide them with the necessary support to meet our quality and performance standards.

Supplier Assessment and Development: We assess all potential suppliers based on their commitment to diversity, ethical practices, and sustainability. We offer development programs and resources to help diverse and local suppliers enhance their capabilities and meet our procurement requirements. This includes training, mentoring, and technical assistance to ensure that they can compete effectively in the marketplace.

Partnerships and Collaborations: AEG collaborates with industry associations, government agencies, and non-profit organizations to promote supplier diversity. These partnerships help us identify qualified diverse and local suppliers and support initiatives that advance supplier diversity and inclusion within our industry.

Encouraging Supplier Diversity: We encourage our primary contractors and suppliers to adopt similar diversity and inclusion practices within their supply chains. By promoting supplier diversity throughout the supply chain, we amplify our impact and contribute to broader economic inclusion.

8 Community Engagement

Outreach Programs: AEG is committed to engaging with and supporting the communities in which we operate. We actively participate in outreach programs that promote diversity and inclusion, contributing to the social and economic development of these communities. Our outreach efforts include educational programs, job training initiatives, and community development projects aimed at empowering underrepresented groups.

Partnerships: We collaborate with local organizations, non-profits, and community groups to support diversity and inclusion initiatives. These partnerships help us understand the unique needs of the communities we serve and enable us to develop programs that address those needs effectively. By working together, we can leverage our collective resources and expertise to create a more inclusive society.

Volunteerism and Employee Involvement: AEG encourages employees to participate in community service and volunteer activities. We provide opportunities for employees to engage in initiatives that support diversity and inclusion, both within the company and in the broader community. Our employee volunteer programs are designed to foster a sense of civic responsibility and strengthen our connection to the communities we serve.

Educational and Scholarship Programs: We invest in educational programs that promote diversity and inclusion. By supporting access to education and professional development opportunities for underrepresented groups, we help to build a diverse pipeline of future talent. Our scholarship programs are aimed at students pursuing careers in fields related to our industry, with a focus on those from diverse backgrounds.

Economic Development: AEG is committed to contributing to the economic development of the communities where we operate. This includes supporting local businesses, creating job opportunities, and investing in infrastructure projects that benefit the community. Our efforts are focused on fostering inclusive economic growth that benefits all community members.

Feedback and Community Input: We value the input and feedback from the communities we serve. AEG regularly seeks feedback through community meetings, surveys, and public forums to understand the needs and concerns of local residents. This feedback informs our community engagement strategies and helps us to develop initiatives that are responsive to community needs.

9 Continuous Improvement

Feedback and Improvement: AEG is committed to continuously improving our diversity and inclusion practices. We actively seek feedback from employees, suppliers, contractors, and community members to identify areas where we can enhance our efforts. This feedback is collected through surveys, focus groups, suggestion boxes, and regular meetings. By listening to our stakeholders, we can better understand their needs and concerns and make informed decisions to improve our policies and practices.

Policy Review: Our Diversity and Inclusion Policy is subject to regular review to ensure it remains relevant and effective. At least annually, we evaluate the policy against current best practices, emerging trends, and legal requirements. This review process involves key stakeholders, including our diversity and inclusion team, human resources, and executive leadership. Any necessary updates or revisions are made to ensure our policy reflects the latest advancements in diversity and inclusion.

Benchmarking and Best Practices: We engage in benchmarking activities to compare our diversity and inclusion performance with industry standards and leading organizations. By identifying best practices and innovative approaches, we can adopt and integrate these strategies into our own operations. This continuous learning process helps us stay at the forefront of diversity and inclusion efforts.

Training and Development: AEG is dedicated to providing ongoing training and development opportunities for all employees to enhance their understanding and commitment to diversity and inclusion. We regularly update our training programs to include new insights, research, and best practices. This ensures that our employees are equipped with the knowledge and skills needed to foster an inclusive workplace.

10 Contact Information

Responsible Officer:

- Aaron Wheeler, Chief Executive Officer (CEO), is responsible for overseeing the implementation and adherence to AEG’s Diversity and Inclusion Policy. For any inquiries, concerns, or reports related to this policy, please contact the AEG Compliance team at compliance@aegprime.com

Reporting Channels:

- AEG has established a channel for stakeholders to report violations or seek guidance regarding our Diversity and Inclusion Policy. This channel ensures confidentiality and protection against retaliation for those who report concerns in good faith.
- **Online Reporting Platform (confidential):** <https://aegprime.com/ethics-and-compliance/>
- **Direct Reporting:** compliance@aegprime.com

Response and Follow-Up:

- All reports and inquiries will be acknowledged promptly, and thorough investigations will be conducted where necessary. The compliance team and management will ensure that appropriate actions are taken to address any identified issues and that stakeholders are kept informed about the status and outcomes of their reports.