

CHAIRMAN AND CEO COMPENSATION FOR 2024 AND 2025

Disclosure in accordance with the AFEP-MEDEF Code

Paris, London, New York | 7 March 2024

At its meeting held on 4 March 2025, 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 2024
- the compensation policy for the Company's Chairman of the Board and Chief Executive Officer, for Full-Year 2025.

1. FY24 variable compensation of Alain Rauscher

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

	% of achievement ¹	€
Quantitative criteria <i>up to 70% of annual fixed compensation</i>	100%	€655,987.50
Qualitative criteria <i>up to 30% of annual fixed compensation</i>	100%	€281,137.50
Total	100%	€937,125

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 shareholder approval at the next AGM (scheduled for 11 June 2025).

¹ Details on the assessment of the achievement of the quantitative and qualitative criteria for FY24 will be disclosed in the corporate governance report included in the 2024 Universal Registration Document.

2. FY25 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 2025, which will be described in detail in the corporate governance report included in the 2024 Universal Registration Document².

Fixed compensation	€987,730	
Annual variable compensation	up to €987,730	
	Description of the criteria for the variable compensation and related measures	
Quantitative criteria up to 70% of the variable compensation	up to 23.33%	A 10% increase in FPAUM calculated on a rolling four-year average basis, adjusted for any Antin Fund divestments during the reference year
	up to 23.33%	A 5% increase in underlying EBITDA calculated on a rolling four-year average basis
	up to 23.33%	An increase in income distributable to the Company's shareholders, calculated on a rolling four-year average basis, adjusted for any transforming M&A transactions during the reference year
Qualitative criteria up to 30% of the variable compensation	up to 15%	Achievement of ESG targets
	up to 15%	Quality of governance and management
Benefits	No benefits other than: <ul style="list-style-type: none"> 1. benefits offered to employees 2. supplementary pension scheme and health insurance 	

In accordance with the provisions of Article L. 22-10-8-II of the French Commercial Code, the compensation policy for FY25 is subject to shareholder approval at the next AGM (scheduled for 11 June 2025).

² As in 2024, the Chairman of the Board and Chief Executive Officer will not receive any compensation in respect of his duties within the Company in 2025 and will continue to receive the compensation described in the table above for his position(s) 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 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 €33 billion 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 240 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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