

United Bridge Holdings
Diversity, Equity, and Inclusion and Human Rights Policy
Effective Date: August 1, 2023

United Bridge Holdings, LLC (“UBH”) has adopted a Diversity, Equity, and Inclusion and Human Rights Policy (“DEI / HR”) to formalize our longstanding view of considering all stakeholders in our investment and management decisions. We hold ourselves to the highest business and ethical practices.

UBH is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

Human capital is our most valuable asset. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of our culture, our reputation and of our company’s achievements.

We embrace and encourage our employees’ differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

UBH’s diversity initiatives are applicable, but not limited, to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

1. Fairness.
2. Respectful communication and cooperation between all employees.
3. Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
4. Work/life balance through flexible work schedules, where practical, to accommodate employees’ varying needs.
5. Employer and employee contributions to the communities we serve.

All employees of UBH have a responsibility to always treat others with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. Employees are encouraged to provide feedback (and to report specific incidents, as noted below) to gain insight into potential barriers to diversity and issues and opportunities for further action.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company’s diversity policy and initiatives should seek assistance from a supervisor or an HR representative.

On Human Rights (“HR”):

Additionally, UBH is committed to upholding and promoting human rights in all aspects of our operations and interactions. We recognize the inherent dignity and worth of every individual and are dedicated to respecting and

protecting their fundamental rights. We are committed to ensuring that our activities align with internationally recognized human rights standards, including:

1. **Workplace Rights:** We are committed to providing a safe and inclusive work environment that promotes fair labor practices. This includes ensuring equal opportunities for employment, fair wages and benefits, reasonable working hours, and the absence of forced labor or child labor.
2. **Health and Safety:** The health and safety of our employees, contractors, and stakeholders are of paramount importance. We strive to provide a work environment that is free from hazards, ensuring appropriate safety measures, and promoting the well-being of everyone involved in our operations. Please refer to our UBH Safety Policy for more details.
3. **Supply Chain Responsibility:** We hold ourselves accountable for the human rights impacts of our supply chain. We endeavor to work with suppliers and contractors who share our commitment to human rights principles. We expect our partners to uphold labor and human rights standards and to operate in a socially responsible manner.
4. **Community Engagement:** We recognize the importance of engaging with the communities in which we operate. We strive to foster positive relationships, respect local customs and traditions, and contribute to community development. We seek to minimize any adverse impacts on human rights resulting from our activities and take appropriate measures to address and mitigate them. Please refer to our UBH Social Policy for more details.
5. **Environmental Stewardship:** As an environmentally conscious company, we acknowledge the interdependence between human rights and a sustainable environment. We are committed to conducting our operations in an environmentally responsible manner, minimizing pollution, conserving natural resources, and mitigating the effects of climate change. Please refer to our UBH Environmental and Zero-Carbon Policy for more details.
6. **Grievance Mechanisms:** We provide effective and accessible mechanisms for reporting, investigating, and addressing any human rights concerns or violations. We encourage individuals to voice their concerns without fear of reprisal and ensure that appropriate action is taken to rectify any issues identified.
7. **Compliance and Continuous Improvement:** We are committed to complying with all applicable laws and regulations concerning human rights. Additionally, we strive to exceed legal requirements by continuously improving our policies, practices, and performance. We regularly assess and monitor our operations to identify areas where we can enhance our respect for human rights.

This DEI / HR Policy serves as a guiding framework for UBH, and all employees and stakeholders are expected to adhere to its principles. We are committed to reviewing and updating this policy periodically to reflect evolving societal expectations and international standards.