

**CUBE INFRASTRUCTURE MANAGERS**

# **DIVERSITY, EQUITY, AND INCLUSION (DEI) STATEMENT**

**DECEMBER 15<sup>TH</sup>, 2025**

## Commitment

Cube Infrastructure Managers is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion. Our human capital is the most valuable asset we have. 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 not only our culture but our reputation and company's achievement as well.

Cube IM is committed to creating and fostering a culture of diversity, equity, and inclusion (DEI) which is embedded in all aspects of the working environment to drive innovation, long-term growth, and extraordinary success. Cube IM believes and recognizes that a diverse culture with employees bringing different ideas, skills and perspectives can contribute to continuous innovation, talent attraction and sustainable business development. We ensure that all the employees and stakeholders are treated with dignity and respect, regardless of age, race, ethnicity, national origin, language, political affiliation, socio-economic status, mental or physical health conditions, disability, pregnancy, gender, gender expression, gender identity, sexual orientation, family or marital status, religion, or belief.

**Diversity:** We value that each employee has different perspectives, diverse experiences, and unique personalities. We actively seek to cultivate an environment where every team member feels empowered to contribute their best, fulfil their potential, and embrace diversity in all its forms without discrimination within the limits set out in our Code of Conduct.

**Equity:** We promote equal opportunity and ensure equal access to opportunities for all, irrespective of age, race, ethnicity, national origin, mental or physical health conditions, disability, pregnancy, gender, gender expression, gender identity, sexual orientation, marital status, religion, or belief. Equal opportunity does not merely mean treating everyone alike, but ensuring that everyone is equipped and supported, and all their needs are met to enjoy equal access to opportunities without facing any barriers or difficulties in line with our internal procedures.

**Inclusion:** We ensure that everyone feels valued and respected with their contribution and that everyone can feel comfortable to be themselves at work. We strive to create an environment where people feel involved and connected to the company's culture which highly values integrity, honesty, and inclusion. All employees of Cube Infrastructure Managers have a responsibility to treat others with dignity and respect at all times. Employees are expected at all times to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and all other company-sponsored and participative events.

Our commitment reflects the provisions of both the Universal Declaration of Human Rights and the International Labor Organization Declaration on Fundamental Principles and Rights at Work (the ILO Declaration), and all the regulatory requirements.

Cube Infrastructure Managers' 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. With this statement, Cube IM publicly commits to continuing to incorporate practices that guarantee diversity, equality, and inclusion for candidates and employees in its business.

CUBE IM recognizes the importance of promoting diversity, equity, and inclusion (DEI) across the organization. We will regularly monitor and track our progress in fostering a workplace culture that values DEI and shall take appropriate measures to address any areas requiring improvement.

