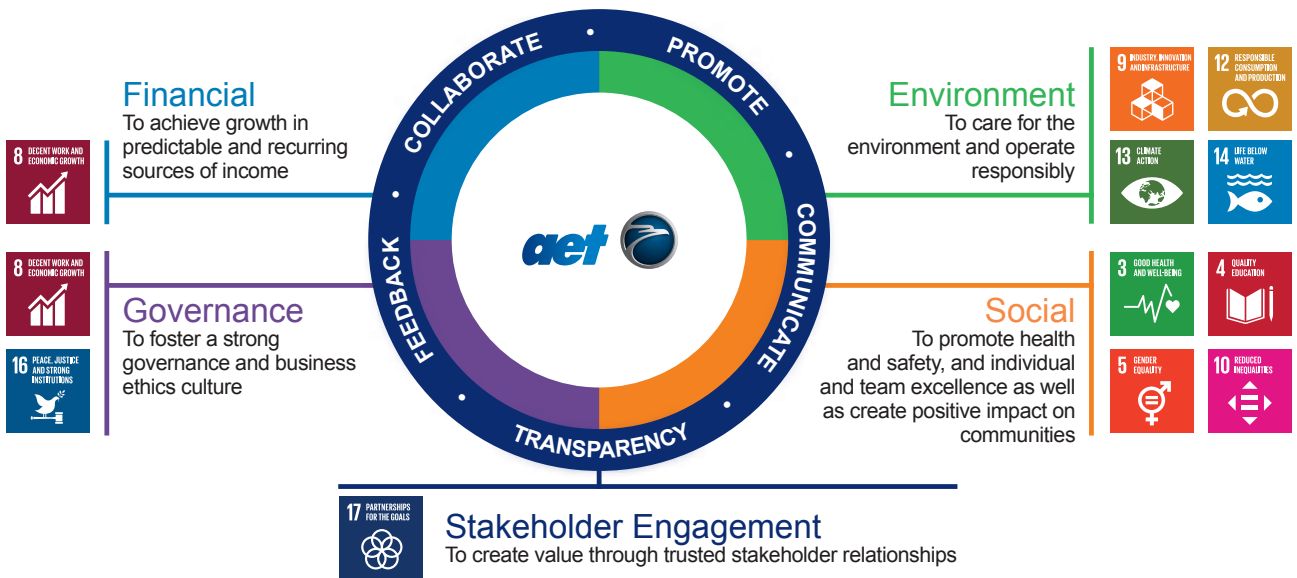


OUR 2021-2025 SUSTAINABILITY STRATEGY AND GOVERNANCE STRUCTURE

OUR 2021-2025 SUSTAINABILITY STRATEGY

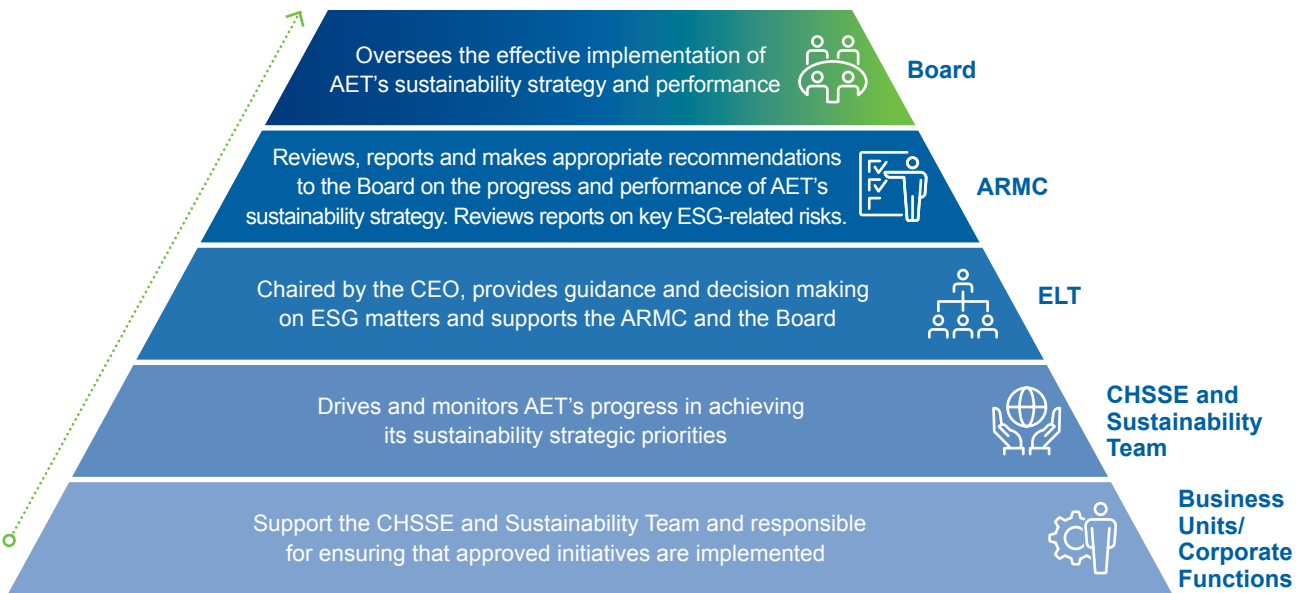
We are committed to growing our businesses to become one of the world’s most sustainable energy related maritime solutions and services providers. Our mission is to deliver long-term stakeholder value by operating safely, sustainably and responsibly to create a positive impact on the environment and society.

Our Sustainability Strategy supports the United Nations Sustainable Development Goals (UNSDG) by prioritising 11 key goals that are aligned with the organisation’s business objectives and sustainability framework.



SUSTAINABILITY GOVERNANCE STRUCTURE

Strong governance is critical to long-term business success. We are committed to creating value for all our stakeholders and establishing rigorous governance that extends beyond mere compliance with principles and procedures. Our sustainability governance frameworks are transparent and integrated throughout the organisation and our Board of Directors exercises stringent control over AET’s sustainability strategy and performance.



OUR 2021-2025 SUSTAINABILITY STRATEGY

Pillar	Material Matters	Strategic Priorities	Our Progress Since 2022	UNSDGs
Environment	<ul style="list-style-type: none"> Climate Change Energy Management Natural Resource Use Air Emissions Management Waste Management Water Management Ocean Health 	<ul style="list-style-type: none"> Towards Decarbonisation Promoting a Circular Economy Biodiversity Conservation 	<ul style="list-style-type: none"> Reduced total Scope 1 AERCO₂e by 3.4% compared to 2021 Identified solution to support compliance with EEXI regulation Evaluation of solutions to support compliance with CII regulation Developed material Scope 3 inventory Signed three MOUs to develop what will eventually be among the world's first dual-fuel zero-emission tankers to be powered by green ammonia Established the MISC Group Ship Recycling Guidelines and conducted Ship Recycling Yard Assurance Programme Organised beach cleaning initiatives across all our offices Participated in MISC's Mersing Islands Initiative on Reef Conservation Continued to strengthen disclosures in line with the recommendations of TCFD 	<ul style="list-style-type: none"> 9 INDUSTRY INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION 14 LIFE BELOW WATER
Social	<ul style="list-style-type: none"> Health and Safety Security Talent Attraction and Retention Diversity and Inclusion Community Investment 	<ul style="list-style-type: none"> Health and Safety Talent Excellence Community Investment 	<ul style="list-style-type: none"> LTIF: 0.17 TRCF: 0.25 Recorded 3,096 learning hours for onshore employees Enhanced EVP by improving and simplifying the Performance Management process Partnered with seven national and local charities' food programmes to provide affected communities with over one million meals in a global COVID-19 donation campaign Logged 600 man-hours of volunteer work Sponsored two more scholarship recipients for three-year Diploma in Maritime Business programme at Singapore Maritime Academy – Singapore Polytechnic Sponsored 10 scholarships for undergraduate students majoring in maritime transportation at TAMUG 	<ul style="list-style-type: none"> 3 GOOD HEALTH AND WELL-BEING 4 QUALITY EDUCATION 5 GENDER EQUALITY 10 REDUCED INEQUALITIES
Governance	<ul style="list-style-type: none"> Values, Governance and Business Ethics Human Rights Cybersecurity Sustainable Supply Chain 	<ul style="list-style-type: none"> Values, Assurance and Business Ethics Responsible Supply Chain Management 	<ul style="list-style-type: none"> Linked management scorecard to AET's compliance and business ethics performance Completed annual external audits and retained our certifications for ISO 9001 and ISO 37001 Zero human rights grievance reported Zero major cybersecurity breach Continued to conduct ESG self-assessments for critical suppliers through MISC Established Responsible Supply Chain programme for 2023-2025 	<ul style="list-style-type: none"> 8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Financial	<ul style="list-style-type: none"> Business Knowledge and Expertise Financial Performance Digitalisation and Innovation 	<ul style="list-style-type: none"> Financial Growth Plans Financial Governance Framework 	<ul style="list-style-type: none"> Revenue: US\$1,038 million NPAT: US\$190 million Leverage ratio (net debt/equity): 0.60 Internal Carbon Pricing at US\$50/tonne CO₂e used as initial sensitivity analysis for new investments from 1 January 2023 	<ul style="list-style-type: none"> 8 DECENT WORK AND ECONOMIC GROWTH
Stakeholder Engagement	Refer to all material matters above	<ul style="list-style-type: none"> Stakeholder Engagement Activities and Disclosures 	<ul style="list-style-type: none"> Provided various training programmes to employees via the Qstream microlearning platform Refreshed our sustainability disclosures on our external website Continued to engage with internal stakeholders through townhalls, learning and development programmes, physical activities, surveys, leadership engagement events and more Continued to engage with external stakeholders through key conferences, industry and customer events, surveys, external disclosures, our annual publication AET Connects and more 	<ul style="list-style-type: none"> 17 PARTNERSHIPS FOR THE GOALS