

Our Sustainability Framework

ENVIRONMENT (Page 63)

Towards Decarbonisation

|                                                                                                                                                                   |                                                            |                        |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|------------------------|
| Reduce GHG emissions intensity AERCO <sub>2</sub> e (gCO <sub>2</sub> e/tonne-nm) in our Shipping Operations <sup>(1)</sup> by 40% by 2030 (versus 2008 baseline) | 3.33 below 2024 target of 3.37 (-19% versus 2008) baseline | Meeting commitment     |
| Reduce absolute GHG emissions (million tonnes CO <sub>2</sub> e) in our Shipping Operations <sup>(1)</sup> by 40% by 2030 (versus 2008 baseline)                  | 1.70 below 2024 target of 1.71 (-16% versus 2008)          | Meeting commitment     |
| Net-zero GHG emissions by 2050 (AET business and value chain)                                                                                                     | On track                                                   | Commitment in progress |

Promoting a Circular Economy

|                                                                                                                                          |                                                               |                        |
|------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|------------------------|
| SHIPPING OPERATIONS <sup>(1)</sup>                                                                                                       |                                                               |                        |
| Reduce plastic waste generation (m <sup>3</sup> /vessel/month) by 28% in 2025 (versus 2019 baseline)                                     | 1.7 above 2024 target of 1.3                                  | Not meeting commitment |
| Reduce paper consumption (ream/vessel/month) by 37% in 2025 (versus 2019 baseline)                                                       | 3.2 above 2024 target of 2.5                                  | Not meeting commitment |
| Ensure all ship recycling complies with the Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships | Ship recycling guidelines in place, no ship recycling in 2024 | Meeting commitment     |

|                                                                                                    |                                      |                        |
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| AET OFFSHORE OPERATIONS                                                                            |                                      |                        |
| Maintain an annual 4R (Refuse, Reduce, Reuse, Recycle) rate of >95% for hazardous wastes generated | 4R rate 100%                         | Meeting commitment     |
| Increase the annual 4R rate of non-hazardous wastes generated to 60% in 2025 from 10% in 2018      | 4R rate 31% below 2024 target of 40% | Not meeting commitment |

Biodiversity Conservation

|                                                                                                               |                                                                               |                    |
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| Zero pollution from major spills on our vessels                                                               | Zero                                                                          | Meeting commitment |
| Conserve biodiversity by offering staff the opportunity to drive impact through participating in local events | Completed one beach clean-up per major office location <sup>(2)</sup> in 2024 | Meeting commitment |



SOCIAL (Page 75)

Health and Safety

|                                                                        |        |                    |
|------------------------------------------------------------------------|--------|--------------------|
| Zero fatalities                                                        | > Zero | Meeting commitment |
| Lost Time Injury Frequency (LTIF) <0.17 (per 1 million man-hours)      | > 0.08 | Meeting commitment |
| Total Recordable Case Frequency (TRCF) <0.42 (per 1 million man-hours) | > 0.08 | Meeting commitment |

Talent Excellence

|                                                                                                                                                                              |                  |                    |
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| Achieve a top quartile employee engagement score versus an industry benchmark by 2030 as measured by the PETRONAS Organisational Culture Survey (POCS) for shore-based staff | > 73% (on track) | Meeting commitment |
| Achieve a 80% retention rate for shore-based staff (Managers and above)                                                                                                      | > 92%            | Meeting commitment |
| Achieve a successor ratio (successors to critical positions) of more than or equal to 2:1 for shore-based staff                                                              | > 3:1            | Meeting commitment |

Community Investment

|                                                                |                                                                                      |                    |
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| Award a minimum of 100 scholarships by 2030 starting from 2020 | 22 scholarships were awarded in 2024, bringing the total to 53 since 2020 (on track) | Meeting commitment |
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GOVERNANCE (Page 87)

Governance and Business Ethics

|                                                      |        |                    |
|------------------------------------------------------|--------|--------------------|
| Zero major breaches of relevant laws and regulations | > Zero | Meeting commitment |
| Zero human rights breaches                           | > Zero | Meeting commitment |
| Zero major cybersecurity incidents                   | > Zero | Meeting commitment |

Responsible Supply Chain Management

|                                                                                                                   |                  |                    |
|-------------------------------------------------------------------------------------------------------------------|------------------|--------------------|
| 100% Environmental, Social and Governance (ESG) self-assessments conducted for our shortlisted critical suppliers | > 100% completed | Meeting commitment |
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FINANCIAL (Page 92)

AET's financial commitments and performance are discussed in the "Financial Performance" chapter.



<sup>(1)</sup> Petroleum and Product only  
<sup>(2)</sup> Major office locations: Galveston, London, Rio de Janeiro and Singapore