

# Performance Data

## Our Sustainability Reporting Boundaries

The information presented in this report covers all AET’s business activities and operations, including material business activities of our joint ventures and associates, for the period of 1 January 2024 until 31 December 2024, as well as any material events that occurred after this date and up and to the date of publication of this report.

The sustainability reporting principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, stakeholder inclusiveness, materiality and reliability have been applied and the following international sustainability standards and frameworks were considered when preparing this report:

- Global Reporting Initiative (GRI) Standards
- Sustainability Accounting Standards Board (SASB) Standards
- Task Force on Climate-Related Financial Disclosures (TCFD)
- United Nations Sustainable Development Goals (UNSDGs)

This chapter contains data for the environment, social, governance and financial indicators that are being monitored while the Sustainability Reporting Standards and Disclosures chapter contains disclosures aligned with the GRI and SASB standards.

We engaged with a third party to conduct limited assurance according to International Standard on Assurance Engagements (ISAE) 3000 for the following performance indicators: Scope 1 Greenhouse Gas (GHG) emissions and the biogenic emissions not included in Scope 1 and reported separately; Scope 2 GHG emissions; Lost Time Incident Frequency (LTIF); and Total Recordable Case Frequency (TRCF).

You can refer to the independent assurance statement on pages 143-144.

## Environment

	Unit	2022	2023	2024
Air Emissions				
NO <sub>x</sub> <small>(SASB Metric)</small>	tonnes	29,475*	28,431*	28,054
SO <sub>x</sub> <small>(SASB Metric)</small>	tonnes	6,173*	4,162*	4,813
PM <sub>10</sub> <sup>(1)</sup> <small>(SASB Metric)</small>	tonnes	0.02	0.02	0.01

Ozone Depleting Substances Consumption				
Shipping Operations	tonnes	0.02	0	0

Average Energy Efficiency Design Index (EEDI) For New Vessels <small>(SASB Metric)</small>				
Conventional DPST	gCO <sub>2</sub> /tonne-nm	2.738	–	–
LNG Dual-Fuel VLCC	gCO <sub>2</sub> /tonne-nm	1.960	1.665	1.696

Energy Consumption				
Heavy Fuel Oil <small>(SASB Metric)</small>	tonnes	64,769	72,728*	73,463
Low Sulphur Heavy Fuel Oil	tonnes	288,970*	302,795*	291,710
Ultra-Low Sulphur Heavy Fuel Oil	tonnes	752	4	2,287
Marine Gas Oil	tonnes	64	0	0
Low Sulphur Marine Gas Oil	tonnes	1,786*	3,883*	6,670
Ultra-Low Sulphur Marine Gas Oil	tonnes	132,003*	115,809*	110,766
Liquified Natural Gas	tonnes	10,455	14,070*	40,964
Biodiesel <sup>(2)</sup>	tonnes	–	5,329	12,905
Propane	tonnes	–	–	100
Diesel	Litre	22,716	22,716	14,458
Petrol	Litre	6,816	6,816	5,160
Electricity	kWh	994,525	986,707*	1,062,613
Total Energy Consumption <small>(SASB Metric)</small>	GJ	20,472,523*	21,085,275*	21,870,966
Energy Intensity Ratio				
Shipping Operations (Petroleum and Product)	GJ per million transport work	49*	46*	43

(1) For non-shipping operations only  
(2) From non-food biomass  
\* Restated the numbers post third-party GHG verification and updates in performance data as part of our ongoing improvement in environmental data inventory and reporting

Performance Data

	Unit	2022	2023	2024
Waste				
Non-Shipping Operations				
Non-Hazardous Waste Generated				
Recycled/Reused/Recovered	tonnes	8	22	26
Final Disposal	tonnes	63	36	56
Total	tonnes	71	58	82
Hazardous Waste Generated				
Recycled/Reused/Recovered	tonnes	73	39	2
Final Disposal <sup>(1)</sup>	tonnes	0	0	0
Total	tonnes	73	39	2
Shipping Operations				
Vessel Discharge				
Oil Sludge	m <sup>3</sup>	5,651	5,798	6,016
Operational Effluent Discharge <sup>(2)</sup>	m <sup>3</sup>	14,518	13,907	15,324
Operational Effluent Discharge per Vessel per Month <sup>(2)</sup>	m <sup>3</sup>	21.86	21.04	22.80
Vessel Garbage				
Disposed to Reception Facility	m <sup>3</sup>	2,431	2,542	2,619
Discharged to Sea – Category B	m <sup>3</sup>	282	281	284
Incinerated Onboard	m <sup>3</sup>	397	423	455
Total	m <sup>3</sup>	3,110	3,246	3,358
Water				
Freshwater Withdrawal				
From Surface Water	m <sup>3</sup>	8,797	11,116	8,994
From Third-Party Water	m <sup>3</sup>	0	0	0
Total	m <sup>3</sup>	8,797	11,116	8,994
Water Consumption from Vessels' Freshwater Generator				
	m <sup>3</sup>	151,114	148,737	149,364
Fleet Implementing Ballast Water				
Exchange <small>(SASB Metric)</small>	%	5%	0%	0%
Treatment <small>(SASB Metric)</small>	%	95%	100%	100%
Spills				
Spills <small>(SASB Metric)</small>	Number	1	1	2
Aggregate Volume of Spills Released to the Environment <small>(SASB Metric)</small>	m <sup>3</sup>	0.015	0.015	0.0005
Environmental-Related Non-Compliance				
Number of Fines/Penalties	Number	0	0	1
Amount of Fines/Penalties	USD	–	–	500
Environmental Liability Accrued at Year End	USD	–	–	0

	Unit	2022	2023	2024
ISO 14001 Environmental Management Systems				
Shipping Operations (Petroleum and Product) Certified to ISO 14001	%	–	–	100%
Return on Environmental Investments				
Capital Investments				
	USD Million	–	6.4	1.1
Operating Expenses				
Transitional Fuel – Biodiesel	USD Million	–	1.1	14.9
Others	USD Million	–	4.6	6.3
Total	USD Million	–	5.7	21.2
Avoided Costs				
	USD Million	–	0	0
Avoided CO <sub>2</sub> Emissions				
Use of LNG and Biodiesel	tonnes	–	27,557 <sup>(3)</sup>	42,394
Revenue from LNG Dual-Fuel Vessels				
	USD Million	150	143	137
Reporting Assumptions				
Metrics	Assumptions			
AER	Measures a vessel's CO <sub>2</sub> emissions per transport work (gCO <sub>2</sub> /tonne-nm). Transport work is calculated by multiplying the vessel's deadweight with the distance travelled.			
AERCO <sub>2</sub> e	Measures a vessel's total emissions of CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O using a common unit termed as carbon dioxide equivalent per transport work (gCO <sub>2</sub> e/tonne-nm). Transport work is calculated by multiplying the vessel's deadweight with the distance travelled.			
Average EEDI for New Vessels	Total EEDI for new vessels divided by total number of new vessels.			
Fines/Penalties	A sum of money required to be paid to the regulatory agency/local authority as a penalty for an offence such as non-compliance with rules and regulations.			
Freshwater Withdrawal	Actual volume of freshwater drawn into AET facilities from municipal supply, as recorded in water bills.			
Hazardous Waste	Sum of all hazardous waste types generated from AET's shore operations. Hazardous wastes managed through reuse, recovery and recycle (3R) is the sum of all hazardous waste types generated which are sent to 3R facilities and excludes the quantity of hazardous wastes sent to final disposal sites i.e. landfill or incineration sites.			
Non-Hazardous Waste	Sum of all non-hazardous waste types generated from AET's shore operations.			
Operational Effluent Discharge	Bilge water discharged to sea and at shore reception facility, as recorded in the vessel's oil record book.			
Spills	Unplanned or uncontrolled releases of liquid or solid associated with current operations from primary or secondary containment, into the environment. (i.e., soil and surface water).			
Vessel Garbage	Sum of all garbage categories in m <sup>3</sup> disposed to reception facilities, discharged to sea and incinerated, as recorded in the vessel's garbage record book.			

(1) Sent for incineration/landfill  
(2) Comprises bilge water only  
(3) Restated to include avoided emissions from LNG

Performance Data

Social – Health and Safety

	Unit	2022	2023	2024
Working Hours				
Employees	Hours	–	–	12,173,026
Contractors	Hours	–	–	98,520
Total	Hours	11,926,265	11,992,502	12,271,546
Fatalities				
Employees	Number	0	1	0
Contractors	Number	0	0	0
Total	Number	0	1	0
Lost Time Injury (LTI)				
Employees	Number	1	2	1
Contractors	Number	1	0	0
Total	Number	2	2	1
Lost Time Injury Frequency (LTIF) <small>(SASB Metric)</small>				
Employees	Per 1 million man-hours	0.09	0.17	0.08
Contractors	Per 1 million man-hours	6.10	0.00	0.00
Total	Per 1 million man-hours	0.17	0.17	0.08
Total Recordable Case (TRC)				
Employees	Number	2	3	1
Contractors	Number	1	0	0
Total	Number	3	3	1
Total Recordable Case Frequency (TRCF)				
Employees	Per 1 million man-hours	0.17	0.26	0.08
Contractors	Per 1 million man-hours	6.10	0.00	0.00
Total	Per 1 million man-hours	0.25	0.25	0.08

	Unit	2022	2023	2024
Total Recordable Occupational Illness Frequency (TROIF)				
	Per 1 million man-hours	0	0	0
Fines/Penalties on Non-Compliances Concerning the Health and Safety impacts Services				
	Number	0	0	0
Health and Safety Assurances <sup>(1)</sup>				
	Number	8	15	15

Reporting Assumptions

Metrics	Assumptions
Fines/Penalties	A sum of money required to be paid to the regulatory agency/local authority as a penalty for an offence such as non-compliance with rules and regulations. This shall include traffic summons and fines by municipal bodies issued to AET-owned vehicles.
LTI	The sum of Fatalities, Permanent Total Disabilities (PTD), Permanent Partial Disabilities (PPD) and Lost Workday Cases (LWC).
LTIF	The rate of total number of LTIs per one million man-hours worked.
TRC	The sum of Fatalities, PTD, PPD, LWC, Restricted Workday Cases (RWC) and Medical Treatment Cases (MTC).
TRCF	The rate of total number of TRCs per one million man-hours worked.
TROIF	The rate of total number of work-related illnesses per one million man-hours worked.
Working Hours	Actual “hours worked” including overtime and training but excluding off-duty hours (although the time is spent at the worksite or premise), leave, sickness and other absences. For shipping operations, man-hours accumulation starts when the employee signs on and ends when the employees sign off from the vessel.
Work-related	Work-related is described as those activities for which management controls are, or should have been, in place. Incidents occurring during such activities are reportable and will be included in the statistics.

<sup>(1)</sup> Refers to health and safety self-assessments done on HSE Management System elements through myAssurance

Performance Data

Social – Talent Excellence

Unit		2022		2023		2024	
Employees							
	Number	180		172		184	
By Gender							
Female	Number (%)	83	46.11%	75	43.60%	81	44.02%
Male	Number (%)	97	53.89%	97	56.40%	103	55.98%
By Age Group							
30 and below	Number (%)	31	17.22%	28	16.28%	23	12.50%
31 – 50 years old	Number (%)	116	64.44%*	106	61.63%	114	61.96%
Over 50 years old	Number (%)	33	18.33%	38	22.09%	47	25.54%
By Countries of Operations							
Malaysia	Number (%)	4	2.22%	4	2.33%	3	1.63%
Singapore	Number (%)	90	50.00%	79	45.93%*	93	50.54%
Europe	Number (%)	20	11.11%	20	11.63%	17	9.24%
North & South America	Number (%)	66	36.67%	69	40.12%	71	38.59%
By Employment Position							
Senior Management							
Female	Number (%)	5	31.25%	6	33.33%	7	36.84%
Male	Number (%)	11	68.75%	12	66.67%	12	63.16%
Total	Number (%)	16	8.89%	18	10.47%	19	10.33%
Middle Management							
Female	Number (%)	4	22.22%	5	26.32%	6	25.00%
Male	Number (%)	14	77.78%	14	73.68%	18	75.00%
Total	Number (%)	18	10.00%	19	11.05%	24	13.04%
Junior Management							
Female	Number (%)	15	31.25%	13	30.23%	13	28.26%
Male	Number (%)	33	68.75%	30	69.77%	33	71.74%
Total	Number (%)	48	26.67%	43	25.00%	46	25.00%
Executive							
Female	Number (%)	45	57.69%	39	53.42%	41	54.67%
Male	Number (%)	33	42.31%	34	46.58%	34	45.33%
Total	Number (%)	78	43.33%	73	42.44%*	75	40.76%
Non-Executive							
Female	Number (%)	14	70.00%	12	63.16%	14	70.00%
Male	Number (%)	6	30.00%	7	36.84%	6	30.00%
Total	Number (%)	20	11.11%	19	11.05%	20	10.87%

Unit		2022		2023		2024	
By Management Position in Revenue Generating Function							
Female	Number (%)	1	3.13%	1	3.03%	2	5.26%
Male	Number (%)	31	96.88%*	32	96.97%	36	94.74%
Total	Number	32		33		38	
By Science, Technology, Engineering and Mathematics (STEM) Related Function							
Female	Number (%)	33	55.00%	27	52.94%	29	50.00%
Male	Number (%)	27	45.00%	24	47.06%	29	50.00%
Total	Number	60		51		58	
By Nationality							
American	Number (%)	50	27.78%	51	29.65%	53	28.80%
Singaporean	Number (%)	48	26.67%	43	25.00%	49	26.63%
Malaysian	Number (%)	31	17.22%	27	15.70%	32	17.39%
British	Number (%)	9	5.00%	12	6.98%	12	6.52%
Brazilian	Number (%)	8	4.44%	10	5.81%	11	5.98%
Indian	Number (%)	9	5.00%	10	5.81%	10	5.43%
Others	Number (%)	25	13.89%	19	11.05%	17	9.24%
By Employment Type							
Permanent	Number (%)	152	84.44%	144	83.72%	165	89.67%
Contract and Third-Party	Number (%)	28	15.56%	28	16.28%	19	10.33%
By Employees with Disability							
Female	Number (%)	1	100.00%	1	50.00%	1	100.00%
Male	Number (%)	0	0.00%	1	50.00%	0	0.00%
Total	Number	1		2		1	

Note that percentages may not add up to 100% due to rounding  
\* Restated for data accuracy

Performance Data

Unit		2022		2023		2024	
New Hires							
	Number	47		35		38	
By Gender							
Female	Number (%)	27	57.45%	16	45.71%	20	52.63%
Male	Number (%)	20	42.55%	19	54.29%	18	47.37%
By Age Group							
30 and below	Number (%)	17	36.17%	11	31.43%	11	28.95%
31 – 50 years old	Number (%)	27	57.45%	21	60.00%	22	57.89%
Over 50 years old	Number (%)	3	6.38%	3	8.57%	5	13.16%
By Countries of Operations							
Malaysia	Number (%)	0	0.00%	0	0.00%	0	0.00%
Singapore	Number (%)	26	55.32%	12	34.29%	21	55.26%
Europe	Number (%)	5	10.64%	4	11.43%	4	10.53%
North & South America	Number (%)	16	34.04%	19	54.29%*	13	34.21%
By Employment Position							
Senior Management	Number (%)	–	–	3	8.57%	0	0.00%
Middle Management	Number (%)	–	–	2	5.71%	5	13.16%
Junior Management	Number (%)	–	–	6	17.14%	11	28.95%
Executive and Below	Number (%)	–	–	24	68.57%	22	57.89%
By Nationality							
American	Number (%)	10	21.28%*	15	42.86%	8	21.05%
Bangladeshi	Number (%)	0	0.00%	0	0.00%	1	2.63%
Belgian	Number (%)	0	0.00%	1	2.86%	0	0.00%
Brazilian	Number (%)	1	2.13%*	3	8.57%	4	10.53%
British	Number (%)	3	6.38%*	4	11.43%	2	5.26%
Burmese	Number (%)	0	0.00%	0	0.00%	1	2.63%
Canadian	Number (%)	1	2.13%*	0	0.00%	0	0.00%
Chinese	Number (%)	0	0.00%	0	0.00%	1	2.63%
Dutch	Number (%)	1	2.13%*	0	0.00%	0	0.00%
Greek	Number (%)	1	2.13%*	0	0.00%	1	2.63%
Indian	Number (%)	0	0.00%	1	2.86%	0	0.00%
Indonesian	Number (%)	1	2.13%*	0	0.00%	0	0.00%
Italian	Number (%)	0	0.00%	0	0.00%	1	2.63%
Malaysian	Number (%)	8	17.02%*	2	5.71%	6	15.79%
Mexican	Number (%)	1	2.13%*	0	0.00%	0	0.00%
Norwegian	Number (%)	1	2.13%*	0	0.00%	0	0.00%
Filipino	Number (%)	1	2.13%*	0	0.00%	1	2.63%
Singaporean	Number (%)	16	34.04%*	9	25.71%	12	31.58%
Swedish	Number (%)	1	2.13%*	0	0.00%	0	0.00%
Ukranian	Number (%)	1	2.13%*	0	0.00%	0	0.00%

Unit		2022		2023		2024	
Average Hiring Cost							
	USD	–		19,631		16,972	
Open Positions Filled by Internal Candidates							
	%	63%		79%		42%	
Internal Mobility							
Female	Number (%)	11	34.38%	3	13.04%	11	39.29%
Male	Number (%)	21	65.63%*	20	86.96%	17	60.71%
Total	Number	32		23		28	
Turnover							
	Number	58		28		26	
By Gender							
Female	Number (%)	28	48.28%	17	60.71%	15	57.69%
Male	Number (%)	30	51.72%	11	39.29%	11	42.31%
By Age Group							
30 and below	Number (%)	5	8.62%	6	21.43%	7	26.92%
31 – 50 years old	Number (%)	46	79.31%	18	64.29%*	14	53.85%
Over 50 years old	Number (%)	7	12.07%	4	14.29%	5	19.23%
By Countries of Operations							
Malaysia	Number (%)	0	0.00%	0	0.00%	0	0.00%
Singapore	Number (%)	29	50.00%	13	46.43%	8	30.77%
Europe	Number (%)	7	12.07%	3	10.71%	7	26.92%
North & South America	Number (%)	22	37.93%	12	42.86%	11	42.31%
By Employment Position							
Senior Management	Number (%)	–	–	0	0.00%	0	0.00%
Middle Management	Number (%)	–	–	3	10.71%	2	7.69%
Junior Management	Number (%)	–	–	6	21.43%	6	23.08%
Executive and Below	Number (%)	–	–	19	67.86%	18	69.23%
Voluntary Turnover							
	Number	51		25		22	
Training							
Total Training Hours	Hours	–		3,817		4,237	
Average Training Hours							
	Hours	25		20		24	
By Employment Position							
Executive and Above							
Female	Hours	–		22		23	
Male	Hours	–		21		25	
Total	Hours	25		21		25	
Non-Executive							
Female	Hours	–		17		20	
Male	Hours	–		11		14	

Note that percentages may not add up to 100% due to rounding  
\* Restated for data accuracy

Performance Data

	Unit	2022	2023	2024
Total	Hours	22	15	18
Training Days				
Female	Days	–	204	237
Male	Days	–	273	292
Total	Days	387	477	530
Employees Trained				
Female	%	67%	90%	86%
Male	%	79%	78%	83%
Total	%	81%	79%	85%
Training Hours By Employment Position				
Senior Management	Hours	–	330	494
Middle Management	Hours	–	1,117	486
Junior Management	Hours	–	520	978
Executive and Below	Hours	–	1,850	2,279
Amount Invested in Training				
Average Amount Invested per Employee	USD	1,730	1,810	2,782
Total	USD Million	0.3	0.3	0.5

Performance Appraisal				
Female	%	46.11%	43.60%	44.02%
Male	%	53.89%	56.40%	55.98%
Total	%	100.00%	100.00%	100.00%

Parental Leave							
Employees Taking Parental Leave							
Female	Number (%)	3	75.00%	3	60.00%	0	0.00%
Male	Number (%)	1	25.00%	2	40.00%	1	100.00%
Total	Number	4		5		1	
Employees Returned After Parental Leave Ended							
Female	Number (%)	3	75.00%	3	60.00%	0	0.00%
Male	Number (%)	1	25.00%	2	40.00%	1	100.00%
Total	Number	4		5		1	
Employees Returned After Parental Leave Ended and Still Employed 12 Months After Return to Work							
Female	Number (%)	0	0.00%	3	60.00%	0	0.00%
Male	Number (%)	0	0.00%	2	40.00%	1	100.00%
Total	Number	0		5		1	

Employee Engagement (POCS)				
Response Rate	%	77%	87%	93%
Engagement Score	Number	66*	71*	73

	Unit	2022		2023		2024	
Employees Covered by Collective Bargaining Agreements							
Malaysia	Number (%)	0	0.00%	0	0.00%	0	0.00%
Singapore	Number (%)	0	0.00%	0	0.00%	0	0.00%
Europe	Number (%)	0	0.00%	0	0.00%	0	0.00%
United States of America	Number (%)	0	0.00%	0	0.00%	0	0.00%
Brazil	Number (%)	9	100.00%	10	100.00%	11	100.00%
Total	Number (%)	9	5.00%	10	5.81%	11	5.98%

Gender Pay Indicators				
Average Base Salary				
Management				
Female	USD	–	124,442	122,141
Male	USD	–	138,945	149,065
Non-Management				
Female	USD	–	54,638	62,520
Male	USD	–	66,449	71,841
Average Base Salary and Cash Incentives				
Management				
Female	USD	–	162,252	182,202
Male	USD	–	180,544	219,923
Employees Basic Salary by Gender (Male:Female)				
	Ratio	1.2:1	1.4:1	1.4:1

Reporting Assumptions

Metrics	Assumptions
Average Hiring Cost	The average hiring cost includes internal and external recruiting cost such as recruiter salaries, interviews, agency fees, advertising, job fairs, travel and relocation costs.
Average Training Hours	Total training hours divided by the unique number of employees who received training <sup>(1)</sup> .
Engagement Score	Based on active employees participating in AET's employee engagement survey, that is, POCS which measures how happy our employees are when working at AET and whether our employees feel that they are a part of something with a larger purpose. The overall POCS engagement score is also an indication of how satisfied they are at their job.
Junior Management	Refers to Managers unless stated otherwise.
Middle Management	Refers to Senior Managers unless stated otherwise.
Senior Management	Refers to General Managers and above unless stated otherwise.
Management Position in Revenue Generating Functions	Refers to management roles in departments such as sales, or that contribute directly to the output of services. It excludes support functions such as HR, IT and Legal. May also be referred to as roles that have P&L responsibility.
Performance Appraisal	All eligible employees will undergo formal performance evaluation during year-end review and will be given performance rating based on the performance rating scale.
STEM-Related Function	Refers to roles that use their knowledge of Science, Technology, Engineering and Mathematics in their daily responsibilities.
Total Employees	Regular shore-based employees excluding those on unpaid leave as of 31 December 2024. Permanent and contract employees and third parties are included in the scope.

\* Restated for data accuracy  
(1) The average training hours for 2022 was obtained by dividing the total training hours by the total number of employees.



# Performance Data

## 2024 Employee Development Programmes

Name	Description	Business Benefits	Number of Participants
<b>Fostering the Way of Working</b>	Develops employees' self-awareness, emotional intelligence, relationship building skills, confidence to speak up and take accountability.	An engaged and motivated workforce is the foundation for business success boosting work productivity and efficiency. Having the courage to speak up promotes innovation and ideation to meet our business goals.  Our employee engagement score and divisional performance against the Balanced Scorecard (BSC) indicates success in this area.	184 (100% of employees)
<b>Divisional Upskilling</b>	Division-specific technical training to enhance employees' functional competencies and help them keep up with new and emerging technology/ market demands.  Examples include critical thinking, decarbonisation and Lean Six Sigma.	These technical trainings are targeted at specific divisions and aim to enhance work literacy which is critical for improving work performance and achieving divisional goals.  How well divisions perform against their BSC can be indicative of our success in this area.	184 (100% of employees)
<b>Leaders Development Series – for Singapore</b>	Hones employees' leadership styles and builds their confidence to become effective leaders in driving performance, team engagement and psychological safety.	Effective leaders play a critical role in setting a clear vision and direction, creating a sense of purpose and bringing together the diverse workforce to work as one team to deliver business objectives.  Our employee engagement score and divisional performance against the BSC indicates success in this area.	20
<b>Executive Development Series – for Rio de Janeiro</b>	Develops effective work discipline to deliver results through simplification and collaboration and builds psychological safety with the "7 Habits of highly effective people" practices.	Having a disciplined workforce that is aligned with business objectives is important as we strive to achieve the goals we have set within a timeframe.  How well our employees perform against their own Key Performance Indicators (KPIs) indicates success in this area.	18

## Governance

	Unit	2022	2023	2024
<b>Anti-Bribery and Corruption</b>				
ABMS Assurances <sup>(1)</sup>	Number	3	3	3
Operations Assessed for Corruption-Related Risks	%	100%	100%	100%
Confirmed Incidents of Corruption and Actions Taken	Number	0	0	0
Confirmed Incidents of Money Laundering	Number	–	0	0
Monetary Losses as a Result of Legal Proceedings Associated with Bribery or Corruption (SASB Metric)	Number	0	0	0
<b>Whistleblowing</b>				
Cases Received	Number	0	2	0
Cases Ongoing	Number	0	0	0
Cases Investigated	Number	0	2	0
Cases Closed	Number	0	2	0
<b>Competition Protocols and Other Critical Laws</b>				
Legal Actions for Anti-Competitive Behaviour, Anti-Trust, Monopoly Practices and Other Critical Laws	Number	0	0	0
<b>Personal Data and Information</b>				
Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	Number	0	0	0
Substantiated Complaints from Regulatory Authorities	Number	0	0	0
Substantiated Complaints from External Parties	Number	0	0	0
<b>Public Policy Positions/Political Contributions</b>				
Contribution to Politically-Related Agenda	Number	0	0	0
Expenditure on Lobbying Activities	Number	0	0	0
<b>Third-Party Due Diligence Conducted</b>				
	Number	171	134	108
<b>Conflicts of Interest Breaches</b>				
	Number	–	0	0
<b>Major Cybersecurity Breaches</b>				
	Number	0	0	0

<sup>(1)</sup> Refers to ISO 37001 internal and external audits and self-assessments done on critical legal areas through myAssurance

Performance Data

	Unit	2022	2023	2024
Code of Conduct and Business Ethics				
Coverage				
Employees	%	100%	100%	100%
Contractors/Suppliers/Service Providers	%	100%	100%	100%
Subsidiaries	%	100%	100%	100%
Written/Digital Acknowledgement by Employees				
	%	100%	100%	100%
Training Provided to Employees				
	%	100%	100%	100%
Human Rights				
Human Rights Risk Assessments Conducted	Number	0	0	0
Incidents of Harassment and Discrimination	Number	0	1	0
Supplier Screening				
Number of Tier-1 suppliers	Number	–	–	678
Number of significant suppliers in Tier-1 screened	Number	–	–	5*
% of total spend on significant suppliers in Tier-1 screened	%	–	–	12%*
Number of significant suppliers in non-Tier-1 screened	Number	–	–	N/A
Number of significant suppliers (Tier-1 and non Tier-1) screened	Number	–	–	5*
Supplier Assessment				
Number of suppliers assessed via desk assessments/ on-site assessments	Number	–	–	30
% of significant suppliers assessed	%	–	–	60%
Number of suppliers assessed with substantial actual/ potential negative impacts	Number	–	–	0
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	%	–	–	0%
Number of suppliers with substantial actual/ potential negative impacts that were terminated	Number	–	–	N/A
Contributions to Trade Associations				
	USD	–	75,241	70,369

\* Restated for data accuracy.

Sustainability Reporting Standards and Disclosures

SASB Content Index (Maritime Transportation)

Topic	Metric	Unit of Measure	Location of Disclosures/Value
Greenhouse Gas Emissions	Gross global Scope 1 emissions	Metric tonnes (t) CO <sub>2</sub> -e	Climate-Related Financial Disclosures – Decarbonisation Performance
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	N/A	Towards Decarbonisation
	(1) Total energy consumed, (2) Percentage heavy fuel oil, and (3) Percentage renewable	(1) Gigajoules (GJ) (2) Percentage (%) (3) Percentage (%)	Performance Data – Environment
	Average Energy Efficiency Design Index (EEDI) for new ships	Grammes of CO <sub>2</sub> per ton-nautical mile	Performance Data – Environment
Air Quality	Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> and (3) Particulate matter (PM <sub>10</sub> )	Metric tons (t)	Performance Data – Environment
Ecological Impacts	Shipping duration in marine protected areas or areas of protected conservation status	Number of travel days	21.70
	Percentage of fleet implementing ballast water (1) Exchange and (2) Treatment	Percentage (%)	Performance Data – Environment
	(1) Number and (2) Aggregate volume of spills and releases to the environment	(1) Number (2) Cubic meters (m <sup>3</sup> )	Performance Data – Environment
Workforce Health & Safety	Lost time incident rate	Rate	Performance Data – Social – Health & Safety
Business Ethics	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Number	14
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Presentation currency	Performance Data – Governance
Accident & Safety Management	(1) Number of marine casualties, (2) Percentage classified as very serious	(1) Number (2) Percentage (%)	1 0%
	Number of (1) Conditions of Class or (2) Recommendations	(1) Number (2) Number	5 7
	Number of port state control (1) Deficiencies and (2) Detentions	(1) Number (2) Number	10 0

Activity Metric – Petroleum and Product	Unit of Measure	Value
Number of shipboard employees	Number	2,608
Total distance travelled by vessels	Nautical miles (nm)	2,622,209
Operating days	Days	20,092
Deadweight tonnage	Thousand deadweight tonnes	9,536
Number of vessels in total shipping fleet	Number	56
Number of vessel port calls	Number	3,544



# Sustainability Reporting Standards and Disclosures

## GRI Content Index

AET has reported the information cited in this GRI content index for the period 1 January 2024 to 31 December 2024 with reference to the GRI standards.

GRI Standards and Disclosure Requirements	Location of the Disclosures	Page No.
GRI 1: Foundation 2021		
GRI 2: General Disclosures 2021		
Disclosure 2-1 Organizational details	• Our Business	• 16-23
Disclosure 2-2 Entities included in the organization's sustainability reporting	• Our Sustainability Reporting Boundaries	• 124
Disclosure 2-3 Reporting period, frequency and contact point		
Disclosure 2-4 Restatements of information	• Decarbonisation Performance • Performance Data	• 113 • 125-138
Disclosure 2-5 External assurance	• Independent Assurance Statement	• 143-144
Disclosure 2-6 Activities, value chain and other business relationships	• Our Business	• 16-23
Disclosure 2-7 Employees	• Performance Data – Social – Talent Excellence	• 130-131
Disclosure 2-8 Workers who are not employees		
Disclosure 2-9 Governance structure and composition		
Disclosure 2-11 Chair of the highest governance body	• Board of Directors	• 44-47
Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	• Sustainability Governance • Climate-Related Financial Disclosures – Governance	• 60 • 94-96
Disclosure 2-13 Delegation of responsibility for managing impacts		
Disclosure 2-14 Role of the highest governance body in sustainability reporting		
Disclosure 2-17 Collective knowledge of the highest governance body	• Board of Directors	• 46
Disclosure 2-22 Statement on sustainable development strategy	• Chairman's Message	• 6-7
Disclosure 2-23 Policy commitments		
Disclosure 2-24 Embedding policy commitments	• Governance Sustainability Pillar	• 87-91
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Disclosure 2-27 Compliance with laws and regulations	• Environment • Social – Health and Safety • Governance	• 126 • 129 • 137
Disclosure 2-28 Membership associations		
Disclosure 2-29 Approach to stakeholder engagement	• Stakeholder Engagement	• 116-121
Disclosure 2-30 Collective bargaining agreements	• Focus Story: Human Rights • Performance Data – Social – Talent Excellence	• 90 • 135
GRI 3: Material Topics 2021		
Disclosure 3-1 Process to determine material topics	• Sustainability Materiality	• 61
Disclosure 3-2 List of material topics		
Disclosure 3-3 Management of material topics	• Sustainability Pillars	• 63-121
GRI 201: Economic Performance 2016		
Disclosure 201-1 Direct economic value generated and distributed	• Financial Performance	• 52-57
Disclosure 201-2 Financial implications and other risks and opportunities due to climate change	• Identified Physical Climate Risks and Climate Transition Risks	• 102-106
GRI 203: Indirect Economic Impacts 2016		
Disclosure 203-2 Significant indirect economic impacts	• Our Fleet and Services	• 20-21

GRI Standards and Disclosure Requirements	Location of the Disclosures	Page No.
GRI 205: Anti-Corruption 2016		
Disclosure 205-1 Operations assessed for risks related to corruption		
Disclosure 205-2 Communication and training about anti-corruption policies and procedures	• Governance Sustainability Pillar • Performance Data – Governance	• 87-91 • 137-138
Disclosure 205-3 Confirmed incidents of corruption and actions taken		
GRI 206: Anti-Competitive Behavior 2016		
Disclosure 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	• Performance Data – Governance	• 137
GRI 302: Energy 2016		
Disclosure 302-1 Energy consumption within the organization		
Disclosure 302-2 Energy consumption outside of the organization	• Towards Decarbonisation	• 63-69
Disclosure 302-3 Energy intensity	• Performance Data – Environment	• 125
Disclosure 302-4 Reduction of energy consumption		
Disclosure 302-5 Reductions in energy requirements of products and services		
GRI 303: Water and Effluents 2018		
Disclosure 303-1 Interactions with water as a shared resource	• Reducing Waste Impact from Shipping Operations	• 71
Disclosure 303-3 Water withdrawal	• Regulatory Compliance and Ship-Level Environmental Management	• 74
Disclosure 303-4 Water discharge		
Disclosure 303-5 Water consumption	• Performance Data – Environment	• 126
GRI 305: Emissions 2016		
Disclosure 305-1 Direct (Scope 1) GHG emissions		
Disclosure 305-2 Energy indirect (Scope 2) GHG emissions		
Disclosure 305-3 Other indirect (Scope 3) GHG emissions	• Towards Decarbonisation	• 63-69
Disclosure 305-4 GHG emissions intensity	• Decarbonisation Performance	• 113
Disclosure 305-5 Reduction of GHG emissions	• Performance Data – Environment	• 125
Disclosure 305-6 Emissions of ozone-depleting substances		
Disclosure 305-7 NO <sub>x</sub> , SO <sub>x</sub> , and other significant air emissions		
GRI 306: Waste 2020		
Disclosure 306-1 Waste generation and significant waste-related impacts		
Disclosure 306-2 Management of significant waste-related impacts	• Promoting a Circular Economy	• 70-72
Disclosure 306-3 Waste generated	• Performance Data – Environment	• 126
Disclosure 306-4 Waste diverted from disposal		
Disclosure 306-5 Waste directed to disposal		
GRI 308: Supplier Environmental Assessment 2016		
Disclosure 308-2 Negative environmental impacts in the supply chain and actions taken	• Driving Sustainable Practices Together with Our Suppliers	• 91
GRI 401: Employment 2016		
Disclosure 401-1 New employee hires and employee turnover	• Nurturing an AET culture and behaviours	• 82
Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	• Performance Data – Social – Talent Excellence	• 132-134
Disclosure 401-3 Parental leave		

# Sustainability Reporting Standards and Disclosures

GRI Standards and Disclosure Requirements	Location of the Disclosures	Page No.
<b>GRI 403: Occupational Health and Safety 2018</b>		
Disclosure 403-1 Occupational health and safety management system		
Disclosure 403-2 Hazard identification, risk assessment, and incident investigation		
Disclosure 403-3 Occupational health services		
Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety		
Disclosure 403-5 Worker training on occupational health and safety	• Health and Safety	• 75-79
Disclosure 403-6 Promotion of worker health	• Performance Data – Social – Health and Safety	• 128-129
Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
Disclosure 403-8 Workers covered by an occupational health and safety management system		
Disclosure 403-9 Work-related injuries		
Disclosure 403-10 Work-related ill health		
<b>GRI 404: Training and Education 2016</b>		
Disclosure 404-1 Average hours of training per year per employee		
Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	• Talent Excellence	• 80-83
Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews	• Performance Data – Social – Talent Excellence	• 133-134, 136
<b>GRI 405: Diversity and Equal Opportunity 2016</b>		
Disclosure 405-1 Diversity of governance bodies and employees	• Board of Directors	• 46
Disclosure 405-2 Ratio of basic salary and remuneration of women to men	• Performance Data – Social – Talent Excellence	• 130-131, 135
<b>GRI 406: Non-Discrimination 2016</b>		
Disclosure 406-1 Incidents of discrimination and corrective actions taken	• Performance Data – Governance	• 138
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>		
Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	• Focus Story: Human Rights	• 90
<b>GRI 408: Child Labor 2016</b>		
Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labor	• Focus Story: Human Rights	• 90
<b>GRI 409: Forced or Compulsory Labor 2016</b>		
Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	• Focus Story: Human Rights	• 90
<b>GRI 413: Local Communities 2016</b>		
Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	• Community Investment	• 84-86
<b>GRI 414: Supplier Social Assessment 2016</b>		
Disclosure 414-2 Negative social impacts in the supply chain and actions taken	• Driving Sustainable Practices Together with Our Suppliers	• 91
<b>GRI 415: Public Policy 2016</b>		
Disclosure 415-1 Political contributions	• Performance Data – Governance	• 137
<b>GRI 418: Customer Privacy 2016</b>		
Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	• Performance Data – Governance	• 137