



AET Anti-Bribery and Corruption Policy

This policy reflects AET's overarching commitment to upholding the highest standards of integrity and ethical behaviour, throughout our business operations.

Policy Statement

AET is committed to combating bribery and all forms of corruption and aims to uphold transparency and integrity throughout our business dealings, whether with governmental agencies, public sector or private enterprises.

Zero-Tolerance Approach

AET has a zero-tolerance approach to bribery and corruption. AET strictly prohibits all forms of bribery and corruption, including facilitation payments, kickbacks and political contributions. We have adopted a strict "No Gift" policy.

Any request for a bribe or offer of a bribe shall be rejected. You shall not offer, promise, give, ask for or accept anything of value or any gratification, as a reward for any action in relation to AET's business. You shall not authorise others to do so on your behalf.

Additionally, any appearance of bribery or corruption should be avoided to protect AET's reputation.

Governance and Implementation

This policy is in line with the AET Code of Conduct and Business Ethics (CoBE) and is guided by other applicable internal policies, procedures and guidelines including the AET Anti-Bribery and Corruption Standard.

This policy applies to every employee, director and third party working for or on behalf of AET. Joint venture companies in which AET is not a controlling stakeholder and associate companies of AET are encouraged to adopt this policy or similar principles and standards.

Any violation of applicable anti-bribery and corruption laws may result in administrative action, civil or criminal liabilities, impact business continuity, affect contractual obligations and cause significant reputational damage.



Anti-Bribery Management System

The Board and management are committed to implementing and enforcing effective and robust policies and procedures to prevent, monitor and eliminate bribery and corruption and to the continual improvement of AET's Anti-Bribery Management System (ABMS). A Compliance unit is assigned with the responsibility to oversee the implementation of AET Compliance and Ethics Programme and the ABMS, with direct access to the Board and management for issues relating to bribery and corruption.

AET provides avenues for all employees and members of the public to make reports on any improper conduct within AET, which is governed by the AET Whistleblowing Policy, AET Non-Retaliation Policy, and relevant procedures.

Signed by

A handwritten signature in black ink, appearing to read 'Nick Potter', with a stylized flourish at the end.

Nick Potter
President & CEO
AET
7 May 2026