



AET Anti-Bribery and Corruption Policy

AET is committed to applying the highest standards of ethical conduct, integrity and accountability in all its business activities and operations. This Policy applies to all AET business dealings and relationships.

AET has a zero tolerance policy towards any form of bribery and corruption by, or of, its employees or any persons or companies acting for AET or on its behalf. The AET Code of Conduct and Business Ethics (AET CoBE) and Anti-Bribery and Corruption Policy apply throughout the Company and its subsidiaries and reflect our commitment to fight any corrupt and unethical practices in the course of conducting business in the jurisdictions in which we operate while ensuring compliance to the applicable anti-bribery laws.

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 function 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.

Employees and others acting for or on behalf of AET are strictly prohibited from directly or indirectly soliciting, accepting or offering bribes in relation to AET's businesses and operations. Employees across AET are expected to observe the AET CoBE and uphold AET's zero tolerance towards bribery and corruption. Employees who fail to comply with the CoBE will be subject to the appropriate disciplinary measures.

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 and procedures.

Signed by

A handwritten signature in black ink, appearing to read 'Zahid Osman', with a horizontal line underneath.

Zahid Osman
President & CEO
AET
1 June 2023