



AET Diversity and Inclusion Statement

AET is proud to do our part to build a better world. This means creating a business that drives sustainable value for our shareholders and is at the cutting edge of innovation and technology in the design and construction of our assets. This enables us to operate all over the world, responsibly and with care for our environment and the communities we operate in. However, this does not happen without the rich and diverse talent that we have in AET, with individuals who constantly strive to do better and exceed the expectations of our customers and stakeholders alike.

It is AET's commitment to continually maintaining an inclusive environment that attracts, retains and supports a diverse team of individuals able to contribute to their potential. This emphasis on promoting diversity and inclusion, we know, leads to committed and engaged staff who contribute to improving our business performance and ensuring a successful AET for decades to come!

We are committed to

- Embracing and promoting diversity and inclusivity in the workplace prohibiting unlawful discrimination.
- Creating a safe work environment where multiple voices are heard, where opinions are valued and where all feel engaged and included.
- Having HR policies and processes that attract, retain and develop diverse talent globally, on the basis of meritocracy.
- Developing leaders who are inclusive and without bias in building and developing diverse talent.

Employees are responsible for ensuring that the standards set by this statement are observed, that their own conduct is exemplary and any compliant is addressed promptly.

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