



Environmental, Social, and Governance Statement

At AER, we are unwavering in our dedication to responsible and sustainable business practices, guided by Environmental, Social, and Governance (ESG) principles. These principles are instrumental in shaping our commitment to stakeholders, the communities we serve, and the global environment.

Environmental Stewardship:

- We are steadfast in our efforts to reduce our environmental impact through initiatives promoting energy efficiency, greenhouse gas emission reduction, and judicious use of natural resources.
- We have always and will continue to prioritize close to source processing whenever feasible.
- We maximize reuse and recycling of incoming material based on the hierarchy of reuse/re-manufacture as the first option when this practice is in agreement with the client requirements, and recovery of materials as the second option being sent to qualified downstream vendors to ensure proper processing
- Implementing sustainable practices across our operations, encompassing waste management, pollution prevention, and responsible water usage, is fundamental to our commitment.
- We minimize the adverse environmental impact, dangers and risks of company operations to prevent environmental pollution while maintaining a safe and healthy workplace for personnel.

Social Responsibility:

- Our dedication extends to prioritizing the health, safety, and well-being of our employees, contractors, and the communities we operate in. We maintain a secure working environment and continually invest in training and development opportunities.
- Respecting and upholding human rights, including fair labor practices, nondiscrimination, diversity, and inclusion, underscores our commitment to fostering an equitable organizational culture.
- We conduct company operations with the highest regard for social accountability while ensuring a high level of client satisfaction.
- We are committed to educating our employees about the environmental aspects, dangers, risks, quality standards of their job, how to safely and effectively conduct facility operations and how individual actions can influence company environmental performance.
- As a Great Place To Work certified business, we go beyond ensuring that our workplace not only meets high standards of excellence, but also fosters a positive and inclusive environment for all.



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Governance and Ethics:

- Our commitment to the highest standards of corporate governance, transparency, and accountability is unwavering. Robust systems and controls ensure our compliance with applicable laws, regulations, and ethical guidelines.
- Promoting ethical behavior, integrity, and responsible decision-making is a cornerstone of our organizational culture. We encourage employees to report concerns or potential violations through confidential reporting channels.
- We provide the highest level of data security and assurance and privacy to our clients.
- We ensure exports of hazardous electronic waste are in accordance with export laws and the Basel Convention
- Regular assessments and monitoring of our ESG performance, along with the establishment of measurable targets, demonstrate our dedication to transparent reporting to stakeholders. Seeking continuous improvement, we actively solicit feedback to refine our ESG practices.

Integration of ESG into Strategy:

By integrating ESG considerations into our business strategy, we aim to generate enduring, sustainable value for shareholders, employees, customers, communities, and the environment.

Recognizing that our commitment to ESG is an ongoing journey, we are dedicated to continually enhancing our practices to meet the evolving needs and expectations of our stakeholders.