

An aerial photograph of a man in a red Aramex safety vest, glasses, and a white face mask walking on a grassy field. He is holding a black handle, possibly for a pallet jack. To his right is a large stack of cardboard boxes on a pallet. The background shows a dense forest and a residential area with houses.

Investor presentation

Aramex
Sustainability Roadmap



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ABOUT ARAMEX





AT A GLANCE

Aramex is A Global Provider of Comprehensive Logistics and Transportation Solutions



16,000+

Employees



65+

Countries



600+

Offices



USD 1.65

Billion Revenues 2021



USD 1.52

Billion Market Cap
30 June 2022

International Express

With Aramex International Express, sending time-sensitive documents or packages is prompt, convenient and easy.

Domestic Express

We understand that delivering from one side of the country to another requires efficiency and reliability of global standards and local operations and we continually strive for excellence.

Freight Forwarding

Whether by sea, air or land, Aramex Freight provides the facilities and expertise for seamless and streamlined operations.

Logistics & other

As a global logistics and transportation solutions provider, Aramex will help simplify customers' operations with cost effective and comprehensive logistics solutions.

OUR EVOLUTION

1982

Established with offices in Amman and New York.

1990

Co-founded the Overseas Express Carriers.

1994

Started offering Express, Domestic, and Freight under one roof.

1997



Became the 1st Arab based company to be listed on NASDAQ

2002

De-listed from NASDAQ and returned to private ownership.

2005

► Became a public shareholding company on the Dubai Financial Market.

2006

Acquired TwoWay in Ireland

2007



Launched a corporate university and adopted Sustainability reporting.

2014



Acquisition of PostNet in South Africa.

2016



Acquisition of Fastway in Australia and New Zealand.

2019

Developed the digital and business transformation framework.

2021

Operational Model Redesign with Aramex Express and Aramex Logistics split of operations.



ARAMEX

GLOBAL FOOTPRINT

NORTH AMERICA

United States of America
Canada

EU
Czech Republic
Ireland
Netherlands
United Kingdom

MENAT

Algeria
Egypt
Georgia
Iran
Iraq
Jordan
Lebanon
Libya
Morocco
Palestine
Sudan
Tunisia
Turkey

SUB-SAHARAN AFRICA

Ghana
Kenya
Nigeria
Tanzania
Uganda
South Africa

GCC

Bahrain
Kuwait
Oman
Qatar
Saudi Arabia
United Arab Emirates

SOUTH ASIA

Bangladesh
India
Indonesia
Malaysia
Singapore
Sri Lanka
Thailand

NORTH ASIA

China
Hong Kong

OCEANIA

Australia
New Zealand



Listed on Dubai Financial
Market (DFM) in 2005



INDEX INCLUSIONS



ESG Reporting Standards

ARAMEX

STOCK AT A GLANCE

USD 1.5bn
MARKET CAP

49.7% FREE FLOAT

BLOOMBERG CODE:
ARMX.UH
REUTERS CODE:
ARMX.DU

FTSE EM INDEX
FTSE4Good Index

MSCI EM Small
Cap INDEX

S&P Hawkamah ESG
PAN Arab / UAE index

International Integrated
Reporting Council (IIRC)
Framework

United Nations
Global Compact
Principles

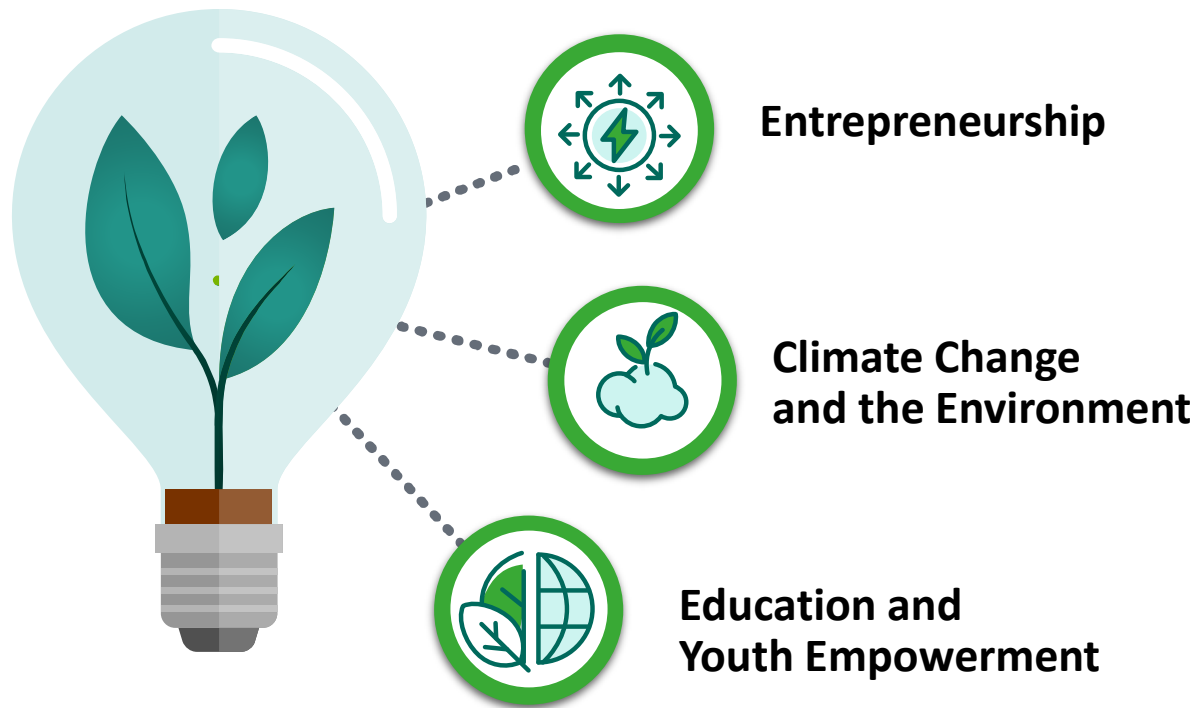
United Nations
Sustainable
Development Goals

GRI Sustainability
Reporting Standards

SUSTAINABILITY STRATEGY AND JOURNEY

A stylized green landscape illustration on a green background. It features rolling hills, several evergreen trees of different sizes, and three small, fluffy clouds in the sky. The illustration is rendered in a flat, minimalist style.

ARAMEX SUSTAINABILITY STRATEGY PILLARS



The Aramex approach to sustainability is underpinned by an evidence-based and stakeholder driven strategy that is responsive to the needs of all stakeholders and is proactive in its stewardship of the

Six Capitals:

1. Natural
2. Human
3. Social and Relationship
4. Manufactured
5. Intellectual
6. Financial

ARAMEX SUSTAINABILITY JOURNEY

2005

Co-founded Ruwaad, with the aim of supporting entrepreneurship talent and deploying resources and skills in service of local communities

2006

First company in the region to produce a sustainability report

2007

Announced our commitment to the United Nations 'Global Compact' initiative (UNGC)

2010

First company in the region to calculate and report on its carbon footprint

2016

Emissions reduced by 26% compared to base year 2012, four years ahead of schedule

2017

The first multinational in the MENA region to conduct an expansive externally validated Human Rights Audit of operations and suppliers

2019

6,361,248 kWh were produced by generating electricity through newly launched solar farms in Amman & Dubai.

Reduced emission by 44% from baseline year 2017 to 2019

2020

49% of corporate head office employees are female

2020

Active sustainability projects in 94% of our countries of operations

2021

Signed up to the Science Based Target initiative (SBTi)

2021

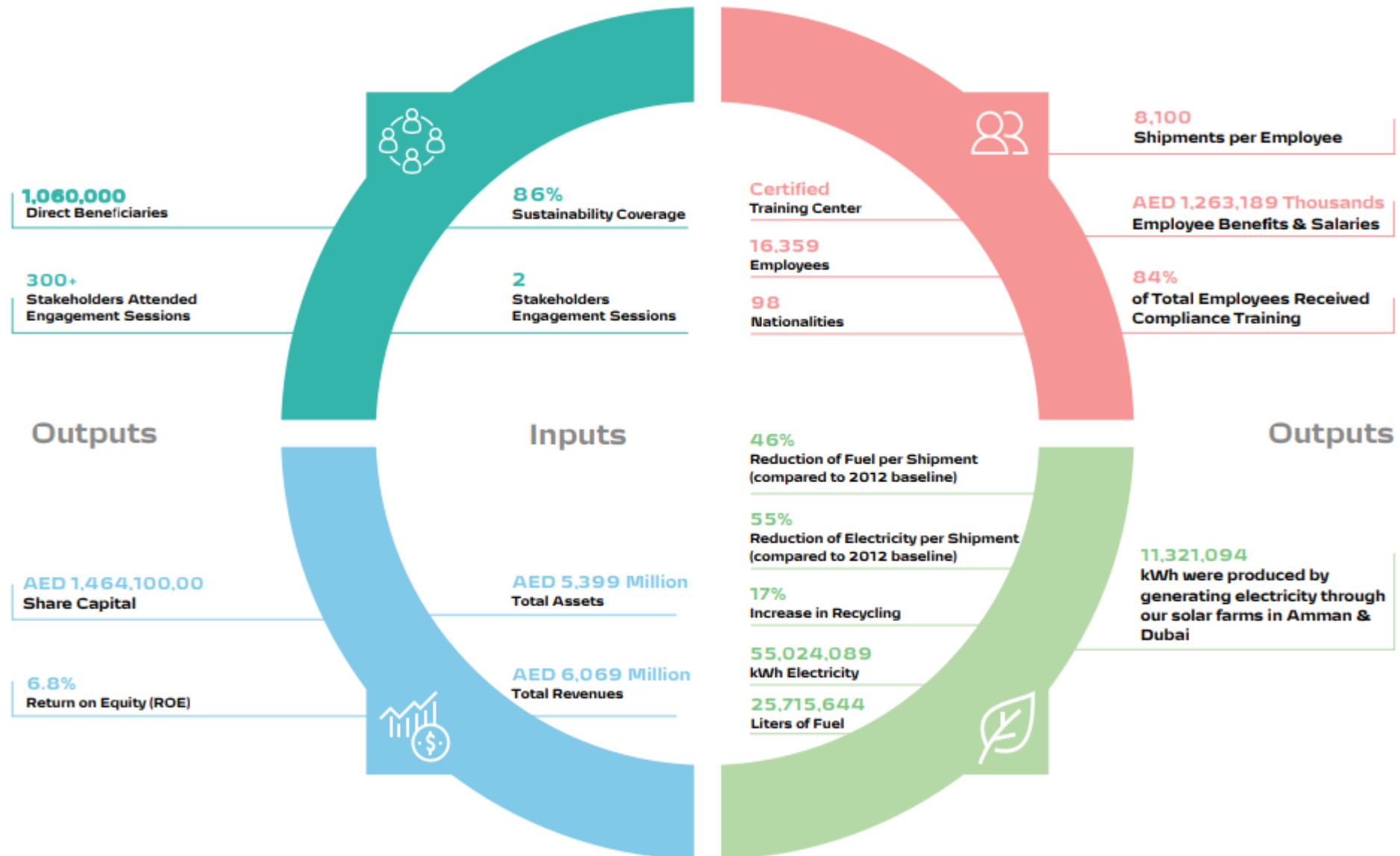
Joined the AF-KL Sustainable Aviation Fuel (SAF) program to manage and reduce emissions and carbon footprint

2022

Committed to Carbon Neutrality by 2030 and Net Zero by 2040



ARAMEX 2021 Value Creation Model



All data is as at 31 December 2021

OUR COMMITMENT TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



Aramex facilitates global transportation, thereby accelerating economic development and job creation.



Tackling issues that are global in scope such as climate change, international human and labor rights and supporting reporting and accountability at the highest level.



We ensure that environmental sustainability and economic growth are intertwined by reducing emissions, recycling, and managing waste, as well as adopting sustainable practices and reporting.



Driven by our belief in the empowerment of women and girls, we work to support them while also fostering a vision and environment conducive to gender equality.



We invest in entrepreneurs and local communities. Since our founding, a key to the success of Aramex has been the adoption of entrepreneurship as a strategy, mindset, and a constantly evolving practice.



To maximize the impact that our business and sustainability efforts have, we need to foster partnerships and advocate for improved regulations, access to technology, and transparency.



We have a solid history as tech enablers and innovators, and Aramex has taken a strategic decision to put data privacy and security at the top of its priorities, as well as establishing an information security and privacy program based on international best practices.



We continue to build awareness through campaigns on our confidential and safe 'Speak Up' platforms to highlight our zero-tolerance policies for discrimination, harassment, and bullying on any grounds, including gender.



As a logistics and shipping company, we have an impact on the environment around us. We proactively take steps to measure, manage, and mitigate this impact, while also investing in solutions, awareness building, and know-how.

SUSTAINABILITY ADVOCACY AND PARTNERSHIPS

We collaborate to tackle sustainability challenges, exchange knowledge, and develop best practices to enhance shared value creation.

Global Partnerships

United Nations Global Compact - Caring for Climate
World Future Energy Summit
SBTI
Abu Dhabi Sustainability Week

Tackling issues that are global in scope such as climate change, international human and labor rights, and supporting reporting and accountability at the highest level.

Regional Partnerships

UNICEF RTC, AFED
UNRWA, UNHCR, Ruwwad
Development INJAZ Al-Arab

Strengthening coordination across borders and connecting local networks on unique regional challenges and opportunities, especially in emerging markets.

Local Partnerships

Jordan GBC, INJAZ Jordan Dubai Chamber, Abu Dhabi Sustainability Group, Peel Initiative, Egyptian UNGC, Ruwwad, Clothing Banks, Amideast JEU'NASS

Partnering on and implementing initiatives that directly impact community beneficiaries and stakeholders, driving best practices from carefully tracked activities.

ESG TARGETS





SUSTAINABLE DEVELOPMENT GOALS



We comply with the following international standards and strategies:

- > UN Sustainable Development Goals
- > United Nations Global Compact Principles
- > Paris Agreement on Climate change
- > And others

ARAMEX WILL CLOSELY MONITOR HOW ITS OPERATIONS AFFECT THE FLOW OF CAPITAL AND INTERACT WITH THE GREATER ECONOMIC, SOCIAL, AND ENVIRONMENTAL SYSTEMS



Climate

- > In line with the UN SDG's and the Paris Agreement, **we are committed to Carbon Neutrality by 2030 and Net Zero by 2040**
- > Thus we are setting a verifiable science based **targets at 1.5 degrees for both scope 1 and 2** (42% reduction in emissions by 2030 vs. 2020) and at **2.0 degrees for scope 3** (25% reduction in emissions by 2030 vs. 2020)



Social Impact

- > Being an active corporate citizen Aramex has always been part of the communities it is operating in
- > Aramex managed to reach **more than 1 million beneficiaries in 2021**, through different programs that are implemented in partnership with various international and national entities
- > Our **goal is to keep increasing this number by 5% year over year** every year until 2030

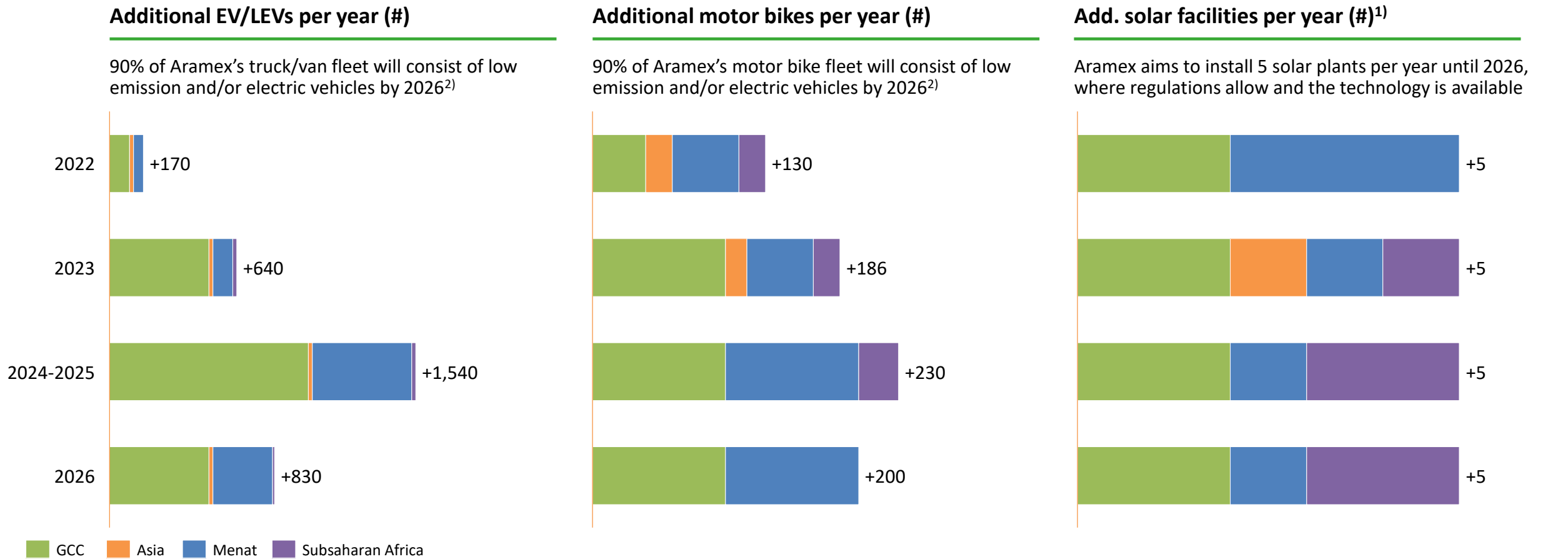


Governance

- > The multi-stakeholder nature of our business imposes on us to comply with all national and international laws and regulations
- > A major focus is placed on the Human and Labor Rights related issues where **we commit to embed all the HR principles in our business processes and training of our staff as well as stakeholders**
- > **We commit to measure our performance against these standards**

WE AIM TO SUBSTANTIALLY INCREASE THE USAGE OF ELECTRIC AND LOW EMISSION VEHICLES IN OUR FLEET AND TO INSTALL AROUND 5 SOLAR INSTALLATIONS PER YEAR UNTIL 2026

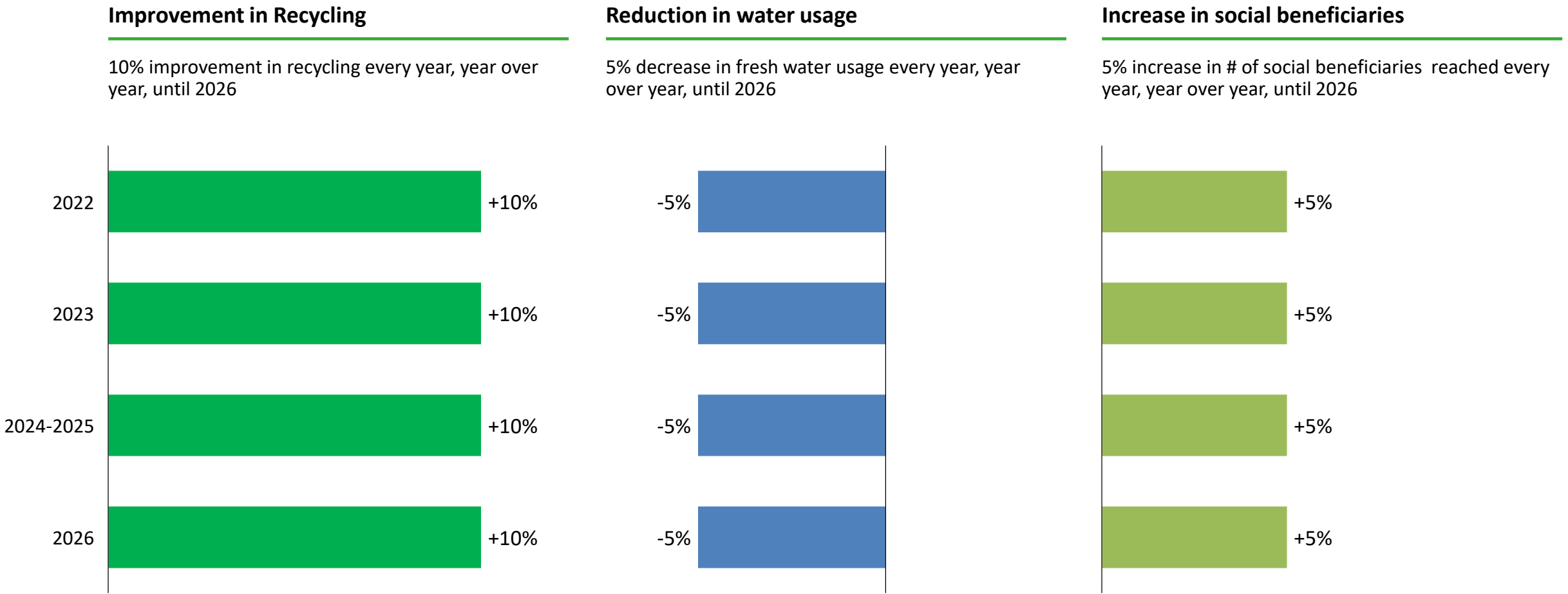
Implementation targets



1) Speed of introduction of new solar facilities in many countries is restricted by local regulation and availability of technology
2) Addition of vehicles based on current fleet – if fleet grows, targets to be adjusted accordingly in order to reach 90%

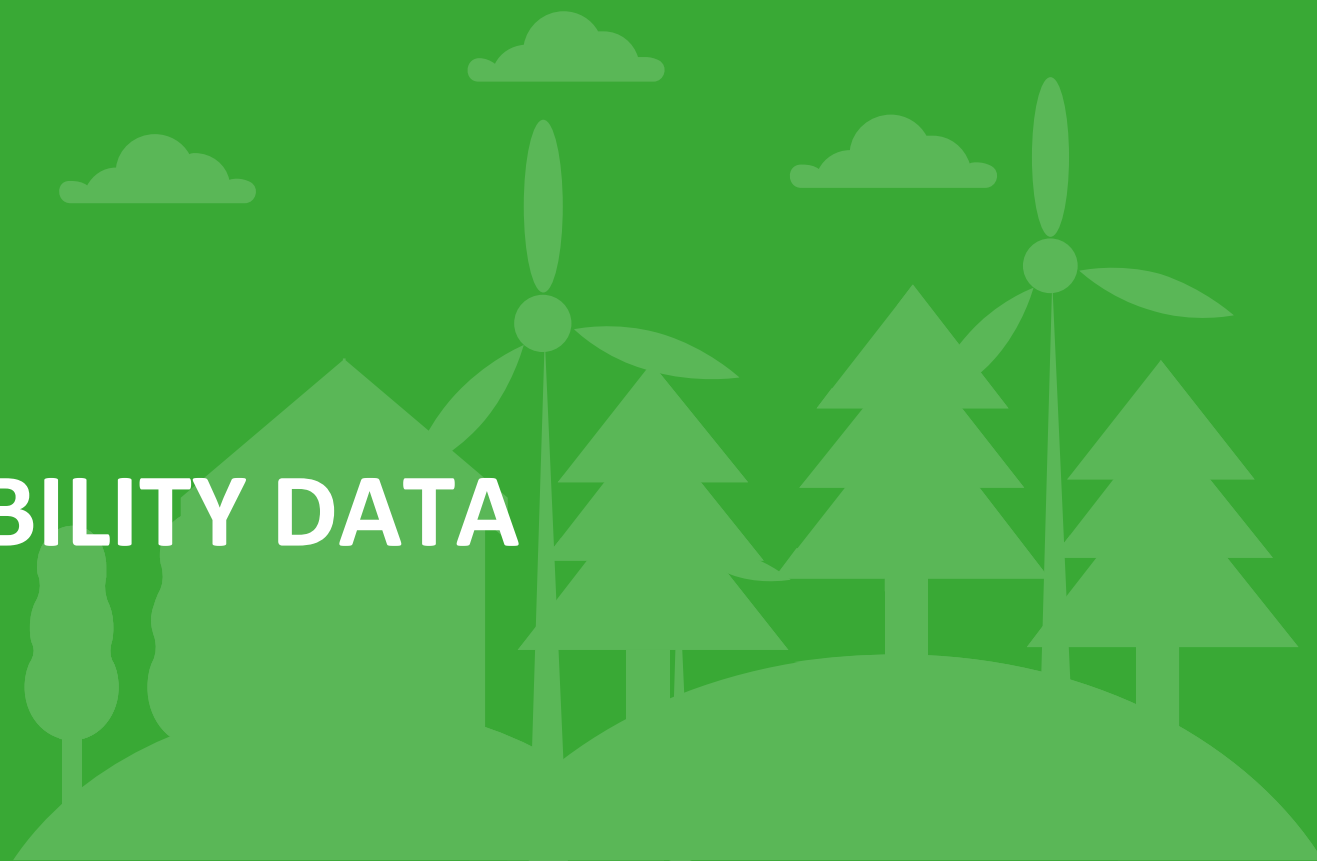
WE COMMIT TO REDUCE THE NEGATIVE IMPACT ON THE ENVIRONMENT AND TO INCREASE THE POSITIVE IMPACT IN OUR COMMUNITIES THROUGH STRINGENT GOVERNANCE

Implementation targets



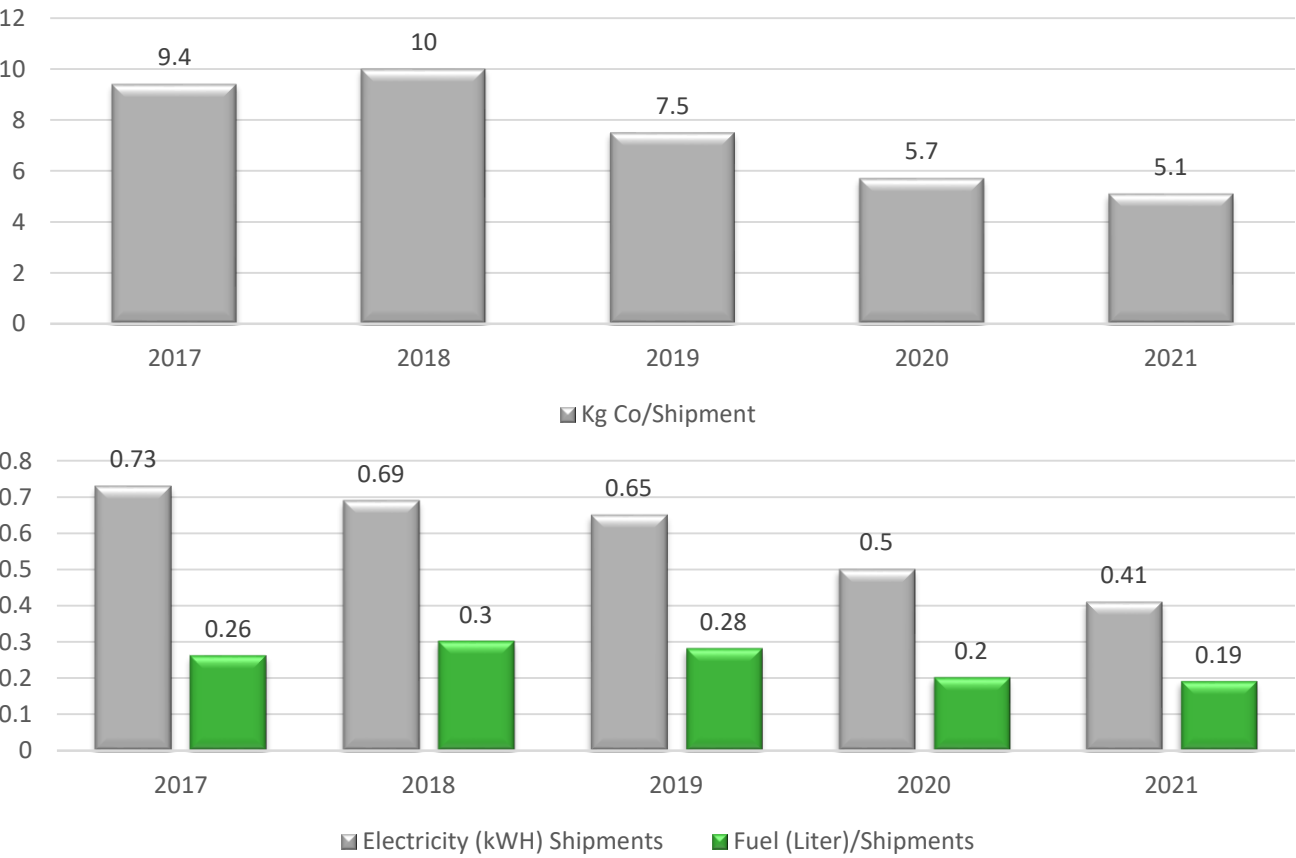
Appendix

HISTORIC SUSTAINABILITY DATA

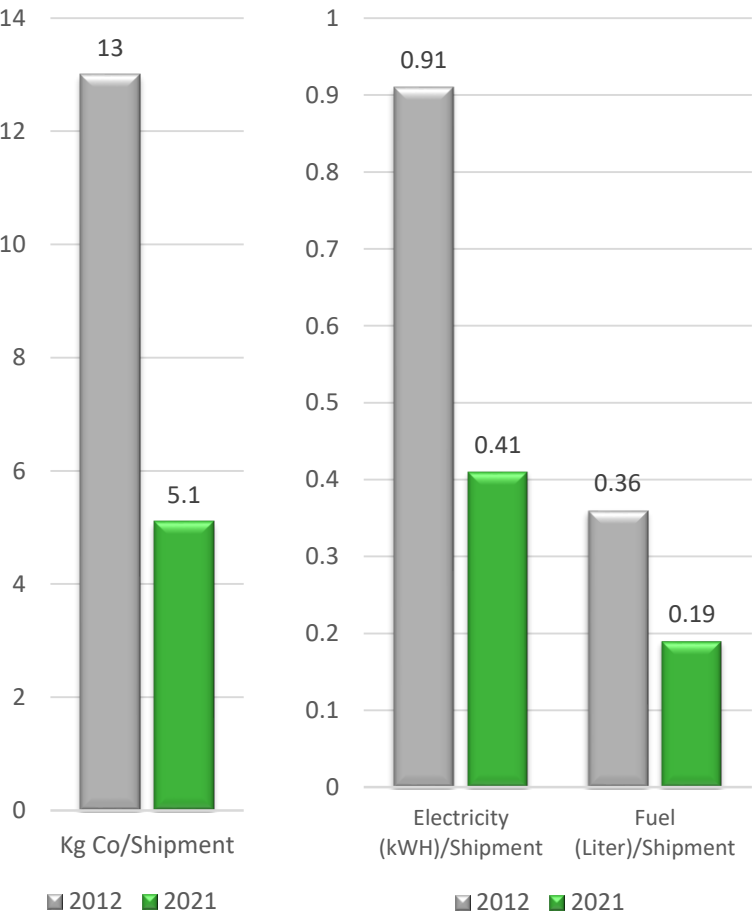


REDUCING OUR IMPACT ON THE ENVIRONMENT

Five Year performance



2021 vs. base year 2012



CARBON EMISSIONS



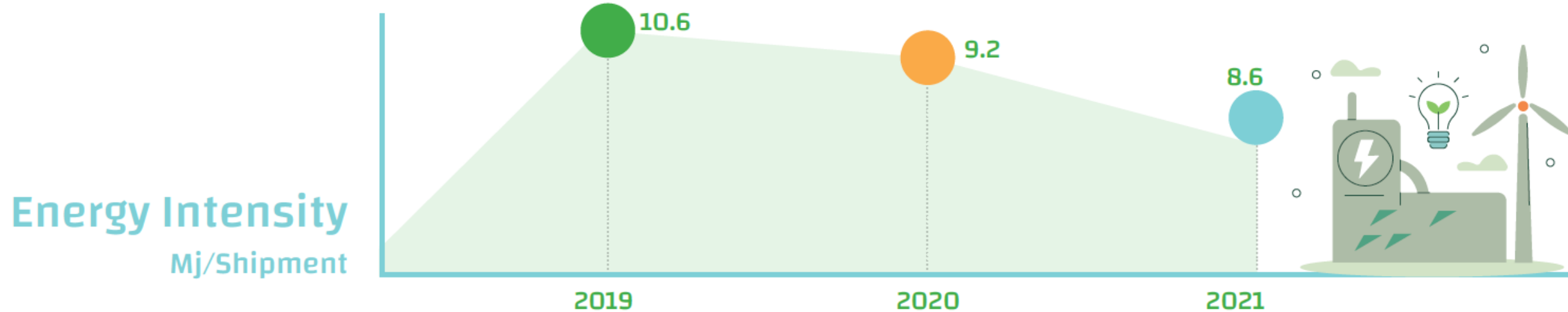
Year	2012	2018	2019	2020	2021
Emissions(TCO2e)					
Scope1	37,100	49,903	56,769	59,334	64,414
Scope2	22,885	30,911	42,501	39,326	31,008
Scope3	456,306	606,088	651,747	628,684	573,836
Total Emissions	516,291	686,902	751,018	727,334	669,258

Aramex does not own planes or ships, and leases the majority of its ground infrastructure which includes the truck fleet and warehouses. Therefore, domestic shipping is captured under Scope 1 and 2 and international express and freight shipping under Scope 3.

ENERGY INTENSITY

The energy intensity per shipment is a strong indicator of how our energy footprint relates to the context and growth of our operations. Energy intensity gives our stakeholders a better understanding of how our energy consumption is related to our operations.

This is measured across our entire operations, except our franchisees and joint venture.



SOLAR ENERGY PRODUCTION: REDUCING OUR IMPACT ON THE ENVIRONMENT

2017

Successfully inaugurated a single-rooftop solar photovoltaic plant in Amman.

2019

Started the building of another solar farm on the rooftop of our second warehouses in Dubai.

2022

Upgraded two sites in Jordan and planning to add more sites in KSA and Egypt.

Our investment in renewable energy has far-reaching consequences; the data below shows our solar production and resulting tCO2 reductions from 2017 to 2021.



Dubai

9,755,980

Produced (KWh)

5,827.012

tCO2 Saving

7

Capacity (MwH)



Amman

1,565,114

Produced (KWh)

994.811

tCO2 Saving

1.2

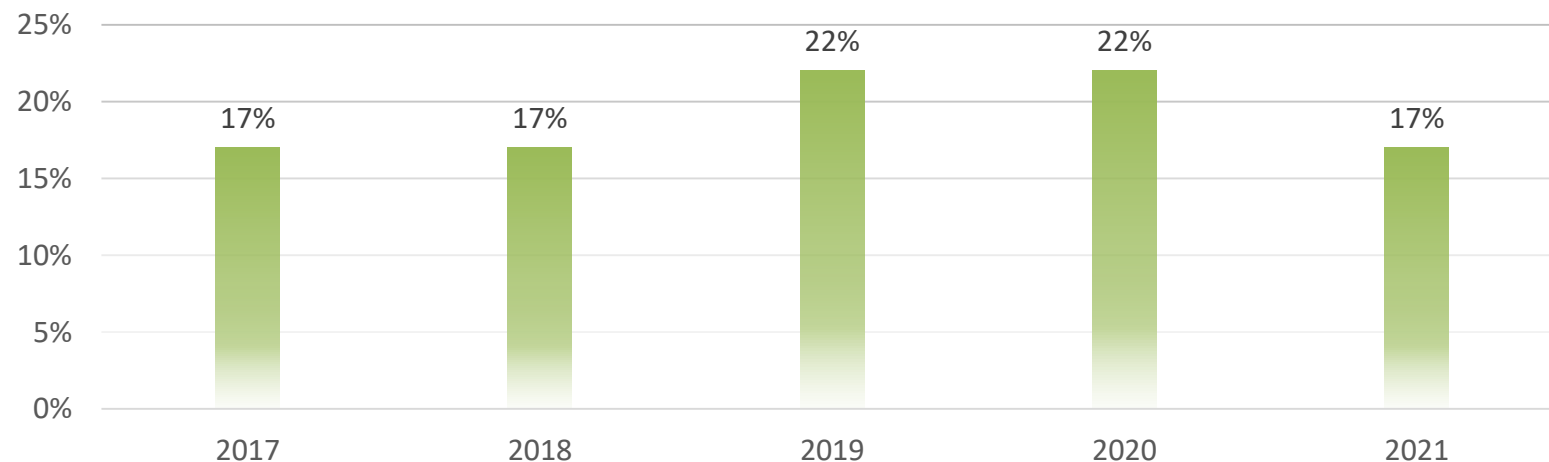
Capacity (MwH)

REDUCING OUR IMPACT ON THE ENVIRONMENT & MOVING INTO CIRCULAR ECONOMY

In our operations, our degradable pouches are used for 99% of our shipments, making up a large proportion of the materials we use.



% OF INCREASE IN RECYCLING YEAR OVER YEAR



Given that the majority of the materials we use in our operations are made of non-renewable plastics and paper, both of which have environmental consequences, we are working to recycle these materials to reduce our environmental footprint.

Appendix

PEOPLE AND COMMUNITIES



OUR COMMITMENT TO OUR PEOPLE



57,753 Hours
Total Training Hours



Female
30,651

Male
27,102

Grand Total
57,753

Training hours per employee
Female Vs male



Ground Couriers
51%

Overall
70%

Training coverage percentage



Female inclusion at Aramex

Network



18%

Corporate
Head Office



49%

2021 Hires



22%

2021 Promotions



28%

Management
Trainees



28%

Board of Directors



**1 Female
Appointment**

Becoming a truly diverse and inclusive organization – a place where everyone feels they can bring their best self to work – is a priority for us. We see the inclusion of our people, ideas, and perspectives as directly linked to our long-term success and core values.

All data is as at 31 December 2021

HEALTH & SAFETY IN ARAMEX

We have launched our online training program for the handling of Dangerous Goods for relevant employees, as well as training related to The European Agreement on the international transport of Dangerous Goods by Road ADR for all employees involved in land transportation.

All our land freight vehicles are equipped with GPS devices and monitored by the 24x7 control room (including third party trucks). New technologies were validated to enhance the GPS tracking and a new project to monitor all Aramex vehicles is currently under review and is expected to be launched in 2022.

While 2021 saw good health and safety results, we are always keen to progress further. In 2022, our goals include the full implementation of the new incident tool “Riskconnect EHS” and continuous work and training to avoid major incidents.

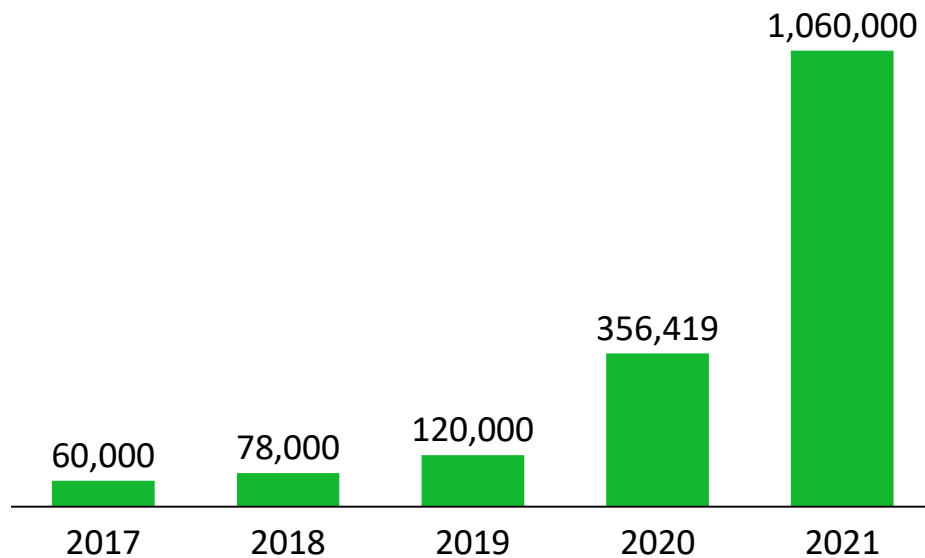
Health & Safety Indicators 2018 -2021

Health and Safety Indicators	2017	2018	2019	2020	2021
Lost time Injury Frequency rate (LTIFR)	2.69	2.73	2.88	1.83	7.74
Lost time Injury Incident rate (LTIIR)	0.57	0.58	0.62	0.53	0.66
Severity Rate (SR)	12.08	8.99	16.45	17.61	17.72
Lost time injury Rate (LTIR)	0.54	0.55	0.58	0.37	1.55
Vehicle related Lost days rate (LDR)	9.69	7.64	12.27	8.03	6.93
WH & Office related Lost days rate (LDR)	4.54	4.26	3.63	5.42	6.92
Lost days rate (LDR)	14.23	11.9	15.9	13.45	13.85
Accidents per million shipments	13.94	15.61	9.21	7.54	7.26

OUR CONTRIBUTION TO COMMUNITIES

Our communities are integral stakeholders – we ensure that each initiative or project is centered around its respective community, whether through our employees' active citizenship, or through our three core pillars.

ARAMEX SUSTAINABILITY BENEFICIARIES 5 YEARS PERFORMANCE



2021 Community Engagement Beneficiaries

1,060,000 community members
(families, women, and men)

230,588 children



23,000 Youth Education & Empowerment Beneficiaries

Over **61,99** businesses "SMEs" in
over **15** countries across GCC

OUR CONTRIBUTION TO COMMUNITIES - RUWWAD

[Ruwwad Al-Tanmeya](#) is a non-profit community development organization that works with disenfranchised communities through education, youth volunteerism and grassroots organizing. Three main programs anchor Ruwwad: Child Development, Youth Organizing and Community Support. Ruwwad operates across **Jordan**, **Egypt**, **Lebanon** and **Palestine**, through a strong network of partnerships with civil society and governmental agencies.

Since its establishment, Ruwwad has reached a total of **2,415** youth scholars :

1,335 youth scholars in East of Amman / Jabal AlNatheef, Al Tafilah, and Al Beidha in Jordan.

487 scholars in Ezbet Khairallah in Egypt.

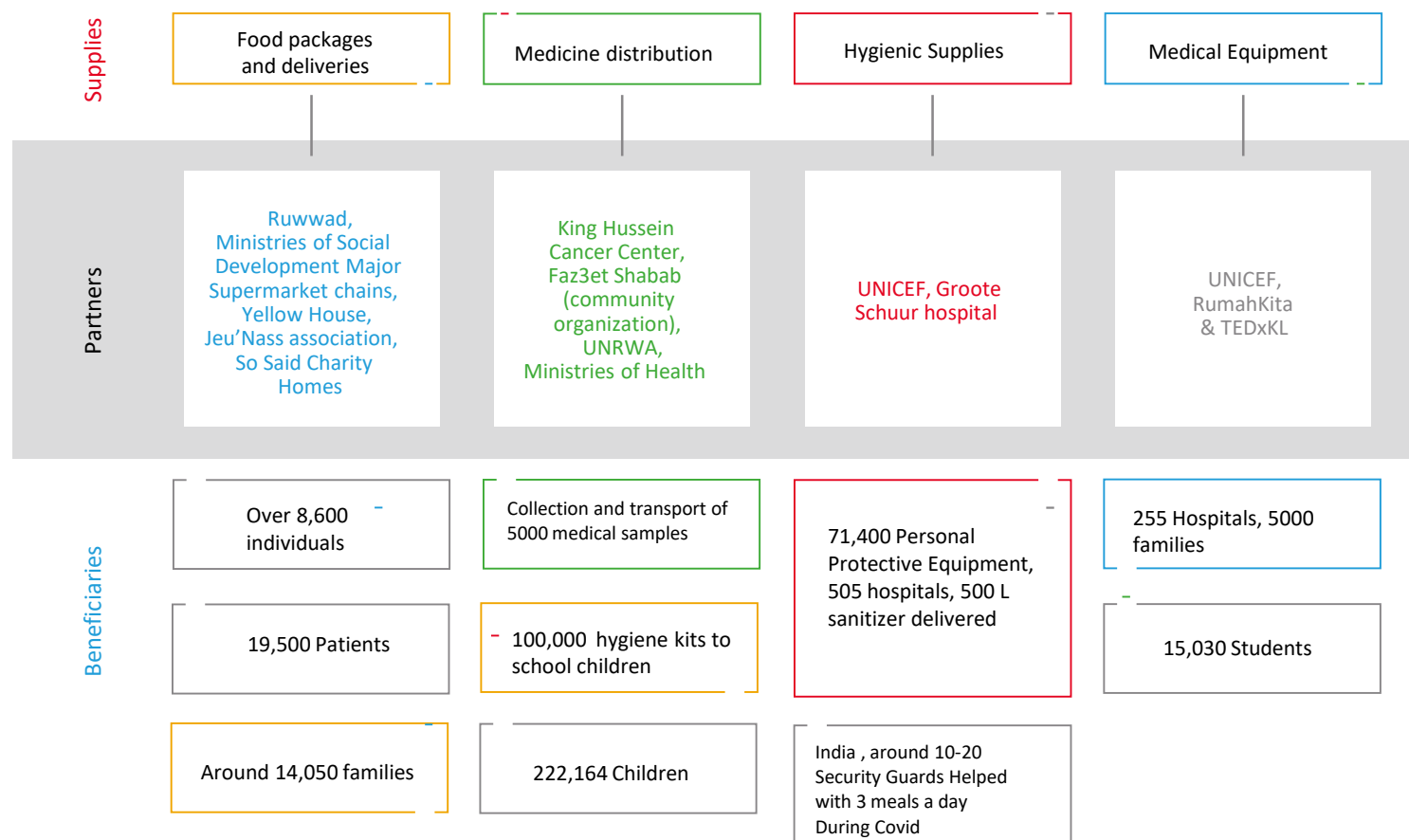
343 youth scholars in Tripoli in Lebanon.

250 youth scholars in Budrus, Neilin, and Qibya in Palestine.



OUR RESPONSE TO COVID-19 IN 2020-2021

COVID-19 Response at a glance



2020 was marked by the disruptions COVID-19 had on our communities

We maintained our efforts to respond to the crisis in 2021, safeguarding the safety of our employees, customers, and communities, and leveraging our operations and partnerships to provide necessary support and relief

We leveraged our operational capacities and human, financial, and social and relationship capitals, to provide necessary relief for communities around the world.

STAKEHOLDER ENGAGEMENT 2021

Stakeholder engagement is a central component of international best practices with regard to sustainable business as determined by the internationally recognized Global Reporting Initiative (GRI). We conducted two sessions of stakeholder dialogue in 2021.



The objectives of the stakeholder consultation is to:

- Gather detailed feedback and insights from various stakeholders on Aramex's performance;
- Gather insights about perceptions of the impact and quality of Aramex's current sustainability practices;
- Produce concrete and actionable recommendations on how to redirect, institutionalize, upgrade, better communicate, and professionalize current practices.
- Conduct the groundwork for concrete partnerships with external stakeholders around Aramex's sustainability efforts.

Appendix

GOVERNANCE AND CORPORATE POLICIES

A stylized green landscape illustration on a solid green background. It features two wind turbines, several coniferous trees, and a few clouds. The elements are rendered in various shades of green, creating a layered effect.

ARAMEX BOARD OF DIRECTORS STRUCTURE

Aramex's Board of Directors comprises of 9 non-executive independent members elected by the General Assembly. The following table demonstrates the structure of Aramex's current Board, including its members' status, date of accession to the Board, and their Board Committees' membership:

Name	Independent/ Non-Independent	Executive/ Non-Executive	Date of Accession to the Board	Position on Board of Directors	Audit Committee	Nomination & Remuneration Committee	Strategy Committee
Mr. Mohamed Alshamsi	Independent	Non-Executive	2020	C			
Mr. Benjamin Démogé	Independent	Non-Executive	2022	VC	M		C
Mr. Arif Albastaki	Independent	Non-Executive	2019	M		M	M
Mr. David Haglund	Independent	Non-Executive	2020	M	M		M
Ms. Fatma Hussain	Independent	Non-Executive	2020	M		M	
Mr. Fahad Al Qassim	Independent	Non-Executive	2020	M	C		
Mr. Murtaza Hussain	Independent	Non-Executive	2020	M			M
Mr. Omar Alhashmi	Independent	Non-Executive	2020	M		C	M
Mr. Yves Delmas	Independent	Non-Executive	2022	M			

C = Chairman

VC = Vice Chairman

M = Member

GOVERNANCE & COMPLIANCE POLICIES

Policy	Link
Code of Conduct	https://dotcomaramexprod.blob.core.windows.net/default/docs/default-source/aramex-policies/aramex-code-of-conduct.pdf
Aramex Conflict of Interest Policy	https://dotcomaramexprod.blob.core.windows.net/default/docs/default-source/aramex-policies/aramex-conflict-of-interest-policy.pdf
Aramex Anti-Corruption Policy	https://dotcomaramexprod.blob.core.windows.net/default/docs/default-source/aramex-policies/aramex-anti-corruption-policy.pdf
Aramex Gifts, Entertainment and Hospitality Policy	https://dotcomaramexprod.blob.core.windows.net/default/docs/default-source/aramex-policies/aramex-gifts-entertainment-and-hospitality-policy.pdf
Aramex Whistleblowing Policy	https://dotcomaramexprod.blob.core.windows.net/default/docs/default-source/aramex-policies/aramex-whistleblowing-policy.pdf
Aramex Third Party Due Diligence Policy	https://dotcomaramexprod.blob.core.windows.net/default/docs/default-source/aramex-policies/aramex-third-party-due-diligence.pdf
Aramex Modern Slavery Statement	https://dotcomaramexprod.blob.core.windows.net/default/docs/default-source/legal-documents/aramex-modern-slavery-statement-2021.pdf
Diversity, Equity and Policy	https://dotcomaramexprod.blob.core.windows.net/default/docs/default-source/default-document-library/hrt-501---(n)-diversity-equity-and-inclusion-policy.pdf
Human and Labor Rights Policy	https://www.aramex.com/docs/default-source/resources/human-and-labor-rights-policy-2021.pdf
Political Contributions and Involvement Policy	https://dotcomaramexprod.blob.core.windows.net/default/docs/default-source/aramex-policies/political-contribution-and-involvement-policy.pdf
Charitable Donations and Sponsorships Policy	https://dotcomaramexprod.blob.core.windows.net/default/docs/default-source/aramex-policies/charitable-donations-and-sponsorships-policy.pdf
Aramex Environmental Policy	https://dotcomaramexprod.blob.core.windows.net/default/docs/default-source/aramex-policies/aramex-environmental-policy.pdf
Data Protection	https://www.aramex.com/us/en/privacy-policy

ADDITIONAL RESOURCES



Annual Corporate and Sustainability [Report](#)



Corporate News [Centre](#)



Investor Relations [Website](#)



Knowledge [Hub](#) – Aramex Express



Knowledge [Hub](#) – Aramex Logistics



Social media channels



[Facebook](#)



[Instagram](#)



[Twitter](#)



[LinkedIn](#)

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Thank you