



Environmental Stewardship policy

PURPOSE

This Environmental Stewardship Policy (hereinafter the "Policy") establishes the general principles and requirements that guide Aramex's commitments, procedures, and efforts related to all environmental matters.

POLICY SCOPE

This Environmental Policy applies to Aramex's operations, employees of all levels, contractors, suppliers, and business partners. We expect that our stakeholders respect these standards. For such a multi-national company, this policy also adheres to local, national, and international legal and environmental protection laws.

POLICY INTRODUCTION

Aramex is committed to environmental leadership in all its business activities.

We are actively developing an environmental culture through continuous investment in our people, technology, infrastructure, and the implementation of innovative solutions. At Aramex, we have a keen understanding of the environmental impacts resulting from our industry and our operations. We appreciate the urgent need to address and mitigate the disruptive impacts of climate change, while also ensuring to minimize our negative environmental impacts, maintain the health of ecosystems, and properly manage natural resource use. As such, Aramex is committed to continually improving the measurement, management, and reduction of our environmental impacts. We actively work to promote environmental stewardship across our value chain and increase awareness and understanding of environmental issues amongst our stakeholders and disseminate good practice with other companies. We work in partnership with others to ensure that we safeguard our natural capital.

We comply with applicable environmental legislation and regulations, in addition to our Internal Environmental Standards and Policies, ensuring that we assess and address any gaps and potential risks, even if it means applying more stringent criteria than those required by law when we believe this to be appropriate. This policy complies with our code of conduct.

Aramex's longstanding partnership with the United Nations via the UN Global Compact and The UN Sustainable Development Goals reflects our commitment to solving environmental problems that transcend geographical borders and working to achieve our goals and objectives. Our environmental initiatives and strategy are aligned with the United Nations Sustainable Development Goals in policy and practice.

Our environmental policy provides the framework through which we can ensure that our employees, suppliers, and stakeholders are aware of Aramex's environmental standards, objectives, and targets.



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POLICY COMMITMENTS AND DETAILS

This policy is fully endorsed by Aramex management and communicated to all employees to adopt environmentally responsible practices by:

- Embedding environmental risks into our larger risk management, compliance, and mitigation processes.
- Revisiting our assessment of material concerns periodically while considering current and future environmental issues and concerns.
- Auditing our compliance with relevant internal and external standards and legislations and addressing any gaps or incidents promptly, to avoid reoccurrence.
- Setting strategic targets for the continual improvement of our environmental stewardship and sustainability efforts.
- Safeguarding our natural, social, and relationship capitals through continual assessment and enhancement of our value creation model.
- We implement due diligence of environmental standards for our suppliers through evaluation procedures.

Commitment to Innovation for environmental sustainability:

- Leading our sector and the region in sustainability through constantly improving, innovating, and strategizing our approach.
- Utilizing innovation, technology, and alternative energy resources that contribute to reducing our carbon footprint and our consumption of non-renewable energy.
- Investing in, and empowering our people, enhancing our customer experience, and encouraging innovation and entrepreneurship to ensure socially and environmentally responsible practices.

Measuring and Reporting:

- Actively measuring and reporting on our environmental impact, sustainability, and mitigation efforts, this includes measuring our Greenhouse Gas emissions, along with our water, energy, and waste footprints.
- Pioneering sustainability reporting and adhering to the highest global reporting standards.
- Enhancing our sustainability efforts, including our reporting, in a more effective, stakeholder-focused, and comprehensive manner.

Partnerships and collaboration:

- Forming networks and fostering collaborations and partnerships with a variety of local and international organizations to establish initiatives related to environmental stewardship and sustainability.

Environmental Culture:

- Promoting 'Green' corporate culture and eco-friendly behavior within Aramex by increasing employees' awareness of their individual and collective environmental



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impact and encouraging the adoption of environmentally sustainable practices, including recycling and energy and resource-saving, both at home and in the office.

Active Carbon Footprint Management:

- Committing to LEED certification (where possible) and ISO 14001 environmental management systems for our facilities in most of our operations, to ensure the effectiveness and efficiency of our ongoing environmental actions
- Continuing our investment in clean technologies across our operations and infrastructure.
- Monitoring and managing energy consumption to reduce environmental impact and operational costs.

Environmental Compliance:

- Expanding and ensuring environmental compliance, as well as general compliance with international and local laws and regulations.
- Conducting regular reviews of environmental performance.
- Respecting and complying with local, national, and international legal and environmental protection laws, regulations, and standards.

Management of Resource Use and Mitigation of Pollution:

- Working to reduce pollution of all kinds within and due to our operations and value chain.
- Improving waste management within and beyond our operations by fostering a "Reduce, Reuse and Recycle" mentality.
- Actively measuring and managing our waste streams.
- Reducing our waste output and expanding our recycling initiatives.

SPOTLIGHT: ENVIRONMENTAL STEWARDSHIP EFFORTS IN PRACTICE:

- 12 Years of actively measuring our carbon emissions and carbon footprint according to the GHG protocol.
- Companywide training on how to respond to environmental emergencies through our sustainability training, which includes all environmental standards and aspects, and the dissemination of our internal Green Handbook.
- Our biodegradable pouches are used for 99 percent of our shipments in our operations.
- Three solar power plants covering 80% of our energy needs in Dubai and Jordan, with a commitment to expand renewable energy investments.
- Tested and adopted some electric vehicles as a greener alternative to our fleet, and we are continuing to introduce electric vehicles into our fleet.
- Committed to the Science-Based Target initiative (SBTi) to cut our greenhouse gas emissions by 2030. Our commitment is to maintain 1.5 degrees on scope 1 and 2 and 2 degrees on scope 3.

REPORTING VIOLATION



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If you have any questions or concerns, or if you witness potential violations of this Policy, you must share your concerns with us. We operate under a “no retaliation” policy, which means that we will never retaliate against anyone who reports a concern to us in good faith. Additionally, your report will be treated with the highest level of confidentiality, and we will endeavor to ensure that your identity is not disclosed.

You must report any known, suspected, or attempted violations of this Policy to **Community - Risk and Compliance Team** <aramex.compliance@aramex.com>.

If you prefer, you may anonymously report concerns through the Compliance Hotline at **Service Center - Whistle Blowing** <whistleblowing@aramex.com>.

Additionally, you may request the guidance of the following resources when you are uncertain about any obligations under this Policy:

- Compliance Department.
- Legal Department.
- The Human Resources Department; or
- Direct Manager (unless the nature of the issue makes doing so inadvisable).

POLICY REVIEW

This policy is reviewed periodically (once annually at minimum) by Aramex Sustainability Department to ensure that comprehensiveness and completeness, as well as alignment with strategy and requirements, both external and internal.