



Corporate Compliance & Ethics

Aramex Conflict of Interest Declaration Form

Introduction

A **conflict of interest** occurs when an individual's personal interests – family, friendships, financial, or social factors – could compromise his or her judgment, decisions, or actions in the workplace. This form is aimed at Aramex employees to disclose any conflict-of-interest situation you may be involved in, or if you are unsure and seek to disclose a potential or perceived conflict of interest. Please read Aramex Conflict of Interest Policy to know more about this topic.

This form consists of 5 main questions, one Annex and the declaration statement. All fields are obligatory.

If you have any inquiry or need further support, please contact:

ALL_Aramex_COI_Support@aramex.com

1. Do you have an immediate relative(s) working in Aramex?

Immediate Relative: Spouse, Father, Mother, Sister, Brother, Son, Daughter or First cousin.

☐ Yes ☐ No

Number of relatives:

Details of the first relative:

Relative's Name:

Kinship:

Relative's Title:

Relative's E-mail:

Brief Job duties for yourself:

Brief Job duties for your relative:

Do you have more relatives?

☐ Yes ☐ No

If Yes, please fill Annex I



Corporate Compliance & Ethics

Aramex Conflict of Interest Declaration Form

2. Do you have a personal interest or advisory role with a supplier, distributor, service provider, customer, or competitor of Aramex?

(Do you work with a supplier, distributor, service provider, customer, or a competitor of Aramex?)

Personal interest or advisory role means being involved in multiple interests, financial or non-financial, one of which could possibly influence the decision-making of that individual or organization.

☐ Yes ☐ No

If yes, please specify:

Entity name:

Nature of business:

Your Relationship with the entity:

Relation between this company and Aramex:

3. Does any of your immediate relative(s) hold a job or have a personal interest, or advisory role (officer, director, trustee, or key employee) with a supplier, distributor, service provider, or a customer of Aramex?

(Do any of your immediate relatives work with a supplier, distributor, service provider, customer, or a competitor of Aramex?)

Personal interest or advisory role means being involved in multiple interests, financial or non-financial, one of which could possibly influence the decision-making of that individual or organization.

☐ Yes ☐ No

If yes, please specify:

Entity name:

Nature of business:

Relative's name:

Kinship:

Your relative's role:

3.1. Do you have an influence over the decision-making process in engaging with identified entity in the previous question?

☐ Yes ☐ No

4. Do you, or any of your immediate relatives hold/held a position in a governmental agency?

☐ Yes ☐ No

If yes, please specify:

Government entity name:

Kinship:

You(r)/ relative's position:

4.2. Do you, or your immediate relative(s) hold/held a position within local customs authorities?

☐ Yes ☐ No



Corporate Compliance & Ethics

Aramex Conflict of Interest Declaration Form

5. Do you hold a second job while employed by Aramex (including being a board member)?

☐ Yes ☐ No

If yes, please specify:

Name of the company:

Company's business field:

Your position:

5.1. Did you obtain pre-approval from Aramex?

☐ Yes ☐ No

If yes, please specify:

Name of the approver:

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Declaration Statement

I, the undersigned, hereby certify that the information set forth above is true and complete to the best of my knowledge. Additionally, if any changes occur to the reported conflict or a new conflict arises after the date of signing this form, I understand that it is my sole responsibility to comply with the "Conflict of Interest Policy "and immediately disclose the conflict.

I understand that non-declaration/ misrepresentation of actual, potential, or perceived conflicts of interest may lead to disciplinary actions and termination of employment contract with Aramex.

Signature:

Date:

Name:

Position:

SF ID Number:

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Corporate Compliance & Ethics

Aramex Conflict of Interest Declaration Form

Annex I – Other Relatives

Second relative's details:

Relative's Name:	
Kinship:	
Relative's Title:	
Relative's E-mail:	
Brief Job duties for your relative:	

Third relative's details:

Relative's Name:	
Kinship:	
Relative's Title:	
Relative's E-mail:	
Brief Job duties for your relative:	

Fourth relative's details:

Relative's Name:	
Kinship:	
Relative's Title:	
Relative's E-mail:	
Brief Job duties for your relative:	

Fifth relative's details:

Relative's Name:	
Kinship:	
Relative's Title:	
Relative's E-mail:	
Brief Job duties for your relative:	

Sixth relative's details:

Relative's Name:	
Kinship:	
Relative's Title:	
Relative's E-mail:	
Brief Job duties for your relative:	

If you have more relatives to declare, please use this annex as many times as needed, or send us your relatives' information on ALL_Aramex_COI_Support@aramex.com