

Conflict of Interest Declaration Form

Confidential – To be submitted to the Compliance/Ethics/HR Department

1. Information about the Reporting Individual

- Name:
- First name:
- Position/Function:
- Entity/Site:
- Professionnal email:

2. Description of the situation

Please describe as precisely as possible the situation you consider to be a **real, potential, or apparent conflict of interest**:

(Examples: relationship with a supplier, familial connection with a candidate, ownership of shares in a partner company...)

3. Nature of the relationship or interest involved

Please check the relevant box(es):

- ☐ Family/Marital/Friendly Relationship
- ☐ Financial or equity interest
- ☐ External Professional Engagement or Activity
- ☐ Responsibility in an affected process (procurement, recruitment, etc.)
- ☐ Other (please specify):

4. Your analysis of the situation

Do you think this connection could:

- ☐ Influence your objectivity?
- ☐ Call into question the expected decision?
- ☐ Harm the reputation or interests of Seafrigo Group?
- ☐ Be perceived as inappropriate by a third party?

Please add any comments you deem useful:

5. Proposed preventive measures (if applicable)

- ☐ Voluntary abstention from any decision-making role
- ☐ Request for temporary withdrawal from the concerned file
- ☐ Transfer to another team member / committee
- ☐ Other (please specify):

6. Signature

I commit to cooperate with the compliance or ethics department in addressing this situation.

Done at:

The:

Signature:

7. For use by the Compliance / Ethics Department only

- Date received:
- Processing manager:
- Analysis of the conflict: ☐ Real ☐ Potentiel ☐ Apparent ☐ Non relevant
- Corrective measures / adopted management plan:
- Monitoring / Archiving: ☐ Yes ☐ No ——— File reference: