

## Conflict of interest disclosure form – New Hires

### Why must I disclose a conflict of interest?

In line with its core values, Accor considers that ethical conduct is a duty for each employee. In a large and complex world, conflicts of interest are bound to arise. Employees are required to disclose any conflict of interest in accordance with Accor Ethics and Corporate Social Responsibility Charter and Conflict of Interest Policy.

### What is a conflict of interest?

A conflict of interest occurs when the employee's personal or private interests (financial, business, family or other relationships) may influence or appear to influence a decision made by the employee in the course of his/her duty. For further information and examples, please consult Accor Conflicts of Interest Policy or your Accor contact.

### Disclosure

1. \*Do you (or members of your family or any person with whom you have a close personal and/or professional relationship) hold, directly or indirectly, interests in any company that

- \*has a contractual relationship with Accor (clients, suppliers...)  
Yes                      No
- \*or would be likely to enter into a contractual relationship with Accor (clients, suppliers...),  
Yes                      No
- \*or whose activities are in competition with those of Accor?  
Yes                      No

2. \*Have you ever held a senior position in a government, political party, military, tribunal, state-owned enterprises, in the administration or in an international organization?

Yes                      No

3. \*Has any other person with whom you have a close personal and/or professional relationship ever held a senior position in a government, political party, military, tribunal, state-owned enterprises or in an international organization?

Yes                      No

4. \*Are you (or members of your family or any other person with whom you have a personal and/or professional relationship) in any other situation that could constitute a conflict of interest with regard to your duties and responsibilities in Accor?

Yes                      No

I have read Accor's Conflict of Interests Policy and I hereby certify that the information set forth above is true and complete. I will update this disclosure in due course if the circumstances above change.

**NAME:**

**DATE:**

**SIGNATURE:**

\*Fields marked with an asterisk are mandatory. Failure to answer a mandatory field will not allow the form to be processed. Information concerning you is processed by ACCOR SA for the sole purpose of identifying, preventing and managing conflicts of interest in the context of its corruption prevention program. This program is implemented as part of a legal obligation. The data are intended for the employees responsible for managing the conflict of interest. Unless otherwise provided for by law or regulation, the data shall be kept for the duration of the employee's contract and then archived for the duration of the applicable statute of limitations. To exercise your rights (access to data, rectification, erasure, restriction or opposition to processing, data portability, definition of guidelines for the processing of your data after your death), please write to [accor.dataprotection.employees@accor.com](mailto:accor.dataprotection.employees@accor.com). You may also contact the Accor Data Protection Officer by writing to [accorhotels.dpo@accor.com](mailto:accorhotels.dpo@accor.com) or file a complaint with a supervisory authority.

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