

CORE VALUES AND BELIEFS

Our company values are summed up in a single word that captures what we believe and how we behave as the world's leading port network. That word is UNITY.

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| UNRIVALLED STANDARDS | NETWORK STRENGTH | INFORMED DECISIONS | TRUSTED AND HONEST | YOUR PARTNERS |
| We set new standards and continuously strive to exceed them. | We share an ambition to keep improving our network. | We are experts in what we do. We make decisions with the future in mind. | Our approach to business is always professional, ethical, honest and up-front. | Our customers come first. What matters most to them, matters most to us. |
| We are always innovating, constantly looking for better and more efficient ways of working. | We work together as one team. Across the world, around the clock. We respect, | We see the big picture and the smallest details in and around our ports. | We take responsibility for our actions and decisions. This is our word, and we stand by it. | We are flexible and responsive in the way we work. We offer our customers |
| We go above and beyond expectations, to provide the best service and value for all our partners and customers. | support and listen to each other. Not just operating but cooperating. Across ports, nations and continents. | We constantly seek to further our knowledge, to improve our industry and everything it touches. | We understand our place in the world and our responsibility to operate sustainably. | solutions that are tailored to their precise needs. Wherever we operate, we form and maintain strong partnerships. |

July -

John Willy,

Chief Executive Officer Date: 05/05/2024

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