



ESG Policy Statement

Our Approach

Ports America's initiative to incorporate Environmental, Social, and Governance (ESG) principles into our operating framework reflect our longstanding commitment to our customers, partners, shareholders, and employees and the communities in which we operate. Ports America established our ESG CLEAN PORTS program to heighten awareness on Corporate Social Responsibility that focuses on waste, pollution, energy, and community engagement in support of regional initiatives as part of the Environmental Plan. Our view on ESG is a continuous process of aligning our operations and controls with our values as a company. Our Corporate Responsibility and ESG commitments are structured around four key areas relevant to our business: Service, People and Communities, Environment, and Corporate Governance.

Corporate Social Responsibility (CSR)

Ports America believes Corporate Social Responsibility is essential for sustaining long-term success. Ports America is proud to be the largest terminal operator and stevedore in the United States and we are committed to providing the highest quality customer service in the industry, creating long-term value for our customers and stakeholders, and providing an excellent and safe work environment. In our business operations, we are committed to the ethical and practical values of ESG by supporting our employees, managing our impact on the environment and contributing to the communities in which we work.

Service

Ports America operates in every major port in the nation. With more than 100 years of experience through predecessor companies, Ports America possesses dedicated resources that only a company of such scale and scope can deliver, including: skilled personnel, robust training programs, best-in class technology and experienced management. Therefore, as a company we are committed to the following principles:

- Provide the highest quality customer experience in our industry.
- Create long-term value for our customers and stakeholders.
- Provide an excellent and safe work environment.

People and Communities

Ports America is committed to promoting diversity, inclusion, and equitable opportunities, all of which are crucial to fostering a company culture that attracts, retains, and provides rewarding career paths to employees. A mutually beneficial working environment allows us to maintain a talent pool that possesses the dedication, skills, and expertise that are needed to advance our business goals and objectives. Ports America supports the wellbeing of our employees by offering competitive compensation packages, recognition programs, and ongoing professional development opportunities. We are equally committed to fulfilling what we view as our civic responsibility to contribute to the communities where our employees live and work through local initiatives, investment activities, and corporate engagement.

Environment

Environmental sustainability is an ethical and a commercial imperative. Ports America is conscious of the pressing global climate crisis and is committed to minimizing the environmental impacts of our business by promoting energy efficiency across all of our operations. Ports America participates with GRESB and is in the process of increasing the number of Green Marine Certifications for our terminals every year. We have also implemented various sustainability measures throughout our locations, including solar energy systems, zero-emission equipment, recycling and waste sorting programs, water filtration systems, LED lighting, and other energy-saving initiatives. Ports America Environmental Commitments:



- a) Maintain the ESG-CLEAN PORTS program to monitor, control and evaluate the impacts of the company's operations to the environment;
- b) Maintain environmental objectives, set targets and programs to reinforce continual improvement in environment protection, conservation and pollution prevention;
- c) Periodically review our environmental performance against the established objectives and targets;
- d) Comply with environmental legislation and regulations, and other requirements that are related to company operations and social responsibility;
- e) Reduce energy consumption and resource usage by recycling and reprocessing;
- f) Train and educate employees ensuring that they are able to implement and maintain the Environmental Management Program;
- g) Ensure all employees know the environmental policy, objectives, and activities of the company.

Corporate Governance

Governance is fundamental to good business and all aspects of ESG. Ports America is held to the highest standards by our Board of Directors and our stakeholders, and our commitment to good corporate governance is evident in our policies and practices with the cooperation of our senior and executive leadership. The Ports America Business Ethics Code of Conduct requires all Ports America directors, officers, employees, contractors, and agents and its subsidiaries and affiliated companies to act with integrity and adhere to the law, operate ethically, and comply with the standards of the Code and all other applicable policies and procedures. Ports America is committed to the highest ethical and legal conduct that is compliant with all applicable laws, rules, and regulations to prevent and correct violations wherever they may occur in the organization.

Conclusion

Ports America understands that investments in ESG will continue to progress and mature. We are committed to participating in open dialogue with our employees, customers, industry groups, and other relevant parties as we strive to meet their expectations and hold true to our value as good steward of the environment.