

Dear Shareholders,

We would like to draw your attention on the following matter:

During the last year 2020, Maersk A/S decided to divest the last five container vessels sailing under the Dutch flag and charter these vessels back from the buyers in line with the flag strategy.

At the same time, Maersk A/S announced that the company would continue to employ the Dutch Captains and Chief Engineers. The remaining Dutch seafarers would become redundant because they are “ringfenced to the Dutch flag”. This is certainly not the case. Dutch seafarers are able to serve on any other flag which Maersk is utilizing without any problem.

This all happened in the midst of a pandemic where many of our colleagues at sea are waiting for relief. The so called “redundant” Dutch seafarers are more than willing to relief them. Colleagues at sea have to stay on board, because the Dutch seafarers are considered to be too expensive in relation to other nationalities.

Most of the Dutch officers and crew have been serving with the company for over 25 years and strongly feel that Maersk is stepping away from its own Core Values, one of them being “Our Employees”.

Therefore, we would like to present the below letter of concern to you as shareholders, which will also be shared with the press :

OPEN LETTER TO MAERSK SHAREHOLDERS

‘We trust that we can continue sailing at Maersk with the same employment conditions’

Maersk Core Values : Our company builds on an impressive

heritage of pioneering success and growth. Our long legacy and our Values guide our

business every day and also ensure that we can do business tomorrow.

Uprightness : ‘Our word is our bond. What it means as a core value: Honesty and accountability. Openness about the good and the bad. Speaking your mind in the debate, but backing the decision.’

<https://www.maersk.com/about/core-values>

Dear Maersk shareholders,

On 23 December 2020 we presented a petition to Maersk management urging that we, 24 Dutch seafarers, will not be dismissed but go back to work again with the same employment conditions.

It is incomprehensible to us that a profitable company like Maersk, with over 300 ships in service, would not be able to find jobs for all concerned within the large Maersk fleet.

A memorandum of understanding (MOU) on job security was concluded in 2011 between our union Nautilus and AP Moller Maersk. We still consider this agreement to be applicable.

In Maersk core values Maersk states that.. **‘The basic principle is that people can trust us.’**

We therefore ask you to advise the Maersk management to stick to its own principles, so we can go back to work again..!

Thanks very much for your cooperation.

Yours sincerely,

24 Dutch seafarers threatened with dismissal

More information:

<https://www.youtube.com/watch?v=1TtWAnUcqk4&t=6s>