



OPEN LETTER TO MAERSK SHAREHOLDERS

4 January 2021

'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!

Thank you very much for your cooperation.

Yours sincerely,

24 Dutch seafarers threatened with dismissal

More information:

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