



Statement of Values

Qube Holdings Limited

ACN 149 723 053

Qube Statement of Values

Purpose and vision

To be a leading provider of safe, efficient and sustainable import and export focused logistics services in Australasia and South-East Asia.

Guiding principles

We believe values on their own are abstract and need to be linked to, and inspire, the behaviours expected of everyone working for Qube. Accordingly, we have established the following guiding principles:

- Zero Harm – planning and carrying out our operations safely and with due respect to the environment is our paramount focus and ingrained in decision-making at all levels.
- Integrity and Reliability – conducting ourselves lawfully, responsibly and ethically - that is with integrity - is critical to our ability to work as a team and for our stakeholders to be able to trust and rely on us.
- Customer Commitment – being committed to achieving reliable, value-for-money solutions for our customers. We play an essential role in our customers' businesses so their success is ultimately our success.
- Shareholder Return – focusing on performance and results to maintain profitability and deliver returns for our shareholders.
- Inclusion and equity – recognising the benefits of providing an inclusive, equal and diverse workplace to enhance employee well-being and drive Qube's performance.
- Knowledge and Innovation – appreciating and developing our people's knowledge, skills and experience to provide innovative and sustainable logistics services for the benefit of all our stakeholders.

Qube believes in and is committed to these guiding principles: they govern how we conduct our business and underpin our culture.

Qube Culture

Qube Culture involves preserving an entrepreneurial spirit within a strong ethical framework to engender both a 'can-do' attitude and a socially responsible approach in all of our business activities.

Our aim is to do the best by and for our customers, investors and the broader community. We are honest and straightforward in our dealings, mean what we say and are accountable for our actions.

Qube values its reputation as an excellent employer and a good corporate citizen. We believe it is by staying true to our culture that we will maintain this reputation and achieve our purpose and vision.