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.

Values

Our shared values inform the behaviours we expect and enact every day. They help us make the right decisions, deliver excellent customer service, foster innovation and drive employee engagement, attraction and retention.

Our three core values are:

> Integrity: We believe in doing everything we do with honesty, transparency, and commitment. All deserve to be treated with respect.
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> Reliability: We believe in doing what we said we'd do, when we said we'd do it, safely and securely. Trust is earned and we know how to earn it.
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> Inclusion: We believe in collaboration, a voice for all and diversity of thinking. Working together, and with customers, takes us all further.

Our values are underpinned by our five priorities. These are the areas we believe matter most to our people and our business.

> Safety: The safety risks in our business are very real so it is important that everything we do is done with safety front of mind. We cannot become complacent. We must continually remind ourselves about the importance of and working safely, for ourselves, our colleagues, and our loved ones. Safety underpins everything we do.
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> Wellbeing: A diverse team is a better team and we believe we all deserve to be our best. We also believe in nurturing a workplace where our wellbeing and mental health is as important as our physical safety. A workplace where all of us can achieve our full potential. Good wellbeing supports who we are, as individuals, and as a team. Good wellbeing sets us up for success.
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> Planet: We all have a responsibility to take care of the planet that sustains us all. Our industry is facing big challenges, from how we power ourselves, to the footprint we leave. We believe we have a responsibility to support the decarbonisation of our economy and we have an aspirational goal to reduce our own scope 1 emissions intensity to zero by 2050.
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> Opportunity: Success starts with opportunity - those you seize and those you create. We keep our eyes open, ever ready for the opportunity to innovate, to improve and to expand. We offer opportunity to customers with solutions beyond the expected and we create opportunity for our people because we believe all should be able to spread their wings and go further. Opportunity feeds the aspirations of all: our people, customers, shareholders and the community.

Performance: To go further and to hit new heights, means getting things right. When opportunity presents, our vast and experienced team pulls together. With our ‘can-do’ attitude and know-how we solve problems to make things happen. We’ll never stop striving to do better. With smarter technology and innovation. And with relationships that ensure success for our customers, business, shareholders and all our people.

Qube Culture

Qube Culture involves preserving an entrepreneurial spirit grounded in our values and our priorities, combined with 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, treat each other with mutual respect and we 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.