

MODERN SLAVERY TRANSPARENCY STATEMENT 2025

FINANCIAL YEAR 2025

1. INTRODUCTION

MSC Mediterranean Shipping Company (thereafter “MSC”) publishes this statement for the fiscal year ending on December 31st, 2025, in accordance with Section 54 of the UK Modern Slavery Act 2015 and analogous legislation on the subject matter, such as the Australian Modern Slavery Act 2018, Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act, Norway’s Transparency Act. MSC Mediterranean Shipping Company SA has consistently submitted a Modern Slavery Transparency Statement annually since 2016 as a demonstration of its commitment to anti-slavery practices and related principles and values we strive to promote in our operations and supply chain.

Access to all prior statements is available on MSC's official global website: [MSC Modern Slavery Transparency Statement | MSC](#) This statement has received endorsement from the CEO of MSC Mediterranean Shipping Company SA.

Where relevant, this statement should be read alongside MSC’s Sustainability Report.

2. ORGANISATION, BUSINESS AND SUPPLY CHAINS

Headquartered in Geneva, Switzerland, and privately owned, MSC is a global leader in shipping and logistics, offering an integrated network of road, rail, sea and air transport resources, facilitating international trade between the world’s major economies and among emerging markets across all continents. Our integrated operational business model is illustrated below and on our official website.

Given the evolving complexity and diversity within our value and supply chains, the different levels of risk areas, sectors, and geographical locations, this statement supplements the details presented in MSC’s annual Sustainability Reports.

3. POLICIES IN RELATION TO MODERN SLAVERY

MSC applies Group-level policies and standards, including:

- MSC Code of Business Conduct
- MSC Supplier Code of Conduct
- Human Rights Due Diligence Policy (“HRDD policy”)
- MSC Health and Safety Policy

These policies prohibit forced labour, human trafficking and exploitative practices, set expectations for employees, suppliers and business partners, and support compliance with applicable laws and internationally recognised labour standards. The MSC Health and Safety Policy also emphasizes that everyone working on our premises, whether directly employed or contracted, benefits from the same safety protocols.

Building on previous human rights risk mapping conducted in collaboration with an independent expert, the MSC HRDD policy reinforces and expands upon existing commitments already embedded in MSC's Code of Business Conduct and Supplier Code of Conduct to respect the human rights of our workforce, of workers in our value chain and local communities that may be impacted by our projects and activities. The policy identifies key focus areas: non-discriminatory practices; child labour and the protection of young workers; freedom of association; safe working conditions; wages and benefits; modern slavery; harsh and inhuman treatment; and security.

MSC's framework is informed by recognised international standards, including the United Nations Guiding Principles on Business and Human Rights and International Labour Organisation conventions, including maritime frameworks where applicable.

Amendments to the Maritime Labour Convention agreed in 2025, and due to take effect in the coming years, introduce new requirements related to seafarers' working conditions, including shore leave, repatriation, wages and the designation of seafarers as key workers. MSC already complies with these amendments and therefore does not anticipate the need for additional policies.

4. OUR ACTIONS

Working Conditions: MSC fosters a working environment that supports employee engagement and development through fair working conditions and opportunities for personal and professional growth. The company seeks to promote a conscious approach to working conditions across the Cargo Division, based on local laws and regulatory requirements applicable in the jurisdictions in which it operates.

Safety and Wellbeing: Supporting employee health and wellbeing, both physical and mental, is part of MSC's principles. During the year, wellbeing activities were promoted, including targeted initiatives. MSC continues to care about seafarers' wellbeing and has increased access to remote medical support, sports facilities, online entertainment and free internet connectivity, enabling regular contact with loved ones.

5. TRAINING AND AWARENESS

Employees have access to training on the MSC Code of Business Conduct, policies and procedures, including dedicated e-learning modules implemented across MSC entities.

These programmes aim to support awareness of potential risks and encourage appropriate escalation.

6. REPORTING AND MONITORING

Employees and third parties have access to the MSC Speak-Up Line (operated by an independent provider), through which they can raise concerns and report any incident or suspected misconduct, including allegations or concerns relating to child labour, forced labour, human trafficking, or other human rights impacts within MSC's operations or value chain.

Reports are handled confidentially and in line with applicable non-retaliation principles.

Wage Monitoring and Benchmarking

In 2025, wage monitoring and salary benchmarking were conducted division-wide to verify alignment with minimum legal requirements and market standards for adequate wages, as well as consistency in compensation and benefits.

7. FOCUS AREA IN 2025

In 2025, MSC conducted a Double Materiality Assessment (DMA) across its Cargo Division to identify and assess sustainability-related impacts, risks and opportunities throughout its operations and value chain. The assessment informed MSC's understanding of key social and human rights topics and supports its approach to compliance with applicable transparency and due diligence requirements, including those relating to modern slavery and child labour.

Going forward, we are confident that this process and assessment will help us progress key social and human rights topics.

Signed

A handwritten signature in black ink, appearing to be 'Søren Toft', is written over a large, stylized, abstract graphic element that resembles a signature or a logo.

Søren Toft
CEO

MSC Mediterranean Shipping Company SA