

ANNEX E

MPA-PSA-SINGAPORE PORT WORKERS UNION-PORT OFFICERS' UNION MOU ON HUMAN CAPITAL DEVELOPMENT FOR NEXT GENERATION CONTAINER PORT

Under the 4-party MOU between MPA, PSA Corporation Limited, Singapore Port Workers Union (SPWU) and Port Officers' Union (POU), the parties will work on a host of human capital development initiatives to support the transformation towards the next generation container port.

The MOU, which will last for 5 years, will cover training and development of port employees, enhancement of capabilities, and outreach efforts to elevate the profile of maritime careers. These initiatives will help equip port employees with vital new competencies, and attract youth and mid-careerists into the port sector, thus ensuring the continued competitiveness of Singapore as a premier global hub port.

Mr Ong Kim Pong, Regional CEO Southeast Asia, PSA International said, "As PSA continues to transform and automate our operations, people remain our most valuable asset. We are happy to be able to work with MPA, as well as SPWU and POU, on initiatives to enhance port employees' competencies and ensure a robust talent pipeline for the port industry."

Mr Danny Phua, President, SPWU said, "SPWU strongly supports this MOU, as it will help our port workers to remain relevant in the midst of industry disruptions."

Mr Benjamin Tang, President, POU, said "The next generation port will require new, multi-disciplinary competencies, and POU looks forward to the new training programs which will prepare our Professionals, Managers and Executives for the future.