

Tentative Agreement reached: Update ILWU Canada – BCMEA Negotiations Updates

Dear Valued HMM Customer,



BCMEA Negotiation Update

Tentative Agreement reached between the BCMEA and ILWU Canada, operations to resume as soon as possible

Good morning,

The British Columbia Maritime Employers Association (BCMEA) and International Longshore and Warehouse Union (ILWU) Canada are pleased to advise that the Parties have reached a tentative agreement on a new 4-year deal that recognizes the skills and efforts of B.C.'s waterfront workforce.

The tentative agreement is subject to ratification by both Parties, and subsequently, details of the agreement will not be released at this time.

In partnership with our member employers, the BCMEA is committed to working closely with ILWU Canada and their Locals and supply chain partners to safely resume operations as soon as possible. Please stay tuned for further operational updates.

We would like to express our appreciation to the Federal Mediation and Conciliation Service officers and the Minister of Labour, Seamus O'Regan Jr., for assisting both Parties throughout this process. Specifically, we would like to recognize the expertise and



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unwavering dedication of federal mediator Peter Simpson and his team, who were instrumental in achieving a tentative agreement.

The BCMEA recognizes and regrets the significant impact this labour disruption has had on the economy, businesses, workers, customers and ultimately, all Canadians.

We must collectively work together to not only restore cargo operations as quickly and safely as possible but to also rebuild the reputation of Canada's largest gateway and ensure supply chain stability and resilience for the future.

We appreciate your continued support of HMM. If you have further questions, please contact your local sales representative or our Dallas Customer Service Center at 1-877-749-8632. Thank you.

Thank you.

Sincerely,

HMM America