

# In Harmony

PSA International's Board of Directors plays a pivotal role in overseeing its business affairs and providing guidance on strategic planning, particularly in growth and financial performance.

The Board holds quarterly meetings to steer business directions, review investment opportunities, and approve budgets and audited accounts. Decisions are made based on a majority vote; in the event of equal votes, the Chairman holds the deciding vote.

The Board is supported by the following Committees:

- **Executive Committee (EXCO)**

The EXCO reviews and develops strategies for the long term role and position of the Group. It is responsible for approving major acquisitions and disposal of investments, capital expenditures, the taking of loans and provision of guarantees, investment policies for financial projects, customer contracts, tenders and purchase contracts.

- **Audit Committee**

The Audit Committee identifies significant risk areas and reviews the effectiveness of control procedures and processes to mitigate risks. It assesses the reliability of management reporting and compliance with applicable laws and regulations, and reviews the statutory accounts.

- **Leadership Development & Compensation Committee (LDCC)**

The LDCC oversees leadership development, talent management and remuneration. It ensures that companies within the Group have in place appropriate programs and consistent policies for grooming leaders, developing global talent and preparing potential successors to key leadership positions. It also reviews the performance and approves the remuneration of PSA's senior management.

- **Supervisory Committees (SCs)**

The SCs align management resources to better manage PSA's portfolio of terminals worldwide. There are five SCs, namely: Southeast Asia SC, Northeast Asia SC, Middle East South Asia SC, Europe & Mediterranean SC and Marine Services SC. Each SC reviews and plans growth strategies, and approves major capital expenditures, customer contracts, tenders and purchase contracts for all PSA entities within its respective business purview.

The commercial practices within the PSA Group are further guided by the Code of Business Conduct to ensure utmost business integrity.

