

**Declaration of Indemnification against the Minimum Wage Law (MiLoG)
in Favour of Hamburger Hafen und Logistik Aktiengesellschaft**

We hereby undertake to comply with our obligations pursuant to the Minimum Wage Law (MiLoG), in particular to pay the respective statutory minimum wage to our employees, in connection with and for the duration of our business relationship with Hamburger Hafen und Logistik Aktiengesellschaft and/or its Group-affiliated companies as defined by Section 15 et seqq. of the German Stock Corporation Act (AktG), hereinafter referred to as "HHLA Group companies". Furthermore, we undertake to ensure that any subcontractors engaged by us in connection with the aforementioned business relationship shall comply with the Minimum Wage Law.

We hereby irrevocably undertake to legally **indemnify** HHLA Group companies from any claims and demands made by third parties, as well as any litigation costs incurred in connection with this as of the first written request, provided that these claims and demands stem from a violation of our obligations or one of our subcontractors as per the Minimum Wage Law (MiLoG). The claims and demands of third parties as set out above include, in particular, demands made by our own employees, demands made by employees of subcontractors and commissioned temporary employment agencies, as well as official demands including any legally enforced fines.

Place, date

Company name / stamp

Signature