



Innovations in Training Methods and Simulation Technologies

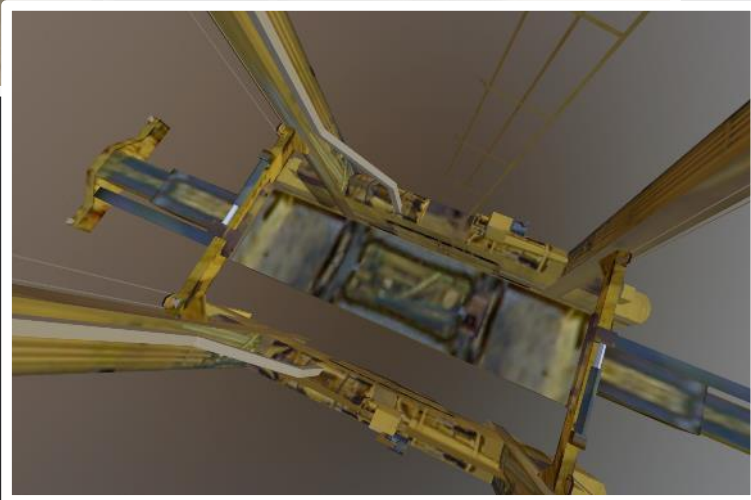




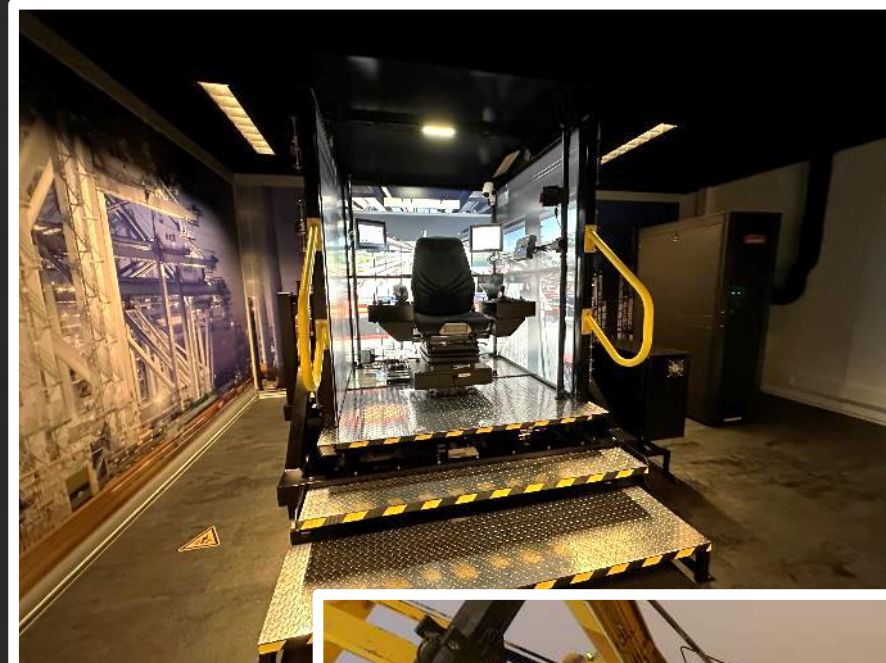
- Founded in 1993
- Experts in simulation (Ports, Military)
- Customers on 6 Continents
- Premium level crane simulators



2002

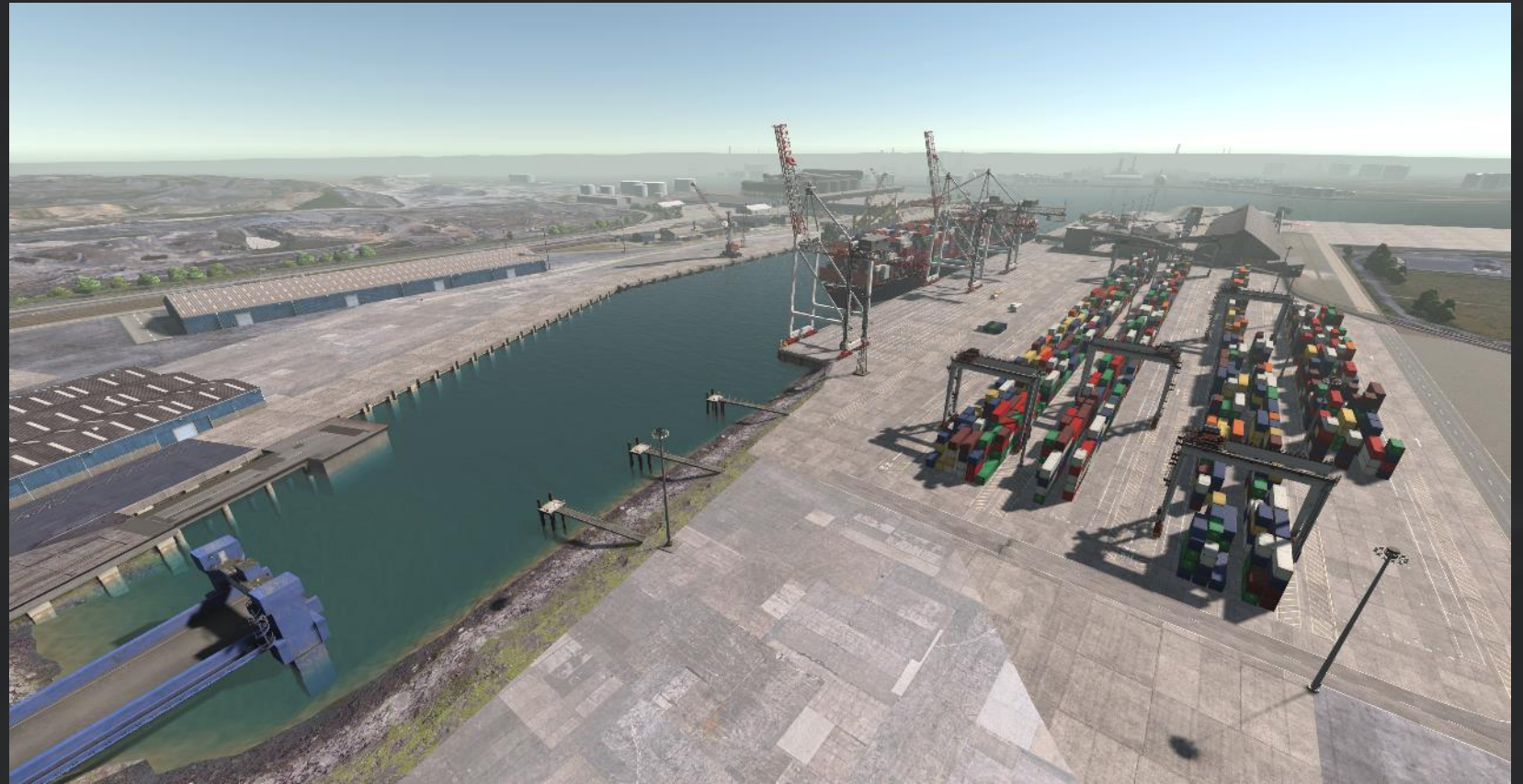


2025



Simulator Advances Since COVID

- Hardware
- Software / Graphics
- Virtual Reality
- Customizations



Return On Investment

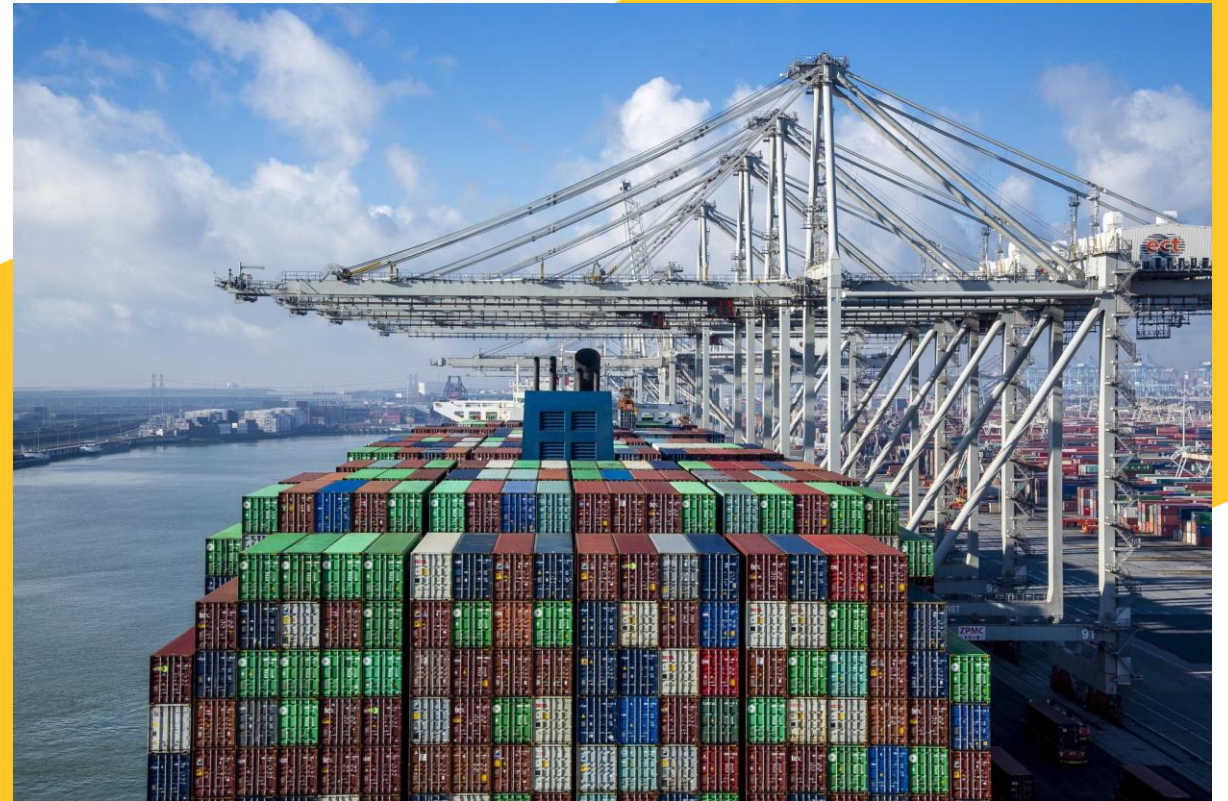


- STS Crane is 50x more expensive to operate than a simulator.
- *Simulation can save 20% - 40% of overall training costs*

“What I could do in 3 months before, now I can do in 9 or 10 days.”

HUTCHISON PORTS ECT ROTTERDAM

- A member of Hutchison Ports (53 ports worldwide)
- Two terminals located directly on the North Sea
- 3,7 million TEU a year
- 1.800 employees (1.000 in operations)
- 35 instructors
- 100 new employees a year



WHY WE TRAIN WITH SIMULATION



Training on the job comes with risks



Operational time is valuable



Consistency



FROM THEORY TO PRACTICE

- Able to create our own learning plans
- 6 Instructors working in shifts (24/7)
- Focus on muscle memory
- Realism matters;
 - Simulators replicate real cab controls, screens, and responsiveness
 - Traffic patterns match reality
- Trainees build skills step by step—from container handling to vessel ops
- Mental readiness: We train focus, awareness, and stress handling



FROM ENTRY TO EXPERTISE

- Recruitment assessment
 - Hand-eye coordination
 - Fear of heights test
- Extensive pre-training assessment
 - Assess learnability
- STS sim training
 - Structured six-day program before training on the job
- Refreshers course

WHAT WE'VE LEARNED ALONG THE WAY

Faster onboarding: Trainees are job-ready quicker

Safer starts: Fewer mistakes on first real shifts

Consistent quality: More predictable performance across trainees

Better feedback: Instructors can pause, review, and coach effectively

Customization: Focus on muscle memory

People resist change: Especially veterans—bring them in early

Not a silver bullet: It supports live training—it doesn't replace it

THE WORLD'S LEADING PORT NETWORK