

# CORPORATE SOCIAL RESPONSIBILITIES

COSCO Pacific considers commitment to corporate social responsibilities (CSR) to be an essential way for business to contribute to sustainable economic development, working with employees, their families, the local community and society at large to improve their quality of life.

## CORE VALUE

Our mission at COSCO Pacific is to continuously enhance shareholder value. Our corporate philosophy is built on business aggressiveness, stakeholder trust and strong performance. We cultivate a harmonious working environment for our staff, putting the right people in the right place at all levels while encouraging our employees in lifelong learning and creativity. We believe that the building of a culture of teamwork is the best way to capitalise on talent throughout the organisation. By improving efficiency and enhancing enterprise value, the Company's fundamental aim remains to maximise shareholder value over the long term.

## TEAM BUILDING

COSCO Pacific has a professional, highly organised and efficient working team operating around the world. As of 28th February 2007, COSCO Pacific had 1,028 employees in China, Asia, America, Europe and Australia. The team has been growing over the years as the Company's business continues to expand.

The Company is committed to providing continual professional development opportunities for its staff. It organises various communication activities and training sessions to enhance the professional and management standards of executives, as well as to inspire them with innovative thinking, thereby stimulating the business development of the Company.

The Company firmly believes that a reasonable and competitive remuneration policy is key to the success of an enterprise, and has established a remuneration and bonus mechanism on the basis of equity and fairness. The issue of share options to the staff in recent years has been pivotal in strengthening their sense of belonging.

## SOCIAL RESPONSIBILITIES

COSCO Pacific is highly aware of its responsibilities towards society and the environment. While striving to create value for shareholders, it also seeks to contribute to society by actively participating in social welfare activities.

In March 2006, COSCO Pacific donated the amount of RMB2 million to Beijing Huayu Education Fund through COSCO Charity to help underprivileged students in China to continue their higher education and contribute to society in the future.

In 2006, COSCO Pacific participated in the "Business for CLEAN AIR" campaign co-organised by the Hong Kong General Chamber of Commerce and the Hong Kong Business Coalition on the Environment. The overall aim was to implement "Project CLEAN AIR" in the business sector and to improve air quality in the Pearl River Delta Region.

During the year, COSCO Pacific also participated in the "School-Company Partnership Programme" organised by the Hong Kong Young Entrepreneurs Development Council. This programme provides Hong Kong teenagers with an opportunity to communicate with entrepreneurs and to acquire some understanding of the economic sector as well as to enhance their ability to cope with challenges.

In addition, the senior management of COSCO Pacific continued to deliver leadership and entrepreneurship lectures to students at universities in both mainland China and Hong Kong while the Company welcomed guests to our offices and port facilities from high schools and all sectors who would like to learn about and exchange views on our business.

COSCO Pacific is committed to fulfilling our social responsibilities as a corporate entity, focusing on environmental protection and community culture, and actively supporting and participating in public welfare activities, thereby helping to improve both the society and environment in which we are living.