



Bees work tirelessly to collect nectar,
enabling plants to flourish.

FUTURE

COSCO Pacific strives to implement the best corporate governance practices and together with a strong corporate sustainability strategy, we can continue to achieve stable growth, nurture shipping industry talent in China and around the world, and support the development of our employees. Our established growth strategy and dividend policy effectively grow capital and deliver satisfactory returns to shareholders.



CORPORATE SUSTAINABLE DEVELOPMENT



Environmental Protection

COSCO Pacific enacts measures and policies to protect and improve the environment. Environmental protection is taken into account during business development. We are committed to implementing the philosophy of environmental management in our business operations and promoting awareness of environmental protection in employee activities, with a view to minimising the impact of our daily operations on the environment.

The Group encourages its subsidiary terminals to give preference to energy-saving technology when purchasing new equipment. The Group also promotes measures and technologies for energy conservation and carbon emission reduction through technology sharing among its terminals. The Group encourages

and supports terminal companies in which the Group has controlling stakes to invest in the renovation of rubber tired gantries (“RTGs”) by substituting fuel-powered equipment with electrical equipment, with the aim of reducing emissions and decreasing power consumption. As at the end of 2013, the Group had completed the substitution of fuel-powered equipment with electrical equipment for a total of 126 RTGs, thereby reducing average annual carbon emissions by the equivalent of approximately 10,000 tons of standard coal. The Group has developed high-power LED lighting for terminals and equipment. Following its complete installation, this lighting will reduce the power consumption of lighting for terminals and equipment by approximately two thirds. The fully-intelligent, zero-emission model project undertaken at Xiamen Ocean Gate Terminal has begun preparation for full operation. The Group will

keep driving the optimisation of other terminal equipment and systems, to enhance energy conservation and reduce emissions even further.

Caring for the Community

The Company is committed to embracing its corporate citizenship through active participation in social welfare and community service, producing a positive impact on the communities it operates in. The Group and its subsidiaries in different regions care for and assist in the affairs of local communities by various means. Our employees in mainland China took an active part in donation activities held by the COSCO Charity Foundation. These included “Care for Ya’an”, which raised funds for those affected in the quake-stricken area in Sichuan, China in April 2013, and “Desks and chairs of care”, which helped students in remote mountainous areas. The

Group's terminals along the coast of Fujian Province and the Yangtze River Basin and Piraeus Terminal in Greece hold activities to enhance interaction with local communities and make donations to local schools and social service organisations, contributing to the development of harmonious communities.

Employee-Oriented Philosophy

As at 31 December 2013, COSCO Pacific had a total of 3,344 employees.

COSCO Pacific regards employees as its most valuable asset and is devoted to building a team of dedicated staff in pursuit of excellence. The expansion of the Group's businesses has opened up valuable and sustainable career development opportunities for its employees. Dedicated to creating a harmonious working environment, the Group arranges a wide range of training programmes designed to enhance the management skills and professionalism of its staff. The Group focuses on improving its incentive scheme, optimising its employee assessment system and implementing an internal job rotation scheme to enhance talent development and bring the potential of its staff into full play. The Group encourages its employees to pursue further education by providing training of various kinds and organising a number of activities including the "Pacific Library". The Group promotes the integration of different cultures, in an effort to create a harmonious working environment which continuously enhances the overall quality and cohesion of staff. In 2013, the Company held two sessions

of "COSCO Pacific Terminals - Senior Management Training" at Qingdao Ocean Shipping Mariners College, which were attended by 60 senior managers.

In order to maintain a safe working environment, the Group has launched a "Production Safety Month" campaign in its terminals to raise the awareness of occupational health and safety among its employees through safety education and drills. In addition, the Group has improved its safety management system and allocated resources to provide staff with comprehensive safety and health protection. In response to the continuous hot summer weather that affected many areas of China in 2013, the Group's subsidiary terminals adopted preventative measures tailored to local conditions to ensure the health and safety of employees.

Corporate Culture

The Group is committed to developing a harmonious and inclusive corporate culture that pursues excellence, with a view to giving momentum to sustainable corporate development. In April 2013, the opening ceremony of COSCO Pacific Limited Corporate Culture Exhibition Hall was held at Xiamen Ocean Gate Terminal. Centred on the theme "Win", the exhibition hall displays the development of COSCO Pacific since it was listed in Hong Kong in 1994. At the same time, the Group released a corporate video, "Win", on its website. The Group has enriched the content of its corporate magazine "COSCO PACIFIC" and renovated its website. In addition, the Group has introduced a WeChat public

platform "coscopacific" to provide staff with an interactive platform for learning and communication.

Based on COSCO's values of "harmonious development and win-win global cooperation", and COSCO's operating philosophy of being a "trustworthy global carrier", the Group has defined its core values as follows:

Corporate vision: to be a world-class terminal operator and container leasing enterprise;

Corporate mission: to facilitate the development of shipping and trading, drive regional development and create value for shareholders and employees;

Core values: to promote trustworthiness, seek win-win results through co-operation, achieve excellence with professionalism and create harmony through open-mindedness.

A good corporate culture is the favourable soil that fosters the growth of an enterprise. The Group's Piraeus Terminal in Greece has achieved outstanding results through an integrated corporate culture and Chinese-style management. In consequence, the terminal has been recognised as an "Outstanding Cultural Brand of COSCO" by COSCO. Internationally renowned media including the New York Times, Deutsche Welle, Hong Kong's Mingpao newspaper and the People's Daily Overseas Edition have also published or reproduced exclusive interviews with management at Piraeus Terminal, adding to the Company's reputation.