

# CORPORATE CULTURE

## EMPLOYEE RELATIONS

As at 31st December 2008, COSCO Pacific has a team of 2,492 employees in China, other Asian countries, the Americas, Europe and Australia.

The Group has been rapidly expanding its business in recent years, providing staff members with sound and sustained career development opportunities. In 2008, the Group, in the spirit of fairness and equality, continually refined its competitive remuneration and bonus incentive schemes. During the year, the Group focused its efforts on building a dedicated professional management team for its business with terminals at the core. It brought into full play the management role of COSCO Pacific (China) Investments Co., Ltd., a wholly-owned subsidiary of the Company, to further enhance the management of its Mainland China terminals management team. In August, the Group held the "2nd COSCO Terminals Operations & Management Training Course" for the terminals management team, to expand its talent pool. In addition to the continual recruitment and cultivation of new talents, the Group also implemented an internal rotation programme in the hope of bringing out the best potentials in its staff.

The Group encourages its staff members to be diligent in their daily studies and proactive in their everyday work. The Group also held training courses on various subjects to improve the management expertise and professional quality of its team. In 2008, the Group organised a diversity of activities for its staff, to improve internal communication, cultivate team spirit, enrich staff's extra-curricular activities and to enhance their sense of belonging to the Group.

The growth and evolution of the COSCO Pacific team is vital to the Group's future business development.

## SOCIAL RESPONSIBILITY

Whilst dedicating its effort in business development, the Group is also a proactive participant in charitable and poverty alleviation causes. In May 2008, the Group donated HK\$3,000,000 to victims of the Wenchuan earthquake to help them combat the disaster and rebuild their homes. In June, the Group's staff members initiated a fund raising campaign for Hong Kong's "Lifeline Express" project to finance cataract operations for some impoverished patients in Mainland China.

The Group also proactively supports and participates in community service. In May, the team at the Group, driven by their love of the motherland and of Hong Kong, participated in the Olympic Torch Relay in Hong Kong. Senior executives at the Group also attended the School-Company Partnership programme organised by the Young Entrepreneurs Development Council, to encourage high school students in Hong Kong to become active participants in society and to enrich their own lives.

COSCO Pacific will be, as it has always been, committed to its corporate social responsibilities, proactively participating in social welfare activities and community services and upholding environmental protection.