







CHAPTER 11

DYNAMIC



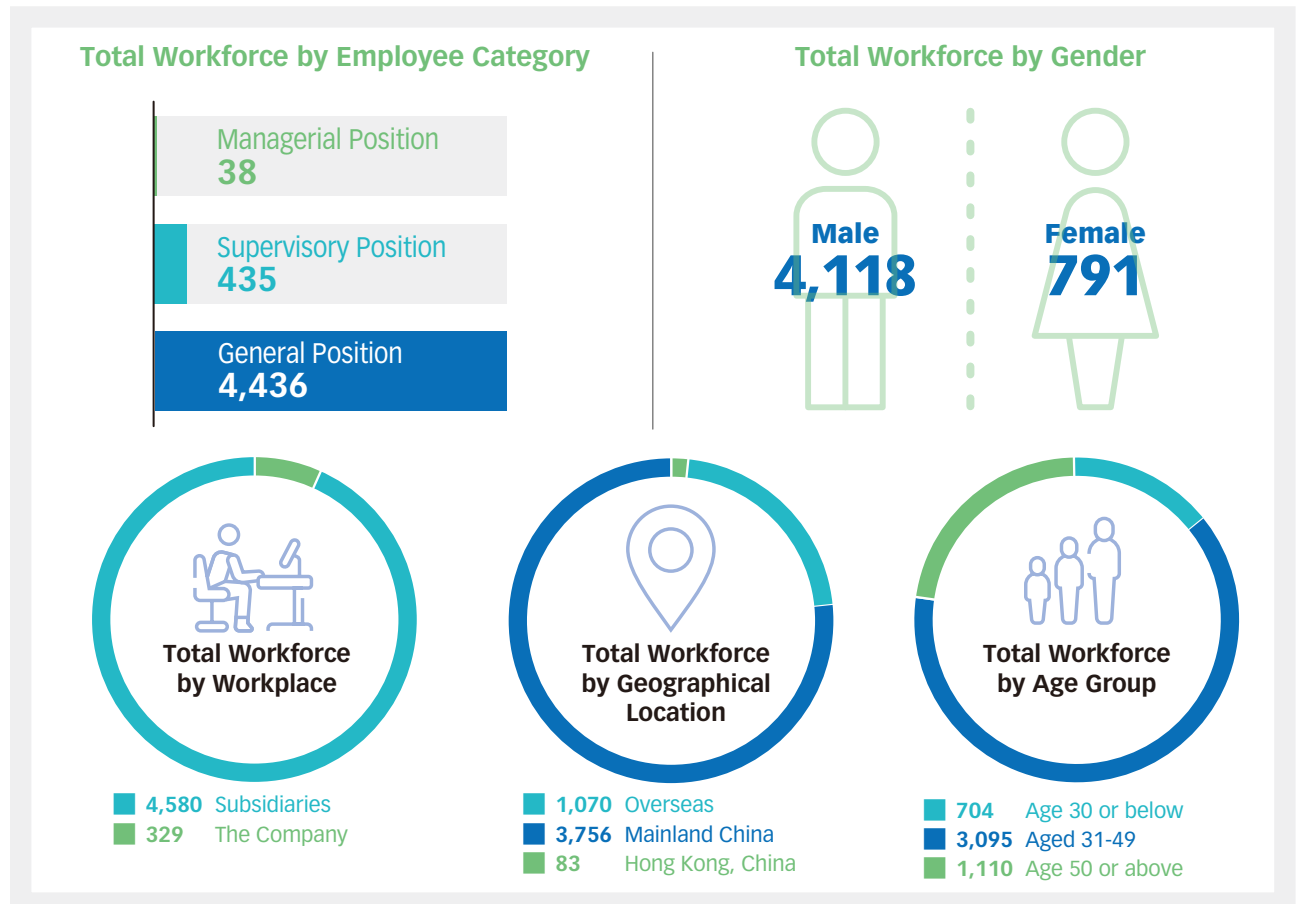
Material topics covered:

 <p>Employee engagement and development</p>	 <p>Employee well-being</p>	 <p>Diversity, equity and inclusion</p>	 <p>Labour conditions</p>	 <p>Health and safety</p>	 <p>Community engagement</p>
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The Group embraces a dynamic corporate development philosophy and is committed to working hand in hand with all employees and other stakeholders to jointly pursue healthy, harmonious and long-term development.

PERFORMANCE HIGHLIGHTS IN 2024¹³

Talent Empowers Corporate Success – The Group had a total of 4,909 employees in 2024, which were distributed as follows:



Total Training Hours

158,633 hours



For details of employee statistics, please refer to Chapter 12 of this report.

Health and Safety – Upholding the safety goal of “zero fatality” that includes both employees and subcontractors, the Group strives to create a healthy and safe working environment. During the year, the Group had no fatality incidents or safety responsibility which required reporting to the competent authorities. There was a total of 25 cases of work-related injuries involving employees, with a total of 447 lost days.

¹³ In previous years, the scope of the sustainability reports covered joint ventures and associated companies. In order to more accurately and comprehensively reflect the Group’s social performance, the relevant data will only cover the Company and the subsidiaries within the scope of the report from 2024 and will no longer include joint ventures and associated companies not controlled by the Company. For more details, please refer to Chapter 1 of this report.

Community Engagement – During the year, the charitable donations and voluntary activities organised by the Group are as follows:

Total donation

US\$ **1,580,283**

Total number of registered employee volunteers

394

Total volunteering hours by employees

857 hours



MANAGEMENT SYSTEM

For the management policies to each topic, please refer to the section headed “Sustainability – Approach & Frameworks” on the Company’s official website.

The Group strictly adheres to the Standards for Safe Production of Bulk Cargo (Container) Terminal Enterprises in Ports issued by the Ministry of Transport of the People’s Republic of China, aiming to achieve class-1 standard. In 2024, four terminal subsidiaries, namely Tianjin Container Terminal, Lianyungang New Oriental Terminal, Nantong Tonghai Terminal, and Xiamen Ocean Gate Terminal, were qualified as class-1 enterprises; while three terminal subsidiaries, namely Jinzhou New Age Terminal, Quan Zhou Pacific Terminal, and Jinjiang Pacific Terminal, were qualified as class-2 enterprises. A total of eight subsidiaries obtained ISO 45001 Occupational Health and Safety Management System certification during the year, including Tianjin Container Terminal, Lianyungang New Oriental Terminal, Xiamen Ocean Gate Terminal, Guangzhou South China Oceangate Terminal, CSP Abu Dhabi Terminal, CSP Abu Dhabi CFS, CSP Valencia Terminal, and CSP Bilbao Terminal.

EMPLOYEE ENGAGEMENT AND DEVELOPMENT

Talent is the core resource for company development. Embracing the concept of “recognising and retaining talents”, the Group is able to attract talents, build a sustainable talent pipeline and implement a strategic, position-focused training mechanism. By identifying training needs across different levels and positions, offering diversified training courses, and continuously adjusting future training plans based on employee feedback, the Group is able to ensure systematic, continuous, and effective training efforts and utilisation of training resources. A well-developed training system helps to align training content closely with market changes and the Group’s actual development needs, enabling employees to effectively apply what they have learned to their daily work. This provides strong talent support for the Group’s high-quality development and strategic transformation, fostering shared achievements and mutual growth.

PRE-JOB TRAINING

The Group emphasises pre-job training for newly hired employees, focusing on topics such as ethical standards of workplace integrity, employee code of conduct, corporate culture, business philosophy, safety and accident prevention etc. The training helps employees shorten their adaptation period to the Group and workflow processes. During the year, the pre-job training rate for newly hired employees reached 100%.

CONTINUOUS TRAINING AND DEVELOPMENT

The Group attaches great importance to the establishment of its education and training system. During the year, approximately US\$1.34 million was invested in organising 1,902 training sessions on topics including lean operations management, digital transformation and cybersecurity, technological innovation, green and low-carbon initiatives, climate adaptation and mitigation, risk management, marketing, and customer service. These sessions covered 41,282 participants, totalling 88,923 training hours, ensuring comprehensive training from the Company to the subsidiaries, and from senior management to frontline employees.

To effectively utilise talent resources and promote knowledge sharing, the Group has enhanced its internal mentorship programme, building a team of 37 internal trainers specialising in key areas such as technological innovation, information technology, terminal operations, safety management, and general management. During the year, the internal trainer team developed 35 professional courses and delivered over 200 hours of training, providing employees with extensive learning resources. This included skill training for new employees and frontline operational staff which over 2,000 participants took part, significantly enhancing their professional skills and overall competencies, and laying a solid foundation for talent development and continuous growth.

The Company offers study subsidies to encourage employees to participate in external professional training and continuous education, and actively provides overseas learning opportunities for employees to expand their horizons, enrich their experience and accumulate front-line business experience, so as to ensure that the talent pools align with the Company’s long-term growth.

JUST TRANSITION

In response to the productivity changes brought about by technological advancements and industry developments, the Group actively adopts innovative and forward-looking approaches to drive its growth. Upholding the concept of “Just Transition”, the Group aligns closely with the development needs of industries such as shipping, ports, logistics, equipment manufacturing, value-added services. It focuses on training highly skilled talent for key positions, supporting employees in adapting to industry changes and enhancing their operational skills. Employees are encouraged to stay ahead by learning new technologies and processes, ensuring balance between terminal digitalisation, intelligentisation, and green and low-carbon transformation while upskilling the workforce. During the year, the Group formulated detailed training plans with regard to digitalisation, artificial intelligence, technological innovation, green and low-carbon practices, and terminal supply chains. A total of 888 specialised training sessions were conducted across the Company and its subsidiaries. For example, four “in person+online” trainings on artificial intelligence generated content (AIGC) were held with the aim of enhancing the employees’ artificial intelligence concept and application to strengthen capacity building related to artificial intelligence.

CASE

COSCO SHIPPING Ports carries out data application innovation workshop

To better adapt to the new era of digital intelligence and address the demand for digital talent development, the Group launched a workshop featuring internationally advanced design thinking methods for digital operation innovation. The workshop focused on value-driven digital operation scenarios, exploring models of integrating business and IT solutions. It identified business value scenarios from a user perspective and enabled digital transformation training, fostering digital and intelligent operation talents and teams.



The workshop focused on three key areas: “Total Factor Operation and Control”, “Customer Analysis and Precision Service”, and “Supply Chain Visualized Supervision”.



The project team conducted training sessions on “Digital Transformation Practices and Exploration in the Port Industry” and “Company Data Governance Practice Sharing”, with a total of 150 participants.



CASE**Guangzhou South China Oceangate Terminal builds a versatile and multi-skilled talent team**

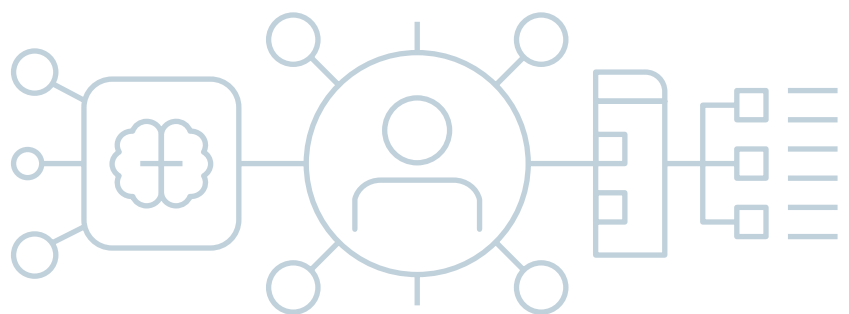
As container terminal operations continue to be optimized, Guangzhou South China Oceangate Terminal launched a learning and training plan aimed at cultivating “multi-skilled” talent. This initiative sought to comprehensively enhance the competencies of control room operators, improve teamwork, and develop versatile talent. The central controller gained first-hand experience through job rotation in all aspects of terminal production operations, covering port planning, dispatch command, on-site supervision, and loading and unloading operations. This expanded their operational perspectives and strengthened their overall capabilities, laying a solid foundation for their future career development.



During the job rotation phase, the central controller rotated to the planning role, mastering professional skills such as yard planning, vessel stowage planning, and barge self-matching.



From the dispatch role, controller learned management knowledge, including shift scheduling, resource coordination, and scientific vessel dispatching.



EMPLOYEE WELL-BEING

REMUNERATION AND PERFORMANCE INCENTIVES

The Group strictly complies with relevant laws and regulations. During the year, the Group comprehensively reviewed and improved the human resources management policies, ensuring reasonable wages and benefits for employees while safeguarding their rights and interests. The Group follows the principle of “equal pay for equal work” and determines salary standards based on factors such as responsibilities, academic qualifications, professional certifications, and work experience, achieving a reasonable match between job responsibilities and salary.

The Group conducts annual performance evaluations for all employees. During the year, the Company thoroughly reviewed and revised the Management Policy on Employee Performance Appraisal to enhance evaluation and supervision mechanisms. Adhering to the principles of fairness, openness, and impartiality, the Group comprehensively evaluates employees’ performance and competencies. Based on evaluation results, the salary levels are linked to the job responsibilities, aligning corporate strategic goals with individual performance. The Group strives to establish a talent incentive system that is scientific-based and objective, balancing both employees’ abilities and potential, of which it combines motivation and constraints.

In 2024, the employee turnover rate of the Company and the subsidiaries within the reporting scope was 1.2% and 2.2%, respectively.

EMPLOYEE WELFARE

During the year, the Company conducted a comprehensive review and optimisation of employee benefits. Updates included adding work schedule arrangements and contingency measures under “extreme weather circumstances” in company policies, expanding professional association membership fee reimbursements to full-time employees post-probation, and increasing the starting number of paid annual leaves. The Company strives to provide benefits exceeding local government requirements, such as offering Hong Kong employees paid annual leave, full-pay sick leave, full-pay paternity leave, and bereavement leave beyond statutory requirements. Additional benefits include childbirth allowances, marriage allowances, and condolence funds for the death of close relatives, annual health check-ups, reimbursements for professional association membership fees, and financial support for employee continuing education. Additionally, the Company has implemented a share option scheme and launched special reward programs aligned with business development needs, aiming to enhance employee motivation, nurture and retain core talent, and attract diverse talent with greater flexibility to better support the Company’s long-term growth.

The Group emphasises work-life balance and proactively organises various types of recreational activities to help employees relieve stress, improve well-being, and foster team cohesion. During the year, the Company organised activities such as orienteering and badminton competitions for employees in Hong Kong. Meanwhile, employees in Shanghai participated in a wide range of team activities, including sports games, fitness classes, hobby groups, spring outings, movie watching, holiday-themed events, and parent-child activities, with a total of more than 2,361 participants. These initiatives allow employees to engage in activities beneficial to their physical and mental well-being based on their personal interests.



In August 2024, CSP Abu Dhabi Terminal held the opening ceremony for the first Chinese language training class, providing a cultural exchange platform for its multi-ethnic and multicultural employees from 15 countries and regions.



In April 2024, the Company organised a spring outing and team-building event in Shanghai to help employees relax and boost team cohesion.



In October 2024, CSP Wuhan Terminal organized employees to participate in the Health Day and Fun Sports games to improve employee fitness and encourage collaboration.



In November 2024, Nantong Tonghai Terminal organized a handicraft event for female employees to create items such as moxa sticks, sachets, and car fragrances, helping them relieve work stress and fatigue.

DIVERSITY, EQUITY AND INCLUSION

The Group proactively maintains a working environment that embeds diversity, inclusion and mutual respect, and is committed to recruiting talents from diverse backgrounds and continuously broadening the channels for talent recruitment. Throughout the talent recruitment and management processes, the Group adheres to the principles of fair selection, comprehensive assessment, and merit-based hiring. Employment discrimination or unfair treatment based on factors such as age, gender, ethnicity, race, disability, religion and nationality for both potential or existing employees will not be tolerated. Our subsidiary companies CSP Valencia Terminal and CSP Bilbao Terminal have both established an “Enterprise Equality Policy” and are committed to creating an equal and friendly workplace for all employees.

The Group attaches great importance to the career development of female employees, striving to eliminate gender barriers and provide equal opportunities and resources to them. The Company has set a quantifiable target regarding gender diversity of the Board, and commits that the Board shall not be composed solely of members of the same gender, with the aim of promoting the spirit of gender diversity from the leadership level. For general employees, the Group has promoted the domestic subsidiaries to include special protection provisions for female employees in their employment contracts to protect their rights and interests. Furthermore, the Group has adopted a family-friendly approach by providing female employees with rooms for breastfeeding, which supports working mums to balance their work and family and enhances their sense of belonging to the Group.

At the frontline business operations level, the Group actively leverages the advantages of digitisation, intelligence, and automation at the subsidiaries to create more remote operation positions, promoting female employment and facilitating the diverse career development of female employees.

During the year, the proportion of female employees in the Company and the subsidiaries within the reporting scope reached 30.7% and 16.0%, respectively.



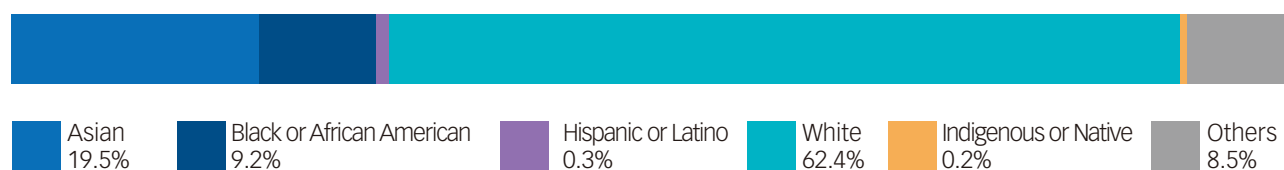
Piraeus Terminal hosted an interactive seminar titled “Invest in Yourself” for all female employees



Tianjin Container Terminal commended female employees

The Company’s overseas subsidiaries’ workforce breakdown according to ethnic and racial indicators is listed below:

Workforce



LABOUR CONDITIONS

COMPLIANT EMPLOYMENT

The Group strictly adheres to applicable laws and regulations in its operational locations. The Employee Handbook outlines that employment practices across the Company and the subsidiaries must comply with local laws and regulations, ensuring labour conditions such as freedom of association and collective bargaining rights are protected. 11 terminal subsidiaries have signed collective bargaining agreements with their employees with a coverage of approximately 82% among all terminal subsidiaries. Some terminals have established a fixed notice period regarding significant operational changes. Depending on commercial and other operational sensitivities, the companies engage in discussions with labour unions to establish reasonable notice periods for any significant operational changes. Some terminals specify notice period and provisions for consultation and negotiation in collective agreements.

The Group maintains a zero-tolerance policy toward forced labour and child labour, enforcing these standards in its recruitment and employment processes. In 2024, there were no cases of discrimination, child labour, forced labour, or violations of other related laws and regulations resulting in convictions.

TWO-WAY COMMUNICATION AND INTERACTION

The Group has established robust two-way communication channels between management and employees, designed to proactively gather employee feedback, suggestions and expectations. The Group regularly updates employees on the latest Group developments and initiatives through meetings, social media platforms and internal publications. Meanwhile, the management of the Company conducts official visits to subsidiaries to understand their specific situations and needs.

The Group values employee feedback and has established open communication mechanisms. Employees are encouraged to raise any work-related difficulties or questions with management or department leaders, or to provide feedback to the labour union, fostering effective communication between individuals and departments as well as between senior management and frontline employees. The Group has also implemented a whistleblowing mechanism, allowing employees and external parties to report any illegal, unethical, or non-compliant behaviour in the Group's operations.



The management of the Company visited Xiamen Ocean Gate Terminal to inspect working conditions during the summer heat



The management of the Company engaged in dialogue with the foreign employees of Piraeus Terminal

HEALTH AND SAFETY

The Group prioritises employee health and safety. It requires senior executives, dedicated safety personnel, and special operations staff at the subsidiaries to hold relevant safety qualifications. A series of comprehensive measures tailored to specific occupational health and safety risks have been developed and implemented.

SAFE PRODUCTION MANAGEMENT

The Group strictly abides by all the applicable laws and regulations. During the year, the Group undertook a comprehensive review and revision of its management regulations related to production safety, and improved the management system for different terminal operations and front-line work positions. The Group has established a clear governance structure, defining key responsible personnel and their responsibilities for workplace safety. The chairmen and general managers of the Company and the subsidiaries are designated as the primary responsible person for work safety matters. In order to strengthen safety management, the Group has set up a Safety Production Committee, which is responsible for coordinating and supervising the implementation of the Group's safety production work, and formulating safety production rules and regulations, operation specifications and accident emergency rescue plans, so as to ensure the effective implementation of policies and guidelines, and create a safe and healthy working environment for employees.

In the first quarter of each year, the Group holds a work safety meeting and regularly holds a special safety meeting to summarise the overall safety performance, identify defects uncovered during safety assessments, and guide the rectification measures to strengthen safety management. In order to strengthen the safe operation of dangerous goods, the Group has also formulated the Regulations on the Safety Management Policy on Dangerous Goods to regulate the operation process, supervision mechanism and management standards of the subsidiaries engaged in the storage and operation of dangerous goods, so as to prevent and reduce accidents caused by dangerous goods, ensuring the safety of people's lives and company assets.

During the year, the Company did not have any fatality incidents.



CSP Wuhan Terminal signed the safety and environmental protection responsibility letter with the heads of all departments



Lianyungang New Oriental Terminal held an open class on the theme of work safety

OCCUPATIONAL HEALTH MANAGEMENT

The Group attaches great importance to the occupational health management of all employees. The Group has formulated the Occupational Health Management Policy to regulate the formulation of prevention and control plans, and implementation plans in relation to occupational health and safety hazards for the terminal subsidiaries in China, as well as the establishment of occupational health management systems and operational procedures. Each terminal has a safety management department which is responsible for formulating work plans for occupational health management.

The Group provides focused training for employees exposed to occupational health risks and requires the subsidiaries to conduct comprehensive pre-assessments and occupational hazard prevention facility design in construction projects. The effectiveness of occupational hazard controls is strictly reviewed, and professional teams are organised to inspect and validate the effectiveness of protective facilities. During the year, the Company organised the subsidiaries to conduct educational campaigns on occupational disease prevention, risk factors, and health check-ups, helping employees at various positions to familiarise with occupational hazards, prevention knowledge, and protective measures. These initiatives aim to foster awareness of occupational health and equip employees with protective skills to safeguard their health.



The Company organised the subsidiaries to strengthen the publicity of occupational disease prevention



Tianjin Container Terminal held health and safety lectures

The Group strictly implements the national occupational health standards, provides workers with protective equipment that meets the standards, and entrusts qualified occupational health technical service institutions to carry out regular testing of occupational hazard factors to ensure the safety and health of the working environment. In order to deal with the possible occupational hazards, the Group has prepared a comprehensive emergency plan for occupational hazards, including heat stroke caused by high temperature in summer, electric ophthalmia and glaucoma caused by welding work in the machinery room, and conducts drills on a regular basis to improve the emergency handling ability of employees.

In addition, the Group arranges special health check up for employees exposed to occupational hazards every year to detect and deal with potential occupational health problems in a timely manner. For third-party sub-contractors, the Group also implements strict supervision and guidance to ensure that the occupational health management meets the same standards as the Group, and jointly maintains the occupational health and safety of employees.

POTENTIAL SAFETY HAZARD IDENTIFICATION AND RECTIFICATION

The Group is committed to strengthening safety risk management and strictly abiding by the Policy on the Reporting and Investigation of Production Safety Accidents. The Group promotes in-depth investigations into potential safety hazards within our subsidiaries, enhances the risk identification mechanism, and effectively implements graded control measures for safety risks to reduce potential risks in production operations. The Group conducts safety production supervision and inspection of the subsidiaries, carries out spot checks on the safety production situation of key units, and requires the subsidiaries to regularly report to the Group on the rectification of safety hazards, ensuring the safety of lives and corporate property.

For major potential safety hazards identified during the inspection by the subsidiaries, the Group will respond immediately and fully guide the responsible departments to organise and formulate rectification plans and take safety precautionary measures during the rectification period. Upon completion of the rectification, the relevant terminal needs to appoint a qualified safety evaluation agency or organise internal technical personnel and experts of the terminal to evaluate the rectification. If the evaluation result is positive, the terminal needs to immediately submit a written report to the local authority responsible for the supervision and administration of safe production for further review. The potential safety hazard needs to be written off once the review is passed.

During the year, the Group amended the Comprehensive Emergency Plan for Safe Production to improve the content and safety management system of special operations, and made corresponding improvements for the Group's emergency response command system, and adjust the responsible personnel accordingly.



The Company went to the subsidiaries to supervise the safety and environmental protection work



Quan Zhou Pacific Terminal organised the fourth quarter safety inspection



ACCIDENT INVESTIGATION

The Group follows the Policy on the Reporting and Investigation of Production Safety Accidents to regulate the procedures followed by the subsidiaries in prompt reporting of production safety accidents, minimising losses arising from accidents.

Upon occurrence of an accident, the Company will instruct the relevant subsidiary to arrange experts to conduct accident investigation or appoint professionals to carry out a rigorous investigation into the cause of the accident on a prompt and accurate basis, and implement mitigation measures to minimise the impact of the accident. Meanwhile, the terminal shall formulate corresponding preventive measures to prevent similar accidents from recurring.

SAFETY MANAGEMENT OF SUBCONTRACTORS

The Group also attaches great importance to the safety of all sub-contractors, firmly establishing that the safety goal of “zero fatality” covers subcontractor employees as well. To this end, the Group has formulated the Management Policy on the Safety of Subcontractors, which regulates sub-contractor safety production management and mandates the integration of subcontractor safety into their management systems, ensuring cohesive safety measures for subcontracted labour and enhancing overall safety standards.

The subsidiaries are responsible for reviewing the qualifications and conditions of subcontractors and continuously tracking their safety performance, under which, priority is given to quality subcontractors with sound safety management systems and good safety management records in recent years. Upon confirmation, the subsidiaries will sign safety management agreement with the subcontractors. The subsidiaries are responsible for providing training on safety and emergency response to the subcontractors’ staff prior to commencement of operation, and arranging for the subcontractor’s staff to participate in the emergency response drills organised during the operation. In addition, the relevant terminal carries out regular supervision at the subcontractors’ operation sites and arranges subcontractors to identify potential safety hazards, including the defects and issues during maintenance, use and management of equipment and tools, and supervise subcontractors to rectify them in a timely manner to reduce the likelihood of safety accidents.

The subsidiaries conduct regular safety assessments on subcontractors and report the results to the Company to strengthen the supervision and management of subcontractors. Subcontractors who fail to pass the assessment will be blacklisted and will not be engaged again.



Guangzhou South China Oceangate Terminal requested subcontractors' on-site representatives to enhance safety patrols and supervision

SAFETY PRODUCTION TRAINING

The Group attaches great importance to cultivating employees' awareness of safety. During the year, the Group reviewed and revised the Management Policy on Safety Education and Training to further standardise the responsibilities of subsidiaries in organising and implementing safety training and emergency drills for employees, so as to enhance their safety operation skills and self-protection awareness and prevent personal injury and fatality incidents.

In 2024, the number of participants in safety education and training from the Company and the subsidiaries in China was 109,355, with a total of 184,296 training hours, safety training investment of US\$103,580, with a training rate of 99.7%. The number of full-time safety management personnel trained was 970, with training investment of US\$10,125 and a training rate of 100%.



Jinzhou New Age Terminal arranged for its employees and equipment maintenance outsourcing staff to attend a training on safety awareness and emergency response



In November 2024, Lianyungang New Oriental Terminal conducted a series of fire safety training sessions

ASSESSMENT OF SAFE PRODUCTION PERFORMANCE

To implement the Group's safety production measures and strengthen the responsibility of the subsidiaries, the Group reviewed and revised the Policy on Safe Production Performance Assessment during the year. This revision aimed to reinforce mechanisms for safety supervision, accountability, and performance assessment, ensuring a stable safety production environment. The Company signed safety responsibility agreements with its subsidiaries, targeting "Zero Fatality" for both employees and subcontractors. In the event of the following work safety accidents, the annual safety performance bonus will be deducted:

- One fatality case resulting from production safety;
- One or more severe injury case (including acute industrial poisoning); and
- A production safety accident with direct economic losses exceeding RMB1 million.

The Group conducts annual safety performance assessments and risk evaluations for the subsidiaries. In 2024, based on management regulations, overall safety conditions, key indicators from the 2024 Safety Production and Environmental Protection Responsibility Agreement, and quarterly comprehensive inspections and specialised audits, the Group completed the safety performance assessments for its domestic terminal subsidiaries. The evaluation methods included on-site inspections, video monitoring, quarterly self-assessments, and the inspection results were comprehensively evaluated and scored in accordance with the Safety Inspection Standards (2023 edition).

In order to effectively implement the safety management culture, the Group has set assessment indicators related to safety and occupational diseases, which are included in the performance assessment of the subsidiaries' responsible personnels. If a safety incident occurs, the Group will hold individuals accountable and impose penalties subject to the severity of the incident in accordance with the assessment policy. In the event of withholding, misreporting, omission of information or late reporting of safe production incidents which are required to be reported, performance-related bonus will be deducted according to the corresponding management policy.

COMMUNITY ENGAGEMENT

The Group fully understands the importance of community communication and cooperation for long-term development. While advancing its business, the Group remains committed to corporate environmental and social responsibilities, contributing to and serving the communities where it operates. The Company has been recognised for six consecutive years with the "Caring Company" logo awarded by the Hong Kong Council of Social Service for its contributions to community development.

The Group encourages the subsidiaries to establish volunteer service teams or support employees participating in volunteer activities. For instance, CSP Valencia Terminal is a member of the APOTEM-PUERTO SOLIDARIO association, which consists of port-related companies dedicated to improving living conditions for vulnerable groups within the port community.

EDUCATION AND YOUTH DEVELOPMENT

The Group has long been focusing on the field of youth education, leveraging its own industry and education-related resource advantages, sharing cutting-edge information, technology and experience with young people, helping them understand the direction of interest and focus, providing guidance for future career development, and at the same time discovering young people who are aspiring in the port and shipping industry to cultivate talents for the development of the industry.

During the year, the Group organised the Yunnan Yongde Project Public Welfare Research Summer Camp to support local education development. 18 middle and high school students from Yongde County, Yunnan Province, visited CSP Wuhan Terminal to experience automated port operations, intangible cultural heritage handicrafts, miniature workplaces and river city culture, which improved the students' comprehensive literacy.

Additionally, CSP Abu Dhabi Terminal hosted visits from local schools. They observed automated crane operations from the control room, toured port operational areas, and experienced modern port facilities and equipment, offering them firsthand exposure to smart port technology.



In August 2024, CSP Wuhan Terminal hosted students from Yongde County, Yunnan Province, for an on-site visit to observe port operations



In October 2024, local teachers and students visited CSP Abu Dhabi Terminal for a guided tour

ENVIRONMENTAL PROTECTION

The Group recognises the potential environmental impacts of business operations and actively assumes community greening responsibilities while raising employees' environmental awareness. During the year, the Group took measures to mitigate its environmental footprint by adapting to local conditions, such as prioritising tree transplantation over logging and compensating water bodies as per government regulations.

The Group regularly organises environmental protection activities like tree planting and beach cleanups. In 2024, Guangzhou South China Oceangate Terminal established a volunteer service team that conducted activities such as tree planting and greenbelt cleaning, with 295 participants. CSP Wuhan Terminal's union organised voluntary tree planting activities to enhance the environment around the terminal. Lianyungang New Oriental Terminal set up a Marine Commando Team, organising team members who have received professional safety training to conduct multiple marine garbage clean-up activities as to keep the ocean clean.



CSP Wuhan Terminal organised a tree-planting activity



Lianyungang New Oriental Terminal organised employee volunteers to participate in a beach clean-up event

POVERTY ALLEVIATION AND CARE FOR VULNERABLE GROUP

The Group has expanded its philanthropic efforts in areas such as rural revitalisation and child welfare, focusing closely on the needs of vulnerable groups. During the year, the subsidiaries conducted several poverty alleviation volunteer activities, working hand in hand with the community to fulfil their corporate social responsibility through concrete actions and extending care to disadvantaged groups.

In rural revitalization, the Company donated US\$1.41 million to the COSCO SHIPPING Charity Foundation to support rural development. Tianjin Container Terminal participated in the “Aid for Agricultural Revitalization Week” by sourcing agricultural and sideline products from Anhua County and Ling County. Guangzhou South China Oceangate Terminal donated to Longxue Street, Nansha District, and carried out targeted poverty alleviation activities, including holiday employee care initiatives and purchasing agricultural products through specific platforms.

In the areas of child welfare and vulnerable group care, Tianjin Container Terminal organised employees to participate in a Children’s Day charity performance at the Sunshine Home for children with special needs, expressing warmth through art. Piraeus Terminal provided food assistance to over 500 families during Easter and Christmas with the help of local school parent associations, educators, and churches. The terminal also hosted traditional Greek celebrations at a local nursing home, offering food, music, and desserts to the elderly, demonstrating its commitment to corporate social responsibility.



Tianjin Container Terminal organised employees to participate in Children’s Day charity performances



Piraeus Terminal host traditional Greek celebrations at Piraeus retirement home