

CHAPTER 12

DYNAMIC

3 GOOD HEALTH
AND WELL-BEING



5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



17 PARTNERSHIPS
FOR THE GOALS



Material topics covered:



Employee engagement
and development



Employee well-being



Diversity, equity
and inclusion



Human rights
management



Health and
safety

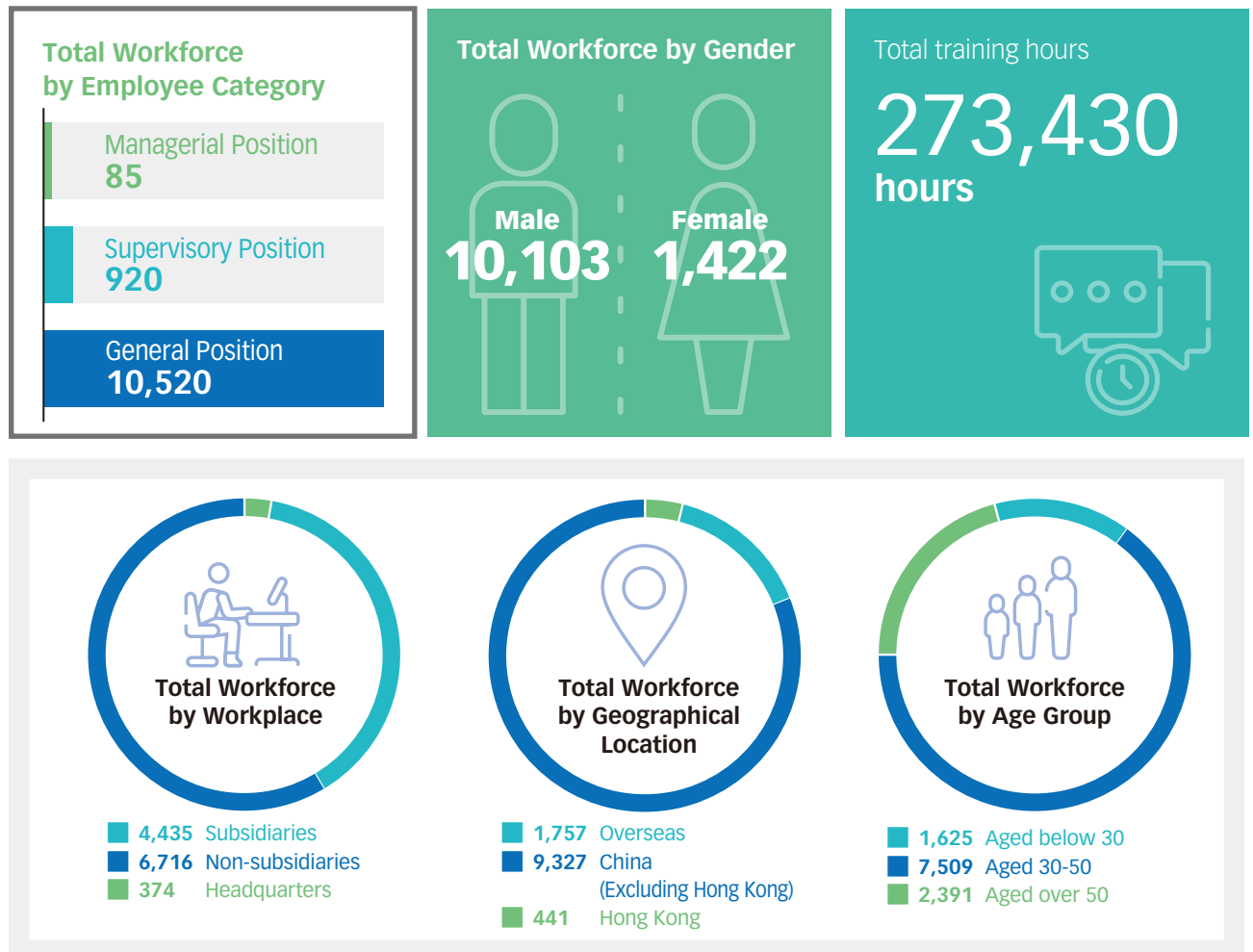


Community
engagement

The company embraces a dynamic corporate development philosophy and is committed to progressing with all employees and other stakeholders.

PERFORMANCE HIGHLIGHTS IN 2023

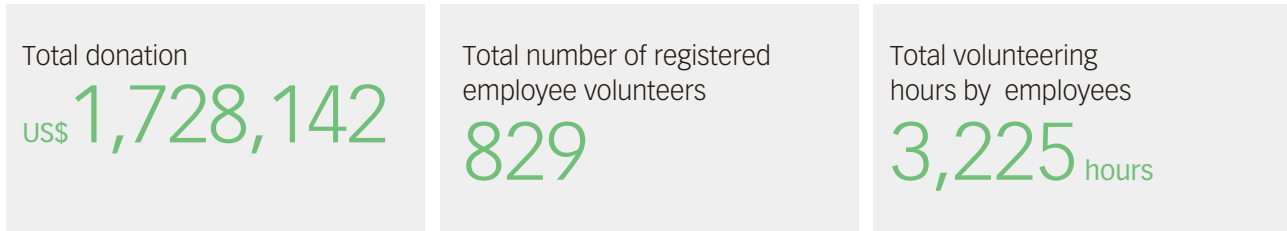
The Company and the terminals within the reporting scope had a total of 11,525 employees in 2023, which were distributed as follows:



For details on employee statistics, please refer to the section headed “Appendices – Key Performance Indicators” set out in Chapter 13 of this report.

The Company has set the safety target of “zero fatality”. During the year, the Company did not have any work-related injuries, and there was no accident of safety responsibility for Subsidiaries which should be reported to the competent authorities. There was a total of 29 cases of work-related injuries involving employees, with a total of 952 lost days.

During the year, the charitable donations and voluntary activities organised by the Company and the terminals within the reporting scope are as follows:



MANAGEMENT APPROACH

The Company complies fully with the laws and regulations²⁰ in relation to labour force, employment, diversity, human rights, occupational safety and health in the regions where we operate to protect the basic rights of employees. The Company has formulated the Human Resources Management Policy and the Employee Handbook to manage human resources and staff conduct. These policies set out the Company's expectations on its employees' ethics, as well as the ethical norms and procedures they should follow in their daily work to uphold high level of ethical standards and conduct.

The Company highly values the safety of its employees and is dedicated to creating a safe and healthy working environment. The Company strictly implements safety management-related measures to minimise the risk of safety accidents. The Company has established a comprehensive safe production management and occupational health management system and implemented a safe production responsibility system that clearly defines the responsibilities of employees at all levels. The Company also requires its Subsidiaries to incorporate subcontractors into its safety management system to implement unified control.

The Company also actively builds close relationships with the communities in where it operates and always considers the potential impacts of its operations on the local economy, environment and society. As a leading port logistics service provider in the world, the Company proactively builds up long-term collaborations with various community organisations by leveraging its local community networks, resources, and talents. The Company spares no effort in fulfilling its corporate social responsibility, and proactively participates in various charitable and community services to create value for local communities, with the aim to jointly build a harmonious, inclusive and sustainable communities.

¹⁹ Add-ups may not be equal to 100% due to rounding.

²⁰ Including, but not limited to, the Labour Law of the People's Republic of China, the labour legislation of Hong Kong and the laws applicable to overseas terminals.

EMPLOYEE ENGAGEMENT AND DEVELOPMENT

The Company is committed to building a sustainable talent pipeline. Starting from pre-job training for new employees, the Company places emphasis on integrity, corporate culture, business philosophy, safety and accident prevention, and code of conduct for employees. The training coverage rate for new employees reaches 100%.

The Company understands that professional skills and knowledge training of its employees are crucial for coping with changes in the external environment and promoting the development of the port industry. The Company continuously invests in training and education resources and formulates corresponding training plans for employees with different job titles and positions. This ensures that each employee is provided with sufficient learning opportunities to fully leverage their strengths and apply their acquired knowledge flexibly to business operations, enabling mutual development with the Company. Additionally, the Company also emphasises the selection and cultivation of young talents to ensure that the talent pool can coordinate with the Group's sustainable development.

The Company has set up a comprehensive talent training system and provided training courses on professional knowledge and skills catering for the needs of employees in various positions, including, but not limited to, thinking and leadership, team management, digital safety, information security, operations management model, corporate safety culture building, safe production, enterprise risk management, and workplace stress response. In addition to internal training, the Company actively provides employees with outbound learning opportunities to help them broaden their vision and gain experiences.

The Company is committed to promoting green and low-carbon port transformation in a fair and just manner. As port terminals move towards digitalisation and automation, the Company's Subsidiaries actively support their employees in upgrading relevant operational skills to meet the latest market demands and developments. During the year, the Company's Subsidiaries launched skills enhancement training, seminars, site visits and exchange programmes focusing on the technologies facilitating the transition towards digitalised, smart and automated terminals.

In 2023, the Company introduced new programmes in the port business courses, including theories on "digital, green, low carbon, smart", digitalisation, supply chain management, and marketing. The total number of hours of training conducted or organised during the year amounted to 34,049 hours and the cumulative total number of participants reached 194.

HIGHLIGHT OF TRAINING PROGRAMMES IN 2023

The 2nd Global Terminal Training Programme

In 2023, the Company organised the 2nd Global Terminal Operation and Management Programme (the "Terminal Programme") to gather outstanding talents from different positions of the Company, its Subsidiaries and COSCO SHIPPING Group companies, with the aim to provide comprehensive training to enhance their overall capabilities, contributing to the formation of a team of professional talents.



The Company hosted the 2nd Terminal Programme to support outstanding talents in expanding their knowledge and mindset.

Internal Mentorship Programme

Leveraging its internal human resources, the Company has established a comprehensive Internal Mentorship Programme ("Internal Trainers") training mechanism. During the year, the recruitment of the first batch of 32 Internal Trainers was completed. The team of Internal Trainers developed diversified courses in phases that suit the development of port companies, covering topics such as information technology, terminal operation, and general management. These courses provide a wealth of training resources for new employees and facilitated the exchange of knowledge among the terminal personnel, fostering knowledge sharing.



The key executives of the Company's Subsidiaries presented appointment letters to the first batch of Internal Trainers.

Seminar for Middle and Senior Management

In 2023, Quan Zhou Pacific Terminal invited lecturers from renowned institutions to conduct training for middle and senior management. The topics covered various areas, including, but not limited to, team empowerment, strategies and methods of team cultivation, principles and techniques of employee motivation, and strategies and methods of cross-departmental communication. Through these training programmes, all participants were able to enhance their overall quality, management skills, and innovation capabilities, thereby collectively driving the enterprise’s transformation and upgrading, and pursuit of higher-quality development with COSCO SHIPPING Ports.



Lecturers from renowned institutions provided training on team empowerment and motivation to the middle and senior management of Quan Zhou Pacific Terminal.



EMPLOYEE WELL-BEING

The Company provides employees with benefits to which they are entitled in accordance with applicable laws and regulations, and sets out the relevant specifications in the Employee Handbook. The Company offers competitive remuneration and benefits packages based on the performance and experience of its employees. The headquarters in Hong Kong provides employee benefits that go beyond local government regulations, including paid annual leave in excess of statutory requirements, fully paid sick leave, fully paid paternity leave and bereavement leave, child birth allowance, marriage allowance, funeral benefits for the death of a close relative, annual medical check-ups for employees, reimbursement of professional association fees, and subsidies for further education. In addition, the Company has adopted a share option scheme, and implemented dedicated incentive plans in line with its business development needs to boost employee motivation.

In respect of the remuneration performance system, the Company has formulated the Management Policy on Employee Performance Appraisal and the Management Policy on Employee Remuneration to specify the aspects of employee appraisal management and remuneration standards. The Company adheres to the principles of fairness, openness and impartiality and conducts comprehensive annual appraisal on the performance and competence of its employees, supporting employees in improving their overall performance and setting work targets based on the appraisal results. The Company undergoes performance appraisal for all employees each year.

In 2023, the employee turnover rate of the Company and the Subsidiaries within the reporting scope was 2.4% and 2.2%, respectively.

The Company emphasises work-life balance and proactively organises various types of recreational activities to help employees release work pressure, improve their health and well-being, and increase their sense of cohesion. In 2023, COSCO SHIPPING's companies in Hong Kong organised the Corporate Sports Day with approximately 1,000 participants, including staff members of the Company and their relatives. The headquarters in Shanghai organised a range of activities such as ball games, low-carbon cycling, fitness classes, Chinese calligraphy and painting classes, team building activities, and parent-child activities during the year, with a total of more than 2,200 participants. The concepts of low-carbon and healthy living, and environmental protection, and the promotion of Chinese intangible culture are integrated into the employee activities.



COSCO SHIPPING Ports' employees and their relatives participated in the Corporate Sports Day.



Qian Zhou Pacific Terminal launched training on first aid emergency care and mental health consultation training.

DIVERSITY, EQUITY AND INCLUSION

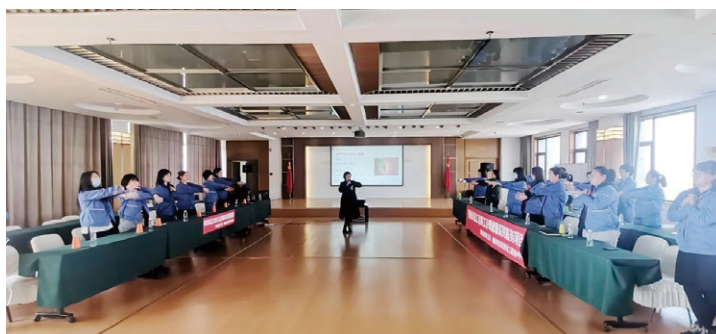
The Company proactively maintains a working environment that embeds diversity, inclusion and mutual respect, and is committed to recruiting talents from diverse background and continuously broadening the channels for talent recruitment. Throughout the talent recruitment and management processes, the Company 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, race, religion and nationality for both potential or existing employees will not be tolerated.

The Company values the career development of female employees and is committed to breaking down gender barriers and providing them with equal opportunities and resources. 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. In respect of the Subsidiaries, the Company embraces digitalisation and the trend of smart and automated terminal development, and has established more remotely-operated job positions in the Subsidiaries to empower female career development. In addition, the Company has adopted a family-friendly approach in its headquarters in Hong Kong and Shanghai by providing female employees with rooms for breastfeeding, which supports employed mothers to take care of their work and family at the same time and enhances their sense of belonging to the Company.

During the year, the proportion of female employees in the Company and the Subsidiaries within the reporting scope reached 27.0% and 14.5%, respectively.



Female frontline workers at the terminal.



Jinzhou New Age Terminal conducted a special training on "Self-improvement and Empowerment in the Post-Epidemic Era" for female workers



CSP Valencia Terminal in Spain was awarded the seal by Fent Empresa – Igualts en Oportunitats in 2023 as a recognition of its commitment to developing an equality policy to defend equal opportunities for both men and women. CSP Bilbao Terminal and CSP Valencia Terminal in Spain launched training on "Equality, Inclusion and Harassment Prevention" in early 2023, which was attended by 53 employees.

HUMAN RIGHTS MANAGEMENT

The Company strictly complies with the laws and regulations relating to human rights in where it operates, including freedom of association, the right to collective bargaining and the prohibition of forced or child labour. The Company stipulates in the Employee Handbook that the employment practices of the Company and the Subsidiaries must be consistent with local laws and regulations. In 2023, the Group was not convicted of any cases of non-compliance with relevant laws and regulations, which had significant potential impacts on the Group, relating to discrimination, child labour, forced labour or other related matters.

The Company has made lots of efforts to strengthen the two-way communication between the management and employees, proactively understand their suggestions and expectations, thus enhancing their sense of cohesion and belonging. The Company regularly shares the latest developments and information of the Group with the employees through meetings, social media platforms and internal publications. The management of the Company also makes official visits to the Subsidiaries to understand their specific situations.

The Company has an open communication mechanism in place and encourages employees who encounter any difficulties or questions at work to bring them to the attention of management or department heads, or to provide feedback to the labour union. The Company has established a whistleblowing system whereby all employees or other parties dealing with the Company can report any illegal, unethical or irregular conduct existed in the operations of the Company. In addition, the Company attaches great importance to the opinions of its employees and has been promoting effective communication between individuals, departments, and senior and junior employees, and facilitating two-way communication between the Company and its employees through various forms of meetings (e.g., annual, monthly, and weekly meetings, management meetings, etc.).



COSCO SHIPPING Ports' management visited Guangzhou Terminals.



COSCO SHIPPING Ports' management had face-to-face communication with terminal management and employees.

HEALTH AND SAFETY

The Company attaches importance to the health and safety of all employees in the course of business operations and has formulated specific and comprehensive countermeasures based on different occupational health and safety risks.

SAFE PRODUCTION MANAGEMENT

The Company is in strict compliance with applicable laws and regulations²¹ in China and the places where it operates, and establishes sound management policies for various terminal operations and frontline positions. The Company clearly determines the principal responsibility and liability for safe production in the Management Policy on Safe Production Responsibility, clearly stated that the Chairman and General Manager of the company, as well as the holding enterprises, serve as the first responsible persons for safe production. They have the overall responsibility for the safe production work of the related companies. The Company has established a safe production committee to guide its Subsidiaries to formulate their own safe production policies, operating procedures and accident emergency plans based on the actual operating conditions, so as to implement the policies on safe production, labour protection, pollution prevention, environmental protection and health.

The Company convenes safe production work meetings and safety project meetings on a regular basis to summarise the overall safe production status and the deficiencies identified during safety assessments and gives guidelines on the safety works, so as to further improve safety management.

The Company formulated the Safety Management Policy on Dangerous Goods, which regulates the operation, supervision and management of dangerous goods by the Company and its Subsidiaries in China that are engaged in the storage and operation of dangerous goods, to prevent and reduce accidents caused by dangerous goods and to protect safety of life and corporate property. The Company complies with 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. During the year, among the Subsidiaries in China, 5 of them have been qualified as Class-1 enterprises and 2 as Class-2 enterprise.



COSCO SHIPPING Ports held a safety meeting in January 2023.

21 Including, but not limited to, the Production Safety Law of the People’s Republic of China, the Dangerous Chemicals Safety Management Regulations issued by the State Council of China, the national standards under the Port Safety Operating Codes for Container Stockyards for Dangerous Goods of the People’s Republic of China, Law of the People’s Republic of China on Prevention and Control of Occupational Diseases as well as the Workplace Occupational Health Regulations.

OCCUPATIONAL HEALTH MANAGEMENT

COSCO SHIPPING Ports attaches great importance to the occupational health management of all employees of the Company and the Subsidiaries. The Company 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 its 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 Company conducts focused training for personnel who are susceptible to occupational health and safety hazards. The Company requires the relevant terminals to carry out pre-evaluation of occupational health and safety hazards and design protective facilities for construction projects that may involve occupational hazards. The effectiveness of preventive measures is evaluated and assessed, and inspections and acceptance of protective facilities are organised as part of the process. For example, the Subsidiaries in China are required to provide workers with personal protective equipment that comply with national occupational health and safety standards and to arrange regular checks of potential occupational hazards by qualified technical service providers. In addition, the Company has prepared emergency plans for occupational disease hazards, including but not limited to heat stroke caused by high summertime temperatures, as well as electric ophthalmia and glaucoma caused by welding work in the machinery room, and conducts drills on a regular basis. The Company organises annual medical check-ups for employees who are exposed to occupational hazards. For third-party subcontractors, the Company carries out inspections and guidance with the same requirements to ensure that occupational diseases do not occur.



Jinzhou New Age Terminal prepared sunshade and drinks for frontline staff.



Quan Zhou Pacific Terminal prepared brown sugar and ginger soup to protect the frontline workers from the winter cold.

The Company encourages the terminals to seek for third party certifications to maintain the highest standards of occupational health and safety:

Terminals	Certification Received
Xiamen Ocean Gate Terminal	GB/T 45001/ISO 45001 Occupational Health and Safety Management System Certification
Lianyungang New Oriental Terminal	GB/T 45001/ISO 45001 Occupational Health and Safety Management System Certification
Guangzhou South China Oceangate Terminal	GB/T 45001/ISO 45001 Occupational Health and Safety Management System Certification
Guangzhou Nansha Stevedoring Terminal	GB/T 45001/ISO 45001 Occupational Health and Safety Management System Certification
Tianjin Container Terminal	GB/T 45001/ISO 45001 Occupational Health and Safety Management System Certification
CSP Abu Dhabi Terminal	ISO 45001 Occupational Health and Safety Management System Certification
CSP Valencia Terminal	ISO 45001 Occupational Health and Safety Management System Certification
CSP Bilbao Terminal	ISO 45001 Occupational Health and Safety Management System Certification
Asia Container Terminal	ISO 45001 Occupational Health and Safety Management System Certification
COSCO-HIT Terminal	ISO 45001 Occupational Health and Safety Management System Certification
Kumport Terminal	ISO 45001 Occupational Health and Safety Management System Certification

POTENTIAL SAFETY HAZARD IDENTIFICATION AND RECTIFICATION

The Company continues to strengthen safety risk management, identify potential hazards, optimise risk identification and implement hierarchical management of safety risks thoroughly in accordance with the Management Policy on the Identification and Rectification of Safe Production Accidents and Potential Hazards, thus reducing the potential safety risks in production and operation.

For major potential safety hazards identified during the inspection by the Subsidiaries, the Company shall 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 should 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 shall 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 shall be written off once the review is passed.

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



In June 2023, Jinzhou New Age Terminal organised an expert review meeting for the revision of emergency plans. The meeting included its safety experts, expert groups from the Transport Bureau and the safety experts of the Company.

ACCIDENT INVESTIGATION

The Company 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, so as to reduce the loss arising therefrom to the largest extent.

Upon occurrence of an accident, the Company will instruct the relevant terminal to arrange relevant expertise for conducting 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. At the same time, the terminal shall formulate corresponding preventive measures to prevent similar accidents from recurring.

SAFETY MANAGEMENT OF SUBCONTRACTORS

The Company places equal importance on the safety of all subcontractors, and has issued the Management Policy on the Safety of Subcontractors to regulate the Subsidiaries to assume the principal responsibility for the safe production management of subcontractors and incorporate the safety management of subcontractors into its safety management system, so as to establish sound management structure, procedures and systems that enhance the overall level of safe production.

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 subcontractor. The Subsidiaries are responsible for providing training on safety and emergency response to the subcontractor's 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, so as 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.



In November 2023, Quan Zhou Pacific Terminal organised all its work teams, terminal-based traders and outsourced workers to jointly carry out on-site fire safety knowledge sharing session and conduct operational drills for warehouse fire equipment and facilities.

SAFE PRODUCTION TRAINING

The Company attaches great importance to cultivating employees' awareness of safety. The Company requires its Subsidiaries to organise and implement various safety education, training and emergency drills for their staff in accordance with the Management Policy on Safety Education and Training, so as to enhance their safety operation skills and self-protection awareness and prevent accidents of personal injury and fatality.

In 2023, the number of participants for safety education and training from the headquarters of the Company and its Subsidiaries in China were 129,634, with a total of 19,736 training hours, safety training investment of US\$53,839, with a training rate of 100%. The number of full-time safety management personnel trained was 629, with training investment of US\$29,665 and a training rate of 100%.



Quan Zhou Pacific Terminal launched the 2023 Emergency Response Exercise for Dangerous Goods Accidents in Shihu Port Area.



Lianyungang New Oriental Terminal launched a practical fire-fighting drill in the early stage of fire.



CSP Wuhan Terminal organised fire safety training and emergency drills.



Quan Zhou Pacific Terminal organised a safety driving education review training for tractor drivers of the terminal.

ASSESSMENT OF SAFE PRODUCTION PERFORMANCE

The Company continues to strengthen on-site management at the terminals. The Company regulates the management system covering supervision and operation, accountability and performance assessment of safe production works in accordance with the Policy on Safe Production Performance Assessment, and has set specific targets for its Subsidiaries in respect of safe production management, including “zero fatality”.

In order to effectively implement the safety management culture, the Company has set assessment indicators related to safety and occupational diseases, which are included in the performance assessment of the terminal’s responsible personnel. If a safety incident occurs, the Company 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 as a penalty according to the corresponding penalty clauses.

COMMUNITY ENGAGEMENT

The Company recognises that its current success is inseparable from the support and cooperation of the community. Therefore, the Company strives to combine its corporate values with community welfare to create longer-term value for the surrounding community while promoting its development. The Company was awarded the “Caring Company” logo by the Hong Kong Council of Social Service for five consecutive years, affirming its contribution in community development.

The Company actively encourages all employees to participate in volunteer services. For example, CSP Valencia Terminal joined as a member of the APOSTEM – PUERTO SOLIDARIO association, which comprises companies from the port industry and aims to help and improve the living conditions of disadvantaged groups in the port community.

EDUCATION AND YOUTH DEVELOPMENT

The Company proactively supports youth-related educational activities to promote a mentorship culture and share information and experience related to the industry and profession. On one hand, helping the youth to better understand their interests and expertise to determine their career direction; on the other hand, exploring and nurturing young people who are interested in the ports and shipping industries to meet the future needs of the industries.

During the year, Xiamen Ocean Gate Terminal, in collaboration with Jimei University and Xiamen Ocean Vocational College, established a collaborative industry-academia research base in the port industry. They actively engaged with universities to promote the port industry and invited students to visit the base, providing them with opportunities to understand port operations with the aim to attract young talents to the industry.

Piraeus Terminal invited student representatives from William and Mary University for an exchange visit. This event is part of the program in collaboration with Athens University of Economics and Business called “Global Immersion”, which actively fosters students’ knowledge and interest in the port and shipping industry, as well as to learn the innovative spirit in such business environment.



Students of Xiamen Ocean Vocational College visited Xiamen Ocean Gate Terminal.



In October 2023, student representatives from William and Mary University visited Piraeus Terminal.

ENVIRONMENTAL PROTECTION

The Company attaches importance to the impact of its business operations on the surrounding environment, takes on the corporate responsibility to promote greening initiatives in the community, and endeavours to raise the environmental awareness of its employees. During business operations, the Company compensates directly to the environmental impact caused by its business, such as transplanting trees instead of cutting them down, and providing compensation to rivers, streams and oceans as required by the government. Volunteer service teams are organised to participate in environmental protection work, such as tree planting and beach cleaning. During the year, employees from the Company's headquarters in Hong Kong and Shanghai joined hands with Hutchison Port Holdings Limited, Shanghai PANASIA Shipping Co., Ltd., Hong Kong Terminals and other partners to launch the "Go Green Beach Cleaning Activities". Beach clean-ups in Angler's Beach in Hong Kong and Chongming Island in Shanghai were organised. Lianyungang New Oriental Terminal set up an Ocean Protection Team to protect the marine environment of the terminal. After completing safety training for all team members, the team carried out marine waste clean-up activities, contributing to the protection of the marine environment.



More than 70 employees from the headquarters in Hong Kong and Shanghai of COSCO SHIPPING Ports, together with other companies in the industry, joined the Go Green Beach Cleaning Activities and picked up more than 100 kg of marine debris with the help of environmental protection organisations in the two places.



CSP Wuhan Terminal's volunteer service team launched a voluntary tree planting activity on the occasion of the 2023 Arbor Day.

POVERTY ALLEVIATION AND CARE FOR VULNERABLE GROUP

The Company 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 Company’s Subsidiaries have conducted several poverty alleviation and assistance volunteer activities, working hand in hand with the community to fulfill their corporate social responsibility through concrete actions.



In May 2023, Jinzhou New Age Terminal delivered customised desk lamps and stationeries to the children of Jinzhou Orphanage as an early blessing for Children’s Day.



In September 2023, staff of Guangzhou Terminals went to Jingtou Township, Fogang County, Qingyuan City to carry out a field research project before the Mid-Autumn Festival. They also presented festive souvenirs and charitable donations to eight vulnerable village households.