

**"Bound by strength and driven as one,  
we propel the HIP vision forward!"**



## **HIP MARITIME EYE VIEW**

**FOURTH EDITION**  
**November 2025 - Volume 04**



**HAMBANTOTA INTERNATIONAL PORT**  
A member of  **CMPort**



# Welcome to the 4<sup>th</sup> Edition of “HIP MARITIME EYE VIEW”!

As we launch the fourth edition of “HIP MARITIME EYE VIEW”, we are filled with excitement and anticipation. This latest issue brings with it an array of stories, insights, and perspectives that reflect the passion, creativity, and resilience of our staff. We are proud to present content that not only highlights our industry’s dynamic developments but also celebrates the people and initiatives that are driving positive change around the globe. Our mission is as steadfast as ever—to be a platform for innovation, collaboration, and growth. In this edition, we have gathered a diverse selection of articles that delve into the latest trends, groundbreaking ESG practices, and inspiring personal journeys that shape the maritime sector. Each piece is designed to inspire and challenge you, inviting you to rethink the future and engage with new ideas and solutions.

We would like to extend our heartfelt gratitude to everyone who has contributed to this edition. Your dedication, expertise, and passion make this publication possible, and it is through your hard work that we are able to share content that resonates with our readers. Your contributions are invaluable, and we are incredibly thankful for the time and effort you invest in making each issue better than the last. As you explore this edition, we hope you find inspiration, insight, and a renewed sense of purpose in your own endeavors. Let this magazine be a catalyst for new ideas, deeper connections, and continued growth as we all work together to shape the future of the maritime industry.

Thank you for being part of this journey, and we look forward to continuing to grow, learn, and innovate with you.



**Editorial Committee:** Buddhika Sandaruwan (HRA), Shylendra Jeewakarathna (SEC), Randika Givendrasinghe (ENS), Jayathmi Gamachchige (CNM), Menik Nadee (OPS), Nisansala Kumari (ETM), Harshanee Gunasekara (HSE), Raveena De Silva (LNC), Tharindi Gamage (MSF), Dilani Wijesekara (PRS), Shanika Jayasekara (HRA)

## Fourth Edition Note

Welcome to the fourth edition of “HIP MARITIME EYE VIEW”, your trusted source for insights and developments at Hambantota International Port (HIP). This edition arrives at a time of remarkable volume growth and increased activity across our port, reflecting our expanding role in international trade and logistics.

With the arrival of our new CEO and a renewed strategic direction, HIP has entered a dynamic phase marked by busier work schedules and the adoption of five newly defined guiding principles: Safety, Stability, Service, Profit, and Development. These principles now underpin our operational ethos and steer our long-term vision, ensuring that we remain adaptable and resilient in a rapidly evolving maritime landscape.



Amidst the fast pace and heightened business operations, this magazine plays an essential role in keeping all of us informed and connected. Through summaries of our progress, collaborative initiatives with global shipping partners, and stories from our committed team members, we aim to keep everyone updated on our collective achievements and ongoing development.

With a refreshed design and a newly formed editorial committee, this edition features more visuals and clearer storytelling. As Senior General Manager of HR & Administration, I am proud to witness HIP’s impressive growth and the dedication of our people—whose energy and teamwork are the foundation of our success.

Thank you for being part of this journey. As our workloads and ambitions grow, let this magazine serve as your reliable summary and guide to everything happening at HIP.

Warm regards,  
**Jeevan Premasara**  
Senior General Manager- HR & Administration





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# MESSAGE FROM CEO

## Message from Chief Executive Officer- HIPG



It is with great pride and purpose that I step into the role of Chief Executive Officer at Hambantota International Port Group (HIPG). As we usher in a new era of growth and transformation, I am honored to lead a world-class team committed to positioning HIP as South Asia's premier maritime gateway.

Our journey ahead is anchored by five newly defined guiding principles: **Safety, Stability, Service, Profit, and Development**. These pillars will shape every decision we make, ensuring that HIP remains resilient, responsive, and results-driven in a rapidly evolving global landscape.

2024 marked a landmark year for HIP, with cargo throughput reaching an all-time high of 3.0 million tons—a 22% year-on-year increase.

This performance reflects the strength of our operations and the confidence placed in us by global partners. Building on this momentum, 2025 has seen continued growth across key segments, reinforcing HIP's position as a trusted gateway for regional and international trade.

In 2024, HIP capitalized on a key opportunity by forming a strategic alliance with a globally recognized shipping company, marking the official launch of our container operations. This milestone was soon followed by our inaugural commercial Ship-To-Ship (STS) liquid cargo transfer on October 30<sup>th</sup>, further diversifying our service portfolio and reinforcing our position as a multi-functional maritime hub.

HIP has experienced strong growth in recent operations, with marine services supporting an



85% increase in vessel arrivals. Bunkering activity expanded to over 225 ships, with fuel volumes rising by more than 40%. The arrival of 20+ cruise ships further stimulated the local economy, underscoring HIP's role as a strategic enabler of regional development and maritime connectivity.

In the second half of 2024, HIP initiated a USD 40 million container capacity enhancement project, deploying 4 quay cranes and 13 RTGs to elevate annual throughput to 1 million TEUs by Q1 2025. Concurrently, we deepened our channel to 17.5 meters, enabling all-weather navigation for vessels with drafts up to 15.5 meters accommodating 92% of MSC's global fleet. We are now actively pursuing clearance for 16-meter drafts, further strengthening our competitive edge in regional transshipment and global connectivity.

Our stakeholders, CMPort, Fujian Port, and SLPA—have reaffirmed their support through multiple research visits, underscoring their confidence in HIP's trajectory. As Sri Lanka's economy rebounds with GDP growth exceeding 5%, HIP remains a cornerstone of national recovery, despite challenges such as debt pressure and limited diversification.

In recent months, HIP has sustained 100% market share in RORO operations, with volumes rising significantly following the easing of vehicle import restrictions. This uptick enabled us to meet domestic demand while driving notable revenue growth. Bulk cargo volumes also increased, and gas throughput surged by over 30%, fueled by Ship-To-Ship (STS) activity and LAUGFS's expansion into Bangladesh. While fuel oil volumes declined amid market volatility, our strategic collaboration with Sinopec on HSFO discharge has reinforced operational resilience and broadened our service portfolio.

Our industrial park continues to thrive, with 54 signed projects and major progress in the Golden Harvest flour mill and Xinji Electronics Phase II. We are optimizing asset efficiency and customer structure, focusing on port-adjacent industries

and exploring volume-linked pricing models to enhance land value and rental stability.

HIP's contribution to Sri Lanka's development was recognized when we received the title of "Sri Lanka's Key Foreign Direct Investment Contributor" at the BOI's 45<sup>th</sup> anniversary held at the Presidential Secretariat on April 2, 2024. This honor reflects our unwavering commitment to national progress.

Looking ahead, our Vision is to transform HIP into a South Asia largest Shipping Hub. Our Purpose is to deliver world-class integrated port services, and our Goal is to establish Six Core Centers:

- South Asia RORO Transshipment Hub
- South Asia Energy Services Hub
- Major Regional Container Transshipment Hub
- Sri Lanka's Integrated Dry Bulk Distribution Hub
- South Asia Marine Services Center
- Integrated Port Industrial Park

2025 will be a pivotal year, as we accelerate development across these centers, driving operational excellence and sustainable profitability. With a diverse, international team and a unified mission, we are bound by strength and driven as one, together, we propel the HIP vision forward.

Warm regards,

**Wilson Qu**  
**Chief Executive Officer**  
**Hambantota International Port Group**

# REDEFINING HORIZONS: A NEW ERA OF HIP'S DEVELOPMENT



At HIP, Annual Corporate Planning has been a cornerstone of our corporate governance and management culture since 2019. Upholding this valued tradition, we successfully conducted our 6<sup>th</sup> Corporate Planning Workshop (CPW) on 29<sup>th</sup> April 2025 at the HMC Sky Lounge. The event was held under the leadership of our CEO, Mr. Wilson Qu with the participation of EXCO members, OPCO members and team members who oversee key functional areas.

The session commenced with each department presenting the highlights of their performance for the year 2024. These detailed presentations offered valuable insights into departmental achievements, challenges faced, and lessons learned. The Executive Committee reviewed the progress, provided constructive feedback, and shared strategic guidelines aimed at driving continuous improvement and future business development.

The significant new development in this year's CPW was the formalization of accountability through each department entering into agreements with the CEO for their Annual Key Performance Indicators (KPIs) and work targets. This step marks a significant enhancement in our planning approach, reinforcing accountability and strategic alignment across the organization.

A key highlight of the event was the inspirational presentation delivered by CEO, Mr. Wilson Qu, titled **"Bound by strength and driven as one, we propel the HIP vision forward!"**. In his speech, he summarized HIP's key accomplishments in 2024 and outlined the strategic direction and growth priorities for 2025 and beyond. His address reaffirmed HIP's commitment to innovation, operational excellence, and sustainable growth.

This year, we proudly embrace our corporate theme for 2025: **"Bound by strength and driven as one, we propel the HIP vision forward!"** which will guide our initiatives and corporate spirit throughout the year.



# REDEFINING HORIZONS: A NEW ERA OF HIP'S DEVELOPMENT

In a bold step toward redefining the future of Hambantota International Port, Our CEO, Mr. Wilson Qu, has introduced a transformative concept anchored on **five guiding principles ; Safety, Stability, Service, Profit, and Development.**

This forward-thinking framework marks a shift from traditional KPI-driven models that merely measure outcomes, to a holistic approach that focuses on how those outcomes are achieved. It emphasizes shaping behaviors, aligning actions, and inspiring purposeful engagement across every level of the organization.

By empowering both leadership and front-line teams to concentrate on the right priorities, this model ensures strategic alignment, fosters a unified culture of excellence, and unlocks higher levels of performance throughout the port's operations. It's not just a new approach to management, it's a roadmap to sustainable, value-driven growth over the next 3 to 5 years.





# REDEFINING HORIZONS: A NEW ERA OF HIP'S DEVELOPMENT

Our strategic direction is anchored in these five pillars:

## Safety

Covers operational integrity, Health, Safety & Environment (HSE), and security, ensuring safe, secure, and sustainable port operations.

## Stability

For direct staff: we foster talent development, motivation, rewards, wellbeing, and career growth. For indirect staff: we strengthen management, development and monitoring to ensure consistent performance and organizational resilience.

## Service

HIP provides integrated Marine, Bunkering, RORO, Container, and Bulk cargo services with a strong focus on efficiency and reliability. By optimizing vessel turnaround and cargo handling, we enable clients to achieve greater operational efficiency, enhance profitability, and strengthen Sri Lanka's position as a premier maritime gateway.

## Profit

We focus on increasing revenue and controlling costs to achieve the company's profitability goals and ensure long-term financial sustainability.

## Development

We are accelerating the setup of HIP's Six Core Centers to transform the port into a regional powerhouse:

- South Asia RORO Transshipment Hub
- South Asia Energy Services Hub
- Major Regional Container Transshipment Hub
- Sri Lanka's Integrated Dry Bulk Distribution Hub
- South Asia Marine Services Center
- Integrated Port Industrial park





## HAMBANTOTA PORT REJUVENATES CONTAINER OPERATIONS WITH \$41 MILLION CRANE UPGRADE



The Hambantota International Port (HIP) has announced a major investment of USD 41 million to enhance the port's capabilities with state-of-the-art crane technology, set to be operational by January 2025. This investment includes four Quay Cranes (QCs) and thirteen Rubber-Tyred Gantry Cranes (RTGs), which will increase the port's container handling capacity to 1 million TEUs.

The new QCs, which arrived in November 2024, are capable of lifting up to 75 tons with advanced features such as a 65-meter outreach, a lifting height of 42m above rail, and 20m below rail. The RTGs, also delivered in November, can handle up to 41 tons.

They are equipped with automation and anti-collision technology. These cranes will supplement the existing equipment, enhancing the port's efficiency and safety. The upgrade is a significant step towards making HIP a fully multipurpose port for Sri Lanka, supporting transshipment operations and attracting potential investors to the port's industrial zone.

-Article by CNM Department-

## HIP'S CONTAINER OPERATIONS REACH NEW HEIGHTS IN 2025



Hambantota International Port (HIP) has achieved a major milestone by surpassing 300,000 TEUs within the first nine months of 2025, marking rapid growth since launching container operations in April 2024. After handling 53,170 TEUs in its first year, HIP crossed 100,000 TEUs by May 13, 2025, during the call of the 74<sup>th</sup> vessel, MSC LISBON. Momentum continued, reaching 200,000 TEUs in early August and 300,000 TEUs with the arrival of MSC BRUNELLA on September 29, 2025 — the port's 196<sup>th</sup> vessel call of the year.

Key strategies behind this growth include the flexible use of multi-purpose yards for both RORO and container handling, and the deployment of EV Prime Movers to enhance operational efficiency and sustainability. This success reflects the dedication of HIP's Operations Department and partners, positioning the port as a rising competitor in the regional shipping market. With its continued focus on operational excellence, HIP is well on track toward its vision: "To become a world-class, customer-centric seaport and platform for business excellence."

-Article by HRA Department-

FIRST CONSIGNMENT OF VEHICLES FOR LOCAL MARKET ARRIVE AT HIP FROM JAPAN



-Article by CNM Department-

On February 27, 2025, the Hambantota International Port (HIP) received its first vehicle shipment since Sri Lanka lifted its import restrictions, with the MV Jupiter Leader delivering 378 vehicles from Japan—196 for the local market and 1,940 for transshipment to Africa. With a strong track record in handling large-scale vehicle imports since 2018, HIP is strategically located and equipped with world-class infrastructure and a skilled workforce, positioning it as a key logistics hub for the automotive sector. As of October 17, 2025, the port has handled a total of 63,489 local import units, reflecting the growing demand and HIP’s readiness to meet it. To support importers and wharf clerks, the port offers designated areas with basic amenities and has established Vehicle Processing Stations to streamline documentation and ensure a smooth transition from port to market. A USD 10 million investment in upgraded infrastructure continues to enhance HIP’s capacity and reinforce its role in driving the growth of Sri Lanka’s automotive industry.

HAMBANTOTA INTERNATIONAL PORT EXPANDS YARD CAPACITY TO FACILITATE VEHICLE IMPORTS INTO SRI LANKA

Hambantota International Port (HIP) is fully prepared to meet the surge in vehicle imports following the lifting of Sri Lanka’s import ban, backed by advanced infrastructure, a skilled workforce, and a strong track record—handling RORO volumes that grew from 238,997 units in 2018 to 579,362 in 2024. A key feature is its newly designed vehicle import yard, with a capacity for around 4,000 vehicles, equipped with 24/7 CCTV surveillance, strict access control, and international-standard lighting to ensure secure handling of both local and transshipment units. The port also includes a dedicated customs inspection bay, temporary storage areas, and Vehicle Processing Stations to streamline clearance, while providing basic amenities for importers and wharf clerks. A recent USD 2 million infrastructure upgrade further strengthens HIP’s role as a central hub in Sri Lanka’s automotive supply chain.



-Article by CNM Department-

GLOVIS DUAL FUEL LNG RORO CARRIER DOCKS AT HAMBANTOTA INTERNATIONAL PORT

The LNG dual-fuel RORO vessel Glovis Selene made its maiden call at Hambantota International Port (HIP), unloading 627 and loading 934 Car Equivalent Units (CEUs) for the Persian Gulf. This marks HIP’s second visit by an LNG dual-fuel vessel, showcasing the port’s readiness for next-generation, eco-friendly shipping. Commissioned in 2024, Glovis Selene is part of Hyundai Glovis’s advanced LNG fleet. With a capacity of 7,000 CEUs, the vessel supports HIP’s growing RORO volumes and Sri Lanka’s maritime trade. Powered by LNG, it reduces harmful emissions and aligns with international environmental standards, contributing to sustainable port operations and global decarbonization efforts.



-Article by CNM Department-



### MSC DELEGATION VISITS HAMBANTOTA INTERNATIONAL PORT TO DISCUSS FUTURE COLLABORATION

On 2<sup>nd</sup> February 2025, Mr. Michele Aversa, Head of Network – Fleet Network & Terminal Efficiency at MSC, and Mr. Gaetano Esposito, Manager – Fleet Network & Terminal Efficiency at MSC, paid an official visit to Hambantota International Port (HIP).

The primary objective of the visit was to review the progress of ongoing operations and explore future collaborative plans between MSC and HIP. During the discussions with port officials, both parties engaged in productive dialogue aimed at enhancing operational efficiency and expanding strategic cooperation.

As part of their visit, the MSC delegation was given a comprehensive tour of the port's infrastructure and operational areas. This provided valuable insights into HIP's capabilities, modern facilities, and its growing role as a key logistics hub in the region.

The visit reflects MSC's continued interest in strengthening its presence in Sri Lanka and highlights HIP's potential to support global shipping and logistics networks.



-Article by CNM Department-

### DREDGING OPERATION AT HAMBANTOTA INTERNATIONAL PORT TO RESTORE HARBOR DEPTH

Hambantota International Port (HIP) began maintenance dredging in February 2025 to restore its 17-meter harbor depth, ensuring safe navigation for large vessels. The two-month operation follows a bathymetric survey and includes strict environmental oversight. With minimal impact on local fishing and safe dredged material, this effort underscores HIP's commitment to operational efficiency and environmental responsibility.

The project reflects HIP's proactive approach to infrastructure management, aligning with international maritime standards. By maintaining optimal conditions for vessel movement, the port strengthens its position as a reliable and competitive regional maritime gateway.



-Article by CNM Department-

## BUSINESS PERFORMANCE

### CMPort CHIEF EXECUTIVE OFFICER (CEO), MR. XU SONG VISITED HIP ON 26<sup>TH</sup> MARCH 2025



Mr. Xu Song, CEO of China Merchants Port Holdings Company Limited (CMPort), along with other senior officers of CMPort, visited Hambantota International Port (HIP) on 26<sup>th</sup> March 2025 to review the progress of ongoing works within the port. During the visit, Mr. Xu Song and the delegation held in-depth discussions with port management to assess the status of current projects and identify priorities for the continued development and modernization of HIP. They also conducted a comprehensive inspection of the port's infrastructure and technological advancements, highlighting CMPort's commitment to driving innovation and enhancing operational efficiency. This visit reinforces the strong partnership between CMPort and Hambantota International Port, reflecting their shared vision to establish HIP as a leading maritime and logistics hub in the region.

-Article by HRA Department-

### HON. BIMAL RATHNAYAKE, MINISTER OF TRANSPORT, HIGHWAYS, PORTS AND CIVIL AVIATION, AND LEADER OF THE HOUSE OF PARLIAMENT, VISITED HIP ON 10<sup>TH</sup> JULY 2025



Hon. Bimal Rathnayake, Minister of Transport, Highways, Ports and Civil Aviation, and Leader of the House of Parliament, paid an official visit to Hambantota International Port (HIP) on 10<sup>th</sup> July 2025. The visit aimed at strengthening collaboration between the government and HIP, while reviewing the port's ongoing development and future plans. The Minister was warmly welcomed by Mr. Wilson Qu, CEO of HIPG, together with members of the Executive Committee, OPCO, and HIP team members who participated in the occasion.

The visit included a comprehensive tour of key operational areas, such as the ENS – Oil Jetty, OPS – Berth 3, and HMC – Sky Lounge. A detailed presentation of HIP's Port Master Plan was shared, outlining the allocation of operations, upcoming investments, and infrastructure development priorities. Also, the Minister was briefed about the future container terminal development strategies aimed at accommodating increasing cargo volumes and enhancing the port's competitiveness within regional and global trade networks. Hon. Rathnayake expressed satisfaction with the port's operational standards, ongoing development efforts, and business updates provided during the visit. He acknowledged the importance of strengthening Sri Lanka's infrastructure to align with its ambitions as a developing economy. The Minister further emphasized the significance of CMPort's century-long global expertise and continued investment in enhancing national infrastructure through strategic partnerships.

-Article by HRA Department-



## THREE YEAR ACTION PLAN TO CULTIVATE PRODUCTION SAFETY EXCELLENCE

The "Three-Year Action Plan to Cultivate Production Safety Excellence" outlines a strategic approach to enhance workplace safety through a series of phased objectives. In 2024, the focus will be on identifying and eliminating hidden hazards to ensure a safer production environment by proactively addressing potential risks. Building on this foundation, 2025 will emphasize strengthening safety systems and consolidating measures to create a robust framework for sustained safety practices. Finally, in 2026, the plan aims to improve safety efficiency by leveraging advanced technologies, streamlining processes, and fostering a culture of continuous improvement. This phased approach is designed to achieve comprehensive safety excellence, protect workers, and promote sustainable industrial growth.



## RECERTIFICATION OF ISO STANDARDS (ISO 9001:2015, ISO 14001:2015, ISO 45001:2018)

As HIP continues its journey towards operational excellence and a stronger safety culture, the implementation of an **ISO Integrated Management System (IMS)** plays a crucial role. By combining standards such as **ISO 9001 (Quality Management)**, **ISO 14001 (Environmental Management)**, and **ISO 45001 (Occupational Health & Safety Management)**, the port not only demonstrates compliance but also fosters a culture of **continuous improvement, accountability, and risk management**.



## LEADERSHIP - DRIVEN SAFETY: FIRST HOD - LEVEL SAFETY & COMPLIANCE MEETING HELD AT HIP

On August 14, 2025, Hambantota International Port (HIP) held its first-ever HOD-level Safety & Compliance Committee Meeting, chaired by the CEO and attended by all Heads of Departments. This milestone initiative aims to embed safety and compliance across all operations, serving as a strategic platform for addressing safety concerns, implementing preventive measures, and fostering accountability.



Emphasizing the company's vision—"Safety, Stability, Service, Profit, Development"—the CEO underscored that safety is the foundation of all progress, stating, "No safety, no development", and highlighting the need to balance safety with productivity amid increasing operational demands.

### CEO's Key Message,

- **"Never treat others' accidents as a story".** The past weeks have reminded us—painfully—that safety is not a department, it is not a checklist, and it is not someone else's responsibility. It is a culture, a commitment, and a promise we must all uphold, every single day.
- **"Swift Thunder Action Plan"** is a good opportunity for us to promote our safety management and streamline our working procedures. All HODs are expected to take ownership of the meeting outcomes and ensure that they are effectively communicated and implemented within their respective departments

### Actions Being Taken at HIP,

- **Strengthening safety training** for all equipment operators and ground staff.
- Enhancing operational **communication and Coordination**.
- **Increasing the frequency of safety audits** in critical zones.
- **Reaffirming a safety-first culture** from leadership to frontline workers.

**"Every accident is preventable, and every life is valuable. Safety is not just a rule — it is a responsibility we all share".**

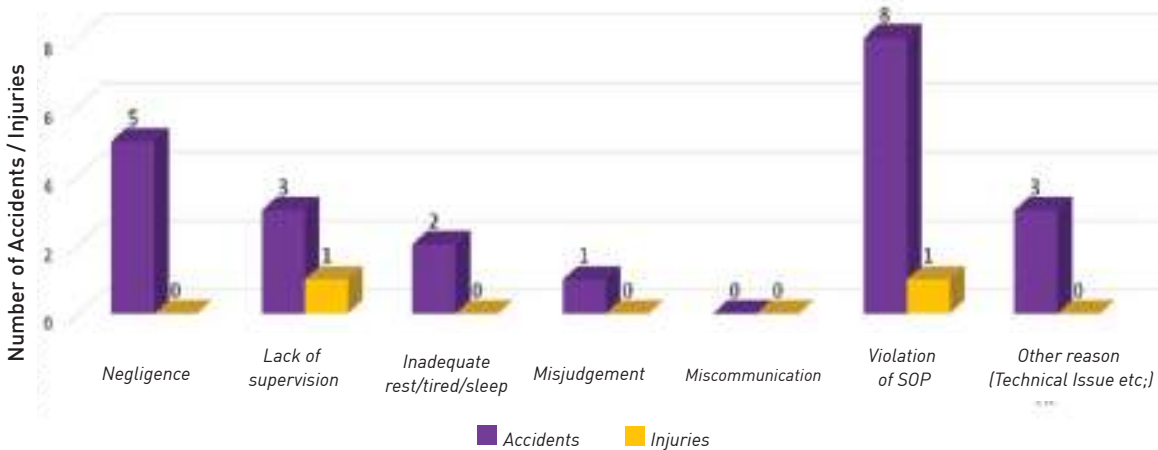
2024 SAFETY SNAPSHOT: DECLINING INCIDENTS, RISING RISKS – A CALL FOR VIGILANCE AT HIP

Over the past two years, HIP has seen a noticeable shift in accident and injury patterns that demands our focused attention. In 2023, the port recorded 26 total reported incidents, a promising indicator attributed to increased safety awareness and stricter compliance measures. However, 2024 has presented a more concerning picture. Preliminary data shows a reduction of 3 incidents, bringing the total down to 23 incidents—an 11.5% decrease from the previous year. Despite this, Lost Time Injuries (LTIs) increased from 1 in 2023 to 2 in 2024, representing a 100% rise. Additionally, there has been a worrying increase in high-potential near misses, particularly those involving heavy equipment and machinery, indicating a growing risk profile in critical operations.

Key Contributing Factors,

- 1. Negligence**  
Failure to follow basic safety protocols and a lack of situational awareness contributed to many avoidable incidents.
- 2. Lack of supervision**  
Inadequate oversight, particularly during high-risk operations, allowed unsafe behaviors and conditions to go unchecked.
- 3. Inadequate rest /tired/Sleepy**  
Long working hours and shift rotations without sufficient rest increased the likelihood of errors due to fatigue.
- 4. Misjudgment**  
Poor decision-making under pressure, especially in dynamic operational environments, led to near misses and incidents.
- 5.Miscommunication**  
Ineffective exchange of information between teams and contractors, often due to language barriers or unclear instructions, was a significant risk factor.
- 6.Violation of SOP**  
Deliberate or accidental deviations from established procedures directly contributed to several incidents, particularly during cargo handling and machinery operations.

Root Cause Analysis – 2024





## SAFETY RECOGNITION

Recent safety recognition initiatives at Hambantota International Port (HIP) have significantly strengthened its safety culture. The introduction of QHSE KPIs and an achievement scoring system for internal departments and service providers has fostered a unified commitment to safety. Recognition of safety excellence during the 2024 year end performance review and the receipt of the CMG / CMPort safety certificate further highlight HIP's dedication to maintaining and exceeding industry safety standards. These milestones celebrate employee efforts and reinforce HIP's position as a safety-focused industry leader.



## ENERGY SERVICES DEPARTMENT'S QHSE PERFORMANCES 2024

Throughout 2024 and into 2025, the Energy Services (ENS) Department demonstrated exceptional commitment to health, safety, and environmental excellence. A total of 21 safety-related trainings and 10 emergency drills were conducted to strengthen workforce preparedness and operational safety, alongside regular quarterly inspections and monthly Security and Safety Committee meetings. The team successfully achieved and surpassed significant safety milestones—reaching 600,000 man-hours without a Lost Time Accident (LTA) in August 2025. This achievement reflects the collective dedication, proactive engagement, and strong safety culture upheld by ENS employees, service providers, and business partners since the launch of the LTA Campaign in January 2021. Additional initiatives such as safety poster and quiz competitions, safety audits at the LAUGFS Terminal, and the successful completion of high risk operations including LPG sphere inspections involving hot work, confined space entry, and work at height were all completed without incidents, reinforcing the team's focus on operational excellence.

Looking ahead, ENS continues its journey toward the next milestone of **700,000 man-hours without an LTA**, reaffirming its unwavering commitment to a zero-accident workplace and continuous improvement in safety performance.



-Article by HSE/ENS Departments-



## OUR CULTURE HIGHLIGHTS

### HIP ANNUAL STAFF AND FAMILY TRIP

At Double Tree by Hilton Weerawila Rajawarna Resort on 17<sup>th</sup> – 18<sup>th</sup> May, 24<sup>th</sup> - 25<sup>th</sup> May & 31<sup>st</sup> May - 01<sup>st</sup> June 2025





### HIP ANNUAL STAFF AND FAMILY TRIP

At DoubleTree by Hilton Weerawila Rajawarna Resort on 17<sup>th</sup> – 18<sup>th</sup> May, 24<sup>th</sup> -25<sup>th</sup> May & 31<sup>st</sup> May & 01<sup>st</sup> June 2025





# OUR CULTURE HIGHLIGHTS

## SINHALA AND TAMIL NEW YEAR CELEBRATION

At Hambantota International Port Premises on 09<sup>th</sup> April 2025





### SINHALA AND TAMIL NEW YEAR CELEBRATION

At Hambantota International Port Premises on 09<sup>th</sup> April 2025





# OUR CULTURE HIGHLIGHTS

## WOMEN’S DAY CELEBRATION

At Hambantota Maritime Center on 06<sup>th</sup> March 2025



Hambantota International Port Group (Pvt) Ltd (HIPG) has been recognized as one of Sri Lanka’s most outstanding Women Friendly Workplaces at the 2024 Women Friendly Workplace Awards, held on 30<sup>th</sup> August at Courtyard by Marriott Colombo. Organized by *Satynmag.com* in collaboration with AICPA & CIMA, the award honors HIP’s strong commitment to gender equality and empowering women across all levels—from entry roles to top management.

In a traditionally male-dominated industry, HIP has pioneered inclusive recruitment, safety measures, and supportive policies, earning this recognition among over 30 leading companies. This achievement highlights HIP’s leadership in fostering a truly inclusive workplace.





### ANNUAL PIRITH CHANTING CEREMONY

At Hambantota Maritime Center on 11<sup>th</sup> February 2025





OUR CULTURE HIGHLIGHTS

CASA CRICKET TOURNAMENT

At NCC Grounds, Colombo on 09<sup>th</sup> February 2025





### NEW YEAR CELEBRATION- 2025

At Hambantota Maritime Center on 01<sup>st</sup> January 2025





## OUR CULTURE HIGHLIGHTS

### CHRISTMAS CAROLS AND EMPLOYEE TALENT SHOW - 2024

At Hambantota Maritime Center on 17<sup>th</sup> December 2024





### HIP 7<sup>th</sup> ANNIVERSARY CELEBRATION - 2024

At Hambantota Maritime Center on 09<sup>th</sup> December 2024





## OUR CULTURE HIGHLIGHTS

### HIP MINI OLYMPICS 2024

At Hambantota Maritime Center from 14<sup>th</sup> October 2024 to 08<sup>th</sup> March 2025





### HIP MINI OLYMPICS 2024

At Hambantota Maritime Center from 14<sup>th</sup> October 2024 to 08<sup>th</sup> March 2025





## OUR CULTURE HIGHLIGHTS

### POSON CELEBRATION 2024 - 2025

At Seetharama Temple & Sri Seelawimala Samudraramaya Temple, on 24<sup>th</sup> June 2024  
& 12<sup>th</sup> June 2025





## CORAL REEF PROTECTION PROJECT – FINAL REVIEW MEETING

In line with its CSR vision and commitment to sustainability, HIP launched its first-ever Coral Reef Protection Project on 25<sup>th</sup> February 2025. The initiative aimed to preserve marine biodiversity and coastal ecosystems. Over three months, a specialized research team conducted a baseline study assessing the health of coral reefs around the port.

To mark World Oceans Day 2025, a final review meeting was held on 12<sup>th</sup> June with the participation of EXCO, OPCO, and HIP staff members. Dr. M.F.M. Fairoz from Ocean University presented the study's positive findings, highlighting healthy coral growth along the breakwater. Certificates were awarded to university students who contributed to the research.

Dr. Fairoz also presented a token of appreciation to CEO/ HIPG Mr. Wilson Qu for his leadership. Attendees viewed an underwater video showcasing the vibrant marine life discovered. This initiative reflects HIP's dedication to marine conservation and sustainable port operations.



HIP'S "HOPE VILLAGE" PROJECT HONORED AT THE SECOND INTERNATIONAL CIVIL SOCIETY SOLIDARITY CONFERENCE ON THE GLOBAL DEVELOPMENT INITIATIVE



HIP's flagship ESG initiative, the "Hope Village" project, was honored as one of the top Corporate Social Responsibility (CSR) projects at the Second International Civil Society Solidarity Conference on the Global Development Initiative (GDI) in Inner Mongolia, China, September 2025. The Conference held with the theme of "Building Global Consensus on Development and Sharing Opportunities for Prosperous Future" aims to comprehensively showcase the significant progress made in global development and rich achievements of the international civil society in implementing the Global Development Initiatives (GDI) over the past four years. The "Hope Village" project was praised for its innovative, inclusive community development approach, integrating clean energy, education, healthcare, infrastructure, and poverty reduction in underserved areas. It aligns with the UN 2030 Agenda for Sustainable Development and the Global Development Initiative introduced by China in 2021. This recognition highlights HIP's leadership in responsible corporate engagement and serves as a model for effective ESG strategies with real-world impact.

"CLEAN SRI LANKA" BEACH CLEANUP CAMPAIGN

Demonstrating its commitment to environmental conservation, HIP actively supports initiatives that promote sustainability and ecological well-being. In alignment with the "Clean Sri Lanka" campaign introduced by the Sri Lankan government, HIP participated in the Hambantota district's main beach cleaning initiative on 9<sup>th</sup> February 2025 at Hambantota Beach Park, along with the Mirijjawila coastal belt clean-up program.

This initiative was organized by the District Secretariat of Hambantota in collaboration with the Marine Environmental Protection Authority (MEPA) and other government authorities. The program focused on cleaning and restoring beaches and coastal ecosystems along the southern coastline, from Kirinda to Kudawella Beach. Responding to a request from the District Secretariat and MEPA, HIP contributed essential supplies, including hand gloves and garbage bags, to support the success of the event.

As environmental challenges continue to rise globally, HIP remains steadfast in its commitment to sustainability by actively engaging in initiatives that protect natural resources. Through its participation in the "Clean Sri Lanka" campaign, HIP reaffirms its dedication to fostering a cleaner and more sustainable Sri Lanka.





## OCEAN PORT

Feel the warmth from the heat  
 Feel the sand on your feet  
 Feel the cool of the breeze  
 Feel the calm

Hear the waves hit the shore  
 Hear the sounds  
 Of boat motors roar

See the people in the sand  
 See that kite in his hands  
 See the way the seagulls fly

Taste the air as it passes by Taste the  
 salt  
 Touch the wood of the ocean port



Ishan Chathulanka  
 OPS



## VINTAGE HEART IN ME

In this age of mobile phones, I cherish the scent of books  
 Netflix and all, but yearn for Disney's scenic looks

Matcha mocha might be nice, but espresso smells so divine  
 Solo dating finds peace, but together we can climb trees

You say you love me through WhatsApp, but your letters linger in my mind  
 Spring's mattress sleeps me well, but my mother's lap rests my soul

I'm a nostalgic soul, with memories in a bowl

Sithara Devindi  
 GAD



FACTORS TO CONSIDER WHEN SELECTING ON GRID SOLAR SYSTEM

On grid system is a technology, also known as grid-tied or grid-feed, which is the most common and widely used system in both residential and commercial settings.

Main purpose of the article is to explain, the major two questions one faces when investing in On-Grid Solar System, however this study applies only if the purpose is to nullify monthly bill.

- Ideal inverter capacity one should buy
- No of Solar Panels required

Following to be considered

If your monthly electricity bill is less than 100 units, you would need approximately 2 solar panels, each rated at 500 watts (500W). (Graph below indicates number of panels needed to nullify a 100-unit increase in your CEB bill)

When choosing an inverter for your solar system, it's essential to consider the future scalability and potential changes in your energy needs hence it's recommended to go for a 5KV system if your consumption is under 500 units

It is advisable not to install an excessive number of solar panels, as doing so would be wasteful and costly. Instead, installing an appropriate number of solar panels ensures that you are charged at the lower tariff slab of (CEB)



CEB Units Consumed Monthly	No of Solar Panel needed
100	2 x 100W
200	4 x 200W
300	6 x 300W
400	8 x 400W
500	10 x 500W

Please Keep in mind that these calculations are approximate, and other factors (such as panel type efficiency, local climate, and shading) can influence the actual number of panels needed & units produced, hope this article will be useful when selecting Solar On- Grid system.

Chatura Wijewickrama  
CNM





## ඔලුවට වෙඩි, A SHOT TO THE HEAD

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Kasun Asiri  
NAV



### THE DYNAMICS OF LEADERSHIP: EXPLORING ITS ESSENCE AND EVOLUTION

Leadership, an intricate fusion of art and science, is a phenomenon that has fascinated scholars, practitioners, and philosophers for centuries. It is the cornerstone of human progress, steering civilizations, organizations, and communities toward shared goals and aspirations. From the commanding presence of historical figures like Alexander the Great to the contemporary influence of visionary CEOs like Elon Musk, leadership manifests in various forms, adapting to the ever-evolving socio-economic landscape. In this analytical exploration, we delve into the essence of leadership, its multifaceted dimensions, and the dynamics shaping its evolution. At its core, leadership encapsulates the ability to inspire, influence, and empower individuals or groups to achieve collective objectives. While traditional paradigms often associate leadership with hierarchical authority, contemporary perspectives emphasize the significance of collaborative, adaptive, and inclusive leadership styles. In the digital age, characterized by rapid globalization and technological innovation, leaders are challenged to navigate complexity, uncertainty, and ambiguity with resilience and agility.



One of the fundamental debates surrounding leadership revolves around its innate traits versus acquired skills. The 'great man theory,' popularized in the 19th century, posited that leadership was an innate attribute bestowed upon extraordinary individuals. However, subsequent research shifted towards behavioral theories, highlighting the significance of learned behaviors, situational contexts, and environmental factors in shaping effective leadership. Modern leadership theories, such as transformational and servant leadership, underscore the importance of empathy, integrity, and authenticity in fostering meaningful relationships and driving organizational success. Moreover, the democratization of knowledge and the rise of social media have democratized leadership, amplifying the voices of grassroots activists, community organizers, and thought leaders. The phenomenon of 'distributed leadership' emphasizes collective agency, shared accountability, and decentralized decision-making, challenging traditional top-down hierarchical structures. In this paradigm, leadership emerges organically from diverse individuals or networks, transcending formal titles or positions of authority.

Furthermore, the COVID-19 pandemic has been a crucible for leadership, unveiling both exemplary and deficient leadership practices on a global scale. Leaders who demonstrated empathy, transparency, and decisiveness in navigating crises earned public trust and admiration, while those who exhibited hubris or incompetence faced scrutiny and backlash. The pandemic underscored the importance of adaptive leadership, emphasizing resilience, innovation, and human-centric approaches to crisis management. In the corporate realm, the concept of 'purpose-driven leadership' has gained traction, with an increasing emphasis on ethical stewardship, sustainability, and corporate social responsibility. Leaders are expected to align organizational goals with societal needs, championing environmental stewardship, diversity, equity, and inclusion. Purpose-driven leadership transcends short-term profits, prioritizing long-term value creation and stakeholder well-being.

Furthermore, the dynamics of leadership are intricately intertwined with cultural, social, and political contexts, shaping leadership archetypes and expectations. In collectivist cultures, leaders are often perceived as benevolent mentors or paternal figures, emphasizing harmony, consensus-building, and collective welfare. In contrast, individualistic cultures valorize assertiveness, ambition, and personal achievement, shaping leadership norms around competitiveness and autonomy. In conclusion, leadership is a dynamic and multifaceted phenomenon, shaped by historical legacies, socio-cultural contexts, and technological advancements. As we navigate an increasingly complex and interconnected world, effective leadership is indispensable for driving positive change, fostering innovation, and advancing human flourishing. By embracing empathy, integrity, and inclusivity, leaders can inspire collective action, navigate uncertainty, and create a more equitable and sustainable future for generations to come.





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Udesh Kularathne  
OPS





### Port Services

- Container terminals
- RORO terminals
- Oil terminals
- Bulk terminals
- Cruise terminals
- Ship repairs/Layups
- Crew changes

### Integrated Logistics

- Bonded warehouse
- Value added services
- Duty free facility
- Logistics finance
- Wholesale centre
- Product exhibition

### Port Related Industry

- Supporting services
- Port-Park-City model
- Community development

### Energy Hub

- IMO2020 compliant
- Marine bunker
- LPG / LNG
- Petro chemicals

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