



COSCO SHIPPING Ports Limited **中遠海運港口有限公司**

(Incorporated in Bermuda with limited liability)
(Stock Code: 1199)

Workforce Diversity Policy

Purpose

The Workforce Diversity Policy (the “Policy”) of COSCO SHIPPING Ports Limited (the “Company”) aims at setting out the principles and approaches to establish a diverse and inclusive workplace.

Scope of the Policy

The Policy is applicable to the workforce (including senior management) of the Company and its subsidiaries.

Policy Statement

The Company is committed to creating an inclusive and supportive working environment for its employees, such that individual differences are respected and employees are treated with dignity. The Company is also committed to fostering gender empowerment, gender equality and gender diversity across its workforce. The Company recognizes that diversity encompasses a board range of attributes, including but not limited to race, ethnicity, gender, age, disability, cultural background, knowledge, skills and experience. The Company is committed to provide equal opportunities in relation to recruitment, training and development, compensation, and career and promotion opportunities.

Review and Monitoring

The Policy will be reviewed and amended from time to time to ensure its continued effectiveness. The Nomination Committee will monitor the Company’s progress on its effort to embed the principles of diversity and inclusion within its workplace, culture, strategy and processes, and may recommend revisions to the Board for approval.

Disclosure of the Policy

A summary of the Policy and the progress made towards achieving these objectives will be disclosed in the Corporate Governance Report set out in the Annual Report and the Sustainability Report of the Company on an annual basis.

June 2025