



中遠海運國際(香港)有限公司
COSCO SHIPPING INTERNATIONAL (HONG KONG) CO., LTD.

Board Diversity Policy

Revised version dated 18th August 2022

Board Diversity Policy

1. Purpose

This Policy aims to set out the approach to achieve diversity on the board of directors (the “Board”) of COSCO SHIPPING International (Hong Kong) Co., Ltd. (the “Company”).

2. Vision

The Company recognises and embraces the benefit of having a diverse Board to enhance the quality of its performance.

3. Policy Statement

With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at Board level as an essential element in maintaining a competitive advantage. The Company believes that a diversity of perspectives can be achieved through consideration of a number of aspects, including but not limited to skills, regional and industry experience, background, race, gender and other qualities. Board appointments will be made on merit basis and candidates will be considered against objective criteria, with due regard for the benefits of diversity on the Board.

The Company will endeavour to ensure that the Board has the appropriate balance of skills, experience and diversity of perspectives that are required to support the execution of its business strategy and in order for the Board to be effective.

4. Measurable Objectives

Selection of candidates will be based on the Director Appointment Policy of the Company and will take into account a range of diversity of perspectives, including but not limited to skills, regional and industry experience, background, race, gender and other qualities. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board, having due regard to the benefits of diversity on the Board and also the needs of the Board without focusing on a single diversity aspect.

The Board aims to ensure that the Board is made up of a reasonable and justifiable proportion of female members over time when selecting and making recommendation on suitable candidates for Board appointments. The Board is committed to ensure that appropriate balance of gender diversity is achieved with reference to stakeholders' expectation and international and local recommended best practices, with the ultimate goal of bringing the Board to gender parity. The Board also aspires to having an appropriate proportion of directors who have direct experience in the Group's core markets, with different ethnic backgrounds, and reflecting the Group's strategy.

5. Monitoring and Review of this Policy

The nomination committee of the Company (the "Nomination Committee"), with delegation by the Board of certain authorities, duties and responsibilities, will monitor the implementation of this Policy and will review this Policy, as appropriate, to ensure the effectiveness of this Policy on an annual basis. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions (if any) to the Board annually for consideration and approval.

6. Disclosure of this Policy

A summary of this Policy will be disclosed in the Corporate Governance Report to be set out in the Company's Annual Report.

Adopted on 20th August 2013
Revised on 24th August 2017
Revised on 18th August 2022