



**招商局港口控股有限公司**  
CHINA MERCHANTS PORT HOLDINGS COMPANY LIMITED

*(Incorporated in Hong Kong with limited liability under the Companies Ordinance)*

**(Stock Code: 00144)**

## **WORKFORCE DIVERSITY POLICY**

### **1. Policy Statement**

- 1.1 China Merchants Port Holdings Company Limited (the “**Company**”) is committed to fostering a diverse and inclusive workplace where all employees are valued, respected, and empowered to contribute their unique skills, experiences, and perspectives. The Company believes that diversity and inclusion are fundamental to its sustainable growth, innovation, and operational success.

### **2. Scope**

- 2.1 This Policy applies to all employees of the Company and its subsidiaries. Associated and joint venture companies are encouraged to adopt similar principles.

### **3. Diversity and Inclusion**

- 3.1 The Company is dedicated to:

- (a) embracing workforce diversity, including but not limited to gender, age, race, ethnicity, religion, sexual orientation, gender identity, disability, family status, marital status, and any other characteristics protected by applicable laws;
- (b) ensuring all employment-related decisions, including recruitment, promotion, compensation, training, and dismissal, are made based on merit, qualifications, experience, skills, and performance, free from any form of discrimination or bias;
- (c) providing equal opportunities for all employees and creating an inclusive and supportive work environment where everyone can reach their full potential;

- (d) promoting awareness of diversity and inclusion through regular training and communication; and
- (e) maintaining a workplace free from discrimination, harassment, vilification, and victimisation, and taking appropriate action in response to any such conduct.

3.2 Employees are encouraged to report any concerns related to discrimination, harassment, or other breaches of this Policy to the Human Resources Department. All reports will be handled promptly and confidentially.

#### **4. Professional Development and Advancement**

4.1 The Company will offer training and development opportunities to support the growth and advancement of employees from diverse backgrounds. We are committed to providing a positive work environment that values the wide-ranging perspectives of our workforce.

#### **5. Review and Monitoring**

5.1 This Policy will be reviewed by the board of directors of the Company from time to time to ensure its continued effectiveness and relevance. The nomination committee of the Company will monitor its implementation progress and may recommend revisions as necessary.

#### **6. Disclosure of this Policy**

6.1 This Policy will be published on the Company's website for public information.

6.2 A summary of this Policy will be disclosed in the Corporate Governance Report set out in its Annual Report.

29 August 2025