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COSCO SHIPPING Ports Limited

中遠海運港口有限公司

(Incorporated in Bermuda with limited liability)

(Stock Code: 1199)

VOLUNTARY ANNOUNCEMENT

REMUNERATION POLICY

This announcement is made by COSCO SHIPPING Ports Limited (the “**Company**”) on a voluntary basis.

The Company regards its employees as its greatest asset. Its corporate values are deeply rooted in people-oriented culture. The Company strives to build a great team of talents in working towards the strategic goal of “being a leading global ports investor and operator”. In order to attract, retain and motivate talents and to realise their full potential, the Company has established mechanisms focused on the development of a wealth of talents, and the continuous improvement in performance appraisal, remuneration policy and nurture of talents.

In an effort to provide further incentives for the senior management of the Company to keep up their work with integrity and diligence, enhance the quality of management, and lead staff members to make steady progress in the performance of the Company, the Company has made adjustments to the basic emoluments of the Executive Directors (with an annual bonus to be determined by the board of directors of the Company (the “**Board**”)) with reference to the current market pay. The basic emoluments of the Executive Directors are as follows:

Name	Position	Basic Emoluments (HK\$)
ZHANG Wei (張為)	Executive Director, Vice Chairman of the Board & Managing Director	5,815,488
FANG Meng	Executive Director & Deputy Managing Director	5,233,939
DENG Huangjun	Executive Director & Deputy Managing Director	1,977,360
WONG Tin Yau, Kelvin	Executive Director & Deputy Managing Director	2,791,500

The Company strive to become a global leader in the businesses of terminals management and operation, and to provide good return to its shareholders.

On behalf of the Board
COSCO SHIPPING Ports Limited
ZHANG Wei (張為)
Vice Chairman & Managing Director

Hong Kong, 27 October 2017

As at the date of this announcement, the Board comprises Mr. HUANG Xiaowen² (Chairman), Mr. ZHANG Wei (張為)¹ (Vice Chairman & Managing Director), Mr. FANG Meng¹, Mr. DENG Huangjun¹, Mr. FENG Boming², Mr. ZHANG Wei (張煒)², Mr. CHEN Dong², Mr. XU Zunwu², Mr. WANG Haimin², Dr. WONG Tin Yau, Kelvin¹, Dr. FAN HSU Lai Tai, Rita³, Mr. Adrian David LI Man Kiu³, Mr. FAN Ergang³, Mr. LAM Yiu Kin³ and Prof. CHAN Ka Lok³.

¹ Executive Director

² Non-Executive Director

³ Independent Non-executive Director