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中國國際海運集裝箱（集團）股份有限公司
CHINA INTERNATIONAL MARINE CONTAINERS (GROUP) CO., LTD.
(a joint stock company incorporated in the People's Republic of China with limited liability)
(Stock Code: 02039)

OVERSEAS REGULATORY ANNOUNCEMENT

This announcement is published by China International Marine Containers (Group) Co., Ltd. (the "**Company**") pursuant to Rule 13.10B of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

The following is the "China International Marine Containers (Group) Co., Ltd. Rules Of Remuneration Management Of Directors And Senior Management" published on the website of the Company (www.cimc.com) and the website of Cninfo (www.cninfo.com.cn).

Announcement is hereby given.

By order of the Board
China International Marine Containers (Group) Co., Ltd.
WU Sanqiang
Company Secretary

Hong Kong, 8 May 2026

As at the date of this announcement, the Board of the Company comprises Mr. MAI Boliang (Chairman) as an executive director; Mr. ZHU Zhiqiang (Vice-chairman), Mr. MEI Xianzhi (Vice-chairman), Mr. XU Laping, Mr. ZHAO Jintao and Ms. ZHAO Feng as non-executive directors; and Mr. ZHANG Guanghua, Mr. WONG Kwai Huen, Albert and Ms. XIE Jiawei as independent non-executive directors.

CHINA INTERNATIONAL MARINE CONTAINERS (GROUP) CO., LTD.

RULES OF REMUNERATION MANAGEMENT OF DIRECTORS AND SENIOR MANAGEMENT

(Effective upon approval by shareholders at the general meeting）

Chapter 1 General Provisions

Article 1 In order to further improve the remuneration management for the directors and senior management of China International Marine Containers (Group) Co., Ltd. (the "Company"), establish a scientific and reasonable incentive and constraint mechanism, fully motivate the work enthusiasm and creativity of the directors and senior management of the Company and enhance the Company's operational efficiency and managerial standards, these rules are formulated in accordance with the Company Law of the People's Republic of China (the "Company Law"), the Code of Corporate Governance for Listed Companies and other laws, regulations and normative documents, the relevant regulatory rules of the place where the Company's shares are listed, and the relevant provisions of the Articles of Association of China International Marine Containers (Group) Co., Ltd. (the "Articles of Association"), by taking into account the Company's actual conditions.

Article 2 These rules shall apply to the directors and senior management of the Company, specifically including the following persons:

(I) Independent directors: refers to directors who do not hold any positions in the Company other than as director and do not maintain with the Company and its substantial Shareholders, and beneficial controllers, a direct or indirect interests, or other connection which may possibly affect their independent and objective judgments;

(II) Non-independent directors: includes internal directors and external directors. External directors refer to non-independent directors who do not hold any positions in the Company other than as director. Internal directors refer to non-independent directors who concurrently hold other positions in the Company other than as director, being directors serving in a dual capacity as the Company's employees or the Company's management personnel who have entered into an employment contract or labor contract with the Company.

(III) Senior management: refers to the President, vice President, secretary to the Board, chief financial officers, chief compliance officer, general counsel and other personnel as stipulated in the Articles of Association of the Company.

Article 3 The remuneration of the Company's directors and senior management shall be integrated with the Company's operating results to ensure its stable development while being in line with the law of market value. The determination of their remuneration shall adhere to the following principles:

(I) Remuneration levels shall align with the Company's scale and performance, while remaining competitive with external market standards of the peers;

(II) The principle of equality in responsibilities, authority and benefit: remuneration shall reflect the value of the position and the extent of responsibilities undertaken;

(III) The Company’s long-term interest principle: being in line with the Company’s goals for sustainable and healthy growth;

(IV) Balance of incentives and constraints and equal of reward and penalty principle: remuneration shall be linked to performance evaluations and reward and penalty.

CHAPTER II Management Authority

Article 4 The Remuneration and Appraisal Committee of the Board of the Company shall be responsible for formulating the appraisal standards for directors and senior management of the Company and conducting assessment thereon, and formulating and reviewing the remuneration policies and programs for directors and senior management of the Company such as the remuneration determination mechanism, decision-making process, payment and withholding and recovery arrangements.

Article 5 The remuneration plan of senior management of the Company shall be executed after the consideration and approval of the Board. The remuneration plan of directors shall be executed after the consideration and approval of the Board and the further consideration and approval of the general meeting. When the Board or the Remuneration and Appraisal Committee assesses the performance of a director or discusses its remuneration, such director shall be absent from such assessment and discussion.

Chapter III Compositions and Standards of Remunerations

Article 6 The remuneration of the directors of the Company

(I) Independent directors: The Company applies a fixed allowance policy to independent directors and pays on a monthly basis, the amount of which shall be considered and determined by the general meeting of the Company in combination with the industry in which the Company operates, the economic development level and the actual operating conditions of the Company. Reasonable expenses such as transportation and accommodation required by independent directors to perform their duties in accordance with relevant provisions of the Company Law and the Articles of Association (such as attending the board meetings, general meetings, etc.) shall be borne by the Company;

(II) External directors: With the approval of the general meeting, the Company may pay allowances to the external directors. Reasonable expenses such as transportation and accommodation required by external directors to perform their duties in accordance with relevant provisions of the Company Law and the Articles of Association (such as attending the board meetings, general meetings, etc.) shall be borne by the Company;

(III) Internal directors: The Company does not pay separate allowances to the internal directors. Those who also serve as senior management of the Company shall be compensated in accordance with the remuneration plans of senior management.

Article 7 The remuneration of the Company's senior management consists of basic salary, performance-based salary and medium - and long-term incentive income, among which the proportion of performance-based salary is in principle no less than 50% of the total of basic salary and performance-based salary. The determination and payment of performance-based salary and medium - and long-term incentive income should be based on performance evaluation as an important basis.

Chapter IV Payment of Remuneration

Rule 8 Allowances for directors (if any) shall be paid on a monthly basis. For the senior management, the basic salary is distributed on monthly basis, while the performance-based remuneration shall be paid on quarterly or annually basis. Of which, a certain proportion of the performance-based remuneration shall be paid following the disclosure of the annual report and the completion of the performance evaluation, which shall be conducted based on audited financial data.

Rule 9 The allowances or remunerations of the directors and senior management are all pre-tax amounts, individual income tax on which shall be withheld and paid by the Company in accordance with the relevant requirements.

Rule 10 If a director or senior management leaves office due to change of term, re-election or resignation during the term, etc., the allowances, basic salary and performance-based remuneration shall be calculated and paid according to his/her actual term of office and actual performance.

Chapter V Remuneration Adjustment

Rule 11 The remuneration structure of the directors and senior management shall serve the Company's business strategy and be adjusted according to the ever changing business situation of the Company, so as to cope with the needs of the Company's further development.

Rule 12 The basis for adjusting the remuneration of the directors and senior management shall be:

(I) Salary change in the same industry;

(II) Inflation level;

(III) The profitability of the Company;

(IV) The Company's development strategy or organizational restructuring;

(V) Individual adjustments or changes in positions.

Rule 13 When the Company makes retrospective restatements for its financial statements due to misstatements such as financial fraud, it shall promptly reassess the performance-based remuneration and mid-to-long-term incentive income of the directors and senior management and recover any excess payments accordingly.

Rule 14 Where directors or senior management members violate their duties and cause losses to the Company, or hold liable for illegal or non-compliant conduct such as financial fraud, fund misappropriation, or unauthorized guarantees, the Company shall reduce or suspend the payment of any outstanding performance-based remuneration and mid-to-long-term incentive income subject to the severity of the circumstances. The Company shall also recover in full or in part the performance-based remuneration and mid-to-long-term incentive income already paid during the period in which the relevant conduct occurred.

Chapter VI Supplementary Provisions

Rule 15 Any matters not specified in these rules should be implemented in accordance with relevant laws, regulations, the relevant regulatory rules of the place where the Company's shares are listed, regulatory documents and the Articles of Association. Should any of these rules be found in conflict with relevant laws or regulations or regulatory documents issued later or in conflict with the relevant regulatory rules of the place where the Company's shares are listed or the Articles of Association as amended through lawful procedures, the relevant laws, regulations, regulatory documents, the relevant regulatory rules of the place where the Company's shares are listed and the Articles of Association shall prevail.

Rule 16 These rules and any amendments thereto are formulated by the Board and shall be subject to consideration and approval at the shareholder's general meeting of the Company.

Rule 17 These rules should come into effect since the date of approval at the shareholder's general meeting of the Company. The Board reserves the right of interpretation of these rules.