



長榮海運股份有限公司  
EVERGREEN MARINE CORP. (TAIWAN) LTD.

TSE: 2603



# 2024 ANNUAL REPORT

**For Seamless,  
Sustainable Shipping!**

Website: <https://www.evergreen-marine.com/emc/>

Taiwan Stock Exchange Market Observation Post System: <https://mops.twse.com.tw>

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# Contents

Chapter

<b>01</b>	<b>Letter to Shareholders</b>	002
-----------	-------------------------------	-----

Chapter

<b>02</b>	<b>Corporate Governance Report</b>	
-----------	------------------------------------	--

2-1	Directors and Management Team	010
2-2	Remuneration of Directors, President, and Vice Presidents	042
2-3	Implementation of Corporate Governance	052
2-4	Information Regarding the Company's Audit Fee	136
2-5	Information on Replacement of CPA	137
2-6	Audit Independence	137
2-7	Any Transfer of Equity Interests and/or Pledge of or Change in Equity Interests by Directors, Managers or Major Shareholders	138
2-8	Relationship Among the Top Ten Shareholders	145
2-9	Ownership of Shares in Affiliated Enterprises	147

Chapter

<b>03</b>	<b>Capital Overview</b>	
-----------	-------------------------	--

3-1	Capital and Shares	148
3-2	Bonds	155
3-3	Preferred Stock	156
3-4	Global Depository Receipts	156
3-5	Employee Stock Options	156
3-6	New Restricted Employee Shares	156
3-7	Status of New Shares Issuance in Connection with Mergers and Acquisitions	157
3-8	Financing Plans and Implementation	157

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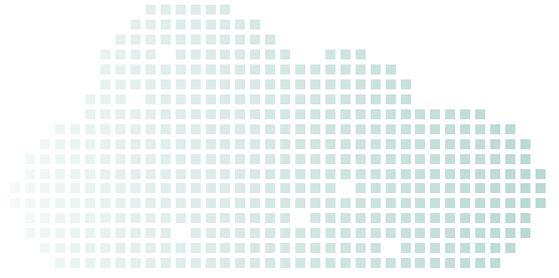
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### Stock Affairs Section

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Chapter

## 04 Business Development Outline

4-1 Business Highlights	158
4-2 Market and Industry Analysis	167
4-3 Human Resources	172
4-4 Disbursements for Environmental Protection	172
4-5 Labor Relations	176
4-6 Cyber Security Management	182
4-7 Important Contracts	188

Chapter

## 05 Review of Financial Conditions, Financial Performance, and Risk Management

5-1 Comparison of Financial Positions	196
5-2 Comparison of Financial Performance	197
5-3 Analysis of Cash Flow	198
5-4 Effects of Major Capital Expenditure on Finance and Business Operations	199
5-5 Investment Policy, Main Causes for Profits or Losses, Improvement Plans and Investment Plans for the Coming Year	200
5-6 Analysis of Risk Management	201
5-7 Other Important Issues	213

Chapter

## 06 Special Disclosure

6-1 Summary of Affiliated Companies	214
6-2 Securities Issuance through Private Placement	214
6-3 Other Necessary Supplementary Information	214
6-4 Any Events in the Most Recent Year and as of the Date of this Annual Report that Had Material Impacts on Shareholders' Interests or Securities Prices as Stated in Item 3 Paragraph 2 of Article 36	214

### AUDITORS

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### SPOKESPERSON

**President**  
**Kuang-Hui Wu**

[mgt@evergreen-marine.com](mailto:mgt@evergreen-marine.com)  
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### DEPUTY SPOKESPERSON

**Head of Finance Department**  
**Cheng-Ping Mo**

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## Dear Shareholders,

In 2024, the shipping market experienced an extraordinary year filled with challenges and opportunities. The overall operating environment can be summarized in three key aspects:

### 1. Global Economic Slowdown Impacting Shipping Demand

According to the International Monetary Fund (IMF), the global economic growth rate in 2024 was only 3.3%, lower than the average rate of 3.8% in the past 20 years. Inflationary pressure, rising interest rates, supply chain disruptions and geopolitical conflicts continue to weigh on global economic growth, making the road to recovery challenging and further impacting shipping demand.

### 2. Geopolitics and Extreme Weather Bringing Supply Chain Challenges

Escalating geopolitical risks, particularly the Red Sea Crisis, have had a significant impact on the maritime transport. Additionally, the US-China trade war, tariff barriers, technological conflicts, and financial disputes have disrupted global supply chains and weakened market confidence. Frequent extreme weather events, such as wildfires, hurricanes, floods, and heat waves, have not only posed threats to the global economy but also directly affected shipping operations.



### 3. Non-Market Factors Reshaping Traditional Supply-Demand Dynamics

Events such as the Red Sea Crisis, port congestion and strikes have shown that the market now operates beyond the traditional rules of supply and demand. The overlapping effects of geopolitical tensions and climate change have made the market more volatile, redefining the logic of freight rates and the supply-demand balance. However, these uncertainties also present opportunities. As the market changes rapidly, whoever can respond flexibly will be able to find a breakthrough.

In response to this changing landscape, the Company has quickly adjusted its strategies to seize opportunities and proactively address the challenges.

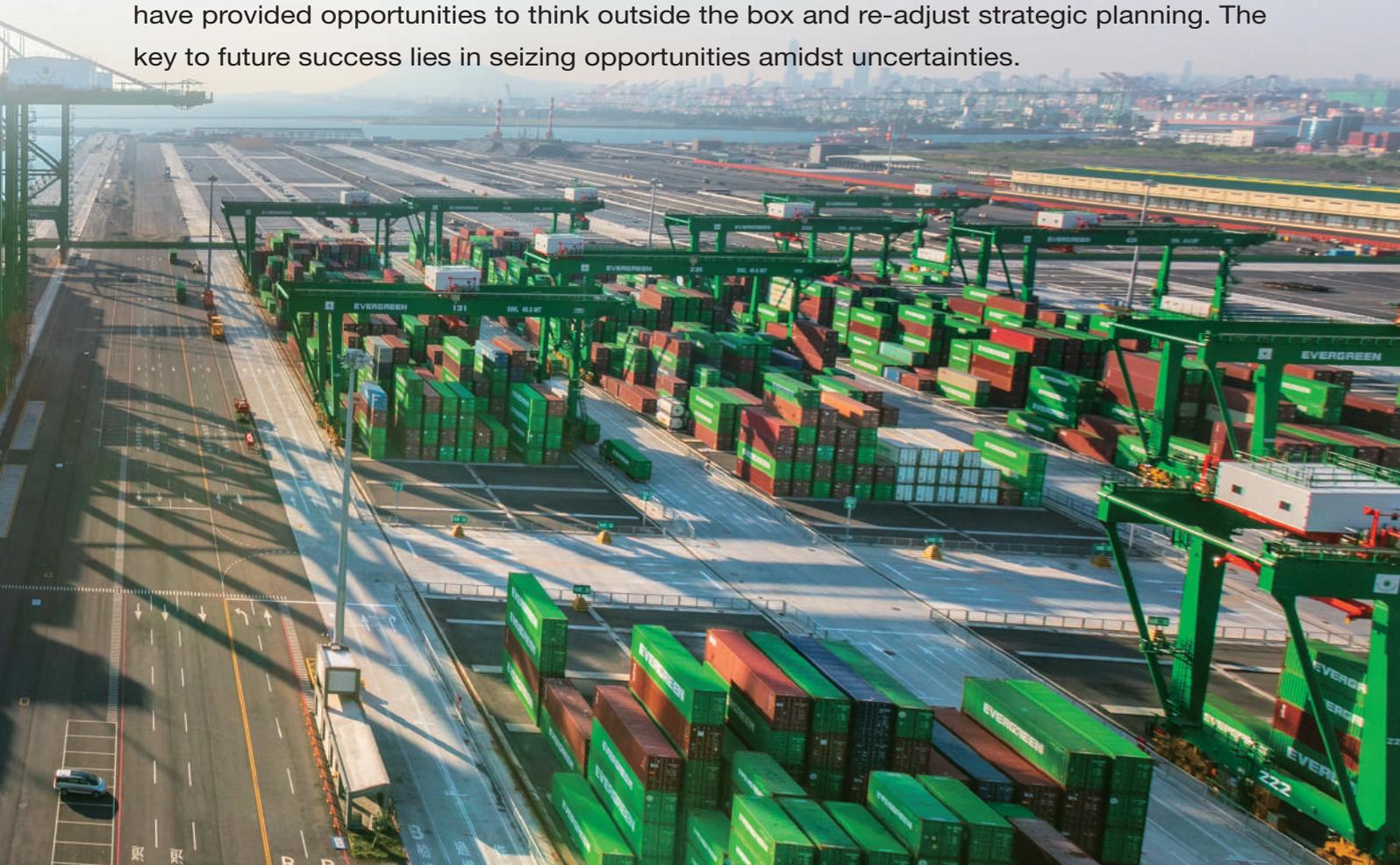
**Make full use of alliances and joint ventures, flexibly adjust fleet deployment**

**Improve terminal productivity, ensure stable schedules and efficient loading**

**Strictly control operating costs and optimize fleet capacity allocation**

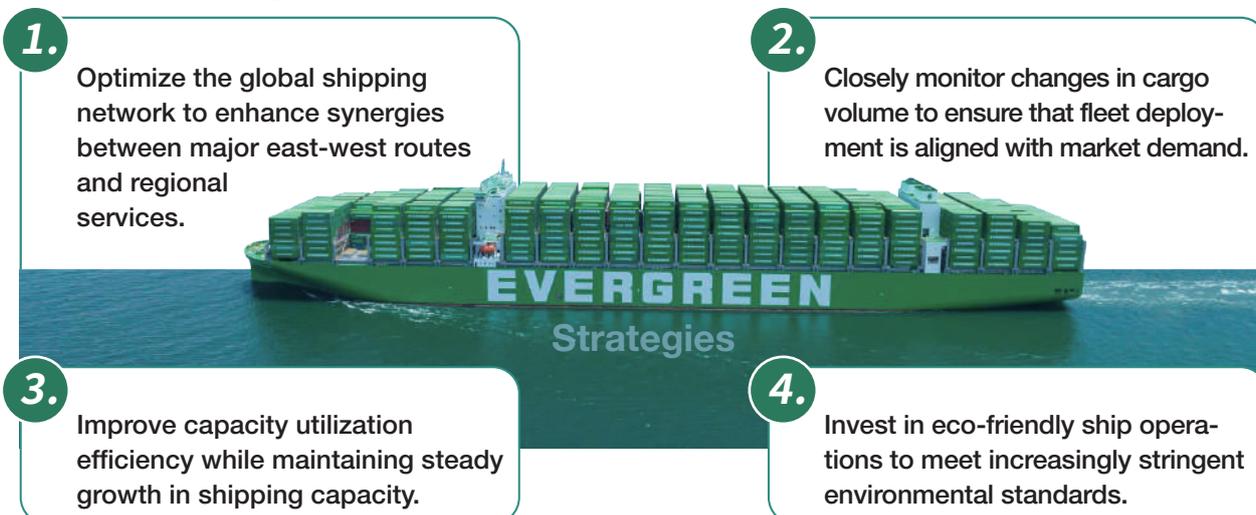
**Accelerate digital transformation in operations to provide customers with high-quality services**

In summary, despite the challenges faced by the shipping market in 2024, these obstacles have provided opportunities to think outside the box and re-adjust strategic planning. The key to future success lies in seizing opportunities amidst uncertainties.



## Company's Business Strategies

In response to the rapidly changing operating environment, the Company has continued to adjust its strategies:



## Financial Performance

In 2024, our estimated total consolidated operating income was TWD 340.388 billion and our actual consolidated operating income was TWD 463.568 billion, representing an achievement rate of 136.18%.

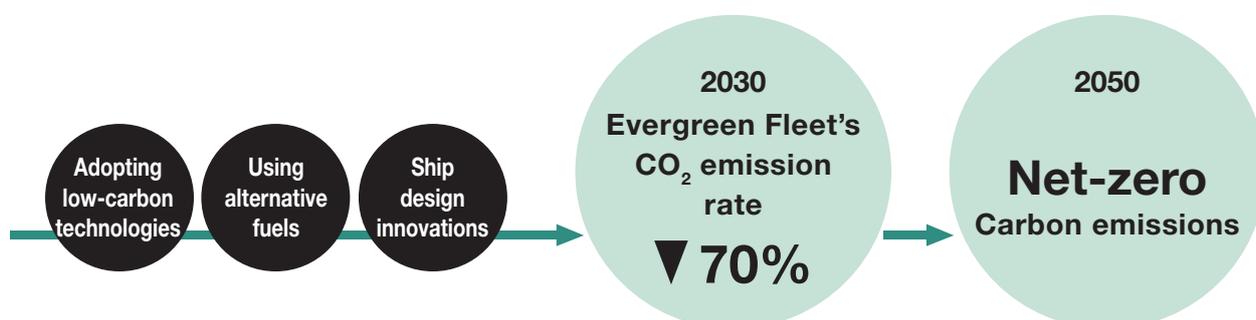
In 2024, actual consolidated operating income totaled TWD 463.568 billion, an increase of TWD 186.853 billion compared to TWD 276.715 billion in 2023.

In 2024, actual consolidated operating costs were TWD 287.463 billion, an increase of TWD 60.657 billion compared to TWD 226.806 billion in 2023.

For profitability analysis, we posted a ROA of 18.00 %, a ROE of 26.83 %, a net profit margin of 31.06 %, and an EPS of TWD 64.87.

## Strengthening Corporate Governance and Sustainability

The International Maritime Organization (IMO) has set medium- and long-term greenhouse gas reduction strategies for the shipping industry, requiring existing and new ships to reduce carbon emissions by 40% compared to 2008 levels by 2030. To proactively respond to this global environmental trend, the Company aims to reduce the CO<sub>2</sub> emission rate of its fleet by 70% by 2030, with the ultimate goal of achieving net-zero carbon emissions by 2050. This includes optimizing operational models,



introducing low-carbon technologies, using alternative fuels and driving ship design innovations to fully meet its emission reduction commitments.

In terms of social inclusion and corporate responsibility, the Company adheres to the philosophy of “global operations, local care,” and integrates corporate social responsibility into its core operations. The Company actively participates in public welfare and community development activities around the world while encouraging employees to participate in volunteer service and build long-term partnerships.

Regarding corporate governance and sustainable development, the Company regularly reports to the Board of Directors and the Sustainability Committee on the following projects: greenhouse gas inventory and certification, annual sustainability performances, stakeholder engagement, risk management implementation, and the progress towards IFRS sustainability disclosure. In addition, the Company continues to focus on climate change, regulatory compliance, ethical business practices, and information security management to ensure that its operations meet regulatory standards and market expectations.

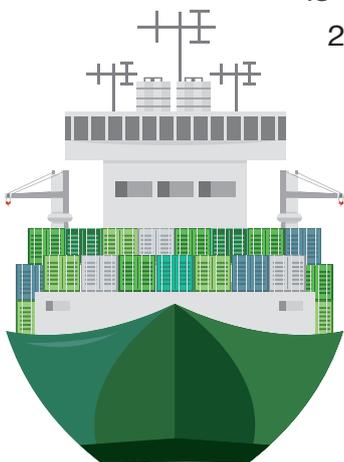
## 2025 Business Plan Overview

### Business Policies

1. Integrating resources to expand the global shipping network and improve market coverage and transport flexibility.
2. Constructing energy-efficient and carbon-reducing vessels to strengthen competitiveness in all trade lanes.
3. Strictly controlling operating costs, optimizing fleet capacity deployment, and improving overall operational efficiency.
4. Driving digital upgrades to deliver superior customer service.

### Operational Outlook

According to Alphaliner’s statistics, the total global container shipping capacity in 2025 is expected to reach 32.93 million TEU, an increase of 6.1% from 2024. However, due to the slow pace of global economic recovery, the cargo growth rate is forecasted at only 2.5%. With stricter environmental regulations, escalating geopolitical conflicts, frequent strikes, and supply chain disruptions, effective market capacity is expected to decrease, gradually improving the supply-demand imbalance.



Expected total global container shipping capacity in 2025 **32.93 million** TEU

Forecasted Cargo growth rate **▲ 2.5%**

## Impact of External Competitive Environment, Regulatory Landscape, and Overall Operating Environment

### External Competitive Environment

In 2025, the restructuring of the three major global shipping alliances will have a significant impact on the industry. The Ocean Alliance, of which the Company is a member, will become the world's largest shipping alliance. Its cooperation duration has been extended to 2032, with a potential extension to 2037. Changes in the competitive landscape present new challenges, prompting the Company to closely monitor these developments and adjust strategies accordingly to adapt to the new market environment.

### Regulatory Landscape

1. Starting from January 1, 2024, the shipping industry has been officially included in the EU Emissions Trading System (ETS). Ships operating in EU waters will be required to pay sufficient EU Allowances (EUAs) for their carbon emissions in the following year, with a penalty of €100 per ton for unpaid carbon emissions.
2. From January 1, 2025, ships operating in EU waters will be subject to the FuelEU Maritime regulations, requiring annual reductions in the greenhouse gas emission of their energy use, measured on a Well-to-Wake (WtW) basis. Any violations will result



in fines. The required emission reduction for 2025 is 2% from the baseline value of 91.16 gCO<sub>2</sub>e/MJ, with stricter targets every five years.

3. Starting May 1, 2025, the Mediterranean will officially become a Sulfur Emission Control Area (SECA) under the MEPC 79 resolution, where ships are required to use marine fuel with a maximum sulfur content of 0.10% m/m to reduce pollution.

## Overall Economic Environment

According to the IMF, global economic growth in 2025 is projected at 3.2%, similar to the previous year. Advanced economies are expected to grow by 1.8%, while emerging markets and developing economies will grow by 4.2%. Despite the slow recovery, major economies will continue to show positive growth: the U.S. at 2.2%, the Eurozone at 1.2%, China at 4.5%, and India at 6.5%. However, geopolitical risks, inflation, central bank policies, uncertainties in China's recovery, and adjustments in global trade and supply chains will remain critical factors influencing overall economic performance.

Projected global economic growth in 2025 **3.2%**  
Projected advanced economic growth ▲ **1.8%**  
Projected emerging markets and developing economic growth ▲ **4.2%**

## Future Development Strategies

Looking ahead, the global shipping and trade environment will continue to face challenges and uncertainties. The only certainty is that change will be constant. To navigate the volatile market, the Company will focus on enhancing core competitiveness to achieve steady and sustainable long-term development. This includes proactive risk prevention, flexible response during crises, and rapid recovery with continuous improvement afterward.

The Company will focus on the following five core areas to maintain its competitive edge:

### Advanced Eco-Friendly Fleet

Invest in new energy-efficient vessels and adopt alternative fuels such as biofuels to reduce carbon emissions across the fleet, comply with international standards and promote green shipping.



01

### Global Shipping Network

Expand and optimize route planning and fleet deployment, combining alliance operations with independent strategies to adapt to various market demands and capitalize on growth opportunities in niche markets.



02

### Strategic Port Development

Upgrade and enhance key terminal facilities, strengthen connections between ports and inland transportation networks to improve operational efficiency.



03

### Digitalization and Innovation

Accelerate digital transformation by leveraging artificial intelligence, big data, and automation to improve operational efficiency and create value-added digital services.



04

### Professional Operation Team

Attract and cultivate high-caliber talent, improve employee skills, and build a professional and agile team to respond quickly to market changes and customer needs.



05

We firmly believe that only by integrating green shipping, flexible market response and digital innovation can the Company continue to take a leading position in an ever-changing global market, creating greater value for shareholders, customers and the society.

Chairman



## 2-1 Directors and Management Team

### 2-1-1 Directors

#### 1. Director information

MAR. 31, 2025

Title (Note 1)	Nationality or place of registration	Name	Gender Age (Note 2)	Date First Elected (Note 3)	Date Elected	Tenure	Shareholding When Elected (Note 9)		Current Shareholding (Note 9)		Spouse & Minors Shareholding		Shares Held by Nominee Arrangement		Experience & Education (Note 4)	Concurrent Positions in the Company and other companies	Executives, Directors or Supervisors who are Spouse or Relatives within Second degree of Kinship		
							Shares	(%)	Shares	(%)	Shares	(%)	Shares	(%)			Shares	(%)	Title
	R.O.C	HUI Corp.	Not applicable	2020.06.24	2023.05.30	3 Years	400,000	0.019	400,000	0.018	Not applicable	0	0.000	0.000	Not applicable	Not applicable	Not applicable	Not applicable	
Chairman	R.O.C	Representative: Chang, Yen-I	Male 61-70	2020.10.07	2023.05.30	3 Years	Not applicable	Not applicable	0	0.000	0	0.000	0	0.000	Please refer to page 17.	<b>Director:</b> Evergreen International Storage & Transport Corp., Taipei Port Container Terminal Corp., Taiwan Terminal Ser- vices Corp. Ltd.	None	None	None
Director	R.O.C	Chang, Kuo- Hua	Male 61-70	1976.09.02 (Note 6)	2023.05.30	3 Years	63,938,462	3.021	199,423,462 (Note 10)	9,211	45,662,530 (Note 10)	2.109	0	0.000	Please refer to page 17.	None	None	None	None
	R.O.C	Scept Corp.	Not applicable	2023.05.30	2023.05.30	3 Years	6,720,000	0.318	10,900,000	0.503	Not applicable	0	0.000	0.000	Not applicable	Not applicable	Not applicable	Not applicable	
Director	R.O.C	Representative: Ko, Lee-Ching	Female 71-80	1982.06.12 (Note 7)	2023.05.30	3 Years	Not applicable	Not applicable	37,025	0.002	0	0.000	0	0.000	Please refer to page 18.	<b>Director:</b> EVA Airways Corp., Evergreen International Storage & Transport Corp., Evergreen Steel Corp. <b>Supervisor:</b> Evergreen Sky Catering Corp.	None	None	None

Title (Note 1)	Nationality or place of registration	Name	Gender Age (Note 2)	Date First Elected (Note 3)	Date Elected	Tenure	Shareholding When Elected (Note 9)		Current Shareholding (Note 9)		Spouse & Minors Shareholding		Shares Held by Nominee Arrangement		Experience & Education (Note 4)	Concurrent Positions in the Company and other companies	Executives, Directors or Supervisors who are Spouse or Relatives within Second degree of Kinship		
							Shares	(%)	Shares	(%)	Shares	(%)	Shares	(%)			Shares	(%)	Title
Director	R.O.C	Representative: Wu, Kuang-Hui	Male 61-70	2020.06.24	2024.01.01	2.41 Years	Not applicable	40,887	0.002	0	0.000	0	0.000	Please refer to page 18.	<b>President:</b> Evergreen Marine Corp. (Taiwan) Ltd. <b>Director:</b> Taipei Port Container Terminal Corp.	None	None	None	
	R.O.C	HUI Corp.	Not applicable	2020.06.24	2023.05.30	3 Years	400,000	0.018	400,000	0.018	Not applicable	0	0.000	Not applicable	Not applicable	Not applicable			
Director	R.O.C	Representative: Tai, Jjin-Chyuan	Male 61-70	2011.06.24 (Note 8)	2023.05.30	3 Years	Not applicable	774	0.000	0	0.000	0	0.000	Please refer to page 18.	<b>Chairman:</b> Central Reinsurance Corp. <b>Director:</b> EVA Airways Corp., Evergreen International Storage & Transport Corp., Evergreen Steel Corp., Evergreen Sky Catering Corp., Taipei Port Container Terminal Corp.	None	None	None	
	R.O.C	Evergreen Steel Corp.	Not applicable	2014.06.18	2023.05.30	3 Years	15,304,681	0.723	15,304,681	0.707	Not applicable	0	0.000	Not applicable	Not applicable	Not applicable			
Director	R.O.C	Representative: Lin, Wen-Kuei	Male 61-70	2024.01.01	2024.01.01	2.41 Years	Not applicable	92	0.000	0	0.000	0	0.000	Please refer to page 19.	<b>Chief Executive Vice President:</b> Evergreen Marine Corp. (Taiwan) Ltd. <b>Director:</b> Taipei Port Container Terminal Corp.	None	None	None	

Title (Note 1)	Nationality or place of registration	Name	Gender Age (Note 2)	Date First Elected (Note 3)	Date Elected	Tenure	Shareholding When Elected (Note 9)		Current Shareholding (Note 9)		Spouse & Minors Shareholding		Shares Held by Nominee Arrangement		Experience & Education (Note 4)	Concurrent Positions in the Company and other companies	Executives, Directors or Supervisors who are Spouse or Relatives within Second degree of Kinship		
							Shares	(%)	Shares	(%)	Shares	(%)	Shares	(%)			Title	Name	Relation
Independent Director	R.O.C	Yu, Fang-Lai	Male 71-80	2017.06.22	2023.05.30	3 Years	0	0.000	0	0.000	0	0.000	0	0.000	Please refer to page 19.	None	None	None	None
Independent Director	R.O.C	Li, Chang-Chou	Male 51-60	2017.06.22	2023.05.30	3 Years	0	0.000	0	0.000	0	0.000	0	0.000	Please refer to page 20.	<b>Independent Director:</b> Silicon Optronics, Inc., St.Shine Optical Co., Ltd., Hotai Insurance Co., Ltd.	None	None	None
Independent Director	R.O.C	Chang, Chia- Chee	Male 61-70	2014.06.18	2023.05.30	3 Years	0	0.000	0	0.000	0	0.000	0	0.000	Please refer to page 20.	Attorney-in-Charge, Tai-Yang Life Science Business Law Office	None	None	None

Note 1: For a corporate shareholder, the name of the corporate shareholder and its representative shall be listed separately (when listing the representative of a corporate shareholder, the name of the corporate shareholder shall also be noted), and Form 1 below shall also be completed.

Note 2: Please state the actual age, or, alternatively, state the age interval into which the actual age falls, e.g., 41~50 years, 51~60 years.

Note 3: Specify the time the person first began to serve as a director or supervisor of the Company. If there has been any break within a term or between terms, add a note specifying the circumstances.

Note 4: Specify experience and qualifications related to the current position. If during a period specified above the person has served in a position at a CPA firm that serves as external auditor/attestor, specify the position held and the duties for which the person was responsible.

Note 5: Where the chairperson of the board of directors and the general manager or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (e.g., increasing the number of independent directors and ensuring that a majority of directors do not concurrently serve as an employee or managerial officer): None.

Note 6: Mr. Chang, Kuo-Hua has served as a director of the Company from 09/02/1976 to 06/24/2004, 06/19/2008 to 06/24/2011, and from 06/18/2014 till present.

Note 7: Ms. Ko, Lee-Ching has served as a director or supervisor of the Company from 06/12/1982 to 03/31/1983, 06/11/1983 to 06/12/1984, and from 05/09/1992 till present.

Note 8: Mr. Tai, Jjin-Chyuan has served as a director of the Company from 06/24/ 2011 to 06/18/2014, and from 06/24/2020 till present.

Note 9: The Company had issued 2,116,420,082 shares when current Board of Directors was elected on 05/30/2023. As of 03/31/2025, the Company has issued 2,165,042,996 shares.

Note 10: Mr. Chang, Kuo-Hua and his spouse's Current Shareholding Shares includes proprietary shareholding and shares under trust with discretion reserved.

Note 11: The diversity policy of the Board of Directors: Please refer to pages 21 to 22.

## 2. Major shareholders of the institutional shareholders

MAR. 31, 2025

Name of Institutional Shareholder (Note1)	Major Shareholders of Institutional Shareholder (Note2)
HUI Corporation	Yang, Mei-Chen (86.36%) Chang, Chien-Hui (13.64%)
Scept Corporation	Yang, Mei-Chen (97.31%) Chang, Sheng-En (2.69%)
Evergreen Steel Corp.	Evergreen Marine Corp. (Taiwan) Ltd. (19%) Chang, Kuo-Hua (6.18%) Continental Engineering Corp. (6.15%) Chang Yung-Fa Foundation (6%) Shine Glow Investments Ltd. (6%) Yang, Mei-Chen (4.87%) Chang, Sheng-En (4.78%) Bank of Taiwan Co., Ltd. in custody for Yuanta Taiwan High Dividend Low Volatility ETF Account (3.20%) Wei-Dar Development Co., Ltd. (3.07%) TSRC Corp. (2.91%)

Note1: If the directors are institutional shareholders, please disclose the name of institute.

Note2: For the institutional shareholder which is not belong to the Company's organization, its name and shareholding ratio should be disclosed, i.e., the name of the contributor or donor and its contribution or donation ratio. The major shareholders of the institutional shareholder (for those holding more than 10% shares) and its shareholdings percentage should be disclosed. If the major shareholders of the institutional shareholders are institute, please fill in Form 2.

Note3: The data is provided by institutional shareholders, and from public information on website of Administration of Commerce, MOEA or MOPS.

Note4: When the institutional shareholder is not company organization, the mentioned name of institution and its shareholding ratio, which shall be disclosed, are defined as name of endower and its endowment ratio. If an endower has passed away, please further noted "Deceased".

### 3. Major shareholders of the Company's major institutional shareholders

MAR. 31, 2025

Legal Entity (Note1)	Name of Institutional Shareholders (Note2)	Major Shareholders of Institutional Shareholders (Note3)
Evergreen Steel Corp.	Evergreen Marine Corp. (Taiwan) Ltd.	Cathay United Bank Trust Account – Chang, Kuo-Hua (7.71%) Capital Tip Customized Taiwan Select High Dividend ETF (7.15%) Chang, Sheng-En (4.12%) Yuanta/P-shares Taiwan Dividend Plus ETF(3.48%) Chang, Yung-Fa (Deceased) (3.20%) Cathay United Bank Trust Account – Yang, Mei-Chen (2.11%) Hua Nan Commercial Bank, Ltd. in custody for Yuanta Taiwan Value High Dividend ETF (1.79%) Chang, Kuo-Hua (1.50%) New Labor Pension Fund (1.40%) Taiwan Business Bank, Ltd. in custody for United Taiwan High Dividend Recovery 30 ETF (1.24%)
	Continental Engineering Corp.	Continental Holdings Corp. (99.99%)
	Chang Yung-Fa Foundation (Note 6)	Chang ,Yung-Fa (Deceased) Chang, Shu-Hua (Deceased) Chang, Kuo-Hua Chang, Kuo-Ming Chang, Kuo-Cheng Evergreen International Corp. Evergreen Marine Corp. (Taiwan) Ltd. Everglory Transport Corp. Evergreen Investment Corp. Eversafy Container Terminal Corp. Evermaster Industrial Corp. Evergenius Computer Information Corp. Everlaural Trading Corp. Ltd. Uniglory Marine Corp.
	Shine Glow Investments Ltd.	Chang, Kuo-Cheng (95.10%) Tseng, Chiung-Hui (4.90%)
	Bank of Taiwan Co., Ltd. in custody for Yuanta Taiwan High Dividend Low Volatility ETF	Not applicable
Wei-Dar Development Co., Ltd.	Maoshi Corp. (99.59%) Han-De Construction Co., Ltd. (0.21%)	

Legal Entity (Note1)	Name of Institutional Shareholders (Note2)	Major Shareholders of Institutional Shareholders (Note3)
Evergreen Steel Corp.	TSRC Corp.	Bunker Industry Inc. (8.42%) Han-De Construction Co., Ltd. (7.64%) Wei-Dar Development Co., Ltd. (6.50%) Formosa Petrochemical Corporation (4.99%) Tamerton Group Limited (4.19%) Hao Ran Foundation (3.41%) Fubon Life Insurance Co., Ltd. (2.85%) Cathay Life Insurance Co., Ltd. (2.18%) Miriton Investment Limited (1.71%) Vanguard Emerging Markets Stock Index Fund, A Series of Vanguard International Equity Index Funds (1.20%)

Note 1: Name of Institutional Shareholders of Form 1.

Note 2: Name of Major Shareholders of Institutional Shareholders of Form 1.

Note 3: Fill in the name and shareholding ratio of the major shareholders (with the top-ten shareholding ratio) of the institutional shareholders.

Note 4: The data is provided by institutional shareholders, and from public information on website of Administration of Commerce, MOEA or MOPS.

Note 5: When the institutional shareholder is not company organization, the mentioned name of institution and its shareholding ratio, which shall be disclosed, are defined as name of endower and its endowment ratio. If an endower has passed away, please further noted "Deceased".

Note 6: The endowers are those listed in the Charter of Endowment of Chang Yung-Fa Foundation. Among which, Everglory Transport Corp. was the predecessor of Evergreen International Storage & Transport Corp., Evermaster Industrial Corp. was the predecessor of Evergreen Steel Corp., Evergreen Investment Corp., Eversaftey Container Terminal Corp., Evergenius Computer Information Corp., Everlaural Trading Corp. Ltd., and Uniglory Marine Corp. were dissolved.

#### 4. Professional Qualifications of Directors and Independence of Independent Directors

Mar. 31, 2025

Name and Title	Professional Qualifications and Experience	Independence Status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director or the member of Remuneration Committee
Chairman, Chang, Yen-I	<p>1. Education: Taipei College of Maritime Technology in Navigation (Now named Taipei University of Marine Technology)</p> <p>2. Professional qualifications and experience: Mr. Chang, Yen-I currently serves as the Chairman of the Company and Director of Evergreen International Storage &amp;Transport Corp., Taipei Port Container Terminal Corp., and Taiwan Terminal Services Corp. Ltd., and he was previously the Chairman of Taipei Port Container Terminal Corp. and United Stevedoring Corp.</p>	N/A	0
Director, Chang, Kuo-Hua	<p>1. Education: Taipei College of Maritime Technology in Marine Engineering (Now named Taipei University of Marine Technology)</p> <p>2. Professional qualifications and experience: Mr. Chang, Kuo-Hua currently serves as the Director of Evergreen International Corp., and he was previously the President and the Vice Chairman of the Company.</p>	N/A	0

Name and Title	Professional Qualifications and Experience	Independence Status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director or the member of Remuneration Committee
Director, Ko, Lee-Ching	<p>1. Education: National Keelung Girls' Senior High School</p> <p>2. Professional qualifications and experience: Ms. Ko, Lee-Ching currently serves as Director of EVA Airways Corp., Evergreen International Storage &amp;Transport Corp., and Evergreen Steel Corp. as well as the Supervisor of Evergreen Sky Catering Corp., and she was previously the Vice Group Chairman and Chief Financial Officer of Evergreen Group and the Chairman of Evergreen International Corp.</p>	N/A	0
Director, Tai, Jiin-Chyuan	<p>1. Education: Master of Maritime Law, National Taiwan Ocean University</p> <p>2. Professional qualifications and experience: Mr. Tai, Jiin-Chyuan currently serves as the Chairman of Central Reinsurance Corp. and the Director of EVA Airways Corp., Evergreen International Storage &amp;Transport Corp., Evergreen Steel Corp., Evergreen Sky Catering Corp., and Taipei Port Container Terminal Corp., and he was previously the Director &amp; President of Evergreen International Corp. and the Executive Vice President of Legal Dept. of Evergreen International Corp.</p>	N/A	0
Director, Wu, Kuang-Hui (Convener of the Sustainability Committee)	<p>1. Education: Master of Business Administration, National Sun Yat-Sen University</p> <p>2. Professional qualifications and experience: Mr. Wu, Kuang-Hui currently serves as the President of the Company and Director of Taipei Port Container Terminal Corp., and he was previously the Company's Executive Vice President of Finance Division and Chief Executive Vice President.</p>	N/A	0

Name and Title	Professional Qualifications and Experience	Independence Status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director or the member of Remuneration Committee
Director, Lin, Wen-Kuei	<p>1. Education: National Taiwan Ocean University in Merchant Marine (Now named National Taiwan College of Marine Science and Technology)</p> <p>2. Professional qualifications and experience: Mr. Lin, Wen-Kuei currently serves as the Chief Executive Vice President of the Company and the Director of Taipei Port Container Terminal Corp., and he was previously the President of Evergreen Shipping Agency (Netherlands) B.V. and the Chief of Logistics Division of the Company.</p>	N/A	0
Independent Director, Yu, Fang-Lai (Member of the Remuneration Committee, the Audit Committee and the Sustainability Committee)	<p>1. Education: MBA of Institute of Management Science, National Chiao Tung University (Now named National Yang Ming Chiao Tung University)</p> <p>2. Professional qualifications and experience:</p> <ul style="list-style-type: none"> <li>• Administrative Deputy Minister, Ministry of Transportation &amp; Communications (2002~2008)</li> <li>• Political Deputy Minister, Ministry of Transportation &amp; Communications (2008~2009)</li> <li>• Chairman, Chunghwa Post Co., Ltd. (2009~2013)</li> <li>• Director, China Aviation Development Foundation (2013~2016)</li> <li>• Independent Director, Evergreen International Storage &amp; Transport Corp. (2014~2017)</li> <li>• Independent Director, Evergreen Marine Corporation (Taiwan) Ltd. (Since 2017)</li> </ul>	All three independent directors meet the independence requirements of “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies”. (Note 2)	0

Name and Title	Professional Qualifications and Experience	Independence Status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director or the member of Remuneration Committee
<p>Independent Director, Li, Chang-Chou (Convener of the Audit Committee, member of the Remuneration Committee and the Sustainability Committee)</p>	<p>1. Education: Master of Accounting, University of Illinois at Urbana-Champaign</p> <p>2. Professional qualifications and experience:</p> <ul style="list-style-type: none"> <li>• Partner, PricewaterhouseCoopers, Taiwan (1999~2012)</li> <li>• Partner, CPA, Zhi Cheng CPA Firm (2013~2024)</li> <li>• Independent Director, Axcen Photonics Corporation, Ltd. (2015~2020)</li> <li>• Independent Director, Kuen Ling machinery refrigerating Co., LTD. (2015~2021)</li> <li>• Independent Director, Evergreen Marine Corporation (Taiwan) Ltd. (Since 2017)</li> <li>• Independent Director, Silicon Optronics, Inc. (Since 2017)</li> <li>• Independent Director, Hotai Insurance Co., Ltd. (Since 2020)</li> <li>• Independent Director, St.Shine Optical Co., Ltd. (Since 2021)</li> </ul>	<p>All three independent directors meet the independence requirements of “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies”. (Note 2)</p>	<p><b>Independent Director:</b></p> <ol style="list-style-type: none"> <li>1. Silicon Optronics, Inc.</li> <li>2. St.Shine Optical Co., Ltd.</li> <li>3. Hotai Insurance Co., Ltd.</li> </ol> <p><b>The member of Remuneration Committee:</b></p> <ol style="list-style-type: none"> <li>1. Silicon Optronics, Inc.</li> <li>2. St.Shine Optical Co., Ltd.</li> </ol>
<p>Independent Director, Chang, Chia-Chee (Convener of the Remuneration Committee, member of the Audit Committee and the Sustainability Committee)</p>	<p>1. Education:</p> <ul style="list-style-type: none"> <li>• Master of Law, National Taiwan University</li> <li>• Master of Science of Medicine Institute of Molecular Medicine, National Taiwan University</li> <li>• Master of Science in Accounting and Information Technology, National Chung Cheng University</li> </ul> <p>2. Professional qualifications and experience:</p> <ul style="list-style-type: none"> <li>• Doctor of Division of Nephrology, Taipei Veterans General Hospital (1988~2012)</li> <li>• Attorney-in-Charge, Tai-Yang Life Science Business Law Office (Since 1994)</li> <li>• Independent Director, Evergreen Marine Corporation (Taiwan) Ltd. (Since 2014)</li> </ul>	<p>All three independent directors meet the independence requirements of “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies”. (Note 2)</p>	<p>0</p>

Note 1: The current 9 directors of the Company do not fall under any of the circumstances listed in Article 30 of the Company Act.

Note 2: The Company reviews Independent Directors' qualifications once a year. The three Independent Directors themselves, as well as their spouses, relatives within the second degree of kinship, and lineal relatives within third degree of kinship, are not natural person shareholders holding an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings, and none of them is a director, supervisor, or employee of the Company or its affiliated companies. The three Independent Directors are not directors, supervisors, or employees of the companies and institutions defined in Article 3, Paragraph 1, Subparagraphs 5 to 8 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies". Furthermore, apart from serving as Independent Directors and members of the functional committees of the Company, they do not provide auditing or other professional services for the Company. Based on the above, all three Independent Directors meet the independence requirements.

## 5. Diversity and Independence of the Board of Directors

### (1) Diversity of the Board of Directors:

- A. According to the "Corporate Governance Best Practice Principles" of the Company, as stated in Paragraph 3 of Article 20, the composition of the Board of Directors should be diversified. Additionally, Paragraph 4 of the same Article requires that the members of the Board of Directors should pay attention to gender equality and possess the knowledge, skills, and accomplishments necessary to perform their duties. To achieve the ideal goal of corporate governance, all members of the Board of Directors should have the following capabilities:
  - a. Operational Judgment
  - b. Accounting and Financial Analysis
  - c. Management
  - d. Crisis Management
  - e. Industry Knowledge
  - f. International Market View
  - g. Leadership
  - h. Decision-Making
- B. The current Directors of the Company have expertise in various fields, including transportation management, business management, law, finance accounting, government and supervision, information technology and medical science among others. This diversity can enhance the professionalism of the Board of Directors' decision-making and contribute to the Company's long-term development and operation.
- C. The Company places great emphasis on gender equality in the composition of the board members, with a goal of at least 10% female Director. Currently, the Board has 8 male directors and 1 female director, and

female director accounting for 11.11% of the total number of Board members. To align with international trends and further enhance and implement gender diversity in the composition of the Board of Directors, the Company will evaluate the possibility of increasing board seats for different genders to meet the Company's operational needs and sustainable development goals, and achieve the target of having at least one-third of the board seats held by directors of either gender.

D. Going forward, the Company will modify its diversity policy in a timely manner based on the actual operation of the Board of Directors and its needs, with the aim of achieving the ideal goal of corporate governance.

E. The diversity of the Company's Board of Directors is as follows:

Directors		Basic Composition					Professional Abilities						
Title	Name	Nationality	Gender	Age	Employee of the Company	Tenure of Independent Director less than three	Business Management	Transportation Management	Finance Accounting	Law	Government & Supervision	Information Technology	Medical Science
Chairman	Chang, Yen-I	R.O.C	Male	61-70		N/A	✓	✓					
Director	Chang, Kuo-Hua	R.O.C	Male	61-70		N/A	✓	✓					
Director	Ko, Lee-Ching	R.O.C	Female	71-80	✓	N/A	✓	✓	✓				
Director	Tai, Jiin-Chyuan	R.O.C	Male	61-70	✓	N/A	✓	✓		✓			
Director	Wu, Kuang-Hui	R.O.C	Male	61-70	✓	N/A	✓	✓	✓				
Director	Lin, Wen-Kuei	R.O.C.	Male	61-70	✓	N/A	✓	✓					
Independent Director	Yu, Fang-Lai	R.O.C	Male	71-80		✓	✓	✓			✓		
Independent Director	Li, Chang-Chou	R.O.C	Male	51-60		✓	✓		✓				
Independent Director	Chang, Chia-Chee	R.O.C	Male	61-70			✓		✓	✓		✓	✓

## (2) Independence of the Board of Directors

A. The Company has a total of nine directors, three of whom are independent directors accounting for 33.33% of the total number of directors. To strengthen the independence and operational efficiency of the Board of Directors, the Company has formulated the "Rules

Governing the Duties of Independent Directors”, of which the independent directors comply with to perform their duties. In addition, during their tenure, none of the independent directors have established relationships that would be detrimental to the Company’s interests or would impair their judgement with management or relate parties of the Company. All independent directors are able to independently and effectively supervise the operations of the Board of Directors.

- B. There is no spousal relationship or the second-degree relationship among all directors of the Company. If board meeting matters involve interests of directors that could prejudice the interest of the Company, such directors shall refrain themselves from discussing and voting on the board meeting matters to ensure that the Board of Directors can make resolutions independently and objectively.

## 2-1-2 Management Team

Mar. 31, 2025

Title (Note1)	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience & Education (Note2)	Positions in other Companies	Managers who are Spouses or Relatives within Second-Degree of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
PRESIDENT	ROC	WU, KUANG- HUI	M	2024.01.01	40,887	0.002	0	0	0	0	EXP:EVERGREEN MARINE CORP. (TAIWAN) LTD. CHIEF EXECUTIVE VICE PRESIDENT EDU:NATIONAL SUN YAT-SEN UNIVERSITY BUSINESS MANAGEMENT	Director: Taipei Port Container Terminal Corp.	NIL	NIL	NIL
CHIEF EXECUTIVE VICE PRESIDENT	ROC	LIN, WEN-KUEI	M	2024.01.01	92	0	0	0	0	0	EXP:EVERGREEN SHIPPING AGENCY (NETHERLANDS) B.V. PRESIDENT EDU:NATIONAL TAIWAN OCEAN UNIVERSITY MERCHANT MARINE	Director: Taipei Port Container Terminal Corp.	NIL	NIL	NIL
SHIP DIV. DIV. CHIEF	ROC	HUANG, TSUNG-YUNG	M	2020.04.01	34,800	0.002	0	0	0	0	EXP: EVERGREEN MARINE CORP. (TAIWAN) LTD. SHIPBUILDING DEPT. EXECUTIVE VICE PRESIDENT EDU:NATIONAL TAIWAN OCEAN UNIVERSITY SYSTEMS ENGINEERING AND NAVAL ARCHITECTURE	NIL	NIL	NIL	NIL

Title (Note1)	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience & Education (Note2)	Positions in other Companies	Managers who are Spouses or Relatives within Second-Degree of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
CUSTOMER RELATIONSHIP MANAGEMENT DIV. DIV. CHIEF	ROC	FANG, YU-YEN	F	2020.04.10	465	0	0	0	0	0	EXP: EVERGREEN INTERNATIONAL CORP. INTERNATIONAL CUSTOMER SERVICE DIV. EXECUTIVE VICE PRESIDENT EDU:SHILIN HIGH SCHOOL OF COMMERCE BUSINESS MANAGEMENT	NIL	NIL	NIL	NIL
BUSINESS DIV. DIV. CHIEF	ROC	CHANG, DA-CHIH	M	2023.12.25	0	0	0	0	0	0	Exp: EVERGREEN SHIPPING AGENCY (AMERICA) CORP. PRESIDENT EDU:SSOOCHOW UNIVERSITY BUSINESS ADMINISTRATION	NIL	NIL	NIL	NIL
COMPUTER DIV. DIV. CHIEF (CHIEF INFORMATION SECURITY OFFICER)	ROC	HUANG, CHAO-KUO	M	2022.03.17	0	0	1,286	0	0	0	EXP: EVERGREEN INTERNATIONAL CORP. COMPUTER DIV. EXECUTIVE VICE PRESIDENT EDU:TAMKANG UNIVERSITY ACCOUNTING	NIL	AUDITING DEPT. DEPT. HEAD	WU, YU-CHI	SPOUSES
FINANCE DIV. DIV. CHIEF	ROC	TSAI, I-JUNG	M	2014.07.01	0	0	0	0	0	0	EXP: ITALIA MARITTIMA S.p.A. FINANCE DEPT. SENIOR VICE PRESIDENT EDU:TAMKANG UNIVERSITY ACCOUNTING	NIL	NIL	NIL	NIL
PROJECT DIV. DIV. CHIEF	ROC	CHEN, WEI-HSUN	M	2025.01.01	10,366	0	0	0	0	0	EXP: EVERGREEN MARINE (UK) LTD. CHAIRMAN EDU:UNIVERSITY OF CENTRAL OKLAHOMA FAMILY AND CONSUMER SCIENCE EDUCATION	NIL	NIL	NIL	NIL

Title (Note1)	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience & Education (Note2)	Positions in other Companies	Managers who are Spouses or Relatives within Second-Degree of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
LOGISTICS DIV. DIV. CHIEF	ROC	KUO, YUAN- PING	M	2024.03.01	8	0	0	0	0	0	EXP: EVERGREEN MARINE CORP. (TAIWAN) LTD. LOGISTICS DIV. EQUIPMENT CONTROL DEPT. DEPT. HEAD EDU: NATIONAL YANG MING UNI- VERSITY TRANSPORTATION AND LOGISTICS MANAGEMENT	NIL	NIL	NIL	NIL
KSG TERMINAL DIV. DIV. CHIEF	ROC	WU, YUEH- FENG	M	2024.03.01	0	0	0	0	0	0	EXP: EVERGREEN MARINE CORP. (TAIWAN) LTD. KSG TERMINAL DIV. TER- MINAL OPERATION DEPT. II DEPT. HEAD EDU: KAHSIUNG COLLEGE OF MARINE TECHNOLOGY SHIPPING TECHNOLOGY	Chairman: Taiwan Terminal Ser- vices Corp. Ltd.	NIL	NIL	NIL
SHIP DIV. DEPUTY DIV. CHIEF	ROC	YANG, HONG- MING	M	2025.01.01	0	0	0	0	0	0	EXP: EVERGREEN MARINE CORP. (TAIWAN) LTD. SEAMAN DEPT. DEPT. HEAD EDU: NATIONAL CHIAO TUNG UNIVERSITY TRANSPORTATION & LOGIS- TICS MANAGEMENT	NIL	NIL	NIL	NIL

Title (Note1)	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience & Education (Note2)	Positions in other Companies	Managers who are Spouses or Relatives within Second-Degree of Kinship		
					Shares	%	Shares	%	Shares	%			Shares	%	Title
KSG TERMINAL DIV. DEPUTY DIV. CHIEF	ROC	PAN, CHIN- TUNG	M	2024.03.01	0	0	0	0	0	0	EXP: EVERGREEN MARINE CORP. (TAIWAN) LTD. KSG TERMINAL DIV. MAIN- TENANCE DEPT.II DEPT. HEAD EDU:KAOHSIUNG COLLEGE OF TECHNOLOGY MECHANICAL ENGINEERING	NIL	NIL	NIL	NIL
PROJECT DIV. BUSINESS COORDINA- TION DEPT. DEPT. HEAD	R.O.C	WEI, WEI-DER	M	2021.01.01	75,000	0.003	0	0	0	0	EXP: EVERGREEN SHIPPING AGENCY (EUROPE) GMBH PRESIDENT EDU:NATIONAL CHUNG HSING UNIVERSITY FINANCE AND COOPERA- TIVE MANAGEMENT	NIL	NIL	NIL	NIL
PROJECT DIV. NORTH AMERICA DEPT. DEPT. HEAD	R.O.C	HSU, CHING-CHE	M	2022.01.01	0	0	0	0	0	0	EXP: EVERGREEN SHIPPING AGENCY (AMERICA) CORP. DALLAS OFFICE SENIOR VICE PRESIDENT EDU:NATIONAL CHUNG HSING UNIVERSITY FOREIGN LANGUAGES AND LITERATURES	NIL	NIL	NIL	NIL

Title (Note1)	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience & Education (Note2)	Positions in other Companies	Managers who are Spouses or Relatives within Second-Degree of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
PROJECT DIV. LATIN AMERICA DEPT. DEPT. HEAD	R.O.C	SU, MING-SUNG	M	2021.01.01	0	0	0	0	0	0	EXP: EVERGREEN INTERNATIONAL CORP. LATIN AMERICA DEPT. DEPUTY SENIOR VICE PRESIDENT EDU: NATIONAL CHIAO TUNG UNIVERSITY TRANSPORTATION AND LOGISTICS MANAGEMENT	NIL	NIL	NIL	NIL
PROJECT DIV. EUROPE DEPT. DEPT. HEAD	R.O.C	HUANG, SHENG-PENG	M	2021.01.01	172	0	375	0	0	0	EXP: EVERGREEN SHIPPING AGENCY(EUROPE) GMBH PRESIDENT EDU: CHINESE CULTURE UNIVERSITY MECHANICAL ENGINEERING	NIL	NIL	NIL	NIL
CUSTOMER RELATION-SHIP MANAGEMENT DIV. CUSTOMER RELATION-SHIP MANAGEMENT DEPT. DEPT. HEAD	R.O.C	CHIU, PING-CHUAN	F	2022.01.01	0	0	0	0	0	0	EXP: EVERGREEN INTERNATIONAL CORP. INTERNATIONAL CUSTOMER SERVICE DIV. CUSTOMER SERVICE SYSTEM DEPT. DEPUTY SENIOR VICE PRESIDENT EDU: NATIONAL SUN YAT-SEN UNIVERSITY INFORMATION MANAGEMENT	NIL	NIL	NIL	NIL

Title (Note1)	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience & Education (Note2)	Positions in other Companies	Managers who are Spouses or Relatives within Second-Degree of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
CUSTOMER RELATIONSHIP MANAGEMENT DIV. CUSTOMER DATA PROCESSING DEPT.II DEPT. HEAD	R.O.C	CHOU, SO-HUI	F	2022.07.04	83,705	0.004	24,067	0.001	0	0	EXP: EVERGREEN INTERNATIONAL CORP. CUSTOMER SERVICE DIV. DOCUMENTATION DEPT. SENIOR VICE PRESIDENT EDU:FU JEN CATHOLIC UNIVERSITY FRENCH LANGUAGE AND CULTURE	NIL	NIL	NIL	NIL
INVESTMENT DEPT DEPT. HEAD	R.O.C	KUO, FENG-YI	M	2024.03.01	0	0	0	0	0	0	EXP: EVERGREEN MARINE CORP. (TAIWAN) LTD. KSG TERMINAL DIV. DIV. CHIEF EDU:TUNGSHAI UNIVERSITY BUSINESS ADMINISTRATION	NIL	NIL	NIL	NIL
BUSINESS DIV. IMPORT DEPT. DEPT. HEAD	R.O.C	LU, PAO-LUNG	M	2022.03.10	0	0	0	0	0	0	EXP: EVERGREEN INTERNATIONAL CORP. BUSINESS DIV. IMPORT DEPT. DEPUTY SENIOR VICE PRESIDENT EDU:NATIONAL TAIWAN INSTITUTE OF TECHNOLOGY INDUSTRIAL MANAGEMENT	NIL	NIL	NIL	NIL

Title (Note1)	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience & Education (Note2)	Positions in other Companies	Managers who are Spouses or Relatives within Second-Degree of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
TRAFFIC DEPT. DEPT. HEAD	R.O.C	LEE, KUEI-CHU	F	2022.10.17	10,772	0	1,000	0	0	0	EXP: EVERGREEN INTERNATIONAL CORP. CUSTOMER SERVICE DIV. TRAFFIC DEPT. SENIOR VICE PRESIDENT EDU: NATIONAL TAIPEI COLLEGE OF BUSINESS BANKING AND INSURANCE	NIL	NIL	NIL	NIL
FINANCE DIV. FINANCE DEPT. DEPT. HEAD (FINANCE SUPERVISOR)	R.O.C	MO, CHENG-PING	M	2017.02.22	0	0	507	0	0	0	EXP: ITALIA MARITTIMA S.p.A. CHIEF EXECUTIVE VICE PRESIDENT EDU: TAMSUI INSTITUTE OF BUSINESS ADMINISTRATION PUBLIC FINANCE AND TAXATION	Supervisor: Taiwan Terminal Services Corp. Ltd.	NIL	NIL	NIL
SUPERVISORY DEPT. DEPT. HEAD	R.O.C	CHAO, HUI-LING	F	2022.01.10	0	0	0	0	0	0	EXP: EVERGREEN INTERNATIONAL CORP. SUPERVISORY DEPT. SENIOR VICE PRESIDENT EDU: NATIONAL CHENGCHI UNIVERSITY BANKING	NIL	NIL	NIL	NIL
CORPORATE GOVERNANCE DEPT. DEPT. HEAD (CORPORATE GOVERNANCE OFFICER)	R.O.C	HSEIH, SHU-HUI	F	2016.04.27	0	0	0	0	0	0	EXP: EVERGREEN INTERNATIONAL CORP. STOCKS DEPT. SENIOR VICE PRESIDENT EDU: SOOCHOW UNIVERSITY LAW	NIL	NIL	NIL	NIL

Title (Note1)	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience & Education (Note2)	Positions in other Companies	Managers who are Spouses or Relatives within Second-Degree of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
HUMAN RESOURCES DEPT. DEPT. HEAD	R.O.C	YANG, PI-SAO	F	2014.01.01	7,200	0	0	0	0	0	EXP: EVERGREEN GROUP MANAGEMENT OFFICE JUNIOR VICE PRESIDENT EDU: LAWRENCE TECHNOLOGICAL UNIVERSITY BUSINESS ADMINISTRATION	NIL	NIL	NIL	NIL
PUBLIC RELATIONS DEPT. DEPT. HEAD	R.O.C	LI, YING-TI	F	2022.03.10	10,000	0	0	0	0	0	EXP: EVERGREEN INTERNATIONAL CORP. PUBLIC RELATIONS DEPT. SENIOR VICE PRESIDENT EDU: SHIH HSIN SCHOOL OF JOURNALISM JOURNALISM	NIL	NIL	NIL	NIL
TAIPEI PORT OFFICE OFFICE HEAD	R.O.C	LU, HUANG-CHUAN	M	2023.10.13	0	0	0	0	0	0	EXP: EVERGREEN MARINE CORP. (MALAYSIA) SDN.BHD. LOGISTICS DEPT. SENIOR VICE PRESIDENT EDU: CHIN-YI INSTITUTE OF TECHNOLOGY ELECTRICAL POWER	NIL	NIL	NIL	NIL
PROJECT DIV. NEAR EAST DEPT. DEPT. HEAD	R.O.C	CHUANG, CHAO-WEI	M	2024.10.14	0	0	0	0	0	0	EXP: EVERGREEN SHIPPING AGENCY (INDIA) PRIVATE LTD. PRESIDENT EDU: CHUNG YUAN UNIVERSITY INFORMATION MANAGEMENT	NIL	NIL	NIL	NIL

Title (Note1)	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience & Education (Note2)	Positions in other Companies	Managers who are Spouses or Relatives within Second-Degree of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
SHIP DIV. MARITECH DEPT. DEPT. HEAD	R.O.C	LI, HUA-LUNG	M	2022.02.14	12,076	0.001	0	0	0	0	EXP: EVERGREEN MARINE CORP. (TAIWAN) LTD. SHIP DIV. SEAMAN DEPT. DEPUTY SENIOR VICE PRESIDENT EDU: NATIONAL TAIWAN OCEAN UNIVERSITY SHIPPING AND TRANSPORTATION MANAGEMENT	NIL	NIL	NIL	NIL
SHIP DIV. SUPPLY DEPT. DEPT. HEAD	R.O.C	YEH, CHING-RONG	M	2020.07.01	9,200	0	0	0	0	0	EXP: EVERGREEN MARINE CORP. (TAIWAN) LTD. MAINTENANCE DEPT. DEPUTY SENIOR VICE PRESIDENT EDU: NATIONAL TAIWAN OCEAN UNIVERSITY MARINE ENGINEERING	NIL	NIL	NIL	NIL
SHIP DIV. SHIPBUILDING DEPT. DEPT. HEAD	R.O.C	WENG, CHAO-YUEH	M	2023.08.31	120	0	100	0	0	0	EXP: EVERGREEN MARINE CORP. (TAIWAN) LTD. SHIP DIV. SHIPBUILDING DEPT. JUNIOR VICE PRESIDENT EDU: NATIONAL CHENG KUNG UNIVERSITY NAVAL ARCHITECTURE ENGINEERING	NIL	NIL	NIL	NIL

Title (Note1)	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience & Education (Note2)	Positions in other Companies	Managers who are Spouses or Relatives within Second-Degree of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
LOGISTICS DIV. EQUIPMENT CONTROL DEPT. DEPT. HEAD	R.O.C	LIN, YU-CHANG	M	2024.03.01	0	0	13	0	0	0	EXP: EVERGREEN MARINE CORP. (TAIWAN) LTD. LOGISTICS DIV. EQUIPMENT SERVICE DEPT. DEPT. HEAD EDU: FU JEN CATHOLIC UNIVERSITY ECONOMICS	NIL	NIL	NIL	NIL
CUSTOMER RELATION-SHIP MANAGEMENT DIV. CUSTOMER DATA PROCESSING DEPT. DEPT. HEAD	R.O.C	CHHEN, CHIN-FANG	F	2022.06.20	0	0	0	0	0	0	EXP: EVERGREEN INTERNATIONAL CORP. INTERNATIONAL CUSTOMER SERVICE DIV. DATA MAINTENANCE DEPT. DEPT. SENIOR VICE PRESIDENT EDU: NATIONAL TAIPEI COLLEGE OF BUSINESS INTERNATIONAL TRADE	NIL	NIL	NIL	NIL
OPERATION COORDINATION DEPT. DEPT. HEAD	R.O.C	TSAI, YU-TA	M	2024.04.01	0	0	0	0	0	0	EXP: EVERGREEN SHIPPING AGENCY (DEUTSCHLAND) GMBH LOGISTICS DEPT. DEPT. SENIOR VICE PRESIDENT EDU: CHINA JUNIOR COLLEGE OF TECHNOLOGY ELECTRICAL ENGINEERING	NIL	NIL	NIL	NIL

Title (Note1)	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience & Education (Note2)	Positions in other Companies	Managers who are Spouses or Relatives within Second-Degree of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
OPERATION DEPT. DEPT. HEAD	R.O.C	HWANG, YI- SYOU	M	2018.04.01	0	0	0	0	0	0	EXP: EVERGREEN MARINE CORP. (TAIWAN) LTD. OPERATION COORDINATION DEPT. DEPUTY SENIOR VICE PRESIDENT EDU: CHINA JUNIOR COLLEGE OF MARINE TECHNOLOGY NAVIGATION	NIL	NIL	NIL	NIL
BUSINESS DIV. EUROPE DEPT. DEPT. HEAD	R.O.C	CHENG, CHI-YI	M	2022.03.10	0	0	0	0	0	0	EXP: EVERGREEN INTERNATIONAL CORP. BUSINESS DIV. EUROPE DEPT. DEPUTY SENIOR VICE PRESIDENT EDU: NATIONAL TAIPEI COLLEGE OF BUSINESS TRANSPORTATION AND COMMUNICATION MANAGEMENT	NIL	NIL	NIL	NIL
DOCUMENTA- TION DEPT. DEPT. HEAD	R.O.C	LIN, CHI-DAY	F	2022.10.17	0	0	0	0	0	0	EXP: EVERGREEN INTERNATIONAL CORP. INTERNATIONAL CUSTOMER SERVICE DIV. DATA MAINTENANCE DEPT. DEPUTY SENIOR VICE PRESIDENT EDU: TAMKANG UNIVERSITY INTERNATIONAL TRADE	NIL	NIL	NIL	NIL

Title (Note1)	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience & Education (Note2)	Positions in other Companies	Managers who are Spouses or Relatives within Second-Degree of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
COMPUTER DIV. SYSTEM MANAGEMENT DEPT. HEAD	R.O.C	LIN, YU-HUAN	M	2023.02.01	0	0	0	0	0	0	EXP: EVERGREEN INTERNATIONAL CORP. COMPUTER DIV. SYSTEM MANAGEMENT DEPT. JUNIOR VICE PRESIDENT EDU: YUAN-ZE INSTITUTION OF TECHNOLOGY COMPUTER SCIENCE AND ENGINEERING	NIL	NIL	NIL	NIL
AUDITING DEPT. HEAD (INTERNAL AUDIT OFFICER)	R.O.C	WU, YU-CHI	F	2015.01.01	1,286	0	0	0	0	0	EXP: EVERGREEN MARINE CORP. (TAIWAN) LTD. FINANCE DIV. FINANCE DEPT. JUNIOR VICE PRESIDENT EDU: CHUNGYU INSTITUTE OF TECHNOLOGY ACCOUNTING	NIL	COMPUTER DIV. CHIEF	HUANG, CHAO-KUO	SPOUSES
KAOHSIUNG OFFICE OFFICE HEAD	R.O.C	WANG, CHIEN-KUO	M	2022.03.10	0	0	0	0	0	0	EXP: EVERGREEN INTERNATIONAL CORP. KAOHSIUNG OFFICE DEPUTY SENIOR VICE PRESIDENT EDU: NATIONAL CHENGCHI UNIVERSITY INTERNATIONAL TRADE	NIL	NIL	NIL	NIL

Title (Note1)	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience & Education (Note2)	Positions in other Companies	Managers who are Spouses or Relatives within Second-Degree of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
PROJECT DIV. BUSINESS COORDINATION DEPT. DEPUTY DEPT. HEAD	R.O.C	HUANG, YI-EN	M	2023.12.01	100	0	0	0	0	0	EXP: EVERGREEN SHIPPING AGENCY (CHINA) CO., LTD. (SHANGHAI BRANCH) MARINE DEPT. DEPUTY SENIOR VICE PRESIDENT EDU: NATIONAL TAIWAN OCEAN UNIVERSITY SHIPPING AND TRANSPORTATION MANAGEMENT	NIL	NIL	NIL	NIL
CUSTOMER RELATIONSHIP MANAGEMENT DIV. CUSTOMER RELATIONSHIP MANAGEMENT DEPT. DEPUTY DEPT. HEAD	R.O.C	CHEN, MEI-CHI	F	2023.02.01	0	0	0	0	0	0	EXP: EVERGREEN INTERNATIONAL CORP. INTERNATIONAL CUSTOMER SERVICE DIV. CUSTOMER SERVICE SYSTEM DEPT. JUNIOR VICE PRESIDENT EDU: TAMKANG UNIVERSITY INTERNATIONAL TRADE	NIL	NIL	NIL	NIL
OPERATION COORDINATION DEPT. DEPUTY DEPT. HEAD	R.O.C	CHANG, CHIH-CHAO	M	2024.04.01	0	0	0	0	0	0	EXP: EVERGREEN MARINE CORP. (TAIWAN) LTD. PROJECT DEPT. DEPUTY SENIOR VICE PRESIDENT EDU: TAMKANG UNIVERSITY NAVIGATION	NIL	NIL	NIL	NIL

Title (Note1)	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience & Education (Note2)	Positions in other Companies	Managers who are Spouses or Relatives within Second-Degree of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
INVESTMENT DEPT. DEPUTY DEPT. HEAD	R.O.C	FAN, CHENG-FU	M	2024.03.01	0	0	0	0	0	0	EXP: EVERGREEN INTERNATIONAL CORP. INVESTMENT DEPT. DEPUTY SENIOR VICE PRESIDENT EDU: CHUNG YUAN CHRISTIAN UNIVERSITY HYDRAULIC ENGINEERING	NIL	NIL	NIL	NIL
SUPERVISORY DEPT. DEPUTY DEPT. HEAD	R.O.C	CHENG, HUI-CHEN	F	2023.02.01	465	0	0	0	0	0	EXP: EVERGREEN INTERNATIONAL CORP. SUPERVISORY DEPT. JUNIOR VICE PRESIDENT EDU: MING CHUAN COLLEGE OF MANAGEMENT FINANCIAL MANAGEMENT	NIL	NIL	NIL	NIL
HUMAN RESOURCES DEPT. DEPUTY DEPT. HEAD	R.O.C	LIN, AN-YI	M	2022.01.01	0	0	0	0	0	0	EXP: EVERGREEN SHIPPING AGENCY (CHINA) CO., LTD. (SHANGHAI BRANCH) HUMAN RESOURCES DEPT. JUNIOR VICE PRESIDENT EDU: NATIONAL CENTRAL UNIVERSITY BUSINESS ADMINISTRATION	NIL	NIL	NIL	NIL

Title (Note1)	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience & Education (Note2)	Positions in other Companies	Managers who are Spouses or Relatives within Second-Degree of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
FINANCE DIV. FINANCE DEPT. DEPUTY DEPT. HEAD (AC-COUNTING SUPERVISOR)	R.O.C	CHANG, CHUAN-FU	M	2019.01.01	800	0	0	0	0	0	EXP: EVERGREEN MARINE CORP. (TAIWAN) LTD. FINANCE DIV. FINANCE DEPT. DEPUTY JUNIOR VICE PRESIDENT EDU: NATIONAL CHUNG HSING UNIVERSITY PUBLIC FINANCE	NIL	NIL	NIL	NIL
FINANCE DIV. ASSESSMENT DEPT.II VICE PRESIDENT	R.O.C	LEE, SHU-FENG	M	2022.06.01	15,200	0.001	0	0	0	0	EXP: COLON CONTAINER TERMINAL S.A. FINANCE DEPT. SENIOR VICE PRESIDENT EDU: FU JEN CATHOLIC UNIVERSITY STATISTICS	NIL	NIL	NIL	NIL
PROJECT DIV. BUSINESS COORDINATION DEPT. VICE PRESIDENT	R.O.C	TSENG, NENG-FANG	M	2021.01.01	0	0	0	0	0	0	EXP: EVERGREEN INTERNATIONAL S.A. HKG REPRESENTATIVE EDU: TUNG HAI UNIVERSITY INTERNATIONAL BUSINESS	NIL	NIL	NIL	NIL
PROJECT DIV. BUSINESS COORDINATION DEPT. VICE PRESIDENT	R.O.C	SHIH, WANG-YIF	M	2024.10.01	12,000	0.001	0	0	0	0	EXP: EVERGREEN SHIPPING AGENCY (EUROPE) GMBH NETHERLANDS BRANCH EXECUTIVE VICE PRESIDENT EDU: TUNG HAI UNIVERSITY SOCIAL WORK	NIL	NIL	NIL	NIL

Title (Note1)	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience & Education (Note2)	Positions in other Companies	Managers who are Spouses or Relatives within Second-Degree of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
PROJECT DIV. BUSINESS COORDINA- TION DEPT. VICE PRESI- DENT	R.O.C	CHAO, CHIEN- HSIN	M	2024.06.21	2,000	0	0	0	0	0	EXP: EVERGREEN MARINE (HONG KONG) LTD. EXECUTIVE VICE PRESIDENT EDU:TUNGSHAI UNIVERSITY INTERNATIONAL BUSINESS	NIL	NIL	NIL	NIL
PROJECT DIV. BUSINESS COORDINA- TION DEPT. VICE PRESI- DENT	R.O.C	CHEN, CHUN- YEN	M	2021.01.01	0	0	0	0	0	0	EXP: EVERGREEN INTERNATION- AL CORP. BUSINESS DIV. AMERICA DEPT. DEPUTY SENIOR VICE PRESIDENT EDU:NATIONAL TAIWAN OCEAN UNIVERSITY SHIPPING AND TRANSPOR- TATION MANAGEMENT	NIL	NIL	NIL	NIL
PROJECT DIV. BUSINESS COORDINA- TION DEPT. VICE PRESI- DENT	R.O.C	CHENG, MIN- CHOU	M	2021.01.01	0	0	0	0	0	0	EXP: EVERGREEN INTERNATION- AL CORP. BUSINESS DIV. EUROPE DEPT. DEPUTY SENIOR VICE PRESIDENT EDU:CHINESE CULTURE UNIVER- SITY INTERNATIONAL TRADE	NIL	NIL	NIL	NIL

Title (Note1)	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience & Education (Note2)	Positions in other Companies	Managers who are Spouses or Relatives within Second-Degree of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
PROJECT DIV. BUSINESS COORDINATION DEPT. VICE PRESIDENT	R.O.C	SHEU, DONG-HAN	M	2021.01.01	0	0	0	0	0	0	EXP: EVERGREEN MARINE (UK) LIMITED PROJECT DIV. DEPUTY SENIOR VICE PRESIDENT EDU: NATIONAL CHUNG HSING UNIVERSITY ECONOMICS	NIL	NIL	NIL	NIL
PROJECT DIV. BUSINESS COORDINATION DEPT. VICE PRESIDENT	R.O.C	JOU, KUEN-CHENG	M	2021.04.25	0	0	189	0	0	0	EXP: EVERGREEN MARINE CORP. (TAIWAN) LTD. SUPERVISORY DEPT. VICE PRESIDENT EDU: NATIONAL TAIPEI COLLEGE OF BUSINESS INFORMATION MANAGEMENT	NIL	NIL	NIL	NIL
PROJECT DIV. REEFER & SPECIAL CONTAINER DEPT. VICE PRESIDENT	R.O.C	HUANG, TENG-WEI	M	2023.11.13	0	0	0	0	0	0	EXP: EVERGREEN SHIPPING AGENCY (ISRAEL) LTD. PRESIDENT EDU: NATIONAL TAIPEI COLLEGE OF BUSINESS INTERNATIONAL TRADE	NIL	NIL	NIL	NIL

Title (Note1)	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience & Education (Note2)	Positions in other Companies	Managers who are Spouses or Relatives within Second-Degree of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
OPERATION COORDINA- TION DEPT. VICE PRESIDENT	R.O.C	YEH, CHENG- HUNG	M	2024.06.17	1,200	0	0	0	0	0	EXP: EVERGREEN INTERNATION- AL CORP. BUSINESS DIV. INTRA ASIA DEPT. DEPUTY SENIOR VICE PRESIDENT EDU: NATIONAL CHIAO TUNG UNIVERSITY MANAGEMENT SCIENCE	NIL	NIL	NIL	NIL

Note1: The information in this table should be disclosed for the general manager, assistant general managers, deputy assistant general managers, and the chiefs of all the company's divisions and branch units, including all persons in positions equivalent to general manager, assistant general manager, or deputy assistant general manager, regardless of job title.

Note2: Specify experience and qualifications related to the current position. If during a period specified above, the person has served in a position at a CPA firm that serves as external auditor/attestor, specify the position held and the duties for which the person was responsible.

Note3: The General Manager or person of equivalent position (Top Manager) and the Chairman are the same person, each other's spouse, or relatives in the first-degree: None.

## 2-2 Remuneration of Directors, President, and Vice Presidents

### 2-2-1 Remuneration of General Directors and Independent Directors

Unit: TWD Thousands

Title	Name	Remuneration				Total Remuneration (A+B+C+D) and Ratio of Total Remuneration to Net Income (Note 7)		Relevant Remuneration Received by Directors Who are Also Employees				Total Compensation (A+B+C+D+E+F+G) and Ratio of Total Compensation to Net Income (Note 7)		Compensation from invested companies other than subsidiaries of EMC (Note 8)				
		Base Compensation (A) (Note 1)		Severance Pay (B)		Directors Remuneration (C) (Note 2)		Allowances (D) (Note 3)		Salary, Bonuses, and Allowances (E) (Note 4)		Severance Pay (F) (Note 6)			Employee Compensation (G) (Note 5)			
		EMC	EMC & its Consolidated Subsidiaries (Note 6)	EMC	EMC & its Consolidated Subsidiaries (Note 6)	EMC	EMC & its Consolidated Subsidiaries (Note 6)	EMC	EMC & its Consolidated Subsidiaries (Note 6)	EMC	EMC & its Consolidated Subsidiaries (Note 6)	EMC	EMC & its Consolidated Subsidiaries (Note 6)		EMC	EMC & its Consolidated Subsidiaries (Note 6)	EMC	
																		Cash
Chairman	HUI Corp. Representative: Chang, Yen-I	13,727	13,727	0	0	2,000	2,000	60	60	0	0	0	0	0	0	15,787/ 0.01%	15,787/ 0.01%	2,090
Director	Chang, Kuo-Hua	0	0	1,500	1,500	54	54	60	60	0	0	0	0	0	0	1,554/ 0.00%	1,554/ 0.00%	0
Director	Scept Corp. Representative: Ko, Lee-Ching	0	0	1,500	1,500	60	60	60	60	6,120	6,120	108	108	792	792	1,560/ 0.00%	1,630/ 0.00%	4,161
Director	HUI Corp. Representative: Tai, Jjin-Chyuan	0	0	1,500	1,500	60	60	60	60	4,139	4,139	71	71	473	473	1,560/ 0.00%	1,660/ 0.00%	4,780
Director	Scept Corp. Representative: Wu, Kuang-Hui	0	0	1,500	1,500	102	102	102	102	11,212	11,212	0	0	1,440	1,440	1,602/ 0.00%	1,702/ 0.00%	447

Title	Name	Remuneration						Total Remuneration (A+B+C+D) and Ratio of Total Remuneration to Net Income (Note 7)			Relevant Remuneration Received by Directors Who are Also Employees				Total Compensation (A+B+C+D+E+F+G) and Ratio of Total Compensation to Net Income (Note 7)		Compensation from invested companies other than subsidiaries of EMC (Note 8)	
		Base Compensation (A) (Note 1)		Severance Pay (B)		Directors Remuneration (C) (Note 2)		Allowances (D) (Note 3)		EMC & its Consolidated Subsidiaries (Note 6)	EMC & its Consolidated Subsidiaries (Note 6)	EMC & its Consolidated Subsidiaries (Note 6)	EMC & its Consolidated Subsidiaries (Note 6)	EMC & its Consolidated Subsidiaries (Note 6)	EMC & its Consolidated Subsidiaries (Note 6)	EMC & its Consolidated Subsidiaries (Note 6)		EMC & its Consolidated Subsidiaries (Note 6)
		EMC	EMC & its Consolidated Subsidiaries (Note 6)	EMC	EMC & its Consolidated Subsidiaries (Note 6)	EMC	EMC & its Consolidated Subsidiaries (Note 6)	EMC	EMC & its Consolidated Subsidiaries (Note 6)									
										Cash	Stock	Cash	Stock					
Director	Evergreen Steel Corp. Representative: Lin, Wei-Kuei	0	0	0	0	1,500	1,500	60	60	1,560/ 0.00%	9,326	9,326	108	108	1,152	0	12,146/ 0.01%	184
Independent Director	Yu, Fang-Lai	1,940	0	0	0	0	168	168	2,108/ 0.00%	0	0	0	0	0	0	0	2,108/ 0.00%	0
Independent Director	Li, Chang-Chou	1,940	0	0	0	0	168	168	2,108/ 0.00%	0	0	0	0	0	0	0	2,108/ 0.00%	0
Independent Director	Chang, Chia-Chee	1,940	0	0	0	0	168	168	2,108/ 0.00%	0	0	0	0	0	0	0	2,108/ 0.00%	0

1. Illustrate the policy, system, standards and structure in place for paying remuneration to Independent Directors, and describe the relevance of the amount of remuneration with its responsibilities, risks undertaken, engaged time and other factors:

(1) According to "Payment Regulation of Directors Compensation", the Company's Independent Directors receive monthly remuneration and allowances for each Board Meeting and Committee Meeting they attend; Independent Directors are not entitled to receive Directors' Compensation.

In addition, the Evaluation Results of Board of Directors can be used as a reference to determine compensation of Independent Directors; and the Company may give out bonus based on the Company's business results and individual Independent Director's participation in and contribution value to the Company's operation.

(2) The Company periodically reviews the remuneration standard and structure for independent directors. These reviews are based on the Company's operating performance, future operating risks, the degree of participation by independent directors, and the value of their contributions to the Company's operations. Revisions may be made at any time when necessary.

2. In addition to the above remuneration, the directors remuneration received in the most recent year for providing services to the Company, the consolidated subsidiaries and invested companies: None.

Note 1: Directors' Base Compensation for 2024 (including salary, subsidy, severance pay, and various bonuses)

Note 2: Directors' remuneration for 2024 which was approved by the Board of Directors.

Note 3: Includes the relevant business execution expenses of directors in 2024 (including transportation allowance, special expenses, various allowances, dormitory, car and other physical supplies, etc.). In the case of housing, car or other means of transportation, or expenses incurred by an individual, the nature of the assets provided and the actual or fair-market cost of the rental, fuel, and other payments shall be disclosed. In addition, if there is a driver, please note the Company's payment for the driver, but the payment is not counted as remuneration.

Note 4: Relevant remuneration received by directors who are also employees (including the President, Executive Vice President, other managers and employees) in 2024, including salary, subsidy, severance pay, and various bonuses, incentive payment, transportation allowance, special expenses, various allowances, dormitory, car, and other physical supplies. In the case of housing, car or other means of transportation, or expenses incurred by an individual, the nature of the assets provided and the actual or fair-market cost of the rental, fuel, and other payments shall be disclosed. In addition, if there is a driver, please note the Company's payment for the driver, but the payment is not counted as remuneration. The salary recognized in accordance with IFRS 2 "Share-based payment,"<sup>14</sup> including obtaining employee stock option certificates, restricted stock awards and participating in capital increased by cash shall also be included in the remuneration.

Note 5: Employees' compensation for 2024 which was approved by the Board of Directors in 2025.

Note 6: Total amount of remuneration paid to the directors by EMC and its consolidated subsidiaries.

Note 7: Net income is the profit after tax of the parent-company-only financial statements of 2024.

Note 8: a. This column shows the amount of remuneration received by the directors from the other invested companies which are not subsidiaries; or the parent company.

b. Remuneration refers to the reward (including remuneration for employees, directors and supervisors) received by the directors when they are engaged in an investment enterprise other than a subsidiary; or as directors, supervisors or managers of the parent company; and business execution fees and other relevant remuneration.

\* The contents of the remuneration disclosed in this form are different from the concept of income under the Income Tax Act. Therefore, the purpose of this form is for information disclosure and is not for tax purposes.

## 2-2-2 Remuneration of the President and Vice Presidents

Unit: TWD thousands

Title	Name	Salary (A) (Note 1)		Severance Pay (B)		Bonuses and Allowances (C) (Note 2)		Employee Compensation (D) (Note 3)			Total compensation (A+B+C+D) and Ratio of Total Compensation to Net Income (%) (Note 6)		Compensation Paid to the President and Vice Presidents from an Invested Company Other than the Company's Subsidiary and the Company (Note 7)
		EMC	Consolidated Subsidiaries EMC & its (Note 4)	EMC	Consolidated Subsidiaries EMC & its (Note 4)	EMC	Consolidated Subsidiaries EMC & its (Note 4)	Cash	Stock	Consolidated Subsidiaries EMC & its (Note 4)	EMC	Consolidated Subsidiaries EMC & its (Note 4)	
PRESIDENT	WU, KUANG-HUI												
CHIEF EXECUTIVE VICE PRESIDENT	LIN, WEN-KUEI												
DIVISION CHIEF	TSAI, I-JUNG												
DIVISION CHIEF	WANG, PEI-CHUN												
DEPARTMENT HEAD	WEI, WEI-DER												
DIVISION CHIEF	FANG, YU-YEN	27,219	27,219	783	783	41,886	41,886	8,669	0	8,669	0	78,558/ 0.06%	631
DIVISION CHIEF	HUANG, TSUNG-YUNG												
DIVISION CHIEF	CHANG, DA-CHIH												
DIVISION CHIEF	HUANG, CHAO-KUO												
DEPARTMENT HEAD	SU, TENG-HUAN												

Range of Remuneration	Name of President and Executive Vice Presidents	
	EMC (Note 5)	The Invested Company of EMC (E) (Note 7)
Under TWD1,000,000	WANG, PEI-CHUN	WANG, PEI-CHUN
TWD1,000,001 ~ TWD2,000,000	-	-
TWD2,000,001 ~ TWD3,500,000	SU, TENG-HUAN	SU, TENG-HUAN
TWD3,500,001 ~ TWD5,000,000	-	-
TWD5,000,001 ~ TWD10,000,000	TSAI, I-JUNG, WEI, WEI- DER, FANG, YU-YEN, CHANG, DA-CHIH, HUANG, CHAO-KUO	TSAI, I-JUNG, WEI, WEI- DER, FANG, YU-YEN, CHANG, DA-CHIH, HUANG, CHAO-KUO
TWD10,000,001 ~ TWD15,000,000	HUANG, TSUNG-YUNG, LIN, WEN-KUEI, WU, KUANG-HUI	HUANG, TSUNG-YUNG, LIN, WEN-KUEI, WU, KUANG-HUI
TWD15,000,001 ~ TWD30,000,000	-	-
TWD30,000,001 ~ TWD50,000,000	-	-
TWD50,000,001 ~ TWD100,000,000	-	-
Over TWD100,000,000	-	-
Total	10	10

Note 1: Includes President and Executive Vice Presidents' salary, subsidy, and severance pay for 2024.

Note 2: Includes President and Executive Vice Presidents' bonus, incentive payment, transportation allowance, special expenses, various allowances, dormitory, car, and other physical supplies. In the case of housing, car or other means of transportation or expenses incurred by an individual, the nature of the assets provided, and the actual or fair-market cost of the rental, fuel, and other payments shall be disclosed. In addition, if there is a driver, please note the Company's payment for the driver, but the payment is not counted as remuneration. The salary recognized in accordance with IFRS 2 "Share-based payment," including obtaining employee stock option certificates, restricted stock awards and participating in capital increased by cash shall also be included in the remuneration.

Note 3: Presidents' and Executive Vice Presidents' remuneration for 2024 which was approved by the Board of Directors in 2025.

Note 4: Total amount of remuneration paid to the Presidents and Vice Executive Presidents by EMC and its consolidated subsidiaries.

Note 5: The names of the Presidents and Executive Vice Presidents are disclosed according to their total remuneration received from the Company.

Note 6: Net income is the profit after tax of the parent-company-only financial statements of 2024.

Note 7: a. This column shows the amount of remuneration received by the President and Executive Vice Presidents from the other invested companies which are not subsidiaries; or the parent company.

b. If the President and Executive Vice Presidents receive any remuneration from the other invested companies which are not subsidiaries or the parent company, they shall incorporate this remuneration into column E of the remuneration scale and change the field name to “The Parent Company and all other Invested Businesses.”

c. Remuneration refers to the reward (including remuneration for employees, directors and supervisors) received by the President and Executive Vice President as being directors, supervisors, or managers of the other invested companies which are not subsidiaries; and business execution fees and other relevant remuneration.

\* The contents of the remuneration disclosed in this form are different from the concept of income under the Income Tax Act. As such, the purpose of this form is for information disclosure and is not for tax purposes.

## 2-2-3 Name and distribution of managers who distribute employee compensation

December 31, 2024

Unit: TWD thousands

	Title (Note1)	Name	Employee Compensation in Stock (Fair Market Value) (Note2)	Employee Compensation in Cash (Note2)	Total	Ratio of Total Amount to Net Income (%) (Note3)
Executive Officers	PRESIDENT	WU, KUANG-HUI	0	44,803	44,803	0.03%
	CHIEF EXECUTIVE VICE PRESIDENT	LIN, WEN-KUEI				
	DIVISION CHIEF	WANG, PEI-CHUN				
	DIVISION CHIEF	FANG, YU-YEN				
	DIVISION CHIEF	HUANG, TSUNG- YUNG				
	DIVISION CHIEF	TSAI, I-JUNG				
	DIVISION CHIEF	HUANG, CHAO- KUO				
	DIVISION CHIEF	CHANG, DA-CHIH				
	DIVISION CHIEF	KUO, YUAN-PING				
	DIVISION CHIEF	WU, YUEH-FENG				
	DEPUTY DIVISION CHIEF	CHEN, WEI-HSUN				
	DEPUTY DIVISION CHIEF	PAN, CHIN-TUNG				
DEPARTMENT HEAD	WEI, WEI-DER					

	Title (Note1)	Name	Employee Compensation in Stock (Fair Market Value) (Note2)	Employee Compensation in Cash (Note2)	Total	Ratio of Total Amount to Net Income (%) (Note3)
Executive Officers	DEPARTMENT HEAD	SU, TENG-HUAN	0	44,803	44,803	0.03%
	DEPARTMENT HEAD	HSU, CHING-CHE				
	DEPARTMENT HEAD	SU, MING-SUNG				
	DEPARTMENT HEAD	HUANG, SHENG-PENG				
	DEPARTMENT HEAD	HUANG, MING-JER				
	DEPARTMENT HEAD	LIN, YU-CHANG				
	DEPARTMENT HEAD	LI, HUA-LUNG				
	DEPARTMENT HEAD	YANG, HONG-MING				
	DEPARTMENT HEAD	YEH, CHING-RONG				
	DEPARTMENT HEAD	WENG, CHAO-YUEH				
	DEPARTMENT HEAD	HWANG, YI-SYOU				
	DEPARTMENT HEAD	MO, CHENG-PING				
	DEPARTMENT HEAD	WU, YU-CHI				
	DEPARTMENT HEAD	CHAO, HUI-LING				
	DEPARTMENT HEAD	YANG, PI-SAO				
	DEPARTMENT HEAD	LI, YING-TI				
	DEPARTMENT HEAD	HSIEH, SHU-HUI				
	DEPARTMENT HEAD	CHEN, SHENG-PAO				
	DEPARTMENT HEAD	CHIU, PING-CHUAN				
	DEPARTMENT HEAD	CHIEN, CHIN-FANG				
	DEPARTMENT HEAD	CHOU, SO-HUI				
	DEPARTMENT HEAD	JEN, YI-KANG				
	DEPARTMENT HEAD	CHENG, CHI-YI				
	DEPARTMENT HEAD	CHIANG, KUO-WEI				
	DEPARTMENT HEAD	LU, PAO-LUNG				
	DEPARTMENT HEAD	LEE, KUEI-CHU				
DEPARTMENT HEAD	LIN, CHI-DAY					
DEPARTMENT HEAD	LIN, YU-HUAN					

	Title (Note1)	Name	Employee Compensation in Stock (Fair Market Value) (Note2)	Employee Compensation in Cash (Note2)	Total	Ratio of Total Amount to Net Income (%) (Note3)
	DEPARTMENT HEAD	KUO, FENG-YI				
	OFFICE HEAD	LU, HUANG- CHUAN				
	OFFICE HEAD	WANG, CHIEN- KUO				
	DEPUTY DEPART- MENT HEAD	CHENG, HUI-CHEN				
	DEPUTY DEPART- MENT HEAD	HUANG, YI-EN				
	DEPUTY DEPART- MENT HEAD	LIN, AN-YI				
	DEPUTY DEPART- MENT HEAD	CHEN, MEI-CHI				
	DEPUTY DEPART- MENT HEAD	TSAI, YU-TA				
	DEPUTY DEPART- MENT HEAD	FAN, CHENG-FU				
	VICE PRESIDENT	TSENG, NENG- FANG	0	44,803	44,803	0.03%
	VICE PRESIDENT	LEE, SHU-FENG				
	VICE PRESIDENT	CHEN, CHUN-YEN				
	VICE PRESIDENT	CHENG, MIN- CHOU				
	VICE PRESIDENT	SHIH, WANG-YI				
	VICE PRESIDENT	SHEU, DONG-HAN				
	VICE PRESIDENT	HUANG, TENG-WEI				
	VICE PRESIDENT	CHANG, CHIH- CHAO				
	VICE PRESIDENT	YEH, CHENG- HUNG				
	VICE PRESIDENT	JOU, KUEN- CHENG				
	DEPUTY DEPART- MENT HEAD (PRINCIPAL AC- COUNTING OFFICER)	CHANG, CHUAN- FU				

Note 1: The title as of December 31, 2024

Note 2: The amount of employees' compensation for managers for 2024, which was approved by the Board of Directors in 2025. Net income is the profit after tax of the parent-company-only financial statements of 2024.

Note 3: The scope of application of the manager is based on the letter from the Financial Supervisory Commission R.O.C. (Taiwan) on March 27, 2003, the Taiwanese Certificate of Finance (Tai-Cai-Zheng-San-Zi), No. 0920001301, the scope of which is as follows:

- (1) President and equivalent
- (2) Executive Vice President and equivalent
- (3) Senior Vice President and Deputy Senior Vice President or equivalent
- (4) Head of Finance Department
- (5) Head of Accounting Department
- (6) Other persons who have the right to manage affairs and sign on behalf of the Company

## 2-2-4 Comparison of Remuneration for Directors, President and Vice Presidents in the Most Recent Two Fiscal Years and Remuneration Policy for Director, President and Vice Presidents

1. The ratio of total remuneration paid by the Company and by all companies included in the consolidated financial statements for the two most recent fiscal years to directors, president and vice presidents of the Company, to the net income.

Title	EMC		Consolidated Subsidiaries of EMC	
	2023	2024	2023	2024
Directors	0.13%	0.05%	0.13%	0.05%
President and Vice Presidents	0.18%	0.06%	0.18%	0.06%

2. The policies, standards, and portfolios for the payment of remuneration, the procedures for determining remuneration, and the correlation with risks and business performance:

### A. Director Remuneration Policy:

According to the "Articles of Incorporation" and "Payment Regulation of

Directors Compensation” of the Company, Director’s payment includes remuneration, compensation, allowances, and severance. If the Company makes a profit in a fiscal year, the Company shall set aside no more than 2% of the profit for directors’ remuneration, and shall distribute the remuneration based on the individual director’s participation level and contribution value to the Company’s operations, but Independent Directors do not participate in the distribution of directors’ remuneration. The Company may pay reasonable compensation to the directors based on the Company’s business result, the individual director’s participation level and contribution value to the Company’s operation as well as take in account of normal standard in the same industry. Directors receive allowances for each Board Meeting and Committee Meeting they attend.

The individual Director’s participation level and contribution value to the Company’s operations will be determined based on the Director’s personal performance, and the result of self-evaluation of Director performance (including but not limited to attendance, in-service education, participation in operation, interaction with the management team, sustainability promotion, corporate governance implementation).

The Director’s payment shall be submitted to the Board of Directors for approval after review by the Company’s Remuneration Committee.

#### B. Manager’s Remuneration Policy

The company has established a reasonable salary structure for managers based on the “Manager’s Remuneration Payment Method.” This method “includes fixed remuneration such as salary and allowances, as well as variable remuneration such as year-end bonuses and employee remuneration, pension, and severance pay. Additionally, the method outlines a performance evaluation process for managers. The adjustment of annual salary, bonuses, and remuneration payments are determined based on the results of the annual performance evaluation. As the method has specific regulations linking a manager’s personal performance to their remuneration payment, there is no separate remuneration claim clause.

## 2-3 Implementation of Corporate Governance

### 2-3-1 Board of Directors

A total 10 (A) meetings of the Board of Directors were held in 2024, and the attendance of directors is as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) (B/A)	Remarks
Chairman	HUI Corp. Representative: Chang, Yen-I	10	0	100%	None.
Director	Chang, Kuo-Hua	9	1	90%	
Director	Scept Corp. Representative: Ko, Lee-Ching	10	0	100%	
Director	Scept Corp. Representative: Wu, Kuang-Hui	10	0	100%	
Director	HUI Corp. Representative: Tai, Jiin-Chyuan	10	0	100%	
Director	Evergreen Steel Corp. Representative: Lin, Wen-Kuei	10	0	100%	
Independent Director	Yu, Fang-Lai	10	0	100%	
Independent Director	Li, Chang-Chou	10	0	100%	
Independent Director	Chang, Chia-Chee	10	0	100%	

Other mentionable items:

- Please specify the dates of the Board Meetings, period, agenda and all independent directors' opinions and the Company's responses if one of following situation has occurred in the Board Meetings:
  - (1) The items listed in Article 14-3 of Securities and Exchange Act: Not applicable as

the Company has established the Audit Committee. For more information about the items listed in Article 14-5 of Securities and Exchange Act, please refer to pages 127 to 135 (Major Resolutions of Board of Directors and Functional Committees).

- (2) Except for the proposal mentioned above, other literally recorded resolutions which are opposed or have qualified opinion by independent directors: None.
2. If the directors have personal interest conflicts to the proposal and are required for recusal, please specify the names of the directors, proposal content, reason for recusal and the voting situations: Please refer to pages 127 to 135 (Major Resolutions of Board of Directors and Functional Committees).
3. The Self-evaluation of the performance of the Board of Directors:

<b>Evaluation Cycle (Note 1)</b>	Once a year
<b>Evaluation Period (Note 2)</b>	From Jan. 1, 2024 to Dec. 31, 2024. The evaluation result was submitted to the Board Meeting for report on Mar. 13, 2025.
<b>Evaluation Scope (Note 3)</b>	The Board, the Board members and the functional committees.
<b>Evaluation Method (Note 4)</b>	Internal self-evaluation of the Board, the Board members, and the functional committees (Audit Committee, Remuneration Committee and Sustainability Committee) members were conducted by the way of filling out questionnaire from Directors and committee members.
<b>Evaluation Indexes (Note 5)</b>	<p>1. Self-Evaluation of Board Performance: This evaluation assessed the Board's participation in the operation of the company, the quality of decisions made by the Board of Directors, the composition and structure of the Board of Directors, the election and continuing education of the directors, the implementation and promotion of sustainable management practices (ESG), and their adherence to internal control policies.</p> <p>2. Board Member Performance Self-Evaluation: This evaluation assessed each board member's alignment with the goals and missions of the Company, their awareness of the duties of a director, their participation in the operation of the Company, their management of internal relationships and communication, their professionalism and continuing education, and their adherence to internal control policies.</p> <p>3. Functional Committees (Audit Committee, Remuneration Committee and Sustainability Committee) Performance Self-Evaluation: This evaluation assessed the functional committees' participation in the operation of the Company, their awareness of the duties of the functional committees, the quality of decisions made by the functional committees, the makeup of the functional committees and the election of its members, and their adherence to internal control policies.</p>

**Evaluation Result  
(Full score: 5)**

1. The Board Performance Self-Evaluation: Excellent, average score of 4.97.
2. Board Member Performance Self-Evaluation: Excellent, average score of 4.98.
3. Audit Committee Performance Self-Evaluation: Excellent, average score of 4.98.
4. Remuneration Committee Performance Self-Evaluation: Excellent, average score of 4.98.
5. Sustainability Committee Performance Self-Evaluation: Excellent, average score of 4.99.

Note 1: Fill in the cycle on which the board evaluations are performed, for example: performed once per year.

Note 2: Fill in the period covered by the board evaluation, for example: An evaluation was performed of the performance of the board of directors from 1 January 2024 to 31 December 2024.

Note 3: The scope of the evaluation should cover the performance of the board as a whole, the individual directors, and the functional committees.

Note 4: The performance evaluation methods may include internal evaluation by the board, self-evaluations by individual board members, peer evaluations by board members, evaluations external organizations or experts engaged for that purpose, or other suitable method.

Note 5: The evaluation content shall include at least the following based on the scope of the evaluation:

(1) Evaluation of the performance of the board should include at least the following: degree of the board's participation in the operation of the company; the quality of the board's decision making; composition and structure of the board; election and continuing education of the directors; internal control.

(2) Evaluation of the performance of individual directors should include at least the following: familiarity with the goals and missions of the company; awareness of the duties of a director; participation in the operation of the company; management of internal relationships and communication; the director's professionalism and continuing education; internal control.

(3) Evaluation of the performance of the functional committees: degree of participation in the operation of the company; awareness of the duties of the functional committee; quality of decisions made by the functional committee; makeup of the functional committee and election of its members; internal control.

4. The goals of strengthening the functions of the Board of Directors in the current year and recent years (e.g. establish an audit committee, enhance information transparency, etc.) :

- (1) The Company has purchased liability insurance for its directors and key employees to mitigate the risk of their legal responsibility and improve corporate governance.
- (2) The Company shall have 3 independent directors according to the Articles of Incorporation. The Company has formulated the “Rules Governing the Duties of Independent Directors” to facilitate independent directors to exercise authority.
- (3) To increase information transparency, the Company voluntarily publishes important resolutions of Board Meetings and Functional Committees’ Meetings and establishes several zones on its website, including Corporate Sustainability, Stakeholder Engagement, Investor Relations, and Corporate Governance.
- (4) The Company regularly invites lecturers to provide training courses for directors twice a year to enhance their professional abilities and implement corporate governance. The directors of the Company have completed training courses in 2024 in accordance with the “Directions for the Implementation of Continuing Education for Directors of TWSE Listed and TPEX Listed Companies”, and the relevant content has been disclosed on Market Observation Post System (MOPS) and the Company’s website.
- (5) The Company has established “The Standard Operating Procedure for Handling Directors’ Requests” to enable directors to obtain appropriate and timely assistance in making requests or requesting information, thereby improving the Board’s effectiveness.
- (6) In addition to the Audit Committee and Remuneration Committee established in accordance with the law, the Company has established the Sustainability Committee on December 22, 2022, to strengthen sustainable governance and risk management.
- (7) The CPAs regularly attend the Board Meeting to report on the audit or review result of financial reports and communicate with the Directors.

## 2-3-2 Implementation Status of the Audit Committee:

A. The Audit Committee of the Company is composed of 3 independent directors, whose major duties are to review and supervise the Company's financial reports, accounting and internal control system, the major asset transactions, endorsements and guarantees, and the offering or issuance of securities.

### B. Annual Tasks of the Audit Committee in 2024:

#### (A) Review financial reports:

The Company's annual business report, financial reports, and surplus distribution proposals were all reviewed by the Audit Committee and submitted to the Board for discussion. After being approved by the Board, the proposals were presented to the annual general meeting of shareholders for acknowledgement.

In addition, each quarterly financial report was submitted to the Board for approval after being reviewed and approved by the Audit Committee.

#### (B) Assess the effectiveness of internal control system:

The self-assessment of internal control system and its implementation are completed by the internal units every year; the audit unit reports to the Audit Committee regularly and submits the amendment of the internal control system and the annual internal control statement to Audit Committee for review. In addition, the audit unit has at least four times closed-door meetings with the Audit Committee every year to enable the Committee to understand the Company's financial status, operational effectiveness, risk management, information security, regulatory compliance, and to assess the Company's internal control effectiveness.

#### (C) Appoint the Company's certified public accountants:

The Audit Committee conducts an annual evaluation of the professionalism, independence, suitability, and reasonableness of remuneration for CPAs, using Audit Quality Indicators (AQIs) as a reference. The Audit Committee reviewed and submitted to the Board of Directors the proposal to appoint Mr. Lai, Chung-Hsi and Mr. Yu, Cheng-Fu, both CPAs from PricewaterhouseCoopers Taiwan (PwC Taiwan), as the Company's CPAs for 2025, along with their remuneration, AQIs and evaluation of independence.

### C. Implementation Status of the Audit Committee:

A total of 9 (A) meetings of the Audit Committee were held in 2024 and the attendance of Committee member is as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) (B/A)	Remarks
Convener	Li, Chang-Chou	9	0	100%	None.
Member	Yu, Fang-Lai	9	0	100%	
Member	Chang, Chia-Chee	9	0	100%	

Other mentionable items:

1. If any of the following circumstances occur, the dates of meetings, sessions, contents of motion, objection, reservation or qualified opinion expressed by independent directors, resolutions of the Audit Committee, and the Company's response to the Audit Committee's opinion should be specified:

(1) The items listed in Article 14-5 of Securities and Exchange Act: Please refer to pages 127 to 135. (Major Resolutions of Board of Directors and Functional Committees)

(2) Except for the proposal mentioned above, other resolutions which are not approved by Audit Committee but are approved by two-third of directors: None.

2. If there are independent directors' avoidance of motions in conflict of interest, the independent directors' names, contents of motion, causes for avoidance, and voting situations should be specified: Please refer to pages 127 to 135. (Major Resolutions of Board of Directors and Functional Committees)

3. Communications between the Independent Directors, the Company's Chief Internal Auditor and CPAs (shall include the major issues, methods and results of communication concerning the Company's financial and operational status, etc.)

(1) The communications between the independent directors and the Company's chief internal auditor:

A. Communication method

The Independent Directors and the chief internal auditor have at least four closed-door communication meetings every year. In 2024, the Independent Directors and the chief internal auditor had seven closed-door communication meetings, the chief internal auditor reported the results of execution of internal audit and the operation of internal control.

**B. The summaries of communication in 2024:**

<b>NO.</b>	<b>Date and Meeting Type</b>	<b>Important Communication Content</b>	<b>The Company's Response</b>
1	Jan. 31 Audit Committee	Internal audit reports from Nov. 2023 to Dec. 2023	Submitted to Board Meeting for report.
2	Mar. 14 Audit Committee	1. Internal audit reports of Jan. 2024 2. Revision of Internal control systems 3. 2023 Internal Control Statement	1. Submitted to Board Meeting for report. 2. After being approved, the proposal was submitted to Board Meeting for resolution. 3. After being approved, the proposal was submitted to Board Meeting for resolution.
3	May 14 Audit Committee	1. Internal audit reports from Feb. 2024 to Mar. 2024 2. Revision of Internal control systems	1. Submitted to Board Meeting for report. 2. After being approved, the proposal was submitted to Board Meeting for resolution.
4	Jun. 7 Audit Committee	Internal audit reports of Apr. 2024	Submitted to Board Meeting for report.
5	Aug. 13 Audit Committee	Internal audit reports from May 2024 to Jun. 2024	Submitted to Board Meeting for report.
6	Nov. 13 Audit Committee	Internal audit reports from Jul. 2024 to Sep. 2024	Submitted to Board Meeting for report.
7	Dec. 25 Audit Committee	1. Internal audit reports of Oct. 2024 2. Revision of Internal control systems 3. 2025 Internal Auditing Plan	1. Submitted to Board Meeting for report. 2. After being approved, the proposal was submitted to Board Meeting for resolution. 3. Submitted to Board Meeting for resolution.

**(2) The communications between the Independent Directors and CPAs:**

**A. Communication method**

The Independent Directors and CPAs have at least four closed-door communication meetings every year. In case of abnormal circumstances,

a meeting may be convened at any time. The Independent Directors and CPAs had four closed-door communication meetings in 2024, the CPAs report the financial situation and the audit results of the Company and its subsidiaries, and explain the materially adjusting journal entries and the influence of legislation amendment on accounts.

**B. The summaries of communication in 2024:**

<b>NO.</b>	<b>Date and Meeting Type</b>	<b>Important Communication Content</b>	<b>The Company's Response</b>
1	Mar. 14 Audit Committee	<ol style="list-style-type: none"> <li>1. CPAs Report: the audit scope and results of 2023 Financial Report.</li> <li>2. CPAs discussed and communicated the questions raised by the independent directors.</li> <li>3. Sharing the latest regulations issued by financial authorities.</li> </ol>	Submitted to Board Meeting.
2	May 14 Audit Committee	<ol style="list-style-type: none"> <li>1. CPAs Report: the review scope and results of 2024 first quarter Financial Report.</li> <li>2. CPAs discussed and communicated the questions raised by the independent directors.</li> </ol>	Submitted to Board Meeting.
3	Aug. 13 Audit Committee	<ol style="list-style-type: none"> <li>1. CPAs Report: the review scope and results of 2024 second quarter Financial Report.</li> <li>2. CPAs discussed and communicated the questions raised by the independent directors.</li> <li>3. Sharing the latest regulations issued by financial authorities.</li> </ol>	Submitted to Board Meeting.
4	Nov. 13 Audit Committee	<ol style="list-style-type: none"> <li>1. CPAs Report: the review scope and results of 2024 third quarter Financial Report.</li> <li>2. CPAs discussed and communicated the questions raised by the independent directors.</li> <li>3. 2024 Audit Quality Indicators.</li> </ol>	Submitted to Board Meeting.

### 2-3-3 Implementation Status of the Remuneration Committee

**A. Information on the members of the Remuneration Committee**

The Remuneration Committee is composed of 3 independent directors, their professional qualification, experience, independence criteria and number of other public companies in which the individual is concurrently serving as a remuneration committee member, please refer to pages 127 to 135.

**B. The Duties of the Remuneration Committee are as follows:**

1. Establish and periodically review the performance evaluation and remuneration policy, system, standards, and structure for directors and managerial officers.

2. Periodically evaluate and prescribe the remuneration of directors and managerial officers.

C. Annual Tasks of the Remuneration Committee in 2024:

1. The Remuneration Committee reviewed the Company’s employees’ compensation and directors’ remuneration and submitted to the Board of Directors for discussion. After being approved by the Board of Directors, the resolutions were reported to the annual general shareholders’ meeting.
2. The year-end bonuses and the compensation adjustments for the Chairman and managers, bonus for Independent Directors, amendments to the “Remuneration Committee Charter” and the attachment “Salary and Compensation Structure for Managers’ Ranks” of the “Payment Regulation of Managers Compensation” were reviewed by the Remuneration Committee and submitted to the Board Meeting for resolution.

D. Implementation Status of Remuneration Committee

1. The term of office of the current Committee members is from May 30, 2023 to May 29, 2026.
2. A total of 2 meetings(A) were held in 2024. Please refer to pages 127 to 135 for resolutions made by the Remuneration Committee, the attendance of Committee members is as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) (B/A)	Remarks
Convener	Chang, Chia-Chee	2	0	100%	None.
Member	Yu, Fang-Lai	2	0	100%	
Member	Li, Chang-Chou	2	0	100%	

Other mentionable items:

1. If the Board of Directors decline to adopt or modify a recommendation of the remuneration committee, it should specify the Board meeting date, session, content of the motion, resolution made by the Board of Directors, and the Company’s response to the remuneration committee’s opinion (e.g. the remuneration passed by the Board of Directors exceed the recommendation of the remuneration committee, the circumstances and cause for the difference shall be specified): None.
2. If any member express dissenting or qualified opinion to the resolution of Remuneration Committee and such opinion is recorded or is made with a written declaration, the date and session of the meeting, content of the motion, all members’ opinions and the response to the member’s opinions should be specified : None.

## 2-3-4 Implementation Status of the Sustainability Committee

### A. Information on the members of the Sustainability Committee

The current Sustainability Committee is composed of 5 members, three of whom are independent directors. The President of the Company serves as the convener and the Department Head of Business Coordination Department of Project Division serves as the vice convener.

### B. The Duties of the Sustainability Committee are as follows:

1. Review and formulate sustainability policies, strategies, objectives, or management guidelines.
2. Supervise sustainability disclosure matters, and review Sustainability Report.
3. Review annual work plans about sustainability.
4. Supervise and track the progress, results and relevant matters of work plans of the Working Teams.

### C. Implementation Status of Sustainability Committee:

1. The term of office of the current Sustainability Committee is from May 30, 2023 to May 29, 2026.
2. A total of 7 meetings(A) were held in 2024. The attendance of Committee members is as follows:

Title	Name	Professional Qualification & Experience	Attendance in Person(B)	By Proxy	Attendance Rate (%) (B/A)	Remarks
Convener	Wu, Kuang-Hui	Please refer to pages 17 to 23	7	0	100%	None.
Member	Yu, Fang-Lai		7	0	100%	
Member	Li, Chang-Chou		7	0	100%	
Member	Chang, Chia-Chee		7	0	100%	
Vice Convener	Wei, Wei-Der	Sustainability Management, Business Management, Transportation Management, Risk Management	6	1	85.71%	

### 3. The Major Resolutions of Sustainability Committee Meeting in 2024:

Date	Report Items	Discussion Items
Mar. 14	1. Implementation of Greenhouse gas inventory and verification schedule of the Company and its subsidiaries. 2. Implementation of the Sustainable Development in 2023.	None.
May 14	Implementation of Greenhouse gas inventory and verification schedule of the Company and its subsidiaries.	None.
Jul. 9	None.	To approve 2023 Sustainability Report.
Aug. 13	Implementation of Greenhouse gas inventory and verification schedule of the Company and its subsidiaries.	To amend “Sustainability Committee Charter”.
Nov. 13	Implementation of Greenhouse gas inventory and verification schedule of the Company and its subsidiaries.	None.
Dec. 11	None.	To amend “Occupational Safety and Health Policy” and formulate “Environmental Management Policy”.
Dec. 25	1. Implementation of risk management in 2024. 2. The Company’s communication with various stakeholders in 2024.	To formulate the 2025 sustainability work plan. (Including establishing task force on IFRS Sustainability Disclosure Standards) (The 2025 sustainability work plan was reported to the Board of Directors after being approved by Sustainability Committee.)
<p>1. All report items listed above are reported to the Board of Directors.</p> <p>2. All discussion items, except for the items being reported to the Board of Directors, are submitted to the Board of Directors for discussion after being approved by all sustainability committee members. Please refer to pages 127 to 135 for Important Resolutions of the Board of Directors and Functional Committee.</p>		

## 2-3-5 Corporate Governance Implementation Status and Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
1. Does the Company establish and disclose the Corporate Governance Best-Practice Principles based on “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”?	✓		The Board of Directors has approved the “Corporate Governance Best Practice Principles”, which is disclosed on both the Company’s website and Market Observation Post System (MOPS).	None
2. Shareholding structure & shareholders’ rights				
(1) Does the Company establish an internal operating procedure to deal with shareholders’ suggestions, doubts, disputes and litigations, and implement it accordingly?	✓		The Shareholders’ Affairs Section is in charge of handling the shareholders’ suggestions, doubts and disputes according to the internal operating procedures.	None
(2) Does the Company possess the list of its major shareholders who actually control the Company and the ultimate owners of those shares?	✓		Responsibility is assigned to the relevant departments.	None
(3) Does the Company establish and execute the risk management and firewall system within its affiliates?	✓		The Company has established risk control measures within the internal control operating procedures.	None
(4) Does the Company establish internal rules against insiders trading with undisclosed information?	✓		1. The Company, by the resolution of the Board of Directors, has established the “Procedures for Handling Material Inside Information” and “Insider Trading Prevention Management” within the internal control operating procedures to regulate	None

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>the trading of the Company’s equity based securities by insiders.</p> <p>2. The Company’s “Corporate Governance Best Practice Principles” and the “Insider Trading Prevention Management” stipulated that the directors are not allowed to trade Company securities with the nature of equity during the closed period (within 30 days before the announcement of annual financial reports and within 15 days before the announcement of the quarterly financial reports).</p> <p>At the end of each year, the Company provides the scheduled board meeting date table for the next year, which indicates the scheduled meeting dates for approving the financial reports and the closed period for prohibiting directors from trading its shares. The Company reminded the Directors the closed period of preceding paragraph via E-MAIL on Feb. 5, Apr. 26, Jul. 23, and Oct. 25 of 2024.</p> <p>3. To enable the directors and managers of the Company to fully understand the relevant rules and penalties regarding insider trading, the Company provides the directors and managers with a Q&amp;A on insider trading prevention monthly and forwards information on insider trading prevention immediately.</p> <p>4. In order to implement the Company’s policy of preventing insider trading, the Company launched</p>	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			an online (E-learning) course entitled “Preventing Insider Trading” in August 2024 (be scheduled for 30 minutes). The course includes information on the reasons for insider trading, example explanations, and criminal responsibility. Total of 2,448 employees participated and passed the online test, the completion rate was 100%.	
3. Composition and Responsibilities of the Board of Directors				
(1) Does the Board develop and implement the diversification policy, specific management objectives and implementation of the Board of Directors?	✓		Please refer to pages 21-23 for the implementation of the diversity policy of the Company’s Board of Directors.	None
(2) Does the Company voluntarily establish other functional committees in addition to the Remuneration Committee and the Audit Committee?	✓		In addition to the Audit Committee and Remuneration Committee that the Company has established in accordance with the law, the Company has established the Sustainability Committee under the Board of Directors on December 22, 2022 to fulfill corporate social responsibility and achieve the goal of sustainable operation. The Sustainability Committee has five members appointed by the Board of Directors, three of whom are independent directors. The main responsibilities of the committee are to review sustainability policies, objectives, supervise sustainability information disclosure, review sustainability report and sustainability annual plans, supervise the progress, results and relevant matters of work plans.	None

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/ TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
(3) Does the Company establish a standard to measure the performance of the Board annually, report the results of the performance evaluation to the Board, and use it as a reference for individual directors’ remuneration and nomination?	✓		<ol style="list-style-type: none"> <li>1. The Company has established the “Regulations Governing the Board Performance Evaluation”, and has disclosed on both the Company’s website and the Market Observation Post System (MOPS).</li> <li>2. The “Regulations Governing the Board Performance Evaluation” stipulates that the Company shall conduct an internal board performance evaluation at least once a year. Additionally, the Company’s board performance evaluation may be conducted by an external independent professional institution or a panel of external experts and scholars once every three years.</li> <li>3. The evaluation results of the Board of Directors’ performance in 2024 (please refer to Note 1) were reported to the Board on March 13, 2025.</li> <li>4. The annual evaluation results of the Board of Directors’ performance are also used as a basis for consideration of individual director’s remuneration and nomination.</li> </ol>	None
(4) Does the Company regularly evaluate the independence of CPAs?	✓		The Audit Committee conducts an annual evaluation of the professionalism, independence, suitability, and reasonableness of remuneration for CPAs, using Audit Quality Indicators (AQIs) as a reference, and the CPAs have completed independent reports for the appointed auditing affair. The assignment and remuneration of CPAs for the 2025 financial and tax certification has been approved by the Board of Directors on Dec. 25, 2024. The assigned	None

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>accountants are not directors, supervisors, managers, employees or shareholders of the Company or its affiliates and have been confirmed as non-stakeholders, which meets the requirements of the competent authority for independent judgment.</p> <p>Please refer to Note 2 for the independence evaluation of CPAs.</p>	
<p>4. Does the TWSE/TPEX Listed Companies appoint an adequate number of corporate governance personnel with appropriate qualifications and appoint a chief corporate governance officer to deal with corporate governance business (including but not limited to providing information necessary for directors and supervisors to perform their duties, aiding directors and supervisors in complying with laws and regulations, organizing board meetings and annual general meetings of shareholders as required by law, and compiling minutes of board meetings and annual general meetings) ?</p>	✓		<p>1. The Board of Directors appointed the head of the Corporate Governance Department, Ms. Hsieh, Shu-Hui, as the Chief Corporate Governance Officer of the Company by the Board Meeting dated May 13, 2019, and not holding other positions concurrently. In addition, the number of professional corporate governance personnel is sufficient, to protect shareholders’ rights and strengthen the Board’s functionality. The Officer has at least 3 years sufficient experience in corporate governance affairs such as shareholders’ meeting, board meeting and others, that is eligible for the position of Chief Corporate Governance Officer.</p> <p>2. The main duties of the Company’s Chief Corporate Governance Officer are as follows:</p> <p>(1) Handling matters relating to Board Meetings and Shareholders’ meetings according to laws.</p> <p>(2) Producing minutes of Board meetings and Shareholders’ meetings.</p> <p>(3) Assisting in onboarding and</p>	None

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>continuous development of directors.</p> <p>(4) Furnishing information required for business execution by directors.</p> <p>(5) Assisting directors with legal compliance.</p> <p>(6) Reporting to the Board of Directors the review results of whether the qualifications of independent directors comply with relevant laws and regulations during the nomination, election, and term of office.</p> <p>(7) Handling matters relating to changes in directors.</p> <p>(8) Other matters set out in laws and regulations or the Articles of Incorporation and internal regulations of the Company.</p> <p>3. The execution of duties in 2024 are as follow:</p> <p>(1) To furnish Directors with relevant information and regulations to perform their duties and arranged training courses for directors:</p> <p>a. To irregularly provide the Directors with the latest regulations on shipping and corporate governance.</p> <p>b. To provide the Directors with the necessary Company’s information to effectively perform their duties and maintain smooth communication between the Directors and all department heads.</p> <p>c. To arrange at least four closed-door meetings to facilitate face-to-face communication</p>	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>between independent directors, the chief internal auditor, and CPAs to gain a deeper understanding of the Company’s audit and financial status.</p> <p>d. To hold two times Directors’ training courses (3 hours each time).</p> <p>(2) To handle matters relating to functional committees, board meetings and shareholders meetings according to laws:</p> <p>a. To compile and notify the Board of Directors and functional committee’s meeting agendas and related materials to each director and committee member at least seven days in advance, remind directors/committee members who have a conflict of interest not to participate in discussion and voting on related agenda items, and distribute the meeting minutes within 20 days after the meeting.</p> <p>b. To assist in announcing material information after board meetings to ensure the legality and accuracy of the information and symmetry for investor trading information.</p> <p>c. To register the date of the shareholders’ meeting and produce meeting notices, handbooks, and minutes in accordance with the law.</p> <p>(3) To handle matters relating to changes in directors.</p>	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>a. To review regularly (once a year) whether the qualifications of independent directors comply with relevant laws and regulations and report to Board of Directors.</p> <p>b. To provide required information to Directors and handle various announcements in accordance with law when the Director changes.</p> <p>c. To assist in handling registration matters related to changes in directors.</p> <p>4. Chief corporate governance officer training records in 2024 (please refer to Note 3).</p>	
5. Does the Company establish a communication channel and build a designated section on its website for stakeholders (including but not limited to shareholders, employees, customers, and suppliers), as well as handle all the issues they care for in terms of corporate social responsibilities?	✓		Stakeholder Engagement” is set up in the Company’s website ( <a href="https://csr.evergreen-marine.com/">https://csr.evergreen-marine.com/</a> ), which exposes the management of material issues, the communication channels, communications reports and provides a CSR mailbox to respond to ESG-related issues. The Company conducts material issues questionnaires every year and implemented a double materiality analysis in 2024 to assess the financial and non-financial impacts of sustainability issues on the Company, as well as their significant impacts on the external economy, environment and people (including human rights). The Company also sets relevant policies and complete management guidelines, assessment and management mechanisms to track annual performance and set future goals.	None

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/ TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			The Company is well aware of the concern issues from stakeholders through diversified communication channels, and make appropriate responses to stakeholders’ opinions with an open and rigorous attitude. The Company collect and report to the board of directors on communication with stakeholders every year, and disclose it in the annual sustainability report in the website. Please refer to Note 4 for the communication with stakeholders in 2024.	
6. Does the Company appoint a professional shareholder service agency to deal with Shareholders’ Meeting affairs?		✓	The Company does not assign any agency to be in charge of its Shareholders’ Meeting affairs.	Whereas stocks affairs are managed by the Company itself, the Shareholders’ Meeting is conducted following government regulation and Articles of Incorporation of the Company to ensure its lawfulness, effectiveness, and safety.
7. Information Disclosure (1) Does the Company have a corporate website to disclose both financial standings and the status of corporate governance?	✓		<p>1. Financial and Business information: The Company has set up a corporate English website where the financial and business information are disclosed, and designated relevant personnel to monitor and provided investors with accurate company information.</p> <p>2. Corporate governance information: In order to assist stakeholders to understand the operation of corporate governance, the “Corporate Governance Zone” is set up in the</p>	None

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
(2) Does the Company have other information disclosure channels (e.g. building an English website, appointing designated personnel to handle the Company’s information collection and disclosure, creating a spokesman system, webcasting investor conferences)?	✓		<p>Company’s website, which has disclosed the operation of the Board of Directors and the functional committees, internal audit and corporate governance implementation, corporate governance officer information and internal regulations of the Company.</p> <p>The Company has set up an English website for investor relations and a designated personnel is responsible for the Company’s information collection and disclosure, and spokesperson system establishment. In addition, the Company’s website has disclosed the information about the investor conference information that the Company held or has been invited to over the years.</p>	None
(3) Does the Company announce and report the annual financial statements within two months after the end of the fiscal year, and announce and report the first, second, and third quarter financial statements as well as the operating status of each month before the prescribed deadline?		✓	<p>The Company follows relevant laws and regulations to announce and report the annual financial statements on time after the end of the fiscal year, and announce and report the first, second, and third quarter financial statements as well as the operating status of each month before the prescribed deadline.</p> <p>Please see <a href="https://emops.twse.com.tw/server-java/t58query">https://emops.twse.com.tw/server-java/t58query</a>.</p>	Though the Company didn’t announce and report the annual financial statement within two months after the end of the fiscal year, the quarterly financial statements and the monthly operating situation are announced and reported within the prescribed time limit in accordance with the law.

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
<p>8. Is there any other important information to facilitate a better understanding of the Company’s corporate governance practices?</p> <p>(1) Employee rights and employee wellness</p>	✓		<p><b>Employee rights</b></p> <p>(1) Since 2002, the Company has formulated measures for prevention, complaints and disciplinary of sexual harassment, and provided a mailbox and a dedicated line for the grievance procedure to properly protect the rights and interests of employees.</p> <p>(2) The Company formulated Human Rights Policies and regularly conducts Human Right Risks and Impact Assessment to promote the working environment where all workers are treated with respect and dignity in accordance with the UN Universal Declaration of Human Rights (UDHR), the UN Global Compact (UNGC), the ILO Declaration on Fundamental Principles and Rights at Work and the ILO Maritime Labour Convention, 2006 (MLC, 2006).</p> <p>(3) Through comprehensive training system including one-on-one mentorship, the Company ensure various business operations run smoothly. Regular appraisals and performance reviews provide references for employees’ future career development. Supervisors can also enhance two-way communication and strengthen employee performance through appraisal interviews.</p>	None

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p><b>Employee care</b></p> <p>(1) Company provides free lunch to take care of employees’ health and food sanitation and safety.</p> <p>(2) In Taipei, Taoyuan and Kaohsiung, the Company sponsored 15 clubs in three categories: “sports, health and wellness, and outdoor recreation”, which encourage employees to relieve work pressure, connect and promote physical and mental health.</p> <p>(3) The Company regularly organize group activities, such as Evergreen Family Day, basketball games, etc., to enhance employee communication and peer friendship.</p> <p>(4) The Company set up a dispensary staffed by doctors and nurses providing medical consultation, workplace health promotion and regular free physical examination, and installed AED units improving the first and immediate assistance.</p> <p>(5) The company implemented the Employee Assistance Programs (EAPs) with external professional institutions to provide the needed employees with free psychological counseling.</p> <p>(6) In terms of shipboard life, Evergreen’s modern container vessels provide a comfortable living environment. Full-time chefs prepare nutritious and varied meals for everyone. The majority of Evergreen software that make it easy for crews to stay in contact with their families.</p>	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
(2) Investor relations	✓		“Investor Relations” is set up in the Company’s website to provide investors with information on operations and finances.	None
(3) Supplier relations and rights of stakeholders	✓		(1) “Supplier management” is set up in the Company’s website ( <a href="https://csr.evergreen-marine.com/csr/jsp/CSR_SupplierManagement.jsp">https://csr.evergreen-marine.com/csr/jsp/CSR_SupplierManagement.jsp</a> ) to reveals our value chain, major aspects of the Supplier Code of Conduct and our suppliers’ screening and performance evaluation result. (2) “Stakeholder Engagement” is set up in the Company’s website ( <a href="https://csr.evergreen-marine.com/csr/jsp/CSR_Communication-Channel.jsp">https://csr.evergreen-marine.com/csr/jsp/CSR_Communication-Channel.jsp</a> ) to list communication channels for stakeholders.	None
(4) Directors’ training records	✓		The directors of the Company have completed training courses according to “Directions for the Implementation of Continuing Education for Directors of TWSE Listed and TPEX Listed Companies”. Please refer to the Company’s website and MOPS for complete information of the continuing training of the Company’s directors.	None
(5) The implementation of risk management policies and risk evaluation measures	✓		Please refer to the Assessment of Risk Management in chapter 5.	None
(6) Purchasing insurance for directors and supervisors	✓		The Company has purchased liability insurance for its directors since 2015.	None

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
<p>9. Please specify the Company’s improvements according to the Corporate Governance Evaluation results published by the Corporate Governance Center of Taiwan Stock Exchange Corporation in recent years and the priorities and measures for matters to be improved:</p> <p>(1) The Company ranked in the top 21% to 35% of all TWSE-listed companies in the 2024 Corporate Governance Evaluation, indicating that the Company has well performance in Corporate Governance.</p> <p>(2) The Company was invited to attend Investor Conferences hosted by SinoPac Securities Co., Ltd. on Apr. 18, 2024 and Sep. 20, 2024, the relevant information has been disclosed on the Company’s website so that the Company can communicate with investors more instantly through Investor Conferences.</p> <p>(3) The Company’s directors completed training courses in accordance with the “Directions for the Training of Continuing Education for Directors of TWSE Listed and TPEX Listed Companies” in 2024. The Company will continue to encourage directors to attend training courses.</p> <p>(4) The Company established the Sustainability Committee under the Board of Directors on Dec. 22, 2022. The Sustainability Committee has five members appointed by the Board of Directors, three of them are Independent Directors.</p> <p>(5) The Company has obtained the certification from Taiwan Intellectual Property Management System (TIPS) in 2023 and 2024.</p>				

Note 1: The Evaluation Results of Board of Directors in 2024

Self-evaluation Scope	The Board	Board members (For themselves)	Audit Committee	Remuneration Committee	Sustainability Committee
Average score (Full score: 5)	4.97	4.98	4.98	4.98	4.99
Evaluation Results	Excellent	Excellent	Excellent	Excellent	Excellent

Note 2: Independence of CPA

Item	Evaluation	Independence of CPA
1. CPAs and their family members did not provide or receive gifts or special offers to the Company or its affiliates, top management, directors and supervisors, and did not affect or threaten the independence of the CPAs.	Conformity	Yes
2. CPAs and their family members or the management of the firm with supervisory duties did not have the following circumstances during the auditing period: <ul style="list-style-type: none"> <li>- Serve as a manager, supervisor, or director of the Company or its affiliates.</li> <li>- Positioned as one who has a direct and significant influence on the Company's accounting records or financial statements.</li> </ul>	Conformity	Yes
3. CPAs and their family members have not received any awards for non-audit services from the Company or its affiliates.	Conformity	Yes
4. One who resigned from CPAs or the auditing team did not have the following circumstances: <ul style="list-style-type: none"> <li>- Acting as a director, supervisor(including non-executive director and supervisor) or top management of the Company or affiliates controlled by the Company, or one who may have a direct and significant influence on the Company's accounting records or the financial statements audited by the firm.</li> <li>- Being promoted to the above positions.</li> </ul>	Conformity	Yes
5. During the auditing period, the members of the auditing team did not hold any appointments of the Company.	Conformity	Yes
6. CPAs appointed by the Company have followed the rotation policy to reduce the threat posed by long-term appointments to independence and impartiality.	Conformity	Yes
7. There are no direct or material indirect financial interests, financial agreements, bank deposits, securities accounts or insurance plans that violate the independence norms between the CPAs and their family members and the Company or its affiliates.	Conformity	Yes
8. There is no commercial cooperation or other commercial relationship between the CPAs and their family members and the Company.	Conformity	Yes

Item	Evaluation	Independence of CPA
9. There is no pending or foreseeable lawsuit involving the audit or non-audit services of the firm between the CPAs and the Company, and no lawsuit which is significant to the firm or the Company.	Conformity	Yes
10. The Company or its affiliates have not owed professional fee to the firm for the provided service.	Conformity	Yes
11. The total amount of the professional fee of the Company and its affiliates would not have an influence on the independence of CPAs.	Conformity	Yes
12. There is no agreement between the CPAs and the Company to receive or pay commission, referral fee or professional fee.	Conformity	Yes

Note 3: Chief Corporate Governance Officer Training Records In 2024

Date	Professional Organization	Training Sessions	Training Hours
Mar. 6	Taiwan Corporate Governance Association	World Economic Outlook for 2024	1
Jul. 3	Taiwan Stock Exchange Corporation	2024 Cathy Sustainable Finance and Climate Change Summit	3
Jul. 19	Taiwan Corporate Governance Association	The Trend in Labor-Capital Relations from an ESG Perspective - The Approach for Taiwanese Enterprises	3
Oct. 7	Chinese National Association of Industry and Commerce	2024 Taishin Net Zero Towards a Low Carbon Future	3
Oct. 15	Taiwan Corporate Governance Association	Global Risks in Future & Opportunities of Sustainability Transitions	1.5
Oct. 15	Taiwan Corporate Governance Association	Global Economic Trends and Industry Outlook	1.5
Total Training Hours			13

Note 4: Issues concerned by stakeholders

Stakeholder	Importance to the Company	Priority Issues	Communication Channels, Response Methods and Communication Frequency
Employee	The Company's members and most important assets	<ul style="list-style-type: none"> <li>• Shipping management and performance</li> <li>• Information security and privacy</li> <li>• Employee benefits and welfare</li> <li>• Corporate governance and ethical corporate management</li> <li>• Talent retention and development</li> </ul>	<ul style="list-style-type: none"> <li>• Contact person: Mr. Huang, Human Resources Department E-mail : hrd@evergreen-marine.com</li> <li>• EIP e-Bulletin board (anytime)</li> <li>• Operating meeting/Departmental meeting (monthly)</li> <li>• Inter-departmental meetings (when necessary)</li> <li>• Senior executive dialogue (annually)</li> <li>• Labor-management meeting/Employee Welfare Committee/Occupational Safety and Health Committee meeting/Labor Pension Preparatory Fund Supervisory Committee (quarterly)</li> <li>• Dedicated grievance e-mail (anytime)</li> <li>• Dedicated sexual harassment complaint and e-mail (anytime)</li> </ul>
<p>2024 communication performance:</p> <ol style="list-style-type: none"> <li>1. Published 28 pieces of activity information, 42 pieces of club information, 107 pieces of employee welfare information, 23 pieces of occupational safety/health education information and 1 training information on the EIP in 2024.</li> <li>2. Senior executives hold monthly business meetings and announce important matters on the EIP; monthly departmental meetings or interdepartmental meetings (when necessary) are held, with meeting minutes submitted to the management; senior executives hold year-end talks with all employees.</li> <li>3. The labor-management meeting, the labor pension preparatory fund supervisory committee meeting, the employee welfare committee meeting and the labor safety and health committee meeting were each held 4 times.</li> <li>4. The Company received 2 employee complaints and conducted investigation in compliance with the Company's "Employee Complaint Regulations" and follow-up processing. No sexual harassment complaints were received in 2024.</li> <li>5. Employees were arranged to board 8 ships to exchange opinions with on-board seafarers and a total of 38 orientation sessions for various levels of seafarers were held.</li> </ol>			
Customers	Optimize services and communications and promote e-commerce to maximize value for customers	<ul style="list-style-type: none"> <li>• Information security and privacy</li> <li>• Risk control</li> <li>• Marine transportation and operational safety</li> <li>• Shipping management and performance</li> <li>• Corporate governance and ethical corporate management</li> </ul>	<ul style="list-style-type: none"> <li>• Contact person: Mr. Dai E-mail: customer@evergreen-marine.com</li> <li>• Telephone/Email (any time)</li> <li>• Visits (when necessary)</li> <li>• Company website/APP/INTERCOM (anytime)</li> <li>• Customer satisfaction survey (quarterly)</li> </ul>

Stakeholder	Importance to the Company	Priority Issues	Communication Channels, Response Methods and Communication Frequency
	<p>2024 communication performance:</p> <ol style="list-style-type: none"> <li>1. The overall performance of the customer satisfaction survey in Taiwan is 4.92 points (out of 5 points). It is expected to collect 1,212 questionnaires throughout the year and visit 144 customers to understand their needs and cooperation matters.</li> <li>2. ShipmentLink digital platform in Taiwan has new function which automatically completes write-off and immediately sends electronic invoice service after customers remit money.</li> <li>3. Received 96 pieces of customer feedback, which served as the basis for our continued efforts to enhance service quality.</li> </ol>		
Suppliers	<p>Provide excellent transportation services by working with our supply chain partners</p>	<ul style="list-style-type: none"> <li>• Corporate governance and ethical corporate management</li> <li>• Information security and privacy</li> <li>• Employee benefits and welfare</li> <li>• Sustainable Procurement management</li> <li>• Risk control</li> </ul>	<ul style="list-style-type: none"> <li>• Contact person: Mr. Dai E-mail: supplier@evergreen-marine.com</li> <li>• Supplier/contractor conference (when necessary)</li> <li>• Supply chain sustainability assessment questionnaire (annually)</li> <li>• Supplier evaluation (annually)</li> </ul>
	<p>2024 communication performance:</p> <ol style="list-style-type: none"> <li>1. Continue to promote supplier commitment 【Supplier Social Responsibility Commitment and promote】</li> <li>2. Implement green procurement: the amount exceeded NT\$62.56 million, and was recognized for “Excellent Performance in Promoting Green Procurement” by MOEnv and the Department of Environmental Protection (DEP) of Taipei City Government.</li> <li>3. Proportion of first-tier supplier ESG results: <ul style="list-style-type: none"> <li>• Incorporate ESG clauses into new supplier contracts, with signature rate of 100%</li> <li>• Supplier negotiation: Assisted 10 suppliers to conduct greenhouse gas inventory and ESG education and training</li> <li>• Supplier sustainability risk survey: Issued 245 copies of [Sustainable Supply Chain Self-Assessment Form] , with recovery rate of 86.53%.</li> </ul> </li> </ol>		
Government & Associations	<p>Communicate with the government, contribute shipping expertise to policies and laws, and cooperate with alliance partners to enhance transportation services</p>	<ul style="list-style-type: none"> <li>• Climate action</li> <li>• Marine transportation and operational safety</li> <li>• Sustainable Procurement management</li> <li>• Energy management</li> <li>• Shipping management and performance</li> </ul>	<ul style="list-style-type: none"> <li>• 【Government/Associations】 Contact person: Mr. Liu, Business Coordination Department E-mail : csr@evergreen-marine.com</li> <li>• 【Shipping companies】 Contact Person: Mr. Chen, Business Coordination Department E-mail : bcdjvs@tw.evergreen-line.com</li> <li>• Physical and web meeting (when necessary)</li> <li>• Official letter (when necessary)</li> <li>• Conference (when necessary)</li> </ul>

Stakeholder	Importance to the Company	Priority Issues	Communication Channels, Response Methods and Communication Frequency
			<p>2024 communication performance:</p> <ol style="list-style-type: none"> <li>1. Via World Shipping Council, expressed the shipping industry's opinions towards container shipping's policies and regulation amendments to the competent authorities in the EU, Asian, US, Africa, Latin America and Mid-East countries; explained the current development of the shipping business, provided suggestion 14 times and participated in 18 meetings.</li> <li>2. Participated Maritime Port Bureau personal data protection online training, replied competent authorities letter 5 times, participated meeting 4 times.</li> <li>3. Replied to the competent authorities in various nations regarding the current development of the container shipping business, merger and acquisition of shipping companies and filled out questionnaires regarding the industry's opinion on the extension of the block exemption regulation 10 times.</li> <li>4. Communicated 6 times with Maritime Port Bureau, 3 times with Maritime and Port Authority of Singapore, 4 times with UK Maritime and Coastguard Agency, participated in 8 meetings with ship classification societies regarding sailing safety improvement and marine environmental protection issues.</li> <li>5. Conferences with Ocean Alliance joint venture carriers and reached route collaboration and complied with joint-service contract, anti-trust law, anti-competition law and other regulations. 5 meetings were held to discuss Day 8 Product route planning and operating specifications in accordance with laws and regulations such as the Law and Competition Law.</li> </ol>
Shareholder and Investor	<p>Shareholders of the Company have the right to attend shareholders' meetings and have voting rights. Shareholders' participation is a way to improve the corporate governance and provide the funds needed for company operation. The Company shares with the investors its latest development status and future goals through investor conference, and fed back investors' opinions and expectations to the management team of the Company in a timely</p>	<ul style="list-style-type: none"> <li>• Shipping management and performance</li> <li>• Corporate governance and ethical corporate management</li> <li>• Climate action</li> <li>• Air pollution emission management</li> <li>• Energy management</li> </ul>	<ul style="list-style-type: none"> <li>• <b>【Shareholder】</b> Contact person: Ms. Chiu, Corporate Governance Dept. TEL: 886-2-25001668 E-mail: cgdsas@evergreen-marine.com</li> <li>• <b>【Corporate investment and financial institutions】</b> Contact Person: Ms. Kao, Finance Dept. TEL: 886-2-25001280 E-mail: finir@evergreen-marine.com</li> <li>• "Investor Relations Zone" in Company's website (any time)</li> <li>• Important financial and business information in MOPS (as specified by the competent authority)</li> <li>• Respond to investor inquiries (ad hoc)</li> <li>• Annual reports of Shareholders' Meeting (annually)</li> <li>• Sustainability Report (annually)</li> <li>• Investor conference (at least twice a year)</li> </ul>

Stakeholder	Importance to the Company	Priority Issues	Communication Channels, Response Methods and Communication Frequency
	<p>manner for establishing good two-way communication.</p>		
Community and Society	<p>Partners in social care and charity activities, residents and groups within its service area. Through smooth communication with NGOs and the media to promote corporate image</p>	<ul style="list-style-type: none"> <li>• Marine transportation and operational safety</li> <li>• Air pollution emission management</li> <li>• Information security and privacy</li> <li>• Climate action</li> <li>• Social participation</li> </ul>	<ul style="list-style-type: none"> <li>• <b>【Community】</b> Contact person: Mr. Wu, General Affairs Department E-mail: gad@evergreen-marine.com</li> <li>• <b>【Society】</b> Contact Person: Mr. Lai, Human Resources Department E-mail: hrd@evergreen-marine.com</li> <li>• <b>【Media】</b> Contact Person: Ms. Yang, Public Relations Department E-mail: prd@evergreen-marine.com</li> <li>• Community meeting/negotiations (when necessary)</li> <li>• Collaboration, sponsorship and event planning meeting (when necessary)</li> <li>• Shareholders' meeting (annually)</li> <li>• Investor conference (at least twice/year)</li> <li>• Press release/clarification statement (when necessary)</li> <li>• Company website (any time)</li> </ul> <p>2024 communication performance:</p> <p><b>【Community communication】</b> 5 times communicated with local institutions in North Taiwan and 2 times in South Taiwan. In Taoyuan area, street trees around office buildings are pruned and ditches are dredged every six months.</p> <p><b>【Environmental protection activities】</b> 3/9 Planted 500 saplings in Kaohsiung Qieyu Wetland; 4/20 planted 1,200 saplings at Sharon Beach in Bei City; 7/30 and 8/14 co-organized the "2024 One-day Environmental Protection Camp for High School Students" with the Chang Yung-fa Foundation; 11/ 23 Cooperated with the Mountain Association of the Republic of China to clean the mountain at Hutoushan Scenic Area in Taoyuan; 12/7 Cooperated with the Wilderness Conservation</p>

Stakeholder	Importance to the Company	Priority Issues	Communication Channels, Response Methods and Communication Frequency
			<p>Association to organize a “Habitat Conservation Activity” at the Yuanzhonggang Wetland Park in Gao City to clean up foreign garbage, waste and harmful plants in the park.</p> <p>【Lecture activities】</p> <p>The company invited professors from Chang Jung Christian University to give lectures on topic of “Shaping and Promoting Corporate Safety Culture” in two seminars on April 30 and May 7; 11/20 and co-organized “Maritime Career Lectures” with Taoyuan Municipal Shan jiao Junior High School; 11/21 and 11/22 Invited professors from the National Taiwan University School of Medicine to give 2 health lectures on “Building the Intestinal-Kidney Axis and Becoming a Healthy Winner”.</p> <p>【Cultural and educational sponsorship】</p> <p>Sponsored 7 classical concerts by the Evergreen Symphony Orchestra, 2 overseas tours, and the 12th “Painted Ships - Marine Painting Competition for National Elementary Schools in Taiwan” of the Chang Yung-fa Foundation; donated 100 sets of performance in December. Good second-hand computer equipment was donated to on 12/24.</p>

## 2-3-6 Promotion and Implementation of Sustainable Development and Climate-Related Information

### (A) Promotion of Sustainable Development – Implementation Status and Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons

Evaluation Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
1. Does the Company establish exclusively (or concurrently) dedicated unit to promote corporate sustainable development, with first-line managers authorized by the Board to be in charge of its management and the Board supervise the management status?	✓	Abstract Illustration	None

Evaluation Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
			<p>corporate governance, sustainable procurement. Each issue team is responsible for planning and implementing related initiatives to ensure effective execution and professional expertise. Please refer to the Table 1 for the structure of Sustainability Committee.</p> <p>Board Oversight of Sustainability Implementation:</p> <p>In 2024, the Sustainability Committee held a total of seven meetings, with an overall attendance rate of 97.14% by all Board members. Agenda items included:</p> <ol style="list-style-type: none"> <li>1. Review of sustainability performance in 2023.</li> <li>2. Progress on the 2023 GHG inventory and verification processes, including obtaining dual certification under ISO 14064-1 and the GHG Protocol, with verification results reported to the Board.</li> <li>3. Progress on the 2023 sustainability report, including completion of both Chinese and English versions and acquisition of limited assurance, followed by publication upon Board's approval.</li> <li>4. Preparation of the 2024 sustainability report, including identification of sustainability risks and opportunities (IRO), and conducting double materiality assessment of key topics, with analysis results submitted to the Board.</li> <li>5. On December 18, 2024, a cross-departmental task force was established to adopt the IFRS Sustainability Disclosure Standards. The implementation roadmap was formulated, and communications with global subsidiaries were initiated.</li> <li>6. On December 25, 2024, reports were made on 2024 stakeholder engagement activities, progress of 2024 risk management assessment, and the formulation of the 2025 sustainability work plan.</li> </ol> <p>The Board reviewed and assessed the implementation results of the topics reported by the Sustainability Committee, overseeing the execution and progress of sustainability strategies. It also urged the Company to implement related management measures and concrete action plans, thereby fulfilling its commitment to sustainable development.</p>

Evaluation Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
2. Does the company conduct risk assessments of environmental, social and corporate governance (ESG) issues related to the company's operations in accordance with the materiality principle, and formulate relevant risk management policies or strategies?	✓		<p>The Sustainability Committee working team is responsible for conducting annual risk management-related tasks to implement risk management mechanism. These tasks are carried out in accordance with the Evergreen Marine Risk Management Policies and Procedures and the Risk Management Assessment Guidelines. The scope of work includes risk identification, risk assessment, risk control, risk monitoring, risk information disclosure and communication. The boundary for risk assessment primarily focuses on the Company itself. Each responsible department conducts risk identification and assessment based on the double materiality principles of impact materiality and financial materiality. This includes the Company's global operational risks related to environment, social, corporate governance, and sustainable procurement aspects, covering related operations of all subsidiaries. Risks are categorized into six major types: (1) strategic risk, (2) market and operational risk, (3) legal risk, (4) financial risk, (5) information risk, (6) hazard risk. The Company conducted risk management assessment in 2024 and according to the self-assessment risk analysis, there were no high-risk, 24 medium-risk and 112 low-risk issues indicating that the current control measures are sufficient. On December 25, 2024, the Committee reported the risk management implementation results to the Board of Directors. Relevant risk management information is disclosed on the Company website and in the Sustainability Report. For more information about risk assessment and management policies or strategies, please refer to Table 2.</p>
3. Environment issue (1) Has the Company set an environmental management system designed to industry characteristics?	✓		<p>Evergreen Marine is committed to build an environmentally friendly fleet and actively participating in various international environmental protection initiatives. We adopt a multi-faceted approach through big data analysis for weather routing and optimization of vessel routes and speeds, aiming to stay in step with global standards and jointly protect the marine ecosystem. We have established a Safety and Environmental Management System for both our fleet and shore-based personnel, and obtained ISO 14001</p>

Evaluation Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
(2) Does the Company endeavor to use energy more efficiently and to use renewable materials with low environmental impact?	✓		<p>environmental management certification (valid from August 9, 2023, to August 12, 2026). We implement this system with a responsible attitude to prevent environmental incidents and minimize risks. In 2024, no major environmental incidents occurred within our company.</p> <p>Evergreen Marine is dedicated to energy conservation, carbon reduction, and protecting our planet, and we have established strict standards and operational procedures for vessels at sea. Through operational management, emission reduction strategies, and optimized vessel design, we aim to reduce energy consumption. We continue to enhance energy efficiency through the following measures:</p> <ol style="list-style-type: none"> <li>1. Phasing out old vessels and adopting designs that prioritize energy efficiency and environmental protection</li> <li>2. Continuous monitoring of fuel consumption and main engine operation to ensure propulsion efficiency and compliance with CII regulations</li> <li>3. Utilizing weather routing services to provide real-time weather information for optimal route selection and fuel efficiency</li> <li>4. Improving cargo handling efficiency to reduce port stay duration</li> <li>5. Proper cargo planning and minimizing ballast water loading to maximize carrying capacity</li> <li>6. Applying specialized anti-fouling coatings to vessel hulls to reduce drag and improve operational efficiency</li> <li>7. Gradually introducing new energy sources to reduce greenhouse gas emissions.</li> </ol> <p>In 2024, our fleet will also use biofuel as one of the approaches to reduce greenhouse gas emissions.</p>

Evaluation Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
		Abstract Illustration	
(3) Does the Company evaluated the potential risks and opportunities posed by climate change for its business now and in the future and adopted relevant measures to address them?	✓		The Company has implemented the Task Force on Climate-related Financial Disclosure (TCFD) framework, which follows four core pillars to identify the potential risks and opportunities presented by climate change and extreme weather conditions. The impact of climate change on our operations, including the heightened frequency of extreme weather events, alterations in domestic and foreign regulations, increased customer awareness of environmental protection, changes in energy policies, and equipment requirements, has been integrated into our risk assessment systems to evaluate the short-, medium- and long-term impact of the entire value chain and take corresponding measures have also been adopted. For details, please refer to page 105 of this report, section (B) Climate-Related Information of Listed Company.
(4) Did the company collect data for the past two years on greenhouse gas emissions, volume of water consumption, and the total weight of waste, and establish policies for greenhouse gas reduction, reduction of water consumption, or management of other wastes?	✓		None  Greenhouse Gas Management Policy and Achievements Evergreen established the "Greenhouse Gas Inventory Team" in 2022 and conducted its first GHG verifications by the third-party (BSI) for FY2021. The company completed the GHG inventories and verifications covering its consolidated subsidiaries for FY2023 for the first time and obtained dual certifications for ISO 14064-1:2018 and GHG Protocol. Through annual inventory, verification, and year-over-year emission reduction actions, Evergreen is fulfilling its commitment to sustainable shipping. The GHG verification of Evergreen Marine and all subsidiaries in consolidated financial report for FY2024 will be completed by a third party in June 2025. The data checked by the internal verifier of the GHG inventory team is shown in the table below and Page 112 of this report. The complete GHG verification results including Scope 1, Scope 2 and Scope 3 categories 2/3/4/5/6/7 will be disclosed in the 2024 Sustainability Report.

Evaluation Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons																																																						
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Evaluation Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
		<p style="text-align: center;">Abstract Illustration</p> <p>Water Resource Management Policy and Achievements</p> <p>Evergreen is committed to the sustainable use of water resources, promoting water efficiency and minimizing water waste in both onboard and onshore operations, while also strengthening water discharge management to reduce environmental impact.</p> <ul style="list-style-type: none"> <li>Onboard Operations</li> </ul> <p>Each ship generates 20 to 30 metric tons of fresh water daily by using waste heat from main engines, which meets onboard needs and minimizes dependence on land-based freshwater sources. All vessels are supplied at ports with ample natural water sources outside freshwater-stressed areas, ensuring no impact on local communities and ecosystems. To actively protect the marine environment, Evergreen implements bilge water discharge practices that go beyond international regulatory requirements. All bilge water is treated through an oil-water separator and discharged only in legally permitted offshore zones beyond 15/25 nautical miles. Greywater (e.g., from showers and laundry) is centrally managed through dedicated storage tanks, with 124 vessels already equipped, and all new ships to be fully outfitted.</p> <ul style="list-style-type: none"> <li>Onshore Operations</li> </ul> <p>Water usage at the company's Taiwan office buildings and the Kaohsiung container terminal is primarily for domestic purposes. Evergreen continuously promotes water conservation through the following measures:</p> <ul style="list-style-type: none"> <li>* Installing water-saving fixtures and conducting regular inspections and maintenance to prevent leaks</li> <li>* Strengthening water meter monitoring and routine inspections</li> </ul>	

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		<p>* Promoting water-saving awareness among employees</p> <p>* Equipped with domestic and industrial wastewater treatment facilities and plans to install an effluent recycling system to reuse treated water for irrigation and surface cleaning within the terminal, thereby enhancing overall water resource efficiency.</p> <p>Water Usage Over the Past 2 Years:</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Type</th> <th>Unit</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>On-board Operations (owned vessel)</td> <td>Requested Replenishment (Freshwater)</td> <td>MT</td> <td>78,296</td> <td>101,544</td> </tr> <tr> <td>On-shore Operations (all subsidiaries included)</td> <td>Tap water Supply (Freshwater)</td> <td>MT</td> <td>305,665</td> <td>348,913</td> </tr> <tr> <td>Total Water consumption</td> <td>-</td> <td>MT</td> <td>383,961</td> <td>450,457</td> </tr> <tr> <td>Water Intensity</td> <td>-</td> <td>MT / Revenue in NT\$ million</td> <td>1.3876</td> <td>0.9717</td> </tr> </tbody> </table> <p>Note 1: The on-board fresh water supply is calculated based on the number of owned-ship applications. In 2024, Italia Marittima (ITS) and newbuilding joined the fleet, resulting in an increase of fresh water on board.</p> <p>Note 2: The on-shore water consumption increased due to the increase in business volume at container factories and container terminals.</p>	Category	Type	Unit	2023	2024	On-board Operations (owned vessel)	Requested Replenishment (Freshwater)	MT	78,296	101,544	On-shore Operations (all subsidiaries included)	Tap water Supply (Freshwater)	MT	305,665	348,913	Total Water consumption	-	MT	383,961	450,457	Water Intensity	-	MT / Revenue in NT\$ million	1.3876	0.9717
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	Yes	No	
		<p style="text-align: center;"><b>Abstract Illustration</b></p> <p>Waste Management Policy and Achievements                      Evergreen manages waste generated from both onboard and onshore operations in compliance with international environmental standards and local regulations, and promotes waste segregation, reduction, recycling, and reuse to minimize environmental impact and advance sustainable resource use.</p> <p>Onboard Operations</p> <p>Onboard Operations</p> <p>All vessels are equipped with a Garbage Management Plan and Record Book in compliance with Annex V of the MARPOL Convention. Waste is properly sorted, collected, treated, stored, and recorded in accordance with regulatory requirements. Stainless steel bins are installed onboard to facilitate waste segregation, and crew members receive regular training to raise environmental awareness and prevent illegal disposal at sea. Waste management practices are further strengthened through strict adherence to the 15/25 nautical mile discharge regulations and port-specific environmental protection policies, reduce the risk of marine pollution.</p> <p>Onshore Operations</p> <p>Waste generated from Taiwan office buildings and Kaohsiung container terminals is primarily treated through incineration. Evergreen promotes the following waste reduction and recycling measures:</p> <ul style="list-style-type: none"> <li>● Installation of multi-category recycling bins to improve resource recovery</li> <li>● Promoting paperless operations and reducing the use of single-use items and food waste.</li> <li>● Recycling of reusable materials such as scrap metal and used tires through authorized recyclers</li> </ul>	



Evaluation Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
<p>4. Social Issues</p> <p>(1) Has the company formulated relevant management policies and procedures in accordance with relevant laws and regulations and international human rights conventions?</p>	✓		None
<p>(2) Has the Company established and implemented reasonable employee welfare measures (include salary/compensation, leave, and other benefits), and are business performance or results appropriately reflected in employee salary/compensation?</p>	✓		None

Evaluation Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
(3) Does the Company provide employees with a safe and healthy working environment, and implement regular safety and health education for employees?	✓	No	<p>The Company has established the Occupational Safety and Health Department in accordance with the law, which is responsible for formulating, planning and promoting occupational safety and health related businesses, to eliminate hazards and minimize occupational safety and health risks in order to protect the safety and health of employees. The relevant measures are listed below:</p> <ol style="list-style-type: none"> <li>1. To formulate safety and health work rules in accordance with the Occupational Safety and Health Act, and to announce and require employees to comply with these rules.</li> <li>2. According to the Occupational Safety and Health Act, the company's safety and health education and training programs are designed to enable new and existing employees to understand and recognize hazards in the workplace, as well as the procedures for escape and evacuation in case of emergency.</li> <li>3. In accordance with the Fire Services Act and its regulations, employees are provided with routine fire safety education training and drills.</li> <li>4. Provide and arrange for regular general physical examinations, medical services, and to hold health promotion lecture for employees in accordance with the Regulations of Labor Health Protection.</li> <li>5. In accordance with the Occupational Safety and Health Act, to prevent abnormal loads or musculoskeletal problems in the workplace.</li> <li>6. The Company has set up a 24/7 security service force to perform round-the-clock access control to ensure the safety of company property and personnel.</li> </ol>
(4) Does the Company established effective career development training programs for employees?	✓	No	<p>The Company has always embraced the philosophy that "talents are the most important assets of an enterprise". We offer equal work opportunities to young people and patiently teach them everything from scratch. Current employees are provided with a range of solid, professional training courses and a proactive rotation scheme. Employees' professional abilities and international horizons are honed through "rotation and expatriate assignment" in order to boost our operating performance. The training expenses for both shore and ship personnel totaled nearly NT\$ 20 million in 2024.</p>

Evaluation Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
		<p style="text-align: center;"><b>Abstract Illustration</b></p> <p>An innovative “ship-shore rotation” system at Evergreen also provides ship personnel with the opportunity to work on shore. The professional knowledge of outstanding ship personnel helps to ensure that the ship scheduling, freight space configuration, terminal loading/unloading and ship maintenance operations will also satisfy the needs of operations at sea. The overall efficiency of the service chain can then be improved. Ship personnel can also take advantage of the ship-shore rotations and expatriate assignment system. ESTC is equipped with physical machines, qualified simulation training equipment, and various auxiliary teaching equipment and software developed in-house based on the characteristics of the group’s fleet. It uses a diversified teaching method to enhance the professional skills of the group’s crew.</p> <p><b>Ship personnel training</b></p> <p>The “Evergreen Seafarer Training Center (ESTC) was established by Evergreen Marine in 1999. Seamen on shore waiting for their next assignment are sent for professional training at the center in accordance with the 2010 amendment of the STCW Convention (International Convention on Standards of Training, Certification and Watch-keeping for Seafarers). Additional company policy awareness, shipboard system operations and professional development courses are also administered by the ESTC based on mariners’ roles aboard the ship to keep them up to date on the latest navigational knowledge and techniques, boost their navigation and engineering expertise, strengthen their identification with the Company’s management system. ESTC is equipped with physical machines, qualified simulation training equipment, and various auxiliary teaching equipment and software developed in-house based on the characteristics of the group’s fleet. It uses a diversified teaching method to enhance the professional skills of the group’s crew.</p> <p><b>Shore personnel training</b></p> <p>Through on-job-training, departmental professional training and training courses provided by external organizations, staff members learn necessary skills for daily operation. Via “rotation schemes” between different functions, the Company also enhance shore personnel’s inter-departmental knowledge and teamwork spirit.</p>	

Evaluation Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
(5) Does the company comply with the relevant laws and international standards with regards to customer health and safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies?	✓		<p>For overseas talents, Evergreen Marine provide “expatriate assignment” to enhance employees’ international horizons and career development. Besides classroom training courses and face-to face workshops, the Company also provided membership of a well-known digital learning platforms for employees’ self-learning. These online courses cover subjects of digital transformation, career and learning, communication and marketing, political and economic trends etc.</p> <p>The services and products provided by Evergreen are in compliance with the relevant laws and international standards of various countries. The company’s website has a “Legal Compliance” section (<a href="https://csr.evergreen-marine.com/csr/tw/jsp/CSR_LawCompliance.jsp">https://csr.evergreen-marine.com/csr/tw/jsp/CSR_LawCompliance.jsp</a>), which sets ethical compliance policies and action plans to comply with global competition laws, anti-bribery/anti-corruption, personal information protection, economic sanctions, information security management and intellectual property management. We provide multiple complaint channels (such as complaint mailboxes and processing procedures, stakeholder communication channels, CSR mailboxes, etc.) for consumers to reflect their opinions and ensure that customer complaints are accepted and tracked.</p> <p>Regarding customer rights policy, the company has established booking terms and conditions, bill of lading clauses, and provides an e-commerce digital platform, including sailing schedules and cargo tracking queries, online booking, i-B/L and other services, to continuously optimize operational efficiency and customer experience. The company is committed to complying with global personal data protection laws or other relevant regulations, protecting customers’ personal data and business information, establishing information security protection mechanisms, and promising to provide safe and reliable transportation services.</p>

Evaluation Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
(6) Has the company formulated supplier management policies requiring suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and what is the status of their implementation?	✓	None	<p>The Company's "Supplier Code of Conduct" refers to international standards, such as the "Universal Declaration of Human Rights", "International Labor Organization Declaration on Fundamental Principles and Rights at Work", etc., covering labor, health and safety, environment, ethics and management system. Followed the "Supplier Evaluation Procedures", the company evaluates qualified suppliers at least once a year and add ESG assessment criteria requiring suppliers to sign "Supplier Social Sustainability Commitments", fill in "Supply Chain Sustainability Assessment Questionnaire" and include ESG related clauses in contracts.</p> <p>The Company set up supplier management KPIs to increase the collection rate of the "Supplier Social Sustainability Commitments", the "Supply Chain Sustainability Assessment Questionnaire" from Tier -1 significant suppliers, and the ESG clauses in the contract. Suppliers with the score below 70 are considered as high-risk suppliers and an audit will be followed, and required to make improvements within specific timeframe. Since 2024, the Company has been conducting ESG on-site reviews and related training courses (includes GHG inventory and ESG-related content), continuously paying attention to suppliers' performance in ESG management and development and hope to achieve sustainable growth with suppliers in procurement cooperation.</p> <p>The Company has formulated the "Guidelines on Safety and Health Management for Contractors" to strengthen the safety and health management of contractors in order to enhance the safety awareness of the company's employees, contractors and stakeholders.</p> <p>We also check and verify the safety and health performance of contractors through internal audits of the occupational safety and health management system.</p>

Evaluation Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
			Abstract Illustration
5. Does the company refer to international reporting standards or guidelines when preparing its sustainability report and other reports disclosing non-financial information? Does the company obtain third party assurance or certification for the reports above?	✓		<p>The editorial structure of the Sustainability Report adheres to the 2021 version of the Global Reporting Standards, the Marine Transportation Standards set out by the Sustainability Accounting Standards Board (SASB), the Taiwan Stock Exchange's "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" and the disclosure of climate-related information (referring to TCFD), as well as the United Nations Sustainable Development Goals (SDGs), the Global Compact, and the Global Compact Sustainable Ocean Principles.</p> <p>The company's Sustainability Report has commissioned by accounting firm and conducted a limited assurance audit of the report in accordance with the ROC Statements of Assurance Engagements Standards No. 3000 "Assurance Engagements other than Audits or Reviews of Historical Financial Information."</p>
6. If the Company has adopted its own sustainable development best practice principles based on the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, please describe any deviation from the principles in the Company's operations:			None
The Company has formulated the "Evergreen Marine Sustainable Development Best Practice Principles" and operated in accordance with this code of practice, thus no discrepancies have occurred.			
7. Other important information to facilitate better understanding of the company's promotion of sustainable development: The Company has been committed to promoting social welfare for a long time, participating in sailing career lectures, sponsoring art and cultural activities and charity, and continuing to carry out a number of industry-university cooperation with maritime colleges, actively investing in the education and cultivation of maritime talents, and also attaching importance to local care and social give back.			

Evaluation Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
	Abstract Illustration		
<p>(1) Environmental Protection</p> <ol style="list-style-type: none"> <li>In 2024, EVERGREEN's GHG inventory will obtain dual verification statements under ISO 14064-1:2018 and GHG Protocol, reinforcing the transparency and credibility of our carbon accounting practices.</li> <li>In 2024, EVERGREEN received a carbon footprint verification statement for North East Asia to-from South East Asia (NSB) service under ISO 14067, issued by the British Standards Institution (BSI). This serves as a basis for future carbon management and decarbonization strategy planning.</li> <li>EVERGREEN's owned fleet has been certified under ISO 14001 Environmental Management System (valid from August 9, 2023 to August 12, 2026). Currently, EVERGREEN's onshore operational sites are actively pursuing the same certification and are expected to complete the process by May 2025. At that time, ISO 14001 Environmental Management System will comprehensively cover both the owned fleet and onshore operations of the parent company, demonstrating the integrity of our environmental management efforts.</li> </ol> <p>(2) Evergreen Marine contributed to Society in 2024:</p> <ol style="list-style-type: none"> <li>Earth Day 2024</li> </ol> <p>To enhance employee's awareness of environmental protection and integrate eco-friendly concepts into daily life, Evergreen Marine has continued to encourage employee to respond to resource recycling on 422 World Earth Day and donate second-hand books and other materials in good condition to express their concern for the environment with practical actions. In addition, Evergreen Marine has donated 100 sets of second-hand computer equipment to 6 elementary schools in Taoyuan City and Taipei City on December 3, 2024 for daily teaching use or for students with insufficient resources to shorten the digital learning process.</p> <ol style="list-style-type: none"> <li>Tree-Planting and Protection of Environment for a Sustainable and Green Earth</li> </ol> <p>With the commitment to environmental protection, Evergreen Marine organized tree-planting activities on April 20, 2024 and March 9, 2024 in collaboration with a forestry company and an NGO. A total of 119 and 83 employees and their family members participated at Shalun Beach in Tamsui District, Taipei City and public wetland in Qieding District, Kaohsiung City, planting a total of 1,700 trees. Furthermore, to protect the habitat, 50 employees and their family members in the Kaohsiung area responded to the call of the Company and an NGO on December 7, 2024 to conduct a</p>			

Evaluation Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
	Abstract Illustration		
			<p>“Habitat Guardians” activity at the Anzigang Wetland Park in Nanzih District, Kaohsiung City, removing a total of 1,149 exotic plants.</p> <p>3. Career Lecture at Local Junior High School Evergreen Marine conducted a maritime career lecture at a junior high school in Luzhu District, Taoyuan City, on November 20, 2024. The lecture is mainly targeted 8th-grade students, with approximately 82 participants. Through the lecture, the Company provided these students with a deeper understanding of maritime professions and relevant information for future studies, achieving the goals of promoting the shipping industry and caring for local public welfare.</p> <p>4. The 12th “Paint a Marvelous Ship” Awards Evergreen Marine sponsored an award ceremony for the 12th “Paint a Marvelous Ship- Painting Competition for the Elementary Schools in Taiwan” on June 29, 2024 with a special performance to all participants. All awardees and their families were invited to participate ceremony, experiencing the importance of caring for the careers at oceans through the performance.</p> <p>5. Environmental Protection Camp for High School Students To promote environmental education and combine the content of the Curriculum Guidelines, Evergreen Marine and the Chang Yung-fa Foundation jointly organized the “2024 High School Student One-Day Environmental Camp” this year, hoping to explain global warming and climate change through the activities of the environmental camp. The reasons were also shared with students on net zero carbon emissions, Taiwan’s energy status, and other information. The event was held in two sessions on July 30, 2024 and August 14, 2024, with 28 and 25 participants respectively. After the event, everyone learned the importance of environmental protection and energy conservation, and worked together to protect the earth.</p> <p>6. Mountain Clean-up for Sustainable and Green Earth To enhance colleagues’ environmental awareness, a mountain cleanup was organized in collaboration with an NGO to the Hutoushan Environmental Park in Taoyuan District, Taoyuan City on November 23, 2024. A total of 77 employees and their family members participated, removing approximately 23.6 kilograms of trash, contributing to the preservation of the ecological environment.</p>

Evaluation Item	Implementation Status		Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	
<p>7. Caring for Rural Community and Disadvantaged Students            In response to the insufficient resources in rural areas, Evergreen Marine collaborated with the “Chang Yung-Fa Foundation” on December 24, 2024 to invite 57 students and teachers from an elementary school” in Yangmei District, Taoyuan City, to celebrate Christmas at the foundation. The event included interactive performances and a Christmas meal provided by “Evergreen Sky Catering Corp.” and a guided tour given by the “Evergreen Maritime Museum.</p> <p>8. 2024 Classical Music Banquet            Evergreen Marine sponsored the “Evergreen Symphony Orchestra” on 9 sessions of “Classical Music Banquet” concerts in 2024, with a total of 2,330 concert tickets provided for the Company’s employees and their families for free. The Company also invited customers, charities and social welfare groups to the concerts.</p>		Abstract Illustration	

Table1 The structure of corporate sustainability committee

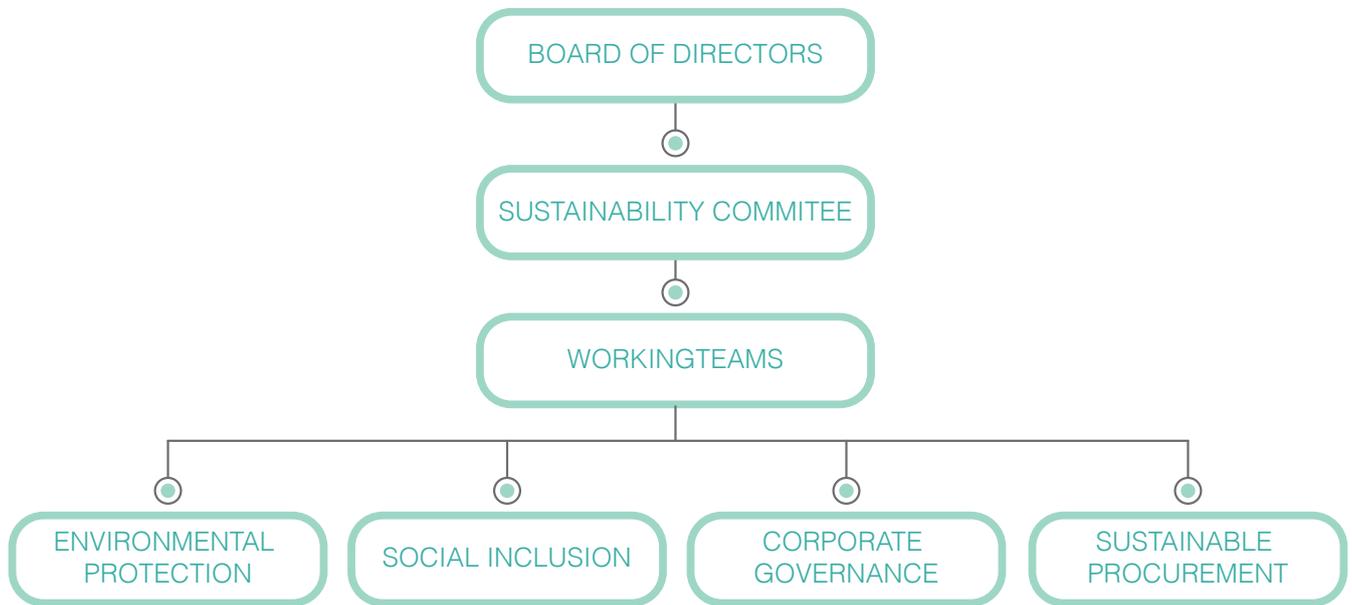


Table2 Risk assessment and management policy

The company conducts risk identification and assessment of important issues on the basis of the Materiality Principle for corporate sustainability development, and formulates relevant risk management policies, strategies and corresponding countermeasures for the assessed risks:

Important issues	Risk assessment	Risk management policies and strategies
Environmental	Environmental protection and ecological conservation	The Company has established an Environmental Management Policy to comply with international environmental conventions, continuously assess environmental risks, review environmental performances, and actively participate in environmental protection programs. We are committed to energy conservation, carbon reduction and pollution prevention. Upholding the corporate value of sustainable development, we adopt advanced technology to build a new generation of dual-fuel vessels to enhance energy efficiency, use biofuels to reduce vessels' carbon emissions, and minimize the impact of our operations on the environment, safeguarding marine ecosystems and biodiversity. Additionally, we implement educational and training programs to raise environmental awareness among all employees and partners, working together to achieve the 2050 net-zero emission target.

Important issues	Risk assessment	Risk management policies and strategies
Social	Occupational safety	<p>The Company has also established an Occupational Safety and Health Policy, providing safe and healthy working conditions and environments. We promote a corporate culture of workplace safety, continuously identify safety and health hazards, and develop specific and feasible improvement plans to mitigate occupational safety risks. The Company is certified by ISO 45001 for Occupational Safety and Health Management System. We conduct safety training in accordance with regulatory requirements and business needs. The training programs includes dangerous goods handling, fire prevention manager training, fire drill training, safety and health regulations, self-inspection before, during, and after the operation and emergency response, etc.</p>
	Cargo Safety	<p>Evergreen Marine is committed to providing safe and reliable international shipping services and fulfilling the goals of “personnel safety,” “vessel safety,” and “cargo safety.” With a comprehensive global service network, Evergreen closely monitors the changes in political and economic conditions in various countries and adopts effective strategies to mitigate operational risks. In view of the continued escalation of the Israeli-Palestinian Conflict in 2024, the Company prudently evaluated the geopolitical risks and diverted relevant service routes around the Cape of Good Hope, avoiding high-risk areas such as the Red Sea and the Suez Canal to ensure the safe transport of maritime cargo.</p>
Corporate Governance	Socioeconomic and regulatory compliance	<p>The company has established a corporate governance team and internal control mechanism for relevant departments to manage risks for exchange rate, interest rate, credit, liquidity, excessive market concentration, international political and economic, epidemic, sanctions, hackers, viruses and other invasions, abnormal climate, and sharp fluctuations in fuel prices, terminal strikes, delays in ships and docking, and poor quality for delivery, etc., Through risks identification, a proper corresponding countermeasures has been set up for minimizing the impact of risks.</p> <p>As a globally reputable container shipping company, Evergreen Marine insists on conducting its business in a lawful, transparent and ethical manner and is committed to complying with global competition law, anti-bribery and anti-corruption law, privacy law and economic sanctions regulations. As such, the company has established regulatory compliance policies and guidelines to facilitate compliance, and supervises it so as to prevent illegal activities from happening.</p>

## (B) Climate-Related Information of Listed Company

Items	Execution Status								
<p>1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities</p>	<p>1. We have established a sustainability committee under the Board of Directors, The President acts as the convener. The committee is the highest supervisory and governance unit for climate-related issues and is responsible for overseeing the Company's climate-related actions, strategies and goals.</p> <p>2. The Environmental protection issue team of sustainability committee working team under sustainability committee, work with the cross-departmental TCFD task force to implement climate-related issues. The convener, the President who is responsible for high-level management commitment and supervision. The team leader is the head of Business Coordination Dept. Under Project Division responsible for supervising, the TCFD task force assesses and integrates climate change risks and opportunities, formulates response measures, sets goals and tracks the results, and reports regularly to the Sustainability Committee and the Board of Directors each year on the management and implementation of climate-related issues.</p>								
<p>2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).</p>	<p>Every year, we analyze and identify the risks and opportunities that climate change brings to the company's overall value chain based on the TCFD framework (Task Force on Climate-related Financial Disclosures), and divide them into short-term (0-2 years), medium-term (2 - 10 years) and long-term (more than 10 years), assess the risks and opportunities by type, likelihood and impact degree, and draw a climate risk opportunity matrix to identify major climate risks and opportunities, and identify the risks and opportunities. The impact of risks and opportunities on the company's business, strategy and finances, and further formulate response and management strategies. The material risks and opportunities are summarized as follows. For details, please refer to Chapter 4-1 「Climate Strategy and Management」 of the Company's 2024 Sustainability Report.</p> <p><b>1. Material Climate-related risks</b></p> <table border="1" data-bbox="491 1512 1469 2000"> <thead> <tr> <th data-bbox="497 1520 667 1556">Duration</th> <th data-bbox="670 1520 957 1556">Description</th> <th data-bbox="960 1520 1121 1556">Impact</th> <th data-bbox="1125 1520 1463 1556">Countermeasures</th> </tr> </thead> <tbody> <tr> <td data-bbox="497 1561 667 1597">Short-term</td> <td data-bbox="670 1561 957 2000"> <p><b>EU Cap and Trade:</b> EU ETS requires ships operating within the EU to purchase EUA, which requires a massive amount of funding and technology, including onboard energy-saving, alternative fuel, emission measurement and management system.</p> </td> <td data-bbox="960 1561 1121 2000"> <p>Increase Asset expenditure Increase operational cost Obtain carbon asset</p> </td> <td data-bbox="1125 1561 1463 2000"> <ul style="list-style-type: none"> <li>• Fully understand EU ETS</li> <li>• ISO14064 &amp; GHG Protocol annual certification</li> <li>• Build decarbonization roadmap and set up target.</li> <li>• Internal Carbon Pricing Study</li> <li>• Install energy-saving and decarbonization equipment on existing ships</li> <li>• Deploy compliant dual-fuel ships</li> </ul> </td> </tr> </tbody> </table>	Duration	Description	Impact	Countermeasures	Short-term	<p><b>EU Cap and Trade:</b> EU ETS requires ships operating within the EU to purchase EUA, which requires a massive amount of funding and technology, including onboard energy-saving, alternative fuel, emission measurement and management system.</p>	<p>Increase Asset expenditure Increase operational cost Obtain carbon asset</p>	<ul style="list-style-type: none"> <li>• Fully understand EU ETS</li> <li>• ISO14064 &amp; GHG Protocol annual certification</li> <li>• Build decarbonization roadmap and set up target.</li> <li>• Internal Carbon Pricing Study</li> <li>• Install energy-saving and decarbonization equipment on existing ships</li> <li>• Deploy compliant dual-fuel ships</li> </ul>
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Items	Execution Status			
	<b>Duration</b>	<b>Description</b>	<b>Impact</b>	<b>Countermeasures</b>
	Short-term	<b>Maritime regulations:</b> IMO stipulates that ships must comply with the Energy Efficiency Index (EEXI,EEDI) and Carbon Intensity Index (CII) rating, the SEEMP (Ship Efficiency Management Plan) should be followed for non-compliance ships or be replaced	Increase Asset expenditure Increase operational cost	<ul style="list-style-type: none"> <li>• Fleet replacement and speed optimization.</li> <li>• Bunker consumption and engine operation Monitoring.</li> <li>• Using WNI service, to optimize sailing routing.</li> <li>• Improve loading/unloading efficiency and proper planning.</li> <li>• Increase low-carbon fuel usage.</li> <li>• Design and deploy high efficiency dual-fuel ships.</li> </ul>
Medium-term	<b>Low-Carbon transition technology:</b> In response to IMO decarbonation strategy, low-carbon fuels, biofuels and carbon-neutral fuels (such as hydrogen, ammonia and green methanol) need to be used, the investing in alternative fuels has technical uncertainties and brings high costs.	Increase operational cost	<ul style="list-style-type: none"> <li>• Integrating biofuels into fleet to reduce GHG emissions.</li> <li>• Environmental fleet deployment to meet IMO and international regulations.</li> <li>• Sustainable fuels cooperation plans with suppliers for future dual fuel (Dual Fuel) ships.</li> </ul>	
<b>2. Material Climate-related opportunities</b>				
	<b>Duration</b>	<b>Description</b>	<b>Impact</b>	<b>Countermeasures</b>
	Medium-term	<b>Low-carbon emission energy solution:</b> Plan to use alternative energy can effectively reduce GHG emissions and increase customer recognition and support. Reduction global Maritime carbon emissions requires collaboration among shipping companies, customers and all partners in the value chain.	Increase orders and clients Increase climate adaptation	<ul style="list-style-type: none"> <li>• Participate low-carbon initiatives (e.g. EU RLCF alliance) and alternative fuel project (e.g. signed MOU with CIP) cooperation.</li> <li>• Promote Green Fuel Support Program (GFSP), to reduce carbon emission with customers and suppliers, not only reduce fleet direct carbon emission but also apply Scope 3 reduction of customers.</li> <li>• Book &amp; Claim, Emission reduction certification.</li> </ul>

Items	Execution Status			
	<p><b>Duration</b></p> <p>Long-term</p>	<p><b>Description</b></p> <p><b>Digital technology Transformation:</b> Using relevant digital technology systems to optimize products and services can reduce carbon emissions and improve product competitiveness and increase revenue.</p>	<p><b>Impact</b></p> <p>Increase orders Lower operational cost Increase asset values Obtain carbon assets Increase climate adaptation</p>	<p><b>Countermeasures</b></p> <ul style="list-style-type: none"> <li>• Cooperate with WNI to use the world's three major Ocean weather forecasts and consulting services, along with ITRI's (Industrial Technology Research Institute) smart and AI-based planning system, to optimize sailing routes and reduce carbon emissions.</li> <li>• API management platform application to provide containers navigation path, with reliable carbon emission data for customers' Scope 3 use.</li> </ul>
	<p><b>Duration</b></p> <p>Medium-term</p>	<p><b>Description</b></p> <p><b>Expansion of low-emission goods and services</b> Provide market-competitive low-carbon products and services, and effectively reduce carbon footprint by optimizing equipment and improving resource utilization efficiency. At the same time, we actively integrate the green supply chain and extend low-carbon services to areas such as terminal management and smart container to meet customers' ESG development needs and jointly create benefits.</p>	<p><b>Impact</b></p> <p>Supply chain source diversity Increase order and clients</p>	<p><b>Countermeasures</b></p> <ul style="list-style-type: none"> <li>• ISO 14067 Services Carbon footprint certifications.</li> <li>• Low emission services: Joint cooperation with our partner X-Press Feeders to Launch Green Shipping Routes In Northern Europe.</li> <li>• Green Terminal: Kaohsiung 7th Container terminal uses low-carbon and environmentally friendly equipment to improve carbon reduction efficiency.</li> <li>• Green Supply Chain: Implement IoT smart container services, to monitor status and optimize the system to ensure the stability and reliability of transportation.</li> </ul>
<p>3. Describe the financial impact of extreme weather events and transformative actions.</p>	<p><b>Climate-related Transitional Actions</b></p> <ul style="list-style-type: none"> <li>• EU Cap and Trade: Shipping company must obtain EUA covered 70% emission in 2025. To calculate based on year 2025 figures and fleet deployment, the potential financial impacts: accounting for</li> </ul>		<p><b>Extreme Climate events</b></p> <ul style="list-style-type: none"> <li>• Climate Change Impacts on the Panama Canal: El Niño is a key driver of low rainfall in Panama. As a result of low water levels in Panama Canal. The Panama Canal Authority has begun taking measures to collect freshwater surcharge and</li> </ul>	

Items	Execution Status	
	<p>approximately 0.84% of the revenue.</p> <ul style="list-style-type: none"> <li>• Maritime regulations: In response to IMO CII regulations, we order new eco-friendly ships and install carbon reduction equipment on existing ships. Based on year 2024~2028, using the eco-friendly ships built in recent years, the additional cost accounts for approximately 7.8% of major capital expenditures compared to traditional vessels.</li> <li>• Low-Carbon transition technology: The use of biofuel for existing ships in order to meet IMO requirement, with the target to maintain all vessels to be categorized as at least C-Class. Based on the estimated biofuel usage in 2025, the potential financial impacts: accounting for approximately 0.31% of the revenue.</li> </ul>	<p>increase tolls. We adjusted sailing schedule, using alternative transportation such as truck/train or take alternative route to maintain service. Assessment time in 2024, the potential financial impacts: the corresponding incremental costs accounted for approximately 0.11% of the revenue.</p> <ul style="list-style-type: none"> <li>• Change of bunkering schedule due to extreme weather: If a vessel encounters extreme weather condition, there may be additional fuel cost associated with route changes, delayed sailing and bunkering schedule or additional fuel cost. Assessment time in 2024, the potential financial impacts of climate change on fuel supply operations: accounting for approximately 0.38% of the revenue.</li> </ul>
<p>4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</p>	<ol style="list-style-type: none"> <li>1. In accordance with the “Risk Management Policies and Procedures” and the “Risk Management Assessment Procedures.” The Company’s risk management process includes risk identification, risk assessment, risk control, risk monitoring, risk disclosure and communication. The Sustainability Committee working teams are responsible for risk management-related business, implementing and integrating the risk management mechanism, and executing risk manage. Every year, the Committee report the risk management implementation status and improvement suggestion to the Board of Directors.</li> <li>2. In view of the process of climate risk identification, risk assessment and risk management, the environmental protection issue team under sustainability committee, established the TCFD task force integrates and implements climate-related risk management policies and procedures, analyze the entire value chain, review and identify climate-related risks that may be faced during operations, and identify their nature, impact degree and likelihood of occurrence. Risk categories include transition risks such as policies and regulations, technology risks, reputation risks, market risks, as well as acute and chronic physical risks. After evaluating and analyzing the possibility of risk occurrence and the degree of impact, the risk diversification obtained based on the impact on the company and the risk occurrence rate will be used as the basis for implementing risk management. Take appropriate response strategies and measures to mitigate risks to an</li> </ol>	

Items	Execution Status													
	<p>acceptable level. Specific risk-responsible department is responsible for monitoring and implementing various processes and management, conducting climate scenario analysis for projects that are assessed as material risks and opportunities, quantifying the potential impact and influence on finance, setting goals, continuous monitoring and regular follow-up.</p>													
<p>5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be provided.</p>	<p>We adhere to TCFD guidance and the goal of 2050 Net Zero, Paris Agreement, we analyzed climate change scenarios using credible sources, such as the IEA (International Energy Agency), IPCC (Intergovernmental Panel on Climate Change) and EU Green Deal's scenario. The assessment of the company's resilience in face of climate change risks, the scenario, parameters, hypothesis, analysis factors and major financial impact as below table:</p> <table border="1" data-bbox="491 763 1465 2085"> <thead> <tr> <th data-bbox="491 763 624 846">Category</th> <th data-bbox="624 763 751 846">Scenario</th> <th data-bbox="751 763 903 846">Hypothesis</th> <th data-bbox="903 763 1131 846">Parameters</th> <th data-bbox="1131 763 1465 846">Analysis factors/Major financial impacts</th> </tr> </thead> <tbody> <tr> <td data-bbox="491 846 624 2085" rowspan="2">Transition Risks</td> <td data-bbox="624 846 751 1122">IEA</td> <td data-bbox="751 846 903 1122">NZE</td> <td data-bbox="903 846 1131 1122">Net Zero Emissions (NZE) scenario, aiming for net zero by 2050, which is consistent with limiting the global temperature rise to 1.5 °C.</td> <td data-bbox="1131 846 1465 2085" rowspan="2"> <p>Carbon Pricing is a common regulation to mitigate climate change and achieve carbon reduction targets. EU ETS system extended to Maritime transport from 2024.</p> <p>EU Allowance (EUA) implementation timeline from the voyages within the EU/EEA:</p> <ul style="list-style-type: none"> <li>• 2024: Ships are required to pay for 40% of emissions.</li> <li>• 2025: Ships are required to pay for 70% of emissions.</li> <li>• 2026 thereafter: Ships are required to pay for 100% of emissions.</li> </ul> <p>Viewing the voyages within EU/EEA, the financial impact of carbon prices under two scenarios is analyzed. The potential financial impact caused by 2025 annual emission, accounting for 1.18%~1.4% of the revenue.</p> <p>The company may face increased costs due to the implementation of carbon pricing system in other regions. We will continue to pay attention to relevant regions' trend and IMO policy to facilitate responses.</p> </td> </tr> <tr> <td data-bbox="624 1122 751 2085">EU Green Deal</td> <td data-bbox="751 1122 903 2085">EU Fit For 55</td> <td data-bbox="903 1122 1131 2085">Climate neutrality by 2050 and a 55 % reduction of net GHG emissions by 2030, compared with 1990 levels.</td> </tr> </tbody> </table>	Category	Scenario	Hypothesis	Parameters	Analysis factors/Major financial impacts	Transition Risks	IEA	NZE	Net Zero Emissions (NZE) scenario, aiming for net zero by 2050, which is consistent with limiting the global temperature rise to 1.5 °C.	<p>Carbon Pricing is a common regulation to mitigate climate change and achieve carbon reduction targets. EU ETS system extended to Maritime transport from 2024.</p> <p>EU Allowance (EUA) implementation timeline from the voyages within the EU/EEA:</p> <ul style="list-style-type: none"> <li>• 2024: Ships are required to pay for 40% of emissions.</li> <li>• 2025: Ships are required to pay for 70% of emissions.</li> <li>• 2026 thereafter: Ships are required to pay for 100% of emissions.</li> </ul> <p>Viewing the voyages within EU/EEA, the financial impact of carbon prices under two scenarios is analyzed. The potential financial impact caused by 2025 annual emission, accounting for 1.18%~1.4% of the revenue.</p> <p>The company may face increased costs due to the implementation of carbon pricing system in other regions. We will continue to pay attention to relevant regions' trend and IMO policy to facilitate responses.</p>	EU Green Deal	EU Fit For 55	Climate neutrality by 2050 and a 55 % reduction of net GHG emissions by 2030, compared with 1990 levels.
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Items	Execution Status				
	<b>Category</b>	<b>Scenario</b>	<b>Hypothesis</b>	<b>Parameters</b>	<b>Analysis factors/Major financial impacts</b>
	Physical Risks	IPCC AR6	SSP5-8.5 Very high emissions	SSP5-8.5 projects the worst scenario without any climate policy. Very high GHG emissions by global temperature rise to 4.4°C, also known as BAU (Business as usual) . Assume to sea level rise is approximately 0.20-0.29m by 2050.	<p>We conducted financial impact analysis by referencing the IPCC SSP8-8.5 worst scenario for physical risks. Assess the potential impact of climate physical risks on the company and its value chain. It shows that rising sea levels, lower canal water levels, extreme climate events are the most material physical risks. The main short-term financial impacts are assessed as follows:</p> <ul style="list-style-type: none"> <li>• Extreme climate events: Sailing and bunkering schedule delay, which brings additional cost. Accounting for 0.38% of the revenue.</li> <li>• Low water levels: such as Panama Canal, Rhine river, are required contingency plan to mitigate impacts. Accounting for 0.11% of the revenue.</li> </ul> <p>We will continue to review routes that pass through high-risk disaster areas to assess the long-term financial impact of physical risks.</p>
<p>6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</p>	<p>The company implements the transition program in terms of our fleet' Carbon emissions reduction and manage climate-related risks, which is in accordance with the IMO Net Zero pathway and relevant regulation, such as Existing Ship Energy Efficiency Index (EEXI) and Carbon Intensity Index (CII). The plan is as follows:</p> <p>In order to reduce Carbon Emissions, the company continues to deploy energy-saving and eco-friendly ships, increase the use of biofuel to reduce carbon emissions, carry out CCUS carbon capture projects, monitor fleet bunker consumption and main engine condition, ensure the efficiency. To avoid bad weather and reduce fuel consumption by using real-time WNI weather information.</p> <p>With the aim of Net Zero carbon emission by 2050, we continue to seek alternative fuels or methods. In 2024, total used volume 38,397.67 tons of biofuel, estimated to reduce carbon emissions by 25,919.56 tCO<sub>2</sub>e.</p>				

Items	Execution Status
	<p>Furthermore, in light of ongoing dual-fuel new energy-saving ships to be delivered in coming years. We signed MOUs with 15 green methanol suppliers, the new energy supply program focuses on specific routes in Europe, USA and Asian ports, certainly ensure the sufficient supply for new ships.</p> <p>For the details on metrics and targets used to identify and manage physical and transition risks, please refer to No. 8.</p>
<p>7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.</p>	<p>Not applicable.</p>
<p>8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.</p>	<p>1. Fleet (Scope I) Carbon Emission Reduction target:  The International Maritime Organization (IMO) has established the following phased greenhouse gas emission reduction targets for the global maritime industry:</p> <ul style="list-style-type: none"> <li>• By 2030 : Compared with base year, the annual greenhouse gas emissions from international shipping should be reduced by at least 20% and the emission rate reduce 40%.</li> <li>• By 2040 : Compared with base year, the annual emissions should be reduced by at least 70%.</li> <li>• By 2050 : Achieve net-zero greenhouse gas emissions from international shipping.</li> </ul> <p>2024 Achieved Progress: The CO<sub>2</sub> emissions rate of the fleets operated by the company and its subsidiaries has slightly increased from 31.7 g /TEU-KM in 2023 to 32.6 g /TEU-KM in 2024. (Due to the impact of operational conditions and geopolitical factors, changed in routes configuration have led to a slight increase in fuel consumption and carbon emissions.) the increased rate 2.8%, the decreased rate 67.5% compared to 2008 baseline.</p> <p>2. Fleet energy efficiency improvement management objectives: Evergreen Marine's latest M-type ships and A-type ships have effectively improved energy efficiency, reduced emissions of greenhouse gases nitrogen oxides, sulfur oxides etc., and also helped improve the accuracy of shipping schedules as well as enhance market competitiveness. The construction and design of new ships combines the concept of environment protection, continuously optimize ship design and reduces ship energy consumption so as to comply with the 2030 IMO Carbon Intensity Index (CII) regulations.</p> <p>3. The company doesn't use carbon offset and RECs for the time being.</p>
<p>9. GHG inventory and assurance status, and reduction goals, strategies and specific action plans</p>	<p>Please refer to following 1-1 and 1-2.</p>

## 1-1 Greenhouse Gas Inventory and Verification Status of the Company in Recent Two Years

### 1-1-1 Greenhouse Gas (GHG) Inventory Information

In 2024, global climate policies and industrial decarbonization standards continued to advance, placing greater demands on corporate sustainability and carbon management. The European Union explicitly included the shipping industry in the EU Emissions Trading System (EU ETS), requiring vessels entering or departing EU ports to purchase and surrender EU Allowances (EUAs) based on their verified CO<sub>2</sub> emissions. At the same time, the International Sustainability Standards Board (ISSB) launched IFRS S1 and S2 climate-related disclosure standards, which took effect globally in 2024, further strengthening climate risk management and corporate transparency. In response to the increasingly clear global decarbonization trend, EVERGREEN must accelerate its carbon management and low-carbon transition efforts to adapt to evolving policies and fulfill stakeholder expectations.

EVERGREEN conducted GHG inventory based on the operational control approach. The organizational boundary for 2024 inventory includes Evergreen Marine Corp. and its subsidiaries included in the consolidated financial statements, encompassing container vessels, domestic and overseas operational sites. The inventory comprehensively covers Scope 1 and Scope 2 emissions.

Third-party verification is scheduled for completion by June 2025, with dual certification under ISO 14064-1:2018 and the GHG Protocol. The complete verification results—including Scope 1, Scope 2, and Scope 3 (GHG Protocol Categories 2, 3, 4, 5, 6, and 7)—will be disclosed in the 2024 Sustainability Report to ensure information transparency and serve as the basis for the Evergreen's GHG emissions management.

The following table presents GHG emissions in metric tons of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e) per year, rounded to the nearest whole number. GHG intensity is expressed as tCO<sub>2</sub>e per NT\$1 million in revenue.

Year		2023		2024	
Onboard Operations		Emission (tCO <sub>2</sub> e)	GHG Intensity (tCO <sub>2</sub> e pee NT\$ million revenue)	Emission (tCO <sub>2</sub> e)	GHG Intensity (tCO <sub>2</sub> e pee NT\$ million revenue)
Fleet	Scope 1 Direct GHG Emissions	9,559,618		11,769,292	
	Scope 2 Indirect GHG Emissions	7,649		10,659	
	Subtotal	9,567,267		11,779,951	
	Biofuel	-		5,708	
Onshore Operations		Emission (tCO <sub>2</sub> e)	GHG Intensity (tCO <sub>2</sub> e pee NT\$ million revenue)	Emission (tCO <sub>2</sub> e)	GHG Intensity (tCO <sub>2</sub> e pee NT\$ million revenue)
EVERGREEN	Scope 1 Direct GHG Emissions	6,159		6,553	
	Scope 2 Indirect GHG Emissions	30,567		33,524	
	Subtotal	36,726		40,077	
Subsidiaries	Scope 1 Direct GHG Emissions	35,333		42,643	
	Scope 2 Indirect GHG Emissions	26,508		33,293	
	Subtotal	61,841		75,936	
Total		9,665,835	34.93	11,895,964	25.66

Note 1: In 2024, the organizational boundary for the GHG inventory was expanded to include Italia Marittima S.p.A. Worldwide Container Shipping Company (ITS) and newly delivered vessels, resulting in an increase in greenhouse gas emissions.

Note 2: GHG intensity calculations exclude biofuel.

Note 3: As biofuel is part of the natural carbon cycle, its related emissions are disclosed separately in accordance with ISO 14064-1 and the GHG Protocol.

Note 4: The consolidated revenue (rounded to the nearest million NTD) was NT\$463,568 million in 2024 and NT\$276,715 million in 2023.

## 1-1-2 GHG Verification Information

The company and its consolidated subsidiaries have conducted GHG verification for the past two years as follows:

Verification Scope		2023 emission (tCO <sub>2</sub> e)	2024 emission (tCO <sub>2</sub> e)
GHG emissions from Onboard Operations			
Fleet	Scope 1 Direct GHG Emissions	9,559,618	11,769,292
	Scope 2 Indirect GHG Emissions	7,649	10,659
	Subtotaal	9,567,267	11,779,951
	Biofuel	-	5,708
	Percentage of the Inventory Disclosed in Section 1-1-1	100%	100%
GHG emissions from Onshore Operations			
EVERGREEN	Scope 1 Direct GHG Emissions	6,159	6,553
	Scope 2 Indirect GHG Emissions	30,567	33,524
	Subtotal	36,726	40,077
	Percentage of the Inventory Disclosed in Section 1-1-1	100%	100%
Subsidiaries	Scope 1 Direct GHG Emissions	35,333	42,643
	Scope 2 Indirect GHG Emissions	26,508	33,293
	Subtotal	61,841	75,936
	Onboard Operations	100%	100%
Verification Body		BSI	BSI
Verification Details		Verification Standards: ISO 14064-1:2018 and GHG Protocol (Reasonable Assurance Level)	GHG inventory is scheduled to be conducted in May 2025 with a reasonable assurance level, and expecting to obtain dual certification under ISO 14064-1:2018 and the GHG Protocol in June.
Verification Opinion/Conclusion		Unqualified Opinion	Not yet verified

## 1-2 GHG Reduction Targets, Strategies, and Action Plans

Evergreen and its subsidiaries operate globally through an extensive network of offices and shipping routes. In response to climate change risks and to achieve our sustainability goals, we have categorized our operations into two main areas—on-shore operations and on-board operations—based on operational characteristics. Climate governance is promoted along these two dimensions, with dedicated GHG emissions reduction targets, strategies, and action plans developed for each.

For onboard operations (the fleet), Evergreen centrally manages emissions reduction efforts in alignment with IMO regulations, international standards, and decarbonization trends, focusing on improving vessel energy efficiency and advancing low-carbon transitions.

For onshore operations (offices, terminals, and container yards), given the varying conditions across regions, our initial efforts focus on Taiwan, where our headquarters is located, as a demonstration site for setting reduction targets and implementing action plans. These efforts will be gradually extended to overseas locations, with the goal of achieving company-wide low-carbon operations and reaching net-zero emissions by 2050.

### 1. Onboard Operations (Fleet)

#### GHG emissions Reduction Targets

Phase	Reduction Target
Short-term	Annual 2% reduction in carbon intensity; by 2030 Co <sub>2</sub> emission rate will be reduced by 70% compared to the base year 2008.
Mid-term	By 2040, total GHG emissions will be reduced by 70% compared to the base year 2008.
Long-term	Achieve net-zero emissions by 2050

#### Strategies and Action Plans

Evergreen is promoting the following strategies and action plans to support the achievement of its short-, mid-, and long-term GHG emissions reduction targets for onboard operations.

##### (1) Promoting Fleet Modernization and Green Upgrades

Evergreen places energy efficiency and environmental sustainability at the core of its fleet development strategy and has been advancing vessel design upgrades. Since 2023, it has placed orders for new environmentally friendly ships equipped with dual-fuel engines—either methanol or LNG—to phase out aging vessels and improve the fleet's overall operational efficiency and environmental performance.

##### (2) Introducing Low-carbon and Alternative Energy Technologies

Evergreen is progressively increasing the use of biofuel as an alternative energy source

to reduce GHG emissions and reduce reliance on conventional fossil fuels.

(3) Applying Carbon Capture Technologies to Reduce Carbon Footprint

Evergreen is introducing Carbon Capture and Storage (CCS) technologies to reduce direct CO<sub>2</sub> emissions during vessel operations, thereby further lowering the fleet’s carbon footprint.

(4) Optimizing Sailing Efficiency to Improve Emissions Reduction Outcomes

Evergreen collaborates with Weathernews Inc. (WNI) to obtain real-time weather data that supports optimal route planning for its fleet, helping to improve navigational efficiency and safety, and notably reducing fuel consumption and carbon emissions.

(5) Reducing Energy Use and GHG Emissions During Port Stays

Evergreen’s vessels are equipped with shore power systems, enabling them to switch to Alternative Maritime Power (AMP) while at berth, helping to reduce marine fuel consumption, lower port-side air pollution, and mitigate environmental impacts on surrounding communities.

2. Onshore Operations (Office Sites and Terminals)

A. Office Sites

GHG emissions Reduction Targets

Phase	Reduction Target
Short-term	Reduce emissions from company vehicles and office buildings by 18% and 10% respectively by 2030, using 2024 as the base year.
Mid-term	Reduce emissions from company vehicles and office buildings 40% and 30% respectively by 2040, relative to the 2024 baseline
Long-term	Achieve net-zero emissions by 2050

Strategies and Action Plans

Evergreen is promoting low-carbon transportation and building energy efficiency at its Taiwan office sites, while progressively introducing renewable energy, with the goal of reducing overall emissions and advancing sustainable operations.

(1) Low-carbon Transition of Company Vehicles

Evergreen is implementing a phased electrification plan for its company vehicle fleet. Initially, conventional fuel-powered vehicles are being replaced with hybrid models, with the long-term goal of transitioning to full electric vehicles (EVs). Currently, 8 out of 43 company vehicles in Taiwan have been replaced. By 2035, an additional 28 are scheduled to be replaced with hybrids. The full transition to EVs will be pursued depending on advancements in EV technology—such as battery range and charging infrastructure—with the goal of achieving a zero-emission fleet by 2050.

(2) Improving Energy Efficiency and Increasing Renewable Energy Usage

To achieve short-term reduction targets, around 2,000 LED energy-efficient light fixtures will be installed in office spaces. In addition, outdated HVAC(Heating, Ventilation, and

Air Conditioning) systems will be upgraded, and window insulation film will be applied to reduce cooling load.

During the mid- to long-term phase, Evergreen will adopt renewable electricity procurement to gradually increase the share of green energy. The goal is to achieve 100% renewable electricity usage for office operations by 2050, through sources such as solar and wind power.

(3) Promoting Emissions Reduction Measures and Employee Engagement

Employees are encouraged to use shared mobility or efficient public transportation (such as high-speed rail and metro systems) instead of company vehicles to reduce transportation-related emissions.

To raise awareness and engagement, Evergreen will regularly disclose quarterly per capita data on water use, electricity consumption, and waste generation at its office sites, and actively promote energy-saving and waste-reduction practices.

B. Kaohsiung Terminal 7

GHG emissions Reduction Targetss

Phase	Reduction Target
Short-term	By 2030, reduce Scope 1 emissions by 10% compared to the base year 2024
Long-term	Achieve net-zero emissions by 2050

Strategies and Action Plans

To pursue its carbon reduction roadmap and achieve emissions targets, Kaohsiung Terminal 7 is adopting a dual approach—through equipment electrification and energy transformation. Key strategies and action plans include:

(1) Electrification of On-site Equipment

Diesel-powered equipment is being replaced in phases with electric alternatives. Starting in 2026, Evergreen will phase out diesel empty container handlers and introduce autonomous electric models to reduce fossil fuel use and support the transition toward fully electric operations.

The goal is to complete full electrification of all diesel-powered equipment at the terminal by 2050.

(2) Use of Renewable Energy

In the short-term, Evergreen would evaluate the installation of a 300 kW solar power system within the terminal to increase the use of self-generated green electricity.

Long-term actions include the procurement of renewable electricity from external sources or participation in collaborative renewable energy development projects. The goal is to ensure that 100% of the terminal’s electricity demand is met by renewable energy (e.g., solar or wind) by 2050.

## 2-3-7 Ethical Corporate Management

Evaluation Items	Implementation Status			Deviations and the Reasons
	Yes	No	Summary description	
<p>1. Establishment of ethical corporate management policies and programs</p> <p>(1) Does the company have an ethical corporate management policy approved by its Board of Directors, and bylaws and publicly available documents addressing its corporate conduct and ethics policy and measures, and commitment regarding implementation of such policy from the Board of Directors and the top management team?</p>	✓		The Company's Ethical Corporate Management Best-Practice Principles, established and resolved by Board of Directors in 2014, is a guideline to provide high ethical standards for all employees. The principles are disclosed in the annual report and on the company website. The Board of Directors and the top management place the greatest importance in adopting the highest standards of integrity and ethics in corporate management and employee work conduct.	None
<p>(2) Whether the company has established an assessment mechanism for the risk of unethical conduct; regularly analyzes and evaluates, within a business context, the business activities with a higher risk of unethical conduct; has formulated a program to prevent unethical conduct with a scope no less than the activities prescribed in Article 7, paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPE Listed Companies?</p>	✓		The Company has established risk assessment mechanism stipulated by "Ethical Corporate Management Best Practice Principles for TWSE/TPE Listed Companies" Article 7 Paragraph 2. Each department needs to periodically analyze and evaluate higher risk operating activities to prevent unethical behaviors. In addition, Legal Department (Compliance Team included) establishes company's regulatory compliances and provides training to ensure compliance with regulations. It also disseminates preventative measures against unethical conduct.	None
<p>(3) Does the Company specify the relevant procedures, conduct guidelines, punishment for violation, and rules of appeal in the formulated preventive measures against unethical behaviour, as well as implement and regularly review and revise the aforementioned measure?</p>	✓		The Company's Procedures for Ethical Management and Guidelines for Conduct have established preventive measures against unethical conduct, offering and accepting bribes and improper benefits, or being present in the meeting involving any potential conflict of interest. The aforementioned principles and regulations also	None

Evaluation Items	Implementation Status			Deviations and the Reasons
	Yes	No	Summary description	
			cover systems for rewards, penalties, complaints, and related disciplinary measures. Human Resources Department (HRD) is responsible for establishing and supervising the implementation of the ethical corporate management policies and prevention programs to achieve sound ethical corporate management.	
2. Ethical Management Practice				
(1) Does the company assess the ethics records of those it has business relationships with and include ethical conduct related clauses in the business contracts?	✓		The company has standardized the requirements for the integrity record assessment and the signing of the integrity behavior clause in the “Ethical Corporate Management Best Practice Principles.” The company shall avoid engaging in commercial activities with suppliers involved in unethical conduct or against its CSR policies. When entering into contracts with suppliers, the company shall include terms requiring compliance with ethical principles and CSR policy. If the content violates any of the above terms, the company may cancel or suspend the relevant contract.	None
(2) Has the company set up a dedicated unit to promote ethical corporate management under the board of directors, and does it regularly (at least once a year) report to the board of directors on its ethical corporate management policy and program to prevent unethical conduct and monitor their implementation?	✓		The Company designated the Human Resources Department (HRD) to be in charge of establishing ethical corporate management policies and the preventive measures against unethical behavior, and supervising their implementation. In addition, HRD assists the Board of Directors and management in verifying and assessing the effectiveness of the preventative measures taken for the purpose of implementing ethical management, and regularly reports to the Board in December each year. The contents of the report made on the Board of	None

Evaluation Items	Implementation Status			Deviations and the Reasons
	Yes	No	Summary description	
			<p>Directors' meeting held on December 25, 2024 are summarized as follows:</p> <ol style="list-style-type: none"> <li>1. Policies on Ethical Management In order to prevent any unethical behavior of employees, the Company's top management emphasized in the monthly managerial meetings and announced to all employees that all business activities must be in accordance with the competition laws, prevention of insider trading, information security policy, and confidential information protection, etc.</li> <li>2. Ethical Management risk assessment According to Ethical Corporate Management Best Practice Principles and Guidelines for Conduct, the Company establishes effective risk assessment mechanism and conducts a review each year. The results appraised by all departments in 2024 revealed that all business activities were at "low" risk level and current control systems could remain unchanged.</li> <li>3. Training on Ethical Management related issues               <ol style="list-style-type: none"> <li>(1)The Company organized orientation courses on ethical management and morality, anti-bribery and anti-corruption policies, competition compliance and general data protection regulation (GDPR) in 2024 and 104 new employees completed the courses.</li> <li>(2)The Company organized an e-learning course on management of the prevention of insider trading in 2024. There were 2,448 employees completed the</li> </ol> </li> </ol>	

Evaluation Items	Implementation Status			Deviations and the Reasons
	Yes	No	Summary description	
(3) Has the company established policies to prevent conflict of interests, provided appropriate communication and complaint channels, and properly implemented such policies?	✓		<p>courses and test. The completion rate was 100%.</p> <p>4. Complaint Mailbox: No case against code of conduct was received via the complaint mailbox in 2024.</p> <p>To prevent conflicts of interests and provide appropriate communication channels, the Company established the Ethical Corporate Management Best-Practice Principles, Procedures for Ethical Management and Guidelines for Conduct in 2014 and 2015 respectively. Through internal control system, audit system and all kinds of management regulations, the Company ensures that the enforcement of the systems are showing results.</p>	None
(4) Does the company have effective accounting and internal control systems in place to enforce ethical corporate management? Does the internal audit unit follow the results of unethical conduct risk assessments and devise audit plans to audit compliance with the systems to prevent unethical conduct or hire outside accountants to perform the audits?	✓		<p>The Company has established an accounting system, internal control system and internal audit implementation rules. The internal audit unit will check the risk assessment results on high-risk unethical behavior and conduct an audit plan for future prevention programs in compliance with Company's ethical corporate management principles.</p>	None
(5) Does the company provide internal and external ethical corporate management training programs on a regular basis?	✓		<p>The Company delivers integrity policies through various channels, such as monthly departmental meetings, e-Bulletin Board, and management's remarks. For new employees, training on ethical management and morality, anti-bribery and anti-corruption policies, competition compliance and general data protection regulation (GDPR) were carried out during the orientation for 104 newcomers in</p>	None

Evaluation Items	Implementation Status			Deviations and the Reasons
	Yes	No	Summary description	
			2024. In addition, the on-line course on management of the prevention of insider trading was carried out in 2024. A total of 2,448 employees completed the courses and test.	
3. Implementation of Complaint Procedures				
(1) Has the company established specific whistle-blowing and reward procedures, set up conveniently accessible whistle-blowing channels, and appointed appropriate personnel specifically responsible for handling complaints received from whistleblowers?	✓		The Company has established the “Employee Complaint Regulations” as a basis for the employees to seek redress for violations of their rights, unfair treatment, or illegal behavior by other employees. An independent whistle-blowing mailbox is set up for internal and external personnel to submit reports. This mailbox is under the responsibility of a dedicated personnel.	None
(2) Has the company established standard operation procedures for investigating the complaints received, follow-up measures taken after investigation, and mechanisms ensuring such complaints are handled in a confidential manner?	✓		The procedure of general whistle-blowing cases shall apply to the company grievance and appeal policies. The complainer may raise the case verbally, in writing or report anonymously. The Company then should make records, investigate and give a response to the complainer within 10 working days or extend the latest date of response up to 30 working days when necessary. The identity of the complainer and the contents of the complaint are kept confidential. The complainer is protected from any inappropriate treatment due to the complaint.	None

Evaluation Items	Implementation Status			Deviations and the Reasons
	Yes	No	Summary description	
(3) Has the company adopted proper measures to protect whistleblowers from retaliation for filing complaints?	✓		The Company takes whistleblower protection seriously and cases will be handled by designated Human Resources Managers. The Company shall promise confidentiality of the identity of whistle-blowers and the content of reported cases and measures for protecting whistle-blowers from inappropriate disciplinary actions due to their whistle-blowing.	None
4. Strengthening Information Disclosure Does the company disclose its ethical corporate management policies and the results of their implementation on its website and the Market Observation Post System (MOPS)?	✓		The Company's Ethical Corporate Management Best-Practice Principles and the results of our implementation have been posted on the Company's website ( <a href="https://csr.evergreen-marine.com/csr/tw/jsp/CSR_EthicalManagementRule.jsp">https://csr.evergreen-marine.com/csr/tw/jsp/CSR_EthicalManagementRule.jsp</a> ) and MOPS.	None
5. If the company has adopted its own ethical corporate management best practice principles based on the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, please describe any deviations between the principles and their implementation: None				
6. Other important information to facilitate a better understanding of the status of operation of the company's ethical corporate management policies (e.g., the company's reviewing and amending of its ethical corporate management best practice principles): None				

## 2-3-8 Other Important Information Regarding Corporate Governance

1. The status of management level attending corporate governance related continuing education/training in 2024:

Name and Title	Date	Professional Organization	Training Sessions and Hours
President Wu, Kuang-Hui	Jul. 19	Taiwan Corporate Governance Association	The Trend in Labor-Capital Relations from an ESG Perspective - The Approach for Taiwanese Enterprises/ 3 hours
	Oct. 15	Taiwan Corporate Governance Association	Global Risks in Future & Opportunities of Sustainability Transitions/ 1.5 hours
		Taiwan Corporate Governance Association	Global Economic Trends and Industry Outlook/ 1.5 hours
Chief Executive Vice President Lin, Wen-Kuei	May 3	Chinese National Association of Industry and Commerce	Innovative business models and business opportunities in the era of green supply chain/ 3 hours
	May 17	Taiwan Corporate Governance Association	Board of Directors Information Security Governance Oversight Strategy/ 3 hours
	Jul. 19	Taiwan Corporate Governance Association	The Trend in Labor-Capital Relations from an ESG Perspective - The Approach for Taiwanese Enterprises/ 3 hours
	Oct. 15	Taiwan Corporate Governance Association	Global Risks in Future & Opportunities of Sustainability Transitions/ 1.5 hours
		Taiwan Corporate Governance Association	Global Economic Trends and Industry Outlook/ 1.5 hours

2. The training courses condition for Auditing officer and Accounting officer in 2024:

### A. Auditing personnel

Name	Date	Professional Organization	Training Sessions and Hours
Wu, Yu-Chi	1. Jun.19 2. Oct.24	1. Securities and Futures Institute 2. Securities and Futures Institute	1. Overview of corporate governance and responses to internal control compliance/6 hrs 2. Sales and purchasing cycle audit practice training/6 hrs

### B. Accounting Supervisor

The accounting supervisor of the Company, Chang, Chuan-Fu, has participated in the continuing education course held by the training institution as determined by the competent authority for 12 hours in accordance with Article 6 of the “Eligibility Rules for the Accounting Supervisor of the Issuer’s Securities Exchange and the Professional Training Method”.

Name	Date	Professional Organization	Training Sessions and Hours
Chang, Chuan-Fu	July. 26, 2024~ Aug. 2, 2024	Accounting Research and Development Foundation	Accounting Supervisor Continuing Education Course (Auditing, Finance, Corporate Governance, Ethics and Legal Responsibility)/12 hours

### (3) “Internal Major Information Processing Procedures” of the Company:

In order to establish a good internal information processing and disclosure mechanism, the “Internal Major Information Processing Procedures” of the Company was approved by the Board of Directors on Dec.22, 2014 and has been disclosed on the Company’s website for directors, supervisors, managers and employees of the Company to follow as a basis in order to avoid violations or insider trading.

## 2-3-9 Internal Control System Execution Status

### 1. Statement of Internal Control System

The relevant information of Statement of Internal Control System of the company has been disclosed on the MOPS(<https://mops.twse.com.tw>).

2. Where a CPA has been hired to carry out a special audit of the internal control system, furnish the CPA audit report:

None.

## 2-3-10 Major resolutions of Shareholders' Meeting, Board Meetings and Functional Committees

### 1. Major Resolutions of Shareholders' Meeting

Date of Meeting	Proposals	Execution
May 28, 2024	1. To approve 2023 earnings distribution.	Cash dividends to common shareholders was NT\$10 per share, with total NT\$21,439,151,650, the dividend record date was on Jul. 5, 2024. Cash dividend was distributed on Jul. 29, 2024.
	2. To amend "Rules and Procedures of Shareholders' Meeting".	The related actions on behalf of the Company were conducted in accordance with revised "Rules and Procedures of Shareholders' Meeting".
	3. To amend "Regulations for Electing Directors".	The related actions on behalf of the Company were conducted in accordance with revised "Regulations for Electing Directors".

### 2. Major Resolutions of Board Meetings and Functional Committees (Audit Committee, Remuneration Committee and Sustainability Committee)

Board Meeting Date & Session	Major Resolutions	The Date, Session, Independent Directors' Opinions and Resolution of Functional Committee
<p>Jan. 31, 2024 (The 8<sup>th</sup> Meeting of the 22<sup>nd</sup> Board)</p>	<ol style="list-style-type: none"> <li>1. To approve Evergreen Marine (Asia) Pte. Ltd., the subsidiary of EMC, acquires shares of Italia Marittima S.p.A. from Balsam Estate B.V. <u>Recusal of Directors and voting situation of Board of Directors</u> <ul style="list-style-type: none"> <li>• Chairman Chang, Yen-I also served as the director of Evergreen Marine (Asia) Pte. Ltd.; Chairman Chang, Yen-I, and Director Chang, Kuo-Hua and Wu, Kuang-Hui also served as the directors of Peony Investment S.A.; Director Chang, Kuo-Hua and Ko, Lee-Ching also served as the directors of Evergreen International S.A. (Balsam Estate B.V.'s original shareholders are Evergreen International S.A. and Peony Investment S.A.)</li> <li>• Except for directors who recused themselves from the discussion and resolution, another 5 attendance agreed and approved the proposal.</li> </ul> </li> <li>2. To approve Peony Investment S.A., the subsidiary of EMC, acquire shares of South Asia Gateway Terminals (Private) Limited from Evergreen International S.A. <u>Recusal of Directors and voting situation of Board of Directors</u> <ul style="list-style-type: none"> <li>• Chairman Chang, Yen-I, Director Chang, Kuo-Hua and Wu, Kuang-Hui also served as the directors of Peony Investment S.A.; Director Chang, Kuo-Hua and Ko, Lee-Ching also served as the directors of Evergreen International S.A.</li> <li>• Except for directors who recused themselves from the discussion and resolution, another 5 attendance agreed and approved the proposal.</li> </ul> </li> <li>3. To approve the acquisition of shares of Taipei Port Container Terminal Corp. from Evergreen International S.A. <u>Recusal of Directors and voting situation of Board of Directors</u> <ul style="list-style-type: none"> <li>• Director Chang, Kuo-Hua and Ko, Lee-Ching also served as the directors of Evergreen International S.A.</li> <li>• Except for directors who recused themselves from the discussion and resolution, another 7 attendance agreed and approved the proposal.</li> </ul> </li> <li>4. To approve the acquisition of real estate of Evergreen Marine (UK) Limited., the subsidiary of EMC from Evergreen International S.A. <u>Recusal of Directors and voting situation of Board of Directors</u> <ul style="list-style-type: none"> <li>• Director Chang, Kuo-Hua and Ko, Lee-Ching also served as the directors of Evergreen International S.A.</li> <li>• Except for directors who recused themselves from the discussion and resolution, another 7 attendance agreed and approved the proposal.</li> </ul> </li> <li>5. To approve making endorsements and guarantees for subsidiary.</li> </ol>	<p>Jan. 31, 2024 The 7<sup>th</sup> Meeting of the 3<sup>rd</sup> Audit Committee</p> <ol style="list-style-type: none"> <li>1. Deliberation Result: Approved unanimously by Audit Committee members.</li> <li>2. Objection, expression of reservation or qualified opinion by independent directors: None</li> </ol>

Board Meeting Date & Session	Major Resolutions	The Date, Session, Independent Directors' Opinions and Resolution of Functional Committee
	6. To set the capital increase record date of common stocks transferred from the 4 <sup>th</sup> Domestic Unsecured Convertible Bond. 7. To appoint the new member of the Sustainability Committee. 8. To amend "Corporate Governance Best Practice Principles". 9. To convene 2024 Annual General Shareholders' Meeting.	-
Mar.14, 2024	1. To approve 2023 Employees' Compensation. <u>Recusal of Directors and voting situation of Board of Directors</u> <ul style="list-style-type: none"> <li>• Director Wu, Kuang-Hui and Lin, Wen-Kuei have direct personal interest conflicts to the proposal.</li> <li>• Except for directors who recused themselves from the discussion and resolution, another 7 attendance agreed and approved the proposal.</li> </ul> 2. To approve 2023 Directors' Compensation. 3. To amend "Remuneration Committee Charter".	Mar.14, 2024 The 3 <sup>rd</sup> Meeting of the 5 <sup>th</sup> Remuneration Committee 1. Deliberation Result: Approved unanimously by Remuneration Committee members. 2. Objection, expression of reservation or qualified opinion by independent directors: None
Mar.14, 2024 (The 9 <sup>th</sup> Meeting of the 22 <sup>nd</sup> Board)	4. To approve the acquisition of container vessels of Italia Marittima S.p.A., from Evergreen Marine (Asia) Pte. Ltd., the subsidiary of EMC. <u>Recusal of Directors and voting situation of Board of Directors</u> <ul style="list-style-type: none"> <li>• Chairman Chang, Yen-I also served as the director of Evergreen Marine (Asia) Pte. Ltd.; Director Wu, Kuang-Hui also served as the director of Italia Marittima S.p.A.</li> <li>• Except for directors who recused themselves from the discussion and resolution, another 7 attendance agreed and approved the proposal.</li> </ul> 5. To approve the contract novation of chartering container vessels between Evergreen Marine (Hong Kong) Ltd. and Evergreen Marine (Asia) Pte. Ltd. <u>Recusal of Directors and voting situation of Board of Directors</u> <ul style="list-style-type: none"> <li>• Chairman Chang, Yen-I and Director Wu, Kuang-Hui are also directors of Evergreen Marine (Hong Kong) Ltd.; Chairman Chang, Yen-I is also director of Evergreen Marine (Asia) Pte. Ltd.</li> <li>• Except for directors who recused themselves from the discussion and resolution, another 7 attendance agreed and approved the proposal.</li> </ul> 6. To approve 2023 Business Report. 7. To approve 2023 Parent-Company-Only Financial Report and Consolidated Financial Report. 8. To approve 2023 Earnings Distribution. 9. To approve making endorsements and guarantees for subsidiary. 10. To amend "Audit Committee Charter". 11. To approve the 2023 Internal Control Statement. 12. To amend "Internal Control System".	Mar.14, 2024 The 8 <sup>th</sup> Meeting of the 3 <sup>rd</sup> Audit Committee 1. Deliberation Result: Approved unanimously by Audit Committee members. 2. Objection, expression of reservation or qualified opinion by independent directors: None

Board Meeting Date & Session	Major Resolutions	The Date, Session, Independent Directors' Opinions and Resolution of Functional Committee
	13. To amend "Rules and Procedures of the Shareholders' Meeting". 14. To amend "Regulations for Electing Directors". 15. To amend "Rules of Procedure for Board of Directors Meetings".	-
May 14, 2024 (The 10 <sup>th</sup> Meeting of the 22 <sup>nd</sup> Board)	1. To ratify the acquisition of newly-build container of Evergreen Marine (Asia) Pte. Ltd., the subsidiary of EMC. <u>Recusal of Directors and voting situation of Board of Directors</u> <ul style="list-style-type: none"> <li>Chairman Chang, Yen-I also served as the director of Evergreen Marine (Asia) Pte. Ltd.</li> <li>Except for director who recused himself from the discussion and resolution, another 8 attendance agreed and approved the proposal.</li> </ul> 2. To approve the acquisition of container of Evergreen Marine (Asia) Pte. Ltd., the subsidiary of EMC. <u>Recusal of Directors and voting situation of Board of Directors</u> <ul style="list-style-type: none"> <li>Chairman Chang, Yen-I also served as the director of Evergreen Marine (Asia) Pte. Ltd.; Chairman Chang, Yen-I and Director Wu, Kuang-Hui also served as the directors of Evergreen Heavy Industrial Corp. (Malaysia) Berhad.</li> <li>Except for directors who recused themselves from the discussion and resolution, another 7 attendance agreed and approved the proposal.</li> </ul> 3. To approve Consolidated Financial Report for the three months ended Mar. 31, 2024. 4. To approve making endorsements and guarantees for subsidiaries. 5. To amend "Internal Control System".	May 14, 2024 The 9 <sup>th</sup> Meeting of the 3 <sup>rd</sup> Audit Committee 1. Deliberation Result: Approved unanimously by Audit Committee members. 2. Objection, expression of reservation or qualified opinion by independent directors: None
Jun. 7, 2024 (The 11 <sup>th</sup> Meeting of the 22 <sup>nd</sup> Board)	1. To approve the acquisition of Dual Fuel Container Vessels of Italia Marittima S.p.A., the subsidiary of EMC. 2. To approve the contract novation of chartering container vessels between Greencompass Marine S.A. and Evergreen Marine (Asia) Pte. Ltd. <u>Recusal of Directors and voting situation of Board of Directors</u> <ul style="list-style-type: none"> <li>Chairman Chang, Yen-I also served as the director of Greencompass Marine S.A. and Evergreen Marine (Asia) Pte. Ltd.</li> <li>Except for director who recused himself from the discussion and resolution, another 8 attendance agreed and approved the proposal.</li> </ul> 3. To approve the acquisition of newly-built container of Evergreen Marine (Asia) Pte. Ltd., the subsidiary of EMC. 4. To approve making endorsements and guarantees for subsidiaries. 5. To set the capital increase record date of common stocks transferred from the 4th Domestic Unsecured Convertible Bond.	Jun. 7, 2024 The 10 <sup>th</sup> Meeting of the 3 <sup>rd</sup> Audit Committee 1. Deliberation Result: Approved unanimously by Audit Committee members. 2. Objection, expression of reservation or qualified opinion by independent directors: None

Board Meeting Date & Session	Major Resolutions	The Date, Session, Independent Directors' Opinions and Resolution of Functional Committee
Jul. 9, 2024 (The 12 <sup>th</sup> Meeting of the 22 <sup>nd</sup> Board)	To approve 2023 Sustainability Report.	Jul. 9, 2024 The 7 <sup>th</sup> Meeting of the 2 <sup>nd</sup> Sustainability Committee 1. Deliberation Result: Approved unanimously by Sustainability Committee members. 2. Objection, expression of reservation or qualified opinion by independent directors: None
Aug. 13, 2024 (The 13 <sup>th</sup> Meeting of the 22 <sup>nd</sup> Board)	<ol style="list-style-type: none"> <li>1. To approve the acquisition of newly-build containers of EMC or the subsidiaries.</li> <li>2. To approve leasing containers of Evergreen Marine (Asia) Pte. Ltd., the subsidiary of EMC, from original container rental companies. <u>Recusal of Directors and voting situation of Board of Directors</u> <ul style="list-style-type: none"> <li>• Director Chang, Kuo-Hua and Ko, Lee-Ching also served as the directors of Evergreen International S.A.</li> <li>• Except for directors who recused themselves from the discussion and resolution, another 7 attendance agreed and approved the proposal.</li> </ul> </li> <li>3. To approve leasing containers of Evergreen Marine (Asia) Pte. Ltd., the subsidiary of EMC, from Gaining Enterprise S.A. <u>Recusal of Directors and voting situation of Board of Directors</u> <ul style="list-style-type: none"> <li>• Chairman Chang, Yen-I and Director Ko, Lee-Ching and Wu, Kuang-Hui also served as the directors of Gaining Enterprise S.A.</li> <li>• Except for directors who recused themselves from the discussion and resolution, another 6 attendance agreed and approved the proposal.</li> </ul> </li> <li>4. To approve establishing Joint Venture Company between Evergreen Marine (Asia) Pte. Ltd., the subsidiary of EMC, and PSA First Terminal Pte Ltd.</li> <li>5. To approve Consolidated Financial Report for the six months ended Jun. 30, 2024.</li> <li>6. To approve making endorsements and guarantees for subsidiaries.</li> <li>7. To amend "Internal Control System".</li> </ol>	Aug. 13, 2024 The 11 <sup>th</sup> Meeting of the 3 <sup>rd</sup> Audit Committee 1. Deliberation Result: Approved unanimously by Audit Committee members. 2. Objection, expression of reservation or qualified opinion by independent directors: None
	<ol style="list-style-type: none"> <li>8. To amend "Sustainability Committee Charter".</li> </ol>	Aug. 13, 2024 The 8 <sup>th</sup> Meeting of the 2 <sup>nd</sup> Sustainability Committee 1. Deliberation Result: Approved unanimously by Sustainability Committee members. 2. Objection, expression of reservation or qualified opinion by independent directors: None
	<ol style="list-style-type: none"> <li>9. To set the capital increase record date of common stocks transferred from the 4<sup>th</sup> Domestic Unsecured Convertible Bond.</li> </ol>	-

Board Meeting Date & Session	Major Resolutions	The Date, Session, Independent Directors' Opinions and Resolution of Functional Committee
Nov. 13, 2024 (The 15 <sup>th</sup> Meeting of the 22 <sup>nd</sup> Board)	1. To approve the contract novation of chartering container vessels between Greencompass Marine S.A. and Evergreen Marine (Asia) Pte. Ltd. <u>Recusal of Directors and voting situation of Board of Directors</u> <ul style="list-style-type: none"> <li>Chairman Chang, Yen-I also served as the director of Greencompass Marine S.A. and Evergreen Marine (Asia) Pte. Ltd.</li> <li>Except for director who recused himself from the discussion and resolution, another 8 attendance agreed and approved the proposal.</li> </ul>	Nov.13, 2024 The 13 <sup>th</sup> Meeting of the 3 <sup>rd</sup> Audit Committee 1. Deliberation Result: Approved unanimously by Audit Committee members. 2. Objection, expression of reservation or qualified opinion by independent directors: None
	2. To approve Consolidated Financial Report for the nine months ended Sep. 30, 2024. 3. To approve making endorsements and guarantees for subsidiary. 4. To set the capital increase record date of common stocks transferred from the 4 <sup>th</sup> Domestic Unsecured Convertible Bond.	-
Dec. 11, 2024 (The 16 <sup>th</sup> Meeting of the 22 <sup>nd</sup> Board)	1. To approve the acquisition of container of Evergreen Marine (Asia) Pte. Ltd., the subsidiary of EMC. 2. To approve establishing two new companies by Evergreen Marine (Asia) Pte. Ltd., the subsidiary of EMC, and the new companies' acquisition of real estate in Jersey City, USA from Evergreen Shipping Agency (America) Corp. for development. <u>Recusal of Directors and voting situation of Board of Directors</u> <ul style="list-style-type: none"> <li>Director Chang, Kuo-Hua is also shareholder of Evergreen Shipping Agency (America) Corp.</li> <li>Except for director who recused himself from the discussion and resolution, another 8 attendance agreed and approved the proposal.</li> </ul> 3. To approve the donation to Chang, Yung-Fa Charity Foundation. <u>Recusal of Directors and voting situation of Board of Directors</u> <ul style="list-style-type: none"> <li>Director Chang, Kuo-Hua's blood relative within the second degree of kinship also served as the director of Chang, Yung-Fa Charity Foundation.</li> <li>Except for director who recused himself from the discussion and resolution, another 8 attendance agreed and approved the proposal.</li> </ul> 4. To approve the acquisition of right-of-use asset of real estate from Evergreen International Storage & Transport. <u>Recusal of Directors and voting situation of Board of Directors</u> <ul style="list-style-type: none"> <li>Chairman Chang, Yen-I and Director Ko, Lee-Ching and Tai, Jiin-Chyuan also served as the directors of Evergreen International Storage &amp; Transport.</li> <li>Except for directors who recused themselves from the discussion and resolution, another 6 attendance agreed and approved the proposal.</li> </ul>	Dec. 11, 2024 The 14 <sup>th</sup> Meeting of the 3 <sup>rd</sup> Audit Committee 1. Deliberation Result: Approved unanimously by Audit Committee members. 2. Objection, expression of reservation or qualified opinion by independent directors: None

Board Meeting Date & Session	Major Resolutions	The Date, Session, Independent Directors' Opinions and Resolution of Functional Committee
	<p>5. To approve the acquisition of right-of-use asset of real estate from Taipei Port Container Terminal Corp.</p> <p><u>Recusal of Directors and voting situation of Board of Directors</u></p> <ul style="list-style-type: none"> <li>Chairman Chang, Yen-I and Director Tai, Jiin-Chyuan, Wu, Kuang-Hui and Lin, Wen-Kuei also served as the directors of Taipei Port Container Terminal Corp.</li> <li>Except for directors who recused themselves from the discussion and resolution, another 5 attendance agreed and approved the proposal.</li> </ul>	
	<p>6. To amend "Occupational Safety and Health Policy" and formulate "Environmental Management Policy".</p>	<p>Dec. 11, 2024 The 10<sup>th</sup> Meeting of the 2<sup>nd</sup> Sustainability Committee</p> <p>1. Deliberation Result: Approved unanimously by Sustainability Committee members.</p> <p>2. Objection, expression of reservation or qualified opinion by independent directors: None</p>
<p>Dec. 25, 2024 (The 17<sup>th</sup> Meeting of the 22<sup>nd</sup> Board)</p>	<p>1. To amend the attachment "Salary and Compensation Structure for Managers' Ranks" of the "Payment Regulations of Managers Compensation".</p> <p>2. To approve 2024 bonus for management.</p> <p><u>Recusal of Directors and voting situation of Board of Directors</u></p> <ul style="list-style-type: none"> <li>Director Wu, Kuang-Hui and Lin, Wen-Kuei have direct personal interest conflicts to the proposal.</li> <li>Except for directors who recused themselves from the discussion and resolution, another 7 attendance agreed and approved the proposal.</li> </ul> <p>3. To approve 2025 compensation for management.</p> <p><u>Recusal of Directors and voting situation of Board of Directors</u></p> <ul style="list-style-type: none"> <li>Director Wu, Kuang-Hui and Lin, Wen-Kuei have direct personal interest conflicts to the proposal.</li> <li>Except for directors who recused themselves from the discussion and resolution, another 7 attendance agreed and approved the proposal.</li> </ul> <p>4. To approve the 2024 Chairman's bonus.</p> <p><u>Recusal of Directors and voting situation of Board of Directors</u></p> <ul style="list-style-type: none"> <li>Chairman Chang, Yen-I has direct personal interest conflicts to the proposal.</li> <li>Except for director who recused himself from the discussion and resolution, another 8 attendance agreed and approved the proposal.</li> </ul>	<p>Dec. 25, 2024 The 4<sup>th</sup> Meeting of the 5<sup>th</sup> Remuneration Committee Meeting</p> <p>1. Deliberation Result: Approved unanimously by Remuneration Committee members.</p> <p>2. Objection, expression of reservation or qualified opinion by independent directors: None</p>

Board Meeting Date & Session	Major Resolutions	The Date, Session, Independent Directors' Opinions and Resolution of Functional Committee
	<p>5. To approve 2025 Chairman's compensation. <u>Recusal of Directors and voting situation of Board of Directors</u></p> <ul style="list-style-type: none"> <li>Chairman Chang, Yen-I has direct personal interest conflicts to the proposal.</li> <li>Except for the director who recused himself from the discussion and resolution, another 8 attendance agreed and approved the proposal.</li> </ul> <p>6. To approve bonus for Independent Directors. <u>Recusal of Directors and voting situation of Board of Directors</u></p> <ul style="list-style-type: none"> <li>Independent Director Yu, Fang-Lai, Li, Chang-Chou and Chang, Chia-Chee have direct personal interest conflicts to the proposal.</li> <li>Except for directors who recused themselves from the discussion and resolution, another 6 attendance agreed and approved the proposal.</li> </ul>	
	<p>7. To approve the acquisition of newly-built container of Evergreen Marine (Asia) Pte. Ltd., the subsidiary of EMC from Evergreen Heavy Industrial Corp. (Malaysia) Berhad. <u>Recusal of Directors and voting situation of Board of Directors</u></p> <ul style="list-style-type: none"> <li>Chairman Chang, Yen-I also served as the director of Evergreen Marine (Asia) Pte. Ltd. and Evergreen Heavy Industrial Corp. (Malaysia) Berhad.</li> <li>Except for director who recused himself from the discussion and resolution, another 8 attendance agreed and approved the proposal.</li> </ul> <p>8. To approve the acquisition of newly-built reefer containers and refrigeration units of Evergreen Marine (Asia) Pte. Ltd., the subsidiary of EMC.</p> <p>9. To approve 2025 Operation and Budget Plan.</p> <p>10. To approve the Company's certified public accountants and remuneration.</p> <p>11. To formulate 2025 "Pre-approval Policy for Non-Assurance Services by Certified Public Accountants Firms".</p> <p>12. To approve making endorsements and guarantees for subsidiaries.</p> <p>13. To amend "Internal Control System" and "Internal Audit Implementation Rules".</p>	<p>Dec. 25, 2024 The 15<sup>th</sup> Meeting of the 3<sup>rd</sup> Audit Committee</p> <p>1. Deliberation Result: Approved unanimously by Audit Committee members.</p> <p>2. Objection, expression of reservation or qualified opinion by independent directors: None</p>
	<p>14. To approve 2025 Internal Audit Plan.</p>	-

Board Meeting Date & Session	Major Resolutions	The Date, Session, Independent Directors' Opinions and Resolution of Functional Committee
Feb. 12, 2025 (The 18 <sup>th</sup> Meeting of the 22 <sup>nd</sup> Board)	<ol style="list-style-type: none"> <li>To approve the acquisition of LNG Dual Fuel Container Vessels of Evergreen Marine (Asia) Pte. Ltd., the subsidiary of EMC.</li> <li>To approve making endorsements and guarantees for subsidiaries.</li> </ol>	Feb. 12, 2025 The 16 <sup>th</sup> Meeting of the 3 <sup>rd</sup> Audit Committee <ol style="list-style-type: none"> <li>Deliberation Result: Approved unanimously by Audit Committee members.</li> <li>Objection, expression of reservation or qualified opinion by independent directors: None</li> </ol>
	<ol style="list-style-type: none"> <li>To convene 2025 Annual General Shareholders' Meeting.</li> </ol>	-
Mar. 13, 2025 (The 19 <sup>th</sup> Meeting of the 22 <sup>nd</sup> Board)	<ol style="list-style-type: none"> <li>To approve 2024 Employees' Compensation. <u>Recusal of Directors and voting situation of Board of Directors</u> <ul style="list-style-type: none"> <li>Director Ko, Lee-Ching, Tai, Jiin-Chyuan, Wu, Kuang-Hui and Lin, Wen-Kuei have direct personal interest conflicts to the proposal.</li> <li>Except for directors who recused themselves from the discussion and resolution, another 5 attendance agreed and approved the proposal.</li> </ul> </li> <li>To approve 2024 Directors' Compensation.</li> <li>To approve Evergreen Marine Corp. (Malaysia) Sdn. Bhd., the subsidiary of EMC, terminate the acquisition of real estate from Greenpen Properties Sdn. Bhd. <u>Recusal of Directors and voting situation of Board of Directors</u> <ul style="list-style-type: none"> <li>Chairman Chang, Yen-I and Director Wu, Kuang-Hui are also directors of Greenpen Properties Sdn. Bhd.</li> <li>Except for directors who recused themselves from the discussion and resolution, another 7 attendance agreed and approved the proposal.</li> </ul> </li> <li>To approve the contract novation of chartering container vessels between Evergreen Marine Corp. and Evergreen Marine (Asia) Pte. Ltd. <u>Recusal of Directors and voting situation of Board of Directors</u> <ul style="list-style-type: none"> <li>Chairman Chang, Yen-I also served as the director of Evergreen Marine (Asia) Pte. Ltd.</li> <li>Except for director who recused himself from the discussion and resolution, another 8 attendance agreed and approved the proposal.</li> </ul> </li> <li>To approve Evergreen Marine (Asia) Pte. Ltd., the subsidiary of EMC, exercise the buy-back rights of container vessels.</li> <li>To approve the acquisition of newly-build container of Evergreen Marine (Asia) Pte. Ltd., the subsidiary of EMC.</li> <li>To approve Evergreen Marine (Asia) Pte. Ltd., the subsidiary of EMC, acquires shares of Abu Qir Container Terminal Company S.A.E.</li> <li>To approve 2024 Business Report.</li> </ol>	Mar. 13, 2025 The 5 <sup>th</sup> Meeting of the 5 <sup>th</sup> Remuneration Committee Meeting <ol style="list-style-type: none"> <li>Deliberation Result: Approved unanimously by Remuneration Committee members.</li> <li>Objection, expression of reservation or qualified opinion by independent directors: None</li> </ol> Mar. 13, 2025 The 17 <sup>th</sup> Meeting of the 3 <sup>rd</sup> Audit Committee <ol style="list-style-type: none"> <li>Deliberation Result: Approved unanimously by Audit Committee members.</li> <li>Objection, expression of reservation or qualified opinion by independent directors: None</li> </ol>

Board Meeting Date & Session	Major Resolutions	The Date, Session, Independent Directors' Opinions and Resolution of Functional Committee
	9. To approve 2024 Parent-Company-Only Financial Report and Consolidated Financial Report. 10. To approve 2024 Earnings Distribution. 11. To approve making endorsements and guarantees for subsidiaries. 12. To approve the 2024 Internal Control Statement. 13. To amend "Internal Control System".	
	14. To formulate the "Regulations of Sustainable information management". 15. To formulate the "Biodiversity and Deforestation-Free Commitment".	Mar. 13, 2025 The 12 <sup>th</sup> Meeting of the 2 <sup>nd</sup> Sustainability Committee 1. Deliberation Result: Approved unanimously by Sustainability Committee members. 2. Objection, expression of reservation or qualified opinion by independent directors: None
	16. To amend "Articles of Incorporation". 17. To formulate the scope of "non-executive employees" in amended Paragraph 1 of Article 26 of "Articles of Incorporation".	-
The Company's Response to the Opinions of Independent Directors /Functional Committee: None.		

### 2-3-11 Major Issues of Record or Written Statements Made by Any Director Dissenting to Important Resolutions Passed by the Board of Directors:

None.

## 2-4 Information Regarding the Company's Audit Fee

### 2-4-1 Audit Fee

Unit: TWD thousands

Accounting Firm	Name of CPA	Period Covered by CPA's Audit	Audit Fee	Non-audit Fee	Total	Remarks
PwC	Chung-Hsi Lai, Hsiao-Tzu Chou	2024/1/1- 2024/12/31	17,071	23,294	40,365	Other items of non-audit fees include the following services: 1. Audit of business tax 2. Transfer pricing report 3. Master File project 4. Audit of Profit-seeking enterprise income tax and undistributed surplus tax 5. Global Minimum Tax Project 6. Change of registration of the 4th Domestic Convertible Bonds 7. Greater China Transaction Model Tax Adjustment Project 8. Greenhouse gas inventories counseling 9. The assurance and counseling of ESG report. 10. Carbon Footprint Verification counseling 11. The Counseling of Science Based Targets Initiative(SBTi) 12. Tax Compliance Services of Indonesian Permanent Establishment

2-4-2 When the company changes its accounting firm and the audit fees paid for the fiscal year in which such change took place are lower than those for the previous fiscal year, the amounts of the audit fees before and after the change and the reasons shall be disclosed.

None

2-4-3 When the audit fees paid for the current fiscal year are lower than those for the previous fiscal year by 10 percent or more, the reduction in the amount of audit fees, reduction percentage, and reason(s) therefor shall be disclosed.

None

## 2-5 Information on replacement of certified public accountant

The Company didn't change any CPA in 2024.

## 2-6 Audit Independence

Where the company's chairperson, general manager, or any managerial officer in charge of finance or accounting matters has in the most recent year held a position at the accounting firm of its certified public accountant or at an affiliated enterprise of such accounting firm, the name and position of the person, and the period during which the position was held, shall be disclosed: None.

## 2-7 Any Transfer of Equity Interests and/or Pledge of or Change in Equity Interests by Directors, Managers or Major Shareholders

### 2-7-1 Changes in Shareholding of Directors, Managers and Major Shareholders

Unit: Shares

Title	Name	2024		As of March 31, 2025	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)	Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
CHAIRMAN	HUI CORPORATION	0	0	0	0
	REPRESENTATIVE : CHANG, YEN-I	0	0	0	0
DIRECTOR	CHANG, KUO-HUA	0 (103,080,000)	0	0	0
DIRECTOR	SCEPT CORPORATION	0	0	0	0
	REPRESENTATIVE: KO, LEE-CHING	0	0	0	0
	REPRESENTATIVE: WU, KUANG-HUI	0	0	0	0
DIRECTOR	HUI CORPORATION	0	0	0	0
	REPRESENTATIVE: TAI, JIIN-CHYUAN	0	0	0	0
DIRECTOR	EVERGREEN STEEL CORP.	0	0	0	0
	REPRESENTATIVE: LIN, WEN-KUEI	0	0	0	0
INDEPENDENT DIRECTOR	YU, FANG-LAI	0	0	0	0
INDEPENDENT DIRECTOR	LI, CHANG-CHOU	0	0	0	0
INDEPENDENT DIRECTOR	CHANG, CHIA-CHEE	0	0	0	0
PRESIDENT	WU, KUANG-HUI	0	0	0	0
CHIEF EXECUTIVE VICE PRESIDENT	LIN, WEN-KUEI	0	0	0	0
SHIP DIV. DIV. CHIEF	HUANG, TSUNG-YUNG	0	0	0	0

Title	Name	2024		As of March 31, 2025	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)	Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
CUSTOMER RELATIONSHIP MANAGEMENT DIV. DIV. CHIEF	FANG, YU-YEN	0	0	0	0
BUSINESS DIV. DIV. CHIEF	CHANG, DA-CHIH	0	0	0	0
COMPUTER DIV. DIV. CHIEF (CHIEF INFORMATION SECURITY OFFICER)	HUANG, CHAO-KUO	0	0	0	0
FINANCE DIV. DIV. CHIEF	TSAI, I-JUNG	0	0	0	0
PROJECT DIV. DIV. CHIEF	CHEN, WEI-HSUN	0	0	0	0
LOGISTICS DIV. DIV. CHIEF	KUO, YUAN-PING	0	0	0	0
KSG TERMINAL DIV. DIV. CHIEF	WU, YUEH-FENG	0	0	0	0
SHIP DIV. DEPUTY DIV. CHIEF	YANG, HONG-MING	0	0	0	0
KSG TERMINAL DIV. DEPUTY DIV. CHIEF	PAN, CHIN-TUNG	0	0	0	0
PROJECT DIV. BUSINESS COORDINATION DEPT. DEPT. HEAD	WEI, WEI-DER	20,000 0	0	2,884 0	0
PROJECT DIV. NORTH AMERICA DEPT. DEPT. HEAD	HSU, CHING-CHE	0	0	0	0
PROJECT DIV. LATIN AMERICA DEPT. DEPT. HEAD	SU, MING-SUNG	0	0	0	0
PROJECT DIV. EUROPE DEPT. DEPT. HEAD	HUANG, SHENG-PENG	0	0	0	0

Title	Name	2024		As of March 31, 2025	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)	Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
CUSTOMER RELATIONSHIP MANAGEMENT DIV. CUSTOMER RELATIONSHIP MANAGEMENT DEPT. DEPT. HEAD	CHIU, PING-CHUAN	0	0	0	0
CUSTOMER RELATIONSHIP MANAGEMENT DIV. CUSTOMER DATA PROCESSING DEPT.II DEPT. HEAD	CHOU, SO-HUI	0	0	0	0
INVESTMENT DEPT DEPT. HEAD	KUO, FENG-YI	0	0	0	0
BUSINESS DIV. IMPORT DEPT. DEPT. HEAD	LU, PAO-LUNG	0	0	0	0
TRAFFIC DEPT. DEPT. HEAD	LEE, KUEI-CHU	0	0	0	0
FINANCE DIV. FINANCE DEPT. DEPT. HEAD (FINANCE SUPERVISOR)	MO, CHENG-PING	0 (8,000)	0	0	0
SUPERVISORY DEPT. DEPT. HEAD	CHAO, HUI-LING	0	0	0	0
CORPORATE GOVERNANCE DEPT. DEPT. HEAD (CORPORATE GOVERNANCE OFFICER)	HSIEH, SHU-HUI	0	0	0	0
HUMAN RESOURCES DEPT. DEPT. HEAD	YANG, PI-SAO	0	0	0	0

Title	Name	2024		As of March 31, 2025	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)	Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
PUBLIC RELATIONS DEPT. DEPT. HEAD	LI, YING-TI	0	0	0	0
TAIPEI PORT OFFICE OFFICE HEAD	LU, HUANG-CHUAN	0	0	0	0
PROJECT DIV. NEAR EAST DEPT. DEPT. HEAD	CHUANG, CHAO-WEI	0	0	0	0
SHIP DIV. MARITECH DEPT. DEPT. HEAD	LI, HUA-LUNG	0	0	0	0
SHIP DIV. SUPPLY DEPT. DEPT. HEAD	YEH, CHING-RONG	0	0	0	0
SHIP DIV. SHIPBUILDING DEPT. DEPT. HEAD	WENG, CHAO-YUEH	0	0	0	0
LOGISTICS DIV. EQUIPMENT CONTROL DEPT. DEPT. HEAD	LIN, YU-CHANG	0	0	0	0
CUSTOMER RELATIONSHIP MANAGEMENT DIV. CUSTOMER DATA PROCESSING DEPT. DEPT. HEAD	CHIEN, CHIN-FANG	0	0	0	0
OPERATION COORDINATION DEPT. DEPT. HEAD	TSAI, YU-TA	0	0	0	0
OPERATION DEPT. DEPT. HEAD	HWANG, YI-SYOU	0	0	0	0
BUSINESS DIV. EUROPE DEPT. DEPT. HEAD	CHENG, CHI-YI	0	0	0	0

Title	Name	2024		As of March 31, 2025	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)	Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
DOCUMENTATION DEPT. DEPT. HEAD	LIN, CHI-DAY	0	0	0	0
COMPUTER DIV. SYSTEM MANAGEMENT DEPT. DEPT. HEAD	LIN, YU-HUAN	0	0	0	0
AUDITING DEPT. DEPT. HEAD (INTERNAL AUDIT OFFICER)	WU, YU-CHI	0	0	0	0
KAOHSIUNG OFFICE OFFICE HEAD	WANG, CHIEN-KUO	0	0	0	0
PROJECT DIV. BUSINESS COORDINATION DEPT. DEPUTY DEPT. HEAD	HUANG, YI-EN	0	0	0	0
CUSTOMER RELATIONSHIP MANAGEMENT DIV. CUSTOMER RELATIONSHIP MANAGEMENT DEPT. DEPUTY DEPT. HEAD	CHEN, MEI-CHI	0	0	0	0
OPERATION COORDINATION DEPT. DEPUTY DEPT. HEAD	CHANG, CHIH-CHAO	0 (12,000)	0	0	0
INVESTMENT DEPT DEPUTY DEPT. HEAD	FAN, CHENG-FU	0	0	0	0
SUPERVISORY DEPT. DEPUTY DEPT. HEAD	CHENG, HUI-CHEN	0	0	0	0
HUMAN RESOURCES DEPT. DEPUTY DEPT. HEAD	LIN, AN-YI	0	0	0	0

Title	Name	2024		As of March 31, 2025	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)	Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
FINANCE DIV. FINANCE DEPT. DEPUTY DEPT. HEAD (ACCOUNTING SUPERVISOR)	CHANG, CHUAN-FU	0	0	0	0
FINANCE DIV. ASSESSMENT DEPT.II VICE PRESIDENT	LEE, SHU-FENG	0	0	0	0
PROJECT DIV. BUSINESS COORDINATION DEPT. VICE PRESIDENT	TSENG, NENG-FANG	0	0	0	0
PROJECT DIV. BUSINESS COORDINATION DEPT. VICE PRESIDENT	SHIH, WANG-YIF	0	0	0	0
PROJECT DIV. BUSINESS COORDINATION DEPT. VICE PRESIDENT	CHAO, CHIEN-HSIN	0 (3,000)	0	0	0
PROJECT DIV. BUSINESS COORDINATION DEPT. VICE PRESIDENT	CHEN, CHUN-YEN	0	0	0	0
PROJECT DIV. BUSINESS COORDINATION DEPT. VICE PRESIDENT	CHENG, MIN-CHOU	0	0	0	0
PROJECT DIV. BUSINESS COORDINATION DEPT. VICE PRESIDENT	SHEU, DONG-HAN	0	0	0	0

Title	Name	2024		As of March 31, 2025	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)	Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
PROJECT DIV. BUSINESS COORDINATION DEPT. VICE PRESIDENT	JOU, KUEN-CHENG	0	0	0	0
PROJECT DIV. REEFER & SPECIAL CONTAINER DEPT. VICE PRESIDENT	HUANG, TENG-WEI	0	0	0	0
OPERATION COORDINATION DEPT. VICE PRESIDENT	YEH, CHENG-HUNG	0	0	0	0
MAJOR SHAREHOLDER	CHANG, KUO-HUA	0 (103,080,000)	0	0	0

Note: Any shareholder holding more than 10 percent of the Company's total share capital shall be noted as a major shareholder, and such shareholders shall be listed individually.

## 2-7-2 Information of Stock Transfer

None.

## 2-7-3 Information of Stock Pledged

None.

## 2-8 Relationship Among the Top Ten Shareholders

As of March 31, 2025(Closure date of Shareholders Meeting of 2025)

Name	Present Shareholdings		Shares Held by Spouses & Minor Children		Shares Held by Third Parties		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Notes
	Shares	%	Shares	%	Shares	%	Name	Relationship	
Cathay United Bank Trust Account – Chang, Kuo-Hua	167,000,000	7.71	Not applicable		0	0	Chang, Kuo-Hua	Chang, Kuo-Hua is trustor of the trust relation	None
							Chang, Yung-Fa	The trustor's relatives within two degrees	
							Chang, Sheng-En		
							Cathay United Bank Trust Account – Yang, Mei-Chen	Chang, Kuo-Hua and Yang, Mei-Chen who are the trustors of the trust relations are spouses.	
Capital Tip Customized Taiwan Select High Dividend ETF	154,843,000	7.15	Not applicable		0	0	None	None	None
Chang, Sheng-En	89,100,000	4.12	0	0	0	0	Chang, Yung-Fa	Within two degrees	None
							Chang, Kuo-Hua	kinship	
							Cathay United Bank Trust Account – Chang, Kuo-Hua	The trustors of the trust relations are relatives within two degrees of Chang, Sheng-En	
							Cathay United Bank Trust Account – Yang, Mei-Chen		
Yuanta/P-shares Taiwan Dividend Plus ETF	75,402,198	3.48	Not applicable		0	0	None	None	None
Chang, Yung-Fa (Deceased)	69,345,462	3.20	Not applicable		0	0	Chang, Kuo-Hua	Within two degrees kinship	None
							Chang, Sheng-En		
							Cathay United Bank Trust Account – Chang, Kuo-Hua	The trustors of the trust relations are relatives within two degrees of Chang, Yung-Fa	
							Cathay United Bank Trust Account – Yang, Mei-Chen		

Name	Present Shareholdings		Shares Held by Spouses & Minor Children		Shares Held by Third Parties		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Notes
	Shares	%	Shares	%	Shares	%	Name	Relationship	
Cathay United Bank Trust Account – Yang, Mei-Chen	45,662,530	2.11	Not applicable		0	0	Cathay United Bank Trust Account – Chang, Kuo-Hua	Yang, Mei-Chen and Chang, Kuo-Hua who are the trustors of the trust relations are spouses.	None
							Chang, Kuo-Hua	The trustor's spouse	
							Chang, Yung-Fa	The trustor's relatives within two degrees	
							Chang, Sheng-En		
Hua Nan Commercial Bank, Ltd. in custody for Yuanta Taiwan Value High Dividend ETF	38,693,000	1.79	Not applicable		0	0	None	None	None
Chang, Kuo-Hua	32,423,462	1.50	45,662,530	2.11	0	0	Chang, Yung-Fa	Within two degrees kinship	None
							Chang, Sheng-En		
							Cathay United Bank Trust Account – Chang, Kuo-Hua	Chang, Kuo-Hua is trustor of the trust relation	
							Cathay United Bank Trust Account – Yang, Mei-Chen	Chang, Kuo-Hua and the trustor of the trust relation, Yang, Mei-Chen, are spouses.	
New Labor Pension Fund	30,222,757	1.40	Not applicable		0	0	None	None	None
Taiwan Business Bank, Ltd. in custody for United Taiwan High Dividend Recovery 30 ETF	26,814,000	1.24	Not applicable		0	0	None	None	None

## 2-9 Ownership of Shares in Affiliated Enterprises

As of December 31, 2024

Unit: Thousand Shares/ %

Affiliated Enterprises (Note1)	Ownership by the Company		Ownership by Directors, Supervisors, Managers and Directly or Indirectly Controlled Entities of the Company		Total Ownership	
	Shares	%	Shares	%	Shares	%
Evergreen International Storage & Transport Corp.	430,692	40.36	38,336	3.59	469,028	43.95
EVA Airways Corp.	401,139	7.43	200,319	3.71	601,458	11.13
Evergreen Steel Corp.	79,248	19.00	28,956	6.94	108,204	25.94
Ever Ecove Corp.	30,500	19.06	80,100	50.06	110,600	69.12
Taiwan Terminal Services Corp.	7,700	77.00	100	1.00	7,800	78.00
Evergreen Security Corp.	12,622	62.25	10	0.05	12,632	62.30
Charng Yang Development Corp.	73,177	50.00	0	0	73,177	50.00
Taipei Port Container Terminal Corp.	175,160	33.68	0	0	175,160	33.68
Peony Investment S.A	15	100.00	0	0	15	100.00
Evergreen Marine (Hong Kong) Ltd.	6,320	79.00	80	1.00	6,400	80.00
Evergreen Marine (Asia) Pte. Ltd.	50,000	100	0	0	50,000	100.00
Everport Terminal Service Inc.	1	94.43	0	5.57	1	100.00
Evergreen Shipping Agency (Israel) Ltd.	1,062	59.00	18	1.00	1,080	60.00
VIP Greenport Joint Stock Company	13,750	21.74	0	0	13,750	21.74

Note1: Investment accounted for using equity method.

Note2: Information for Evergreen International Storage & Transport Corp., EVA Airways Corp. and Evergreen Steel Corp. are based on the dividend record date of 2024.

## 3-1 Capital and Shares

## 3-1-1 Source of Capital

Month/ Year	Par Value (TWD)	Authorized Capital		Paid-in Capital		Remark		
		Shares	Amount (TWD)	Shares	Amount (TWD)	Sources of Capital (shares)	Capital Increased by Assets Other than Cash	Other
05/2012	10	3,600,000,000	36,000,000,000	3,474,940,656	34,749,406,560	Corporate Bond Conversion 1,482,546	-	Jing-Shou-Shang Zi No.10101094850
05/2013	10	3,600,000,000	36,000,000,000	3,474,946,469	34,749,464,690	Corporate Bond Conversion 5,813	-	Jing-Shou-Shang Zi No. 10201100610
08/2013	10	3,600,000,000	36,000,000,000	3,474,952,282	34,749,522,820	Corporate Bond Conversion 5,813	-	Jing-Shou-Shang Zi No. 10201178690
09/2014	10	3,600,000,000	36,000,000,000	3,477,580,184	34,775,801,840	Corporate Bond Conversion 2,627,902	-	Jing-Shou-Shang Zi No. 10301181780
08/2015	10	3,600,000,000	36,000,000,000	3,512,355,986	35,123,559,860	Capitalization of Retained Earnings 34,775,802	-	No. Financial-Supervisory-Securi- ties-Corporate-1040025135; Jing- Shou-Shang Zi No.10401170530
12/2017	10	5,000,000,000	50,000,000,000	4,012,355,986	40,123,559,860	Cash Subscription 500,000,000	-	No. Financial-Supervisory-Securi- ties-Corporate-1060037504; Jing- Shou-Shang Zi No.10601173790
09/2018	10	5,000,000,000	50,000,000,000	4,212,973,786	42,129,737,860	Capitalization of Retained Earnings 200,617,800	-	The approval from the FSC on Jul. 31,2018; Jing-Shou-Shang Zi No.10701115880

Month/ Year	Par Value (TWD)	Authorized Capital		Paid-in Capital		Remark		
		Shares	Amount (TWD)	Shares	Amount (TWD)	Sources of Capital (shares)	Capital Increased by Assets Other than Cash	Other
12/2018	10	5,000,000,000	50,000,000,000	4,512,973,786	45,129,737,860	Cash Subscription 300,000,000	-	No. Financial-Supervisory-Securi- ties-Corporate-1070336402; Jing- Shou-Shang Zi No. 10701157290
12/2019	10	5,000,000,000	50,000,000,000	4,812,973,786	48,129,737,860	Cash Subscription 300,000,000	-	No. Financial-Supervisory-Securi- ties-Corporate-1080332862; Jing- Shou-Shang Zi No. 10801196050
02/2021	10	7,000,000,000	70,000,000,000	5,221,555,704	52,215,557,040	Oversea Corporate Bond Conversion 408,581,918	-	Jing-Shou-Shang Zi No.11001027820
05/2021	10	7,000,000,000	70,000,000,000	5,270,935,971	52,709,359,710	Oversea Corporate Bond Conversion 49,380,267	-	Jing-Shou-Shang Zi No.11001091550
07/2021	10	7,000,000,000	70,000,000,000	5,290,847,369	52,908,473,690	Oversea Corporate Bond Conversion 19,911,398	-	Jing-Shou-Shang Zi No.11001124150
12/2021	10	7,000,000,000	70,000,000,000	5,290,848,436	52,908,484,360	Corporate Bond Conversion 1,067	-	Jing-Shou-Shang Zi No.11001216480
04/2022	10	7,000,000,000	70,000,000,000	5,291,049,137	52,910,491,370	Corporate Bond Conversion 200,701	-	Jing-Shou-Shang Zi No.11101054610

Month/ Year	Par Value (TWD)	Authorized Capital		Paid-in Capital		Remark		
		Shares	Amount (TWD)	Shares	Amount (TWD)	Sources of Capital (shares)	Capital Increased by Assets Other than Cash	Other
08/2022	10	7,000,000,000	70,000,000,000	2,116,420,082	21,164,200,820	Corporate Bond Conversion 1,067 and Capital Reduction 3,174,630,122	-	Jing-Shou-Shang Zi No.11101143170
02/2024	10	7,000,000,000	70,000,000,000	2,136,305,331	21,363,053,310	Corporate Bond Conversion 19,885,249	-	Jing-Shou-Shang Zi No.11330024280
07/2024	10	7,000,000,000	70,000,000,000	2,151,434,427	21,514,344,270	Corporate Bond Conversion 15,129,096	-	Jing-Shou-Shang Zi No.11330109110
09/2024	10	7,000,000,000	70,000,000,000	2,154,336,280	21,543,362,800	Corporate Bond Conversion 2,901,853	-	Jing-Shou-Shang Zi No.11330161020
12/2024	10	7,000,000,000	70,000,000,000	2,165,042,996	21,650,429,960	Corporate Bond Conversion 10,706,716	-	Jing-Shou-Shang Zi No.11330210360

Share Type	Authorized Capital			Remarks
	Issued Shares	Un-issued Shares	Total Shares	
Common Stock	2,165,042,996	4,834,957,004	7,000,000,000	Shares of TWSE Listed Companies

Information for Shelf Registration: None.

### 3-1-2 List of Major Shareholders

As of March 31, 2025

Shareholder's Name	Shareholding	
	Shares	Percentage
Cathay United Bank Trust Account – Chang, Kuo-Hua	167,000,000	7.71%
Capital Tip Customized Taiwan Select High Dividend Exchange Traded Fund	154,843,000	7.15%
Chang, Sheng-En	89,100,000	4.12%
Yuanta/P-shares Taiwan Dividend Plus ETF	75,402,198	3.48%
Chang, Yung-Fa (deceased)	69,345,462	3.20%
Cathay United Bank Trust Account – Yang, Mei-Chen	45,662,530	2.11%
Hua Nan Commercial Bank, Ltd. in custody for Yuanta Taiwan Value High Dividend ETF	38,693,000	1.79%
Chang, Kuo-Hua	32,423,462	1.50%
New Labor Pension Fund	30,222,757	1.40%
Taiwan Business Bank, Ltd. in custody for United Taiwan High Dividend Recovery 30 ETF	26,814,000	1.24%

### 3-1-3 Dividend Policy and Implementation Status

#### (1) Dividend Policy

If the Company reports a surplus at the year end, after clearing taxes, the Company shall first offset losses from previous years (if any), then set aside 10% of the balance as the statutory surplus reserve, and set aside or reverse special surplus reserve per the provisions. After that, the Board of Directors shall propose a surplus distribution plan of the balance plus the retained earnings accrued from prior years, submit the distribution plan to the shareholders' meeting for approval, and then distribute it.

Where the special surplus reserve set aside in the preceding paragraph belongs to a part not fully set aside accrued from prior years, the same amount thereof shall be set aside for the special surplus reserve from the retained earnings accrued from prior years. If the special surplus reserve is still insufficient, the amount from the net income after taxes for the current period plus the items other than the net income after taxes for the current period shall be included in the amount of the retained earnings for the current period to be set aside for such a purpose.

The dividends may be distributed either in full in cash, or in the combination of cash and stocks, however the cash dividends shall not be less than 10% of the total amount of dividends.

#### (2) Proposed Distribution of Dividends (Approved by the board of directors, but not approved by the Shareholder's Meeting yet.)

The proposal for the distribution of 2024 profits was approved at the meeting of the Board of Directors on March 13, 2025. The proposal to distribute cash dividends TWD 32.5 per share, and will be discussed at the 2025 Annual Shareholders' Meeting.

### 3-1-4 Impact of Stock Dividends issuance on the Company's Business Performance and Earnings per Share:

N/A

## 3-1-5 Compensation of Employees and Directors

### (1) Information Relating to Compensation of Employees and Directors in the Articles of Incorporation

If the Company makes profit in a fiscal year, Employees' Compensation, no less than 0.5% of the profit, and Directors' Compensation, no more than 2% of the profit, shall be set aside. However, in case the Company has accumulated losses, the Company shall reserve an amount to offset the accumulated losses beforehand. The compensation of Employees and the Directors shall be set aside afterwards according to the principles mentioned above.

The Employees' compensation shall be distributed in the form of stock or cash, while the Directors' compensation shall be distributed only in the form of cash.

The profit in item 1 refers to profit before tax without deducting employee's compensation and director's remuneration.

### (2) In the current period, the estimated basis of the compensation of employees and directors, the calculation basis of the number of employees' compensation shares distributed by the stock and the actual distribution amount are treated as if they differ from the estimated number of entries

- a. The basis for estimating the amount of employee, director, and supervisor profit-sharing compensation, for calculating the number of shares to be distributed as employee profit-sharing compensation:

The Company's annual earnings and operating results are used as the basis for estimating employees' and directors' compensation, and the number of shares allotted.

- b. Accounting treatment if the actual allotment amount differs from the estimated number of columns:

Any difference between the resolved amounts and the subsequently actual distributed amounts is accounted for as changes in estimates.

### (3) Appropriation for Compensation of Employees and Directors:

- a. The proposal to distribute Employees' Compensation TWD 855,824,076 and Directors' Compensation TWD 9,500,000 of 2024 was passed at the meeting of the Board of Directors on March 13, 2025.

- b. The amount of Employees' Compensation distributed in the form of stock and its proportion of the Company's after-tax net profit (as reported in the financial statement of the current period) and total Employees' Compensation:

N/A

- (4) The Distribution Status of Compensation of Employees and Directors of the previous year (including distributed shares, amount and market price). If the amount distributed varies from the amount recognized, the amount of the difference should be displayed, along with the reason and the status of the handling procedure:

The Company distributed Compensation of Employees and Directors of year 2023. The amount distributed did not vary from the amount recognized.

### 3-1-6 Buyback of Treasury Stock

None.

## 3-2 Bonds

### 3-2-1 Corporate Bonds

Corporate Bond Type		4 <sup>th</sup> Domestic Unsecured Convertible Bonds
Issue date		May 18, 2021
Denomination		TWD 100,000
Issuing and transaction location		Taiwan Stock Exchange
Issue price		Issued at 101% of the Face Value
Total price		TWD 5,000,000,000
Coupon rate		0.00%
Tenor		5 years / Maturity: May 18, 2026
Guarantee agency		None
Consignee		Bank SinoPac Co., Ltd.
Underwriting institution		SinoPac Securities Corporation acts as the lead manager
Certified lawyer		Peng, Yi-Cheng
CPA		Lee, Hsiu-Ling
Repayment method		Unless previously redeemed, repurchased and cancelled or converted, the Bonds will be redeemed on the Maturity Date at their principal amount with a yield of 0% per annum.
Outstanding principal		TWD 0 (As of December 31, 2024)
Terms of redemption or advance repayment		Refer to Rules for Issuance of Conversion of EMC's 4th Domestic Unsecured Convertible Bonds
Restrictive clause		None
Name of credit rating agency, rating date, rating of corporate bonds		None
Other rights attached	As of the printing date of this annual report, converted amount of (exchanged or subscribed) ordinary shares, GDRs or other securities	TWD 4,999,900,000, equal to 48,825,749 shares.
	Issuance and conversion (exchange or subscription) method	Please refer to Offering Memorandum
Issuance and conversion, exchange or subscription method, issuing condition dilution, and impact on existing shareholders' equity		Evergreen Marine Corp. (Taiwan) Ltd. exercised the early redemption on September 23, 2024. Except for one bond was not to be converted into common shares within the limited date, the others are converted into common shares, the share dilution is around 2.2552%, which would not cause a material adverse effect on the shareholders' equity.
Transfer agent		N/A

### 3-2-2 Convertible Bonds

Convertible bond type		4 <sup>th</sup> Domestic Unsecured Convertible Bonds
Year		2024
Item		
Market price of the convertible bond	Highest	TWD 219
	Lowest	TWD 142.4
	Average	TWD 179.88
Convertible Price		TWD 99.04
Issue date and convertible price at issuance		Issue Date: May 18, 2021 Convertible price: TWD 95
Convertible methods		Issuing of new stocks

### 3-2-3 Corporate Bond Under Processing:

None.

### 3-2-4 Corporate Bonds with Warrants:

None.

### 3-3 Preferred Stock

None.

### 3-4 Global Depository Receipts

None

### 3-5 Employee Stock Options

None.

### 3-6 New Restricted Employee Shares

None.

### 3-7 Status of New Shares Issuance in Connection with Mergers and Acquisitions

None.

### 3-8 Financing Plans and Implementation

The Implementation of financing plans are as follows:

#### 4<sup>th</sup> Domestic Unsecured Convertible Bonds

Unit: TWD thousand

Issuance	4 <sup>th</sup> Domestic Unsecured Convertible Bonds					
Issue amount	TWD 5.05 billions; Principal Amount: TWD 100,000					
Tenor	5 years; From May 18 2021 to May 18, 2026					
Purpose	Repayment of the Bank Loans					
Funds using schedule & Execution progress	Repayment of the Bank Loans					
	Execution status		2021Q2	2021Q3	2021Q4	Toal
	Funds using schedule	Planning	383,000	1,950,930	2,716,070	5,050,000
		Actual	4,405,000	645,000	0	5,050,000
	Execution progress	Planning	7.58%	38.63%	53.79%	100.00%
		Actual	87.23%	12.77%	0.00%	100.00%

## **4-1 Business Highlights**

### 4-1-1 Business Scope

#### (1) The company's main business areas

The Company is an international container shipping carrier. As of the end of 2024, our fleet ranked seventh in terms of capacity in global market. We mainly offer scheduled container shipping services, while also engaging in complementary services such as terminal operations and inland transportation. Customers span across various industries worldwide, including manufacturing, trade, retail, and logistics, making our business closely tied to global economic conditions and the supply-demand dynamics of shipping market.

#### (2) Adjustments to our service routes in 2024

##### **Trans-Pacific Routes**

On February 27, 2024, the Company, in collaboration with COSCO, CMA CGM, and OOCL under the Ocean Alliance, extended the cooperation agreement until March 31, 2032, with an optional extension to 2037. This alliance operates 20 trans-Pacific routes, including 12 Far East–U.S. West Coast routes (8 to the Southwest, 4 to the Northwest) and 8 Far East–US East Coast routes.

##### **Far East–Europe/Mediterranean Routes**

1. Far East–Europe: From April 1, 2024, due to the Red Sea crisis causing detours around the Cape of Good Hope, the number of weekly routes decreased from 7 to 6.
2. Far East–Mediterranean: Maintained 4 weekly routes starting from April 1, 2024.

##### **Europe–North America Routes**

Maintained 2 weekly routes starting from April 1, 2024.

##### **Far East–Central/South America Routes**

1. Far East–Panama/Caribbean: Shared space of two Far East–U.S. East Coast routes, including AUE and NUE services.
2. Far East–Mexico/West Coast of South America: Offered two joint services (WSA and WSA2), operated by 11 ships each, with the Company providing 9 and 1 ships respectively. Space-sharing agreements were arranged with COSCO, CMA CGM, PIL and WHL.
3. Far East–East Coast of South America: Offered the ESA joint service with 13 ships, with the Company contributing 6 ships and engaging in space swap with COSCO and CMA CGM.

## **Far East–Middle East/Red Sea/Indian Subcontinent/Australia/ Africa Routes**

1. Far East–Middle East: Maintained 6 routes, including 3 joint services under Ocean Alliance.
2. Far East–Red Sea: Direct services suspended due to the Red Sea crisis.
3. Far East–India Subcontinent: Added one new route, deployed 8 ships. And the other 2 services via Slot Exchange Agreements.
4. Far East–Australia: Maintained 2 routes, primarily serving East Australian ports.
5. Far East–Africa: Added 2 East African routes, deployed 4 ships and maintained 2 South African routes.

## **Intra-Asia Routes**

1. TMI Route: From January 2024, added calls to Samut Prakan Sahathai Terminal in Thailand, offering import/export services for Bangkok.
2. JPI Route: From March 2024, added Nansha Port in China, providing direct service to Indonesia.
3. SYS Route: From August 2024, added Batam Port in Indonesia for exclusive import/export services.
4. NCI Route: From March 2024, provided direct services connecting Tianjin, Dalian, Qingdao, Ningbo, and Nansha in China to Ho Chi Minh City, Da Nang, and Hai Phong in Vietnam.
5. MHT Route: From August 2024, launched direct services from South China to major ports in the Philippines, including Subic Bay, Cebu, Cagayan, and Davao, in collaboration with partners.

## **4-1-2 Industry Overview**

### **(1) Industry Status and Development**

According to a report by the International Monetary Fund (IMF), the global economy grew by 3.2% in 2024. Multiple factors such as inflation, rising interest rates, supply chain disruptions and geopolitical conflicts have hindered economic recovery and impacted shipping demand. Alphaliner statistics show that in 2024, global shipping capacity grew by 10.3% and cargo volume grew by 4.5%. Events like the Red Sea crisis, port congestion, and labor strikes disrupted traditional supply-demand dynamics. Additionally, trade wars, tariff barriers, tech wars and financial conflicts, especially between the U.S. and China, have weakened market confidence and disrupted global supply chains.

### **(2) Industry Value Chain**

Shipping industry is the main transportation mode for global trade. Container

transportation covers most of the world's consumer goods and is closely related to the people's livelihood. They are briefly listed as follows:

**A. Upstream Industries**

- (1) Shipyards and container manufacturers
- (2) Ship chandlers and spare parts suppliers
- (3) Marine fuel oil suppliers
- (4) Marine-related equipment manufacturers

**B. Midstream Industries**

- (1) Terminal operators and operations management
- (2) Ships and containers inspection, repair and maintenance
- (3) Insurance companies

**C. Downstream Industries**

- (1) Environmental protection service providers
- (2) Third-party transportation service providers

**(3) Product Development Trends**

(1) High Market Concentration

By the end of 2024, the top 10 carriers controlled 83.8% of global container shipping capacity. There are only 7 carriers whose individual market share exceed 5%.

(2) Ship Size Growth and Terminal Upgrades

The economies of scale brought by large ships continue to emerge, especially on the two major east-west routes. In response to the calls of large ships, operations at related terminals and ports must be upgraded to improve operational efficiency.

(3) Digitalization of shipping is accelerating

To improve the security and digitization of shipping information, the Digital Container Shipping Association (DCSA) established by the shipping industry has successively published achievements, such as: standardization of booking and electronic bills of lading, on-time arrival standards, container tracking visibility and shipping schedule exchange.

(4) Green fleet and biofuel testing

In response to the International Maritime Organization's greenhouse gas emission reduction strategy for the shipping industry, carriers are building energy-efficient dual-fuel ships and testing biofuels on existing ships to reduce carbon emissions.

#### (4) Competitive Landscape

##### (1) Top 10 Carriers by Capacity:

Carrier	Capacity	Capacity Share
1. MSC	6,408,597	20.1%
2. APM - Maersk	4,543,650	14.3%
3. CMA CGM Group	3,874,475	12.2%
4. COSCO Group	3,350,469	10.5%
5. Hapag-Lloyd	2,352,876	7.4%
6. ONE	1,973,379	6.2%
7. Evergreen	1,792,468	5.6%
8. HMM	913,867	2.9%
9. ZIM	781,026	2.5%
10. Yang Ming	711,393	2.2%

Data Source: Alphaliner (Mar, 2025)

##### (2) Major Shipping Alliances (by Jan, 2025)

Alliance	Member Carriers
2M	Maersk, MSC
OCEAN Alliance	Evergreen, CMA CGM, COSCO, OOCL
THE Alliance	Hapag-Lloyd, ONE, YML, HMM

##### (3) Major Shipping Alliances (from Feb, 2025)

Alliance	Members
Gemini	Maersk, Hapag-Lloyd
OCEAN Alliance	Evergreen, CMA CGM, COSCO, OOCL
Premier Alliance	ONE, YML, HMM

### 4-1-3 Technology and R&D Status

#### (1) R&D Expenditures, Technologies or Product Development as of the Annual Report Publication Date

##### **EcoFleet**

In order to reduce our impact to the environment, the company actively invest in new technologies to improve energy efficiency while ensuring that our operations comply with global environmental standards.

##### (1) Exploration and Application of New Energy

The Company is actively researching the new energy technology to reduce greenhouse gas emission, such as biofuel and dual-fuel vessel. These efforts aim to reduce greenhouse gas emissions and move towards international carbon reduction goals. The new generation of ships uses air lubrication systems and windshield to reduce navigation resistance, improve fuel efficiency, and make transportation more energy-saving.

##### (2) Smart Systems and Route Optimization

The Company collaborates with shipbuilders and weather navigation companies to develop intelligent navigation systems that enhance vessel safety and reduce fuel consumption through accurate weather and route planning.

##### (3) Reduction of Pollutant Emissions and Environmental

Certifications The vessels are equipped with the sox scrubbers, denitrification and shore power equipment, and carry out carbon capture projects to effectively reduce exhaust pollutant, these aim to achieve economic and environmental benefits. The Company has obtained ISO 14001:2015 Environmental Management System certification to ensure compliance with regulatory requirements and international standards, minimize environmental risks.

##### **Maritime Training**

We understand that talent is the key to shipping safety, hence, we continue to invest in training to ensure that our crews have the most advanced skills and knowledge.

##### (1) Multiple Training Programs

A variety of maritime professional courses are offered every year, including international crew standard training, electronic automatic control, and low flash point fuel safety courses. Our training has passed the Class NK ISO 9001:2015 audit, and certified by the British Maritime and Coast Guard Agency's low flash point fuel safety course training qualification.

## (2) Skill Development Initiatives

The Company collaborated with Taiwan's Ministry of Labor to conduct skill enhancement programs, such as lathe machining, fitter, gas welding to improve work safety, quality and efficiency.

## (3) Academic Collaboration

Cooperates with Taiwan Ocean University and Kaohsiung University of Science and Technology to provide tuition subsidies and internship opportunities to attract young talents into the shipping industry. At the same time, develop new container ship navigation simulators to improve crew navigation safety and practical operation capabilities.

## **E-Commerce**

The shipping industry is accelerating digital transformation, the company participate in the Digital Container Shipping Association (DCSA) to promote supply chain efficiency improvements and help customers to enjoy more convenient digital services.

- (1) Develop a cargo tracking API that allow customers to check cargo status in real time, and promote the Electronic Bill of Lading project, planning to 100% electronic bills of lading (eBL) by 2030.
- (2) Digitize container management, integrate container leasing, digital handover documents, and reefer maintenance records to improve supply chain transparency and stability.
- (3) Optimize schedules and port calls, improve the efficiency of port entry and exit, promote data exchange between global terminals and port authorities, and strengthen the efficiency of shipping digital management.

## (2) Future R&D Plans

(1) The Company Plans to Invest Approximately NT\$44.47 Million in Future R&D for the Following Projects:

Project	Summary	Planned Completion Date	Progress as of the Annual Report Publication Date
Cyber security penetration testing services	In response to external threats and malicious attacks on the Internet, external information security vendors are entrusted to provide penetration testing and security testing services to use hacking techniques to conduct security testing of corporate information architecture without affecting corporate operations. During the security testing process, in addition to conducting a comprehensive assessment and analysis of the security level of the Company's information architecture, the internal active system defense and alarm system mechanisms will also be tested in order to enhance the information defense architecture.	2025/12/31	In progress
Firewall policy management system	Firewall configuration management has always been a significant challenge for network management professionals. Incorrect configuration changes, compliance violations, and conflicts in settings can disrupt network services, and cause significant damage to the organization. The goal is to effectively manage equipment related to the current network environment, such as firewalls, through policy management and standardized solutions. This approach seeks to reduce costs, minimize maintenance and operational hours, and automate scheduling, configuration management, and backup, thereby reducing the costs associated with configuring network equipment while reducing information security risks linked to configuration errors in network equipment.	2025/12/31	In progress

Project	Summary	Planned Completion Date	Progress as of the Annual Report Publication Date
Email social engineering drills	Use email social engineering drills to simulate recent risk attack patterns and understand the implementation of security awareness by end users. Facilitate a positive information security awareness that continually improves the ability to protect against deceptive attacks and phishing.	2025/9/30	In progress
Email Data Protection DLP and Email phishing link protection in remote backup data center.	To enhance email data security in remote backup data center, establish Email Leakage Prevention to detect, monitor and block the transmission of sensitive information via email. And add an email filter to strengthen protection against phishing links.	2025/10/31	In progress
Artificial Intelligence Data Analysis Equipment Procurement	Use artificial intelligence technology to build business models and data vector analysis to assist the Company's business promotion and improve business efficiency. For example, the data model can be used to automatically analyze the main product names and international commodity standard codes to save manual comparison work and improve the accuracy and timeliness of business decisions. At the same time, artificial intelligence technology is used to analyze system logs for proactive monitoring and early warning, thereby enhancing information security monitoring and defense capabilities.	2025/12/31	In progress
Administrator account management system (Cyber Ark) architecture adjustment and annual subscription authorization and maintenance procurement	The administrator account management system (CyberArk) primarily manages the unified password change policy of each host administrator account, and completely preserves the connection operation records of each system host as internal control and audit evidence to comply with various audit regulations.	2025/9/30	In progress

(2) Factors leading to success in future R&D projects

- A. Keeping up with trends
- B. Comprehensive planning
- C. Collaborative execution

#### 4-1-4 Short-Term & Long-Term Business Plans

##### **Short-Term Business Plan**

1. Integrate resources to expand the global route network, enhancing market coverage and transportation flexibility.
2. Build energy-efficient and carbon-reducing vessels to strengthen competitiveness across all market routes.
3. Strictly control operating costs, optimize fleet deployment and improve overall operational efficiency.
4. Continuously advance digital upgrades to provide customers with superior service experiences.

##### **Long-Term Business Plan**

1. Advanced Eco-Friendly Fleet: Continue investing in and introducing new environmentally friendly and energy-efficient vessels, using alternative fuels such as biofuels, methanol and LNG to reduce fleet carbon emissions, comply with international standards, and promote the development of green shipping.
2. Global Route Network: Expand and optimize route planning, combining alliance operations with independent route strategies to flexibly meet various market demands and seize high-growth opportunities in small and medium-sized routes.
3. Strategic Port Development: Upgrade and optimize critical terminal facilities, strengthen the connection between ports and inland transportation, and enhance operational efficiency.
4. Digitalization and Smart Innovation: Accelerate digital transformation by leveraging artificial intelligence, big data, and automation technologies to improve operational efficiency and create more value-added digital services.
5. Professional Operations Team: Cultivate and attract more high-quality talent, enhance employee skills, and build a professional and flexible team to quickly adapt to market changes and customer needs.

## 4-2 Market and Industry Analysis

### 4-2-1 Market Analysis

#### (1) Major Performance Indicators of Main Service Scopes (KPI)

Unit: TWD thousands

Service routes	Year	Freight revenue of the Group for 2023	Freight revenue of the Group for 2024
America		107,410,709	162,647,633
Europe		66,492,343	149,459,987
Asia		48,590,559	61,542,347
Others		33,246,172	65,938,229

#### (2) Major Domestic Competitors & their Global Market (Fleet Capacity) Shares

Carrier	Year/Item	Mar 2024		Mar 2025	
		Capacity (TEU)	Market Share (%)	Capacity (TEU)	Market Share (%)
Evergreen(Group)		1,648,821	5.7	1,792,468	5.6
Yang Ming Lines		705,262	2.5	711,393	2.2
Wan Hai Lines		479,517	1.7	510,004	1.6
TS Lines		92,655	0.3	106,575	0.3

Data Source: Alphaliner (Mar, 2024) /Alphaliner (Mar, 2025)

#### (3) Market Outlook for Supply-Demand and Growth

##### **Far East to North America routes**

With anticipated U.S. GDP growth, eased inflation, and reduced interest rates, inventory reductions and order rebounds are expected to drive steady growth in cargo volumes. Moreover, geopolitical risks, Panama Canal water-level issues, and changes in shipping alliances may lead to reduced effective capacity.

### **North America to Far East routes**

Major export commodities such as cotton, grain, lumber, wastepaper, and pulp continue to increase, with a gradual shift to Vietnam, Malaysia and Thailand. Market cargo volumes remain stable. Geopolitical risks and challenges in implementing carbon emission regulations may slow effective capacity growth.

### **Far East to Europe/Mediterranean and Europe to North America routes**

Economic growth in major Eurozone countries is expected to remain slow. Geopolitical risks are expected to persist, making demand growth in 2025 challenging. Developments in geopolitical events and their impact on capacity supply will shape future market trends.

### **Far East to Central and South America routes**

Latin America's GDP is projected to see slight growth in 2025, with market cargo volumes expected to increase modestly.

### **Far East to Middle East/Red Sea/India Subcontinent/Australia/ Africa routes**

GDPs in the Middle East, India, Australia, South Africa and East Africa are expected to maintain positive growth, with stable cargo volume increase.

### **Intra-Asia routes**

Despite easing global inflation and a general trend toward lower interest rates, increased geopolitical tensions may impact trade development in Asia. Under these circumstances, trade volumes between China and ASEAN countries are expected to grow steadily, with Southeast Asia's strategic importance in the global supply chain continuing to rise.

### **Refrigerated Cargo Business**

With the opening of regional trade agreements, population growth, and lifestyle changes, global refrigerated cargo via ocean shipping is expected to grow steadily. However, extreme weather and climate changes add uncertainty to the market trends.

### **Special Cargo Business**

Geopolitical risk mitigation strategies continue to drive the relocation of production bases to Southeast Asia. However, uncertainties in bilateral tariff barriers make market volume forecasts more cautious.

## **(4) Competitive Advantages**

### **Innovative Thinking**

Utilize data analysis to adapt to market changes, improve route operational performance, and implement precise control over revenue and cost items.

## **Quality Assurance**

1. ISO 14067 - Carbon Footprint Verification for North East Asia to-from South East Asia (NSB) service.
2. ISO 14064-1 & GHG Protocol: Double certification for greenhouse gas inventory (2023).
3. EcoVadis Sustainability Rating: Bronze Award for 2024.
4. CDP response – 2024 「B」 score on climate change
5. MSCI ESG - 2024 MSCI ESG rating 「A」
6. Included in the “Taiwan Sustainability Index.”
7. TCSA Taiwan Corporate Sustainability Awards: Gold Award for transportation (2024).
8. Recognized by Taiwan International Ports Corporation with the 2023 Golden Anchor Awards for container terminal operations and shipping agency.
9. Ministry of Transportation (2023): Awards for excellence in fleet expansion, green shipping development, maritime training, and industry-academia collaboration.
10. Inbound Logistics (U.S.): G75 Green Supply Chain Partner Award (2024).
11. California Blue Whale and Blue Sky Program: Gold Award for vessel speed reduction.
12. Port of Vancouver: Blue Circle Award (2023).

## **E-Commerce**

1. Enhancements to ShipmentLink E-Commerce Platform
  - (1) Reefer Online Service: A new feature enabling customers to monitor container conditions such as temperature, humidity, oxygen/CO<sub>2</sub> levels, and container movements. Customers can also download reports, providing real-time updates on frozen cargo status anytime, anywhere.
  - (2) Customer-Specific Dashboard: A new dashboard feature displaying cargo booking and import/export operations status in pie charts, allowing customers to easily track business status and quickly access key data.
  - (3) Revamped ShipmentLink Global and Regional Websites: A complete redesign of the global website and 26 regional sites with responsive web design (RWD), optimizing content display across devices like desktops, tablets, and smartphones. This has resulted in a 20% increase in website traffic.
  - (4) Expansion of My-Invoice Services: Electronic invoicing services are currently available in Europe, China, Hong Kong, South Korea, and Singapore. In 2024, this functionality has been extended to Indonesia, allowing customers to access and manage invoice information through the platform.

(5) Promotion of Electronic Bill of Lading (i-B/L): The global adoption rate of i-B/L increased by 21% in 2024. Efforts to further promote paperless electronic bills of lading will continue.

(6) Electronic Data Interchange (EDI): Customized EDI services provide real-time, paperless data exchange for schedules, bookings, VGM submissions, bill of lading instructions, bill of lading content, invoice content, and container tracking. Adjustments have been made to comply with the EU ICS2 cargo declaration upgrade, ensuring seamless integration with customer requirements.

## 2. Upgraded Customer Service System

The Company has enhanced its internal customer service system, covering functions like booking, export, import, and cargo manifest management. Regional training and system deployment have been tailored to the needs of Asia, Europe, and the Americas, with plans to extend these upgrades globally.

### **Environmental Philosophy**

The Company adheres to all international environmental conventions and regional regulations, actively implementing pollution prevention, energy conservation, carbon reduction, and ecological protection measures. Strict standards and operational procedures are in place to minimize the impact of shipping activities on marine environments, safeguard ecosystems, ensure port area safety, and promote human well-being.

Environmental protection, energy efficiency, and emission reduction remain the company's core principles. The Company is dedicated to reducing air pollution while providing high-quality services to ensure cargo is delivered safely and on schedule. New vessels are developed by dedicated teams, incorporating innovative technologies and optimized designs to exceed international regulations and maximize vessel efficiency in terms of loading capacity and energy use.

The Company's website features a "Corporate Sustainability" Section, detailing emission control measures and certifications for its fleet. This reflects the Company's commitment to sustainable development and serves as a resource for addressing environmental inquiries from customers and stakeholders.

### **(5) Favorable and Unfavorable Factors Affecting Corporate Development and Countermeasures**

#### **Favorable Factors**

- (1) Continued recovery of the global economy.
- (2) Controllable global inflation risks.
- (3) High market capacity concentration.

(4) Cost reduction through alliance operations.

### **Unfavorable Factors**

- (1) Geopolitical tensions.
- (2) Increasing trade tariffs.
- (3) Threats from climate change.
- (4) Rising frequency of cyberattacks.

### **Countermeasures**

- (1) Leverage alliance networks to enhance transshipment efficiency.
- (2) Build an eco-friendly fleet to meet carbon emission standards.
- (3) Deliver exceptional customer service with swift market responses.
- (4) Strengthen cybersecurity management and accelerate digital transformation.

## 4-2-2 Major usage and Production Process of Main Products

### (1) Function of main products

Main Products	Functions
Container Shipping Service	International transportation of standard and specialize containerized cargo.

### (2) Production Process of Main Products

The Company provides container transportation services. The disclosure of main shipping routes represents the details of the transportation services provided by our company. This is the service characteristic of the shipping industry.

## 4-2-3 Supply of Main Materials

Being a container shipping transportation service provider, we do not have raw materials of the manufacturing industry. However, we use a substantial amount of fuel for transport, so fuel can be regarded as the main material and one of the important operating costs. In addition to working closely with well-known fuel suppliers at major ports, we also flexibly adjust fueling ports depending on the trend of oil prices, and adopt slow steaming strategies to reduce fuel costs.

## 4-2-4 Main customers who account for over 10% of total sales in recent 2 years and their individual purchase amounts and share:

None.

## 4-3 Human Resources

Year		2023	2024	The year ended March 31,2025
Number of Employees	Staff	9,622	9,874	9,847
	Seaman	2,732	3,391	3,448
	Total	12,354	13,265	13,295
Average Age		38.59	38.77	39.62
Average Years of Service		10.85	10.81	10.81
Education	Ph.D.	0.02%	0.03%	0.03%
	Masters	5.03%	4.77%	4.82%
	Bachelor's Degree	68.12%	69.50%	69.58%
	Senior High School	22.14%	21.46%	21.31%
	Below Senior High School	4.69%	4.24%	4.26%

## 4-4 Disbursements for Environmental Protection

### 4-4-1 Total Environmental Expenditure for the Company's Fleet in 2024

In 2024, the Company's fleet did not encounter any significant environmental pollution incidents with no related losses or penalties. The expenditures for the year were limited to routine maintenance costs, replacement of eco-friendly stern tube oil seals, "Alternative Maritime Power (AMP)" installation costs, maintenance of sox scrubber costs, and the use of low-pollution fuel. The details are as follows:

1. Maintenance and Replacement Costs: Expenditures for maintaining environmentally friendly equipment onboard, replacing stern tube oil seals, "Alternative Maritime Power (AMP)" installation costs, and maintenance of sox scrubber totaled USD 13,029,454.
2. Compliance with IMO and CARB Regulations: To meet the requirements of the International Maritime Organization (IMO) Emission Control Areas (ECA) and the California Air Resources Board (CARB), the fleet used eco-friendly diesel for main and auxiliary engines while operating in these regulated areas,

resulting in total costs of USD 219,379,415.

3. Compliance with EU SECA Regulations: To comply with EU laws regarding the Sulfur Emission Control Areas (SECA), the fleet used eco-friendly diesel for main and auxiliary engines when operating in these areas, incurring total costs of USD 54,108,072.
4. In response to international regulations requiring carbon emissions to be reduced year by year, the cost of Evergreen's fleet using bio-fuel with lower carbon emissions in 2024 totaled USD 25,866,689.

#### 4-4-2 Environmental Protection Policies and Measures

The Company has always formulated environmental policies based on the premise of protecting the ocean. Continuous improvements are made to ship equipment to reduce air pollution emissions, often exceeding international environmental requirements. The current environmental measures include:

1. ISO 14001:2015 Certification

We have obtained ISO 14001:2015 Environmental Management System certification and responsibly implement the EP environmental management system to prevent environmental incidents and minimize environmental risks.

2. Compliance with EEXI and CII Regulations

By adjusting vessel sailing speeds, scheduling, and engine output, we monitor carbon emissions in real-time to comply with the Energy Efficiency Existing Ship Index (EEXI) and Carbon Intensity Indicator (CII) regulations, effective in 2023.

3. Fleet Renewal and Sustainable Design

We continue to introduce new ships to replace old ones and to upgrade our fleet. The design of the new fleet incorporates environmental protection concepts and complies with the latest international environmental protection standards, and advancing towards the goal of sustainable green shipping.

4. Nature-related Financial Disclosures

The Company refers to the framework of the Taskforce on Nature-related Financial Disclosures (TNFD) and extends the topics discussed under the existing TCFD from climate-related issues to nature-related ones. Following the same fundamental structure as the TCFD, we address governance, strategy, risk management, metrics and targets. We are gradually identifying, managing, and disclosing the impacts and dependencies on nature in our operations to mitigate potential risks and seize opportunities in a timely manner.

5. Sulfur Content Compliance

Since January 1, 2020, ship fuel sulfur content has been limited to 0.5% (m/

- m). The International Maritime Organization (IMO) permits the use of equivalent alternatives such as scrubbers.
6. Compliance with CARB Requirements  
Before entering 200 nautical miles of the U.S. West Coast, our ships switch the fuel of main engines, generators, and boilers to marine gas oil (MGO) to reduce sulfur oxide emissions, per California Air Resources Board (CARB) requirements.
  7. Compliance with MARPOL Annex VI  
Vessels operating in Emission Control Areas (ECAs), such as the Baltic Sea, North Sea, and North America, use fuel with sulfur content not exceeding 0.1%.
  8. IMO DCS Compliance  
Under the IMO Data Collection System (DCS), we have implemented part two of our energy efficiency management plan. Since 2019, ships above 5,000 gross tonnage should collect and report annual fuel consumption data.
  9. Voluntary Speed Reduction  
We participate in voluntary speed reduction programs in Santa Barbara, California, to minimize emissions, reduce air pollution, and prevent whale collisions.
  10. Strict Auditing and Preventative Measures  
We implement rigorous audits and corrective measures to ensure no deficiencies and pollution on board.
  11. Equipment Maintenance  
All environmental equipment on board is maintained in optimal condition to ensure smooth and proper operation by the crew.
  12. Efficient Fuel Use  
We continuously monitor the operation of the main and auxiliary engines, taking corrective actions when necessary to improve fuel efficiency and achieve energy savings and emission reductions.
  13. Certificate Validity  
We ensure the validity of all environmental certificates, including IOPP, IAPP, and ISPP. (Note)
  14. Participation in GARD P&I  
Our vessels are insured under the GARD Protection and Indemnity (P&I) Club to cover liabilities for environmental incidents.
  15. COFR Compliance  
For vessels operating in U.S. waters, we provide financial guarantees under the Vessel Certificate of Financial Responsibility (COFR), sharing responsibility for oil pollution incidents.
  16. Monitoring International Regulations

We closely monitor developments in international environmental laws and comply with newly effective regulations to ensure fleet operations meet global environmental standards.

#### 17. North Atlantic Right Whale Protection

During seasonal restrictions (November to April), vessels sailing on the U.S. East Coast adhere to a 10-knot speed limit in designated zones, recording any exceedance in the ship's logbook when safety dictates.

#### 18. Shore Power Usage

Vessels docking at ports such as Los Angeles and Oakland use shore power, and we participate in similar programs at ports in China, Kaohsiung and Hamburg.

#### 19. Biofuel Adoption and Carbon Capture

We are introducing biofuels to reduce greenhouse gas emissions and testing the feasibility of carbon capture technology on our fleet.

#### 20. Environmental Training

Comprehensive environmental education and training programs ensure our crew has proper environmental awareness and knowledge.

#### 21. Recognition as a Quality Fleet

Evergreen's fleet was again recognized under the U.S. "21st Century Quality Ship Program" (QUALSHIP 21) in 2024 for exemplary safety and environmental management.

Note:

(1) IOPP - International Oil Pollution Prevention

(2) IAPP - International Air Pollution Prevention

(3) ISPP - International Sewage Pollution Prevention

### 4-4-3 New International Environmental Regulations

1. In the context of intensifying global climate change, sustainable development strategies are increasingly important. Following the Paris Agreement, the IMO established medium- and long-term decarbonization goals for the shipping industry, introducing key measures such as the Energy Efficiency Existing Ship Index (EEXI) and the Carbon Intensity Indicator (CII), effective from 2023, to significantly reduce greenhouse gas emissions from ships.
2. To meet evolving maritime environmental regulations, we have prepared in advance to comply with stricter standards, including further limits on sulfur and nitrogen oxide emissions and enhanced controls in specific areas. The EU Emissions Trading System (EU ETS), effective from 2024, mandates monitoring, reporting, and purchasing emission allowances (EUAs) for voyages

- between EU ports, driving the industry toward greener, low-carbon operations.
3. Starting January 1, 2025, the FuelEU Maritime regulation will gradually limit the greenhouse gas intensity of energy used by vessels in EU waters, adopting a Well-to-Wake (WtW) lifecycle approach. The annual GHG intensity (gCO<sub>2</sub>e/MJ) must decrease by 2% from the baseline in 2025, with subsequent five-year phases introducing stricter limits.
  4. Our company has been committed to integrating sustainability into operations. Through continuous optimization, emissions reduction strategies, and innovative ship design, we have effectively reduced energy consumption, pollution, and greenhouse gas emissions. Fleet CO<sub>2</sub> emissions rates continue to decline annually, verified by third-party certifications, demonstrating our steadfast commitment to environmental protection.

## 4-5 Labor Relations

### 4-5-1 Benefits for employees

<b>Holiday</b>	Two days off a week. (Holidays are not fix on Saturday and Sunday depending on business needs.)
<b>Paid annual leave</b>	As specified in the Labor Standards Act.
<b>Pension system</b>	As specified in the Labor Pension Statute.
<b>Insurance</b>	Covering labor insurance and national health insurance required by Labor Standards Act; and medical insurance covering hospitalization and injury for the employees traveling abroad for business, group term life insurance with a preferential rate.
<b>Meals</b>	Nourishing and healthy free lunches and overtime/on-duty meal.
<b>Health care</b>	Medical consultations with professional physicians, workplace health promotion and management by professional nurses, and free regular physical examinations.
<b>Recreational activities</b>	Company trips and/or family days. Living in a hotel of the Evergreen Group in Taiwan or overseas can enjoy a preferential discount.
<b>Training</b>	Orientations and on-the-job training courses, professional seminars, workshops, and subsidies for foreign language training every year.

<b>Non-regular Bonus</b>	Annual bonus, employee compensation
<b>Other subsidies</b>	Birthday cash gift, wedding subsidy/cash gift from supervisor, bereavement subsidy/condolence payment from supervisor, injury or illness condolence payment, emergency assistance, relocation subsidy and family visiting subsidy for overseas assignments, Festival Grants (or gifts) (for Chinese New Year, Dragon Boat Festival and Mid-autumn festival), and subsidies for cultural and recreational activities.
<b>Clubs</b>	15 clubs, include basketball, softball, badminton, table tennis, swimming, yoga, golf, Latin aerobic exercises, road running, etc.
<b>Commuting</b>	Providing transportation between Keelung and Nankan, and between Taipei and Nankan.

## 4-5-2 Training for staff

### Training for Shore Personnel

#### (1) Internal Training:

The annual internal training plan is proposed by each department and is implemented after approval. The subjects include work instruction, professional knowledge, quality improvement, occupational safety & health, etc. Total hours of training courses in year 2024 reached 801.8 hours.

#### (2) Compliance Training in accordance with Laws or Company Policies:

In alignment with legal regulations and internal company policies, we have organized comprehensive training programs, including those focused on quality certification, corporate social responsibility, insider trading prevention, sexual harassment prevention, information security, intellectual property fundamentals, and personal data management.

#### (3) Professional Training:

According to laws and regulations, the colleagues from Auditing Dept., Occupational Safety & Health Dept., Insurance & Claim Dept., Finance Div., Seafarer Training Center, Computer Div. and Kaohsiung Terminal Div. participated in training courses organized by external training institutions.

#### (4) ESG Project Training:

In order to enhance awareness of sustainability, the Company cooperated with external professional organizations to organize a series of EGS regulation and consulting courses.

(5) Management-level Learning Programs:

For enhancing the competencies of leadership and management, newly-promoted managers participated in an administrative training program. Meanwhile, managers from various departments participated in the Cross Generational Communication, Employee Support, Performance Management and Strategy Workshop Training co-organized with management consulting.

(6) E-Learning Platform:

To encourage self-learning, employees can access various e-learning services provided by external training institutions, including ESG foundational courses and key user awareness training. The company also invited experts to record e-learning courses, which are available on the internal platform for managers' interdisciplinary learning and compliance training for all employees.

(7) Senior Executives from Overseas Companies:

Taking advantage of the opportunity when senior executives from overseas companies returned to Taiwan Headquarters for meetings, a series of "Global Economy and DEI Trends Forum", "Corporate Sustainability and AI Application Seminar", and management skills training courses were organized.

(8) Expatriate's Orientation:

Expatriates participated in the orientation programs before taking up their new posts in overseas affiliates, which were conducted by Human Resources Dept.

(9) Newcomer's Orientation:

Newcomers participated in the orientation programs before being distributed to their respective units, which were conducted by Human Resources Dept.

(10) Health & Safety:

Organized the "Corporate Safety Culture Development and Promotion", the "Smart Eating for Dining out: Preventing Metabolic Syndrome" seminar, and the "Occupational Safety Training".

(11) Subsidies for learning foreign languages

The statistics of the above training for shore personnel are as follows,

Number of participants	Training hours	Training cost
32,480	74,997	TWD 8,440,595

## Training for Maritime Personnel

In order to enhance the core competencies, onshore seafarers participated in the training courses of international convention and navigation/marine engineer organized by the Seafarer Training Center. The subjects included but not limited to medical care, marine environment awareness, ECDIS, engine control system, the ship handling and safety management proficiency check and various pre-boarding training courses for sea officers and crews.

Sum of Total Training for Shore Personnel:

Number of participants	Training hours	Training cost
1,761	25,732	TWD 11,385,831

In order to make seafarers familiar with various emergency response, seafarers on board are arranged to regularly participate in 29 drills / exercise such as abandon ship, fire and first aid. Meanwhile, supervisors and seniors pass on experience and professional skills to juniors through on-the-job coaching.

### 4-5-3 Pension plan

The Evergreen Marine Labor Pension Preparatory Fund Supervisory Committee was formed in 1986. "Employee Pension Regulations" were drawn up by the Company and pension contributions are continuing to be made each month based on the following criteria: 15% of salary for employees on the old system, and 9% of salary for employees on the new system that chose to retain their years of service under the old system. The regulation covers all full-time permanent employee. According to the pension regulation, the criteria for payment is two bases are given for each full year of service rendered. But for the rest of the years over 15 years, one base is given for each full year of service rendered. The total number of bases shall be no more than 45. The retirement pension base is six month's average wage of the worker at the time when his or her retirement is approved.

Employees that opt for the new system introduced by the Labor Pension Statute introduced on July 1, 2005, receive contributions equal to 6% of their monthly salary.

In addition to monthly contributions to the pension fund, we also check the balance of the labor pension preparatory fund account to see if it is sufficient to meet all the pension obligations from all employees that will meet the conditions

for retirement in the upcoming year. Any shortfalls are made up by the end of March in the following year.

#### 4-5-4 Labor Agreements:

None.

#### 4-5-5 Labor Disputes (as to the printing date)

- (1) There are two labor dispute lawsuits in 2024, which are still under litigation, may involve an approximate amount of NT\$ 22.5 million .
- (2) Response measures: Through the active care and assistance of unit supervisors on weekdays, and the company's establishment of multiple and convenient communication channels, employees are encouraged to reflect more on the problems they face at work, and then face and solve the problems together, so as to improve the mutual understanding between labor and management. Build trust between employees and reduce the possibility of labor disputes.

#### 4-5-6 Code of Conduct/Courtesy

As a leading container carrier, the Company consistently upholds principles of integrity, transparency, and accountability while engaging in business activities.

The Company established the “Guidelines for the Adoption of Codes of Ethical Conduct”. The Guidelines are adopted for the purpose of encouraging directors and managerial officers to act in line with ethical standards, and to help interested parties better understand the ethical standards of the company. To ensure implementation of the company’s philosophy and core values, all employees are required to:

- (1) Observe the company’s regulations and working manual as well as to act loyally, responsibly and under supervisors’ orders, directions and supervision.
- (2) Conduct themselves in an impartial, prudent and self-disciplined manner, protect the company’s reputation, discard bad habits, and respect fellow staff members.
- (3) Perform their duties and responsibilities, cooperate and coordinate with interrelated departments to achieve goals set by the company.
- (4) Commit to performing all services in a conscientious without any practices that could be construed as bribery and/or corruption.

- (5) Strictly refrain from discriminating against any employee, contractor, or customer.
- (6) Comply with any and all competition law regimes that are relevant to their countries of operation.

#### 4-5-7 Protective Measures for the Working Environment and Employees' Personal Safety.

The Company pay attention to the safety and health of its employees and contractors, and has set up occupational safety and health management units and personnel in accordance with the law to specialize in the implementation of the occupational safety and health management system, and to implement the depth and breadth of implementation through the establishment of safety and health management systems and standards. Meanwhile, our Kaohsiung Container Terminal 7 has passed ISO45001:2018 and CNS45001:2018(TOSHMS) in 2024. Then, we have implemented the following measures to prevent accidents and ensure the safety of our employees and contractors through systematic management:

- (1) Adhere to the Occupational Safety and Health Policy and emphasize on safety and healthy environment to provide a safe and healthy working environment for employees, contractors and stakeholders, to prevent work-related injuries and health problems.
- (2) The Company has established an Occupational Safety and Health Committee in accordance with the law and holds quarterly meetings to propose safety and health policies and programs for the company, and also to review, coordinate and recommend safety and health related matters.
- (3) Formulate safety and health work rules, and regulate all employees to implement and comply with the rules, and identify the most suitable work rules for the current occupational safety and health program, in order to establish, implement, maintain, and continuously improve the occupational safety and health management system.
- (4) According to the requirements of OSH management system, we conduct hazard identification and risk assessment for each workplace and operation project to identify potential risks and carry out effective control to ensure a safe and healthy working environment for our employees.
- (5) We follow the Occupational Safety and Health Act to formulate and implement the "Prevention of Diseases Caused by Abnormal Workloads in the Workplace", "Protection of Maternal Health in the Workplace", "Prevention of

Ergonomic Hazards in the Workplace", "Prevention of Unlawful Infringement in the Workplace", etc, protecting physical and mental health.

- (6) The Company has lawfully designated health service management personnel to provide employees with services such as health consultations, health promotion, and health management.
- (7) In accordance with Occupational Safety and Health Education and Training Rules, we provide safety and health education and training to new and existing employees so that they understand the hazards and safety regulations in the workplace and improve their safety and health knowledge.
- (8) We conduct regular fire prevention training for our employees in accordance with the Occupational Safety and Health Act and the Fire Services Act, and carry out evacuation drills in our office buildings, so that our employees are equipped with the ability to save themselves and others in the event of disasters.
- (9) The Company has set up a 24-hour security service for the belonging building, and is equipped with access control card to ensure the safety of company property and personnel.

## 4-6 Cyber Security Management

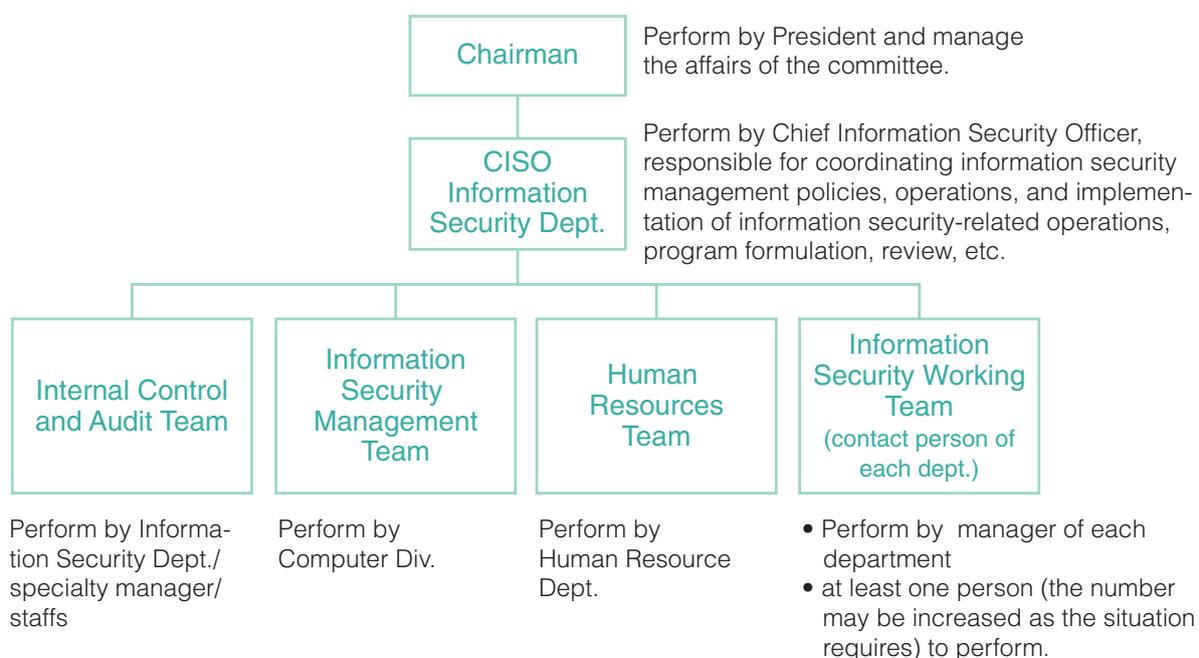
To strengthen Evergreen Marine Corp.'s information security management to ensure the security of important files, data, computer application systems, operating equipment and networks, this policy is formulated to specify the company's information security management organization, staff education and training, computer hardware/software and network and physical security guidelines. It is applicable to all colleagues, to assist users to carry out their operations without interruption, and to ensure the security of information media to achieve the company's information security goals which are listed below:

1. To maintain the continuous operation of the information system.
2. To ensure the confidentiality, integrity and availability of information.
3. To prevent the inappropriate and/or illegal use of information.
4. To avoid incidents caused by human error.
5. To prevent hackers and viruses etc. from infiltrating, infecting and causing damage.
6. To maintain the security of the physical environment.

## 4-6-1 The Risk Management Framework of Information and Communication Security

### (1) Information Security Management Committee

In order to effectively promote and implement the information security management system, the company has set up an information security management organization to formulate information security governance development strategies and directions, and to implement the confidentiality, integrity and availability of information assets, which ensure business operations and uninterrupted information services, so that the company's information security management system can continue to operate and develop steadily.



### (2) Organizational Structure of Information Security Management Committee

- Information Security Management Committee:** The company's information security management policy organization.
- Internal Control and Audit Team:** To review the implementation of information security in line with the organization's policies and procedures, to supervise audits and to implement corrective, preventive and improvement measures.
- Information Security Management Team:** To be responsible for the planning, establishment, implementation, maintenance, review and continuous

improvement of the information security management system, and reporting information security related issues to the information security management committee.

- D. Human Resources Team: To assist the information security management committee to implement the planning and management of the company's human resources security system.
- E. Information Security Working Team (contact person of each dept.): To assist the information security management team to coordinate matters of information security management.

(3) The scope of the company's information security management includes:

- A. Information security organization and responsibilities.
- B. Information security documents and records management.
- C. Information security index management.
- D. Project information security management.
- E. Personnel safety management.
- F. Information asset and risk assessment management.
- G. Information equipment authorization and protection management.
- H. Security area management.
- I. Network and communication management.
- J. System development and maintenance management.
- K. Third party service management.
- L. Information security incident management.
- M. Business continuity management.
- N. Information security internal audit.
- O. ISMS Statement of Applicability.
- P. Implementation of information security management system.
- Q. Office information operation management.
- R. IoT devices security management and control.
- S. Application system authority management.
- T. Key and certificate management specifications.

The strategy and framework of Information Security Management is shown below:

## Policy

- Establish an information security committee – Information Security Committee
- Formulate information security policy
- Update action plan timely
- Review the policy implementation regularly

## Orientation

- Personnel management and Education and training on information security
- Computer system security management
- Network security management
- System Access Control
- System development and Maintenance of security management
- Information asset security management
- Physical and environment security management
- Planning and management of business continuity plan

## Standard

- Set Policy based on best updated regulations
- Follow individual country regulations of information security

## Procedures

- Developing implementation details based on the information security policy
- Routine schedule in business continuity plan rehearsal
- Regular information security education and training for staff
- Enforcement of information security procedures

## (4) The Information Security Management System

The company establishes, records, implements and maintains an information security management system in accordance with the requirements of the ISO/IEC 27001:2013 standard, continuously improving the effectiveness of the system.

The company adopts a "Plan-Do-Check-Act" (PDCA) cycle:

- Planning and establishment (Plan):** According to the company's overall strategy and goals, establishing an information security management organization to control potential threats and vulnerabilities, to plan risk assessment, to design a control mechanism to establish the information security management system.
- Implementation and operation (Do):** Based on the results of the Plan, establish or revise the proper control mechanism.
- Supervision and audit (Check):** Supervise the implementation of various operations of the information security management system, and evaluate and

audit its effectiveness.

- D. Maintenance and improvement (Act): According to the results and suggestions of supervision and audit, implement corrective measures, improve and implement the proper control mechanism to maintain the operation of the information security management system.

#### 4-6-2 Information Security Risks and Specific Management Plans

The company's information security control measures are listed below:

- A. The information security management committee is set up to implement the company's information security management system, to formulate information security governance development strategies and directions, to protect the confidentiality, integrity, and availability of information assets, to ensure smooth business operations and uninterrupted information services.
- B. Through the implementation of the information security management system, to declare the determination of top management to support information security, reduce the impact of information security incidents, and continue to operate and improve the information security management system while protecting the rights and interests of the company and customers.
- C. Establish procedures for creating, amending, abolishing, announcing, storing and destroying information security documents to ensure that they are updated in a timely manner.
- D. Security control mechanisms should be considered at the initial stage of system development.
- E. Business continuity plan based on business needs, and conduct regular test drills to maintain its applicability.
- F. Employees to be granted only necessary authority and relevant information to complete their work duties.
- G. Employees who observe or suspect a security breach, weakness or violation of security policies or procedures must report them in a timely manner.
- H. Information security procedures should be planned in advance of any project which includes issues relating to information security.
- I. Implement information security-related training and awareness every year.
- J. Regularly conduct information asset classification and risk assessment.
- K. Regularly perform information security self-inspection to maintain the effective operation of the information security management system and the implementation of control procedures.
- L. Implement network and communication security management.

### 4-6-3 Devoted Resources of Information and Communication Security Management

#### A. Software and hardware equipment

The company has invested in high-standard software and hardware equipment, has a system automatic information security monitoring and notification, can fully grasp the internal/external network traffic, and immediately intervene by special personnel to prevent emergency blocking and preventive treatment.

#### B. Information security management committee organization and meetings

The organization has 62 personnel and hold a management review meeting regularly every year.

#### C. Education and training

Every year, the company conducts an online (E-learning) course of "Information Security Protection Education and Training" for all employees and related companies, which advises the precautions to take when using information equipment, receiving and sending e-mails and public materials. Colleagues must pass the online information security test to demonstrate that they have a complete concept of information security protection. A total of 2,444 colleagues had completed the training in 2024.

In addition, a special course on "Global Information System Integration Planning" was launched for expatriates, including information security and computer room management, issues related to system authority authorization, and an introduction to the local computer network connection structure.

#### D. Social engineering drill

Through information security education and training, we will improve colleagues' security awareness of risky emails, send simulated malicious emails to all employees in the company for testing, and strengthen the information security training for colleagues who have failed, which had completed in 2024.

### 4-6-4 Major information security incidents

The company had no information security incidents that resulted in losses in 2024.

#### 4-6-5 Obtained ISO27001 certificate

The company has obtained ISO 27001 information security management system certification on December 9, 2022, and the certificate is valid until October 31, 2025.

#### 4-7 Important Contracts

AGREEMENT	THE PARTY	DURATION	CONTENT	RESTRICTIONS
Slot Exchange Agreement	YANG MING MARINE TRANSPORT CORP.	From: Sep.04,2009 Till: Unlimited extensions; It is subject to 60 days pre-notice prior to termination.	EMC slot exchanges with YML. (Pan Asia Services)	—
Slot Charter Agreement	FUJIAN FOREIGN TRADE CENTRE SHIPPING CO.	From: Mar.01,2008 Till: Feb.28,2009 Can be extended. It is subject to 90 days pre-notice prior to termination.	EMC slot charter from Fujian Foreign Trade Centre Shipping Co. (Fuzhou-Kaohsiung Service)	—
Slot Charter Agreement	SMART POINT SHIPPING LTD.	From: Jun.12,2011 Till: Jun.11,2012 Can be extended. It is subject to 60 days pre-notice prior to termination.	EMC slot charter from Smart Point Shipping Ltd. (Fuzhou-Taipei-Kaohsiung Service)	—
Slot Exchange Agreement	SMART POINT SHIPPING LTD.	From: Nov.29,2010 Till: May.30,2011 Can be extended. It is subject to 30 days pre-notice prior to termination.	EMC slot exchanges with Smart Point Shipping Ltd. (Taiwan-Xiamen (EMC) ; Taiwan-Fuzhou-Xiamen Servies (SMART POINT))	—
Slot Charter Agreement	CHINA UNITED LINES LTD.	From: Sep.27,2010 Till: Sep.26,2011 Can be extended. It is subject to 90 days pre-notice prior to termination.	EMC slot charterer from CUL (Central China-Taiwan Service)	—

AGREEMENT	THE PARTY	DURATION	CONTENT	RESTRICTIONS
Vessel Sharing Agreement	WAN HAI LINES LTD.	From: Sep.01,2002 Till: Aug.31,2003 Can be extended. It is subject to 90 days pre-notice prior to termination.	Operated by EMC and WHL jointly. (Japan-Taiwan-Hong Kong Service)	—
Vessel Sharing Agreement	WAN HAI LINES LTD.	From: Sep.12,2008 Till: Sep.11,2009 Can be extended. It is subject to 90 days pre-notice prior to termination.	Operated by EMC and WHL jointly. (Japan-Taiwan-Haiphong Service)	—
Vessel Sharing Agreement	WAN HAI LINES LTD.	From: AUG.09,2024 Till: FEB.09,2025 Can be extended. It is subject to 60 days pre-notice prior to termination.	Operated by EMC and WHL jointly. (Hong Kong/South China-Taiwan-Philippines Service)	—
Vessel Sharing Agreement	1. OOCL (ASIA PACIFIC) LTD. 2. YANGMING (UK) LTD.	From: Apr.30,2006 Till: Apr.29,2007 Can be extended. It is subject to 90 days pre-notice prior to termination.	Operated by EMC, OOCL, and YM (UK) Ltd. jointly. (Taiwan-Hong Kong-Vietnam Service)	—
Vessel Sharing Agreement	1. WAN HAI LINES LTD. 2. HAPAG-LLOYD CONTAINER LINE	From: Apr.30,2006 Till: Apr.29,2024 Can be extended. It is subject to 90 days pre-notice prior to termination.	Operated by EMC, WHL and HLCL jointly. (Taiwan-China-Singapore-Malaysia-India Service)	—
Slot Exchange Agreement	WAN HAI LINES LTD.	From: Jan.08,2024 Till: Extended indefinitely. It is subject to 45 days pre-notice prior to termination.	EMC slot exchanges with WHL. (Japan-Taiwan-Indonesia (EMC) ; China-Vietnam Services(WHL))	—
Vessel Sharing Agreement	1. NEW GOLDEN SEA SHIPPING PTE LTD. 2. UNIFEEDER FZCO, DUBAI	From: Feb.21,2020 Till: Feb.20,2021 Can be extended. It is subject to 90 days pre-notice prior to termination.	Operated by EMC, NEW GOLDEN SEA SHIPPING and UNIFEEDER FZCO, DUBAI jointly. (ASEAN-Persian Gulf-ISC Service)	—

AGREEMENT	THE PARTY	DURATION	CONTENT	RESTRICTIONS
Slot Exchange Agreement	CNC LINE	From: Apr.04,2017 Till: Oct.04,2017 Can be extended. It is subject to 30 days pre-notice prior to termination.	EMC slot exchanges with CNC. (South China-Taiwan (EMC); Central China-Taiwan (CNC))	—
Slot Exchange Agreement	CNC LINE	From: MAR.06,2024 Till: JUN.06,2024 Can be extended. It is subject to 30 days pre-notice prior to termination.	EMC slot exchanges with CNC. (Central China-Hong Kong-Cambodia-Thailand(EMC); North China-Indonesia Services(CNC))	—
Slot Exchange Agreement	CNC LINE	From: JUN.01,2024 Till: SEP.01,2024 Can be extended. It is subject to 30 days pre-notice prior to termination.	EMC slot exchanges with CNC. (Japan-Indonesia(EMC); Japan-Singapore-Malaysia Services(CNC))	—
Slot Exchange Agreement	CNC LINE	From: NOV.12,2024 Till: FEB.12,2025 Can be extended. It is subject to 30 days pre-notice prior to termination.	EMC slot exchanges with CNC. (Taiwan-Vietnam(EMC); Indonesia-Philippines Services(CNC))	—
Vessel Sharing Agreement	1. UNIFEEDER FZCO, DUBAI 2. ONE NETWORK EXPRESS PTE LTD. 3. T.S.LINES	From: Aug.09,2019 Till: Mar.31,2021 Can be extended. It is subject to 90 days pre-notice prior to termination.	Operated by EMC, UNF, ONE, TSL (North China-India Service)	—
Vessel Sharing Agreement	1. YANG MING LINES 2. SINOTRANS CONTAINER LINES CO LTD. 3. TS LINES 4. HAPAG LLOYD	From: Jun.07,2013 Till: Jun.07,2020 Can be extended. It is subject to 90 days pre-notice prior to termination.	Operated by EMC, YML, SINOTRANS, TSL and HAPAG LLOYD jointly (China, Taiwan-Australia Service) (HAPAG LLOYD joined on 16th/Oct/2020)	—

AGREEMENT	THE PARTY	DURATION	CONTENT	RESTRICTIONS
Slot Exchange Agreement	X-Press	From: Jul.13,2024 Till: Dec.23,2024 Can be extended. It is subject to 30 days pre-notice prior to termination.	EMC slot exchanges with X-Press (Jakarta-Port Klang, North China-Hong Kong; Hong Kong-Kaohsiung-Philippines (EMC) v.s. Kaohsiung-Cebu Service(X-Press), Dalian-Pusan Service(X-Press))	—
Slot Exchange Agreement	SINOKOR MERCHANT MARINE CO., LTD.	From: Sep.18,2019 Till: Mar.18,2020 Can be extended. It is subject to 60 days pre-notice prior to termination.	EMC slot exchanges with SKR. (Korea-Taiwan-Malaysia-Singapore-Philippines-Taiwan-Korea Services (EMC); Korea-Central China-Indonesia-Vietnam-Central China-Korea Services (SINOKOR))	—
Slot Exchange Agreement	T.S. LINE CO., LTD.	From: Feb.28,2020 Till: Aug.27,2020 Can be extended. It is subject to 60 days pre-notice prior to termination.	EMC slot exchanges with TSL. (Taiwan-Xiamen (EMC); Taiwan-Shanghai Services (TSL))	—
Vessel Sharing Agreement	1. NEW GOLDEN SEA SHIPPING PTE. LTD. 2. WAN HAI LINES LTD. 3. OCEAN NETWORK EXPRESS PTE. LTD. 4. INTERASIA LINES SINGAPORE PTE. LTD.	From: Jan.7,2020 Till: Jan.6,2021 Can be extended. It is subject to 90 days pre-notice prior to termination.	Operated by EMC, NGS, WHL, ONE, IAL jointly (Central,South China-Pakistan Service)	—
Slot Exchange Agreement	COSCO CONTAINER LINES SHANGHAI PANASIA SHIPPING CO., LTD.	From: Sep.19,2014 Till: Mar.19,2015 Can be extended. It is subject to 30 days pre-notice prior to termination.	EMC slot exchanges with COSCO (China-Japan ; China-Japan Service)	—

AGREEMENT	THE PARTY	DURATION	CONTENT	RESTRICTIONS
Slot Exchange Agreement	NEW GOLDEN SEA SHIPPING PTE. LTD.	From: Nov.25,2017 Till: May.25,2018 Can be extended. It is subject to 30 days pre-notice prior to termination.	EMC slot exchanges with NGS (Taiwan-Indonesia (EMC); China-Hong Kong- Thailand Express service (NGS))	—
Slot Exchange Agreement	NEW GOLDEN SEA SHIPPING PTE. LTD.	From: Apr.18,2018 Till: Oct.18,2019 Can be extended. It is subject to 30 days pre-notice prior to termination.	EMC slot exchanges with NGS (Indonesia-China (EMC); China-Vietnam service (NGS))	—
Slot Charter Agreement	INTERASIA LINES LTD.	From: Aug.23,2019 Till: Feb.22,2020 Can be extended. It is subject to 30 days pre-notice prior to termination.	EMC charter slots to IAL (Taiwan - Philippines Service)	—
Vessel Sharing Agreement	1. HYUNDAI MERCHANT MARINE CO., LTD. 2. HAPAG LLOYD CONTAINER LINE 3. ONE NETWORK EXPRESS PTE LTD	From: Apr.01,2020 Till: Mar.31,2021 Can be extended. It is subject to 30 days pre-notice prior to termination.	Operated by EMC, HMM, HPL&ONE (North East Asia-Australia Service)	—
Vessel Sharing Agreement	1. GOLD STAR LINE LTD. 2. KMTC LINE CO LTD 3. EMIRATES SHIPPING LINES	From: Jun 22,2021 Till: Jun 21,2022 Can be extended. It is subject to 90 days pre-notice prior to termination.	Operated by EMC, GSL, KMTC&ESL (North China- Northwest India)	—

AGREEMENT	THE PARTY	DURATION	CONTENT	RESTRICTIONS
Vessel Sharing and Slot Exchange Agreement	1. CMA CGM 2. COSCO CONTAINER LINE 3. OOCL	From: Apr.01,2017 Till: Mar.31,2027 If no Line withdraws from this Agreement, the Agreement will be automatically extended to have an indefinite term with effect from April 1st, 2027. If some Line(s) withdraw from the Agreement, other Lines will discuss whether the Agreement will be amended to have an indefinite term with effect from April 1st, 2027.	Operated by OCEAN Alliance. (F.E.-EUR; F.E.-MED; F.E.-USWC; F.E.-USEC; EUR-USEC; F.E.-GULF; F.E.-RSEA Services)	—
Slot Charter Agreement	ONE	From: Apr.01,2017 Till: Subsequently extended 90 days pre-notice prior to termination	Slot Charter from ONE (Japan-USWC Service)	—
Vessel Sharing Agreement	1. CMA CGM 2. COSCO CONTAINER LINE 3. YANG MING LINE	From: Jan.20,2017 Till: Subsequently extended 90 days pre-notice prior to termination	Jointly operated by EMC, CMA, COS, YML (F.E.-East Coast of South America Service)	—
Vessel Sharing and Slot Exchange Agreement	1. PACIFIC INTERNATIONAL LINES 2. COSCO CONTAINER LINE 3. CMA CGM	From: Mar.28,2019 Till: Subsequently extended 90 days pre-notice prior to termination	Jointly operated by EMC, PIL, COS, CMA (F.E.-East Coast of South America Service)	—

AGREEMENT	THE PARTY	DURATION	CONTENT	RESTRICTIONS
Vessel Sharing Agreement	1. COSCO CONTAINER LINE 2. OOCL 3. ONE 4. PACIFIC INTERNATIONAL LINES 5. GOLD STAR LINE LTD.	From: Sep.29,2014 Till: Subsequently extended 90 days pre-notice prior to termination	Jointly operated by EMC, COS, OOCL, ONE, PIL, GSL (F.E.- South Africa Services)	—
Vessel Sharing Agreement	1. CMA CGM 2. OOCL 3. X-PRESS FEEDERS	From: Jul.05,2018 Subsequently extended 90 days pre-notice prior to termination	Jointly operated by EMC , CMA, OOCL, X-press (F.E.-East Africa Services)	—
Vessel Sharing Agreement	1. COSCO CONTAINER LINE 2. YANG MING LINE	From: Dec.26,2015 Till: Subsequently extended 90 days pre-notice prior to termination	Juointly operated by EMC, COS, YML (F.E.-West Coast of South America Service)	—
Vessel Sharing Agreement	1. COSCO CONTAINER LINE 2. PACIFIC INTERNATIONAL LINE 3. WAN HAI LINES	From: Dec.25,2015 Till: Subsequently extended 90 days pre-notice prior to termination	Jointly operated by EMC, COS, PIL, WHL (F.E.-West Coast of Souther Amercia Service)	—
Slot Exchange Agreement	1. COSCO CONTAINER LINE 2. CMA CGM	From: Apr.15,2018 Till: Subsequently extended 90 days pre-notice prior to termination	Slot Exchange between EMC, COS, CMA (F.E.-West Coast of Souther Amercia Service)	—
Vessel Sharing Agreement	1. ONE NETWORK EXPRESS PTE LTD 2. HAPAG LLOYD CONTAINER LINE 3. HYUNDAI MERCHANT MARINE CO., LTD. 4. YANG MING LINEE	From: Apr.05,2021 Till: Apr.04,2022 Continuation shall be discussed 4 months before the expiry. Subsequently extended 90 days pre-notice prior to termination.	Jointly operated by EMC, ONE, HPL, YML (Asia-U.S. GULF Service(AUG))	—

AGREEMENT	THE PARTY	DURATION	CONTENT	RESTRICTIONS
Slot Exchange Agreement	KOREA MARINE TRANSPOR CO. LTD.	From: Mar.04,2023 Till: Dec.04,2023 Can be extended. It is subject to 45 days pre-notice prior to termination.	EMC slot Exchange with KMTC (Far East-India Service )	—
Slot Exchange Agreement	UNIFEEDER FZCO, DUBAI	From: Aug.18,2023 Till: Feb.18,2024 Can be extended. It is subject to 45 days pre-notice prior to termination.	EMC slot Exchange with UNF (Far East-India Service )	—
Slot Exchange Agreement	BENGAL TIGER LINE PTE LTD	From: Sep.20,2023 Until: Dec.20,2023 Can be extended. It is subject to 90 days pre-notice prior to termination.	EMC slot Exchange with BTL (Far East-India Service/ South East Asia-India service )	—
Slot Exchange Agreement	RCL FEEDER PTE LTD	From: Jul.17,2023 Until: Jul.17,2024 Can be extended. It is subject to 45 days pre-notice prior to termination.	EMC slot Exchange with RCL (Far East-India Service )	—
Vessel Sharing Agreement	1. RCL FEEDER PTE LTD 2. PACIFIC INTERNATIONAL LINE 3. CU LINE PTE LTD	From: Jul.17,2023 Until: Jul.17,2024 Can be extended. It is subject to 90 days pre-notice prior to termination.	Operated by EMC, PIL and CUL jointly. (FAR EAST-ISC Service)	—
Vessel Sharing Agreement	1. X-PRESS FEEDERS 2. ONE NETWORK EXPRESS PTE LTD 3. KOREA MARINE TRANSPOR CO. LTD 4. T.S. LINES LTD.	From: Apr.17,2023 Until: Unlimited extensions; It is subject to 90 days pre-notice prior to termination.	Operated by EMC, XPF, KMTC and TSL jointly. (FAR EAST-ISC Service)	—
Slot Charter Agreement	BENGAL TIGER LINE PTE LTD	From: Aug.27,2023 Until: Aug.31,2024 Can be extended. It is subject to 90 days pre-notice prior to termination.	EMC slot charter from BTL. (FAR EAST-INDIA Service)	—

## 5-1 Comparison of Financial Positions in the Last Two Years

Unit: TWD thousand

Item	Year	2023	2024	Difference	
				Amount	%
Current Assets		238,140,293	312,872,446	74,732,153	31.38%
Non-current assets		493,690,465	601,341,144	107,650,679	21.81%
<b>Total Assets</b>		731,830,758	914,213,590	182,382,832	24.92%
Current Liabilities		111,750,258	150,345,441	38,595,183	34.54%
Non-current liabilities		149,285,650	161,412,422	12,126,772	8.12%
<b>Total Liabilities</b>		261,035,908	311,757,863	50,721,955	19.43%
Common stock		21,272,711	21,650,430	377,719	1.78%
Capital surplus		17,092,525	20,446,859	3,354,334	19.62%
Retained Earnings		385,923,383	504,164,949	118,241,566	30.64%
Other equity interest		15,610,397	34,066,155	18,455,758	118.23%
<b>Equity attributable to owners of the parent</b>		439,899,016	580,328,393	140,429,377	31.92%
<b>Non-controlling interest</b>		30,895,834	22,127,334	(8,768,500)	-28.38%
<b>Total equity</b>		470,794,850	602,455,727	131,660,877	27.97%

Note:

The main reasons for the major changes (those with a change of more than 20% and a change of TWD 300 million) in the Company's assets, liabilities and shareholders' equity in the last two years, their impacts and future corresponding plans:

- (1) The increase in current assets was due to increase in net cash and cash equivalents.
- (2) The increase in non-current assets was due to the increase in property, plant and equipment and other non-current assets.
- (3) The increase in current liabilities was due to the increase in accounts payable and current income tax liabilities.
- (4) The increase of retained earnings was due to the net income of the parent company.
- (5) The increase in other equity was mainly due to the appreciation of the exchange rate of USD:TWD, and the recognition of exchange differences on translation of foreign financial statements.

## 5-2 Comparison of Financial Performance in the Last Two Years

Unit: TWD thousand

Item	Year	2023	2024	Difference	
				Amount	%
Operating revenue		276,714,825	463,567,897	186,853,072	67.53%
Operating costs		226,805,671	287,463,126	60,657,455	26.74%
Gross profit		49,909,154	176,104,771	126,195,617	252.85%
Realized profit on from sales		20,989	20,884	(105)	-0.50%
Gross profit		49,930,143	176,125,655	126,195,512	252.74%
Operating expenses		16,814,105	21,446,009	4,631,904	27.55%
Other gains - net		1,634,048	5,265,760	3,631,712	222.25%
Operating profit (loss)		34,750,086	159,945,406	125,195,320	360.27%
non-operating income and expenses		29,421,871	20,405,093	(9,016,778)	-30.65%
Profit (loss) before income tax		64,171,957	180,350,499	116,178,542	181.04%
Income tax expense		24,196,256	36,366,457	12,170,201	50.30%
Profit (loss)		39,975,701	143,984,042	104,008,341	260.18%
Owners of the parent		35,337,051	139,453,293	104,116,242	294.64%
Non-controlling interest		4,638,650	4,530,749	(107,901)	-2.33%
Other comprehensive income (loss)		(727,208)	19,239,122	19,966,330	-2,745.61%
Comprehensive income (loss)		39,248,493	163,223,164	123,974,671	315.87%
Owners of the parent		34,601,401	158,155,265	123,553,864	357.08%
Non-controlling interest		4,647,092	5,067,899	420,807	9.06%

Note:

The main reasons for the major changes in gross profit, operating expenses, the net amount of other gains or losses, and non-operating income and expenses:

- (1) Operating revenue increase by 67.53% was mainly due to the freight rates increased.
- (2) The increase in operating expenses was mainly due to salary and the employee benefits are higher than the same time last year.
- (3) The increase in other gains and loss was due to the increase of net gain on disposal of property, plant and equipment.
- (4) The decrease in net non-operating income was mainly due to the decrease of interest income.

## 5-3 Analysis of Cash Flow

### 5-3-1 Cash Flow Analysis for the Current Year

Unit: TWD thousand

Cash and Cash Equivalents, Beginning of Year (1)	Net Cash Flow from Operating Activities (2)	Net Cash Inflow (Outflow) from Investment and Financing (3)	Cash Surplus (Deficit) (1)+(2)+(3)	Leverage of Cash Deficit	
				Investment Plans	Financing Plans
107,229,777	192,258,540	(109,118,427)	253,369,890	-	-

#### Analysis of deviation:

- A. Operating activities: Net cash inflow from operating activities throughout the year
  - B. Investing activities: The net cash outflow is due to the acquisition of the financial asset and the purchase of the vessels, containers and equipment.
  - C. Financing activities: The net cash outflow from repayment of borrowing.
- Remedy Measures of Inadequate Liquidity: None.

### 5-3-2 Cash Flow Analysis for the Coming Year (2025)

Unit: TWD thousand

Estimated Cash and Cash Equivalents, Beginning of Year (1)	Estimated Net Cash Flow from Operating Activities (2)	Estimated Net Cash Inflow (Outflow) from Investment and Financing (3)	Estimated Cash Surplus (Deficit) (1)+(2)+(3)	Leverage of Cash Deficit	
				Investment Plans	Financing Plans
253,369,890	50,224,812	(118,214,823)	185,379,879	-	-

#### Analysis of cash flow deviation:

- A. Cash balance at the beginning of the period: Cash and cash equivalents for Dec. 31, 2024.
- B. Net cash flow from operating activities throughout the year: Estimated cash flow from operating activities.
- C. Net cash flow from investment and financing throughout the year: Repayment of bank borrowing, purchase of fixed assets and distribution of cash dividend.

## 5-4 Effects of Major Capital Expenditure on Finance and Business Operations

### 5-4-1 Major Capital Expenditure Items and Source of Capital

Unit: USD thousand

Expected Capital Expenditure	Actual or Expected Capital Expenditure					
	2024	2025	2026	2027	2028	Total
Shipbuilding and improvement of ship	2,383,942	2,093,673	1,255,080	2,427,565	887,942	9,048,202
Machinery	126,406	980	16,490	-	-	143,876
Containers Procurement	595,598	516,956	-	-	-	1,112,554
Total	3,105,946	2,611,609	1,271,570	2,427,565	887,942	10,304,632

(1) Shipbuilding and improvement of ship:

The actual or expected source of funds is self-owned funds and mortgages after obtaining ownership of the assets. The following table shows the delivery date of both new shipbuilding and the ship which underwent improvement program, the total amount of funds required, and the use of funds.

(2) Machinery:

The Company purchased nineteen units of ship to shore container gantry cranes and fifty-six units of automation rail mounted gantry cranes. The total transaction price is USD 388,867 thousand, and all payments had been paid before November 2024.

(3) Containers Procurement:

The Company purchased 103,300 containers from Dong Fang International Container (Hong Kong) Ltd. in 2024. The transaction price totaled USD 299,248 thousand. Purchased 8,700 containers from Guangdong FUWA Equipment Manufacturing Co., Ltd. in 2024. The transaction price totaled USD 40,385 thousand. Purchased 34,600 containers from Evergreen Heavy Industrial Corp (M) Berhad in 2024. The transaction price totaled USD 124,052 thousand. Purchased 14,500 containers from CIMC (Group) Co., Ltd. in 2024. The transaction price totaled USD 41,950 thousand. Purchased 4,500 containers from Singamas Management Services Limited in 2024. The transaction price totaled USD 15,840 thousand. Purchased 2,100 containers from Zhangjiagang Saejin Container

Components Co., Ltd. in 2024. The transaction price totaled USD 7,308 thousand. Purchased 7,000 refrigeration units from Carrier Transicold Pte. Ltd. and 3,000 refrigeration units from Maersk Container Industry in 2024. The transaction price totaled USD 62,050 thousand.

In the upcoming year, the company will purchase 20,300 containers from Evergreen Heavy Industrial Corp (M) Berhad in 2025. The total transaction price is USD 75,288 thousand. Purchase 73,500 containers from Dong Fang International Container (Hong Kong) Ltd. in 2025. The transaction price totaled USD 237,260 thousand. Purchased 14,500 containers from Singamas Management Services Limited in 2025. The transaction price totaled USD 40,423 thousand. Purchased 16,000 containers from Guangdong FUWA Equipment Manufacturing Co., Ltd. in 2025. The transaction price totaled USD 48,800 thousand. Purchased 23,000 containers from CXIC Group Container Company Limited in 2025. The transaction price totaled USD 63,620 thousand. Purchased 7,000 containers from Zhangjiagang Saejin Container Components Co., Ltd. in 2025. The transaction price totaled USD 22,595 thousand. Purchased 4,000 refrigeration units from Carrier Transicold Pte. Ltd. and 1,000 refrigeration units from Maersk Container Industry in 2025. The transaction price totaled USD 28,970 thousand.

#### 5-4-2 Expected Benefits

As new energy-efficient vessels and new containers join the operation, this will not only optimize fleet capacity, increase slot supply and provide customers with a wider range of services, but also reduce the Company's operating costs.

#### 5-5 Investment Policy in the Last Year, Main Causes for Profits or Losses, Improvement Plans and Investment Plans for the Coming Year

In order to seek the best interests for the Company and its shareholders, the Company has undergone careful evaluation in investment and focused on the vertical integration of the shipping business. The Company continues to require indirect investees to seize market opportunities and increase profits. The profit of investment accounted for using equity method is TWD 144,949,437 thousand in balance sheet of 2024 of parent company only .

## 5-6 Analysis of Risk Management

### 5-6-1 Effects of Changes in Interest Rates, Foreign Exchange Rates and Inflation on Corporate Finance, and Future Response Measures

#### (1) Interest rate

A. The impact of interest fluctuation on the consolidated company:

Item	2024 (thousand TWD ; %)
Net interest	5,253,088
Net interest represented percentage of annual revenue	1.13%
Net interest represented percentage of earnings before tax	2.91%

The Group's interest rate risk arises from long-term borrowings at variable rates, which expose the Group to cash flow interest rate risk which is partially offset by cash and cash equivalents held at variable rates. Borrowings issued at fixed rates expose the Group to fair value interest rate risk.

At December 31, 2024, if interest rates on borrowings had been 1% higher/lower with all other variables held constant, post-tax profit for the year ended December 31, 2024 would have been TWD 346,526 lower/higher, respectively, mainly as a result of higher/lower interest expense on floating rate borrowings.

B. Corresponding measure

For the purpose of improve financial structure, increase long term working capital and decrease interest risk. EMC issued 5 billions domestic unsecured convertible bonds (coupon rate 0%) with 5 years tenor on May 18, 2021. It can fix long term capital cost and avoid the risk of increase in market rate. The conditions of issue secured corporate bonds are as following:

Content	Domestic Unsecured Convertible Corporate Bonds
Total price	TWD 5,000,000,000
Coupon rate	0.00%
Tenor	From May 18, 2021 to May 18, 2026
Repayment method	Unless previously redeemed, repurchased and cancelled or converted, the Bonds will be redeemed in lump sum by cash at their principal amount upon maturity.
Issue date	May 18, 2021
Fundraising situation	Completed

## (2) Foreign exchange rates

### A. The impact of exchange rates fluctuation to net income :

Item	2024 (TWD thousand, %)
Net currency exchange gains	7,983,598
Ratio of operating revenue and net currency exchange gains	1.72%
Ratio of profit (loss) before income tax and net currency exchange gains	4.43%

For the year ended December 31, 2024, net currency exchange gains was TWD 7,983,598 thousand, it was estimated 1.72% of operating revenue and 4.43% of profit (loss) before income tax respectively.

The information on assets and liabilities denominated in certain subsidiaries' functional currency whose values would be materially affected by the exchange rate fluctuations held by the Group for the year ended December 31, 2024 amounted to TWD 30,699,057 thousand and TWD 41,473,544 thousand, respectively. From the monetary items of financial assets side, if the exchange rate of USD:NTD had increased/decreased by 1%, net currency exchange gains would have increased/decreased by TWD 301,417 thousand; if the exchange rate of EUR:NTD had increased/decreased by 1%, net currency exchange gains would have increased/decreased by TWD 1,730 thousand; if the exchange rate of EUR:USD had increased/decreased by 1%, net currency exchange gains would have increased/decreased by TWD 2,474 thousand; if the exchange rate of GBP:USD had increased/decreased by 1%, net currency exchange gains would have increased/decreased by TWD 1,369 thousand; from the monetary items of financial liabilities side, if the exchange rate of USD:NTD had increased/decreased by 1%, net currency exchange gains would have increased/decreased by TWD 243,810 thousand; if the exchange rate of RMB:USD had increased/decreased by 1%, net currency exchange gains would have increased/decreased by TWD 14,547 thousand; if the exchange rate of EUR:USD had increased/decreased by 1%, net currency exchange gains would have increased/decreased by TWD 2,264 thousand; if the exchange rate of HKD:USD had increased/decreased by 1%, net currency exchange gains would have increased/decreased by TWD 7,359 thousand; if the exchange rate of GBP:USD had increased/decreased by 1%, net currency exchange gains would have increased/decreased by NTD 4,017 thousand; if the exchange rate of SGD:USD had increased/decreased by 1%, net currency exchange gains would have increased/decreased by TWD 1,746 thousand.

## B. Corresponding measure

As the freight income is mainly in USD, therefore we pay attention to the exchange rate fluctuation all the time and do the following actions:

- a. Use professional financial information system and keep close contact with financial institution to get the most update exchange rate information and act proactively.
- b. Use the same currency of revenue to pay the expense if possible in order to do the natural hedge to prevent the exchange rate risk.
- c. Open foreign currency accounts to buy or sell the foreign currencies.

## (3) Inflation

The world economy has shown remarkable resilience in 2024. According to The International Monetary Fund's projection on January 2025, global growth in 2024 is projected at 3.2%, at the same pace as in 2023. Growth is still below the 10-year pre-pandemic average though, as global inflation eases, it has remained stable. However, persistent uncertainty and downside risks still exist. Russia-Ukraine war and the intensified conflict in the Middle East fuel the geopolitical risks and energy security risks. The potential of an expansion of the U.S.-China trade conflict could also increase the uncertainty of the world economy.

Looking forward to FY 2025, IMF forecasts that the global inflation is expected to decline steadily, from 5.7 percent in 2024 to 4.2 percent in 2025 and 3.5 percent in 2026. Headline inflation is expected to return around central bank targets, creating room for a further gradual easing of monetary policy. World Bank, IMF and OECD forecast that the global economic growth rate will be around 2.7% to 3.3% in 2025. As most central banks shift to easier monetary policy and the tight labor market is also improved, the recovery of consumption and new investments has been expected. However, the global economic outlook is still subject to the policy implementation of the new U.S. government. Future U.S. fiscal, trade and immigration policies may reshape the U.S. and the global political and economic environment.

With the support of the Trump administration for the fossil fuels, along with OPEC+'s relaxation of output cuts starting in April 2025, the downward global oil prices trend is expected. International Energy Agency (IEA) slightly raised its forecast for global oil demand growth average 1.1 mb/d in 2025, but still projected supply growth to reach 1.6 mb/d. The higher-than-expected crude oil supply and the softer demand indicate that oil prices should no longer be the main cause of inflation. However, tariffs imposed by the U.S. government may push up inflation, and raise concerns of the economic slowdown. A further increase in protectionist measures by trading partners could hinder global trade.

Since our service route includes all over the world, we signed the contract with our suppliers to reduce the volatility of main operation costs, such as port charge, stevedoring and cargo claim. Furthermore, we charge fuel surcharges to customers and regularly review market conditions so as to reduce the risk of fuel prices volatility.

### 5-6-2 Policies, Main Causes of Gain or Loss with Respect to High-risk Investments, High-leveraged Investments, Lending, Endorsement, and Derivatives Transactions, and Future Corresponding Measures:

All lending and endorsements are provided to the subsidiaries and affiliates. All related transactions are handled according to the Company's guidelines of providing loans and endorsements to other parties.

All derivatives transactions are dealt with for hedging purposes. Interest rates and fuel swaps agreements are to hedge risk derived from market volatilities. All related transactions are handled according to the Company's guidelines of engaging in derivatives transactions.

### 5-6-3 Future Research & Development Projects and Corresponding Budget:

The company plans to invest approximately TWD 44.47 million in future R&D for the following projects:

1. Cyber security penetration testing services
2. Firewall policy management system
3. Email social engineering drills
4. Email Data Protection DLP and Email phishing link protection in remote backup data center.
5. Artificial Intelligence Data Analysis Equipment Procurement
6. Administrator account management system (Cyber Ark) architecture adjustment and annual subscription authorization and maintenance procurement

### 5-6-4 Effects of Major Policy at Home and Abroad and Legal Changes on the Corporate Finance and Business Operations, and Corresponding Measures:

The Company has complied with the relevant laws and regulations set by the competent authorities, and is always aware of the adjustments and changes of

the relevant laws and regulations. The information disclosed by the Company and its reporting operations are in compliance with the laws and regulations. Changes in the relevant laws and regulations had no significant impact on finance and business operations of the Company in 2024.

### 5-6-5 The Impacts of Changes in Technology and the Industry on Corporate Finance and Business Operations, and Corresponding Measures:

#### Information and Communication Security Risk Assessment and Corresponding Countermeasures

To enhance information security management, the Company has established "Information Security Committee" and formulates information security policies and specific management programs, including information security policies, information security organizations and responsibilities, security classification of information assets, personnel management and education and training, computer system security management, network security management, system access control, system development and maintenance of security management, physical and environmental security management, planning, management and internal audit of business continuity plan, and regularly reports to the Board of Directors. The implementation and devoted resources of Information Security Committee, please refer to page 182~page 188.

### 5-6-6 The Impacts of Changes in Corporate Image on Corporate Risk Management, and Corresponding Measures:

The Company has set up rigorous internal control system, established comprehensive emergency response plans, and held regular simulation exercises, in order to respond to various emergencies and avoid the corporate image from being affected.

### 5-6-7 Expected Benefits and Potential Risks Relating to Mergers and Acquisitions:

N/A

### 5-6-8 Expected Benefits and Potential Risks Relating to Factory Expansion:

N/A

#### 5-6-9 Risks Relating to Excessive Concentration of Purchasing Goods and Excessive Customer Concentration:

N/A

#### 5-6-10 The Impacts and Risks Relating to Massive Share Transfers or Changes in Shareholdings by Directors, Supervisors, or Shareholders with Shareholdings of over 10%:

N/A

#### 5-6-11 The Impacts and Risks Relating to the Changes in Management Rights:

N/A

#### 5-6-12 Litigation or Non-litigation Matters, shall list the material litigation, non-litigation and administrative litigation cases which have been decided or are still pending of the Company, its subsidiary companies, and the directors, supervisors, senior executive, person in charge, shareholders with Shareholdings of over 10%; for cases of which may have a significant impact on shareholders' equity or securities prices, shall disclose the facts, amount, and the major parties involved, the commencement date of the litigation, and the settlement as of the date of publication of the annual report:

N/A

#### 5-6-13 Other Major Risks and Corresponding Measures:

##### (1) Strategies risks assessment and corresponding measures

Considering geopolitical risks may lead to the blockade of shipping lanes or increased risks of navigation safety, the Company closely contacts with all oversea offices and agencies to collect relevant information, pays close attention to changes in the international political situation. The Company adopts proper marketing strategies, adjusts the space allocation in each region and effectively manage fleet deployment to maintain optimal performance.

##### (2) Market and operational risks assessment and corresponding measures

Project Division coordinates with related departments to identify and evaluate the

market and operation risks that may impact the Company in line with business strategy and operating management.

A. Risks of market management

In running each service string, the Company closely monitored regional economic changes, international regulatory development trends, customer demand for service quality, and business impact from industry competitions. The Company has set up Line Manager team, dedicated persons are specially assigned to supervise performance of each service string. Based on the changes of business volume, the Line Manager orderly adjusts the ports rotation, flexibly adjusts the space allocation of each port, timely adjust the quotation to optimize the cargo structure, so as to improve the utilization of vessel space, maximize operating performance of each service route and reduce operational risks.

B. Risks of cost variation

In running each service string, it is important to monitor and control fixed and variable costs. The Company has set up a dedicated Cost Control Team and Fuel Purchase Team across departments to coordinate with the Line Manager in enhancing operation performance to quickly fine-tune cost variations.

C. Risks of ship operation

The schedules, ship navigation, and cargo handling operations of all shipping routes must remain stable, in strict compliance with international regulations, and uphold the principles of vessel safety, personnel safety, and cargo safety. In addition to having dedicated personnel in concerned departments responsible for overseeing the operations of each vessel, the Company has also established a Schedule Coordination Center that works closely with the fleet planning department to ensure fleet safety and flexible deployment. Furthermore, through the advanced facilities and rigorous professional standards of our Seafarer Training Center, we enhance the professional skills of our crew to reduce navigational risks.

### (3) Legal risks assessment and corresponding countermeasures

The Legal Department conducts the risk assessment by identifying and managing the legal risks which the Company may encounter, such as the risks related to violating domestic and international regulatory compliance programs, and the contract risks. The Department arranges training and education courses regularly and requests to review the contract before executing to effectively manage domestic and international regulatory compliance and contractual liability assignment, so as to mitigate the possible legal risks which the Company may have.

#### (4) Financial risks assessment and corresponding countermeasures

##### A. Foreign exchange risk

The Company operates internationally and the relevant foreign exchange risks mainly come from transaction risk and accounting risk. The corresponding countermeasures are money market hedging, forward foreign exchange hedging, centralized fund management, risk positions offsetting, and exchange rate information controlling.

##### B. Interest rate risk

The Company has undertaken floating rate loans, and the interest rate risk comes from the possible increase in interest expenses. The corresponding countermeasures are the issuance of fixed-rate corporate bonds or fixed-rate bank borrowings to lock in the medium and long-term cost of capital; undertake interest rate swap timely to avoid the interest rate risk of long-term liabilities with floating interest rates; and use floating rate loans to offset part of the risks arising from interest rate changes through the time deposits undertaken.

##### C. Credit Risk

Credit risk refers to the risk of financial loss to the Company arising from accounts receivable of clients who could not repay in full based on the agreed collection terms; and default by counterparties to financial instruments for not fulfilling their contractual obligations. The corresponding countermeasures are to establish a system of credit risk management, evaluate the credit worthiness of clients, and financial instruments only accept financial institutions with good credit ratings as trading partners.

##### D. Liquidity Risk

The Company has financial liabilities maturing on different dates. If it is not easy to realize the assets or there is insufficient liquidity to meet the financial liabilities due, the Company will be exposed to liquidity risk. The corresponding countermeasures are to only use surplus funds as time deposits of less than 3 months tenure to improve liquidity; prepare monthly cash flow projections for the coming year to ensure that sufficient funds are available to meet operational needs and to cover against maturing financial liabilities; apply for credit line from financial institutions to cope with various temporary conditions; and increase capital by subscriptions in cash or issue convertible bonds to raise the required funds in the capital market according to market conditions.

## (5) Information risk assessment and corresponding countermeasures

To avoid any service interruptions, data leakage, or other possible losses due to errors in the human operation, failure of software and hardware, or external cyber hacking attack on the information system, the Company has set up an Information Security Management Committee, convened by the Chief Information Security Officer of the Information Security Department. All related departments identify, evaluate and control relevant information risks that may cause the Company's losses, and work out contingency plan in response to information risks. We also strengthen education and training, conduct information security drills, establish information security reporting mechanism, and raise employees' awareness of information security protection.

## (6) Hazard risk assessment and corresponding countermeasures

- A. The Maritech Department develops corresponding procedures and supervisory measures to effectively control ship risks that encounter collisions, grounding, fires, personnel overboard, severe seafarer injuries, oil leaks, major machinery failures, boat flooding and ship hull damage, etc. The Maritech Department has multiple reporting channels for ship emergencies or newly discovers potential risks, provides emergency contact approach, set up dedicated mailbox and safety reporting mechanisms. In case of an emergency, the ship-side should immediately contact the Designated Person at the Maritech Department, and an emergency response team would be convened to take relevant countermeasures if necessary.
- B. The Operation Department conducts the training and propaganda of the Company personnel for the misdeclaration and concealment of dangerous goods, including any omission of the goods which are actually dangerous goods but are not declared, any concealment of the goods which are actually dangerous goods but are declared as non-dangerous goods, concealment of the dangerous goods classes and the concealment, omission and misstatement of UN numbers, etc. At the same time, the Department strengthens the client's awareness on the standards and responsibilities of dangerous goods cargo shipping and improves the quality and vigilance of the operating personnel as a whole.
- C. The Maritech Department uses the Fleet Safety Management System (FMS safety) provided by WNI, a meteorological navigation Company, to monitor the dynamic information of tropical disturbances on a daily basis for extreme climates such as hurricanes and typhoons; and study the typhoon formation

probability and its future trends. Each typhoon is examined based on three sections: transoceanic section, coastal section, and berth ships. In the daily interdepartmental meeting, the Department will respond in accordance with the sequential order of impact, in order to prevent typhoon damage to fleet's vessels under the condition of navigating safety and minimizing shipping delays as well as the fuel consumption cost.

- D. Operation Coordination Department closely monitors the operational condition of ports/terminals in the Company's global shipping network. The department evaluates potential disruptions to terminal operations caused by abnormal events such as geopolitical conflicts, terminal strikes, extreme weather conditions, natural disasters which cause damage to handling equipment, canal water level reductions and restrictions on vessel passage. These factors may lead to schedule delays and increased transportation costs. Based on notifications from relevant terminals and reports of professional institutions, the department formulates preventive measures, conducts cost analysis, and implements response plans. These may include adjusting shipping routes, skipping certain ports of call, or diverting vessels to nearby ports to minimize the impact on shipping schedules.
- E. The Occupational Safety & Health Department organizes Emergency Response Team in response to emergency needs such as fire accident, earthquake, emergency treatment, etc. The Team members attend the training courses at least once every half year. The Company organizes First Aid Team and all first aid personnel have completed the trainings and refresher trainings pursuant to the regulations. Meanwhile, the facilities maintenance suppliers and mechanics conduct regular maintenance and repair for all kinds of the emergency equipment and facilities in the building.

## 5-6-14 Organizational Structure of Risk Management and In-charge Departments

The Company's "Risk Management Policies and Procedures" was approved by the Board of Directors on May 12, 2023. The management structure and its responsibilities are as follows:

- (1) The Board of Directors: The Board of Directors is the top supervisor for the Company's risk management to ensure that the Company's risk management mechanism is properly functional.
- (2) The sustainability committee: The sustainability committee is a functional committee under the Board of Directors directly, this committee should coordinate and supervises related departments to manage all risk affairs of the Company.

(3) The working team of the Sustainability Committee: The working team of the Sustainability Committee is responsible for convening team meetings and assist related departments to implement all sustainability management. The working team regularly submits working reports and recommends certain improvement proposal to the Sustainability Committee every year.

The most recent report on the implementation of risk management was submitted to the Board of Directors on December 25, 2024.

Risk Category	Issue Group	In-charge department	Affairs of risk
Strategies Risks	Environmental protection, Social inclusion, Corporate governance, Sustainable procurement	<ul style="list-style-type: none"> <li>• Project Division</li> </ul>	To formulate the Company's operating policies, evaluate the cost effectiveness, design service strings and fleet, supervise business operations, and stipulate management system related to trade secret and copyright.
Market & Operational Risks	Environmental protection, Social inclusion, Corporate governance, Sustainable procurement	<ul style="list-style-type: none"> <li>• Project Division</li> <li>• Line Manager team</li> <li>• Cost Control Team</li> <li>• Fuel Purchase Team</li> <li>• Schedule Coordination Center</li> <li>• Department heads</li> </ul>	Specific to the scope of business, plan strategies and evaluate risks within and across each in-charge department.
Legal Risks	Corporate governance	<ul style="list-style-type: none"> <li>• Legal Department Compliance Team</li> </ul>	Responsible for the study of laws and regulations related to global competition laws, establish the Company's principles of regulatory compliance, provide education and training and monitor each execution of business processes to ensure compliance with competition regulations.

Risk Category	Issue Group	In-charge department	Affairs of risk
Financial Risks	Corporate governance	<ul style="list-style-type: none"> <li>• Finance Division</li> </ul>	Responsible for foreign exchange risk, interest rate risk, credit risk or liquidity risk which may cause losses to the Company.
Information Risks	Corporate governance, Sustainable procurement	<ul style="list-style-type: none"> <li>• Information Security Management Committee</li> </ul>	Responsible for risks caused by improper security control, operation, and backup of information systems.
Hazard Risks	Environmental protection, Social inclusion, Corporate governance, Sustainable procurement	<ul style="list-style-type: none"> <li>• Operation Department</li> <li>• Ship Division</li> <li>• Operation Coordination Department</li> <li>• Occupational Safety &amp; Health Department</li> </ul>	Responsible for risks caused by extreme weather, natural disasters, geopolitical conflicts, or major communicable diseases which may cause losses to the Company.

### 5-6-15 The Intellectual Property Management Project and its implementation status

In the process of implementing the environmental protection, social inclusion, sustainable governance, and other ESG business philosophies, Evergreen Marine Corp. (Taiwan) Ltd. (the "Company", or "we", or "us") have recognized that intellectual property (IP) management is a critical foundation for a sustainable business. To maintain excellent competitiveness and align with international standards, we have committed to establishing and implementing an intellectual property management system which is tailored to our operational scale and model. We were not only the first container shipping company to obtain the Certificate of Taiwan Intellectual Property Management System (TIPS) in 2023, but also successfully renewed the TIPS Certification in 2024, which means our high regard and commitment for IP have been well recognized. To protect our trademarks, trade secrets, and other IP, as well as to enhance IP management quality, we will continue ensuring IP management project aligned with our operational goals, and optimizing our current IP management system with "Plan, Do, Check, Act" management cycle to strengthen the effectiveness of the system, consolidate our company's excellent brand image and competitive edge, and improve overall operational performance. Last but not

least, to ensure sound corporate governance and assess the effectiveness of our IP management system, we will annually report to the Board of Directors about the implementation of our IP management project and disclose such information on our corporate sustainability website and annual report to demonstrate our outstanding IP management achievements (the following content was reported on December 25, 2024).

- (1) To deepen the integration of our IP management system into daily operations and enhance the IP awareness of our employees, we not only published the updates and insights on IP laws but also conducted "IP accountable personnel training course" and "IP basic training course". As of November 22, 2024, a total of 2,450 participants have completed the IP-related courses with a completion rate of 99.7%.
- (2) To accumulate our IP management capability, we appointed two employees to attend the course of IP Compliance Training Program of TIPS (A-level) and Corporate Governance in 2024 organized by the Institute for Information Industry. Both participants passed the evaluation and obtained the qualification of TIPS Evaluator.
- (3) As of November 22, 2024, we have registered 212 trademarks and owned thousands of trade secrets.
- (4) We obtained the Certificate of Taiwan Intellectual Property Management System (TIPS) in 2024, which is valid until December 31, 2026.

## 5-7 Other Important Issues

None.

**6-1 Summary of Affiliated Companies**

For more information related to the affiliated companies, please refer to the Market Observation Post System at <https://emops.twse.com.tw/server-java/t58query>.

**6-2 Securities Issuance through Private Placement**

None.

**6-3 Other Necessary Supplementary Information**

None.

**6-4 Any Events in the Most Recent Year and as of the Date of this Annual Report that Had Material Impacts on Shareholders' Interests or Securities Prices as Stated in Item 3 Paragraph 2 of Article 36**

None.





長 榮 海 運 股 份 有 限 公 司  
EVERGREEN MARINE CORP. (TAIWAN) LTD.