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

TSE: 2603

2025
ANNUAL REPORT

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Dear Shareholders,

First of all, I would like to express my sincere appreciation for your continued support throughout a year marked by significant change and uncertainty. Below is a brief report on the Company's operating performance in fiscal year 2025 and our outlook for fiscal year 2026.

1-1 Business Report for the Year 2025

Business plan implementation results

In 2025, the global economy continued to grow at a moderate pace. However, the persistence of a high-interest-rate environment, ongoing U.S.–China trade competition, and geopolitical shifts have led to a structural adjustment in worldwide trade demand. The shipping market is simultaneously confronting multiple challenges related to supply-and-demand imbalances and rising costs. Moreover, the continued situation in the Red Sea and vessels detouring around the Cape of Good Hope have lengthened voyages and increased operating expenses. In response to these market changes, our company has deepened cooperation within the Ocean Alliance, enhanced operational efficiency, and continued to advance ESG initiatives and risk management, thereby strengthening operational resilience and maintaining a long-term competitive advantage.

1. 2025 Budget and Actual Cargo Volume

- 2025 average freight rate: USD 1,056.44 per TEU, compared with the budgeted USD 1,055.35 per TEU, an increase of USD 1.09 per TEU.
- Total cargo volume: 10.7633 million TEU, versus the budgeted 11.0680 million TEU, a shortfall of 0.3047 million TEU.

2. Cargo volume share by services

2025	Freight-Revenue share	Cargo-Volume share
America	39%	29%
Europe	28%	22%
Asia	18%	36%
Others	15%	13%
	100%	100%

Budget Execution Status

In 2025, our estimated total consolidated operating income was TWD 392.297 billion and our actual consolidated operating income was TWD 379.069 billion, representing an achievement rate of 96.63%.

Analysis of Financial Revenue and Expenditure and Profitability

In 2025, actual consolidated operating income totaled TWD 379.069 billion, an decrease of TWD 84.499 billion compared to TWD 463.568 billion in 2024.
In 2025, actual consolidated operating costs were TWD 286.390 billion, an decrease of TWD 1.073 billion compared to TWD 287.463 billion in 2024.
For profitability analysis, we posted a ROA of 8.21 %, a ROE of 11.82%, a net profit margin of 18.53%, and an EPS of TWD 31.68.

Research and Development

(1) Green Fleet

The Company is actively building a fleet that is fuel-efficient, low-carbon, and compliant with future regulations. Investments include methanol- and LNG-dual-fuel vessels and feasibility studies on carbon capture technologies. We have introduced energy-saving devices such as wind deflectors, air lubrication systems, and intelligent energy-efficiency management, combined with speed and fuel-consumption optimization to reduce emissions in real time. Shore power facilities, terminal electrification, and full life-cycle fuel management further reinforce our commitment to sustainable innovation.

(2) Maritime Training

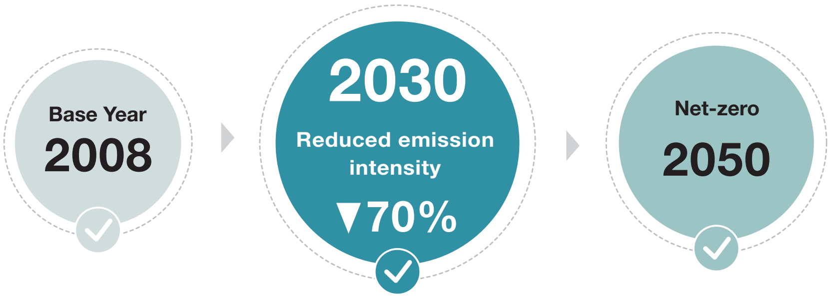
People are the foundation of maritime safety. We continue to invest in comprehensive training programs covering international seafarer standards, electronic and automation systems, and low-flashpoint fuel safety, all aligned with international certification requirements. With the deployment of dual-fuel vessels, we have introduced VR-based methanol dual-fuel simulation training to enhance practical skills and emergency response capabilities. We also collaborate with the Ministry of Labor and partner universities to provide technical training, tuition support, and internship opportunities, attracting young talent to the maritime industry.

(3) E-Commerce and Digitalization

Through participation in DCSA and the DCSA+ Partnership Program, we collaborate with global freight forwarders, terminal operators, feeder carriers, and cross-border e-commerce platforms to advance digital shipping standards across the entire supply chain. Supported by organizations such as the World Shipping Council (WSC), the World Trade Organization (WTO), and multiple governments, these standards have become a policy-level priority, accelerating transparency and industry modernization. The Company will continue to play an active role in this transformation.

Strengthening Corporate Governance and Sustainability

Global shipping is entering a new era centered on net-zero emissions. In line with the IMO's latest strategy, the Company has established clear decarbonization targets: a 70% reduction in emissions intensity by 2030 compared with 2008 levels, and net-zero emissions by 2050.



To achieve these goals, we are advancing four key pillars:

(1) Technical and operational decarbonization through energy-saving technologies and low- and zero-carbon fuels.

(2) Digital management leveraging data and digital tools to enhance real-time fleet and route management.

(3) Governance enhancement, with oversight by the Board and Sustainability Committee covering climate risks, sustainability performance, IFRS sustainability disclosures, information security, and ethical management.

(4) Social responsibility and stakeholder engagement, guided by the principle of "global operations with local commitment," through continued investment in public welfare, education, community partnerships, and employee volunteer programs.

Our objective is to ensure that sustainability is not merely a compliance requirement, but a core source of long-term competitiveness.

1-2 2026 Business Plan Overview

Business Policies

Looking ahead to fiscal year 2026, as the market gradually moves toward a new equilibrium, we will focus on:

(1) Advancing green shipping transformation through continued investment in dual-fuel vessels and shore power infrastructure.

(2) Optimizing global route networks and dynamic fleet deployment to strengthen synergies between east–west trunk routes and regional services.

(3) Accelerating digital upgrades to provide customers with more real-time, transparent, and convenient services.

(4) Strengthening risk management by actively engaging with the IMO and international organizations to anticipate regulatory changes.

(5) Promoting ESG-driven sustainable supply chains in collaboration with customers and partners.

Operational Outlook

According to IMF and Alphaliner estimates, global economic growth in 2026 is projected at approximately 3.1%, with container shipping demand growth of around 2.5%. While global capacity growth is expected to moderate to about 3.8%, effective capacity will remain constrained by port delays and route diversions, helping to alleviate supply–demand imbalances. Under these conditions, the Company will continue to pursue opportunities through prudent and disciplined strategies.

Expected total global container shipping capacity in 2026

▲2.5%

Forcasted Cargo growth rate

▲3.8%

1-3 Impact of External Competitive Environment, Regulatory Landscape, and Overall Operating Environment

External Competitive Environment

The global shipping industry is undergoing structural realignment in alliances and cooperation models. The OCEAN Alliance, of which the Company is a member, has extended its cooperation through 2032, with an option to extend further. Leveraging scale and network coverage, the alliance is expected to remain a key global platform.

Regulatory Landscape

Regulatory requirements on vessel efficiency and emissions continue to tighten, including stricter IMO CII reduction factors, potential new emission control areas, FuelEU Maritime requirements, and EU ETS obligations. These developments reinforce the long-term presence of carbon costs and the necessity of accelerating green investments and operational transformation.

Overall Economic Environment

In 2026, the global economy is expected to show a “moderate but uneven recovery.” Growth in advanced economies is projected at around 1.8%, with the United States at approximately 2.3% and the Eurozone at about 1.1%. China is expected to grow by around 4.4%, although uncertainties remain due to ongoing property market adjustments and fluctuations in consumer demand. India is projected to maintain robust growth of over 6%, while emerging markets as a whole are expected to grow by around 3.9%, continuing to serve as the primary engine of global economic expansion.

Key factors influencing the global economy and shipping demand continue to include geopolitical risks, inflation and major central bank policies, as well as supply-chain reconfiguration driven by corporate “de-risking” strategies. These developments will continue to shape global cargo volumes and shipping network deployment.

Projected global economic growth in 2026 **3.1%**

Projected advanced economic growth ▲**1.8%**

Projected emerging markets and developing economic growth ▲**3.9%**

1-4 Future Development Strategies

Despite rising uncertainty, we see three clear growth opportunities:

New route growth driven by supply-chain restructuring

Including China+1, Vietnam+1, and India+1 strategies.

Long-term potential of emerging market routes

Particularly in the Middle East, Africa, and Latin America.

AI-driven operational revolution

As AI evolves from a support tool into a core operational engine, enhancing fleet deployment, capacity management, ETA accuracy, fuel optimization, port congestion forecasting, and network stability.

The Company will continue to rely on prudent operations, forward-looking strategies, and organizational resilience to seize opportunities amid Un-Certainty, creating long-term value for our shareholders -

“Building the most reliable Evergreen in an uncertain world.”

In closing, I wish all shareholders good health, happiness, and continued success. Thank you for your trust and support.

Chairman

2-1 Directors and Management Team

2-1-1 Directors

1. Director information

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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 (Note 12)	Executives, Directors or Supervisors who are Spouse or Relatives within Second degree of Kinship		
							Shares	(%)	Shares	(%)	Shares	(%)	Shares	(%)			Title	Name	Relation
Chairman	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	Not applicable	Not applicable	Not applicable		
	R.O.C	Representative: Chang, Yen-I	Male 61-70	2020.10.07	2023.05.30	3 Years	Not applicable		0	0.000	0	0.000	0	0.000	Please refer to page 15.	**Chairman:** Charng Yang Development Co., Ltd. **Director:** Evergreen International Storage & Transport Corp., Taipei Port Container Terminal Corp., Taiwan Terminal Services Corp. Ltd., Ever Ecove Corp.	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 15.	**Director:** Evergreen International Corp., Ever Reward Logistics 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 (Note 12)	Executives, Directors or Supervisors who are Spouse or Relatives within Second degree of Kinship		
							Shares	(%)	Shares	(%)	Shares	(%)	Shares	(%)			Title	Name	Relation
Director	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	Not applicable	Not applicable	Not applicable		
	R.O.C	Representative: Ko, Lee-Ching	Female 71-80	1982.06.12 (Note 7)	2023.05.30	3 Years	Not applicable		37,025	0.002	0	0.000	0	0.000	Please refer to page 16.	**Director:** EVA Airways Corp., Evergreen International Storage & Transport Corp., Evergreen Steel Corp., Evergreen Aviation Technologies Corp., Evergreen Security Corp., Charng Yang Development Co., Ltd. **Supervisor:** Evergreen Sky Catering Corp., Evergreen Air Cargo Services Corp., Evergreen Airline Services Corp., Ever Reward Logistics Corp., Hsin Yung Enterprise Corp., Ever Ecove Corp.	None	None	None
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 16.	**President :** Evergreen Marine Corp. (Taiwan) Ltd. **Director:** Taipei Port Container Terminal Corp., Charng Yang Development Co., Ltd. **Supervisor:** Evergreen Security 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 (Note 12)	Executives, Directors or Supervisors who are Spouse or Relatives within Second degree of Kinship		
							Shares	(%)	Shares	(%)	Shares	(%)	Shares	(%)			Title	Name	Relation
Director	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	Not applicable	Not applicable	Not applicable		
	R.O.C	Representative: Tai, Jiin-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 16.	**Chairman:** Central Reinsurance Corp. **Director:** EVA Airways Corp., Evergreen International Storage & Transport Corp., Evergreen Steel Corp., Evergreen Sky Catering Corp., Taipei Port Container Terminal Corp., Evergreen Security Corp., Ever Ecove Corp., Super Max Engineering Enterprise Co., Ltd., CTBC Grand Co., Ltd., Ever Accord Construction Corp. **Supervisor:** Evergreen International Corp.	None	None	None
Director	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		
	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 17.	**Chief Executive Vice President:** Evergreen Marine Corp. (Taiwan) Ltd. **Director:** Taipei Port Container Terminal Corp.	None	None	None
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 17.	None	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 (Note 12)	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	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 18.	**Independent Director:** 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 18.	Attorney-in-Charge, Tai-Yang Life Science Business Law Office **Director:** Taiwan Innovation Development Corp., Taiwan Commerce Development Corp.	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 Sep. 2, 1976 to June 24, 2004, June 19, 2008 to June 24, 2011, and from June 18, 2014 till present.

Note 7: Ms. Ko, Lee-Ching had served as a director of the Company from June 12, 1982 to Mar. 31, 1983, as a supervisor of the Company from June 11, 1983 to June 12, 1984 and May 9,1992 to June 22, 2017. She has served as a director of the Company from June 22, 2017 till present.

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

Note 9: The Company had issued 2,116,420,082 shares when current Board of Directors was elected on May 30, 2023. As of Dec. 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 19 to 21.

Note 12: For the information related to the directors' concurrent positions in the Company's overseas affiliated companies, please refer to the Market Observation Post System at https://mops.twse.com.tw.

2. Major shareholders of the institutional shareholders

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Name of Institutional Shareholder (Note 1)	Major Shareholders of Institutional Shareholder (Note 2)
HUI Corp.	Yang, Mei-Chen (86.36%) Chang, Chien-Hui (13.64%)
Scept Corp.	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%) Wei-Dar Development Co., Ltd. (3.07%) TSRC Corp. (2.91%) ChangYing Development Co., Ltd. (2.11%)

Note 1: If the directors are institutional shareholders, please disclose the name of institute.

Note 2: 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.

Note 3: The data is provided by institutional shareholders, and based on the most recent information from website of Administration of Commerce, MOEA or MOPS as of the date of publication of this annual report.

Note 4: 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

DEC. 31, 2025

Legal Entity (Note 1)	Name of Institutional Shareholders (Note 2)	Major Shareholders of Institutional Shareholders (Note 3)
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 (7.28%) Yuanta/P-shares Taiwan Dividend Plus ETF (4.37%) Chang, Sheng-En (4.12%) Chang, Yung-Fa (Deceased) (3.20%) Hua Nan Commercial Bank, Ltd. in custody for Yuanta Taiwan Value High Dividend ETF (2.13%) Cathay United Bank Trust Account – Yang, Mei-Chen (2.11%) Chang, Kuo-Hua (1.50%) Aurora Holdings Incorporated (1.32%) Taiwan Business Bank, Ltd. in custody for United Taiwan High Dividend Recovery 30 ETF (1.31%)
	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. Eversafty Container Terminal Corp. Evermaster Industrial Corp. Evergenius Computer Information Corp. Everlaural Trading Corp. Ltd. Uniglory Marine Corp.

Legal Entity (Note 1)	Name of Institutional Shareholders (Note 2)	Major Shareholders of Institutional Shareholders (Note 3)
Evergreen Steel Corp.	Shine Glow Investments Ltd.	Chang, Kuo-Cheng (95.5%) Tseng, Chiung-Hui (4.5%)
	Wei-Dar Development Co., Ltd.	Maoshi Corp. (99.59%) Han-De Construction Co., Ltd. (0.21%)
	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%) Cathay Life Insurance Co., Ltd. (2.42%) Miriton Investment Limited (1.71%) Citibank (Taiwan) Ltd. in custody for Norges Bank Investment Fund(1.43%) JPMorgan Chase Bank N.A. Taipei Branch in Custody for Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds (1.18%)
	Chang Ying Development Co., Ltd.	Lin,Yen-Huang(44.14%)

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 based on the most recent information from website of Administration of Commerce, MOEA or MOPS as of the date of publication of this annual report.

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., Eversafty 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

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	1. Education: Navigation, China Maritime College (Now known as Taipei University of Marine Technology) 2. Professional qualifications and experience: Mr. Chang, Yen-I currently serves as the Chairman of the Company and Director of Evergreen International Storage &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.	N/A	0
Director, Chang, Kuo-Hua	1. Education: Marine Engineering, China Maritime College (Now known as Taipei University of Marine Technology) 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.	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	1. Education: National Keelung Girls' Senior High School 2. Professional qualifications and experience: Ms. Ko, Lee-Ching currently serves as Director of EVA Airways Corp., Evergreen International Storage &Transport Corp., Evergreen Steel Corp., and Evergreen Aviation Technologies Corp. as well as the Supervisor of Evergreen Sky Catering Corp., and she was previously the Chief Financial Officer and the Vice Group Chairman of Evergreen Group and the Chairman of Evergreen International Corp.	N/A	0
Director, Tai, Jiin-Chyuan	1. Education: Master of Maritime Law, National Taiwan Ocean University 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 &Transport Corp., Evergreen Steel Corp., Evergreen Sky Catering Corp., and Taipei Port Container Terminal Corp., and he was previously the Executive Vice President of Legal Dept. of Evergreen International Corp. and the Director & President of Evergreen International Corp.	N/A	0
Director, Wu, Kuang-Hui (Convener of the Sustainability Committee)	1. Education: Master of Business Administration, National Sun Yat-Sen University 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.	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	1. Education: Navigation, National Taiwan College of Marine Science and Technology (Now known as Merchant Marine, National Taiwan Ocean University) 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.	N/A	0
Independent Director, Yu, Fang-Lai (Member of the Remuneration Committee, the Audit Committee and the Sustainability Committee)	1. Education: MBA of Institute of Management Science, National Chiao Tung University (Now named National Yang Ming Chiao Tung University) 2. Professional qualifications and experience: • Administrative Deputy Minister, Ministry of Transportation & Communications (2002~2008) • Political Deputy Minister, Ministry of Transportation & Communications (2008~2009) • Chairman, Chunghwa Post Co., Ltd. (2009~2013) • Director, China Aviation Development Foundation (2013~2016) • Independent Director, Evergreen International Storage & Transport Corp. (2014~2017) • Independent Director, Evergreen Marine Corporation (Taiwan) Ltd. (Since 2017)	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
Independent Director, Li, Chang-Chou (Convener of the Audit Committee, member of the Remuneration Committee and the Sustainability Committee)	1. Education: Master of Accounting, University of Illinois at Urbana-Champaign 2. Professional qualifications and experience: • Partner, PricewaterhouseCoopers, Taiwan (1999~2012) • Partner, CPA, Zhi Cheng CPA Firm (2013~2024) • Independent Director, Axcen Photonics Corporation, Ltd. (2015~2020) • Independent Director, Kuen Ling machinery refrigerating Co., LTD. (2015~2021) • Independent Director, Evergreen Marine Corporation (Taiwan) Ltd. (Since 2017) • Independent Director, Silicon Optronics, Inc. (Since 2017) • Independent Director, Hotai Insurance Co., Ltd. (Since 2020) • Independent Director, St.Shine Optical Co., Ltd. (Since 2021)	All three independent directors meet the independence requirements of " Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies". (Note 2)	**Independent Director:** 1. Silicon Optronics, Inc. 2. St.Shine Optical Co., Ltd. 3. Hotai Insurance Co., Ltd. **The member of Remuneration Committee:** 1. Silicon Optronics, Inc. 2. St.Shine Optical Co., Ltd.
Independent Director, Chang, Chia-Chee (Convener of the Remuneration Committee, member of the Audit Committee and the Sustainability Committee)	1. Education: • Master of Law, National Taiwan University • Master of Science of Medicine Institute of Molecular Medicine, National Taiwan University • Master of Science in Accounting and Information Technology, National Chung Cheng University 2. Professional qualifications and experience: • Doctor of Division of Nephrology, Taipei Veterans General Hospital (1988~2012) • Attorney-in-Charge, Tai-Yang Life Science Business Law Office (Since 1994) • Independent Director, Evergreen Marine Corporation (Taiwan) Ltd. (Since 2014)		0

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, sustainability 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:

Diversity Items / 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	Sustainability 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			✓	✓						
Director	Ko, Lee-Ching	R.O.C	Female	71-80	✓		✓	✓		✓				
Director	Tai, Jiin-Chyuan	R.O.C	Male	61-70	✓		✓	✓			✓			
Director	Wu, Kuang-Hui	R.O.C	Male	61-70	✓		✓	✓	✓	✓				
Director	Lin, Wen-Kuei	R.O.C.	Male	61-70	✓		✓	✓						
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 related 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 relationship within the second-degree of kinship 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

Dec. 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., Charng Yang Development Co., Ltd. Supervisor: Evergreen Security 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
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

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. 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 COOPERATIVE ECONOMICS	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
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 UNIVERSITY TRANSPORTATION AND LOGISTICS 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
BUSINESS DIV. DIV. CHIEF	ROC	SU, MING-SUNG	M	2025.08.18	0	0	0	0	0	0	EXP: EVERGREEN MARINE CORP. (TAIWAN) LTD. PROJECT DIV. LATIN AMERICA DEPT. DEPT. HEAD EDU:NATIONAL CHIAO TUNG UNIVERSITY 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. TERMINAL OPERATION DEPT.II DEPT. HEAD EDU:KAOHSIUNG COLLEGE OF MARINE TECHNOLOGY SHIPPING TECHNOLOGY	Chairman: Taiwan Terminal Services 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 & LOGISTICS MANAGEMENT	NIL	NIL	NIL	NIL
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. MAINTENANCE DEPT.II DEPT. HEAD EDU:KAOHSIUNG COLLEGE OF TECHNOLOGY MECHANICAL 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
PROJECT DIV. BUSINESS COORDINATION DEPT. DEPT. HEAD	R.O.C	HUANG, YI-EN	M	2025.08.31	100	0	0	0	0	0	EXP: EVERGREEN SHIPPING AGENCY(EUROPE) GMBH PRESIDENT EDU:NATIONAL CHUNG HSING UNIVERSITY FINANCE AND COOPERATIVE MANAGEMENT	NIL	NIL	NIL	NIL
PROJECT DIV. EUROPE DEPT. DEPT. HEAD	R.O.C	HUANG, SHENG-PENG	M	2021.02.25	172	0	375	0	0	0	EXP: EVERGREEN SHIPPING AGENCY(EUROPE) GMBH PRESIDENT EDU:CHINESE CULTURE UNIVERSITY MECHANICAL ENGINEERING	NIL	NIL	NIL	NIL
CUSTOMER RELATIONSHIP MANAGEMENT DIV. CUSTOMER RELATIONSHIP 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	83,075	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:TUNGHAI UNIVERSITY BUSINESS ADMINISTRATION	NIL	NIL	NIL	NIL
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., Charng Yang Development Co., Ltd.	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
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	Supervisor: CTBC Grand Co., Ltd.	NIL	NIL	NIL
CORPORATE GOVERNANCE DEPT. DEPT. HEAD (CORPORATE GOVERNANCE OFFICER)	R.O.C	HSIEH, 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
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

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
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. INTRA ASIA DEPT. DEPT. HEAD	R.O.C	CHANG, HSUEH-CHIH	M	2025.04.01	200	0	0	0	0	0	EXP: EVERGREEN SHIPPING AGENCY PHILIPPINES CORP. PRESIDENT EDU:NATIONAL TAIWAN OCEAN UNIVERSITY NAVIGATION	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
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 RELATIONSHIP MANAGEMENT DIV. CUSTOMER DATA PROCESSING DEPT.I DEPT. HEAD	R.O.C	CHIEN, CHIN-FANG	F	2022.06.20	0	0	0	0	0	0	EXP:EVERGREEN INTERNATIONAL CORP. INTERNATIONAL CUSTOMER SERVICE DIV. DATA MAINTENANCE DEPT.II DEPUTY 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. DEPUTY 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
DOCUMENTATION 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.I 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. 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. 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 INSTITUE OF TECHNOLOGY ACCOUNTING	NIL	COMPUTER DIV. 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	HSU, CHING-CHE	M	2025.09.12	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
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
SUPERVISORY DEPT. DEPUTY DEPT. HEA	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
FINANCE DIV. FINANCE DEPT. DEPUTY DEPT. HEAD (ACCOUNTING SUPERVISOR)	R.O.C	CHANG, CHUAN-FU	M	2015.04.01	0	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

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	TSENG, NENG-FANG	M	2021.01.01	0	0	0	0	0	0	EXP: EVERGREEN INTERNATIONAL S.A. HKG REPRESENTATIVE EDU:TUNGHAI 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:TUNGHAI UNIVERSITY SOCIAL WORK	NIL	NIL	NIL	NIL
PROJECT DIV. BUSINESS COORDINATION DEPT. VICE PRESIDENT	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:TUNGHAI UNIVERSITY INTERNATIONAL BUSINESS	NIL	NIL	NIL	NIL
PROJECT DIV. BUSINESS COORDINATION DEPT. VICE PRESIDENT	R.O.C	CHEN, CHUN-YEN	M	2021.01.01	0	0	0	0	0	0	EXP: EVERGREEN INTERNATIONAL CORP. BUSINESS DIV. AMERICA DEPT. DEPUTY SENIOR VICE PRESIDENT EDU:NATIONAL TAIWAN OCEAN UNIVERSITY SHIPPING AND TRANSPORTATION 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
PROJECT DIV. BUSINESS COORDINATION DEPT. VICE PRESIDENT	R.O.C	CHENG, MIN-CHOU	M	2021.03.08	0	0	0	0	0	0	EXP: EVERGREEN INTERNATIONAL CORP. BUSINESS DIV. EUROPE DEPT. DEPUTY SENIOR VICE PRESIDENT EDU:CHINESE CULTURE UNIVERSITY INTERNATIONAL TRADE	NIL	NIL	NIL	NIL
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	2024.06.01	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

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. 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
OPERATION COORDINATION DEPT. VICE PRESIDENT	R.O.C	YEH, CHENG-HUNG	M	2024.06.17	1,200	0	0	0	0	0	EXP: EVERGREEN INTERNATIONAL 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 (Note7)		Relevant Remuneration Received by Directors Who are Also Employees										Total Remuneration (A+B+C+D+E+F+G) and Ratio of Total Remuneration to Net Income (Note 7)		Remuneration from invested companies other than subsidiaries of EMC (Note 8)
		Base Compensation (A) (Note 1)		Severance Pay (B)		Directors' Compensation (C) (Note 2)		Allowances (D) (Note 3)				Salary, Bonuses, and Allowances (E) (Note 4)		Severance Pay (F)		Employees' 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		EMC & its Consolidated Subsidiaries (Note 6)		EMC	EMC & its Consolidated Subsidiaries (Note 6)	
																Cash	Stock	Cash	Stock			
Chairman	HUI Corp. Representative: Chang, Yen-I	10,524	10,524	0	0	2,000	2,000	48	48	12,572/ 0.02%	12,572/ 0.02%	0	0	0	0	0	0	0	0	12,572/ 0.02%	12,572/ 0.02%	2,456
Director	Chang, Kuo-Hua	0	0	0	0	1,500	1,500	48	48	1,548/ 0.00%	1,548/ 0.00%	0	0	0	0	0	0	0	0	1,548/ 0.00%	1,548/ 0.00%	0
Director	Scept Corp. Representative: Ko, Lee-Ching	0	0	0	0	1,500	1,600	48	48	1,548/ 0.00%	1,648/ 0.00%	4,923	4,923	108	108	364	0	364	0	6,943/ 0.01%	7,043/ 0.01%	4,608
Director	HUI Corp. Representative: Tai, Jiin-Chyuan	0	0	0	0	1,500	1,600	48	48	1,548/ 0.00%	1,648/ 0.00%	791	791	22	22	48	0	48	0	2,409/ 0.00%	2,509/ 0.00%	4,756
Director	Scept Corp. Representative: Wu, Kuang-Hui	0	0	0	0	1,500	1,600	78	78	1,578/ 0.00%	1,678/ 0.00%	9,125	9,125	0	0	650	0	650	0	11,353/ 0.02%	11,453/ 0.02%	508

Title	Name	Remuneration								Total Remuneration (A+B+C+D) and Ratio of Total Remuneration to Net Income (Note7)		Relevant Remuneration Received by Directors Who are Also Employees								Total Remuneration (A+B+C+D+E+F+G) and Ratio of Total Remuneration to Net Income (Note 7)		Remuneration from invested companies other than subsidiaries of EMC (Note 8)
		Base Compensation (A) (Note 1)		Severance Pay (B)		Directors' Compensation (C) (Note 2)		Allowances (D) (Note 3)				Salary, Bonuses, and Allowances (E) (Note 4)		Severance Pay (F)		Employees' 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		EMC & its Consolidated Subsidiaries (Note 6)		EMC	EMC & its Consolidated Subsidiaries (Note 6)	
																Cash	Stock	Cash	Stock			
Director	Evergreen Steel Corp. Representative: Lin, Wen-Kuei	0	0	0	0	1,500	1,500	48	48	1,548/ 0.00%	1,548/ 0.00%	7,635	7,635	108	108	523	0	523	0	9,814/ 0.01%	9,814/ 0.01%	160
Independent Director	Yu, Fang-Lai	1,440	1,440	0	0	0	0	132	132	1,572/ 0.00%	1,572/ 0.00%	0	0	0	0	0	0	0	0	1,572/ 0.00%	1,572/ 0.00%	0
Independent Director	Li, Chang-Chou	1,440	1,440	0	0	0	0	132	132	1,572/ 0.00%	1,572/ 0.00%	0	0	0	0	0	0	0	0	1,572/ 0.00%	1,572/ 0.00%	0
Independent Director	Chang, Chia-Chee	1,440	1,440	0	0	0	0	132	132	1,572/ 0.00%	1,572/ 0.00%	0	0	0	0	0	0	0	0	1,572/ 0.00%	1,572/ 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 2025 (Including salary, subsidy, severance pay, and various bonuses)

Note 2: Directors' Compensation for 2025 which was approved by the Board of Directors in 2026.

Note 3: Includes the relevant business execution expenses of directors in 2025 (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 2025, 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," 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 2025 which was approved by the Board of Directors in 2026.

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 2025.

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 (Note 4)	EMC	Consolidated Subsidiaries EMC (Note 4)	EMC		Consolidated Subsidiaries EMC (Note 4)		EMC	Consolidated Subsidiaries EMC (Note 4)	
								Cash	Stock	Cash	Stock			
President	WU, KUANG-HUI	26,543	26,543	684	684	21,360	21,360	3,473	0	3,473	0	0.08%	0.08%	668
Chief Executive Vice President	LIN, WEN-KUEI													
Division Chief	TSAI, I-JUNG													
Department Head	WEI, WEI-DER													
Division Chief	FANG, YU-YEN													
Division Chief	HUANG, TSUNG-YUNG													
Division Chief	CHANG, DA-CHIH													
Division Chief	HUANG, CHAO-KUO													

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	-	-
TWD1,000,001 ~ TWD2,000,000	-	-
TWD2,000,001 ~ TWD3,500,000	-	-
TWD3,500,001 ~ TWD5,000,000	WEI, WEI-DER, CHANG, DA-CHIH	WEI, WEI-DER, CHANG, DA-CHIH
TWD5,000,001 ~ TWD10,000,000	WU, KUANG-HUI, LIN, WEN-KUEI, TSAI, I-JUNG, FANG, YU-YEN, HUANG, TSUNG-YUNG, HUANG, CHAO-KUO	WU, KUANG-HUI, LIN, WEN-KUEI, TSAI, I-JUNG, FANG, YU-YEN, HUANG, TSUNG-YUNG, HUANG, CHAO-KUO
TWD10,000,001 ~ TWD15,000,000	-	-
TWD15,000,001 ~ TWD30,000,000	-	-
TWD30,000,001 ~ TWD50,000,000	-	-
TWD50,000,001 ~ TWD100,000,000	-	-
Over TWD100,000,000	-	-
Total	8	8

Note 1: Includes President and Executive Vice Presidents' salary, subsidy, and severance pay for 2025.

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 2025 which was approved by the Board of Directors.

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 2025.

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, 2025

Unit: TWD thousands

	Title (Note 1)	Name	Employee Compensation in Stock (Fair Market Value) (Note 2)	Employee Compensation in Cash (Note 2)	Total	Ratio of Total Amount to Net Income (%) (Note 3)
Executive Officers	PRESIDENT	WU, KUANG-HUI	0	19,087	19,087	0.03%
	CHIEF EXECUTIVE VICE PRESIDENT	LIN, WEN-KUEI				
	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				
	DIVISION CHIEF	CHEN, WEI-HSUN				
	DIVISION CHIEF	SU, MING-SUNG				
	DEPUTY DIVISION CHIEF	PAN, CHIN-TUNG				

	Title (Note 1)	Name	Employee Compensation in Stock (Fair Market Value) (Note 2)	Employee Compensation in Cash (Note 2)	Total	Ratio of Total Amount to Net Income (%) (Note 3)
Executive Officers	DEPUTY DIVISION CHIEF	YANG, HONG-MING	0	19,087	19,087	0.03%
	DEPARTMENT HEAD	WEI, WEI-DER				
	DEPARTMENT HEAD	HUANG, YI-EN				
	DEPARTMENT HEAD	HUANG, SHENG-PENG				
	DEPARTMENT HEAD	LIN, YU-CHANG				
	DEPARTMENT HEAD	LI, HUA-LUNG				
	DEPARTMENT HEAD	CHANG, HSUEH-CHIH				
	DEPARTMENT HEAD	CHUANG, CHAO-WEI				
	DEPARTMENT HEAD	WENG, CHAO-YUEH				
	DEPARTMENT HEAD	HWANG, YI-SYOU				
	DEPARTMENT HEAD	MO, CHENG-PING				
	DEPARTMENT HEAD	TSAI, YU-TA				
	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	CHIU, PING-CHUAN				
	DEPARTMENT HEAD	CHIEN, CHIN-FANG				
	DEPARTMENT HEAD	CHOU, SO-HUI				
	DEPARTMENT HEAD	CHENG, CHI-YI				
	DEPARTMENT HEAD	LU, PAO-LUNG				
	DEPARTMENT HEAD	LEE, KUEI-CHU				
	DEPARTMENT HEAD	LIN, CHI-DAY				
	DEPARTMENT HEAD	LIN, YU-HUAN				
	DEPARTMENT HEAD	KUO, FENG-YI				

	Title (Note 1)	Name	Employee Compensation in Stock (Fair Market Value) (Note 2)	Employee Compensation in Cash (Note 2)	Total	Ratio of Total Amount to Net Income (%) (Note 3)
	OFFICE HEAD	LU, HUANG-CHUAN	0	19,087	19,087	0.03%
	OFFICE HEAD	WANG, CHIEN-KUO				
	DEPUTY DEPARTMENT HEAD	CHENG, HUI-CHEN				
	DEPUTY DEPARTMENT HEAD	HSU, CHING-CHE				
	DEPUTY DEPARTMENT HEAD	LIN, AN-YI				
	DEPUTY DEPARTMENT HEAD	CHEN, MEI-CHI				
	DEPUTY DEPARTMENT HEAD	CHANG, CHIH-CHAO				
	VICE PRESIDENT	TSENG, NENG-FANG				
	VICE PRESIDENT	LEE, SHU-FENG				
	VICE PRESIDENT	CHAO, CHIEN-HSIN				
	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	YEH, CHENG-HUNG				
	VICE PRESIDENT	JOU, KUEN-CHENG				
	DEPUTY DEPARTMENT HEAD (PRINCIPAL ACCOUNTING OFFICER)	CHANG, CHUAN-FU				

Note 1: The title as of December 31, 2025

Note 2: The amount of employees' compensation for managers for 2025, which was approved by the Board of Directors in 2026. Net income is the profit after tax of the parent-company-only financial statements of 2025.

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	
	2024	2025	2024	2025
Directors	0.05%	0.07%	0.05%	0.07%
President and Vice Presidents	0.06%	0.08%	0.06%	0.08%

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' Compensation, and shall distribute the Compensation to the individual directors based on his/her participation level and contribution value to the Company's operations, but Independent Directors do not participate in the distribution of Directors' Compensation. 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 8 (A) meetings of the Board of Directors were held in 2025, 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	8	0	100%	None.
Director	Chang, Kuo-Hua	8	0	100%	
Director	Scept Corp. Representative: Ko, Lee-Ching	8	0	100%	
Director	HUI Corp. Representative: Tai, Jiin-Chyuan	8	0	100%	
Director	Scept Corp. Representative: Wu, Kuang-Hui	8	0	100%	
Director	Evergreen Steel Corp. Representative: Lin, Wen-Kuei	8	0	100%	
Independent Director	Yu, Fang-Lai	8	0	100%	
Independent Director	Li, Chang-Chou	8	0	100%	
Independent Director	Chang, Chia-Chee	8	0	100%	

Other mentionable items:

1. If any of the following circumstances exists, specify the board meeting date, meeting session number, content of the motion(s), the opinions of all the independent directors, and the measures taken by the Company based on the opinions of the independent directors:

   (1) Any matter under Article 14-3 of the 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 123 to 128 (Major Resolutions of Board of Directors and Functional Committees).

(2) In addition to the matters referred to above, any dissenting or qualified opinion of an independent director that is on record or stated in writing with respect to any board resolution: None.

2. The status of implementation of recusals of directors with respect to any motions with which they may have a conflict of interest (including the director's name, the content of the motion, the cause for recusal, and whether and how the director voted): Please refer to pages 123 to 128 (Major Resolutions of Board of Directors and Functional Committees).
3. The Self-Evaluation of the performance of the Board of Directors:

Evaluation Cycle	Once a year
Evaluation Period	From Jan. 1, 2025 to Dec. 31, 2025.
Evaluation Scope	The Board, the Board members, and the Functional Committees (Audit Committee, Remuneration Committee and Sustainability Committee).
Evaluation Method	Internal self-evaluation of the Board, the Board members, and the Functional Committees members were conducted by the way of filling out questionnaire from Directors and committee members.
Evaluation Indexes	1. Board Performance Self-Evaluation: 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 internal control. 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 internal control. 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 internal control.

Evaluation Result (Full score: 5)	1. Board Performance Self-Evaluation: Excellent, average score of 4.99. 2. Board Member Performance Self-Evaluation: Excellent, average score of 4.99. 3. Audit Committee Performance Self-Evaluation: Excellent, average score of 5. 4. Remuneration Committee Performance Self-Evaluation: Excellent, average score of 5. 5. Sustainability Committee Performance Self-Evaluation: Excellent, average score of 5.

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) 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.
   (4) To increase information transparency, the Company voluntarily publishes important resolutions of the Board of Directors and Functional Committees and establishes several zones on its website, including Corporate Sustainability, Stakeholder Engagement, Investor Relations, and Corporate Governance.
   (5) 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 2025 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.
   (6) To enhance corporate value and enable investors to fully understand the Company’s current situation and future plan, the Company has formulated “Corporate Value-up Program” which has been disclosed on the Market Observation Post System (MOPS) after being reported to the Board of Directors.
   (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 2025:

(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. Yu, Cheng-Fu and Mr. Hsu, Ming-Chuan, both CPAs from PricewaterhouseCoopers Taiwan (PwC Taiwan) as the Company's CPAs for 2026, along with their remuneration, AQIs and evaluation of independence.

C. A total of 7 (A) meetings of the Audit Committee were held in 2025 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	7	0	100%	None.
Member	Yu, Fang-Lai	7	0	100%	
Member	Chang, Chia-Chee	7	0	100%	

Other mentionable items:

1. If any of the following circumstances exists, specify the audit committee meeting date, meeting session number, content of the motion(s), the content of any dissenting or qualified opinion or significant recommendation of the independent directors, the outcomes of audit committee resolutions, and the measures taken by the Company based on the opinions of the audit committee:
   (1) Any matter under Article 14-5 of Securities and Exchange Act: Please refer to pages 123 to 128. (Major Resolutions of Board of Directors and Functional Committees)
   (2) In addition to the matters referred to above, any matter that was not approved by the audit committee but was approved by a two-thirds or greater majority resolution of the board of directors: None.
2. Implementation of recusals of independent directors with respect to any motions with which they may have a conflict of interest (including the independent director's name, the content of the motion, the cause for recusal, and whether and how the independent director voted): Please refer to pages 123 to 128. (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 2025, the

Independent Directors and the chief internal auditor had six 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 2025:

NO.	Date	Important Communication Content	The Company's Response
1	Feb. 12 Audit Committee	Internal audit reports from Nov. 2024 to Dec. 2024.	Submitted to Board Meeting for report.
2	Mar. 13 Audit Committee	1. Internal audit reports of Jan. 2025. 2. Revision of Internal control systems. 3. 2024 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 13 Audit Committee	Internal audit reports from Feb. 2025 to Mar. 2025.	Submitted to Board Meeting for report.
4	Aug. 13 Audit Committee	1. Internal audit reports from Apr. 2025 to Jun. 2025. 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.
5	Nov. 12 Audit Committee	Internal audit reports from Jul. 2025 to Sep. 2025.	Submitted to Board Meeting for report.
6	Dec. 23 Audit Committee	1. Internal audit reports of Oct. 2025. 2. 2026 Internal Auditing Plan.	1. Submitted to Board Meeting for report. 2. 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 2025, 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 2025:

NO.	Date and Meeting Type	Important Communication Content	The Company's Response
1	Mar. 13 Audit Committee	1. CPAs Report: (1) The audit scope and results of 2024 Financial Report. (2) The content, timeline and expected Audit Plan of 2025. (3) Sharing the latest regulations issued by competent authorities. 2. CPAs discussed and communicated the questions raised by the independent directors.	Submitted to Board Meeting for report.
2	May 13 Audit Committee	1. CPAs Report: the review scope and results of 2025 first quarter Financial Report. 2. CPAs discussed and communicated the questions raised by the independent directors.	Submitted to Board Meeting for report.
3	Aug. 13 Audit Committee	1. CPAs Report: (1) The review scope and results of 2025 second quarter Financial Report. (2) Reminders to IFRS 18 "Presentation and Disclosure in Financial Statements". 2. CPAs discussed and communicated the questions raised by the independent directors.	Submitted to Board Meeting for report.
4	Nov. 12 Audit Committee	1. CPAs Report: the review scope and results of 2025 third quarter Financial Report. 2. CPAs discussed and communicated the questions raised by the independent directors.	Submitted to Board Meeting for report.

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 17 to 18.

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 2025:

1. The Remuneration Committee reviewed the Compensation of Employees and Directors, and submitted it to the Board of Directors for discussion. After being approved by the Board of Directors, the Compensation of Employees and Directors were reported to the annual general shareholders' meeting.
2. The year-end bonuses and the compensation adjustments for the Chairman and managers, and amendments to 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 2025. Please refer to pages 123 to 128 (Major Resolutions of Board of Directors and Functional Committees), 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 does not accept, or amends, any recommendation of the remuneration committee, specify the board meeting date, meeting session number, content of the recommendation(s), the outcome of the resolution(s) of the board of directors, and the measures taken by the Company with respect to the opinions given by of the remuneration committee (e.g., if the salary/ compensation approved by the board is higher than the recommendation of the remuneration committee, specify the difference(s) and the reasons) : None.
2. With respect to any matter for resolution by the remuneration committee, if there is any dissenting or qualified opinion of a committee member that is on record or stated in writing, specify the remuneration committee meeting date, meeting session number, content of the motion, the opinions of all members, and the measures taken by the Company with respect to the members' opinion: 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 Division Chief 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 sustainability work plans.
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 5 meetings were held in 2025. The attendance of Committee members is as follows:

Title	Name	Professional Qualification & Experience	Attendance in Person (B)	By Proxy	Required Numbers of Attendance (A)	Attendance Rate (%) (B/A)	Remarks
Convener	Wu, Kuang-Hui	Please refer to pages 16 to 21	5	0	5	100%	None.
Member	Yu, Fang-Lai		5	0	5	100%	
Member	Li, Chang-Chou		5	0	5	100%	
Member	Chang, Chia-Chee		5	0	5	100%	
Vice Convener	Chen, Wei-Hsun	Sustainability Management, Business Management, Transportation Management, Risk Management	0	1	1	0%	Took office on Nov. 12, 2025.
Vice Convener	Wei, Wei-Der		3	0	3	100%	Resigned on Aug. 31, 2025.

3. The Major Resolutions of Sustainability Committee in 2025:

Date	Report Items	Discussion Items
Mar. 13	1. Implementation of the Sustainability Development in 2024. 2. Implementation of Greenhouse gas inventory and verification schedule of the Company and its subsidiaries. 3. Implementation of aligning with IFRS Sustainability Disclosure Standards.	1. To formulate“Sustainability Information Management Regulations”. 2. To formulate“Biodiversity and Deforestation-Free Commitment”.
May 13	1. Risk management assessment results in 2025. 2. Implementation of Greenhouse gas inventory and verification schedule of the Company and its subsidiaries. 3. Implementation of aligning with IFRS Sustainability Disclosure Standards.	None.
Aug. 13	1. Implementation of Greenhouse gas inventory and verification schedule of the Company and its subsidiaries. 2. Implementation of aligning with IFRS Sustainability Disclosure Standards.	To approve 2024 Sustainability Report.
Nov. 12	1. Implementation of Greenhouse gas inventory and verification schedule of the Company and its subsidiaries. 2. Implementation of aligning with IFRS Sustainability Disclosure Standards.	None.
Dec. 23	1. Implementation outcomes of risk management improvement plans in 2025. 2. The Company’s communication with various stakeholders in 2025.	To formulate 2026 sustainability work plan. (The 2026 sustainability work plan was reported to the Board of Directors after being approved by Sustainability Committee.)

1. All report items listed above are reported to the Board of Directors.
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 123 to 128 for Major Resolutions of the Board of Directors and Functional Committees.

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 and implements them accordingly.	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 the trading of the Company’s equity based securities by insiders.	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. The Company's "Corporate Governance Best Practice Principles" and the "Insider Trading Prevention Management" stipulate 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). 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. 6, Apr. 23, Jul. 23, and Oct. 21 of 2025. 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 material regulations and a Q&A on insider trading prevention monthly and forwards information on insider trading prevention immediately. 4. In order to implement the Company's policy of preventing insider trading, the Company launched an online (E-learning) course entitled "Preventing Insider Trading" in August 2025 (be scheduled for 30	

Evaluation Item	Implementation Status			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/ TPEx Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
			minutes). The course includes information on the reasons for insider trading, example explanations, and criminal responsibility. Total of 2,501 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 19 to 21 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?	✓		1. The Company has established the "Regulations Governing the Board Performance Evaluation", and has disclosed it on both the Company's website and the Market Observation Post System (MOPS). 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. 3. The evaluation results of the Board of Directors' performance in 2025 (please refer to Note 1) is reported to the Board on March 13, 2026. 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.	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 2026 financial and tax certification is reported to the Board of Directors on Mar.13, 2026. The assigned accountants are not directors,	None

Evaluation Item	Implementation Status			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
			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. Please refer to Note 2 for the independence evaluation of CPAs.	
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) ?	✓		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 on May 13, 2019, and she has not hold 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. 2. The main duties of the Company's Chief Corporate Governance Officer are as follows: (1) Handling matters relating to Board Meetings and Shareholders' meetings according to laws. (2) Producing minutes of Board meetings and Shareholders' meetings. (3) Assisting in onboarding and continuous development of directors.	None

Evaluation Item	Implementation Status			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
			(4) Furnishing directors with information they need to perform their duties. (5) Assisting directors with legal compliance. (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. (7) Handling matters relating to changes in directors. (8) Other matters set out in laws and regulations or the Articles of Incorporation and internal regulations of the Company. 3. The execution of duties in 2025 are as follow: (1) To furnish Directors with relevant information and regulations to perform their duties and arranged training courses for directors: a. To irregularly provide the Directors with the latest regulations on shipping and corporate governance. b. To provide the Directors with the necessary information of the Company to effectively perform their duties and maintain smooth communication between the Directors and all department heads. c. To arrange at least four closed-door meetings to facilitate face-to-face communication between independent directors,	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			the chief internal auditor, and CPAs enabling the independent directors to gain a deeper understanding of the Company’s audit and financial status. d. To hold two times Directors’ training courses (3 hours each time). (2) To handle matters relating to functional committees, board meetings and shareholders’ meetings according to laws: 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. 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. c. To register the date of the shareholders’ meeting and produce meeting notices, handbooks, and minutes in accordance with the law. (3) To review regularly (once a year) whether the qualifications of	

Evaluation Item	Implementation Status			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
			independent directors comply with relevant laws and regulations and report to Board of Directors. (4) To provide required information to the new committee member and handle various announcements in accordance with law when the committee member changes. (5) To assist in handling change of registration matters procedures. 4. Chief corporate governance officer training records in 2025 (please refer to Note 3).	
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?	✓		Our CSR website's "Stakeholders Engagement" section (https://csr.evergreen-marine.com/) discloses the management of material issues, stakeholder communication channels, and communication performance. By responding to ESG-related questions through the CSR mailbox and conducting stakeholder materiality survey, we understand the level of concern for major ESG issues and incorporate relevant issues and suggestions into sustainability development plans. Our company implements double materiality analysis, reviewing material issues annually to assess the financial and non-financial impacts of sustainability issues on the company, as well as their significant impacts on the economy, environment, and people (including human rights). We establish relevant policies, management guidelines, assessment and management mechanisms	None

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">Implementation Status</th><th rowspan="2">Deviations from “the Corporate Governance Best-Practice Principles for TWSE/ TPEx Listed Companies” and Reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Abstract Illustration</th></tr>
<tr><td></td><td></td><td></td><td>to track short- medium- and long-term goals and annual performance. An annual summary of stakeholder communications is reported to the Board of Directors, which is disclosed both in the Sustainability Report and the website’s “Stakeholder Engagement” section. Please refer to Note 4 of this table for details of stakeholder communication in 2025.</td><td></td></tr>
<tr><td>6. Does the Company appoint a professional shareholder service agency to deal with Shareholders’ Meeting affairs?</td><td></td><td>✓</td><td>The Company does not assign any agency to be in charge of its Shareholders’ Meeting affairs.</td><td>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 safeness.</td></tr>
<tr><td>7. Information Disclosure
(1) Does the Company have a corporate website to disclose both financial standings and the status of corporate governance?</td><td>✓</td><td></td><td>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.
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 Company’s website, which has disclosed the operation of the Board</td><td>None</td></tr>
</table>

Evaluation Item	Implementation Status			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
			of Directors and the functional committees, internal audit, corporate governance implementation, corporate governance officer information, and major internal regulations of the Company.	
(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)?	✓		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.	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?		✓	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. Please see https: //emops.twse.com.tw/server-java/t58query.	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	
8. Is there any other important information to facilitate a better understanding of the Company's corporate governance practices? (1) Employee rights and employee wellness	✓		**Employee rights** (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. (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). (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.	None

Evaluation Item	Implementation Status			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
			Employee care (1) The Company provides free lunch to take care of employees' health and food hygiene. (2) In Taipei, Taoyuan and Kaohsiung, the Company sponsored 11 clubs in three categories: "ball sports", "health and wellness", and "outdoor recreation", which encourage employees to relieve work pressure, connect with feelings and promote physical and mental health. (3) The Company regularly organize group activities, such as Evergreen Family Day, basketball games, etc., to enhance employee communication and peer friendship. (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. (5) The company implemented the Employee Assistance Programs (EAPs) with external professional institutions to provide the needed employees with free psychological counseling. (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. Communication is the top issue for young people today. The majority of Evergreen software that make it easy for crews to stay in contact with their families.	

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 Service" 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) "Sustainable Procurement" Section on CSR website (https://csr.evergreen-marine.com/csr/tw/jsp/CSR_SupplierManagement.jsp) reveals our value chain, major aspects of the Supplier Code of Conduct and our suppliers' screening and performance evaluation result. (2) "Supplier Code of conduct" on CSR website (https://csr.evergreen-marine.com/csr/tw/jsp/CSR_SupplierCodeConduct.jsp) establishes common values and standards which suppliers need to comply when doing business with us. (3) "Stakeholder Engagement" Section on CSR website (https://csr.evergreen-marine.com/csr/jsp/CSR_Communication Channel.jsp) lists 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

Evaluation Item	Implementation Status			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/ TPEx Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
(6) Purchasing insurance for directors and supervisors	✓		The Company has purchased liability insurance for its directors since 2015.	None
(7) The implementation of customer policies	✓		To strengthen customer relationship management, quarterly customer satisfaction surveys are conducted to gather feedback on service quality. The questionnaire covers 11 service areas, including booking, documentation, professionalism, and customer service. Through review of survey results, professional issues are addressed immediately with follow-up tracking, while suggestions regarding system functionality are considered for future enhancements. In 2025, a total of 1,195 survey responses were collected, with an overall rating of 4.95 out of 5, which were surpassing the annual targets of at least 1,000 valid responses and an average score of 4.90. Customer feedback continues to show recognition of the company's service quality, and we will continue the efforts toward further improvement.	None

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:

(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.

(2) The Company was invited to attend Investor Conferences hosted by SinoPac Securities Co., Ltd. on Apr. 25, 2025 and Sep. 25, 2025, the relevant information has been disclosed on the Company's website so that the Company can communicate with investors more instantly through Investor Conferences.

(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 2025. The Company will continue to encourage directors to attend training courses.

(4) The Company has obtained the certification from Taiwan Intellectual Property Management System (TIPS) in 2023 and 2024, and completed sampling review in 2025.

(5) The Company has formulated "Corporate Value-up Program", which has been disclosed on the Market Observation Post System (MOPS) after being reported to the Board of Directors.

Note 1: The Evaluation Results of Board of Directors in 2025

Self-evaluation Scope	The Board	Board members (For themselves)	Audit Committee	Remuneration Committee	Sustainability Committee
Average score (Full score: 5)	4.99	4.99	5	5	5
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: - Serve as a manager, supervisor, or director of the Company or its affiliates. - Positioned as one who has a direct and significant influence on the Company's accounting records or financial statements.	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: - 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. - Being promoted to the above positions.	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

Item	Evaluation	Independence of CPA
8. There is no commercial cooperation or other commercial relationship between the CPAs and their family members and the Company.	Conformity	Yes
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 2025

Date	Professional Organization	Training Sessions	Training Hours
Feb. 21	Taiwan Corporate Governance Association	Current Global Economic Situation	1
Jun. 27	Taiwan Corporate Governance Association	DEI Policy: at the Crossroads	1
Jul. 9	Taiwan Stock Exchange Corporation	2025 Cathay Sustainable Finance and Climate Change Summit	3
Jul. 10	Taiwan Corporate Governance Association	Risk Management– Natural Risk Analysis and Circular Economy	3
Jul. 31	Taiwan Stock Exchange Corporation	2025 Taiwan’s Capital Market Summit	3
Aug. 22	Chinese National Association of Industry and Commerce	2025 TS Holdings Net Zero Summit	3
Oct. 28	Taiwan Corporate Governance Association	202510 Fubon Insurance – AI Applications and Corporate Governance Seminar	3
Oct. 29	Taiwan Corporate Governance Association	Trump 2.0-Global Economic and Industry Outlook	3
Dec. 29	Taiwan Corporate Governance Association	Sustainability, ESG, and Competition Law	1
Total Training Hours			21

Note 4: Issues concerned by stakeholders

<table>
<tr><th>Stakeholder</th><th>Importance to the Company</th><th>Priority Issues</th><th>Communication Channels, Response Methods and Communication Frequency</th></tr>
<tr><td rowspan="2">Employee</td><td>Maintain the operations and sustainable development, and are Company's most important assets</td><td>• Shipping management and performance
• Information security and privacy
• Employee benefits and welfare
• Corporate governance and ethical corporate management
• Talent retention and development</td><td>• Contact person: Mr. Huang, Human Resources Department
E-mail : hrd@evergreen-marine.com
• EIP e-Bulletin board (any time)
• Operating meeting/Departmental meeting (monthly)
• Inter-departmental meetings (when necessary)
• Senior executive dialogue (annually)
• Labor-management meeting/Employee Welfare Committee/Occupational Safety and Health Committee meeting/Labor Pension Preparatory Fund Supervisory Committee (quarterly)
• Dedicated grievance e-mail (any time)
• Dedicated sexual harassment complaint and e-mail (any time)
• Boarding/Symposium (any time)</td></tr>
<tr><td colspan="3">2025 communication performance:
1. Published 42 pieces of clubs and activities information, 140 pieces of employee welfare information, 51 pieces of occupational safety/health and EAP (Employee Assistance Program) information, 11 training information and knowledge sharing on the EIP in 2025.
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.
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.
4. The Company received 2 workplace misconduct complaints and conducted investigation in compliance with the Company's "Employee Complaint Regulations" and follow-up processing. No sexual harassment complaints were received in 2025.
5. Employees were arranged to board 9 ships to exchange opinions with on-board seafarers and a total of 40 orientation sessions for various levels of seafarers were held.</td></tr>
<tr><td>Customers</td><td>Optimize services and communications and promote e-commerce to maximize value for customers</td><td>• Information security and privacy
• Risk control
• Marine transportation and operational safety
• Shipping management and performance
• Corporate governance and ethical corporate management</td><td>• Contact person: Mr. Dai
E-mail: customer@evergreen-marine.com
• Telephone/Email/visit (any time)
• Visits (when necessary)
• Company website/APP/INTERCOM (any time)
• Customer satisfaction survey (quarterly)</td></tr>
</table>

Stakeholder	Importance to the Company	Priority Issues	Communication Channels, Response Methods and Communication Frequency
	2025 communication performance: 1. A total of 1,195 questionnaires were collected throughout the year. The overall customer satisfaction score in the Taiwan region was 4.95 points (out of 5 points). 2. Received 86 pieces of customer feedback. 3. Response ESG questionnaires from domestic and international clients.		
Suppliers	Collaboration with Supply Chain Partners to Deliver Quality Products and Services	• Corporate Governance & Ethical Management • Information Security & Privacy Protection • Employee Health & Safety • Sustainable Supply Chain Management • Risk Management	• Contact person: Mr. Dai E-mail: supplier@evergreen-marine.com • Supplier/contractor conference (when necessary) • Supply chain sustainability assessment questionnaire (annually) • Supplier evaluation (annually)
	2025 communication performance: 1. Continued promotion of the “Supplier Social Responsibility Compliance Commitment” for suppliers to sign. 2. Implementation of green procurement: purchases exceeding NT $93.89 million, recognized by the Ministry of Environment and the Department of Environmental Protection, Taipei City Government as a model green procurement unit. 3. ESG performance for significant Tier 1 suppliers: • ESG clauses incorporated into new supplier contracts, achieving a 100% signing rate. • Supplier engagement: assisted 10 suppliers with greenhouse gas inventories and ESG training. • Sustainable risk survey of suppliers: distributed 233 “Self Assessment Questionnaires (SAQ)” attaining a response rate of 94%.		
Government & Associations	Communicate with the government, contribute shipping expertise to policies and laws, and co-operate with alliance partners to enhance transportation services	• Climate action • Marine transportation and operational safety • Sustainable Procurement management • Energy management • Shipping management and performance	• 【Government/Associations】 Contact person: Mr. Liu, Business Coordination Department E-mail : csr@evergreen-marine.com • 【Shipping companies】 Contact Person: Mr. Chen, Business Coordination Department E-mail : bcdjvs@tw.evergreen-line.com • Physical and web meeting (when necessary) • Official letter (when necessary)

Stakeholder	Importance to the Company	Priority Issues	Communication Channels, Response Methods and Communication Frequency
	2025 communication performance: 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 and provided suggestions. Participated in industry structure council (ISC) meeting 18 times, 18 discussions on environmental issues. 2. Participated Maritime Port Bureau personal data protection training 1 time. 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 4 times. 4. Participated in 28 exchanges with maritime authorities of various countries, 15 seminars on navigation safety and marine environmental protection with ship inspection agencies, and 1 general meeting of the Marine Anti-Corruption Network (MACN). 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. 4 meetings were held to discuss Day 9 Product route and the planning and operational procedures for Day 10 Product route in the next year.		
Shareholder and Investor	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	• Shipping management and performance • Corporate governance and ethical corporate management • Climate action • Air pollution emission management • Energy management	• 【Shareholder】 Contact person: Ms. Chiu, Corporates Governance Department TEL: +886-2-25001668 E-mail: cgdsas@evergreen-marine.com • 【Investors/financial institutions】 Contact Person: Ms. Ma, Finance Department TEL: +886-2-25001280 E-mail: finir@evergreen-marine.com • "Investor Relations section" in Company's website (any time) • Important financial and business information in MOPS (as per the regulations of competent authorities) • Respond to investor inquiries (when necessary) • Shareholders' Meeting and Annual report (annually) • Sustainability Report (annually) • Investor conference (at least twice/year)

Stakeholder	Importance to the Company	Priority Issues	Communication Channels, Response Methods and Communication Frequency
	of the Company in a timely manner for establishing good two-way communication.		
	2025 communication performance: 1. Published 85 pieces of material information in both Chinese and English. 2. Attended 2 investor conferences held by SinoPac Securities on April 25 and September 25 addressing Company's overall operating view, strategies and industry prospects. 3. Held General Meeting of Shareholders on May 29 and all inquiries from shareholders were answered by the chairman or the designated personnel. 4. Responded to investors' inquiries for 134 times through dedicated mailbox and 8,344 times over telephone.		
Community and Society	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	• Marine transportation and operational safety • Air pollution emission management • Information security and privacy • Climate action • Social participation	• 【Community】 Contact person: Mr. Wu, General Affairs Department E-mail: gad@evergreen-marine.com • 【Society】 Contact Person: Mr. Chiang, Human Resources Department E-mail: hrd@everegreen-marine.com • 【Media】 Contact Person: Ms. Yang, Public Relations Department E-mail: prd@evergreen-marine.com • Community meeting/negotiations (when necessary) • Collaboration, sponsorship and event planning meeting (when necessary) • Press release/clarification statement (when necessary) • Company website (any time)
	2025 communication performance: 【Community communication】 1. 8 times communicated with local institutions in North Taiwan and 7 times in South Taiwan. In Taoyuan area, street trees around office buildings are pruned and ditches are dredged every six months. 2. Joined and sponsored the Kaohsiung Port Volunteer Fire Brigade to support its operations and training capabilities, and participated its special first aid training courses 【Environmental protection activities】 1. Planted 500 saplings at Kaohsiung Qieding Wetland Park and 1,200 saplings at Shalun Beach in Tamsui, New Taipei City.		

<table>
<tr><th>Stakeholder</th><th>Importance to the Company</th><th>Priority Issues</th><th>Communication Channels, Response Methods and Communication Frequency</th></tr>
<tr><td></td><td colspan="3">2. Cooperated with the Wilderness Conservation Association to organize a “Habitat Conservation Activity” removing waste and invasive species at Yuanzhonggang Wetland, Kaohsiung.
3. Partnered with the Chinese Taipei Alpine Association on forest trail cleanup at the Linkou Forest Trail.
【Educational Lecture and Outreach】
1. Invited external experts to deliver two sessions of “Prevention of Workplace Misconduct - Using Nonviolent Communication to Reduce Conflict”, and two sessions of “Workplace Safety – Starting from the Heart”.
2. Visited Taoyuan Hsing Fu Junior High School to deliver a maritime career development lecture.
【Cultural and Educational Sponsorships】
1. Sponsored 9 classical concerts and 3 overseas tours performed by the Evergreen Symphony Orchestra and the 13th National Marine Art Contest “Color the Ship” for National Elementary Schools.
2. Donated 120 high-performance refurbished computer sets and 173 monitors to schools across Taoyuan and Hualien.
3. Invited 79 teachers and students from Yuren Elementary School in Taoyuan’s Guanyin District to the Chang Yung-fa Foundation to celebrate Christmas together.</td></tr>
</table>

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	Abstract Illustration	
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?	✓		To fulfill corporate social responsibility and promote sustainable business development, Evergreen established the Corporate Social Responsibility Committee in 2014. On December 22, 2022, upon resolution of the Board of Directors, it was renamed the Sustainability Committee and elevated to a functional committee. Board of Directors: The Board of Directors serves as the highest governing body for sustainable development, responsible for reviewing and making decisions on major sustainability-related matters. Sustainability Committee: The Sustainability Committee is appointed by the Board of Directors, with more than half of its five members being independent directors. The President serves as the Convener, while the Division Chief of Project Division serves as the Deputy Convener. The committee’s main responsibilities include reviewing and approving sustainability policies, strategies, goals, and annual work plans as well as overseeing sustainability information management and internal control mechanisms. The Sustainability Committee holds at least two meetings a year and regularly reports its progress and oversight results to the Board of Directors. The Working Teams, composed of the heads of all departments, operates under the Sustainability Committee. The Head of Business Coordination Department, Project Division serves as the Secretary-General. The Working Teams hold at least two meetings a year and reports implementation progress to the Sustainability Committee. Please refer to the Table 1 for the structure of Sustainability Committee.	None

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Abstract Illustration	
			Board Oversight of Sustainability Implementation: In 2025, the Sustainability Committee held a total of five meetings. Agenda items included: 1. Review of sustainability performance in 2024. 2. Progress on the 2024 GHG inventory and verification: including obtaining dual certification under ISO 14064-1 and the GHG Protocol with verification results. 3. Progress on the 2024 sustainability report: including a Double Materiality analysis for the first time to identify 10 material sustainability issues and reveal management policies through questionnaires on “impact materiality” and “financial materiality. Completed the Report and acquired limited assurance, followed by publication upon the Board’s approval on August 13. 4. Progress on the IFRS Sustainability Disclosure Standards: reporting quarterly in March, May, August and November 2025 on the second phase of IFRS implementation roadmaps. 5. Established the Sustainable Information Management Operating Procedures and the Biodiversity and Anti-Deforestation Commitment in March. 6. On December 23, 2025, reports were made on 2025 stakeholder engagement activities, 2025 risk management assessment results and improvement plan outcomes, and the 2026 sustainability work plan. 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.	

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Abstract Illustration	
2. Does the Company conduct a risk assessment of environmental, social and corporate governance (ESG) issues, which is related to the Company's operations, and formulate relevant risk management policies or strategies by Materiality Principle? (Table 2)	✓		The Sustainability Committee working teams are 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 its risk management assessment in the first quarter of 2025. Based on the analysis of risk self-assessment results submitted by all departments, the assessment identified zero high-risk items, 14 medium-risk items, and 126 low-risk items. Improvement plans were formulated for the identified medium-risk items and incorporated into the follow-up and monitoring process. In the fourth quarter, the Company reviewed the results of the improvement plans. All medium-risk items were mitigated and reduced to low-risk levels, thereby achieving the established risk control objectives. The risk management assessment results and the implementation outcomes of the improvement plans were reported to the Sustainability Committee on December 23, 2025, and also submitted to the Board of Directors. 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.	None

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. Environment Issue (1) Has the Company set an environmental management system designed to industry characteristics?	✓		Evergreen Marine is committed to building a highly environmentally conscious fleet, actively participating in numerous international environmental initiatives, and reducing energy consumption and environmental impact through route and speed optimization and meteorological navigation analysis, aligning with global trends in carbon reduction and marine conservation. The company has established a safety and environmental management system and obtained ISO 14001:2015 environmental management system certification (valid from April 21, 2025, to April 20, 2028), ensuring that our fleet and shore operations comply with international environmental standards and effectively identify and manage environmental risks. Our company also continues to promote environmental protection and sustainable shipping development, demonstrating our long-term commitment to environmental responsibility. In 2025, no major environmental incidents occurred within our company.	None
(2) Does the Company endeavor to use energy more efficiently and to use renewable materials with low environmental impact?	✓		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: 1. Phasing out old vessels and adopting designs that prioritize energy efficiency and environmental protection 2. Continuous monitoring of fuel consumption and main engine operation to ensure propulsion efficiency and compliance with CII regulations 3. Utilizing weather routing services to provide real-time weather information for optimal route selection and fuel efficiency 4. Improving cargo handling efficiency to reduce port stay duration 5. Proper cargo planning and minimizing ballast water loading to maximize carrying capacity	None

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Abstract Illustration	
			6. Applying specialized anti-fouling coatings to vessel hulls to reduce drag and improve operational efficiency 7. Gradually introducing new energy sources to reduce greenhouse gas emissions In 2025, our fleet will also use biofuel as one of the methods to reduce greenhouse gas emissions.	
(3) Does the Company assess the potential risks and opportunities of climate change for the Company and take measures to respond to climate-related issues?	✓		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 and are outlined in Appendix 2.2.3.	None
(4) Does the Company summarize greenhouse gas emissions, water consumption and total weight of waste in the past two years and formulate policies for energy conservation, carbon reduction, greenhouse gas reduction, water use reduction or other waste management simultaneously?	✓		Greenhouse Gas Management Policy and Performance In 2022, Evergreen Marine established a dedicated Greenhouse Gas (GHG) Inventory Team to coordinate the Company's GHG inventory and verification activities. Since FY2021, the Company has conducted GHG inventories on an annual basis and engaged independent third party for external verification. In FY2023, the boundary of the inventory was expanded for the first time to include the parent company and all consolidated subsidiaries, and third-party verification was completed accordingly. Evergreen Marine will continue to enhance its GHG inventory practices and emissions management to support its commitment to sustainable shipping. The GHG emissions of the parent company and consolidated subsidiaries for FY2025 are expected to complete third-party verification by June 2026. Emissions data that have been preliminarily reviewed by the Company's internal GHG verifiers are presented in the table below and in Appendices 2-2-3 of this Annual Report. The complete GHG 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 2025 Sustainability Report.	None

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">Implementation Status</th><th rowspan="2">Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Abstract Illustration</th></tr>
<tr><td></td><td></td><td></td><td>GHG Emissions for the Last Two Fiscal Years
<table>
<tr><th colspan="2">Year</th><th colspan="2">2024</th><th colspan="2">2025</th></tr>
<tr><th colspan="2">Items</th><th>Emissions (t CO₂e)</th><th>Intensity (t CO₂e / NTD million revenue)</th><th>Emissions (t CO₂e)</th><th>Intensity (t CO₂e / NTD million revenue)</th></tr>
<tr><td rowspan="3">Evergreen Marine</td><td>Scope 1</td><td>6,425</td><td rowspan="11"></td><td>4,521</td><td rowspan="11"></td></tr>
<tr><td>Scope 2</td><td>33,524</td><td>36,823</td></tr>
<tr><td>Sub-total</td><td>39,949</td><td>41,344</td></tr>
<tr><td rowspan="3">All consolidated subsidiaries</td><td>Scope 1</td><td>37,009</td><td>45,518</td></tr>
<tr><td>Scope 2</td><td>33,451</td><td>34,200</td></tr>
<tr><td>Sub-total</td><td>70,460</td><td>79,718</td></tr>
<tr><td rowspan="5">Vessels operated</td><td>Scope 1</td><td>11,769,292</td><td>12,321,203</td></tr>
<tr><td>Scope 2</td><td>10,653</td><td>12,890</td></tr>
<tr><td>Sub-total</td><td>11,779,945</td><td>12,334,093</td></tr>
<tr><td>Biofuel</td><td>5,708</td><td>13,825</td></tr>
<tr><td>Low-carbon methanol</td><td>-</td><td>31</td></tr>
<tr><td colspan="2">Total (exd. biofuel, low-carbon methanol and all Scope 3 Categories)</td><td>11,890,354</td><td>25.65</td><td>12,455,155</td><td>32.86</td></tr>
</table>
</td><td></td></tr>
</table>

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">Implementation Status</th><th rowspan="2">Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Abstract Illustration</th></tr>
<tr><td></td><td></td><td></td><td>Note 1: GHG emissions intensity is calculated as total Scope 1 and Scope 2 emissions (tCO_2e) divided by revenue (NTD million).
Note 2: The intensity calculation excludes emissions from biofuels, low-carbon methanol and all Scope 3 categories.
Water Resource Management Policy and Performance
Evergreen Marine places a strong emphasis on the sustainable management of water resources. In light of the distinct characteristics of its onboard and onshore operations, the Company has implemented corresponding management measures with a focus on reducing reliance on external water withdrawal, enhancing water use efficiency, and managing water discharge appropriately, thereby minimizing the potential impacts of its operations on water resources and the environment.
● Onboard Operations
Taking into account the operational characteristics of maritime transportation, each owned vessel is equipped with a Distillation Plant that utilizes main engine waste heat to generate freshwater. Each vessel is capable of producing approximately 20 to 30 metric tons of freshwater per day, which is sufficient to meet routine onboard operational needs and effectively reduces reliance on freshwater supplied from shore.
In 2025, the total volume of freshwater generated onboard the Company’s owned vessels amounted to 406,366 metric tons, representing approximately 4 times the volume of freshwater externally supplied to the owned fleet at ports of call during the same period.
Such onboard freshwater generation constitutes internal water circulation during vessel operations and does not involve external water withdrawal. Accordingly, in alignment with GRI 303, this volume is excluded from the water withdrawal (water use and water discharge)</td><td></td></tr>
</table>

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Abstract Illustration	
			totals presented in the table below and is disclosed separately to provide a more comprehensive view of the Company’s water resource management performance. In addition, when freshwater replenishment is required at ports of call, vessels prioritize ports located outside areas of high water stress, so as to mitigate potential impacts on local community water supplies and surrounding ecosystems. With respect to discharge management, bilge water is treated through oil–water separators and discharged in accordance with international conventions and applicable regulations, at designated distances from shore. Greywater is centrally managed through onboard storage systems; such systems have been fully installed across the owned fleet and are incorporated into all newbuild vessels, thereby reducing potential impacts on the marine environment. • Onshore Operations Office buildings in Taiwan and the Kaohsiung container terminal primarily use domestic water. The Company has implemented water-saving fixtures, strengthened pipeline maintenance management, installed water meters for monitoring purposes, and conducted regular inspections to reduce the risks of leakage and unnecessary water consumption. The Kaohsiung container terminal is also equipped with domestic and industrial wastewater treatment facilities and an effluent recovery system. Treated effluent is reused for onsite irrigation and cleaning operations, thereby enhancing overall water use efficiency.	

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">Implementation Status</th><th rowspan="2">Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Abstract Illustration</th></tr>
<tr><td></td><td></td><td></td><td>Water Usage for the Last 2 Fiscal Years
<table>
<tr><th>Year</th><th>On-shore Operations (all subsidiaries included) (m^3)</th><th>On-board Operations (owned vessel) (m^3)</th><th>Total Water consumption (m^3)</th><th>Water Intensity (m^3/Revenue in NT$ million)</th></tr>
<tr><td>2024</td><td>348,913.17</td><td>101,544.00</td><td>450,457.17</td><td>0.9717</td></tr>
<tr><td>2025</td><td>358,213.66</td><td>103,871.76</td><td>462,085.42</td><td>1.2190</td></tr>
</table>
Note 1: The Company’s main operations consist of maritime transportation services and do not involve water-intensive manufacturing processes. Given the nature of its operations, external water withdrawal corresponds to actual water use and ultimately results in water discharge.
Note 2: The vessel’s offshore operations also generate fresh water for onboard use by utilizing waste heat from the main engine, which constitutes an internal water-recycling resource and does not involve external water intake.
Note 3: The disclosed water-use figures cover the Company and all subsidiaries included in the consolidated financial statements.</td><td></td></tr>
</table>

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Abstract Illustration	
			Note 4: Intensity is calculated as total water use (metric tons) divided by revenue (NTD million). Waste Management Policy and Performance Evergreen Marine Corporation has established waste management measures tailored to the distinct characteristics of its maritime and onshore operations. Through source reduction, waste segregation, and recycling initiatives, the Company seeks to minimize the environmental impacts of its operations while ensuring compliance with applicable regulations. Onboard Operations All vessels maintain Garbage Management Plans and Garbage Record Books in accordance with Annex V of the International Convention for the Prevention of Pollution from Ships (MARPOL), and implement procedures for the segregation, collection, handling, storage, and disposal of waste. Segregated waste containers are provided onboard, and routine training is conducted to strengthen day-to-day waste management practices and prevent improper disposal. Oily bilge water and domestic waste are handled and disposed of in designated sea areas or at ports in accordance with applicable regulations, thereby reducing potential impacts on the marine environment.	

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">Implementation Status</th><th rowspan="2">Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Abstract Illustration</th></tr>
<tr><td></td><td></td><td></td><td>Onshore Operations
In Taiwan, waste generated from office buildings and container terminals is primarily treated through incineration, supplemented by waste reduction and recycling initiatives. These include the installation of multi-stream recycling stations to enhance recycling efficiency, the promotion of paperless operations, efforts to reduce the use of single-use items and food waste, and the collection of reusable materials—such as scrap metal and used tires—by licensed contractors for recycling and reuse.
Waste generated for the Last 2 Fiscal Years
<table>
<tr><th>Year</th><th>Hazardous waste (MT)</th><th>Non hazardous waste (MT)</th><th>Total Waste (MT)</th><th>Waste Intensity (MT/ Revenue in NT$ million)</th></tr>
<tr><td>2024</td><td>22.48</td><td>4,217.52</td><td>4,240.00</td><td>0.0090</td></tr>
<tr><td>2025</td><td>30.85</td><td>4,193.56</td><td>4,224.41</td><td>0.0109</td></tr>
</table>
Note 1: The data scope covers the Company and all subsidiaries presented in the consolidated financial statements.
Note 2: Waste intensity is calculated only for the amount that is ultimately disposed of (waste directed to disposal).
Note 3: The final figures for 2025 subject to the 2025 Sustainability Report.</td><td></td></tr>
</table>

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Abstract Illustration	
4. Social Issues (1) Has the company formulated relevant management policies and procedures in accordance with relevant laws and regulations and international human rights conventions?	✓		Human Resources Dept. of the Company has been designated to formulate 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). In 2025, all Evergreen Marine shore personnel were over the age of 18 while crew members over 16. Evergreen Marine did not have any violations of human rights in 2025. For more information on Evergreen Marine's human rights policies, please refer to the "Human Rights Policies" on page 173~175 of the annual report.	None
(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?	✓		To attract and retain quality talent as well as strengthen our global business team, the Company provide shore and ship personnel with competitive salary and fringe benefits. Our remuneration policy adheres to labor laws and regulations. The generous remuneration packages do not differ on the basis of gender, religion, race or political bias. In addition, annual bonuses are also paid to employees based on the Company's profitability and individual performance for that year as a reward for outstanding performance. Remuneration for national and foreign crew members must not only meet the standards set by MOTC (Ministry of Transportation and Communications) but also the collective bargaining agreement with the ITF (International Transport Workers' Federation).	None

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 provide employees with a safe and healthy working environment, and implement regular safety and health education for employees?	✓		The Company attaches great importance to the safety and health of employees. Through the establishment of a dedicated OSH management department and dedicated personnel, we plan and promote related OSH affairs to achieve the goal of strengthening and protecting employee safety and health. Relevant measures are listed as follows: 1. Perfecting Regulations and Systems: Formulate "Safety and Health Work Codes" that comply with Company regulations and announce/request employees to strictly follow them. 2. Implementation of Education and Training: Conduct regular OSH education and training for new recruits and existing employees to enhance hazard identification and emergency response capabilities. 3. Strengthening Fire Safety: In accordance with the Fire Services Act and its regulations, regularly conduct fire drills and disaster prevention education to ensure employees are familiar with escape routes. 4. Employee Health Management: Regularly arrange employee health checkups and on-site doctor consultation services, and organize health promotion lectures annually to strengthen employees' awareness of self-health management. 5. Occupational Disease Prevention: Conduct prevention and tracking for potential hazards such as abnormal workload and musculoskeletal issues, and adjust/improve the work environment and plans in a timely manner. 6. Strict Access Control: Establish 24-hour security guards and all-weather execution of personnel entry/exit control to ensure the safety of company property and personnel.	None

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Abstract Illustration	
(4) Has the Company established effective career development training programs for employees?	✓		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$ 22 million in 2025. 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 to further their developments at sea and on land, and to look after their families. **Ship personnel training** 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, as well as enhance mariners' loyalty to the Company.	None

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Abstract Illustration	
			Shore personnel training 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. 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.	
(5) Does the company formulate relevant consumer protection policies and appeal procedures according to relevant regulations and international standards in regards of the customer health, safety and privacy, and marketing and labeling of the products and services?	✓		The Company’s transportation services comply with all relevant international laws and regulations, including Taiwan’s Personal Data Protection Act, the EU GDPR, fair trade and competition laws, antitrust and economic sanction regulations, FMC requirements for common carriers, and IMO conventions such as SOLAS. For Taiwan import/export services, freight rates are filed in advance with the shipping authority and implemented one month after approval to safeguard customer rights. In terms of consumer rights, the Company has established booking terms, bill of lading clauses, and a privacy statement in accordance with the law to ensure the protection of personal data. Relevant information is fully disclosed on the Company’s official website and e-commerce platform (www.shipmentlink.com). Customers may file complaints or provide feedback through various channels—including phone, mail, designated mailbox, and the online customer message page. All cases are handled in accordance with the Company’s customer feedback procedures, ensuring proper investigation, timely responses, and necessary improvements to maintain high service quality, strengthen competitiveness, and uphold corporate reputation.	None

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Abstract Illustration	
(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?	✓		Policies and Standards: The Company has adopted a Supplier Code of Conduct, which is publicly disclosed on its website. The Code is benchmarked against international standards and addresses five key pillars: Labor & Human Rights, Occupational Health & Safety, Environmental Protection, Business Ethics, and Governance Systems. All suppliers are required to comply with these provisions. When entering into contracts, the Company mandates that suppliers sign a Supplier Social Responsibility Compliance Commitment, thereby incorporating ESG clauses directly into the contractual framework. Implementation and Management Mechanisms: • In accordance with the Supplier Evaluation Procedure, the Company conducts an annual supplier assessment. This is carried out by issuing a Sustainable Supply Chain Self Assessment Questionnaire that quantifies each supplier's ESG performance. • Suppliers scoring below 70 points are classified as high risk and are subject to on site audits and a stipulated remediation timeline. • The Company has defined clear Supplier Management Key Performance Indicators (KPIs), continuously monitoring: 1. Signature rate of the "Supplier Social Responsibility Compliance Commitment". 2. Completion rate of the self assessment questionnaire 3. Proportion of contracts that embed ESG clauses On-Site ESG Audits and Capacity Building: • Since 2024 , the Company has been conducting in person ESG audits of suppliers and delivering targeted training and education programs. • These initiatives aim to jointly enhance suppliers' sustainability management capabilities and to drive long term 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. We also check and verify the safety and health performance of contractors through internal audits of the occupational safety and health management system.	None

<table>
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<tr><th>Yes</th><th>No</th><th>Abstract Illustration</th></tr>
<tr><td>5. Does the Company refer to international reporting rules or guidelines to prepare Corporate Sustainable report and other reports that disclose non-financial information of the Company? Has the said Report acquired statement of assurance from the 3rd party verification unit?</td><td>✓</td><td></td><td>The editorial structure of Evergreen’s Sustainability report adheres to the Global Reporting Initiative Standards (GRI Standards). The 2021 edition is compiled in accordance with the Marine Transportation Standards 2018 formulated by the Sustainability Accounting Standards Board (SASB) and Task Force on Climate-Related Financial Disclosures (TCFD) framework by the International Financial Stability Board (FSB).
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.”</td><td>None</td></tr>
<tr><td colspan="5">6. If the Company has established the corporate sustainable principles based on “the Corporate Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies”, please describe any discrepancy between the Principles and their implementation:
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.</td></tr>
<tr><td colspan="5">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.
(1) Environmental Protection
The Company integrates environmental concepts into fleet planning, adopting the most advanced shipbuilding technologies and equipment to build an eco-friendly fleet. We are dedicated to contributing to the sustainable development of the marine environment and the transportation services relied upon by international trade.</td></tr>
</table>

<table>
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<tr><th>Yes</th><th>No</th><th>Abstract Illustration</th></tr>
<tr><td colspan="5">Providing high-quality services—ensuring cargo is delivered safely and punctually to destination ports while balancing environmental protection, energy conservation, greenhouse gas (GHG) emission reduction, and air pollution mitigation—has always been the Company’s steadfast principle and goal. New vessel types ordered by the Company are exclusively planned by the Shipbuilding Department. We lead the way in complying with relevant international regulations and conventions during the design phase, applying advanced maritime technology to develop optimized hull forms that achieve maximum loading efficiency and energy-saving targets.
The Company continues to insist on utilizing the latest technology to construct new vessels that embody the dual concepts of high performance and environmental protection. Various environmental designs comply with international regulations, addressing issues such as marine oil pollution prevention (incorporating double-hull internal oil tanks to effectively minimize the risk of oil spills), air pollution, and climate change (complying with the Montreal, Kyoto, and Paris agreements to reduce GWP, ODP, SOx, and NOx emissions), and ballast water treatment. Newly built vessels effectively enhance energy efficiency and reduce emissions of GHGs, NOx, and SOx, which also helps improve schedule reliability and market competitiveness. The design of new vessels combines environmental philosophy with further optimization of the fleet’s hull structure. The new series of vessels feature long-stroke main engines, optimized hull forms, and sword-shaped bows, and are equipped with hybrid exhaust gas cleaning systems (Hybrid type SOx scrubber), which will significantly reduce carbon emissions.
(2) Evergreen Marine contributed to Society in 2025:
1. Promoting Circular Economy and Low-Carbon Sustainable Living
To strengthen employees’ environmental awareness and encourage eco-friendly lifestyles, EMC organized a series of sustainability activities on April 22, World Earth Day. These included a low-carbon vegetarian cooking seminar and the “Walk for Health, Step Toward Sustainability” event, encouraging colleagues to incorporate low-carbon diets and regular exercise into their daily routines to help reduce carbon emissions.
In addition, the company selected 120 high-performance refurbished computer sets and 173 monitors and donated them on December 9, 2025, to 17 schools across New Taipei City, Taoyuan, Hsinchu, and Hualien. The initiative aims to support disaster-affected areas, rural communities, and resource-limited schools by improving their digital learning environment and narrowing the digital divide.
2. Reforestation and Habitat Protection – Toward a Greener, Sustainable Land
Upholding its long-standing commitment to environmental protection, EMC conducted two reforestation events on March 15 and April 19, 2025, at Kaohsiung Qieding Wetland Park and New Taipei City Shalun Beach, respectively.
The Kaohsiung event gathered 80 employees and their families, who planted 500 saplings. The northern event brought together 83 participants who planted 1,200 saplings. Through hands-on experience, participants deepened their understanding of environmental sustainability and fostered a stronger green consciousness, contributing to a low-carbon future.</td></tr>
</table>

<table>
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<tr><th>Yes</th><th>No</th><th>Abstract Illustration</th></tr>
<tr><td colspan="5">3. Career Development Lecture – Promoting Maritime Education
To strengthen community engagement and promote maritime knowledge, EMC visited Taoyuan Hsing Fu Junior High School on October 15, 2025, to deliver a maritime career development lecture to approximately 130 ninth-grade students.
The session provided an introduction to the maritime industry and further education pathways, helping students broaden their horizons and enhance their understanding of the shipping sector.
In addition, to further promote marine science and environmental awareness, Evergreen Marine collaborated with the “Chang Yung-Fa Foundation” to host three “Fun with Science” public education activities on November 13, 20, and 26, 2025, at Dazhu Elementary School and Gongpu Elementary School in Luzhu District, as well as Wuquan Elementary School in Dayuan District, Taoyuan. A total of 92 students participated. Through interactive and engaging science sessions, students gained a better understanding of marine technology and environmental protection, fostering scientific literacy and sustainability awareness from an early age.
4. The 13th “Color the Ship” National Marine Art Contest for Elementary Schools
EMC continues to support the “Chang Yung-Fa Foundation” in hosting the annual “Color the Ship” marine art contest. The award ceremony for the 13th edition was held on July 5, 2025, featuring the interactive group activity “Noah’s Ark Adventure – Let’s Bingo,”enriching the event with fun and engaging experiences for participating students.
5. Protecting Forests and Natural Habitats
To enhance employees’ environmental awareness and promote physical well-being, Evergreen Marine organized a “Habitat Conservation Activity” on November 8, 2025, at Yuanzhonggang Wetland Park in Nanzih District, Kaohsiung. A total of 28 employees and their family members participated, learning first-hand about the importance of wetland conservation through hands-on environmental maintenance.
Furthermore, to promote environmental awareness and physical wellness among employees, EMC partnered with the Chinese Taipei Alpine Association to host the “Mountain Cleanup Hike – Sustainable Green Land” event at the Linkou Forest Trail on November 29, 2025.
The event brought together 96 employees and their families helped clean the trails and protect the forest ecosystem, reinforcing the importance of ecological conservation through action.</td></tr>
</table>

Evaluation Item	Implementation Status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Abstract Illustration	
6. Caring for Rural Students and Underprivileged Groups Evergreen Marine Corp. continues to support underprivileged communities through annual donations of New Year's meals to the social welfare organization "Grown-up with hands family", ensuring that residents who are unable to return to their families can still enjoy a festive reunion dinner and celebrate the holiday with warmth and dignity. Furthermore, rural students often have limited opportunities for diverse extracurricular activities due to resource constraints. Through the referral of the "Chang Yung-Fa Foundation", EMC invited 79 teachers and students from Yuren Elementary School in Taoyuan's Guanyin District to participate in a Christmas charity event on December 16, 2025. Activities included live performances, an "Evergreen Sky Catering Corp." Christmas lunch, and a guided tour at the Evergreen Maritime Museum, giving the students a memorable and educational holiday experience. 7. 2025 Classical Music Concert Series In 2025, EMC sponsored 12 "Classical Music Appreciation Concerts" performed by the Evergreen Symphony Orchestra, providing a total of 3,289 complimentary tickets to employees, their families, clients, and social welfare organizations. The program aims to foster cultural engagement and promote appreciation for classical music.				

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 and complies with international environmental conventions. We continuously assess environmental risks, review environmental performance, actively participate in environmental initiatives, and remain committed to energy conservation, carbon reduction, and pollution prevention. Together with our supply chain partners, we work toward achieving net-zero emissions by 2050 and aligning with the emission reduction targets of the Paris Agreement. Upholding the principle of sustainable development, the Company adopts advanced technologies to build a new generation of dual-fuel vessels, enhances energy efficiency, and uses biofuel to reduce fleet carbon emissions, thereby minimizing the environmental impact of our operations and protecting marine ecosystems and biodiversity. In addition, we provide comprehensive training programs to strengthen environmental awareness among all employees and partners.

Important issues	Risk assessment	Risk management policies and strategies
Social	Occupational Safety and Health (OSH)	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 (valid from December 25, 2025 to December 20, 2027). 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.
	Navigation Safety	Guided by the core objectives of “Safety for People, Vessels, and Cargo,” the Company is committed to providing safe and reliable international shipping services. As the service network expands and navigation environments become more complex, we closely monitor international political and economic developments and geopolitical risks, adopting corresponding strategies to mitigate operational risks. Due to the ongoing Israeli-Palestinian conflict and the continued tensions in the Red Sea, regional navigation safety risks have not yet been eliminated in 2025. After careful assessment, the Company continues to reroute vessels via the Cape of Good Hope to avoid high-risk areas such as the Red Sea and the Suez Canal, ensuring the safety of both vessels and cargo.
Corporate Governance	Socioeconomic and regulatory compliance	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. As a globally reputable container shipping company, Evergreen Marine insists on conducting its business in a lawful,

Important issues	Risk assessment	Risk management policies and strategies
Corporate Governance		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.
	Enhancing Board Competencies	The Company's directors have completed the required training in accordance with the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE/TPEx Listed Companies." Since 2015, the Company has purchased directors' liability insurance on an annual basis. Please refer to pages 57 to 77 (Section 2-3-5: Corporate Governance Practices and Explanations for Any Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies).
	Stakeholder Engagement	The Company provides relevant contact information on the Corporate Sustainability website under the section of "Stakeholder Engagement / Communication Channels" (URL: https://csr.evergreen-marine.com/csr/jsp/CSR_CommunicationChannel.jsp) for stakeholder communication.

(B) Climate-Related Information of Listed Company

<table>
<tr><th>Items</th><th>Execution Status</th></tr>
<tr><td>1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities</td><td>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.
2. The Environmental protection issue team of sustainability committee working teams 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.</td></tr>
<tr><td>2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).</td><td>Annually, in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) framework, the Company identifies and analyzes the risks and opportunities that climate change presents across our entire value chain, and defines the time horizons for these events as: short-term (~2030), medium-term (~2040) and long-term (~2050). These risks and opportunities are assessed based on their type, likelihood, and potential impact degree, which are then used to develop a Climate Risk and Opportunity Matrix. This process allows us to identify material climate-related risks and opportunities and ascertain their specific impact on the Company's operations, strategy, and financials. Based on this analysis, appropriate mitigation and management strategies are formulated. The summary of material risks and opportunities identified in 2025 is outlined below. For detailed information, please refer to Chapter 4-1 Climate Strategy and management of the Company's 2025 Sustainability Report.
1. Material Climate-related risks
<table>
<tr><th>Timeframe</th><th>Description</th><th>Countermeasures</th></tr>
<tr><td>Short-term</td><td>The EU Emissions Trading System (ETS) is being implemented in phases, requiring ships operating within the EU to purchase carbon allowances (EUAs) based on their emissions. From 2026 onwards, it will fully cover 100% of emissions, which will increase operational costs for voyages within the EU.
IMO is planning to introduce mid-term measures for global maritime greenhouse gas (GHG)</td><td>1. Internal Carbon Pricing (ICP) Pwng:
• We are developing a plan to implement Internal Carbon Pricing (ICP), establishing an dynamic Shadow Price mechanism. This will be integrated into our operational and financial planning processes, serving as a key consideration for fuel sourcing, route optimization, and newbuild vessel investment decisions.
2. Fuel Transition Plan:
• Existing Fleet: Utilizing alternative fuels such as biofuels, low-carbon methanol,</td></tr>
</table>
</td></tr>
</table>

Items	Execution Status		
	Timeframe	**Description**	**Countermeasures**
	Short-term	emissions, which will include a mandatory carbon tax on the shipping industry. This will increase shipping compliance costs and have a significant impact. Although the discussions have been postponed by one year, continued monitoring of developments and early planning of response strategies are crucial.	and other sustainable options to reduce reduce carbon emissions and comply with international regulations. • Newbuilds: Constructing dual-fuel vessels to reduce reliance on conventional fuels. • Supply Chain Collaboration: Establishing collaborative agreements with suppliers to ensure a stable supply of low-carbon fuels.
	Short-term	**Policy and Operational Regulations:** 1. IMO regulations require vessels to comply with the existing Energy Efficiency Existing Ship Index (EEXI) and Carbon Intensity Indicator (CII) standards. Vessels failing to meet the annual targets must submit a Corrective Action Plan. Compliance necessitates careful voyage planning and route optimization, as well as the use of low-carbon biofuels, leading to increased capital expenditure. 2. The EU's maritime fuel regulation, FuelEU Maritime, came into effect in 2025, mandating a gradual reduction in the greenhouse gas intensity of energy used onboard ships. Ship operators must choose between options to improve fuel efficiency and reduce carbon emissions, including paying taxes, reducing fuel consumption, or switching to low-carbon fuels and sources. To comply, vessels will need to adopt alternative fuels, optimize fleet scheduling to improve emission allocation efficiency, and other measures, which will increase operational costs.	1. Route and Operational Optimization: • Optimize routes and voyage planning through data analytics to reduce fuel consumption and carbon emissions. Gradually increase the proportion of low-carbon fuels used and establish a stable low-carbon fuel supply chain. 2. Vessel Energy Efficiency Enhancement: • Install energy-saving devices (such as Air Lubrication Systems (ALS), shaft generators, etc.) and optimize hull coatings. Accelerate the phasing out of older vessels and introduce more energy-efficient and environmentally friendly newbuilds. 3. Shore Power Application and Port Collaboration: • Increase the rate of ship-to-shore power connection in ports where shore power facilities are available and local regulations require their use. Continuously monitor developments in ports that have not yet implemented shore power or related regulations. 4. Emission Monitoring and Reporting: • Establish a comprehensive emission data monitoring and reporting system to ensure compliance with relevant regulations. 5. Technology Research and Development: • Participate in the research and development and application of new energy sources and related technologies (such as carbon capture).

Items	Execution Status
	2. Material Climate-related opportunities

Timeframe	Description	Countermeasures
medium-term	**Utilizing Low-Carbon Energy:** The company's fleets are adopting low-carbon energy, including the use of biofuels and the procurement of dual-fuel vessels. This not only reduces carbon emissions from operations but also brings the following benefits: 1. Attracting customers who prioritize low-carbon transportation, increasing corporate revenue. 2. Complying with IMO and EU regulations, reducing expenditure on the purchase of carbon allowances and carbon tax, thereby lowering operational costs.	1. Fuel and Vessels: Complete a low-carbon fuel supply chain assessment and sign contracts, construct dual-fuel vessels, and build a stable low-carbon transportation capacity. 2. Compliance and Cost: Establish a carbon emission monitoring platform and effectively use low-carbon fuels to reduce expenditure on carbon allowances and carbon tax. 3. Customers and Revenue: Promote Green Fuel Project, offering book & claim and emission reduction certificate services to help ESG-oriented customers achieve Scope 3 emission reductions. 4. Industry Collaboration: Participate in low-carbon fuel-related initiatives and collaborative opportunities for alternative energy projects.
Medium-term	**Innovation, R&D, and New Technology Products/Services:** 1. Reduce Operational Costs: Invest in high-energy-efficiency vessels and equipment to reduce fuel or electricity consumption. 2. Enhance Competitiveness: Lower carbon emissions, improve carbon management capabilities, and comply with regulatory requirements. 3. Expand Revenue Streams: Offer low-carbon transportation services to meet customer sustainability needs and explore new partnership opportunities. 4. Strengthen Customer Relationships: Provide low-carbon transportation solutions that meet customer expectations and maintain strong customer relationships.	1. Energy Efficiency Technology R&D: Invest in and apply new energy-saving technologies to improve vessel energy efficiency. 2. Alternative Fuel Technologies: Actively research and utilize low-carbon fuels, carbon capture technologies, and other solutions to reduce carbon emissions. 3. Digitalized Energy Management: Develop a digitalized energy management system to optimize energy use and carbon emission monitoring. 4. Customized Carbon Reduction Solutions: Provide customers with carbon emission information and reduction certificates, and conduct ISO 14067 carbon footprint certification for major routes.

<table>
<tr><th>Items</th><th colspan="2">Execution Status</th></tr>
<tr><td rowspan="2">3. Describe the financial impact of extreme weather events and transformative actions.</td><td>Climate-related Transitional Actions</td><td>Extreme Climate events</td></tr>
<tr><td>• Cap and Trade : Based on the EU ETS regulations for the maritime industry and estimated emissions in 2026, the potential financial impact on revenue is estimated to be approximately 1.10%, considering the fleet allocation across the company’s routes.
• Mandatory Regulations for the Maritime Industry: To comply with the Carbon Intensity Indicator (CII) regulations for the maritime industry, the company is procuring environmentally friendly newbuilds and retrofitting existing vessels with carbon reduction equipment. The assessment period is 2025-2029. Based on recent environmentally friendly vessels ordered by the group, the incremental cost compared to traditional vessels accounts for approximately 7.86% of the group’s significant capital expenditure.</td><td>Disruption of Fuel Supply Operations due to Extreme Weather: Extreme weather events can cause vessel schedule delays, disruptions to refueling operations, and increased fuel costs. Based on an assessment as of 2025, the financial impact of climate change on fuel supply operations represents approximately 0.25% of revenue.</td></tr>
<tr><td>4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</td><td colspan="2">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.
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</td></tr>
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<tr><th>Items</th><th>Execution Status</th></tr>
<tr><td></td><td>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 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.</td></tr>
<tr><td>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 described.</td><td>We adhere to TCFD guidance and the goal of 2050 Net Zero pathway, 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:
<table>
<tr><th>Category</th><th>Scenario</th><th>Hypothesis</th><th>Parameters</th><th>Analysis factors/Major financial impacts</th></tr>
<tr><td rowspan="2">Transition Risks</td><td>IEA</td><td>NZE</td><td>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 rowspan="2">The EU has included the maritime industry in the EU Emissions Trading System (ETS) regulations. Starting in 2026, shipping companies will be required to purchase 100% of EU Allowances (EUAs).

For the company's vessels operating in the EU that are affected, we have assessed the financial impact under different carbon price scenarios. Based on estimated emissions in 2026, the projected financial impact is estimated to be approximately 1.54% to 1.96% of revenue.

The company will continue to monitor IMO and regional carbon pricing policies to facilitate appropriate responses.</td></tr>
<tr><td>EU Green Deal</td><td>EU Fit For 55</td><td>Climate neutrality by 2050 and a 55% reduction of net GHG emissions by 2030, compared with 1990 levels.</td></tr>
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<tr><th>Items</th><th>Execution Status</th></tr>
<tr><td></td><td>
<table>
<tr><th>Category</th><th>Scenario</th><th>Hypothesis</th><th>Parameters</th><th>Analysis factors/Major financial impacts</th></tr>
<tr><td>Physical Risks</td><td>IPCC AR6</td><td>SSP5-8.5 Very high emissions</td><td>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.</td><td>Utilizing the most severe climate scenario (SSP5-8.5) as a basis, we assessed the impact of climate disasters on the value chain. We identified Extreme Weather Events: Cyclones, Hurricanes, and Typhoons as a significant risk and evaluated the primary short-term financial impacts:

Extreme weather events cause vessel schedule delays, disruptions to refueling operations, and increased fuel costs, representing approximately 0.25% of revenue.

We will continue to monitor high-risk disaster areas to assess long-term financial impacts.</td></tr>
</table>
</td></tr>
<tr><td>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.</td><td>The Company aligns with the IMO's net-zero transition pathway and related regulations (such as the Existing Ship Energy Efficiency Index (EEXI) and the Carbon Intensity Indicator (CII)) to continuously advance greenhouse gas reduction across its fleet. Our core strategy focuses on the deployment of new-energy vessel types, energy efficiency improvement, and the adoption of alternative fuels to enhance resilience against climate-related transition risks. Specific measures of the transition plan are detailed below:
To reduce CO_2 emission and ensure the fleet meets future international environmental regulations, the Company has actively expanded its new-energy powered fleet in recent years.</td></tr>
</table>

Items	Execution Status
	• In 2023 (Year 112), 24 units of 16,000 TEU methanol dual-fuel containerships were ordered to address the global shipping industry's accelerating trend toward low-carbon fuels. • In 2024 (Year 113), an additional 6 units of 2,400 TEU methanol dual-fuel containerships were ordered to strengthen the deployment of new-energy vessels on regional routes. • In 2025 (Year 114), 11 units of 24,000 TEU LNG dual-fuel containerships were ordered to enhance the overall fleet's operational flexibility in response to climate risks. In terms of operational management, the Company continues to procure low-carbon fuels. • In 2025 (Year 114), the Company purchased 98,941.7 tons of biofuel and 3,056.1 tons of bio-methanol to meet CII requirements, estimated to reduce approximately 71,501.4 tons of CO_2 emission. • We continue to conduct testing of carbon capture technology, implement full-time main engine and propulsion performance monitoring, route optimization, and the application of meteorological information to enhance overall energy efficiency and reduce emission. • To ensure the stability of fuel bunkering after the introduction of new-energy vessels, the Company has signed Memorandums of Understanding (MOU) with four alternative fuel suppliers. Fuel supply arrangements are being established in major ports across Europe, the Americas, and Asia based on the future voyage fuel demands of the new-energy vessels, securing the refueling plan for the newly operational fleet. Please refer to Point 8 of this appendix for a detailed description of the metrics and targets used to manage physical and transition risks.
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	The Company is currently planning to implement an Internal Carbon Pricing (ICP) mechanism. The core structure for determining the price will be based on the “Shadow Price” methodology. Our project team has initiated work on data inventory, analysis of emissions cost scenarios, and price scenario simulations. Moving forward, we will establish an adjustable Shadow Price mechanism based on fluctuations in market carbon prices and evolving international regulatory trends, such as those set by the IMO and the EU ETS .

Items	Execution Status
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.	1. Fleet (Scope 1) Carbon Emission Reduction target: Following the global shipping emission reduction strategy promoted by the International Maritime Organization (IMO), the Company uses Carbon intensity as its main reduction indicator. With 2008 (Year 97) established as the baseline year, the following targets have been set for the reduction of the fleet's Carbon intensity. These targets cover the entire fleet operated by the Company and its subsidiaries: • By 2030 (Year 119), achieve a 70% reduction in Carbon intensity compared to the baseline year. • By 2050 (Year 139), achieve near-zero Carbon intensity, transitioning towards net-zero emission shipping. • Progress Achieved in 2025 (Year 114): The Carbon intensity of the fleet operated by the Company and its subsidiaries slightly decreased from 32.60g/TEU-km in 2024 (Year 113) to 31.21g/TEU-km in 2025 (Year 114), representing a 4.2% reduction. This marks a 69% decrease compared to the 2008 baseline year, continuing our progress toward the 2030 (Year 119) target. 2. Fleet Energy Efficiency Improvement target: The Company's newly built dual-fuel new-energy vessel types incorporate highly efficient and environmentally friendly designs. This effectively improves energy utilization efficiency and reduces emission of greenhouse gases, Nitrogen Oxides , and Sulfur Oxides. This aligns with the global shipping decarbonization and green transition trend while simultaneously enhancing schedule reliability and overall operational competitiveness. The design of these new vessels integrates environmental concepts, and the Company will continue to optimize vessel design and energy usage to build a more sustainable fleet in the future. 3. Use of Renewable Energy Certificates (RECs) and Carbon Offsets: The Company does not currently use Renewable Energy Certificates (RECs) or carbon offset credits to achieve fleet emission reductions. The current strategy focuses on reducing carbon emission through fleet energy efficiency improvement, the use of alternative fuels, and operational optimization. The feasibility of using RECs or carbon offset tools will be evaluated in the future, subject to the development of international shipping decarbonization mechanisms and market supply conditions.
9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in Notes 1-1 and 1-2 below)	Please refer to following Note 1-1 and Note 1-2.

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

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

In 2025, global climate policies and industrial decarbonization regulations continue to advance at an accelerated pace, posing more stringent requirements on corporate sustainable operations and greenhouse gas (GHG) management. The European Union has officially included the shipping sector in the EU Emissions Trading System (EU ETS), under which vessels calling at EU ports are required to surrender EU Allowances (EUAs) based on verified actual emissions. In parallel, the International Sustainability Standards Board (ISSB) has issued IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures, which have been progressively implemented globally since 2024, further enhancing corporate climate risk management and disclosure transparency. In response to the increasingly clear global decarbonization trend, enterprises are required to accelerate carbon management practices and low-carbon transition initiatives to address regulatory developments and 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.

EVERGREEN Marine’s greenhouse gas inventory is conducted in accordance with the operational control approach. The organizational boundary for 2025 encompasses Evergreen Marine Corporation and the container vessels and domestic and overseas operational sites operated by subsidiaries included in the consolidated financial statements. The inventory comprehensively covers Scope 1 and Scope 2 greenhouse gas emissions. Third-party verification is scheduled to be completed by June 2025, and the inventory is expected to obtain dual verification in accordance with ISO 14064-1:2018 and the GHG Protocol. The complete verified results (including Scope 1, Scope 2, and Scope 3 emissions under GHG Protocol Categories 2, 3, 4, 5, 6, and 7) will be disclosed in the 2025 Sustainability Report to ensure information transparency and to serve as the basis for the Company’s greenhouse gas emissions management.

The GHG emissions presented in the table below are expressed in metric tons of CO_2 equivalent (tCO_2e) per year, rounded to the nearest whole number. GHG intensity is expressed as tCO_2e per NT$1 million in revenue.

Year		2024		2025	
Onshore Operations		Emission (tCO_2e)	GHG Intensity (tCO_2e pee NT$ million revenue)	Emission (tCO_2e)	GHG Intensity (tCO_2e pee NT$ million revenue)
EVERGREEN	Scope 1 Direct GHG Emissions	6,425		4,521	
	Scope 2 Indirect GHG Emissions	33,524		36,823	
	Subtotal	39,949		41,344	
Subsidiaries	Scope 1 Direct GHG Emissions	37,009		45,518	
	Scope 2 Indirect GHG Emissions	33,451		34,200	
	Subtotal	70,460		79,718	
Onboard Operations	Scope 1 Direct GHG Emissions	11,769,292		12,321,203	
	Scope 2 Indirect GHG Emissions	10,653		12,890	
	Subtotal	11,779,945		12,334,093	
	Biofuel	5,708		13,825	
	Low-carbon methanol	-		31	
Total (excludes biofuel, low-carbon methanol and Scope 3 emissions)		11,890,354	25.65	12,455,155	32.86

Note 1: GHG intensity is calculated as (Scope 1 + Scope 2 emissions, tCO_2e) divided by operating revenue (NT$ million).

Note 2: The calculation of GHG intensity excludes biofuels, low-carbon methanol and Scope 3 emissions.

Note 3: The Greenhouse Gas Inventory standards: the Greenhouse Gas Protocol (GHG Protocol) and ISO 14064-1 issued by the International Organization for Standardization (ISO).

1-1-2 Greenhouse Gas Verification Information

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

Verification Scope		2024 emission (tCO_2e)	2025 emission (tCO_2e)
GHG emissions from Onshore Operations			
EVERGREEN	Scope 1 Direct GHG Emissions	6,425	4,521
	Scope 2 Indirect GHG Emissions	33,524	36,823
	Subtotal	39,949	41,344
	Percentage of the Inventory Disclosed in Section 1-1-1	100%	100%
Subsidiaries	Scope 1 Direct GHG Emissions	37,009	45,518
	Scope 2 Indirect GHG Emissions	33,451	34,200
	Subtotal	70,460	79,718
	Percentage of the Inventory Disclosed in Section 1-1-1	100%	100%
GHG emissions from Onboard Operations			
Fleet	Scope 1 Direct GHG Emissions	11,769,292	12,321,203
	Scope 2 Indirect GHG Emissions	10,653	12,890
	Subtotal	11,779,945	12,334,093
	Biofuel	5,708	13,825
	Low-carbon methanol	-	31
	Percentage of the Inventory Disclosed in Section 1-1-1	100%	100%
Verification Body		BSI	BSI
Verification Details		Verification Standards: ISO 14064-1:2018 and GHG Protocol (Reasonable Assurance Level)	Verification Standards: ISO 14064-1:2018, and the GHG Protocol (Reasonable Assurance Level) The GHG inventory verification is scheduled to take place in April and May, with the verification statement expected to be issued in June.
Verification Opinion/Conclusion		Unqualified Opinion	-

Note 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 carbon intensity will be reduced by 70% compared to the base year 2008, with a 20% reduction in total emissions.
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_2 emissions during vessel operations, thereby further lowering the fleet's carbon footprint.

(4) Optimizing Sailing Efficiency to Improve Emissions Reduction Outcomes

Evergreen collaborates with weather news Company 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 Targets

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	
1. Establishment of ethical corporate management policies and programs				
(1) Does the company formulate ethical management policies approved by the Board of Directors, and specify such policies and practices in both the company's guidelines and external documents, as well as the commitment of the Board of Directors and top management to actively implement the policies?	✓		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
(2) Does the company establish a risk assessment mechanism for unethical behavior, regularly analyze and evaluate the business activities with high risk of unethical behavior within the business scope, and based on which to formulate preventive measures and shall at least cover the preventive measures on unethical behavior stipulated in Paragraph 2, Article 7 of "Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies"?	✓		The Company has established risk assessment mechanism stipulated by "Ethical Corporate Management Best Practice Principles for TWSE/TPEx 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
(3) Does the company specify the relevant procedures, conduct guidelines, punishment for violations, and rules of appellate in the formulated preventive measures against unethical behavior, as well as implement and regularly review the revise the aforementioned measure?	✓		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 cover systems for rewards, penalties,	None

Evaluation Items	Implementation Status			Deviations and the Reasons
	Yes	No	Summary description	
			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 sustainability policies. When entering into contracts with suppliers, the company shall include terms requiring compliance with ethical principles and sustainability 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 Directors' meeting held on December	None

<table>
<tr><th rowspan="2">Evaluation Items</th><th colspan="3">Implementation Status</th><th rowspan="2">Deviations and the Reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td></td><td></td><td></td><td>23, 2025 are summarized as follows:
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.
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 2025 revealed that all business activities were at "low" risk level and current control systems could remain unchanged.
3. Training on Ethical Management related issues
(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 2025 and 126 new employees completed the courses.
(2)The Company organized an e-learning course on management of the prevention of insider trading in 2025. There were 2,501 employees completed the</td><td></td></tr>
</table>

Evaluation Items	Implementation Status			Deviations and the Reasons
	Yes	No	Summary description	
			courses and test. The completion rate was 100%. 4. Complaint mailbox No case against code of conduct was received via the complaint mailbox in 2025.	
(3) Has the company established policies to prevent conflict of interests, provided appropriate communication and complaint channels, and properly implemented such policies?	✓		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.	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?	✓		The company has established an effective accounting system, Internal control system and Internal audit procedures, the unethical conduct is prohibited. The same is reviewed from time to time in order to ensure sustained design and operating effectiveness of the systems. The company also formulate annual audit plans based on the result of each department's periodically risk assessment result of high risk operating activities. The audit plans will be carried out to check the effectiveness of prevention program and the compliance of said systems.	None
(5) Does the company provide internal and external ethical corporate management training programs on a regular basis?	✓		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	None

Evaluation Items	Implementation Status			Deviations and the Reasons
	Yes	No	Summary description	
			policies, competition compliance and general data protection regulation (GDPR) were carried out during the orientation for 126 newcomers in 2025. In addition, the on-line course on management of the prevention of insider trading was carried out in 2025. A total of 2,501 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 (https://www.evergreen-marine.com/emc/policy/jsp/EMC_EthicalCorporateManagement.jsp?lang=zh-tw) and MOPS.	None
5. If the company has established the ethical corporate management policies based on the Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies, please describe any discrepancy between the policies and their implementation: None				
6. Other important information to facilitate a better understanding of the company's ethical corporate management policies (e.g., review and amend its policies): None				

2-3-8 Other Important Information Regarding Corporate Governance

1. The status of management level attending corporate governance related continuing education/training in 2025:

Name and Title	Date	Professional Organization	Training Sessions and Hours
President Wu, Kuang-Hui	Jul. 10	Taiwan Corporate Governance Association	Risk Management – Natural Risk Analysis and Circular Economy/ 3 hours
	Oct. 29	Taiwan Corporate Governance Association	Trump 2.0 – Global Economic and Industry Outlook/ 3 hours
Chief Executive Vice President Lin, Wen-Kuei	Jul. 10	Taiwan Corporate Governance Association	Risk Management – Natural Risk Analysis and Circular Economy/ 3 hours
	Oct. 29	Taiwan Corporate Governance Association	Trump 2.0 – Global Economic and Industrial Outlook/ 3 hours

2. The training courses condition for Auditing officer and Accounting officer in 2025:

A. Auditing personnel

Name	Date	Professional Organization	Training Sessions and Hours
Wu,Yu-Chi	1. Jul. 21, 2025 2. Oct. 09, 2025	1. Securities and Futures Institute 2. Securities and Futures Institute	1. Company internal control and auditing practice / 6 hrs 2. Enhancing legal compliance auditing through exploring procurement and cybersecurity administrative sanctioned cases / 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	Nov. 27, 2025~ Nov. 28, 2025	Accounting Research and Development Foundation	Accounting Supervisor Continuing Education Course (Finance, Auditing, 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, 2022 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 of Directors and Functional Committees

1. Major Resolutions of Shareholders' Meeting

Date of Meeting	Proposals	Execution
May 29, 2025	1. To approve 2024 earnings distribution.	Cash dividends to common shareholders was NT$32.5 per share, with total NT$70,363,897,370, the dividend record date was on Jun. 25, 2025. Cash dividend was distributed on Jul. 18, 2025.
	2. To amend "Articles of Incorporation".	The related actions on behalf of the Company were conducted in accordance with revised "Articles of Incorporation".

2. Major Resolutions of the Board of Directors 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
Feb. 12, 2025 (The 18th Meeting of the 22nd Board)	1. To approve the acquisition of LNG Dual Fuel Container Vessels by Evergreen Marine (Asia) Pte. Ltd. (EMA, the subsidiary of EMC). 2. To approve making endorsements and guarantees for subsidiaries.	Feb. 12, 2025 The 16th Meeting of the 3rd Audit Committee 1. Deliberation Result: All proposals were approved unanimously by Audit Committee members. 2. Objection, reservation or qualified opinion expressed by independent directors: None.
	3. To convene 2025 Annual General Shareholders' Meeting.	—
Mar. 13, 2025 (The 19th Meeting of the 22nd Board)	1. To approve 2024 Employees' Compensation. <u>Recusal of Directors and voting situation of Board of Directors</u> • Director Ko, Lee-Ching, Tai, Jiin-Chyuan, Wu, Kuang-Hui and Lin, Wen-Kuei have direct personal interest conflicts to the proposal. • Except for the directors who recused themselves from the discussion and resolution, another 5 attendance agreed and approved the proposal. 2. To approve 2024 Directors' Compensation.	Mar. 13, 2025 The 5th Meeting of the 5th Remuneration Committee 1. Deliberation Result: All proposals were approved unanimously by Remuneration Committee members. 2. Objection, reservation or qualified opinion expressed by independent directors: None.

Board Meeting Date & Session	Major Resolutions	The Date, Session, Independent Directors' Opinions and Resolution of Functional Committee
Mar. 13, 2025 (The 19th Meeting of the 22nd Board)	3. To approve the Company's acquisition of shares of Evergreen Shipping Agency (Thailand) Co., Ltd. (EGT) and Evergreen Shipping Agency (South Africa) (Pty) Ltd. (ESA) from Peony Investment S.A. (Peony, the subsidiary of EMC). Recusal of Directors and voting situation of Board of Directors • Chairman Chang, Yen-I, Director Chang, Kuo Hua and Wu, Kuang-Hui also served as the directors of Peony. • Except for the directors who recused themselves from the discussion and resolution, another 6 attendance agreed and approved the proposal. 4. To approve Evergreen Marine Corp. (Malaysia) Sdn. Bhd. (EGM, the subsidiary of EMC) to terminate its acquisition of real estate from Greenpen Properties Sdn. Bhd. (GPP). Recusal of Directors and voting situation of Board of Directors • Chairman Chang, Yen-I and Director Wu, Kuang-Hui also served as the directors of GPP. • Except for the directors who recused themselves from the discussion and resolution, another 7 attendance agreed and approved the proposal. 5. To approve the novation agreements of chartering container vessels between EMC and EMA. Recusal of Directors and voting situation of Board of Directors • Chairman Chang, Yen-I also served as the director of EMA. • Except for the director who recused himself from the discussion and resolution, another 8 attendance agreed and approved the proposal. 6. To approve EMA to exercise the buy-back rights of container vessels. 7. To approve the acquisition of newly-build containers by EMA. 8. To approve the acquisition of shares of Abu Qir Container Terminal Company S.A.E. (AQCT) by EMA. 9. To approve 2024 Business Report. 10. To approve 2024 Parent-Company-Only Financial Report and Consolidated Financial Report. 11. To approve 2024 Earnings Distribution. 12. To approve making endorsements and guarantees for subsidiaries. 13. To approve 2024 Internal Control Statement. 14. To amend "Internal Control System".	Mar. 13, 2025 The 17th Meeting of the 3rd Audit Committee 1. Deliberation Result: All proposals were approved unanimously by Audit Committee members. 2. Objection, reservation or qualified opinion expressed by independent directors: None.
	15. To formulate the "Regulations of Sustainable information management". 16. To formulate the "Biodiversity and Deforestation-Free Commitment".	Mar. 13, 2025 The 12th Meeting of the 2nd Sustainability Committee 1. Deliberation Result: All proposals were approved unanimously by Sustainability Committee members. 2. Objection, reservation or qualified opinion expressed by independent directors: None.

Board Meeting Date & Session	Major Resolutions	The Date, Session, Independent Directors' Opinions and Resolution of Functional Committee
	17. To amend "Articles of Incorporation". 18. To define the scope of "non-executive employees" in amended Paragraph 1 of Article 26 of "Articles of Incorporation".	—
Apr. 17, 2025 (The 20th Meeting of the 22nd Board)	1. To make proposal of the release of restrictions of competitive activities of the Directors on 2025 Annual General Shareholders' Meeting. 2. To review the shareholders' proposals in accordance with Article 172-1 of the Company Act. 3. To amend the agenda of 2025 Annual General Shareholders' Meeting.	—
May 13, 2025 (The 21st Meeting of the 22nd Board)	1. To approve EMA to terminate the acquisition of shares of AQCT. 2. To approve Consolidated Financial Report for the three months ended Mar. 31, 2025. 3. To approve making endorsements and guarantees for subsidiaries.	May 13, 2025 The 18th Meeting of the 3rd Audit Committee 1. Deliberation Result: All proposals were approved unanimously by Audit Committee members. 2. Objection, reservation or qualified opinion expressed by independent directors: None.
Jun. 17, 2025 (The 22nd Meeting of the 22nd Board)	1. To approve the novation agreements of chartering container vessels between EMA and Greencompass Marine S.A. (GMS, the subsidiary of EMC). Recusal of Directors and voting situation of Board of Directors • Chairman Chang, Yen-I also served as the directors of GMS and EMA. • Except for the director who recused himself from the discussion and resolution, another 8 attendance agreed and approved the proposal. 2. To approve the Company's acquisition of shares of Evergreen Shipping Agency (Israel) Ltd. (EIL) from Evergreen Marine (Hong Kong) Ltd. (EGH, the subsidiary of EMC) and Green Shipping Limited (GSL). Recusal of Directors and voting situation of Board of Directors • Chairman Chang, Yen-I and Director Wu, Kuang-Hui also served as the directors of EGH. • Except for the directors who recused themselves from the discussion and resolution, another 7 attendance agreed and approved the proposal. 3. To approve EMA's acquisition of newly-built containers. 4. To approve EMA's acquisition of newly-built containers from Evergreen Heavy Industrial Corp. (Malaysia) Berhad (EHIC(M), the subsidiary of EMC). Recusal of Directors and voting situation of Board of Directors • Chairman Chang, Yen-I also served as the directors of EMA and EHIC(M).	Jun. 17, 2025 The 19th Meeting of the 3rd Audit Committee 1. Deliberation Result: All proposals were approved unanimously by Audit Committee members. 2. Objection, reservation or qualified opinion expressed by independent directors: None.

Board Meeting Date & Session	Major Resolutions	The Date, Session, Independent Directors' Opinions and Resolution of Functional Committee
	• Except for the director who recused himself from the discussion and resolution, another 8 attendance agreed and approved the proposal. 5. To approve EMA's acquisition of newly-built reefer containers and refrigeration units.	
Aug. 13, 2025 (The 23rd Meeting of the 22nd Board)	1. To approve the early termination of the Taichung office lease agreement with Evergreen International Storage & Transport Corp. (EITC). Recusal of Directors and voting situation of Board of Directors • Chairman Chang, Yen-I, Director Ko, Lee-Ching and Tai, Jiin-Chyuan, also served as the directors of EITC. • Except for the directors who recused themselves from the discussion and resolution, another 6 attendance agreed and approved the proposal. 2. To approve the Company's acquisition of shares of PT Evergreen Shipping Agency Indonesia (EMI) from Peony. Recusal of Directors and voting situation of Board of Directors • Chairman Chang, Yen-I, Director Chang, Kuo Hua and Wu, Kuang-Hui also served as the directors of Peony. • Except for the directors who recused themselves from the discussion and resolution, another 6 attendance agreed and approved the proposal. 3. To approve Consolidated Financial Report for the six months ended Jun. 30, 2025. 4. To approve making endorsements and guarantees for subsidiaries. 5. To amend "Internal Control System".	Aug. 13, 2025 The 20th Meeting of the 3rd Audit Committee 1. Deliberation Result: All proposals were approved unanimously by Audit Committee members. 2. Objection, reservation or qualified opinion expressed by independent directors: None.
	6. To approve 2024 ESG Report of the Company.	Aug. 13, 2025 The 14th Meeting of the 3rd Sustainability Committee 1. Deliberation Result: All proposals were approved unanimously by Sustainability Committee members. 2. Objection, reservation or qualified opinion expressed by independent directors: None
Nov. 12, 2025 (The 24th Meeting of the 22nd Board)	1. To approve the Company's acquisition of the fractional shares in EITC's Cash capital reduction. Recusal of Directors and voting situation of Board of Directors • Chairman Chang, Yen-I, Director Ko, Lee-Ching, and Tai, Jiin-Chyuan also served as the directors of EITC. • Except for the directors who recused themselves from the discussion and resolution, another 6 attendance agreed and approved the proposal. 2. To approve the postponement of the termination of the Taichung office lease agreement with EITC.	Nov. 12, 2025 The 21st Meeting of the 3rd Audit Committee 1. Deliberation Result: All proposals were approved unanimously by Audit Committee members. 2. Objection, reservation or qualified opinion expressed by independent directors: None.

Board Meeting Date & Session	Major Resolutions	The Date, Session, Independent Directors' Opinions and Resolution of Functional Committee
Nov. 12, 2025 (The 24th Meeting of the 22nd Board)	Recusal of Directors and voting situation of Board of Directors • Chairman Chang, Yen-I, Director Ko, Lee-Ching, and Tai, Jiin-Chyuan also served as the directors of EITC. • Except for the directors who recused themselves from the discussion and resolution, another 6 attendance agreed and approved the proposal. 3. To approve the Company's acquisition of shares of Evergreen Shipping Agency (India) Pvt. Ltd. (EGI) from Peony. Recusal of Directors and voting situation of Board of Directors • Chairman Chang, Yen-I, Director Chang, Kuo Hua and Wu, Kuang-Hui also served as the directors of Peony. • Except for the directors who recused themselves from the discussion and resolution, another 6 attendance agreed and approved the proposal. 4. To approve EMA's acquisition of LNG Dual Fuel Container Vessels. 5. To approve EMA's acquisition of newly-build containers. 6. To approve the acquisition of ship to shore container gantry cranes and rubber tyred gantry cranes by Colon Container Terminal S.A. (CCT, the subsidiary of EMC). 7. To approve Consolidated Financial Report for the nine months ended Sep. 30, 2025. 8. To approve making endorsements and guarantees for subsidiaries.	Nov. 12, 2025 The 21st Meeting of the 3rd Audit Committee 1. Deliberation Result: All proposals were approved unanimously by Audit Committee members. 2. Objection, reservation or qualified opinion expressed by independent directors: None.
	9. To approve appointing one member of the Sustainability Committee.	—
Dec. 23, 2025 (The 25th Meeting of the 22nd Board)	1. To amend the "Payment Regulations of Managers Compensation". 2. To approve 2025 bonus for management. Recusal of Directors and voting situation of Board of Directors • Director Wu, Kuang-Hui and Lin, Wen-Kuei have direct personal interest conflicts to the proposal. • Except for the directors who recused themselves from the discussion and resolution, another 7 attendance agreed and approved the proposal. 3. To approve 2026 compensation for management. Recusal of Directors and voting situation of Board of Directors • Director Wu, Kuang-Hui and Lin, Wen-Kuei have direct personal interest conflicts to the proposal. • Except for the directors who recused themselves from the discussion and resolution, another 7 attendance agreed and approved the proposal. 4. To approve 2025 Chairman's bonus. Recusal of Directors and voting situation of Board of Directors • Chairman Chang, Yen-I has direct personal interest conflicts to the proposal. • Except for the director who recused himself from the discussion and resolution, another 8 attendance agreed and approved the proposal.	Dec. 23, 2025 The 6th Meeting of the 5th Remuneration Committee 1. Deliberation Result: All proposals were approved unanimously by Remuneration Committee members. 2. Objection, reservation or qualified opinion expressed by independent directors: None.

Board Meeting Date & Session	Major Resolutions	The Date, Session, Independent Directors' Opinions and Resolution of Functional Committee
Dec. 23, 2025 (The 25th Meeting of the 22nd Board)	5. To approve 2026 Chairman's compensation. Recusal of Directors and voting situation of Board of Directors • Chairman Chang, Yen-I has direct personal interest conflicts to the proposal. • Except for the director who recused himself from the discussion and resolution, another 8 attendance agreed and approved the proposal.	
	6. To approve the Company's acquisition of shares of EMI from Peony. Recusal of Directors and voting situation of Board of Directors • Chairman Chang, Yen-I, Director Chang, Kuo Hua and Wu, Kuang-Hui also served as the directors of Peony. • Except for the directors who recused themselves from the discussion and resolution, another 6 attendance agreed and approved the proposal. 7. To approve the novation agreements of chartering container vessels between GMS and EMA. Recusal of Directors and voting situation of Board of Directors • Chairman Chang, Yen-I also served as the directors of GMS and EMA. • Except for the director who recused himself from the discussion and resolution, another 8 attendance agreed and approved the proposal. 8. To approve EMA's acquisition of newly-built containers from EHIC(M). Recusal of Directors and voting situation of Board of Directors • Chairman Chang, Yen-I also served as the directors of EMA and EHIC(M). • Except for the directors who recused himself from the discussion and resolution, another 8 attendance agreed and approved the proposal. 9. To approve the Company's acquisition of newly-built reefer containers and refrigeration units. 10. To approve 2026 Operation and Budget Plan. 11. To formulate 2026 "Pre-approval Policy for Non-Assurance Services by Certified Public Accountants Firms" 12. To approve making endorsements and guarantees for subsidiaries	Dec. 23, 2025 The 22nd Meeting of the 3rd Audit Committee 1. Deliberation Result: All proposals were approved unanimously by Audit Committee members. 2. Objection, reservation or qualified opinion expressed by independent directors: None
	13. To approve 2026 Internal Audit Plan.	—
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-His Lai, Chenf-Fu Yu	2025/1/1-2025/12/31	17,035	16,174	33,209	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. CFC (Controlled Foreign Company) tax advisory. 6. Transfer pricing advisory for Hong Kong Agency Service. 7. China investment tax advisory 8. Greenhouse gas inventories counseling 9. The assurance and counseling of ESG report. 10. Double materiality assessment & IFRS S1/S2 implementation advisory 11. 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 2025.

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

Title	Name	2025 (As of Dec. 31, 2025)	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
CUSTOMER RELATIONSHIP MANAGEMENT DIV. DIV. CHIEF	FANG, YU-YEN	0	0
COMPUTER DIV. DIV. CHIEF (CHIEF INFORMATION SECURITY OFFICER)	HUANG, CHAO-KUO	0	0
FINANCE DIV. DIV. CHIEF	TSAI, I-JUNG	0	0
PROJECT DIV. DIV. CHIEF	CHEN, WEI-HSUN	0	0
LOGISTICS DIV. DIV. CHIEF	KUO, YUAN-PING	0	0
BUSINESS DIV. DIV. CHIEF	SU, MING-SUNG	0	0
KSG TERMINAL DIV. DIV. CHIEF	WU, YUEH-FENG	0	0
SHIP DIV. DEPUTY DIV. CHIEF	YANG, HONG-MING	0	0
KSG TERMINAL DIV. DEPUTY DIV. CHIEF	PAN, CHIN-TUNG	0	0
PROJECT DIV. BUSINESS COORDINATION DEPT. DEPT. HEAD	HUANG, YI-EN	0	0
PROJECT DIV. EUROPE DEPT. DEPT. HEAD	HUANG, SHENG-PENG	0	0
CUSTOMER RELATIONSHIP MANAGEMENT DIV. CUSTOMER RELATIONSHIP MANAGEMENT DEPT. DEPT. HEAD	CHIU, PING-CHUAN	0	0

Title	Name	2025 (As of Dec. 31, 2025)	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
CUSTOMER RELATIONSHIP MANAGEMENT DIV. CUSTOMER DATA PROCESSING DEPT. II DEPT. HEAD	CHOU, SO-HUI	0	0
INVESTMENT DEPT DEPT. HEAD	KUO, FENG-YI	0	0
TRAFFIC DEPT. DEPT. HEAD	LEE, KUEI-CHU	0	0
FINANCE DIV. FINANCE DEPT. DEPT. HEAD (FINANCE SUPERVISOR)	MO, CHENG-PING	0	0
SUPERVISORY DEPT. DEPT. HEAD	CHAO, HUI-LING	0	0
CORPORATE GOVERNANCE DEPT. DEPT. HEAD (CORPORATE GOVERNANCE OFFICER)	HSIEH, SHU-HUI	0	0
HUMAN RESOURCES DEPT. DEPT. HEAD	YANG, PI-SAO	0	0
PUBLIC RELATIONS DEPT. DEPT. HEAD	LI, YING-TI	0	0
TAIPEI PORT OFFICE OFFICE HEAD	LU, HUANG-CHUAN	0	0
PROJECT DIV. INTRA ASIA DEPT. DEPT. HEAD	CHANG, HSUEH-CHIH	0	0
PROJECT DIV. NEAR EAST DEPT. DEPT. HEAD	CHUANG, CHAO-WEI	0	0

Title	Name	2025 (As of Dec. 31, 2025)	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
SHIP DIV. SHIPBUILDING DEPT. DEPT. HEAD	WENG, CHAO-YUEH	0	0
LOGISTICS DIV. EQUIPMENT CONTROL DEPT. DEPT. HEAD	LIN, YU-CHANG	0	0
CUSTOMER RELATIONSHIP MANAGEMENT DIV. CUSTOMER DATA PROCESSING DEPT.I DEPT. HEAD	CHIEN, CHIN-FANG	0	0
OPERATION COORDINATION DEPT. DEPT. HEAD	TSAI, YU-TA	0	0
OPERATION DEPT. DEPT. HEAD	HWANG, YI-SYOU	0	0
BUSINESS DIV. EUROPE DEPT. DEPT. HEAD	CHENG, CHI-YI	0	0
DOCUMENTATION DEPT. DEPT. HEAD	LIN, CHI-DAY	0	0
COMPUTER DIV. SYSTEM MANAGEMENT DEPT. DEPT. HEAD	LIN, YU-HUAN	0	0
AUDITING DEPT. DEPT. HEAD (INTERNAL AUDIT OFFICER)	WU, YU-CHI	0	0
KAOHSIUNG OFFICE OFFICE HEAD	WANG, CHIEN-KUO	0	0
PROJECT DIV. BUSINESS COORDINATION DEPT. DEPUTY DEPT. HEAD	HSU, CHING-CHE	0	0

Title	Name	2025 (As of Dec. 31, 2025)	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
CUSTOMER RELATIONSHIP MANAGEMENT DIV. CUSTOMER RELATIONSHIP MANAGEMENT DEPT. DEPUTY DEPT. HEAD	CHEN, MEI-CHI	0	0
OPERATION COORDINATION DEPT. DEPUTY DEPT. HEAD	CHANG, CHIH-CHAO	0	0
SUPERVISORY DEPT. DEPUTY DEPT. HEAD	CHENG, HUI-CHEN	0	0
HUMAN RESOURCES DEPT. DEPUTY DEPT. HEAD	LIN, AN-YI	0	0
FINANCE DIV. FINANCE DEPT. DEPUTY DEPT. HEAD (ACCOUNTING SUPERVISOR)	CHANG, CHUAN-FU	0 (800)	0
FINANCE DIV. ASSESSMENT DEPT.II VICE PRESIDENT	LEE, SHU-FENG	0	0
PROJECT DIV. BUSINESS COORDINATION DEPT. VICE PRESIDENT	TSENG, NENG-FANG	0	0
PROJECT DIV. BUSINESS COORDINATION DEPT. VICE PRESIDENT	SHIH, WANG-YIF	0	0
PROJECT DIV. BUSINESS COORDINATION DEPT. VICE PRESIDENT	CHAO, CHIEN-HSIN	0	0
PROJECT DIV. BUSINESS COORDINATION DEPT. VICE PRESIDENT	CHEN, CHUN-YEN	0	0

Title	Name	2025 (As of Dec. 31, 2025)	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
PROJECT DIV. BUSINESS COORDINATION DEPT. VICE PRESIDENT	CHENG, MIN-CHOU	0	0
PROJECT DIV. BUSINESS COORDINATION DEPT. VICE PRESIDENT	SHEU, DONG-HAN	0	0
PROJECT DIV. BUSINESS COORDINATION DEPT. VICE PRESIDENT	JOU, KUEN-CHENG	0	0
PROJECT DIV. REEFER & SPECIAL CONTAINER DEPT. VICE PRESIDENT	HUANG, TENG-WEI	0	0
OPERATION COORDINATION DEPT. VICE PRESIDENT	YEH, CHENG-HUNG	0	0
MAJOR SHAREHOLDER	CHANG, KUO-HUA	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 June 21, 2025

(The most recent book closure date for share transfer registration)

Name	Present Shareholdings		Shares Held by Spouses & Minor Children		Shares Held by Third Parties		The name of the entity or person and their relationship to any of the other top 10 shareholders with which the person is a related party or has a relationship of spouse or relative within the 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	The settlor of the trust.	None
							Chang, Yung-Fa	The settlor's relative within two degrees of kinship.	
							Chang, Sheng-En		
							Cathay United Bank Trust Account – Yang, Mei-Chen	The settlors of the two trusts, Chang, Kuo-Hua and Yang, Mei-Chen, are spouses.	
Capital Tip Customized Taiwan Select High Dividend ETF	157,623,000	7.28	Not applicable		0	0	None	None	None
Yuanta/P-shares Taiwan Dividend Plus ETF	94,630,182	4.37	Not applicable		0	0	None	None	None
Chang, Sheng-En	89,100,000	4.12	0	0	0	0	Chang, Yung-Fa	The relatives within two degrees of kinship.	None
							Chang, Kuo-Hua		
							Cathay United Bank Trust Account – Chang, Kuo-Hua	Chang, Sheng-En and the settlor of the trust are relatives within two degrees of kinship.	
							Cathay United Bank Trust Account – Yang, Mei-Chen		
Chang, Yung-Fa (Deceased)	69,345,462	3.20	Not applicable		0	0	Chang, Kuo-Hua	The relatives within two degrees of kinship	None
							Chang, Sheng-En		
							Cathay United Bank Trust Account – Chang, Kuo-Hua	Chang, Yung-Fa and the settlor of the trust are relatives within two degrees of kinship.	
							Cathay United Bank Trust Account – Yang, Mei-Chen		

Name	Present Shareholdings		Shares Held by Spouses & Minor Children		Shares Held by Third Parties		The name of the entity or person and their relationship to any of the other top 10 shareholders with which the person is a related party or has a relationship of spouse or relative within the two degrees.		Notes
	Shares	%	Shares	%	Shares	%	Name	Relationship	
Hua Nan Commercial Bank, Ltd. in custody for Yuanta Taiwan Value High Dividend ETF	46,129,000	2.13	Not applicable		0	0	None	None	None
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	The settlors of the two trusts, Chang, Kuo-Hua and Yang, Mei-Chen, are spouses.	None
							Chang, Kuo-Hua	The settlor’s spouse.	
							Chang, Yung-Fa	The settlor’s relative within two degrees of kinship.	
							Chang, Sheng-En		
Chang, Kuo-Hua	32,423,462	1.50	45,662,530	2.11	0	0	Chang, Yung-Fa	The relatives within two degrees of kinship.	None
							Chang, Sheng-En		
							Cathay United Bank Trust Account – Chang, Kuo-Hua	The settlor of the trust.	
							Cathay United Bank Trust Account – Yang, Mei-Chen	Chang, Kuo-Hua and Yang, Mei-Chen, the settlor of the trust, are spouses.	
Aurora Holdings Incorporated	28,550,000	1.32	Not applicable		0	0	None	None	None
Representative: Chen,Yung-Tai	0	0	0	0	0	0	None	None	None
Taiwan Business Bank, Ltd. in custody for United Taiwan High Dividend Recovery 30 ETF	28,377,000	1.31	Not applicable		0	0	None	None	None

2-9 Ownership of Shares in Affiliated Enterprises

As of December 31, 2025

Unit: Thousand Shares/ %

Affiliated Enterprises (Note 1)	Ownership by the Company		Direct or Indirect Ownership by Directors, Supervisors, Managers		Total Ownership	
	Shares	%	Shares	%	Shares	%
Evergreen International Storage & Transport Corp.	215,353	40.36	19,168	3.59	234,521	43.95
EVA Airways Corp.	401,139	7.42	201,719	3.74	602,858	11.16
Evergreen Steel Corp.	79,248	19.00	29,266	7.02	108,514	26.02
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.	1,800	100.00	0	0	1,800	100.00
VIP Greenport Joint Stock Company	17,875	21.74	0	0	17,875	21.74
Evergreen Shipping Agency (Thailand) Co., Ltd.	680	85.00	0	0	680	85.00
Evergreen Agency (South Africa) (Pty) Ltd.	5,500	55.00	0	0	5,500	55.00

Note 1: Investment accounted for using equity method.

Note 2: Information for Evergreen International Storage & Transport Corp. is based on the record date of replacement of shares of 2025; EVA Airways Corp. and Evergreen Steel Corp. are based on the dividend record date of 2025.

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-Securities-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-Securities-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-Securities-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-Securities-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	1.Corporate Bond Conversion 1,067 2.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 June 21, 2025

(The most recent book closure date for share transfer registration)

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	157,623,000	7.28
Yuanta/P-shares Taiwan Dividend Plus ETF	94,630,182	4.37
Chang, Sheng-En	89,100,000	4.12
Chang, Yung-Fa (deceased)	69,345,462	3.20
Hua Nan Commercial Bank, Ltd. in custody for Yuanta Taiwan Value High Dividend ETF	46,129,000	2.13
Cathay United Bank Trust Account – Yang, Mei-Chen	45,662,530	2.11
Chang, Kuo-Hua	32,423,462	1.50
Aurora Holdings Incorporated	28,550,000	1.32
Taiwan Business Bank, Ltd. in custody for United Taiwan High Dividend Recovery 30 ETF	28,377,000	1.31

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 2025 Earnings Distribution proposal to distribute cash dividends TWD 16 per share is approved at the Board meeting on March 13, 2026, and will be submitted to 2026 Annual General Shareholders' Meeting for ratification.

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. At least 50% of the employees' compensation should be allocated to the non-executive employees. 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 mentioned above refers to profit before tax without deducting compensation of employees and Directors.

(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 and director, 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 compensation of employees and Directors, and the number of shares allotted. There were no employee compensation payments in the form of stock options during this period.

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 391,763,283 and Directors' Compensation TWD 9,500,000 of 2025 is approved at the Board meeting on March 13, 2026.

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 2024. The amounts distributed did not vary from the amount recognized.

3-1-6 Buyback of Treasury Stock

None.

3-2 Bonds

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

None.

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 2025, 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 2025

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. The Alliance currently operates twenty-two Trans-Pacific services, including 14 U.S. West Coast services (9 Southwest and 5 Northwest) and 8 U.S. East Coast services.

Far East–Europe/Mediterranean Routes

1. Far East–Europe: From April 1, 2025, seven services are operated via the Cape of Good Hope in response to the Red Sea crisis.
2. Far East–Mediterranean: Four weekly services are maintained.

Europe–North America Routes

Three weekly services have been operated since February 1, 2025. Following ONE's participation, regulatory filings for updated service arrangements were completed with the relevant authorities.

Far East–Central/South America Routes

1. Far East–Panama/Caribbean: Operated via slot-sharing with Far East–U.S. East Coast services (AUE and NUE).
2. Far East–Mexico/West Coast of South America: The WSA service deploys 11 vessels, all contributed by the Company; WSA2 deploys 11 vessels with one vessel from the Company, with slot exchanges with COSCO.
3. Far East–East Coast of South America: The ESA service deploys 13 vessels, six contributed by the Company, with slot exchanges involving COSCO, PIL, and CMA CGM.

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

1. Far East–Middle East: Four services, three operated under the OCEAN Alliance.
2. Far East–Red Sea: Direct services suspended due to the Red Sea crisis.
3. Far East–Indian Subcontinent: Two new services added, deploying 13 vessels across eight direct consortium services, plus two slot-exchange services.
4. Far East–Australia: Two services maintained, focusing on East Australia.
5. Far East–Africa: East Africa consolidated into two services; South Africa maintains two services.

Intra-Asia Routes

1. VTS Route: New direct services between South China ports (Shekou, Nansha) and Cambodia/Thailand/Singapore–Malaysia launched in April 2025.
2. CIM Route: New services connecting North China ports (Tianjin, Dalian, Qingdao and Ningbo) to Indonesia and Singapore–Malaysia launched in December 2025.
3. SYS Route: Optimized into a weekly service in cooperation with Samudera in July 2025.
4. SP8 Route: Slot exchange with CNC introduced in May 2025, providing feeder connections from port of General Santos in Southern Philippines to Singapore.

4-1-2 Industry Overview

1. Industry Status and Development

Global economic growth in 2025 remained moderate, with the IMF estimating growth at approximately 3.4%. High interest rates, uneven regional recoveries, and continued U.S.–China trade and technology tensions resulted in divergent trade demand.

On the supply side, fleet capacity continued to expand from a high base. However, prolonged Red Sea disruptions, Cape of Good Hope diversions, and reduced port efficiency increased voyage times and operating costs, resulting in temporary effective capacity tightness. Demand growth remained steady but moderate, leading to a gradual rebalancing of supply and demand.

Fiscal year 2025 also marked a critical phase of global shipping alliance restructuring. Entering a new cooperation cycle, the OCEAN Alliance is expected to become the world’s largest alliance, enhancing economies of scale and cost competitiveness through network integration. Market competition has increasingly focused on fleet deployment efficiency, network flexibility, and schedule reliability.

Geopolitical risks—including trade policies, carbon regulations, Red Sea security, and Panama Canal constraints—remain key variables affecting freight rates and operating costs. Overall, the industry is navigating a transition period characterized by rebalancing, rising cost bases, elevated risks, and accelerating sustainability regulation.

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) Shipyard 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

The top 10 carriers account for over 80% of global capacity. Post-alliance restructuring, strategic differentiation is becoming more pronounced.

(2) Fleet upscaling enters an efficiency-driven phase

Focus has shifted from vessel size to fuel efficiency, speed optimization, and turnaround performance.

(3) Digitalization and AI commercialization

Rapid adoption of eBL, DCSA standards, AI-driven demand forecasting, fleet deployment, risk alerts, and carbon management.

(4) Acceleration of green fleets and multi-fuel technologies

Rapid growth of dual-fuel vessels, with methanol and LNG as mainstream options, alongside ammonia and biofuel trials.

4. Competitive Landscape

(1) Top 10 Carriers by Capacity:

Carrier	Capacity	Market Share
1. MSC	7,223,382	21.3%
2. APM - Maersk	4,635,622	13.7%
3. CMA CGM Group	4,185,960	12.4%
4. COSCO Group	3,609,462	10.7%
5. Hapag-Lloyd	2,381,190	7.0%
6. ONE	2,103,586	6.2%
7. Evergreen	1,973,231	5.8%
8. HMM	1,017,405	3.0%
9. Yang Ming	725,719	2.1%
10. Zim	704,450	2.1%

Data Source: Alphaliner (Mar 2026)

(2) Major Shipping Alliances (by Jan 2025)

Alliance	Members
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 Cooperation	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

(1) The company plans to invest approximately TWD 140 million in future R&D for the following projects:

Project	Summary	Planned Completion Date	Progress as of the Annual Report Publication Date
Email social engineering drill	Email-based social engineering simulations were conducted to replicate recent phishing attack patterns and assess employee cybersecurity awareness, continuously strengthening defenses against phishing and social engineering threats.	Sep 30, 2025	Completed
Disaster Recovery Data Center Email Data Leakage and Phishing Protection	Enhanced email security at the disaster recovery data center by implementing data leakage prevention, auditing services, outbound email monitoring and blocking, and additional phishing link filtering mechanisms.	Oct 31, 2025	Completed
AI Data Analytics Equipment Procurement	AI technologies are used to develop business models and data vector analysis to improve operational efficiency. Applications include automated identification of product names and HS codes, as well as AI-driven system log analysis for proactive monitoring and early warning, strengthening cybersecurity defenses.	Dec 31, 2025	Completed
Privileged Account Management System (CyberArk) – Architecture Optimization and Subscription	CyberArk is used to centrally manage privileged account passwords and retain complete access logs for internal control and audit compliance.	Sep 30, 2025	Completed

Project	Summary	Planned Completion Date	Progress as of the Annual Report Publication Date
Smart Vessel Development	In cooperation with Samsung Heavy Industries, a Remote Operation Center (ROC, Remote Operation Center) was established and initial functional testing conducted on EVER MAX, enabling real-time monitoring of navigation and machinery operations to support smart shipping development.	Dec 2025	Hardware installation and testing completed; functional optimization ongoing
Stowage Software Server (DS SERVER) Backup Mechanism	Backup procedures were implemented for stowage software servers to prevent recurrence of operational disruptions such as the incident on November 4.	Dec 31, 2025	Completed
SMDG New Standard Format Transmission (including Baplie)	Participate in the discussion and development of key information related to non-hazardous critical cargo (such as non-hazardous lithium batteries) and hazardous (dangerous) cargo. This information is intended to be exchanged and transmitted in the future among carriers, and between carriers and terminals, with the goal of improving the clarity and transparency of safety-critical cargo information. In turn, this will facilitate safer vessel stowage practices and contribute to enhanced safety in containerized maritime transportation.	Dec 31, 2025	Standards completed and under promotion
WSC Cargo Safety Program (CSP)	Joined the World Shipping Council Cargo Safety Program to detect undeclared or misdeclared dangerous goods through digital tools, databases, and standardized inspections, enhancing safety for crew, vessels, cargo, and the environment.	Contract signed Dec 31, 2025	Contract signed on Nov 21, 2025; effective Jan 1, 2026

Project	Summary	Planned Completion Date	Progress as of the Annual Report Publication Date
CSSF Project	Joined the Container Ship Safety Forum (CSSF) to enhance container fire prevention and maritime transport safety through information sharing and case studies.	Application by Dec 31, 2025	Application completed Dec 12, 2025; membership effective Jan 1, 2026
Fleet Satellite Communication Upgrade	Continuous optimization of maritime satellite communication infrastructure, including multi-orbit and low-earth-orbit solutions, to enhance bandwidth, speed, and stability for digital fleet operations.	115/9/30	Ongoing, expected completion by 115/9/30

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

A. Keeping up with trends

B. Comprehensive planning

C. Collaborative execution

2. Other R & D Projects

Eco Fleet

1. Dual-fuel Vessels: Introducing new dual-fuel vessels equipped with main engine systems capable of simultaneously using renewable energy sources such as methanol and traditional marine fuel oil. This allows for flexible switching based on route and fuel supply conditions, balancing environmental protection and operational efficiency, demonstrating a firm commitment to decarbonization and sustainable transformation in the shipping industry.
2. Smart Navigation and Route Optimization: Collaborating with Weather Navigation Company to develop a smart navigation system. Through precise weather planning, this ensures navigational safety and optimizes fuel consumption.
3. Shore power equipment: We promote the use of shore power while in port to achieve zero exhaust emissions during berthing, effectively reducing environmental pollution and carbon emissions in the port area.
4. Air pollution control and carbon capture: Evergreen fleet equips different ship types with air pollution control equipment such as desulfurization or denitrification, and invests in the research and development of shipboard carbon capture facilities in order to further reduce exhaust emissions and carbon footprint.

5. International Environmental Certification: We have obtained ISO 14001:2015 Environmental Management System certification to ensure that our fleet operations comply with international environmental standards and effectively manage environmental risks.

Maritime Training

We recognize that talent is the key to maritime safety. Therefore, we continuously invest in training to ensure that our seafarers stay informed about the latest maritime knowledge and regulations, and possess the necessary competencies required for performing maritime transport duties.

1. Diverse Training Programs

   The Evergreen Seafarer Training Center complies with the ISO 9001:2015 Quality Management System and is certified by Class NK as a maritime training center, as well as accredited by the Maritime and Port Bureau of the Ministry of Transportation and Communications as a professional seafarer training institution.

   In 2025, the center offered a wide range of maritime professional courses, including:

   - STCW training programs
   - IGF Code low-flashpoint fuel safety training
   - Pre-boarding orientation
   - Dangerous goods loading
   - Marine environmental awareness
   - Electronic and automatic control for marine engineers
   - Container loading calculation software operation
   - ECDIS and navigational equipment operation training

   In addition, with the introduction of methanol dual-fuel vessels into the fleet, the center incorporated VR-based methanol dual-fuel vessel operation scenarios, dual-fuel main engine/electric engine control system training, and both online and hands-on courses on methanol fuel handling. These programs strengthen seafarers’ knowledge and emergency response capabilities, enhancing vessel safety and operational efficiency.

2. Skills Enhancement Initiatives

   In collaboration with the Workforce Development Agency of the Ministry of Labor, we offer technical training courses such as lathe operation, metalworking, and electric welding to improve the practical skills of our seafarers.

3. Academic Collaboration

   We partner with National Taiwan Ocean University and National Kaohsiung

University of Science and Technology to provide tuition assistance and internship opportunities, attracting young talent to the maritime industry. Additionally, we offer new container ship navigation simulator courses to enhance seafarers' navigational safety and practical operational capabilities.

E-Commerce

1. Comprehensive upgrades to ShipmentLink
   (1) Full enhancement of smart container capabilities (IoT Dry & Reefer Online 2.0). Smart container functions are expanded to cover both dry and refrigerated containers, adding alert and anomaly monitoring, integrated route and movement tracking, and API export capabilities to support shippers' ESG traceability requirements.
   (2) Evolution of the customer dashboard into an "Integrated Operations Center". The customer-dedicated dashboard is upgraded to enhance container tracking visibility and reliability KPIs, while optimizing carbon-emissions estimation. Customers can access booking, bills of lading, carbon emissions, and cargo release information through a single interface, significantly improving operational transparency.
2. Full adoption of DCSA standards
   (1) Comprehensive implementation of DCSA standards across sailing schedules, e-Booking, eBL (electronic bill of lading), Track & Trace, and Shipment Events, ensuring data consistency across international and cross-border e-commerce platforms.
   (2) Information exchange among customers, freight forwarders, ports, and customs becomes faster and more accurate, reducing error rates and enhancing transparency—establishing a new competitive benchmark for carriers.
3. Expanded API integration and accelerated paperless operations
   (1) e-Report adoption increaseby 15% year-on-year. Digital documentation and data exchange reduce paper usage and transportation costs, while supporting EU ETS compliance and corporate ESG reporting requirements.
   (2) Continued expansion of e-Invoice adoption. Broder market penetration of e-invoicing significantly reduces manual errors and processing time in reconciliation operations.

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

Short-Term Business Plan

1. Strengthen the resilience of the service network in response to alliance restructuring and regional supply-demand shifts.
2. Accelerate the delivery of environmentally friendly vessels and fleet renewal to enhance operational competitiveness.
3. Maintain prudent cost control while improving operational efficiency.
4. Promote the practical deployment of digitalization and AI solutions to enhance operational transparency and customer experience.

Long-Term Business Plan

1. Build a green fleet to support low-carbon operations and long-term sustainable competitiveness.
2. Deepen the global service network and regional transshipment strategies.
3. Invest in strategic ports and transshipment hubs to enhance end-to-end operational capabilities.
4. Advance comprehensive digitalization and smart operations to establish a highly efficient operating model.
5. Develop a global talent and technology team to strengthen organizational resilience.

4-2 Market and Industry Analysis

4-2-1 Market Analysis

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

Unit: TWD thousands

Year / Service routes	Freight revenue of the Group for 2024	Freight revenue of the Group for 2025
America	162,647,633	138,063,259
Europe	149,459,987	99,122,340
Asia	61,542,347	63,721,504
Others	65,938,229	53,101,253

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

Year / Carrier	Mar 2024		Mar 2025	
	Capacity (TEU)	Market Share (%)	Capacity (TEU)	Market Share (%)
Evergreen (Group)	1,792,468	5.6%	1,973,231	5.8%
Yang Ming Lines	711,393	2.2%	725,719	2.1%
Wan Hai Lines	510,004	1.6%	595,465	1.8%
TS Lines	106,575	0.3%	107,847	0.3%

Data Source: Alphaliner (Mar 2025)/Alphaliner (Mar 2026)

3. Market Outlook for Supply-Demand and Growth

Far East to North America routes

Stable U.S. tariff and trade policies, two consecutive interest rate cuts by the Federal Reserve, and declining cargo inventories coupled with a rebound in orders are expected to drive steady growth in market volume. Shipping companies are actively utilizing space differentiation and evaluating pricing mechanisms based on operating costs, freight rates, and fuel emissions.

North America to Far East routes

The volume of products and consumer goods remains sufficient to support overall exports, but exports have shifted to South Asia and Southeast Asia due to alternative production locations. Uncertainties such as maritime risks and port congestion will significantly impact shipping schedules and service levels.

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

Economic growth in major Eurozone countries is expected to remain slow, but given the apparent resolution of geopolitical risks, demand growth in 2026 is projected to be higher than anticipated. However, the impact of geopolitical events on increased shipping capacity (Suez Canal) will be a key factor in future market trends.

Far East to Central and South America routes

Latin America’s GDP is projected to see slight growth in 2026, 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 market volume increase.

Intra-Asia routes

In 2026, demand for space in the Intra-Asia region is expected to continue to increase, with an estimated growth of approximately 3-6%. This is driven by the shift in supply chains due to US tariffs, leading to a sustained increase in intra-Asia trade volume. However, the return of new ships and shipping capacity will result in a relatively ample supply, creating a forecast of "stable demand, slightly excessive supply, and volatile freight rates."

Refrigerated Cargo Business

With changing global consumption patterns and increased demands for food safety and pharmaceutical quality, coupled with the growing popularity of electric vehicles driving demand for vehicle batteries, the market for refrigerated and frozen cargo containers continues to grow.

New-generation refrigerated containers often feature intelligent functions such as GPS tracking, real-time temperature and humidity monitoring, and remote control. Through the IoT and cloud platforms, carriers can monitor cargo status more instantly, improving transportation reliability.

However, livestock epidemics, climate change, and geopolitical risks may still affect cargo volume fluctuations, introducing some uncertainty into the market.

Special Cargo Business

Strong demand in the semiconductor industry, coupled with the commissioning of a new plant in Germany in 2026, will create a multiplier effect in cross-shipments of equipment between Taiwan, Japan, Singapore, the United States, and Europe. Meanwhile, demand from major wind power equipment manufacturers, the heavy power industry, and emerging energy storage cabinets is rising rapidly, and special cabinets are expected to maintain good growth potential in 2026.

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. CDP responses - 2025「B」score on climate change
2. EcoVadis - Sustainability Achievement Bronze Medal
3. USA Inbound Logistics - G75 Green Supply Chain Partners 2025
4. Taiwan Institute for Sustainable Energy (TAISE) - 2025 Taiwan Corporate

Sustainability Awards (TCSA), Platinum Award for Transportation Industry

5. ISS ESG - 2025「Prime」Rated by ISS ESG Corporate Rating
6. TIPC - 2024 Container Terminal Operator Gold Award, Shipping Agency Gold Award
7. 2024 ISO 14064-1 & GHG Protocol Certification
8. MOTC 2024 Excellent Shipping Carrier Awards, including
    - Excellent Performance in Eco-friendly Shipping Service
    - Excellent Performance in Maritime Training Equipment
    - Excellent Performance in Industry-Academia Collaboration
    - First in the number of maritime training instructors
    - First in the number of domestic maritime college students accepted for internships and training period
    - First in the number of trainees accepted for internships and training period
9. The Port of Vancouver - 2024 Blue Circle Award
10. Protecting Blue Whales and Blue Skies Program - Gold Award, Supporting Science Award
11. USA LOG-NET - Electronic Commerce Excellence Award 2024
12. Constituent of the FTSE4Good TIP Taiwan ESG Index
13. Constituent of the FTSE4Good Index Series

E-Commerce

1. Fully implement DCSA international shipping standards to enhance supply chain transparency

   We have completed system upgrades to comply with DCSA Track & Trace and eBL standards, enabling customers to monitor cargo status in real time and accelerating the global implementation of electronic bills of lading, moving towards the goal of a completely paperless system by 2030.
2. Promote the digitization of container management and create full lifecycle information for containers

   We have integrated smart container operation data to establish a "digital container journey" and added carbon emission information, supporting EU ETS and ESG reporting requirements, improving equipment management efficiency and transparency.
3. Strengthen the exchange of shipping schedules and port information to promote Just-In-Time (JIT) Arrivals

   Following DCSA standards, we have established a data-sharing mechanism with ports worldwide, making berthing, scheduling, and operational processes smoother, reducing delays and congestion, and improving overall operational efficiency.

In summary, this year's R&D focus has shifted from "system digitization" to "international standardization and practical application," significantly improving operational efficiency, customer experience, and sustainable compliance capabilities.

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 vessel 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) The global economy experienced moderate growth, with demand showing regional recovery.
(2) Market concentration remained high, and competition became clearer after alliance restructuring.
(3) The delivery of large, environmentally friendly vessels improved transport capacity and quality.
(4) The rapid popularization of digital tools improved operational efficiency and transparency.

Unfavorable Factors

(1) Increased geopolitical risks and heightened uncertainty in shipping routes.
(2) Expanded global trade barriers and increased tariff and policy interference.
(3) Climate change exacerbates port and navigation risks.
(4) Carbon emission regulations increase operating costs.

Countermeasures

(1) Strengthen route resilience and alliance cooperation to ensure stable shipping schedules.

(2) Accelerate the construction of a green fleet to reduce carbon costs and enhance competitiveness.

(3) Enhance customer service and real-time visibility to improve market responsiveness.

(4) Comprehensively improve cybersecurity and digital operations to reduce operational risks.

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

1. Function of main products

Main Products	Functions
Container Shipping Service	Internationally transportation of standardized and specialized 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		2024	2025
Number of Employees	Staff	9,874	9,973
	Seaman	3,391	3,816
	Total	13,265	13,789
Average Age		38.77	38.89
Average Years of Service		10.81	10.78
Education	Ph.D.	0.03%	0.03%
	Masters	4.77%	5.19%
	Bachelor's Degree	69.50%	70.19%
	Senior High School	21.46%	20.58%
	Below Senior High School	4.24%	4.01%

4-4 Disbursements for Environmental Protection

4-4-1 Total Environmental Expenditure for the Company's Fleet in 2025

In 2025, 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, 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, and "Alternative Maritime Power" (AMP) installation costs totaled USD 24,298,987.68 (Approximately TWD 762,016,254).
2. In order to comply with the International Maritime Organization (IMO) Emission Control Area (ECA) requirements and the regulations of the California Air Resources Board (CARB), the fleet is required to use environmentally compliant diesel fuel for both main and auxiliary engines while operating in the regulated waters and ports. The total additional fuel cost incurred amounts to USD

226,389,903.36 (Approximately TWD 7,099,587,369).

3. In order to comply with the European Union Sulphur Emission Control Area (SECA) regulations, the fleet is required to use environmentally compliant diesel fuel for both main and auxiliary engines while operating in the regulated waters and ports. The total additional fuel cost incurred amounts to USD 46,359,759.85 (Approximately TWD 1,453,842,069).

4-4-2 Environmental Policies and Measures

Evergreen Marine has always formulated environmental policies with the premise of protecting the ocean, continuously improves ship equipment to reduce air pollution emissions, and frequently manages our fleet in a manner that exceeds international environmental regulations. The environmental protection measures currently implemented by our company are as follows:

1. Evergreen Marine has implement environmental management in accordance with international professional standards. All our offices and fleet in Taiwan have been certified with ISO14001:2015 Environmental Management System certification to prevent environmental accidents and reduce the impact on the environment. We also conduct on-site verification by third parties every year and plan to expand the implementation to our overseas operating sites in the future.
2. Greenhouse Gas Inventory and Certification
   In compliance with government regulations, we collaborate with professional accounting firms and the British Standards Institution (BSI) and form a "Greenhouse Gas Inventory Task Force." We have implemented greenhouse gas inventory and verification processes, achieving dual certification for ISO 14064-1:2018 and GHG Protocol in 2022. These actions demonstrate our commitment to sustainable shipping through annual emission reductions.
3. By adjusting factors such as ship speed, schedule, and main engine output, the carbon emissions of ships can be monitored in real time to comply with new environmental regulations such as the Energy Efficiency Existing Ship Index (EEXI) and the Carbon Intensity Indicator (CII).
4. 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.
5. 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.

6. Since January 1, 2020, the sulfur content of marine fuel oil should not exceed 0.5% (m/m). The International Maritime Organization agrees that ships may use equivalent alternative devices, such as desulfurization scrubbers, as an alternative. Most of our company's operating vessels are already equipped with desulfurization scrubbers, and the remaining vessels use compliant low-sulfur fuel oil as a compliance method.
7. In accordance with the requirements of the California Air Resources Board (CARB), the fleet switched to diesel fuel for its main engines, generators, and boilers within 200 nautical miles of the U.S. West Coast to reduce sulfur oxide emissions.
8. To comply with MARPOL Annex VI, vessels entering emission control areas (Baltic Sea, North Sea, North America) must use fuel oil with a sulfur content not exceeding 0.1%.
9. In response to the International Maritime Organization's (IMO) Data Collection System (DCS) program, the second part of the Energy Efficiency Management Plan stipulates that, starting in 2019, ships of 5,000 gross tons and above should collect fuel consumption data and related information and report annual data.
10. Actively participate in the voluntary deceleration program in the waters off Santa Barbara, California, to reduce ship emissions, lower air pollution levels, and avoid collisions with whales.
11. Strict safety and environmental audits are conducted on board ships regularly each year, and corrective measures are taken when necessary to prevent problems before they occur, ensuring that the ships are free of defects and pollution.
12. Keep all environmental protection-related equipment on board in good condition so that the crew can operate it smoothly and normally.
13. Continuously monitor the operation of the fleet's main and auxiliary engines and take timely measures to ensure efficient fuel utilization and achieve the goal of energy conservation and carbon reduction.
14. Ensure the validity of all environmental protection certificates (IOPP, IAPP, and ISPP) for all fleet vessels.
15. Participation in GARD P&I

Our vessels are insured under the GARD Protection and Indemnity (P&I) Club to cover liabilities for environmental incidents.

16. We provide a U.S. federal and California Certificate of Financial Responsibility (COFR) for vessels sailing to the United States to share the responsibility and obligations in the event of oil pollution in U.S. waters.
17. We closely monitor the development of international environmental regulations, cooperate with and comply with newly effective regulations, so that the fleet can comply with international environmental regulations when sailing in ports around the world.
18. Seasonal Speed Limits for North Atlantic Right Whales. The National Oceanic and Atmospheric Administration (NOAA) mandates that vessels operate at speeds of 10 knots or less in the Mid-Atlantic and Southeastern Seasonal Control Areas off the East Coast of the United States from November to April. Speeds exceeding 10 knots are permitted if safe maneuvering speeds are required in areas with strict maneuverability restrictions. Each instance of exceeding the speed limit must be recorded in the ship's logbook.
19. Evergreen fleet vessel use shore power throughout their stay at the Ports of Los Angeles and Oakland in the United States, and are committed to cooperating with shore power connection projects of ports with power connection capabilities such as Qingdao Port, Shanghai Port, Xiamen Port and Yantian Port, to increase the port's power connection rate and improve the air quality in the port area.
20. In order to reduce the carbon emissions of the fleet, in addition to introducing the use of biofuels to reduce greenhouse gas emissions, the company continues to test the emission reduction capabilities of carbon capture devices and has introduced green methanol new energy ships, striving towards the goal of net-zero emissions.
21. Implement comprehensive environmental education and training courses to ensure that all crew members have correct environmental awareness and knowledge.
22. Evergreen Fleet has been recognized by the U.S. 21st Century Initiative for 114 years, which recognizes Evergreen Fleet’s management practices in safety and environmental protection.

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

As global climate change intensifies, the shipping industry is facing increasingly stringent environmental regulations. The International Maritime Organization (IMO), within the framework of the Paris Agreement, has established regulations such as the Energy Efficient Ship Index (EEXI) and the Carbon Intensity Index (CII) to reduce greenhouse gas emissions from ship operations and promote the industry's sustainable development. Through optimized fleet configuration, annual emissions data verified by third parties shows a continuous decline in our fleet's carbon emissions rate. This not only demonstrates our commitment to environmental protection and its achievements but also indicates our preparedness to meet the ever-evolving shipping environmental regulations and ensure compliance with these updated environmental standards. These updates include further restrictions on sulfur oxides and nitrogen oxides emissions and stricter emission controls in specific sea areas such as the Mediterranean. Furthermore, the introduction of the European Union Emissions Trading System (EU ETS) presents new challenges to the shipping industry. According to EU ETS regulations, since 2024, ships navigating between EU ports must monitor and report their carbon emissions and purchase/pay corresponding emission allowances (EU Emission Allowance/EUA). Furthermore, since 2025, the EU FuelEU Maritime regulations have gradually limited the greenhouse gas emission intensity of energy used by ships navigating in EU waters, and adopted the Well-to-Wake (WtW) life-cycle emission calculation method. This year marks the delivery of our newly built green methanol-fueled vessel, which not only provides us with another option for green and low-carbon energy, but also signifies that our fleet will be transforming towards a more environmentally friendly and net-zero carbon emission direction.

Since its inception, Evergreen Marine has been committed to integrating the concept of sustainable development into its business operations. Through continuous optimization of operations management, implementation of emission reduction strategies and innovation in ship design, it has effectively reduced energy consumption, thereby reducing pollution and greenhouse gas emissions.

4-5 Labor Relations

4-5-1 Benefits for employees

Holiday	Two days off a week.
Paid annual leave	As specified in the Labor Standards Act.
Pension system	As specified in the Labor Pension Statute.
Insurance	Labor insurance, national health insurance, medical insurance covering hospitalization and injury for the employees traveling abroad for business, group term life insurance with a preferential rate.
Meals	Nourishing and healthy free lunches and overtime/on-duty meal vouchers.
Health care	Medical consultations with professional physicians, workplace health promotion and management by professional nurses, free regular physical examinations and free psychological counseling (EAP).
Recreational activities	Company trips and/or family days, and living in a hotel of the Evergreen Group in Taiwan or overseas can enjoy a preferential discount.
Training	Orientations and on-the-job training courses, professional seminars, workshops, and subsidies for foreign language training every year.
Non-regular Bonus	Annual bonus and dividends
Other subsidies	Wedding subsidies/cash gifts, bereavement subsidies/condolence-money, injury or illness condolence money, emergency assistance and relocation subsidies for overseas and domestic assignments.
Clubs	11 clubs, include basketball, softball, badminton, table tennis, yoga, golf, Latin aerobic exercises, road running, etc.
Commuting	Providing transportation between Keelung City / Taipei City / New Taipei City and Taoyuan City, and between the urban areas of Kaohsiung City and Kaohsiung Container Terminal.

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, AEO certification, information security, occupational safety & health, corporate social responsibility, prevention of insider trading, etc. Total hours of training courses in year 2025 reached 780.35 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. Management-level Learning Programs:
   For enhancing the competencies of leadership and management, and raising awareness of preventing workplace misconduct, newly-promoted managers participated in an administrative training program. Meanwhile, managers from various departments participated in the Cross Generational Communication, Employee Support, Preventing Workplace Misconduct, Think on Your Feet, and Performance Management co-organized with management consulting.
5. E-Learning Platform:
   To encourage self-learning, employees can access various e-learning services provided by external training institutions. 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.
6. Overseas senior executives training:
   Taking advantage of the opportunity when senior executives from overseas companies returned to Taiwan Headquarters for meetings, a series of courses on economics, sustainability, and management functions were arranged, such as the "Global Economic and Sustainability Trends” forum, industry and

economics lectures, and management competencies training courses held this year.

7. 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.
8. Newcomer’s Orientation:
   Newcomers participated in the orientation programs before being distributed to their respective units, which were conducted by Human Resources Dept.
9. Friendly Workplace Seminars:
   To create a happy workplace, the company regularly invited experts from various professional fields to hold large lectures, such as this year's " Prevention of Illegal and Unsafe Behaviors in the Workplace" and "Workplace Safety - Starting from the Heart" lectures.
10. Subsidies for learning foreign languages

Sum of Total Training for Shore Personnel in Taiwan:

Person-time	Hours	Cost
26,577	43,081	TWD 8,712,009

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 in Taiwan:

Person-time	Hours	Cost
1,494	23,596	TWD 13,159,482

In order to make seafarers familiar with various emergency response, seafarers on board are arranged to regularly participate in 26 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. 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 one 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)

There are still two unresolved labor dispute cases in 2025 (carried over from 2023 and 2024 respectively), which may involve an approximate amount of NT$ 23.89 million.

Through the supervisor's daily proactive care and assistance, and the company's various and convenient communication channels, employees are encouraged to reflect the problems they met at work. The company and employees would face and solve these problems together, and enhance mutual trust to 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 regards the safety and health of employees and workers as its primary mission. We have established a dedicated Occupational Safety and Health (OSH) management unit and personnel, committed to the operation and management of the OSH management system. In 2025 (Year 114), we aim to expand the implementation and pass the dual certification of ISO 45001:2018 and CNS 45001:2018 (TOSHMS) (Note: Certificate not yet obtained), demonstrating our determination to realize "Zero Accidents" in the workplace. The specific execution measures are as follows:

1. Deepening the Management System:

   Adhere to the OSH management policy, implement the operation of the management system with full participation, and provide a safe and healthy working environment for employees, contractors, and stakeholders to prevent various work-induced injuries and health issues.
2. Operation of the OSH Committee:

   In accordance with the law, an Occupational Safety and Health Committee has been established. Meetings are convened quarterly to discuss the Company's

OSH policies and plans through consultation, suggesting improvements to continuously optimize management performance.

3. Risk Assessment and Control:
   Establish and promote the Company's hazard identification and risk assessment mechanisms. Conduct potential risk analysis for various operational items and adopt effective control measures to create a safe working environment.
4. Implementation of the Four Major Health Protection Plans:
   Execute plans in accordance with the law, including "Prevention of Disease Induced by Abnormal Workload," "Maternal Health Protection in the Workplace," "Prevention of Wrongful Physical or Mental Harm in the Workplace," and "Prevention of Hazards Due to Ergonomic Engineering," to comprehensively safeguard the physical and mental health of employees.
5. Health Management and Promotion:
   Establish a medical room (health center) and employ nursing personnel to provide employee health consultations and advice. Additionally, organize diverse health promotion activities.
6. Implementation of Education and Training:
   Conduct OSH education and training for new and existing employees to strengthen their hazard identification capabilities, safety operation regulations, and safety awareness, ensuring operational safety.
7. Strengthening Disaster Response:
   Periodically organize fire safety drills and disaster prevention education to ensure personnel are familiar with escape routes and possess self-rescue capabilities, protecting the safety of life and property.

4-5-8 Human Rights Policies

Evergreen Human Rights Policies

Evergreen has the interests and wellbeing of its employees as its focus in pledging to carry out the business philosophy of "creating profits, caring for employees and giving back to the society" and this is Evergreen's guarantee for its stakeholders. Evergreen is committed to promoting a 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).

The Company's core policies and procedures in respect of employment are centered around the principles of Employment law occupational health & safety and personal data protection regulations. Evergreen considers it to be a duty to uphold the dignity and respect of all of our employees. Evergreen's commitment to these laws, are as follows;

- Equal opportunity, diversity and tolerance
  Evergreen is an equal opportunity employer and is committed to a policy of treating all its employees and job applicants equally as required by laws. It is also the policy of the Company to take all reasonable steps to employ and promote employees on the basis of their abilities and qualifications without regard to any protected characteristic (sex, sexual orientation, race, age, marital status, religion, appearance, disability). The Company promotes a diverse, equal and fair working environment free from unlawful discrimination in all aspects of employment. Employees will not be treated differently or discriminated against in any form on the basis of any relevant protected characteristic.
- Dignity and Respect in the workplace
  Evergreen seeks to provide a work environment in which all employees are treated fairly and Evergreen will not tolerate bullying, discrimination or harassment for any reasons related to any relevant protected characteristic. The Company is committed to ensuring that there is no use of all forms of forced labor and child labor. Evergreen continues to promote gender equality, maternity protection and freedom of assembly and speech in workplace.
- Open communication and interaction
  Evergreen strives to create and maintain various open communication channels to encourage and develop the employer-employee relationship in workplace. Labor-Management Council regularly holds meetings for labor matters. Evergreen encourages all employees to engage with management to enable the Company to promote and foster an open and inclusive working environment.
- Protect the physical and mental wellbeing of employees
  Evergreen complies with occupational health & safety regulations and continues to promote and train employees on health & safety awareness to ensure that the work environment remains safe at all times and that the risk of any occupational accidents in the workplace is minimal. This promotes a safe working environment for employees and also improves employee's wellbeing whilst at work.
- Privacy and personal data protection
  Evergreen stores and processes personal data in accordance with the data

protection laws. The Company's employees are trained in these principles and are committed to ensuring that all data is kept in accordance with the data protection laws.

4-6 Cyber Security Management

To strengthen Evergreen Marine Corp.'s (hereafter referred to as the company) information security management to ensure the security of data, information systems, financial 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.

To ensure the effective operation of the information security management system, the company reports to the Board of Directors on the performance of the "Information Security Business" annually. The performance of the Information Security Business in 2025 was reported to the Board of Directors on November 12, 2025.

The company's information security management goals are as follows:

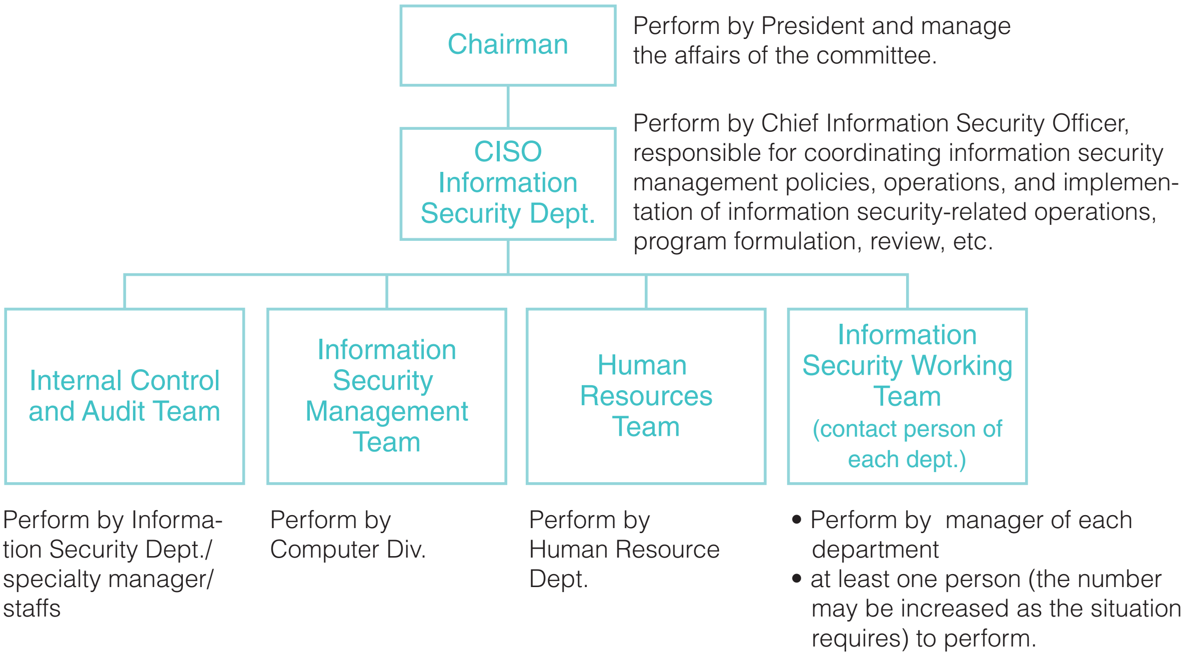
1. To maintain the continuous operation of the information system.
2. To ensure the confidentiality, integrity and availability of information.
3. To prevent the inappropriate and/or illegal use of information.
4. To avoid incidents caused by human error.
5. To prevent hackers and viruses etc. from infiltrating,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

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.

2. Information Security Management Committee Structure



Perform by President and manage the affairs of the committee.

Perform by Chief Information Security Officer, responsible for coordinating information security management policies, operations, and implementation of information security-related operations, program formulation, review, etc.

Perform by Information Security Dept./ specialty manager/ staffs

Perform by Computer Div.

Perform by Human Resource Dept.

- Perform by manager of each department
- at least one person (the number may be increased as the situation requires) to perform.

A. Information Security Management Committee: The company's information security management policy organization.

B. Internal Control and Audit Team: 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.

C. Information Security Management Team: 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: 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.): 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.
U. Cloud security management.

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 policy Content Regularly
- Review the policy implementation regularly

Standard

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

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

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 27001:2022 standard, continuously improving the effectiveness of the system. The company adopts a "Plan-Do-Check-Act" (PDCA) cycle:

A. 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.

B. Implementation and operation (Do): Based on the results of the Plan, establish or revise the proper control mechanism.

C. 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.
M. Standardize information security matters for third-party information operations and define the scope of responsibilities for outsourced personnel.
N. Establish system configuration standards for information equipment, and regularly review their suitability to ensure that the system configuration complies with safety standards.
O. Establish a mechanism for the collection, analysis, and sharing of threat intelligence, and apply threat intelligence to risk assessment, incident detection, and the formulation of monitoring and defense strategies; and regularly perform vulnerability scanning operations to promptly fix vulnerabilities and reduce cybersecurity risks.
P. Establish data classification, monitoring, and protection mechanisms to prevent the leakage of sensitive data or unauthorized access.
Q. When using artificial intelligence for data processing, storage, transmission, and use, the data security and privacy rights of individuals and organizations should be protected, and security technologies should be used to prevent, detect, and respond to various threats and attacks.
R. Establish a cloud environment security management and control mechanism to ensure the security of cloud resources.

4-6-3 Achievement of Information Security Goals

To ensure the effective implementation of information security operations, our company continuously provides feedback and monitoring through an information security management system. This includes regular reviews of the six major information security goals and the evaluation of the effectiveness of various control measures using effectiveness metrics.

The following are the performance indicators for achieving the information security goals:

Six Cyber Security Goals

A To maintain the continuous operation of the information system.

Indicators:

- Information Security Management System Document Review: Annual review.
- Implementation of Risk Assessment and Improvement Plan.
- Business Continuity Plan (BCP) Exercise: At least once per year.
- Core Business Service Availability: ≧99.72%
- External Network Availability: ≧99.9%

B To ensure the confidentiality, integrity and availability of information.

Indicators:

- Suitability of System Configuration Baselines: Annual review.
- Inventory of System and Database Accounts and Permissions.
- Review of Cybersecurity Incident Handling Procedures and Conduct of Drills.
- Implementation of Internal and External Cybersecurity Audits.

C To prevent the inappropriate and / or illegal use of information.

Indicators:

- All employees sign a confidentiality agreement for information security.
- Review code management operations and authorizations.
- Enable audit logs and verify their validity: Quarterly review.
- Information Security Management System Document Review: Annual review.

D To avoid incidents caused by human error.

Indicators:

- Company-wide Information Security Education and Training: Total of 35 sessions.
- Post-Training Quiz Pass Rate: 100%
- Social Engineering Exercises: 10,121 instances
- Training and Quiz Pass Rate for Personnel Who Failed the Exercise: 100%
- Implementation of Security Protection for Employee Office Environments and Remote Work.

E To maintain the security of the physical environment.

Indicators:

- Data Center Basic Equipment Availability: 99.72%
- All Personnel Accessing the Data Center is Authorized and Records are Maintained.
- Equipment Change Risk Assessment: Required for necessary documentation requests.
- Implementation of Internal Data Center Environment Audits: At least once per year.

F To prevent hackers and viruses etc. from infiltrating, infecting and causing damage.

Indicators:

- Security Settings for System Hosts and Personal Computers: Every half of year.
- Review of Computer Software Installation, Updates, and Licensing: Monthly execution.
- Perform System Vulnerability Scanning and Remediation: Monthly execution.
- Review the Suitability of System Configuration Baselines: At least once per year.

4-6-4 Invest resources in information and Network communication security management

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.

A. Information security management committee organization and meetings

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

B. 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 2,532 colleagues will complete the training in 2025.

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.

C. 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 will be completed in 2025.

4-6-5 Major information security incidents

The company had no information security incidents that resulted in losses in 2025.

4-6-6 Obtained ISO27001 certificate

The company has obtained ISO 27001 information security management system certification on December 9, 2022, and the certificate is valid until December 8, 2028.

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)	—
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)	—

AGREEMENT	THE PARTY	DURATION	CONTENT	RESTRICTIONS
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	SAMUDERA SHIPPING LINE LTD.	From: 2025.07.11 Till: 2026.7.11 Can be extended. It is subject to 30 days pre-notice prior to termination.	Operated by EMC and SSL jointly. (Straits Yangon 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)	—
Vessel Sharing Agreemen	1. WAN HAI LINES LTD. 2. YANG MING MARINE TRANSPORT CORP.	From: OCT.31,2025 Till: OCT.31,2026 Can be extended. It is subject to 90 days pre-notice prior to termination.	Operated by EMC and WHL/YM jointly. (Northern/Central China-Indonesia-Singapore/Malaysia 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))	—

AGREEMENT	THE PARTY	DURATION	CONTENT	RESTRICTIONS
Vessel Sharing Agreement	1. NEW GOLDEN SEA SHIPPING PTE LTD. 2. UNIFEEDER (DP WORLD)	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)	—
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))	—
Slot Exchange Agreement	CNC LINE	From: MAY.10,2025 Till: AUG.10,2025 Can be extended. It is subject to 30 days pre-notice prior to termination	EMC slot exchanges with CNC. (Taiwan-Japan (EMC); Philippines-Singapore Services (CNC))	—

AGREEMENT	THE PARTY	DURATION	CONTENT	RESTRICTIONS
Vessel Sharing Agreement	1. UNIFEEDER (DP WORLD) 2. ONE 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 Serivce)	—
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)	—
Slot Exchange Agreement	X-PRESS FEEDERS	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-Indonisia-Vietnam-Central China-Korea Services (SINOKOR))	—
Slot Exchange Agreement	T.S. LINES 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))	—

AGREEMENT	THE PARTY	DURATION	CONTENT	RESTRICTIONS
Slot Exchange Agreement	COSCO SHIPPING 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)	—
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. KOREA MARINE TRANSPORT 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 SHIPPING LINES 3. OOCL	From: Apr.01,2017 Till: Mar.31,2032 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; Trans-Atlantic Service)	—
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 SHIPPING LINES 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 SHIPPING LINES 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 SHIPPING LINES 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, OOCL, ONE, PIL, GSL (F.E.- South Africa Services)	—
Vessel Sharing Agreement	1. OOCL 2. X-PRESS FEEDERS	From: Jul.05,2018 Subsequently extended 90 days pre-notice prior to termination.	Jointly operated by EMC , OOCL, X-press (F.E.-East Africa Services)	—
Vessel Sharing Agreement	1. COSCO SHIPPING LINES 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 SHIPPING LINES 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, YML (F.E.-West Coast of Souther Amercia Service)	—
Slot Exchange Agreement	1. COSCO SHIPPING LINES 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 LINE	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	UNIFEEDER (DP WORLD)	From: 2023.08.18 Till: 2024.02.18 Can be extended. It is subject to 45 days pre-notice prior to termination.	EMC slot Exchange with UNF (Far East-India Servicve)	—
Slot Exchange Agreement	BENGAL TIGER LINE PTE LTD	From: 2023.09.20 Until: 2023.12.20 Can be extended. It is subject to 90 days pre-notice prior to termination.	EMC slot Exchange with BTL (Far East-India Servicve/ South East Asia-India service)	—
Vessel Sharing Agreement	1. REGIONAL CONTAINER LINES 2. PACIFIC INTERNATIONAL LINE 3. CU LINE PTE LTD	From: 2023.7.17 Until: 2024.07.17 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: 2023.04.17 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)	—
Vessel Sharing Agreement	1. EMIRATES SHIPPING LINE 2. GLOBEAL FEEDER S SHIPPING 3. INTERASIA LINES LTD. 4. KOREA MARINE TRANSPORT CO. LTD. 5. REGIONAL CONTAINER LINES 6. T.S. LINES CO., LTD.	From: Jul.07.2025 Until: Subsequently extended 90 days pre-notice prior to termination.	Operated by EMC, ESL, GFS, IAL, KMTC, RCL and TSL jointly. (Far East to East Africa Service)	—

AGREEMENT	THE PARTY	DURATION	CONTENT	RESTRICTIONS
Vessel Sharing Agreement	1. PACIFIC INTERNATIONAL LINES 2. INTERASIA LINES, LTD. 3. REGIONAL CONTAINER LINES 4. SHANGHAI JINJIANG SHIPPING	From: May.29.2024 Until: Subsequently extended 90 days pre-notice prior to termination.	Operated by EMC, PIL, IAL, RCL and SJJ jointly. (Far East to ISC Service)	—
Vessel Sharing Agreement	1. WAN HAI LINES LTD. 2. BENGAL TIGER LINE 3. REGIONAL CONTAINER LINES	From: Apr.01.2025 Until: Subsequently extended 90 days pre-notice prior to termination.	Operated by EMC, WHL, RCL and BTL jointly. (Far East to ISC Service)	—
Slot Charter Agreement	INTERASIA LINES, LTD.	From: Apr.01.2025 Until: Subsequently extended 90 days pre-notice prior to termination.	EMC slot charter exchange with IAL between CIX7 and VTI	—
Slot Charter Agreement	BENGAL TIGER LINE	From: Apr.01.2025 Until: Subsequently extended 90 days pre-notice prior to termination.	EMC slot charter to Bengal Tiger Line on CIX7	—
Slot Charter Agreement	GLOBAL FEEDER SHIPPING	From: Dec.01.2025 Until: 3 month purchasing extended 30 days pre-notice prior to termination.	EMC slot charter from Global Feeder (China to Red Sea service)	—
Vessel Sharing Agreement	EMIRATES SHIPPING LINE	From: July.06 2025 Until: Subsequently extended 90 days pre-notice prior to termination.	Operated by EMC and ESL	—
Slot Exchange Agreement	MAERSK	From: 2024.11.01 Until: 2025.03.31 Can be extended. It is subject to 30 days pre-notice prior to termination.	EMC slot exchange wit MSK. (North China-Manila Servic/Central China - Manila Service)	—

AGREEMENT	THE PARTY	DURATION	CONTENT	RESTRICTIONS
Slot Exchange Agreement	X-PRESS FEEDERS	From: 2025.03.17 Until: 2025.09.17 Can be extended. It is subject to 30 days pre-notice prior to termination.	EMC slot exchange with XPF. (FAR EAST-ISC Service/ China-Middle East Service)	—
Slot Exchange Agreement	HYUNDAI MERCHANT MARINE CO., LTD.	From: 2018.11.21 Until: 2019.05.21 Can be extended. It is subject to 30 days pre-notice prior to termination	EMC slot exchange with HMM. (ASEAN-Persian Gulf-ISC Service/Korea-Middle East Express)	—

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

Unit: TWD thousand

Item / Year	2024	2025	Difference	
			Amount	%
Current Assets	312,872,446	233,728,195	(79,144,251)	-25.30%
Non-current assets	601,341,144	660,603,981	59,262,837	9.86%
Total Assets	914,213,590	894,332,176	(19,881,414)	-2.17%
Current Liabilities	150,345,441	146,353,474	(3,991,967)	-2.66%
Non-current liabilities	161,412,422	161,754,971	342,549	0.21%
Total Liabilities	311,757,863	308,108,445	(3,649,418)	-1.17%
Common stock	21,650,430	21,650,430	0	0.00%
Capital surplus	20,446,859	20,344,716	(102,143)	-0.50%
Retained Earnings	504,164,949	502,181,391	(1,983,558)	-0.39%
Other equity interest	34,066,155	19,641,592	(14,424,563)	-42.34%
Equity attributable to owners of the parent	580,328,393	563,818,129	(16,510,264)	-2.84%
Non-controlling interest	22,127,334	22,405,602	278,268	1.26%
Total equity	602,455,727	586,223,731	(16,231,996)	-2.69%

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 decrease in current assets was due to decrease in net cash and cash equivalents.

(2) The decrease in other equity was mainly due to the appreciation of the exchange rate of TWD:USD, and the recognition of exchange differences on translation of foreign financial statements.

(3) Major Impact on Financial Position: The above deviations had no major impact on EMC's financial Position.

(4) Future Plan on Financial Position: Not applicable.

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

Unit: TWD thousand

Year / Item	2024	2025	Difference	
			Amount	%
Operating revenue	463,567,897	379,068,627	(84,499,270)	-18.23%
Operating costs	287,463,126	286,389,606	(1,073,520)	-0.37%
Gross profit	176,104,771	92,679,021	(83,425,750)	-47.37%
Realized profit on from sales	20,884	15,738	(5,146)	-24.64%
Gross profit	176,125,655	92,694,759	(83,430,896)	-47.37%
Operating expenses	21,446,009	20,407,813	(1,038,196)	-4.84%
Other gains - net	5,265,760	1,836,534	(3,429,226)	-65.12%
Operating profit (loss)	159,945,406	74,123,480	(85,821,926)	-53.66%
non-operating income and expenses	20,405,093	8,736,962	(11,668,131)	-57.18%
Profit (loss) before income tax	180,350,499	82,860,442	(97,490,057)	-54.06%
Income tax expense	36,366,457	12,612,632	(23,753,825)	-65.32%
Profit (loss)	143,984,042	70,247,810	(73,736,232)	-51.21%
Owners of the parent	139,453,293	68,580,559	(70,872,734)	-50.82%
Non-controlling interest	4,530,749	1,667,251	(2,863,498)	-63.20%
Other comprehensive income (loss)	19,239,122	(15,460,480)	(34,699,602)	-180.36%
Comprehensive income (loss)	163,223,164	54,787,330	(108,435,834)	-66.43%
Owners of the parent	158,155,265	53,956,186	(104,199,079)	-65.88%
Non-controlling interest	5,067,899	831,144	(4,236,755)	-83.60%

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) The decrease in operating revenue, operating profit and profit before income tax was mainly due to the freight rates decreased.

(2) The decrease in other gains and loss was due to the decrease of net gain on disposal of property, plant and equipment.

(3) The decrease in net non-operating income was mainly due to the decrease of net currency exchange(losses) and gain.

(4) Sales Volume Forecast and Related Information: Not applicable.

(5) Major Impact on Financial Performance: The above deviations had no major impact on EMC's financial performance.

(6) Future Plan on Financial Performance: Not applicable.

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
253,369,890	101,202,073	(180,205,706)	174,366,257	-	-

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 cash dividend.

Remedy Measures of Inadequate Liquidity: None.

5-3-2 Cash Flow Analysis for the Coming Year (2026)

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
174,366,257	56,383,950	(56,080,086)	174,670,121	-	-

Analysis of cash flow deviation:

A. Cash balance at the beginning of the period: Cash and cash equivalents for Dec. 31, 2025.

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

Mar 13, 2026

Expected Capital Expenditure	Actual or Expected Capital Expenditure					
	2025	2026	2027	2028	2029	Total
Shipbuilding and improvement of ship	1,075,258	753,308	5,048	234,472	709,856	2,777,942
Eco-friendly dual-fuel shipbuilding and improvement of ship	1,285,775	1,880,431	2,547,079	1,404,737	1,604,912	8,722,934
Machinery	107,727	174	1,217	-	787	109,905
Containers Procurement	684,915	731,027	28,335	-	-	1,444,276
Total	3,153,675	3,364,940	2,581,679	1,639,209	2,315,555	13,055,057

The Company’s capital expenditure strategy is anchored in strengthening market competitiveness. By modernizing our fleet to improve Return on Assets, we view our net-zero targets as a critical challenge for enhancing operational resilience. Through the renewal of vessels, containers, and related machinery—integrating high-efficiency and low-carbon technologies—we aim to reduce unit costs, improve capital returns, and bolster our defense against external shocks in an increasingly stringent regulatory environment. This integrated capital allocation is designed to maintain and reinforce our global logistics position through a flexible and sustainable asset portfolio.

1. Allocation Strategy

A. We deploy optimal vessel types based on global and regional market demands, guided by our sustainability roadmap and net-zero commitments. Our dual-track approach includes:

- Eco-Friendly Dual-Fuel (DF) Vessels:

We expect to add 53 new vessels between 2025 and 2029. These vessels utilize LNG, Methanol, and other low-carbon fuels, offering the flexibility to transition to zero-carbon fuels in the future. Their share of total capacity is projected to rise from 1.69% in 2025 to approximately 32.13% by 2029.

- High-Efficiency Conventional Vessels:

  By combining advanced hull designs, propeller optimization, and smart energy management systems, we ensure fuel consumption and emissions remain industry-leading for this class.

Through this dual-track deployment, total space is expected to grow by approximately 34.23% during the 2025–2029 period. Furthermore, the introduction of high-performance monitoring equipment and advanced main engines aims to enhance fuel efficiency, lower maintenance costs, and strengthen fleet resilience against international decarbonization regulations and customer demand for low-carbon supply chains.

B. Supporting Infrastructure:

- Container Allocation:

  We dynamically adjust container positioning based on route characteristics and market volatility to ensure stable, flexible capacity and enhance customer satisfaction during supply chain disruptions.

- Machinery Investment:

  We focus on automation upgrades alongside fleet expansion to improve stevedoring turnover efficiency, operational safety, and energy utilization, thereby consolidating our competitive advantage in port services.

2. Funding Sources and Financial Soundness

CapEx for this phase is funded through internal operating cash flow and project financing. Through prudent capital structure management, the Company maintains its debt ratio within a stable range to ensure financial leverage remains at safe levels, preserving our excellent credit rating to support long-term resilience and sustainable growth.

5-4-2 Expected Benefits

By harmonizing vessel power transition, container capacity reserves, and machinery operational efficiency, we aim to expand market share while establishing a global logistics system defined by low-carbon competitiveness and resilience.

1. Enhanced Operational Efficiency and Asset Turnover:

By introducing energy-saving and dual-fuel vessels, we expect to reduce fuel consumption per unit of capacity. Simultaneously, automated machinery will optimize stevedoring efficiency and reduce port dwell time, increasing average annual voyages per vessel to maximize fixed asset turnover. This will optimize Return on Assets (ROA) and Return on Equity (ROE), delivering increased shareholder value.

2. Regulatory Risk Mitigation and Green Premiums:

As our dual-fuel fleet enters service, it will effectively offset costs associated with the EU ETS and future IMO global carbon levies. Our low-carbon footprint positions us to secure long-term contracts with multinational brand owners who prioritize ESG indicators, thereby optimizing our freight revenue structure and capturing green logistics premiums.

3. Asset Value Protection:

Investing in vessels that meet dual-fuel technical standards creates a "compliance buffer," mitigating the risk of technological obsolescence during the energy transition. This ensures our asset portfolio maintains economic value in the long term, ultimately stabilizing and enhancing Net Asset Value (NAV) per share.

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 67,136,638 thousand in Parent company only balance sheet of 2025.

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:

Content	2025 (TWD thousand ; %)
Net interest	3,474,576
Net interest represented percentage of annual revenue	0.92%
Net interest represented percentage of earnings before tax	4.19%

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, 2025, 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, 2025 would have been TWD 546,416 lower/higher, respectively, mainly as a result of higher/lower interest expense on floating rate borrowings.

B. Corresponding measure

EMC continues to monitor market interest rate trends and, in accordance with its funding requirements and the prevailing rate environment, flexibly adjusts its borrowing structure. It also augments interest income by employing a mix of short and long term term deposits, thereby reducing the impact of rate volatility on earnings. For floating rate borrowings, we will appropriately assess conversion to fixed rate debt or the use of a fixed /floating rate combination to diversify risk, and, depending on its liquidity position, will pre pay high interest liabilities when advantageous.

(2) Foreign exchange rates

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

Item	2025 (TWD thousand, %)
Net currency exchange gains	-406,237
Ratio of operating revenue and net currency exchange gains	0.11%
Ratio of profit (loss) before income tax and net currency exchange gains	0.49%

For the year ended December 31, 2025, currency exchange loss was $406,237, it was estimated 0.11% of operating revenue and 0.49% 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, 2025 amounted to $32,631,658 and $26,599,310, 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 NTD 213,560; if the exchange rate of EUR:NTD had increased/decreased by 1%, net currency exchange gains would have increased/decreased by NTD 9,022; if the exchange rate of GBP:USD had increased/decreased by 1%, net currency exchange gains would have increased/decreased by NTD 1,631; if the exchange rate of EUR:USD had increased/decreased by 1%, net currency exchange gains would have increased/decreased by NTD 1,122; if the exchange rate of HKD:USD had increased/decreased by 1%, net currency exchange gains would have increased/decreased by NTD 20,931; if the exchange rate of SGD:EUR had increased/decreased by 1%, net currency exchange gains would have increased/decreased by NTD 1,237. 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 NTD 217,747; if the exchange rate of RMB:USD had increased/decreased by 1%, net currency exchange gains would have increased/decreased by NTD 18,383; if the exchange rate of HKD:USD had increased/decreased by 1%, net currency exchange gains would have increased/decreased by NTD 25,786; if the exchange rate of GBP:USD had increased/decreased by 1%, net currency exchange gains would have increased/decreased by NTD 3,007; if the exchange rate of SGD:USD had increased/decreased by 1%, net currency exchange gains would have increased/decreased by NTD 1,070.

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 global economy has shown resilience in 2025 in the protectionism. According to the International Monetary Fund’s (IMF) data released in October 2025, global growth remained steady at 3.2% in 2025, a decrease of 0.1% compared to the previous year. While global inflation has retreated from its peak, the pace of stabilization was slightly slower than anticipated due to geopolitical realignments and the tariff barriers triggered by the "America First" policies. While major economies have avoided a hard landing, 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, and the normalization of the US-China technology and trade war have led to the restructuring of global supply chains and increased operating costs.

Looking forward to FY 2026, IMF projects that as the lagged effects of high interest rates subside, global inflation will decline from 4.2% in 2025 to 3.7%, returning to the central bank targets, indicating that the world is gradually adapting to the new supply chain landscape of the post-pandemic era. World Bank, IMF, and OECD predict global economic growth will fall between 2.4% and 3.1%. With inflation under control, most central banks are expected to continue their interest rate cut cycle, and the loose monetary environment is expected to stimulate investment and consumption. However, the global economic outlook remains uncertain. The subsidy competition and Tit-for-Tat tariffs imposed by various countries on key industries could lead to the “Greenflation” and increased import costs, testing not only the stability of the international trading system but also posing the biggest challenge to curbing a complete decline in inflation in the coming year.

In the energy market, it was originally affected by factors such as increased production by major oil-producing countries and an uncertain global economic outlook, leading the market to generally worry about oversupply. However, the ongoing US-Iran conflict has prompted OPEC+ to announce a production increase in the second quarter of 2026, aiming to mitigate the risk of supply disruptions caused by geopolitical tensions. The International Energy Agency (IEA) revised its forecasts in its March 2026 monthly report, noting that the Middle East conflict caused a global daily supply deficit of up to 8 million barrels—far exceeding the pre-war surplus that had been projected. Meanwhile, high oil prices are dampening consumption, the IEA also lowered its forecast for annual global oil-demand growth in 2026. The IMF further indicated that sustained oil prices above $100 per barrel could raise global inflation by approximately 0.4 percentage points. The market remains focused on the production policies of major oil-exporting nations and geopolitical risks to assess the potential extent of supply-demand imbalances.

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 199 million in future R&D for the following projects:

Project	Summary	Planned Completion Date	Progress as of the Annual Report Publication Date
Email Data Loss Prevention	Impletment the protection against email data leakage, monitor and block the transmission of sensitive information via Email. OCR image recognition and Email data encryption functions are added to furtherly enhance company's Email data protection in compliance with cybersecurity controls and auditing regulations.	2026/10/31	In Progress
Privileged Account Management System (CyberArk) Annual Subscription Licensing and Maintenance	The privileged account management system (CyberArk) manages the administrator accounts of each host, centrally manages password change policies, and saves administrator operation records on the host to comply with various audit and regulatory requirements.	2026/9/30	In Progress
Artificial Intelligence AI Data Analytics Server Expansion	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.	2026/7/31	In Progress

Project	Summary	Planned Completion Date	Progress as of the Annual Report Publication Date
Cyber security Red Team Exercise	A red team exercise is a cybersecurity testing methodology where a team simulates the tactics and techniques of real-world attackers. They proactively launch attacks against an organization’s systems, network, and personnel to validate the effectiveness of its security defenses. Red teams typically possess high levels of technical expertise and attempt to breach defenses, penetrate networks, and obtain sensitive data, while actively evading detection. The exercise emphasizes realism and a comprehensive approach, aiming to identify security vulnerabilities and improve the organization’s incident response and defensive capabilities. A detailed report is ultimately provided, offering recommendations for patching weaknesses, strengthening security infrastructure, and enhancing overall security posture to reduce the risk of future attacks.	2026/12/31	In Progress
Implement an Intrusion Prevention System (IPS)	Implement an IPS (Intrusion Prevention System) to strengthen information security protection within Evergreen Container Terminal 7, reducing the risk of hacker attacks and preventing network vulnerabilities. This will provide real-time threat detection and blocking capabilities, including malicious IP blocking, host isolation, and proactive protection measures. This ensures continuous and stable operation of the terminal and enhances overall cybersecurity posture.	2026/4/30	As of 2026/4/30, Completed.

Project	Summary	Planned Completion Date	Progress as of the Annual Report Publication Date
Implement the ELK stack for log analysis.	Implement an ELK (Elasticsearch, Logstash, Kibana) architecture for website log analysis and monitoring, strengthening the management and analysis of server log data. The system will collect and analyze system logs from container yard servers and network devices such as firewalls, improving application performance and stability. Furthermore, activate the Machine Learning capabilities within the ELK software to continuously enhance automated anomaly detection and improve information security.	2026/3/31	As of 2026/3/31, Completed.
Cybersecurity Penetration Testing Services	To address external internet threats and malicious attacks, external cybersecurity vendors are engaged to conduct penetration testing without disrupting business operations. Hacker-style techniques are used to test the security of the Company's IT architecture, including composite risk assessments, internal active defense mechanisms, and alert systems, with the objective of strengthening overall cybersecurity resilience	2026/3/31	As of 2026/3/31, Completed.
Fleet Satellite Communication Upgrade	Continuous optimization of maritime satellite communication infrastructure, including multi-orbit and low-earth-orbit solutions, to enhance bandwidth, speed, and stability for digital fleet operations.	2026/9/30	In Progress

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 2025.

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 175~page 181.

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%:

None

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

None

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:

None.

5-6-13 Other Major Risks and Corresponding Measures

1. Strategies risks assessment and corresponding measures

Frequent adjustments to international tariff policies have had a significant impact on corporate procurement decisions and consumer confidence, causing cargo volumes to fluctuate between advance shipments aimed at avoiding tariff exposure and delayed shipments pending further policy developments. In addition, corporate “de-risking” strategies adopted in response to tariff-related and geopolitical uncertainties have accelerated supply chain restructuring, leading to structural shifts in production bases and global trade flows. These changes in demand dynamics and supply chain configurations have further increased volatility and uncertainty in the global shipping market.

In response to the rapidly evolving international economic and trade environment, the Company closely monitors market trends and dynamically adjusts its operating strategies, enhancing the flexibility of route planning and capacity deployment. While maintaining the operational stability of its core trade lanes, the Company actively expands into high-growth emerging market routes, including South America, the Middle East and India. Through diversified route deployment, the Company optimizes its cargo portfolio, reduces reliance on any single market, and strengthens its overall risk resilience and long-term operational stability.

2. Market and operational risks assessment and corresponding measures

The Project Division coordinates with related departments to identify and assess the market and operation risks that may impact the Company in line with business strategy and operating management.

(1) Risk of market management

The global geopolitical environment remains volatile. Frequent changes in trade policies and ongoing regional conflicts have significantly affected market conditions, shipping supply and demand, and cargo flows. In addition, increasingly stringent international shipping regulations have added to operational complexity and uncertainty, posing challenges to service route management.

To mitigate these risks, the Company has established a Line Manager system under which dedicated personnel monitor market developments and cargo volumes and oversee route operations. By flexibly adjusting route deployment and port rotations, dynamically allocating slot capacity, and adapting pricing strategies to market conditions, the Company optimizes cargo mix, enhances vessel utilization, and reduces route management risks.

(2) Risk of cost volatility

Prolonged Red Sea crisis has forced vessels to continue rerouting via the Cape of Good Hope, extending voyage durations and increasing fuel and operating costs. Moreover, stricter international environmental regulations, including greenhouse gas reduction and fuel compliance requirements, have further increased cost pressures.

To effectively manage cost volatility, the Company has established cross-functional cost control and fuel procurement mechanisms, working closely with Line Managers to regularly review route performance and cost structures. Through optimized fuel procurement, enhanced cost analysis, and ongoing efficiency improvements, the Company seeks to mitigate cost fluctuations while maintaining regulatory compliance and competitiveness.

(3) Risk of ship operation

To ensure stable and reliable route operations, the Company adheres to the core principles of “vessel safety, personnel safety, and cargo safety.” As the service network expands and navigation environments become more complex, effective fleet navigation risk management has become increasingly important. Dedicated personnel from the Maritech Department and Operation Department continuously monitor vessel movements and navigation conditions. A voyage coordination center works closely with fleet planning teams to manage vessel scheduling and capacity deployment. In addition, through its own seafarer training center, the Company strengthens crew competencies, safety awareness, and regulatory compliance, thereby reducing navigational risks and enhancing overall operational resilience.

3. Legal risks assessment and corresponding countermeasures

The Legal Department evaluates potential legal risks the Company may face, including compliance with domestic and international laws and regulations, understanding of regulatory requirements, contractual integrity and validity, and the legality of business activities. Through regular trainings and contract reviews, the Legal Department ensures effective control over regulatory compliance and the Company’s contractual rights, obligations, and responsibilities. These measures help mitigate potential legal risks and safeguard the Company’s business operation security.

4. Financial risks assessment and corresponding countermeasures

Please refer to page 198 – page 201 for Section 5-6-1 Effects of Changes in Interest Rates, Foreign Exchange Rates and Inflation on Corporate Finance, and Future Response Measures.

5. Information risk assessment and corresponding countermeasures

Please refer to page 205 for Section 5-6-5 The Impacts of Changes in Technology and the Industry on Corporate Finance and Business Operations, and Corresponding Measures.

6. Hazard risk assessment and corresponding countermeasures

(1) The Maritech Department develops corresponding procedures and supervisory measures to effectively control ship risks that encounter collisions, grounding,

fires, containers lost at sea 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.

(2) 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.

(3) The Maritech Department uses the Fleet Safety Management System (FMS safety) 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.

(4) 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.

(5) The Occupational Safety and Health Department organizes an emergency response team for sudden incidents such as fires and earthquakes, and conducts relevant training every six months. Meanwhile, the maintenance contractors, together with mechanical and electrical personnel, regularly inspect and maintain all types of fire-fighting equipment and emergency facilities in the building. Furthermore, the Company has established a first-aid team and completed the trainings and refresher trainings in accordance with laws and regulations.

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 and supervises the operation of 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 held by the Board of Directors on December 23, 2025.

Risk Category	Issue Group	In-charge department	Affairs of risk
Strategies Risks	• Environmental protection • Social inclusion • Corporate governance • Sustainable procurement	Project Division	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.

Risk Category	Issue Group	In-charge department	Affairs of risk
Market & Operational Risks	• Environmental protection • Social inclusion • Corporate governance • Sustainable procurement	• Project Division • Line Manager team • Cost Control Team • Fuel Purchase Team • Schedule Coordination Center • Department heads	Specific to the scope of business, plan strategies and evaluate risks within and across each in-charge department.
Legal Risks	Corporate governance	• Legal Department • Compliance Team	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.
Financial Risks	Corporate governance	Finance Division	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	Information Security Management Committee	Responsible for risks caused by improper security control, operation, and backup of information systems.
Hazard Risks	• Environmental protection • Social inclusion • Corporate governance • Sustainable procurement	• Operation Department • Ship Division • Operation Coordination Department • Occupational • Safety & Health Department	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 Annual implementation status of our Intellectual Property Management Plan

Under the framework of environmental protection, social inclusion, and sustainable governance (ESG), intellectual property (IP) management is not only a critical component of corporate operational risk control, but also a fundamental cornerstone for fostering an innovation-driven culture, safeguarding brand value, protecting stakeholder rights and interests, and supporting sustainable business operations. Evergreen Marine Corp. (Taiwan) Ltd. (the "Company", or "we", or "us") regards IP as a key intangible asset for strengthening long-term competitiveness and enhancing market resilience. In alignment with its long-term ESG operational objectives, the Company has planned, promoted, and implemented an “IP Management Plan,” covering various types of IP, including trademarks and trade secrets.

To ensure the effective operation of governance mechanisms and enhance transparency, the Company regularly reports the implementation status of the “IP Management Plan” to the board of directors at least once a year. The most recent report was submitted on December 23, 2025. Relevant information is also disclosed in annual reports and on its sustainability website, demonstrating the ongoing commitment to IP protection and sound sustainable governance.

Since 2023, the Company has adopted the Taiwan Intellectual Property Management System (TIPS) issued by the Industrial Development Administration of the Ministry of Economic Affairs, and has continuously strengthened system design, refined management processes, and reinforced implementation mechanisms. A summary of the Company’s major IP management achievements for 2025 is set out below:

(1) Trademark Management: Trademarks are important identifiers of the Company’s products and services and are essential tools for protecting the legal rights of the Company’s brand, supporting market competitiveness, and achieving sustainable business objectives. Through a comprehensive trademark management system and standardized procedures, the Company has established a global trademark portfolio covering all five continents. In response to business development needs and regulatory changes across jurisdictions, the Company regularly reviews, dynamically adjusts, and continuously manages trademark applications and maintenance strategies worldwide, thereby enhancing the overall value of our trademark assets. As of November 28, 2025, the Company held a total of 232 registered trademarks globally.

(2) Confidential Information and Trade Secret Management: To maintain market

competitiveness, protect customer interests, and safeguard stakeholders' rights, the Company has implemented diversified management mechanisms, including education and training, inventory reviews, and internal audits, to enforce its “Confidential Information Protection Guidelines.” These measures enable precisely control over the sources, flow, and use of information, thereby strengthening the protection of confidential information and trade secrets. As of November 28, 2025, the Company managed a total of 1,045 trade secrets.

(3) Education and Training: To ensure that the IP management system is effectively integrated into daily operations and to enhance employees' awareness of IP protection, the Company regularly disseminates updates on relevant IP laws and regulatory developments. In addition, tiered training programs are conducted based on job functions, including “Basic IP Training” and “IP Responsibility Training.” As of December 31, 2025, a total of 2,501 attendances had completed the relevant courses, achieving a 100% completion rate. Furthermore, in 2025, the Company designated three employees to participate in the TIPS self-assessor training program, thereby continuously building internal capabilities for autonomous IP management.

(4) TIPS Certification: To verify the effectiveness of its IP management system and ensure compliance with relevant standards, the Company obtained TIPS (Class A) certification in 2023, successfully passed re-certification in 2024, and completed an on-site audit on March 21, 2025. The certification remains valid through December 31, 2026.

5-7 Other important issues

NIL.

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 2025 and as of the date of this annual report had significant impacts on shareholders' right or security 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.