Evergreen Marine Corporation
Sustainable Development Best Practice Principles

Chapter 1 General Principles

Article 1

In order to fulfill The Company's corporate social responsibility, promote economic, environmental and social progress and achieve the objectives of sustainable development, these Principles are formulated in accordance with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and shall be complied with by management and all employees, so as to manage the risks and impacts of the Company's and its subsidiaries' overall operating activities on the economy, the environment, and society.

Article 2

The scope of application of these Principles includes the overall operating activities of the Company and its subsidiaries.
While the Company is engaged in operating activities, it shall actively implement corporate social responsibility in line with international development trends, and through the fulfillment of corporate citizenship, enhance its contribution to the national economy, improve the quality of life of employees, communities, and society, and promote competitive advantages based on sustainable development.

Article 3

The Company shall pay attention to the rights and interests of stakeholders in promoting sustainable development. While pursuing sustainable operation and profitability, it shall place importance on environmental, social and corporate governance factors and incorporate them into its management policies and operating activities.
The Company shall, in accordance with the materiality principle, conduct risk assessments of environmental, social and corporate governance issues pertaining to company operations and establish the relevant risk management policy or strategy.

Article 4

The Company shall implement sustainable development based on the following principles:
1. Implement corporate governance.
2. Develop a sustainable environment.
3. Maintain social welfare.
4. Enhance the disclosure of sustainable development information.

Article 5

The Company shall consider domestic and international sustainability issue trends, their relevance to the Company's core business, and the impacts of the Company and its subsidiaries' overall operating activities on stakeholders, and formulate sustainability policies or related management schemes and work plans, which shall be submitted to the Board of Directors for approval.
When shareholders propose motions involving sustainable development, the Board of Directors may, after deliberation, include such motions as agenda items for shareholders' meetings.

Chapter 2 Implementation of Corporate Governance

Article 6

The Company shall refer to the Corporate Governance Best Practice Principles, Ethical Corporate Management Best Practice Principles and Code of Ethics Conduct for TWSE/TPEx Listed Companies, to establish an effective governance structure and relevant ethical standards to enhance corporate governance.

Article 7

Directors of the Company shall exercise the duty of care of a good administrator to urge the Company to perform sustainability, and review its implement effectiveness and continuous improvement to ensure the implementation of sustainability policies.
The sustainability committee shall consider the interests of stakeholders and include the following items when performing corporate sustainability:

1. Propose the Company's sustainability mission or vision, and formulate sustainability policies.
2. Incorporate sustainable development into the Company's operating activities and development direction, and approve sustainability work plans.
3. Ensure the timeless and accuracy of the disclosure of sustainability-related information.

Economic, environmental and social issues arising from the Company's operating activities shall be handled by the Sustainability Committee as authorized by the Board of Directors, and the handling status shall be reported to the Board of Directors. The operational procedures and responsible personnel shall be clearly defined.

Article 8

The Company shall regularly conduct training related to the promotion of sustainable development, including publicizing the second item of the preceding article.

Article 9

To strengthen sustainability management, the Company shall establish a sustainability governance structure, with the Sustainability Committee under the Board of Directors of this Company serves as the dedicated unit for promoting sustainable development and responsible for proposing and implementing sustainability policies or related management schemes to the Board of Directors for approval, reviewing work plans, overseeing their implementation progress, and regularly reporting to the Board of Directors.
The Company shall establish reasonable remuneration policies to ensure that compensation planning aligns with the Company's strategic objectives and stakeholders' interests.
The Company's employee performance appraisal system shall be integrated with the sustainability policies, and clear and effective incentive and disciplinary mechanisms be established.

Article 10

The Company shall respect the rights and interests of stakeholders, identify its stakeholders, and establish a stakeholder section on its website. Through appropriate communication channels, the Company shall understand stakeholders' reasonable expectations and needs and appropriately respond to material sustainability issues of concern.

Chapter 3 Development of a Sustainable Environment

Article 11

The Company shall comply with environmental laws and regulations and international standards, properly protect the natural environment, and endeavor to achieve environmental sustainability in its operating activities and internal management.

Article 12

The Company may endeavor to enhance energy efficiency and use renewable materials with low environmental impact so that global resources may be used sustainably.

Article 13

The Company shall establish appropriate environmental management systems in accordance with the characteristics of the maritime industry. The system shall include the following:

1. Collect sufficient and timely information to evaluate the impact of operating activities on the natural environment.
2. Establish measurable environmental sustainability management objectives and regularly review their continuity and relevance.
3. Formulate specific programs or action plans and regularly review their operational effectiveness.

Article 14

The Company shall, as necessary, establish a dedicated environmental management unit to formulate, promote and maintain relevant environmental management systems and action plans, and regularly conduct environmental training courses.

Article 15

The Company may consider the impact of vessels and operating activities on ecological benefits, promote and advocate the concept of sustainable consumption, and conduct procurement, operations and service provision in accordance with the following principles to reduce the impact of its operations on the natural environment and human beings:

1. Reduce resources and energy consumption during service provision.
2. Reduce emissions of pollutants, toxic substances and wastes, and properly handle waste.
3. Enhance the recyclability and reuse of raw materials, equipment, or operating assets.
4. Maximize the sustainable use of renewable resources.
5. Extend the durability of operating assets.
6. Improve service efficiency.
7. Enhance the conservation of marine and terrestrial biodiversity and ecosystems, sustainable resource use, and fair and reasonable benefits.

Article 16

The Company shall properly manage and sustainably utilize water resources, strengthen relevant environmental protection treatment facilities, and establish relevant management measures to prevent pollution of water, air and land. The Company shall also make its best efforts to reduce adverse impacts on human health and the environment by adopting the best available pollution prevention and control technologies.

Article 17

The Company shall assess the current and future potential risks and opportunities arising from climate change and adopt corresponding response measures. The Company shall adopt commonly used domestic and international standards or guidelines to conduct greenhouse gas inventories and disclose relevant information, covering the following scopes:

1. Direct greenhouse gas emissions: emissions from sources owned or controlled by the Company.
2. Indirect greenhouse gas emissions: emissions resulting from the use of purchased electricity, heating, or steam.

3. Other indirect emissions: emissions generated by Company activities are not energy-related indirect emissions and originate from sources owned or controlled by other companies.

The company shall compile statistics on greenhouse gas emissions, water usage, and total waste volume, and establish policies on energy conservation, carbon and greenhouse gas reduction, water reduction, or other waste management. The acquisition of carbon credits shall be incorporated into the Company's carbon reductions strategy and promoted accordingly, in order to reduce the impact of operating activities on climate change.

Chapter 4 Preserving Public Welfare

Article 18

The Company shall comply with relevant laws and regulations and international human rights conventions, including but not limited to gender equality, the right to work, and prohibition of discrimination.

To fulfill its responsibility to protect human rights, the Company shall establish human rights policy and regularly review its effectiveness, formulate management policies and handling procedures related to human rights protection in operating activities and internal management, and disclose procedures for stakeholders involved in human rights violations.

The Company shall comply with internationally recognized labor human rights, including but not limited to the prohibition of child labor, elimination of all forms of forced labor, and elimination of discrimination in employment and occupation, and ensure that its human resource policies provide equal and fair treatment without discrimination based on gender, race, socio-economic status, age, marital status, or family status, in employment, working conditions, remuneration, benefits, training, performance evaluation, and promotion opportunities.

The company's operating activities and management systems shall not infringe upon labor rights. In case where labor rights are infringed, the Company shall provide effective and appropriate grievance mechanism to ensures fairness and transparency. Grievance channels shall be simple, convenient, accessible and responded to appropriately.

Article 19

The Company shall provide employees with relevant information so that they may understand the labor laws of the country in which they are located and the rights to which they are entitled.

Article 20

The Company shall provide employees with a safe and healthy working environment, including providing necessary health care and first aid facilities, and shall endeavor to reduce factors that may endanger employees' safety and health in order to prevent occupational accidents.

The company shall regularly conduct safety and health education and training for employees.

Article 21

The Company shall create a sound environment for employees' career development and establish effective career capability development and training program.
The Company may establish industry-academia cooperation programs or talent cultivation initiatives to nurture professional talents required by the industry.
The Company shall formulate and implement reasonable employee welfare measures (including remuneration, leave and other benefits), and appropriately reflect business performance or achievements in employee compensation, so as to ensure the recruitment, retention, and motivation of employees and achieve sustainable operation objectives.

Article 22

The Company shall conduct the election of labor representatives in accordance with the regulation for implementing labor-management meeting, and convene regular labor-management meetings on a regular basis. Through mechanisms such as consultations, cooperation, and briefing sessions, the Company shall engage in adequate two-way communication and endeavor to establish a harmonious labor-management workplace environment, providing smooth and diversified communication channels.
Through the aforementioned or other appropriate means, the Company shall ensure that employees have the right to obtain information and express opinions regarding the Company's operational management activities and decisions.
The company shall reasonably notify employees of operational changes that may have a material impact on them.

Article 22-1

The Company shall treat customers or consumers faced by its products or services in a fair and reasonable manner, including principles of fairness and good faith in contracting, duty of care and loyalty, truthfulness in advertising and solicitation, suitability of products or services, notification and disclosure, balance of remuneration and performance, protection of complaint rights, and professionalism of business personnel. The Company shall also formulate relevant implementation strategies and specific measures accordingly.

Article 23

The Company shall be responsible for the maritime and related services provided and value marketing ethics. Its procurement, operational and service provision processes shall ensure the information transparency and security so as to prevent any infringement upon customer rights during service delivery.

Article 24

The Company shall ensure the quality of maritime and related services provided in accordance with government regulations and relevant industry standards.
The Company shall comply with relevant laws, regulations and international guidelines with respect to customer health and safety, customer privacy, marketing and labeling of products and services, and shall not engage in deception, misleading practices, fraud, or any other conduct that undermines consumer trust or infringes upon customer rights and interests.

Article 25

The Company shall assess and manage various risks that may cause operational interruptions in order to reduce the impact on customers and society.
The Company shall establish transparent and effective customer complaint and communication mechanisms, handle customer feedback fairly and in a timely manner, and comply with relevant laws and regulations to properly protect customers' personal data and privacy.

Article 26

The Company may assess the potential environmental and social impacts of procurement activities conducted by its major suppliers, and cooperate with suppliers to jointly fulfill corporate social responsibility.
The Company shall establish Supplier Code of Conduct requiring suppliers to comply with relevant regulations regarding environmental protection, occupational safety and health, and labor rights. Prior to engaging in business transactions, the Company should assess whether suppliers have records of environmental or social impact, and avoid transactions with suppliers whose practices conflict with the Company's sustainability policies.
When entering into contracts with major suppliers, the Company shall endeavor to include provisions requiring compliance with both parties' sustainability policies, and clauses allowing the Company to terminate or rescind the contract at any time if the supplier violates such policies and causes significant environmental or social impacts on the community of the supply source.

Article 27

The Company shall assess the impact of its operations on local communities and appropriately employ local personnel at its operating locations to enhance community identification.

Through equity investments, commercial activities, in-kind donations, corporate volunteer services, or other public welfare or professional services, the Company may allocate resources to organizations that address social or environmental issues through business models, or participate in activities of civic organizations, charitable groups, and local government institutions related to community development and community education, so as to promote community development.

Article 27-1

The Company may, in accordance with the nature of its operations and the availability of resources, participate in or support cultural, artistic, or other social welfare-related activities to promote social development.

Chapter 5 Strengthening Disclosure of Sustainable Development Information

Article 28

The Company shall disclose information in accordance with relevant laws and regulations and the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and shall fully disclose material and reliable sustainability-related information to enhance information transparency.
Relevant information disclosed by the Company shall include the following:
1. Sustainability policies or related management schemes.
2. Risks and impacts on the Company's operations and financial condition arising from the implementation of corporate governance, development of a sustainable environment, and safeguarding of social welfare.
3. Sustainability promotion objectives, measures and performance formulated by the Company.
4. Major stakeholders and their issues of concern.
5. Disclosure of management and performance information of major suppliers regarding significant environmental and social issues.
6. Other sustainability-related information.

Article 29

The Company's Sustainability Report shall adopt internationally recognized standards or guidelines to disclose the status of sustainability promotion, and shall continuously monitor the latest laws and regulations of the competent authorities. The Company shall comply with regulatory requirements to obtain third-party assurance or verification in order to enhance the reliability of disclosed information.
The content of such reports may include:
1. Sustainability policies, guidelines or related promoting plans.
2. Major stakeholders and their issues of concern.
3. Performance and review in implementing corporate governance, developing a sustainable environment, maintaining social welfare and promoting economic development.
4. Future improvements directions and objectives.

Chapter 6 Supplementary Provisions

Article 30

The Company shall continuously monitor the development of domestic and international sustainability-related standards and changes in the business environment, and review its sustainability-related systems to enhance the effectiveness of sustainable development initiatives.

Article 31

These Principles shall be implemented upon approval by the Board of Directors. The same shall apply to any amendments hereto.

Evolution of the Evergreen Marine Corporation Sustainable Development Best Practice Principles
These Principles were first established on March 27, 2015.
First amendment on November 11, 2016.
Second amendment on December 27, 2021, with the title revised to Corporate Sustainable Development Best Practice Principles.
Third amendment on March 14, 2023, with the title revised to Sustainable Development Best Practice Principles.
Fourth amendment on May 14, 2026.