

Employee Relationship

2024.05.31

1. Employee Benefit, Education, and Training

1.1 The Company is committed to employee welfare. Apart from the legally required employee welfare committee that oversees employee welfare affairs, employees enjoy an annual company trip; bonuses and gifts on birthdays and holidays; and subsidies for weddings, funerals, childbirth and hospitalization. In addition, we provide educational grants for employees' children, a commemorative ring upon retirement, and emergency subsidies.

1.2 We distribute an annual year-end bonus along with company-wide and individual performance bonuses. Annual pay raises are determined by industry indicators. In 2023, employees received an average pay hike of 3%.

1.3 Our leave policy complies with the Labor Standards Act and employees are encouraged to take their paid leave days.

1.4 Employee Education and Training

1.4.1 All company departments allocate funds annually for continuing education and training. We hold periodic internal training programs and encourage enrollment in external practical training courses and programs. These programs help to improve both the technical skills and competitiveness of our employees.

1.4.2 In 2023, employees of the consolidated entity attended 3,124 hours of internal training and 1,518 hours of external training. Employees were certified in transportation of dangerous goods, occupational safety and health management, first aid, and electronic navigation charts through these programs.

1.4.3 All crew members serving on our ships are required to hold either seafarer certification or a certificate of competency (management-, operational-, or assistant-level) issued by the government of the flag state. Periodic retraining is also required, as is practical training and participation in electronic navigation chart, marine radio operation, emergency first aid, sea survival, firefighting, and security training exercises.

2. Corporate Pension Scheme and Implementation

2.1 Pension Scheme: Employees that know they will be financially secure upon retirement can focus their full attention on contributing to their company. Under our pension scheme, the Company is wholly responsible for pension contributions and deposits 9% of employees' wages into our designated Bank of Taiwan pension reserve account every month. In accordance with Article 56-2 of the Labor Standards Act, the contribution difference is estimated at the end of the year and the difference is deposited before the

end of March the following year. In the case of employees that switched from the previous pension scheme to the new Labor Pension Act pension scheme, the Company pays 6% of the employee's wage to the Bureau of Labor Insurance for deposit in the employee's personal pension account.

2.2 Implementation in 2023: No previous pension scheme retirements

As of Dec. 31, 2023, the Company's employee pension reserve fund balance was NT\$27,197,000.

3. Occupational and Personal Safety

3.1 The Company holds itself responsible for providing a clean, safe working environment. Building maintenance is outsourced to a professional cleaning company, with two daily inspections. Building exteriors are cleaned and maintained once a year while building interiors, including drainage systems, are disinfected twice a year. Planting and greening also take place twice a year.

3.2 Fire safety equipment is inspected regularly and a fire and evacuation drill is held every year. Emergency escape route lighting, AEDs and elevators are tested and maintained every two weeks. All company locations have a rest area for cargo drivers.

3.3 We provide annual health checkups and vaccination leave for employees. All employees are covered under Nanshan Life Insurance and Fubon Life Insurance group insurance policies.

3.4 We are committed to maintaining a pleasant and harmonious work environment and view occupational safety as a fundamental responsibility.