

# 2024 Sustainability Report



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# 1.1 About this Report

## Basis of Preparation

This Report has been prepared in accordance with the 2021 GRI Sustainability Reporting Standards (GRI Standards) issued by the Global Reporting Initiative (GRI); it is disclosed in compliance with the Sustainability Accounting Standards Board (SASB) standards. The Report adheres to the Taiwan Stock Exchange Corporation's "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" and the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" to present the sustainability strategies, activities, and performance of Chinese Maritime Transport Ltd. (CMT, the Company; Parent Company) and its subsidiaries (the CMT Group; the Group) in 2024 across four key dimensions: environmental protection, community engagement, corporate governance efficiency, and sound economic development. It reflects the outcomes of stakeholder communication, demonstrating the Group's efforts and ongoing commitment to advancing corporate sustainability while fulfilling social responsibility. A detailed reference table is provided in the Appendix.

Issuing Organization	Items Followed
Taiwan Stock Exchange Corporation	Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
Global Reporting Initiative (GRI)	GRI Standards 2021
Financial Stability Board (FSB)	Task Force on Climate-related Financial Disclosures
Sustainability Accounting Standards Board	SASB Standards
United Nations	SDGs (Sustainable Development Goals)

## Reporting Period and Frequency

This Report is the second sustainability report published by CMT. A sustainability report is published each year, disclosing the financial and non-financial information of the Group for 2024 (from January 1, 2024 to December 31, 2024), covering management policies, material topics, performance, value chain management, and environmental and social related actions. It is published on the [CMT official website](#).

- Issuance of the previous report: August, 2024
- Issuance of the current report: August, 2025

The reporting period is aligned with the consolidated financial statements. For report completeness and comparability, some chapters cover information before January 1, 2024 and after December 31, 2024, with details explicitly noted in the relevant chapter footnotes.

## Report Scope

The Report scope encompasses CMT and its consolidated financial reporting subsidiaries, excluding environmental and social information related to overseas offices, referenced in the table below.

Type	Main Disclosure Boundaries and Scope	Difference between the Report and the Financial Report
Financial Information	Parent and subsidiary companies (Associated Transport Inc., CMT Logistics Co., Ltd., Associated Group Motors Corp., and the fleet)	Aligns with the financial report
Environmental Information	Taiwan operating sites and overseas fleet of the parent and subsidiary companies (Associated Transport Inc., CMT Logistics Co., Ltd., Associated Group Motors Corp., and the fleet)	Not including overseas offices
Social Information	Activities of the parent and subsidiary companies (Associated Transport Inc., CMT Logistics Co., Ltd., Associated Group Motors Corp., and the fleet) within the Taiwan area	Not including overseas offices

## Data Source Management and Verification

Information and data in this Report were provided by all departments of the CMT Group. It was compiled and edited by the Sustainable Development Task Force and reviewed by the Sustainable Development Committee. Finally, this Report was issued after the Board of Directors' discussion and approval. The information in this Report was verified as follows:

Item	Corresponding Criteria	Assurance/Verification Standards	External Assurance/Verification Unit
Sustainability-related information	GRI Standards 2021, SASB Standards	International Standard on Assurance Engagements 3000 (ISAE 3000) – Limited Assurance	KPMG
Financial data	Regulations Governing the Preparation of Financial Reports by Securities Issuers, International Financial Reporting Standards (IFRS), and International Accounting Standards (IAS) recognized and issued by the Financial Supervisory Commission	Regulations Governing Financial Statement Audit and Attestation Engagements of Certified Public Accountants and Auditing Regulations	KPMG
Greenhouse gas inventory	ISO 14064-1: 2018	Standards on Assurance Engagement 3410 (TWSAE 3410) – Limited Assurance	KPMG

## Information Restatement

Restated Information	Reason for Restatement	Impact of Restatement	Report Section
Greenhouse gas emission intensity in 2023	The measurement method/definition has been revised: It now includes only Scope 1 and Scope 2, aligning with the calculation basis of the Annual Report.	No impact	4.2.2 Greenhouse gas management
Water resource usage in 2023	The 2023 data has been updated and adjusted to enhance the consistency and comparability of information disclosure.	No impact	4.3 Water Resource Management
Number of employees of the Group in 2023	An error occurred during the previous reporting period: Employee of subsidiaries and branches were not included in the 2023 Report; the error has been corrected in the current Report.	An increase of 0.5% in the number of employees of the Group	5.1.1 Manpower Structure

### Contact

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Contact number: (02) 2396-3282 for the Sustainable Development Task Force

Feedbacks: If you have any comments or suggestions regarding this report, please do not hesitate to contact us.

In response to environmental protection, the electronic version of the full Report is available at the [CMT official website](#).



## 1.2 A Message from the Chairman

As the international trend of climate change and the net-zero energy transition progress, CMT continued to implement three core ESG sustainability goals at a pragmatic and steady pace in 2024. Under the joint leadership and supervision of the Board of Directors, the Audit Committee, and the Sustainable Development Committee, the cross-departmental Sustainable Development Task Force promoted ESG work, conducted a greenhouse gas inventory, and issued the Sustainability Report. It established a Task Force on Climate-related Financial Disclosures (TCFD) as the basis for short-, medium- and long-term planning to strengthen CMT's response to climate-related risks and opportunities.

Regarding environmental protection, CMT's various business units never ceased their efforts, in demonstrating determination to promote green transportation through a series of actions:

In shipping, we continued to replace old ships with new ones to improve fleet efficiency. In addition to the four advanced environmentally friendly and energy-saving bulk carriers ordered, delivered, and put into operation in 2023 and the first half of 2024, a new phase of shipbuilding and replacement plans were launched during the second half of 2024. Four new advanced environmentally friendly and energy-saving bulk carriers are scheduled to be delivered consecutively, starting 2026. Simultaneously, the oldest ship was phased out in 2024 and another in 2025.

The new ships feature a hydrodynamically optimized hull design that enhances fuel efficiency above regulatory baselines. Consistently, the ships' EEDI rating fall below IMO Phase 3

threshold. The greenhouse gas emissions are also significantly lower than existing ships. The new ships are equipped with advanced selective catalytic reduction (SCR) systems to comply with Tier III NOx standards. . Equipment updates have been ongoing to improve the existing fleet's energy efficiency along with energy conservation and carbon reduction upgrades to reduce greenhouse gas emissions. Some ships have even won the Green Incentive Scheme in and for Hong Kong registered ships. We have in tandem maintained optimal performance in capacity and built a more environmentally-friendly fleet.

In trucking, the number of EU 5, EU 6, and electric tractors continue to increase, accounting for more than 80% of the total fleet. In terminal, we have replaced operational equipment with new energy-saving technologies and acquired new electric container handlers. The primary operational equipment obtained a gold mark for environmental protection emissions. In the commercial vehicle sales, we are committed to promoting the latest EU 6 and new energy tractors.

In addition to environmental protection, CMT attaches importance to the rights and interests of all stakeholders. The Company integrates sustainable values into daily life through relevant policies on ethical management, human rights policy, employee welfare and development, information security, and occupational health and safety. These policies are implemented in each department, then evaluated and adjusted based on specific implementation conditions. With the goal of giving back to society, we have donated to public welfare groups to care for disadvantaged people for many years. We established the CMT Scholarship to encourage young students to continue

to learn and realize their potential. We give back to society through practical actions, promoting inclusiveness and mutual prosperity.

For corporate governance, our Shipping, Trucking, and Commercial Vehicle Sales Department all maintain the ISO9001:2015 standard. The Terminal Department obtained the AEO-Authorized Economic Operator Certificate. In 2024, it was also awarded the "Outstanding Autonomous Warehouse and Container Yard Operator" by Keelung Customs Office of Customs Administration, Ministry of Finance. CMT continues to optimize system and comply with regulation as the cornerstone of sustainable operation.

CMT will continue to promote sustainable governance with higher standards, actively integrate various business resources such as shipping, terminal, and trucking to cultivate a sustainable supply chain, and strengthen the Company's operational resilience and environmental adaptability through digital transformation and the introduction of new technologies and equipment. Under the continued leadership of the Board of Directors, the Audit Committee, and the Sustainable Development Committee, CMT upholds the spirit of professionalism, integrity, and responsibility, with a long-term sustainable blueprint. As we move toward new milestones in green transformation, our aim is to create long-term value for our shareholders, employees, customers, and society, while fulfilling our corporate responsibilities.

William S. H. Peng, Chairman

## 1.3 Sustainability Performance Highlights

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### Environmental

- Won the Green Incentive Scheme for Hong Kong-registered ships; two ships met the Carbon Intensity Indicator (CII) rating of A or B established by the International Maritime Organization (IMO).
- Several 210,000-ton energy-saving and environmentally friendly bulk carriers were put into operation.
- Controlled the supply of hazardous materials to the fleet, installed ballast water management systems, and promoted energy-saving devices.
- Compared to 2023, the average amount of plastic waste per ship in 2024 dropped by 50%.
- The Terminal Department purchased new electric container handlers. Our terminals primarily use Ministry of Environment-certified Machine Tool Industry Energy Saving Label Gold Medal equipment.
- The Trucking Department has continued to purchase EU 6 tractors, electric tractors, and new operational equipment.
- Commercial Vehicle Sales Department prioritized introducing and selling new energy and the latest EU 6 tractors.


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### Social

- Percentage of the Group's female supervisors rose by 0.5%.
- Employees were encouraged to pursue further studies, with a total of 3,111 work-hours of education and training.
- Taipei Headquarters obtained the Badge of Accredited Healthy Workplace for its creation of a quality work environment.
- CMT has continued to support the National Taiwan Ocean University Scholarship and awarded NTD 160,000 in 2024.
- The Group continues to invest in social welfare and donate to institutions such as the Weici Charity Foundation, Cheng Hsin General Hospital, and education foundations. In 2024, the Group's cumulative donation amount reached NTD 1.71 million.

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### Governance

- The Shipping Department, Trucking Department, and Commercial Vehicle Sales Department all passed the ISO 9001:2015 standard.
- Terminal Department awarded the AEO: Authorized Economic Operator Certificate.
- In 2024, the Terminal Department was awarded the "Outstanding Autonomous Warehouse and Container Yard Operator by Keelung Customs Office of Customs Administration, Ministry of Finance.
- There were no legal cases related to anti-competitive practices, anti-trust, or monopoly-like behavior.
- There were no incidents of fines or penalties imposed by regulatory authorities due to major violations.
- New employees signed the "Integrity Pledge," "Confidentiality Agreement," and "Information Security and Data Monitoring Management Consent Form," achieving a 100% compliance rate.
- Current employees participated in ethical management education and training courses totaling 210 work-hours.



## 1.4 About CMT

### 1. About CMT

CMT operates international bulk carriers, inland container transportation, and terminals. We are a reliable partner in the global commodities supply chain for major international traders and miners, as well as landside container service providers to global shipping lines. With full efficiency, expertise, reliability, superior customer service, and a commitment to community and environment, CMT provides an extensive range of transport solutions.

As a company listed on the Taiwan Stock Exchange Corporation (Stock Code: 2612), CMT owns and operates a fleet of Capesize bulk carriers through Singapore and Hong Kong subsidiaries, with operation sites in ocean, land, and air fields. Subsidiaries operate land transportation, container logistics, and commercial vehicle sales. Among them, Associated Transport Inc. specializing in container services is the largest container services provider in Taiwan; CMT Logistics Co., Ltd. operates the most renowned container terminal in northern Taiwan and Associated Group Motors Corp. is the company introducing electric tractors to continue to build low carbon transportation.

Our commitment to innovation, digitization, and sustainability has made CMT an indispensable partner in supporting our clients in meeting their business needs.

Category	Basic Company Information
Full Company Name (Chinese)	中國航運股份有限公司
English Name	Chinese Maritime Transport Ltd.
Headquarters Location	9F, No. 15, JiNan Road, Sec. 1, Taipei 100025, Taiwan, R.O.C. (Chinese Maritime Building)
Industry	Shipping industry
Main Business	Shipping agency; Container terminals operators; Container truck transportation enterprise; Wholesale of motor vehicles
Date of Establishment	January 31, 1978

Category	Basic Company Information
Chairman	William Peng
President	James S.C. Tai
Operating Locations	Mainly in Taiwan, located in Keelung, Taipei, Taoyuan, Taichung, Kaohsiung
Number of Employees (people)	65 employees (Parent Company)
Market Type	Listed company (2612)
Paid-in Capital (NTD)	1,974,845,930

## 2. Main Business Activities and Locations

### Shipping



#### Chinese Maritime Transport Ltd.

**Business Locations:** Taipei

**Service Area:** Global

- Operates shipping agency
- Through overseas investment, we established wholly owned subsidiaries in Singapore and Hong Kong, with each subsidiary owning vessels and conducting shipping services. As of 2024, we have 13 vessels
- We engage in the oil tanker venture with Global Energy Maritime Co., Ltd., a joint venture with CPC Corporation, Taiwan and U-Ming Marine Transport Corporation, and maintain stable profits

### Trucking



#### Associated Transport Inc.

**Business Locations:** Keelung, Taipei, Taoyuan, Taichung, Kaohsiung

**Service Area:** Taiwan

- Long- and short-haul inland container drayage
- Coordinating transportation for CFS and full container CY services
- Drayage service for shipside operation and container movement between yards and different terminals
- Container door-to-door service

### Terminal



#### CMT Logistics Co., Ltd.

**Business Locations:** Taoyuan, Taichung

**Service Area:** Taiwan

- Full container import and export services and storage
- CY/CFS services
- Reefer container services
- Container maintenance and repair services
- Logistics, terminal, and management services

### Commercial Vehicle Sales



#### Associated Group Motors Corp.

**Business Locations:** Taipei, Taichung, Kaohsiung

**Service Area:** Taiwan

- Sales of commercial tractors
- Sales of auto parts
- Vehicle maintenance services

### Agency & Travel

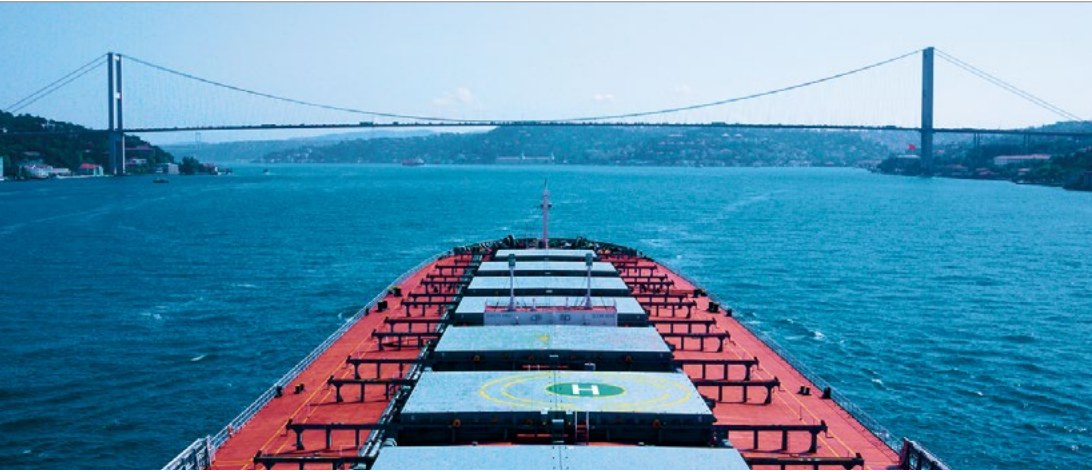


#### Taipei Branch, Chinese Maritime Transport Ltd.

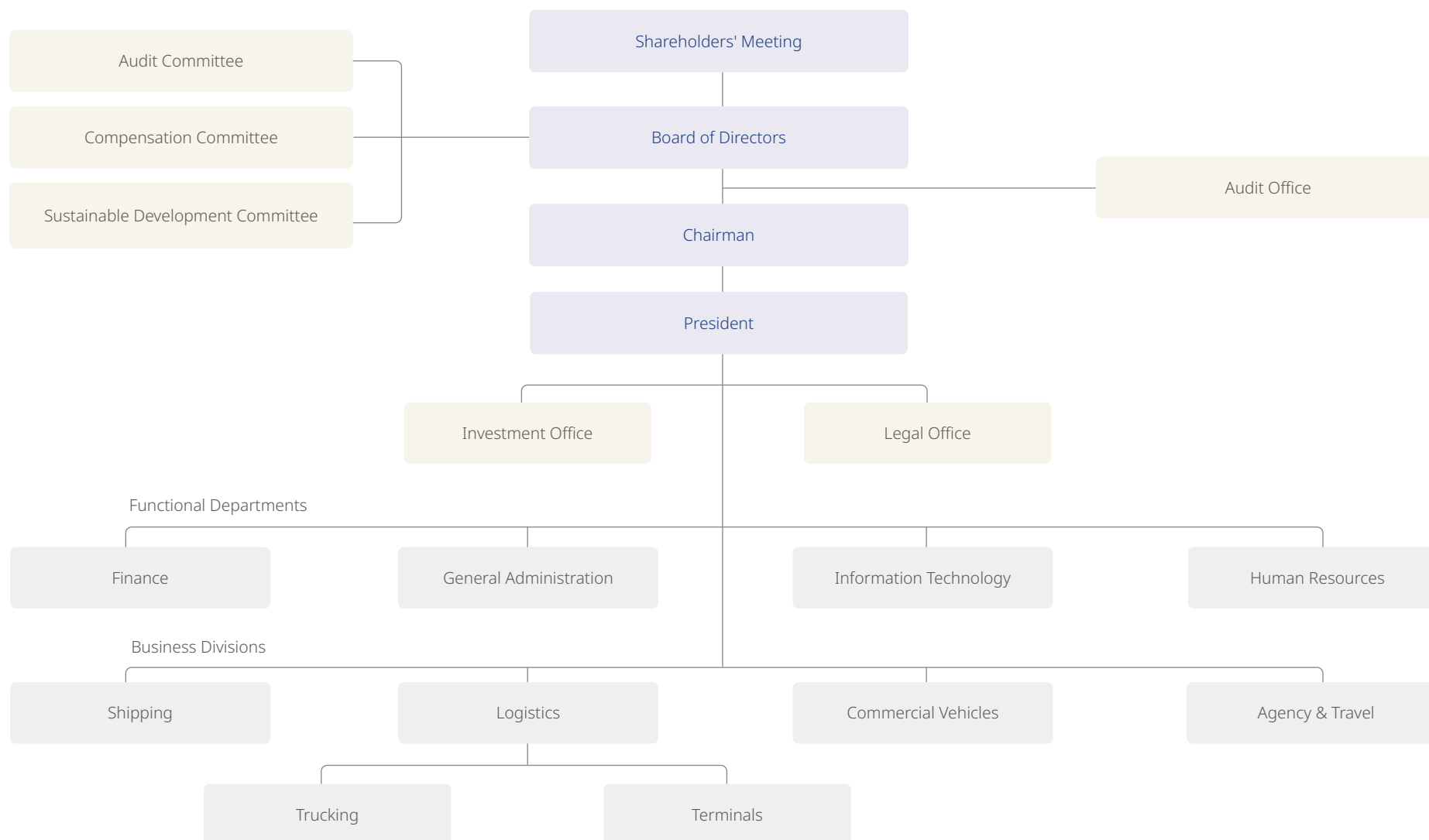
**Business Locations:** Taipei

**Service Area:** Middle East, Africa, and Eurasia

- Sole Representative for Saudi Arabian Airlines
- Air cargo and passenger agency services
- Travel planning and reservation services for individual and group travel packages



### 3. Organizational Structure



#### 4. Participation in Public and Industry Associations

The CMT Group actively participates in various industry-related associations in Taiwan to stay current on industry trends and policies, and engages in dialogue with peers to share practical experience and professional knowledge. The Group continues to uphold a spirit of ongoing improvements to enhance our capabilities and competitiveness. The associations the Group has participated in recent years are as follows:

No.	Organization	Engagement
1	Association of Shipping Services, R.O.C.	Director
2	Technical Committee, CR Classification Society	Technical committee member
3	CR Classification Society	Board member
4	China Maritime Institute	Director
5	American Bureau of Shipping	Member
6	American Bureau of Shipping Taiwan, Co., Ltd.	Technical committee member
7	National Association of Chinese Shipowners	Member
8	Taipei Shipowners' Association	Director/supervisor
9	ROC National Association of Shipping Agencies	Supervisor
10	The Master Mariners Association	Committee member
11	Chinese Maritime Research Institute	Director/supervisor
12	Council of Maritime China	Member
13	Truck Cargo Transportation Association of the R.O.C.	Member
14	Taiwan Truck Cargo Transportation Association	Member

No.	Organization	Engagement
15	BIMCO	Member
16	INTERCARGO	Member
17	RightShip	Member
18	Association of Cabs Industry, Taoyuan City	Member
19	Container Terminal & Transport Association R.O.C.	Director/supervisor
20	Taipei Freight Transport Trade Association (CMT, Associated Transport Inc.)	Director
21	Taoyuan Container Transport Business Association (Pioneer Transport Ltd., Mao Hwa Transport Ltd.)	Director
22	Taichung Container Transport Business Association (Prosperity Transport Ltd.)	Supervisor
23	Kaohsiung Automobile Container Freight Transport Business Association (Huang Yune Transport Ltd.)	Consultant
24	Kaohsiung Automobile Container Freight Transport Business Association (Chang Shun Transport Ltd.)	Executive Director
25	The Motor Trader Association of R.O.C. (Taiwan)	Member

# Sustainable Operation

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## 2.1 Sustainable Development Strategies

The Group's main strategies for sustainable development are as follows:



### Environmental protection

Reduce carbon emissions during transportation; maintain marine biodiversity; use of renewable energy; set clear goals and action plan for each.



### Technological innovation

Emphasize the application of technological innovation such as smart transportation system, carbon emission tracking technology, and energy-saving transportation vehicles to enhance operational efficiency while reducing environmental impact.



### Corporate governance

Corporate governance: Strengthen the control mechanism for operation and transportation risks; continue to improve internal audit, internal control system, and financial information disclosure; implement transparent governance.



### Social responsibility

Social responsibility: Increase emphasis on employee health and safety, training and development; actively participate in community integration and transportation services; responsive to community issues.

The Group has established a system and working environment that respects human rights, diversity, equality, and inclusiveness. It cultivates community relations through foundations, caring for vulnerable groups, and promoting the shared progress of society. The Company will continue to regard sustainable development as its core value and promote low-carbon transportation, green terminals, and environmental protection measures to meet challenges like climate change. We will continually optimize product and service models through innovation and integration, reduce the impact on the environment, and continue to invest in social welfare and integrated development to become a company with sustainable influence.

## 2.2 Advancing Sustainable Development Mechanism

### 1. Governance Structure for Advancing Sustainable Development

To fulfill the corporate social responsibility and commitment to sustainable management and development, the Company established the Sustainable Development Committee in 2023 as the Company's highest-level sustainable development unit. It comprises one Director and two independent Directors, with James S.C. Tai, the Director and President, as convener. The Committee convenes at least once a year. The main responsibilities are to review sustainable development-related regulations, supervise the promotion and implementation of sustainable development-related work, and review sustainability reports. It reports implementation results annually to the Board of Directors. The Board of Directors must review the progress of the strategies, spur the management team to achieve goals and make adjustments when necessary.

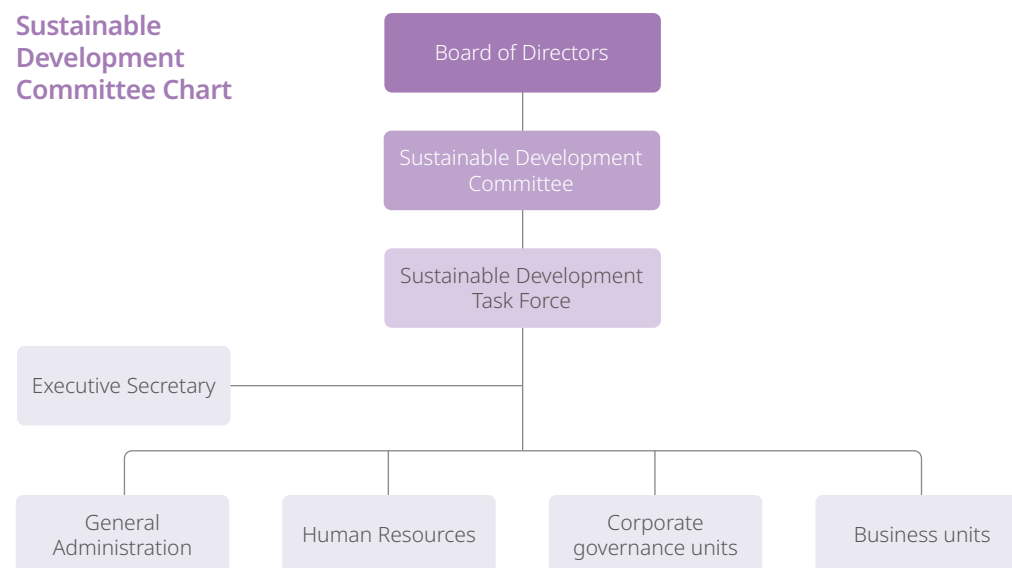
The Company's Sustainable Development Task Force is responsible for promoting sustainable development, with the Chairman as Chief Commissioner and the President as the management representative. An Executive Secretary assists members of each unit in carrying out sustainable development-related work, compile the handling of economic, environmental, social, and employee-related issues arising from the Company's operating activities on an annually, and report relevant implementation status to the Board of Directors.

### 2. Operation

There are three members on the Company's Sustainable Development Committee. In 2024, the Sustainable Development Committee held one meeting. All members attended the meeting, the attendance rate was 100%.

Meeting Date	<ul style="list-style-type: none"> <li>The 2<sup>nd</sup> meeting of the 1<sup>st</sup> Committee on August 8, 2024</li> </ul>
Matter Discussed	<ul style="list-style-type: none"> <li>Proposal of 2023 Sustainability Report</li> </ul>
Resolution Result	<ul style="list-style-type: none"> <li>The resolution was passed</li> </ul>
The Company's Handling Opinions	<ul style="list-style-type: none"> <li>Approved by all Directors present at the 10<sup>th</sup> meeting of the 17<sup>th</sup> Board of Directors on August 14, 2024</li> </ul>

**Sustainable Development Committee Chart**



## 2.3 Sustainable Governance Structure

### 1. Board of Directors

#### Organization and Operation

The CMT Board of Directors serve as the highest governance unit of the Company and places great importance to efficiency, diversity, and professionalism. The provisions of the Company's "Corporate Governance Best Practice Principles" indicate that Board Members shall possess professional abilities, including operational judgement, accounting and financial analysis, business management, crisis management, industry knowledge, global market perspective, leadership, and decision-making to ensure effective operation of the Board of Directors.

In accordance with the Company Act and the Articles of Incorporation of CMT, the Board should comprise five to nine members, with no fewer than three independent Directors. The election of Directors follows a candidate nomination process. In May 2022, nine members of the 17th Board of Directors were elected in the Shareholders' Meeting in accordance with the law, including three independent Directors with a term of three years (May 12, 2022~May 11, 2025).

CMT's Board of Directors meets every quarter to review matters submitted to the Board of Directors. In 2024, the Board of Directors held four board meetings (the average attendance of directors was 97%) and deliberated on 27 cases. Each board meeting included a follow-up report on the resolutions from the previous meeting. Any issues not concluded are tracked and reported to the Board in a timely manner. Major proposals of the Company are detailed by the relevant management departments based on the content. There is effective communication between Board Members and the Company's management team, ensuring an in-depth understanding of the proposal details.

To mitigate conflict of interest, Article 14 of the "Procedures of Board of Directors Meeting" stipulates that "The directors shall exercise a high degree of self-discipline. If a director or a juristic person represented by the director is an interested party with respect to any proposal for a board meeting, the director shall state the important aspects of the interested party relationship at the meeting. When the relationship is likely to prejudice the interests of the Corporation, the director may not participate in discussion or voting on that proposal and shall enter recusal during the discussion and voting. The director also may not act as another director's proxy to exercise voting

rights on that matter." In 2024, there were no incidents of Directors not recusing themselves for any matter that they should recuse.

Directors' continuing education and training are disclosed in the Corporate Governance Report of the Company's 2024 Annual Report (page 40). A "Risk Management Policy" has been established and approved by the Board of Directors. The analysis and evaluation of risk matters for implementation are presented in the Annual Report (pages 138-141). The Company has maintained purchase liability insurance for all Directors since 2008. Liability insurance extends to damages incurred in accordance with the law on the scope of business carried out by them and reported to the Board of Directors. In 2024, the insurance was underwritten by Fubon Insurance Co., Ltd., with an insured amount of USD 6 million.

#### Board of Directors Performance Evaluation

Board performance evaluation cycle: Annual.

Evaluation period: The performance from January 1, 2024 to December 31, 2024 was evaluated.

Evaluation scope: Includes performance evaluation of the entire Board, individual Directors, and individual functional committees. Evaluation methods: Include Board internal evaluation questionnaires, Directors' self-assessment questionnaires, and functional committee evaluation questionnaires.

Evaluation content:

##### 1. Board of directors (collective):

Degree of participation in the Company's operations, improvement of Board decision-making effectiveness, Board composition and structure, Directors' continuing education, legal compliance, and internal control.

##### 2. Individual Directors:

Understanding of the Company and awareness of responsibilities, degree of participation in the Company's operations, internal relationship management and communication, Directors' professional and continuing development, and internal control.

### 3. Functional committees

Committee composition and awareness of responsibilities, degree of participation in the Company's operations, improvement of functional committee decision-making effectiveness, and internal control. 2024 Evaluation Results (full score of 5): The overall performance evaluation for the Board of Directors was 4.8 points. Performance evaluation for individual functional committees was as follows: 4.87 points for the Audit Committee, 4.86 points for the Compensation Committee, and 4.93 points for the Sustainable Development Committee. The average performance evaluation for individual Directors was 4.96 points. The evaluation results are good, indicating effective operation. These results were also submitted to the Board of Directors on February 26, 2025.

### 4. Objectives (improving information transparency, etc.) and implementing the evaluation for strengthening the Board of Directors' functioning for the current/recent years:

Implementing the "Risk Management Policy" and the "Intellectual Properties Policy" approved by the Board of Directors, strengthening information security protection and monitoring, implementing corporate governance, and helping the Company prosper and create value. On August 14, 2024, the Board of Directors approved the preparation of the first Sustainability Report, and the CPA's Assurance Report was obtained. We will continue to take the sustainable operation and development of the Company as an important goal in the future.

Regarding the independence, diversity, and attendance of this year's CMT Board of Directors, please refer to the 2024 Annual Report available at the Company's official website (<https://cmt.tw/board-of-directors/>).

## Board of Directors' Continuing Education and Training Status

Keeping pace with global business management trends while enhancing corporate governance and risk response capabilities, the Company Board members are dedicated to strengthening their industry knowledge and corporate management experience, increasing the collective knowledge of the highest governance body through active engagement in continuing education programs. In 2024, Board members collectively participated in 45 hours of professional development courses: contents covered corporate governance-related topics, including finance, risk management, business, commerce, legal issues, accounting, corporate social responsibility, and financial reporting obligations.

Course Category	Organizer	Course Name
<ul style="list-style-type: none"> <li>Corporate Governance</li> <li>Sustainable Development</li> <li>Market Trends</li> <li>AI Technology</li> <li>Financial Management</li> </ul>	<ul style="list-style-type: none"> <li>Taiwan Corporate Governance Association</li> <li>The Greater China Financial and Economic Development Association</li> <li>KPMG</li> <li>Securities and Futures Institute</li> <li>Cathay United Bank</li> <li>Taiwan Institute of Directors</li> </ul>	<ul style="list-style-type: none"> <li>Introducing and Discussing a Global Minimum Tax Burden System</li> <li>Implementing and Managing the Group's Global Tax Compliance</li> <li>Intelligent Leadership: Creating a New Pattern of AI Governance</li> <li>Enterprises' Growth and Innovative Thinking in the Era of AI</li> <li>How to Understand Financial Statements: A Lesson for Directors and Supervisors of Non-Financial Backgrounds</li> <li>Post-Pandemic Era: How should Taiwanese Companies Deploy and Respond to Challenges and Opportunities of Upgrading and Transformation</li> <li>New Thinking on Digital Transformation</li> <li>2024 KPMG Leadership Academy Forum [Steering the Helm of Corporate Wisdom, Corporate Governance Leads the Way Forward]</li> <li>2024 Real Estate Outlook</li> <li>Digital Marketing</li> <li>Economic Landscape and Market Opportunities in New Southbound Countries</li> <li>Discussion on Employee Reward Strategies and Tools</li> <li>Corporate Carbon Management Thinking after the Adoption of the "Climate Change Response Act"</li> <li>AI Applications, Laws, and Auditing</li> </ul>

## Remuneration Policy for Directors and Managers

Remuneration of Company Directors is conducted in accordance with Article 16 of the Company's "Articles of Incorporation. The Compensation Committee convenes at least twice a year to assess the remuneration of Directors and Managers in accordance with organizational rules. The Committee regularly reviews the policies, systems, standards, and structures for performance evaluation and remuneration of Directors and Managers and submits them to the Board of Directors for discussion in decision-making. The Board of Directors is authorized to decide on such matters based on the level of participation of Directors and Managers in the Company's operations, while considering industry standards. Company Directors receive attendance fees for Board meetings and fixed compensation monthly. Managers receive a fixed payment each month based on their professional expertise and responsibilities, comparable to industry standards. The Company may distribute variable performance bonuses to executive officers based on annual targets attainment, profit, and collective and individual performance. Evaluation criteria include operation management and risk management control capabilities, sales performance, and sustainable development implementation and achievement.

## Relationship between Performance Evaluation and Remuneration of Directors and Managers

Category	Directors	Managers
Fixed Compensation	Attendance fees for Board meetings and a fixed monthly payment.	Receiving a fixed payment each month based on professional expertise and responsibilities, considering industry standards.
Non-fixed Compensation	CMT's Articles of Incorporation stipulate that the Company shall distribute 0.5%–2% of any surplus at the end of a fiscal year to employees and up to 2% to Board Directors. If the Company has accumulated losses, any year-end surplus is used to offset these losses. Remuneration to the President and Vice President, including salary and bonuses, is determined by internal wage standards and scope of responsibility, adjusted using general wage standards.	The Company may distribute variable performance bonuses to Executive Officers based on annual targets attainment status, profit, and collective and individual performance. Evaluation criteria include: <ul style="list-style-type: none"> <li>Operational management and risk management control abilities.</li> <li>Sales performance.</li> <li>Implementation of and achievements in sustainable development (see note).<sup>Note</sup></li> </ul>

Note: Sustainable development implementation and achievements are evaluated based on and linked to the Sustainable Development Best Practice Principles approved by the Company's Board of Directors: sustainable material topics strategy formulation, climate change response and transformation, safeguarding social welfare, implementing corporate governance, strengthening corporate sustainable development information disclosure, and other practical principles and related specific content, other special contributions, moral, and ethical risks or major negative news.

## 2. Functional Committees

	Audit Committee	Compensation Committee	Sustainable Development Committee
Composition	Three independent Directors	Two independent Directors and one external expert	One Director and two independent Directors
Selection	The Committee comprises all independent Directors (three), including one convener. The term of office for Committee members aligns with that of independent Directors.	The Committee comprises three members appointed by the Board of Directors, one of whom serves as convener. The term of office for Committee members aligns with that of the Board of Directors.	The Committee has three members: the Company's President and two independent Directors; the President serves as convener. The term of office of the Committee is the same as that of the Board of Directors.
Responsibilities	<ul style="list-style-type: none"> <li>Fair presentation of the corporate financial statements.</li> <li>Hiring (dismissal), independence, and performance of the certified public accountants (CPAs).</li> <li>Effective implementation of the Company's internal controls.</li> <li>Compliance with relevant laws and regulations.</li> <li>Management of the existing and potential risks.</li> </ul>	<ul style="list-style-type: none"> <li>Developing and periodically reviewing the policies, systems, standards, and structures for the performance evaluation and remuneration of Directors and Managers.</li> <li>Periodically evaluating and determining the remuneration of Directors and Managers.</li> </ul>	<ul style="list-style-type: none"> <li>Reviewing the Company's "Sustainable Development Best Practice Principles" and other rules and measures related to sustainable development.</li> <li>Supervising the promotion and implementation of the Company's sustainable development-related work; regularly tracking its implementation progress.</li> <li>Reviewing the Company's Sustainability Report.</li> <li>Other matters resolved by the Board of Directors or prescribed by the competent authority.</li> </ul>
Operations	Five meetings were held in 2024. Refer to page 25 of the 2024 Annual Report for meeting operations.	Two meetings were held in 2024. Refer to page 29 of the 2024 Annual Report for meeting operations.	The Board of Directors approved the establishment of a Sustainable Development Committee on March 20, 2023. One meeting was held in 2024. Refer to the Company's official website <a href="https://cmt.tw/committees/">https://cmt.tw/committees/</a> for meeting operations.
Attendance	100%	100%	<ul style="list-style-type: none"> <li>100%</li> </ul>

## 2.4 Stakeholder Engagement

### Stakeholder Identification

CMT Group refers to the five principles of the AA1000 Stakeholder Engagement Standard — dependency, responsibility, influence, diverse perspectives and tension — to determine groups and organizations that influence and are influenced by the Group, along with disadvantaged groups or organizations. The Group's main stakeholders in 2024 identified and ranked according to scores are: government/competent authorities, employees and other workers, customers, shareholders/investors, suppliers/partners, communities/non-profit organizations.

Stakeholder Communication and Engagement					
Stakeholders	Significance to the Group	Topic of Concern	Communication Channels and Frequency		2024 Communication Effectiveness
Government/ Competent Authorities	The Group strictly adheres to government laws and regulations. It regularly reviews and tracks regulatory changes to ensure legal and compliant operation. It actively engages in and supports various programs promoted by the government.	<ul style="list-style-type: none"> <li>Energy</li> <li>Emissions</li> <li>Waste</li> <li>Labor-employer relations</li> <li>Labor-management relations</li> <li>Occupational health and safety</li> <li>Ship safety</li> <li>Customer health and safety</li> </ul>	<ul style="list-style-type: none"> <li>Official documents</li> <li>Regulatory and policy promotion meetings, briefings, and seminars</li> <li>Legal compliance</li> <li>Container yard: based on customs inspectors</li> <li>AEO application platform</li> </ul>	Irregular Irregular Regular regulatory compliance audit Immediate Annual	<ul style="list-style-type: none"> <li>The Group did not have any major violations of laws and regulations in 2024.</li> <li>To comply with laws and regulations, the Group submits fire safety reports, risk assessments, and other relevant documentation regularly.</li> <li>Headquarters office obtained the Badge of Accredited Healthy Workplace.</li> <li>The Terminal Department conducts independent monthly monitoring for Red Imported Fire Ants, preventing them from spreading through container movement and impacting the environment.</li> <li>In December 2023, the Terminal Department underwent an Environmental Protection Agency inspection for Self-Management Mark for Clean Emissions from Construction Equipment. A total of 22 units were inspected, 21 received a gold mark and one silver.</li> </ul>
Employees and Other Workers	Employees are an integral part of the Company's operation. They influence the corporate culture, efficiency and public image. The Group values employee rights, focuses on enhancing employee competencies, and ensures harmonious labor relations through effective communication channels, to work together for the future of the Company.	<ul style="list-style-type: none"> <li>Labor-employer relations</li> <li>Labor-management relations</li> <li>Occupational health and safety</li> <li>Employee health and safety</li> <li>Incident and safety management</li> <li>Training and education</li> <li>Diversity and equal opportunity</li> <li>Non-discrimination</li> <li>No forced or compulsory labor</li> </ul>	<ul style="list-style-type: none"> <li>Labor-management meetings</li> <li>Human resources email</li> <li>Sexual harassment complaint hotline and email</li> <li>Ship crew complaint channel</li> <li>Occupational health and safety meeting</li> <li>Internal and external education and training</li> <li>Annual appraisal and employee interview communication</li> <li>Human resources contact information on the company website</li> <li>Free health check-ups for employees</li> </ul>	Once per quarter Immediately Immediately Immediately Once per quarter Irregular Once per year Immediately Once per year	<ul style="list-style-type: none"> <li>In 2024, CMT held four labor-management meetings and occupational health and safety meetings.</li> <li>We established a standard procedure for handling complaints related to workplace misconduct to ensure a friendly work environment for all employees.</li> <li>We have implemented the Code of Conduct for Seafarers' Rights; it is a mechanism where feedback is provided for all issues related to crew safety and well-being.</li> <li>Education and training: A total of 2,014 person-times participated in internal and external courses in 2024, with a total of 4,561 hours.</li> <li>CMT has provided education and childcare subsidies to employees with school-age children under 12 years old.</li> <li>We provide non-statutory employee care programs through the Welfare Committee, such as employee travel and various festival allowances.</li> <li>A health check-up for each employee was provided in 2024, with all costs paid by CMT.</li> </ul>

**Stakeholder Communication and Engagement**

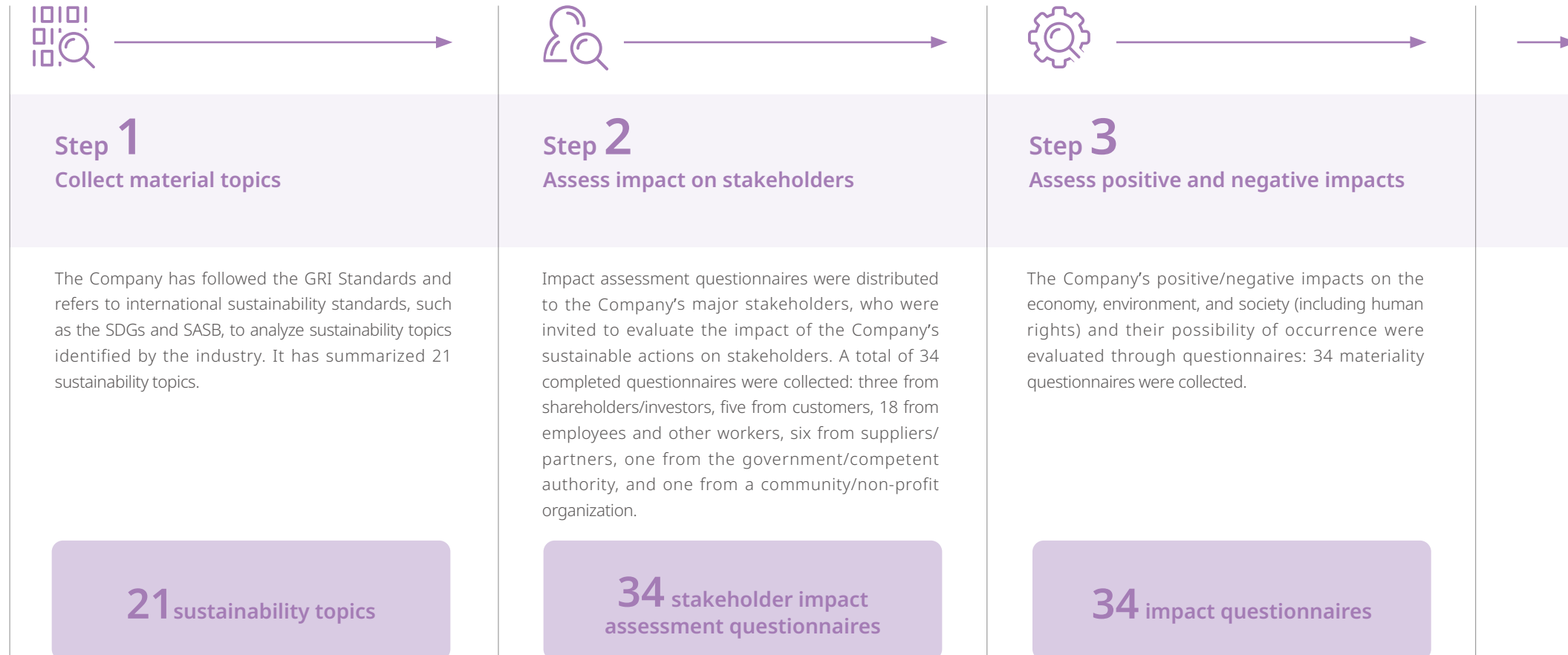
Stakeholders	Significance to the Group	Topic of Concern	Communication Channels and Frequency		2024 Communication Effectiveness
Customers	<p>The Group strives to meet customers' transportation requirement through understanding and addressing their expectations.</p> <p>We formulate and implement strategies and plans to ensure that the Group maintains its most reliable long-term partnership with customers.</p>	<ul style="list-style-type: none"> <li>Product specifications</li> <li>Safety of product transportation</li> <li>Customer service quality</li> <li>Customer privacy</li> </ul>	<ul style="list-style-type: none"> <li>Telephone interview/response to service request</li> <li>Email</li> <li>Company website business information announcement</li> <li>In-person visit</li> <li>Inviting customers to visit for guidance</li> <li>Establishing the Customer Service Section, Maritime Business and Ship Management Section</li> <li>Customer satisfaction survey</li> </ul>	<p>Immediately</p> <p>Immediately</p> <p>Irregularly</p> <p>Irregularly</p> <p>Immediately</p> <p>Every day</p> <p>Once per year</p>	<ul style="list-style-type: none"> <li>Charterers (customers) have rated our fleet and operational efficiency very positively and likely to maintain a long-term partnership.</li> <li>We have a dedicated department for customer service to conduct regular customer care calls and maintain communication to ensure high-quality service and earn client trust.</li> <li>Issues reported by customers are compiled by the Internal Service Department and communicated to the Company and suppliers for improvement.</li> <li>The Trucking Department has established vehicle safety standards to ensure the safety of the transportation service.</li> </ul>
Shareholders/ Investors	<p>Shareholders and investors are crucial to CMT's operation and sustainable development. CMT treats its shareholders and other investors fairly and provides information with integrity and transparency.</p>	<ul style="list-style-type: none"> <li>Economic performance</li> <li>Anti-corruption</li> <li>Business ethics</li> </ul>	<ul style="list-style-type: none"> <li>Shareholders' meetings</li> <li>Shareholder and investor hotline/mailbox</li> <li>Earnings Call</li> <li>Official website investor relations announcement</li> <li>Market Observation Post System (MOPS)</li> <li>Financial reports</li> <li>Annual reports</li> </ul>	<p>Once per year</p> <p>Immediately</p> <p>Once per quarter</p> <p>Immediately</p> <p>Immediately</p> <p>Once per quarter</p> <p>Once per year</p>	<ul style="list-style-type: none"> <li>CMT held one shareholders' meeting.</li> <li>CMT holds an Earnings Call quarterly; four online Earnings Call were held to allow investors to understand the Company's operational status.</li> <li>CMT released 47 items of Material Information on MOPS.</li> <li>CMT releases the financial statement quarterly.</li> <li>CMT releases the consolidated revenue monthly.</li> <li>CMT's Chinese and English versions of shareholders' Meeting Agenda, Annual Reports, and Meeting Minutes of proceedings are announced for investors' reference.</li> </ul>
Suppliers (Partners)	<p>To fulfill its corporate social responsibility, the Group carefully selects upstream and downstream vendors to ensure the services provided do not negatively impact the environment or society. We strive to create a positive impact and develop a sustainable supply chain. Excellent suppliers can provide products and services that meet our value standards, helping with the Group's sustainable management.</p>	<ul style="list-style-type: none"> <li>Supplier environmental assessment</li> <li>Supplier social assessment</li> <li>Occupational safety and health</li> <li>Employee health and safety management</li> <li>Incident and safety management</li> </ul>	<ul style="list-style-type: none"> <li>Supplier evaluation</li> <li>Visits</li> <li>Audits</li> </ul>	<p>Once per year</p> <p>Irregularly</p> <p>Irregularly</p>	<ul style="list-style-type: none"> <li>CMT conducts evaluations yearly and continues to have exchanges with supplier partners. We establish long-term collaborations with excellent suppliers based on supplier selection outcomes. In 2024, the sampling ratio of major vendors was 80%. We stopped purchasing from only two suppliers after evaluations; the remaining suppliers were all qualified.</li> <li>Suppliers are required to comply with sustainability and environmental regulations and international standards stipulated in the contract. When necessary, suppliers sign a contract-organization agreement or environmental, health and safety responsibility declaration in accordance with environmental safety regulations and the "Occupational Safety and Health Act".</li> </ul>

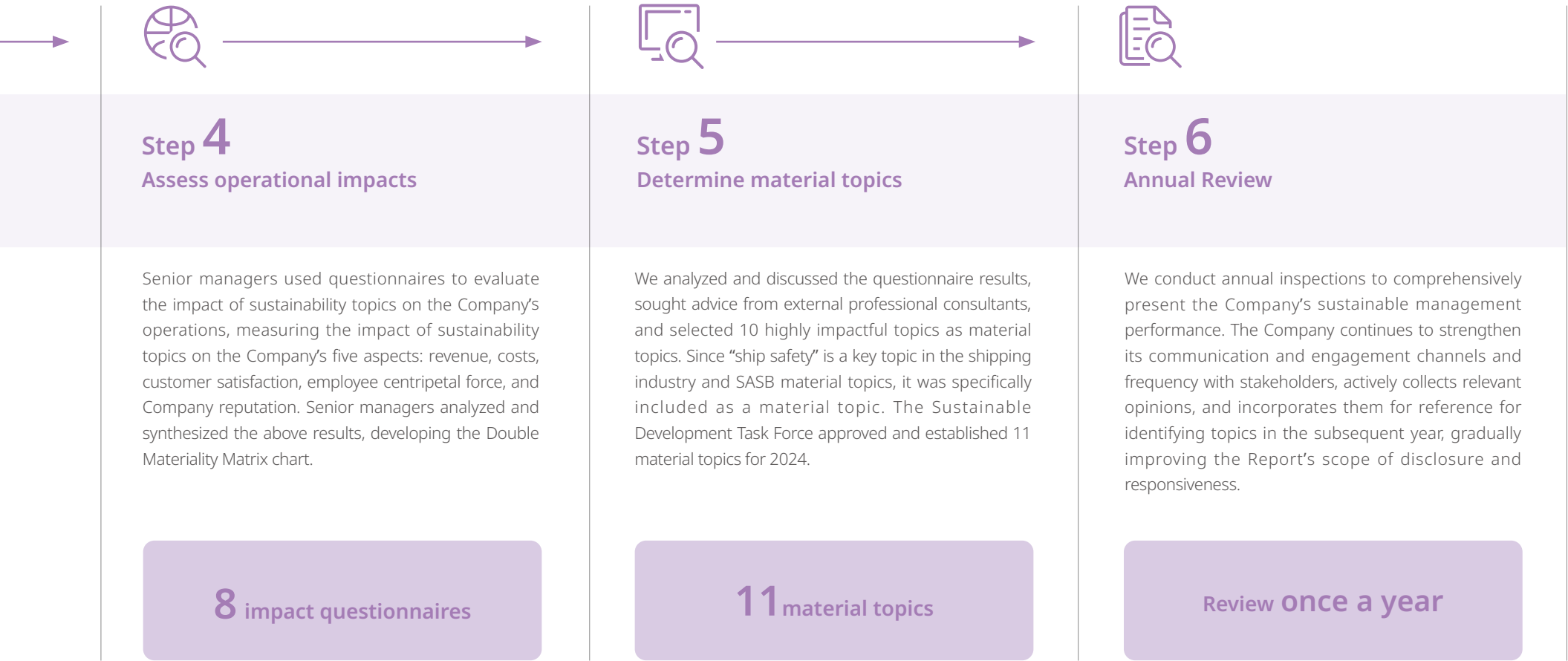
If any of the above-mentioned stakeholders have feedback, suggestion, or concern, they may refer to the responsible unit and contact information listed on the Company's official website.

## 2.5 Material Topics Identification

### 1. Material Topics Identification Process

The Company follows the GRI 3 Material Topics Criteria in the GRI 2021 Standards. It also adopts the EU Double Materiality principle to evaluate the “impact of sustainability topics on the Company operation” and the “impact of the Company on the external economy, environment, and society” simultaneously, strengthening Stakeholder Engagement. We selected 11 material topics. The materiality analysis is as follows:





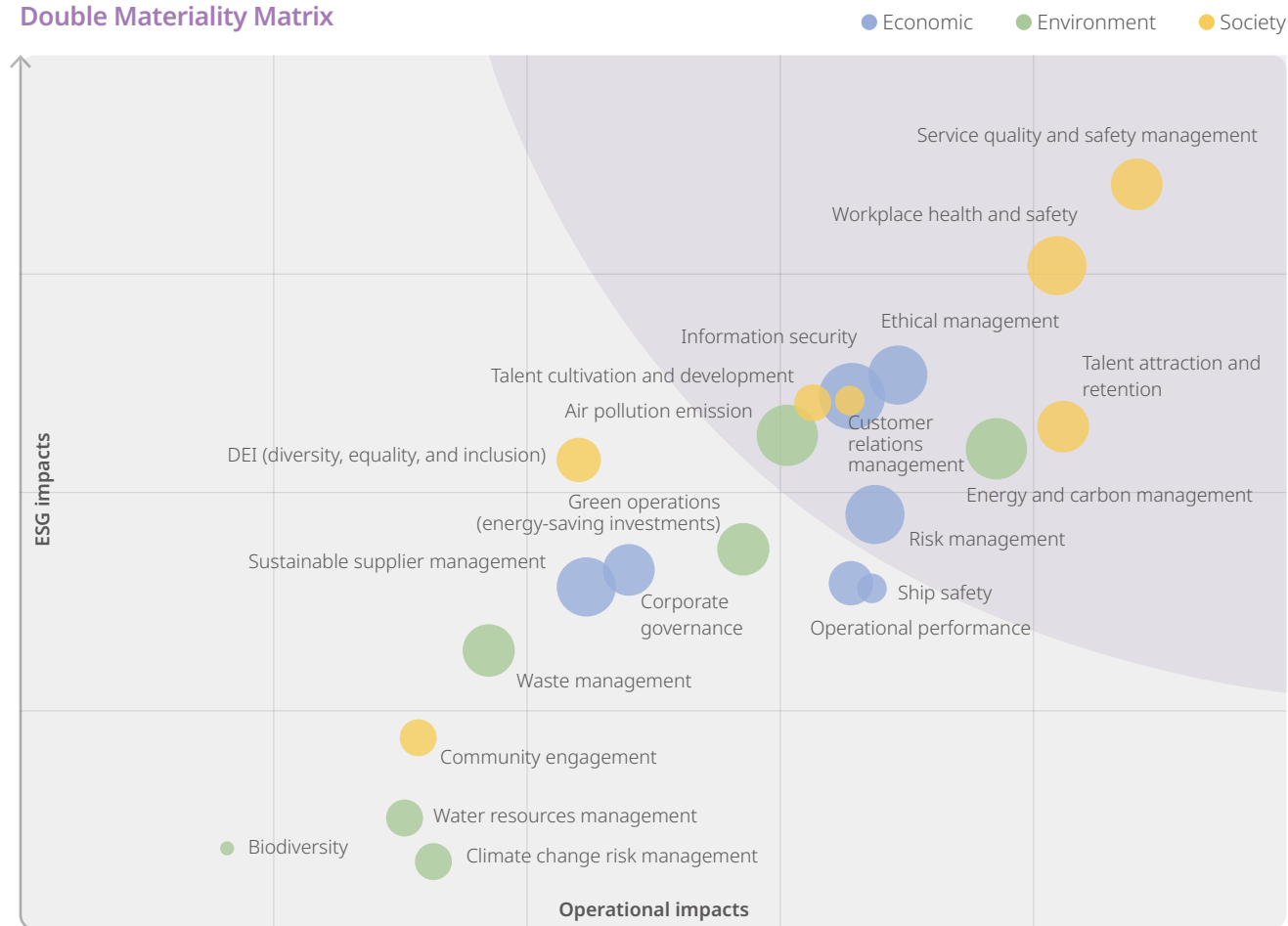
## 2. Material Topic Assessment Results

### Impact Assessment Results

The Company analyzes the impact of sustainability topics on its operations and its impact on the external economy, environment, and society using the Double Materiality Matrix. Through internal discussions within the Sustainable Development Task Force, we have established a total of 11 material topics for this year.

List of Material Topics		
No.	Dimension	Material Topic
1	Society	Service quality and safety management
2	Society	Workplace health and safety
3	Society	Talent attraction and retention
4	Environment	Energy and carbon management
5	Economic	Ethical management
6	Economic	Information security
7	Society	Customer relations management
8	Society	Talent cultivation and development
9	Environment	Air pollution emission
10	Economic	Risk management
11	Economic	Ship safety

### Double Materiality Matrix



Note: The circle size represents the degree of stakeholder influence.

## 2.6 Material Topic Management

### 1. Material Topic Impact Boundaries

The following is a description of the material topic impact on internal operations and external stakeholders, as well as the value chain. The corresponding chapters address impact management policies and performance.

● Direct impacts ○ Indirect impacts

Dimension	Material Topic	Material Topic Significance/Explanation of Positive and Negative Impact	CMT	Government/ Competent Authority	Employees and Other Workers	Clients	Shareholders/ Investors	Suppliers (Partners)	Community/ Non-Profit Organizations	Corresponding GRI	Disclosure Chapters
Economic	Ethical Management	Positive impact: Implementing ethical management (e.g., anti-corruption, anti-competitive, and anti-monopoly behavior) help enhance business ethics and goodwill in the industry and the overall supply chain, as well as customers' trust in the Company.  Negative impact: If an incident of dishonesty occurs, it may affect the rights and interests of investors, customers, and stakeholders.	●	●	●	●	○	○		GRI 205 Anti-corruption  GRI 206 Anti-competitive behavior	CH3 Corporate governance
	Information Security	Positive impact: Implementing information security management and reducing information security risks could prevent the leakage of sensitive information pertaining to customers, supply chains, or employees, safeguarding privacy rights.  Negative impact: If an information security incident occurs, it may result in the leakage of confidential information, compromising the rights and interests of stakeholders.	●	○	●	●	○	○		Organization-specific material topics	
	Risk Management	Positive impact: Implementing risk management and identifying potential risk areas to plan in advance, mitigating the operational impact.  Negative impact: Inadequate preparation for potential risk may result in significant operational losses.	●	●	●	●	○	○		Organization-specific material topics	

Dimension	Material Topic	Material Topic Significance/Explanation of Positive and Negative Impact	CMT	Government/ Competent Authority	Employees and Other Workers	Clients	Shareholders/ Investors	Suppliers (Partners)	Community/ Non-Profit Organizations	Corresponding GRI	Disclosure Chapters
	Ship Safety	Positive impact: Ship safety management can reduce accident rate, improve shipping efficiency and reliability, as well as operational efficiency.  Negative impact: High cost of safety equipment upgrade and maintenance may damage the rights and interests of customers, suppliers, or employees.	●	○	●	●	○	●	○	Organization-specific material topics	
Environment	Energy and Carbon Management	Positive impact: Implementing energy reduction plans, replacing energy-intensive equipment, and exploring alternative energy-related strategies can reduce overall energy use.  Negative impact: Failure to actively promote energy reduction plans may cause resource consumption, negatively impacting the environment while increasing internal energy cost.	●	●	○	○	○	○	○	GRI 302 Energy management	CH4 Environmental sustainability
	Air Pollution Emissions	Positive impact: Improving equipment, such as ship transportation, can reduce air pollutant emission and the impact on the environment, as well as the quality of life of local residents. Negative impact: Excessive air pollutant emission may lead to poor local air quality, pollute the local ecological environment, and violate the requirements of international conventions or local regulations.	●	●	○	○	○	○	○	GRI 302 Energy management GRI 305 Emissions	
Society	Service Quality and Safety Management	Positive impact: Understanding customer needs and providing high-quality products and services, as well as smooth communication channel, can enhance customer trust.  Negative impact: Failure to maintain service quality and safety management, or the occurrence of dispute, may cause damage to customer rights.	●	●	●	●	○	○		GRI 416 Customer health and safety	CH3 Corporate governance

Dimension	Material Topic	Material Topic Significance/Explanation of Positive and Negative Impact	CMT	Government/Competent Authority	Employees and Other Workers	Clients	Shareholders/Investors	Suppliers (Partners)	Community/Non-Profit Organizations	Corresponding GRI	Disclosure Chapters
Society	Customer Relations Management	Positive impact: Understanding customer needs while providing high-quality products and services, along with smooth communication channels, can strengthen customer trust.  Negative impact: Failure to continuously improve customer satisfaction or the occurrence of related dispute may lead to loss of customer.	●	●	●	●	○	○		GRI 416 Customer health and safety	CH3 Corporate governance
	Occupational Health and Safety	Positive impact: Following the occupational health and safety management system helps maintain employee health while cultivating a safe working environment with zero occupational hazard.  Negative impact: If an occupational safety and health accident occurs, it can harm the health of colleagues, affect work-life balance, and may affect the Company's goodwill.	●	●	●	●	○	○		GRI 403 Occupational health and safety	CH5 A friendly workplace and mutual prosperity
	Talent Attraction and Retention	Positive impact: Providing comprehensive benefits and excellent, yet reasonable remuneration will attract outstanding talent, promote employee rights and interests, and enhance the workplace environment.  Negative impact: Failure to provide reasonable salary and benefits will affect employee satisfaction and may reduce talents' desire to stay, leading to brain drain.	●		●	○	○			GRI 401 Labor-employer relations GRI 402 Labor-management relations GRI 405 Diversity and equal opportunity	
	Talent Cultivation and Development	Positive impact: Establishing and improving education and training mechanism, actively cultivating internal talent, planning employee career development activities, cultivating outstanding talent in the industry, and supporting continuous innovation in the industry.  Negative impact: If the Company does not provide a comprehensive talent development plan, it is unable to enhance employee skills and work efficiency, potentially affecting employee satisfaction.	●		●	○	○			GRI 404 Training and education	

## 2. Materiality Management Policy

Material Topic	Policy and Commitment	Boundaries and Scope	Policies	Corresponding Chapter/Execution Results	Corresponding UN SDG
<b>Ethical Management</b>	We comply with the ethical management policy approved by the Board of Directors. The Company has formulated specific standards such as the "The Ethical Corporate Management Best Practice Principles" and the "Code of Conduct" for public disclosure; it requires all employees to follow these codes, demonstrating our commitment and determination to ethical management. We have incorporated integrity and anti-corruption clauses into supplier contracts to implement superior ethical standards that are consistent internally and externally.	CMT Group	To ensure effective policy implementation, Headquarters has established a dedicated unit to promote ethical management, coordinate the formulation of preventive measures and code of conduct, This dedicated unit has established a reporting and supervisory system, that with regular implementation reports to the Board of Directors. The Audit Office conducts audits based on risk levels. Through regular advocacy, internal and external education and training, and orientation training courses for new employees, increases employees' awareness of legal compliance; they are encouraged to participate in external discussions to strengthen overall governance capabilities.	3-2 Ethical management	<ul style="list-style-type: none"> <li>SDG16 Peace, justice and strong institutions</li> </ul>
<b>Information Security</b>	The Group has clearly incorporated information security into the overall risk Management policy," approved by the Board of Directors. This demonstrates the Company places high importance and commitment to information security. By establishing dedicated information security managers and personnel, the Group continues to monitor and strengthen information system protection mechanisms. This ensures the confidentiality, integrity, and availability of information to maintain stable business operations.	CMT Group	Regarding management and execution, the Information Technology Department regularly holds weekly and quarterly information management meetings. It reviews the Group's information operation status and that of subsidiaries, incorporating information security inspections into the annual audit plan. Based on risk levels, impact levels, resource availability, we conduct analysis and disposal planning for different sources of information security risks, We also implement control measures and review effectiveness, establishing an information security management process for continuous improvement.	3-4-2 Information security management	<ul style="list-style-type: none"> <li>SDG 9 Industry, innovation, and infrastructure</li> <li>SDG16 Peace, justice and strong institutions</li> </ul>
<b>Risk Management</b>	Adhering to the "Ethical Corporate Management Best Practice Principles" and "Corporate Governance Best Practice Principles" of Listed and OTC Companies, and integrating ESG concepts, we have established a "Risk Management Policy." This policy was approved by the Board of Directors, demonstrating a high degree of commitment to overall risk management. Risk areas encompass decision-making, law, investment, exchange rate and liquidity, markets, ship transportation, information security, and climate change. We are committed to comprehensively assessing potential risks.	CMT Group	A cross-departmental mechanism is adopted for risk management, with the Chair serving as the advising member and the President serving as the execution member. It organizes regular reviews and develops response measures, accepts the supervision of the Audit Committee, and reports the operational status to the Board of Directors at least once a year. This ensures the continuity and effectiveness of risk management policies and their implementation mechanisms.	3-4-1 Risk management policy	<ul style="list-style-type: none"> <li>SDG12 Responsible consumption and production</li> <li>SDG13 Climate action</li> <li>SDG16 Peace, justice and strong Institutions</li> </ul>
<b>Ship Safety</b>	The Group is committed to promoting information security management on ships in accordance with the "International Safety Management Code" (ISM Code). The Shipping Department has formulated an information security management plan (CSP) to identify potential weaknesses in ship information equipment while establishing protection and detection mechanisms. This effectively reduces information security risks, ensures the safety of ship operations, ensures crew health, smooth cargo transportation, maintains corporate reputation, and environmental sustainability.	CMT Group	Regarding management and execution, the Shipping Department takes overall responsibility for the risks of ship-side information and operating systems. It protects and monitors them through specific technical and organizational measures, and integrates information security into the scope of overall ship operation safety management. The potential operational impact are systematically reduced via the combination of business continuity and service quality requirement.	3-4-3 Ship information security control	<ul style="list-style-type: none"> <li>SDG3 Good health and well-being</li> <li>SDG12 Responsible consumption and production</li> </ul>

Material Topic	Policy and Commitment	Boundaries and Scope	Policies	Corresponding Chapter/Execution Results	Corresponding UN SDG
<b>Energy and Carbon Management</b>	The Group is committed to prioritizing environmental sustainability at its core while actively responding to climate change challenges. Climate change has become the most pressing environmental and economic issue for enterprises today. Reducing energy consumption and costs, as well as lowering carbon emissions, is related to environmental protection but may also impact a company's corporate image.	CMT Group	Greenhouse gas inventory has been imported to calculate energy consumption and emission data. It serves as the basis for control and implementation of reduction measures. Management covers shipping, trucking, and terminals businesses. The inventory scope includes direct emissions (Scope 1), indirect energy emissions (Scope 2), and downstream leased assets (Scope 3). Beginning in 2024, an external assurance mechanism was introduced for annual inspections. Through data mastery and system management, the impact of operations on the environment can be effectively reduced.	4-1 Climate action (TCFD) 4-2 Energy and greenhouse Gas management 4-3 Water resources management 4-5 Eco- and bio-diversity 4-6 Environmental expenditure	<ul style="list-style-type: none"> <li>SDG 13 Climate action</li> <li>SDG6 Clean water and sanitation</li> <li>SDG 14 Life below water</li> </ul>
<b>Air Pollution Emissions</b>	The Group is committed to strictly controlling air pollution emissions in accordance with IMO and environmental protection regulations of various countries. It fully adopts compliant equipment and clean fuels to reduce the impact of nitrogen oxides (NOx), sulfur oxides (SOx), and suspended particulates on the environment, demonstrating the importance placed and responsibility for global environmental sustainability.	CMT Group	To ensure that the Company complies with international conventions and government laws and regulations, while avoiding the use of scrubbers that can cause marine pollution. All of our ships have ozone-depleting pollutants (ODS) controlled in accordance with IMO regulations and are not equipped with equipment that requires control. Even with fleet size expansion, emission intensity has remained stable. This proves that the benefits of environmentally friendly design and emission management have significant results.	4-4 Air pollution and waste management 4-5 Eco- and bio-diversity 4-6 Environmental expenditure	<ul style="list-style-type: none"> <li>SDG 13 Climate action</li> </ul>
<b>Service Quality and Safety Management</b>	The Group is committed to implementing high standards of service quality and safety management in all operational aspects, including shipping, trucking, logistics, and automobile sales. The Company complies with relevant regulations and international standards to ensure the safety and integrity of goods during storage and transportation. This maintains the corporate image of achieving sustainable operations.	CMT Group	Regarding management and execution, we adhere to the principle of "safety first, environmental protection foremost" in shipping, trucking, terminals, and automobile sales and other fields. The Group strengthens operational monitoring using digital tools and internal control mechanisms. We continuously optimize systems in accordance with the International Safety Management Regulations and the ISO 9001:2015 quality system. This is coupled with regular reviews and external audits to ensure compliance with regulations, stable services and controllable risks for a comprehensive improvement of operational quality and customer trust.	3-6 Service quality and safety	<ul style="list-style-type: none"> <li>SDG12 Responsible consumption and production</li> </ul>

Material Topic	Policy and Commitment	Boundaries and Scope	Policies	Corresponding Chapter/Execution Results	Corresponding UN SDG
<b>Customer Relations Management</b>	We adhere to our commitment to the quality of our products and services, abide by laws and international norms. We protect the interests of our customers and partners by continually improving our internal control system. We are committed to maintaining the Company's reputation while promoting sustainable development and responsible operation.	CMT Group	Regarding management, the Capesize bulk fleet operates in accordance with the policy of "safety first, environmental protection foremost." It uses digital tools to strengthen ship management. It also carries out continuous improvement in accordance with the international safety management regulations and quality management system. With fleet utilization rate, mechanical reliability, legal compliance, environmental protection, and customer satisfaction as performance indicators, we regularly conduct and review external audits to ensure steady improvement in operating quality and customer relations.	3-6 Service quality and safety	<ul style="list-style-type: none"> <li>SDG12 Responsible consumption and production</li> </ul>
<b>Occupational Health and Safety</b>	Employees are an indispensable, leading force of Company operations. The Group is dedicated to fostering a zero-disaster working environment to protect the safety and health of workers. It serves to improve work efficiency while taking responsibility to care for employees and cultivate sustainable development. We also reduce the risks of the occurrence of occupational safety incidents.	CMT Group	We conduct regular and special education and training on occupational health and safety to enhance workers' safety awareness. We continue to strengthen the safety management of the work environment.	5-3 Occupational health and safety	<ul style="list-style-type: none"> <li>SDG3 Good health and well-being</li> </ul>
<b>Talent Attraction and Retention</b>	Employees are an indispensable, leading force of Company operation. The Group is committed to cultivating a zero-disaster work environment. This serves to protect the safety and health of workers, enhancing their work efficiency. The Company fulfills its responsibility to care for employees while promoting sustainable development. We also reduce the risk of the occurrence of occupational safety incidents.	CMT Group	Cultivating a safe, healthy, and inclusive workplace is the core policy of attracting and retaining talents. We implement Human Rights Policy, protect labor rights and interests, and promote communication through regular labor-management meetings to strengthen employees' willingness to retain and develop talent.	5-1 Diverse and inclusive workplace	<ul style="list-style-type: none"> <li>SDG4 Quality education</li> <li>SDG5 Gender equality</li> <li>SDG8 Decent work and economic growth</li> </ul>
<b>Talent Cultivation and Development</b>	We consider talent training and development while systematically improving employees' professional capabilities and career development through diversified training mechanisms. This strengthens the Company's overall competitiveness and operational efficiency, laying a solid foundation for sustainable development, while achieving long-term contributions to social value.	CMT Group	Through continuous training and strengthening professional capabilities, we cultivate outstanding talent with cross-domain thinking and practical skills. Combining physical and online courses, we provide flexible learning resource, including new employee orientation training, professional training, and management cultivation. This serves to comprehensively improve employees' workplace competitiveness and organizational effectiveness.	5-2 Talent cultivation and development	<ul style="list-style-type: none"> <li>SDG4 Quality education</li> </ul>

# Corporate Governance

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## 3.1 Operation Performance

CMT Group's consolidated operating revenue in 2024 was NTD 4.64 billion, operating income was NTD 693 million, and earnings per share NTD 5.13. The Group's main operating revenue is from shipping, accounting for 67%; this was followed by trucking, accounting for 21%; terminal accounted for 9%; the remainder was from agency and other businesses. Details regarding other financial performance explanations and analyses are provided in the Company's consolidated Financial Report.

### CMT Group's Operational Performance over the Last Three Years

Unit: thousand

Item/Year	2022	2023	2024
Operating Revenue	4,409,999	4,014,892	4,637,832
Operating Cost	3,024,721	3,157,517	3,453,210
Gross Profit	1,385,278	857,375	1,184,622
Operating Income	929,203	374,274	693,088
Non-operating Income (Expenses)	(88,010)	58,289	361,793
Net Income (Loss) Before Tax	841,193	432,563	1,054,881
Net Income (Loss) for the Year	757,971	323,868	1,010,421
Total Comprehensive Income (Loss) for the Year	1,752,811	368,249	2,238,672
Earnings Per Share (NTD)	3.88	1.66	5.13

Unit: thousand

CMT Group Financial Performance in 2024	
Total assets	27,412,401
Debt ratio	50.21%
Equity ratio	49.79%
Direct economic value generated	
Operating revenue	4,637,832
Economic value distributed	
Operating cost	2,995,822
Employee salaries and benefits	948,922
Payment to investors	197,485
Payment to governments	126,596
Social investment	1,590

## 3.2 Ethical Management

CMT's Board of Directors has approved and established ethical management policies, including the "The Ethical Corporate Management Best Practice Principles," "Code of Conduct," and "Directions for the Code of Conduct," which are clearly disclosed on the Company's official website. These policies outline the required code of conduct for employees to follow when performing their duties, as well as disciplinary measures for non-compliance.

Company Headquarter serves as the dedicated unit for promoting ethical management in the operation. Its main role includes aligning with legal regulation to ensure ethical management by formulating preventive measures, operational procedures, and behavioral guidelines, establishing oversight and counterbalancing mechanism for business activities with higher risk of unethical behavior, assisting with policy advocacy and training, designing whistleblowing procedure to ensure effectiveness, supporting the Board of Directors and management in monitoring and evaluation, and providing the Annual Report to the Board of Directors regarding operational performance. We have also established robust accounting and internal control system. Additionally, audit plans have been created and executed in accordance with internal risk assessment. While implementing annual audit plan, the Audit Office include sampling procedures to address risk of unethical behavior.

The Company actively implements its ethical policy and regularly reiterates the importance of integrity during internal meetings. Bribery and corruption are prohibited during interactions with clients, suppliers, and other stakeholders. The Company also considers whether international sanctions should be followed. We ensure effective communication through the timely announcement of material information, strengthening internal audit procedures, and providing continual employee training.

We hold anti-corruption and ethical management training for current employees on a yearly basis and inform all Group employees about regulations prohibiting insider trading, underscoring the "The Ethical Corporate Management Best Practice Principles" to ensure that they understand the required standards along with the consequence and risk of violation. In 2024, 205 employees participated in physical or online training. New employees must sign the "Integrity Pledge" on their first day and complete orientation training that include information security, confidentiality, and ethical commitment; anti-corruption and anti-bribery policies are also clearly taught. The completion rate for new employees in 2024 reached 100%.

Regarding suppliers, all our supplier contracts include corporate social responsibility clauses encompassing ethical management and anti-corruption. We strive for consistent principles internally and externally to ensure our operation meets ethical and legal standards.

The Company encourages employees to attend external seminars on insider trading prevention, anti-bribery, and ESG to expand relevant knowledge.

### Regulatory Compliance

At CMT, the Corporate Governance Officer and the Legal Office assist the Directors with regulatory compliance, providing supervision of regulatory compliance of all subsidiaries to ensure relevant operating activities are compliant with laws and regulations. For risk management evaluation, a legal compliance risk management mechanism is also introduced to assist with the legal compliance risks that may be involved in businesses. Meanwhile, CMT requires all subsidiaries to report all cases of non-compliance and penalties immediately. The Legal Office and the Audit Office urge subsidiaries to propose and complete improvement projects to strengthen the Company's corporate governance system.

In 2024, the Group did not identify any legal cases concerning anti-competitive behavior, anti-trust, or monopolistic practices.

In 2024, the Group was not subjected to any regulatory fines or penalties due to major violation.

### Anti-corruption Management

CMT Group adopts a zero-tolerance policy toward corruption, prohibiting any actions that sacrifice the Company's interests for personal gain. The Company communicates and promotes anti-corruption policies through internal email notification, official website announcement, and education and training. Based on applicable laws and regulations, the Company has established an internal control system that surrounds the "The Ethical Corporate Management Best Practice Principles." System effectiveness is assessed and self-checked annually, with an additional audit conducted by the Audit Office.

To safeguard the rights and interests of shareholders, CMT has established a Code of Conduct to prohibit insiders from using undisclosed information for improper gain. Upon assuming their roles, new Directors and Managers are informed of relevant regulations that insiders must abide by. CMT conducts internal and external educational programs at least once a year for Directors, Managers, and relevant personnel to prevent insider trading.

When a new Director of CMT takes office, anti-corruption and ethical management publicity is conducted verbally or in writing (email); relevant laws and company regulations are also provided. The contents include analysis of the constituent elements of insider trading, the scope of major insider trading information, regulatory objects, and confidentiality operations, allowing Directors to understand their risk. In 2024, one new Director was appointed; the Corporate Governance Officer completed the necessary briefing for the new Director.

### Intellectual Property Management

The Group adopted a revised internal control system in 2022, incorporating the management of intellectual property rights (IPR). The Audit Office conducts audits in accordance with the internal control system. Additionally, the Company has established an internal trademark database; reviews and updates information of equipment licenses are regularly conducted. Currently, there are 12 valid trademarks. The Company continues to expand the categories of protected products.

The Group requires suppliers to obtain original factory certificates/licensing and guarantees not to infringe on the rights of others when signing contracts with external suppliers. Suppliers must sign a confidentiality agreement or include confidentiality clauses in their contracts. Regarding the management of internal trade secrets, when entering the Company, employees must sign a Confidentiality Agreement and the Information Security and Data Monitoring Management Consent Form to ensure the security of the Company's data. In 2024, 29 new employees within the Group signed such document.

### Whistleblowing Procedures

The Group actively follows domestic and international laws and regulations, along with Company rules and policies, to safeguard the interests of internal and external stakeholders. We fulfil our corporate responsibility and prevent dishonest and illegal behavior. If anyone identifies any illegal activities that might violate company regulations, policies, or other laws, thereby risking damage to the rights and interests of themselves or others, they may raise concerns in accordance with CMT's "Code of Conduct" and "Directions for the Code of Conduct."

Compliance email: [stakeholder@agcmt.com.tw](mailto:stakeholder@agcmt.com.tw)

Whistleblowing system operating procedure: Please refer to the Company's official website (<https://cmt.tw/management-and-operation/>).

## 3.3 Tax Management

The Group promises not to use tax havens or low-tax areas to circumvent tax burdens; it refuses to transfer profits through special structures or unconventional transactions. The Group strictly complies with the “Company Act”, “Securities Transaction Tax Act”, “Income Tax Act”, “Value-Added and Non-Value-Added Business Tax Act”, and other relevant tax laws. Tax matters are handled by the accounting unit of the Finance Department. All the financial reports are verified and certified by CPAs.

Please visit our official website for relevant information regarding the Company's annual and financial reports.

### Annual Reports

<https://cmt.tw/annual-report/>



### Financial Reports

<https://cmt.tw/financial-reports/>



### CMT Group's Tax Policies

<b>Principle of regulatory compliance</b>	Comply with tax regulations and legislative spirit, truthfully declare and pay taxes, and prepare supporting documents.
<b>Principle of comprehensive decision making</b>	Pay attention to changes in local and international tax laws, comprehensively assess the impact, and establish response strategies.
<b>Principle of information transparency</b>	Regularly disclose tax information through public channels such as financial reports and annual reports to ensure information transparency.
<b>Principle of proactive communication</b>	Maintain open and honest communication with tax collection authorities to help improve the tax environment and system.
<b>Principle of rational tax planning</b>	Use legal and transparent tax incentives; do not engage in tax planning that violates the law.
<b>Principle of rational tax structuring</b>	The corporate structure and transaction arrangements align with the economic substance; special arrangements are not used for tax avoidance.
<b>Principle of risk management</b>	Assess relevant risks and adopt suitable strategies when making and implementing tax decisions.
<b>Principle of business substance</b>	Transactions between related parties align with economic substance; decision-makers bear risks and receive reasonable rewards.
<b>Principle of normal business transactions</b>	The price and terms of related party transactions should be comparable to those of similar transactions between non-related parties.



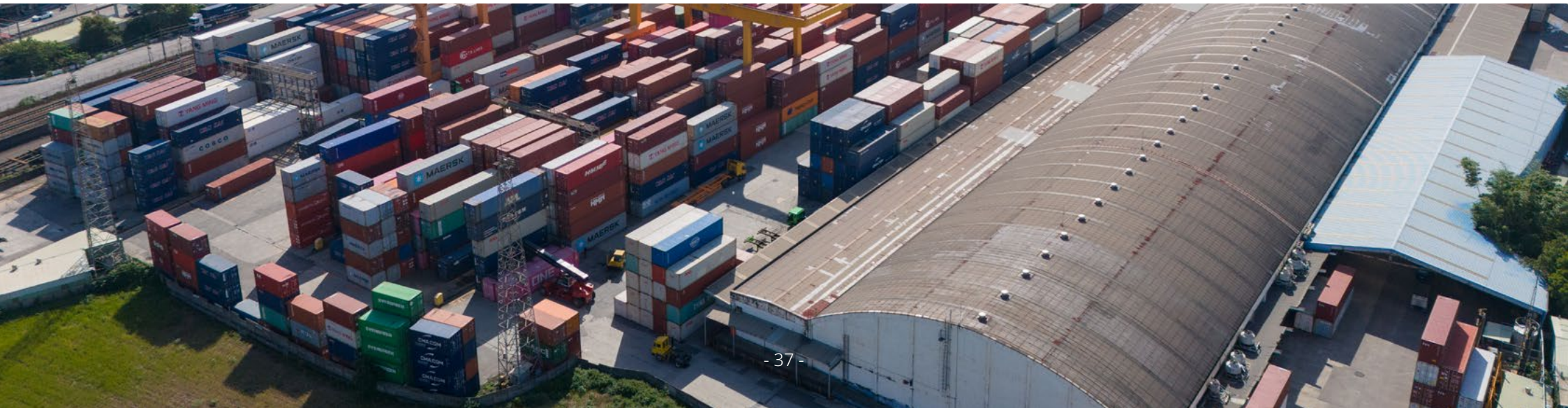
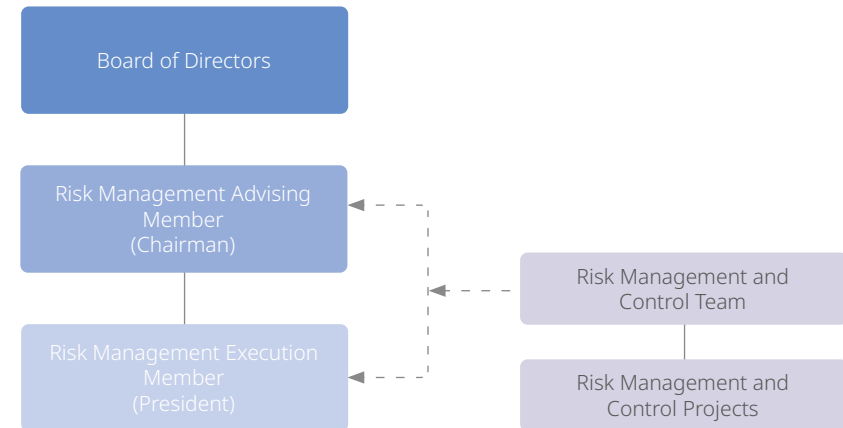
## 3.4 Risk Management

### 1. Risk Management Policy

In accordance with the “Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies”, CMT’s Corporate Governance Best Practice Principles, as well as the concept of ESG, supplemented by the strict implementation of the internal control system, CMT’s Risk Management and Control Team comprises cross-departmental members. It reports on its operations to the Board of Directors once a year. CMT’s risk management and control matters include “decision-making risk,” “legal risk,” “investment risk,” “exchange rate and liquidity risk,” “market risk,” “operational risk in shipping,” “information security risk,” and “climate change risk”.

CMT Board of Directors serve as the highest governance unit on risk issues. It is in charge of supervising the establishment and implementation of relevant policies. The Company has also established a “Risk Management Policy,” with the Chair serving as the advising member and the President as the implementation member. It is organized in a cross-departmental format to develop various risk management mechanisms. Risk management is overseen by the Audit Committee; its operations are reported to the Board of Directors annually.

### Risk Management Organizational Structure



## Eight Risk Management Process

● Specific Actions ● Value Creation



## Three Risk Management Policies

1

### Prevention

To prevent the negative impact caused by risk incidents, the Company embeds risk management thinking and mechanisms into the procedures and systems of the operating departments of various business units.

2

### Prediction

We continuously monitor risk management and internal control systems through the analytical methodology for risk assessment established by each unit and other measures.

When there is any trend of unfavorable changes to risks, methodology can provide identification functions and remind departments to take timely preventive action.

3

### Detection

To enable each unit to identify significant risks that affect its operations and detect whether risk incidents have occurred, we continue to use various analytical methods and other measures to measure risk trend.

## Risk Management Implementation Results for the Year

Item	Description
<b>Legal Compliance Risk Management</b>	<p>Legal education and training: Five professional legal workshops were held throughout the year, covering the following key topics:</p> <ul style="list-style-type: none"> <li>Contract risk management</li> <li>Insurance and accident handling procedure</li> <li>Enforcement command handling procedure</li> <li>Trade secrets and ethical management</li> <li>"Labor Standards Act" related regulation, gender equality, and prevention of sexual harassment at workplace</li> </ul>
<b>Insurance Risk Optimization</b>	<ul style="list-style-type: none"> <li>Conduct a systematic analysis of existing accident cases and provide specific improvement suggestions.</li> <li>Evaluate new property and liability risk based on operational development to adjust insurance limit and coverage.</li> </ul>
<b>Occupational Health and Safety Risk Management</b>	<ul style="list-style-type: none"> <li>Hold quarterly Occupational Health and Safety Committee meetings to make recommendations and implement safety and health-related matters.</li> <li>Arrange health education information advocacy and on-site medical services monthly to enhance employee care information and health protection concepts.</li> <li>Send emails to remind colleagues of the risks associated with office construction projects, epidemics of infectious diseases, typhoons, and weather changes as needed, based on the current situation, and publicize corresponding preventive measures.</li> <li>Regularly inspect large equipment, including elevators, low-voltage electricity, generators, air conditioning chiller, etc.</li> <li>Provide education and training on fire prevention and disaster prevention based on business characteristics, nature, and building scale located within the Company and its subsidiaries and liaison offices, includes trucking, terminal, and fleet. These measures include arranging members of the self-defense fire brigade affiliated with Headquarters to visit the Fire Safety Museum of Taipei City Fire Department to experience disaster simulation; operate fire-fighting equipment; receive additional training to enhance daily disaster prevention knowledge and ensure the safety of employees and Company property.</li> <li>Some workplaces within the Company's Headquarters and subsidiaries have completed setting their Automatic External Cardiac Shock Devices (AEDs). Headquarters has passed the AED Safe Place Certification, while employees continue to receive the [CPR+AED Training Course] annually.</li> </ul>
<b>Internal Risk Management of each Department</b>	<ul style="list-style-type: none"> <li>All departments, including the Finance Department, Information Technology Department, Shipping Department, and merged subsidiaries (including trucking, terminals, and commercial vehicles), regularly implement internal risk control; they hold weekly meetings to evaluate and manage operational risk.</li> </ul>

## 2. Information Security Management

The Group has established a “Risk Management Policy”. This was submitted to and approved by the Board of Directors, with information security risk included in the scope of risk management and control. The Information Technology (IT) Department is responsible for information security management, comprising an information security officer and one staff member. In addition to regular weekly meetings, information management meetings are held on a quarterly basis to ensure the effective implementation of information security. Information security inspections are included in the annual audit plans. The implementation results are reported to the Board of Directors annually.

### 2024 Information Security Management Implementation

Item	Description
<b>Review of firewall configuration</b>	Regularly update firewall function. Firewalls include features of intrusion prevention, antivirus, anti-botnet, URL filtering, and reporting.
<b>Review of network activity</b>	Unauthorized software installation on internal company devices is prohibited. External communication programs are restricted to prevent leakage of internal documents through other means.  Arrange yearly social engineering drills and strengthen publicity to enhance employees’ awareness of information security.  Data transmission between various liaison offices are encrypted through VPN to avoid data leakage.
<b>Network and server security monitoring</b>	Increase system management authority account locking to prevent unauthorized access and tampering, thereby enhancing system security. A monitoring mechanism is also introduced: when the system data is modified, email notification to administrators are immediately sent.
<b>Establishment of host fault tolerance mechanism and off-site storage</b>	Establish a real-time backup mechanism: Perform annual disaster recovery drills to ensure the real-time backup systems are functioning properly. Currently, a Business Continuity Planning (BCP) process is in development to ensure that systems can continue steady operation while maintaining data integrity in the event of a disaster.  Document preservation: The system automatically duplicates and backs up critical data on a regular basis.
<b>Strengthening user information security</b>	Build Windows Server Update Services (WSUS) to manage regular and centralized updates on user computers to ensure computers undergo continuous security updates. Apply the Group’s principles to strengthen password complexity control and increase security.
<b>Internal control system</b>	The internal control system was approved in 2022, which incorporates new controls for information security inspections. The revised internal control system was approved in 2024 with updates and enhancements regarding content.

### Resources Allocated for Information Security Management

Item	Description
<b>Establishment of a secure network system</b>	Network firewall defense and management, domain management, network topology, antivirus software management, data transmission encryption
<b>Execution of monitoring plans</b>	Real-time network and host status monitoring, daily network security monitoring, weekly server security monitoring, and monthly/quarterly user account and permissions monitoring on servers
<b>Review of safety standards</b>	Firewall configuration standards, router configuration standards
<b>Backup plan</b>	Established backup management procedures and a backup system maintenance plan
<b>Information security assessment</b>	Annual assessment of current information security status and implementation of hardware and software enhancements
<b>Talent training</b>	Information security talent training
<b>Employee information security training and guidance</b>	Employee responsibility to understand information security from types of information security incidents, information security threats and sources, potential risks in the computing environment, internet-based threats, and security risks associated with instant messaging software

To safeguard the confidentiality, integrity, and availability of information assets and ensure business continuity, the Group’s IT Department implements various control measures to manage the likelihood and impact of information security risks while minimizing potential impacts. We assess the risk levels for information processing equipment, information processing procedures, threats to information system management, and issues related to inadequate protection of system vulnerabilities. The risk impact/urgency of risk treatment/available resources is also evaluated to determine an acceptable risk level. This serves to further develop, implement, and review a risk management plan based on evaluations, ensuring effective risk handling.

### 3. Ship Information Security Control

To effectively manage the information security risks of ship-side information systems (IT) and operating systems (OT), the Shipping Department has formulated a Cyber Security Management Plan (CSP) in accordance with the International Security Management Code (ISM Code). The management plan details are as follows:



#### Unscheduled Social Engineering Drills

- Conduct a penetration test in randomly selected scenarios.
- Notify the fleet of the results; investigate equipment that has been breached; write a correction report.
- Strengthen information security protection and enhance information security awareness, accumulate experience, and learn lessons.



#### Smart Ship Management

- The four new ships of the same type that have joined since 2023 are all equipped with information systems and information security equipment approved by the Classification Society for SMART-SHIP notation.



#### Ship Information Security Education and Training System

- Provide information on information security incidents as needed to enhance colleagues' awareness of information security.
- Strengthen awareness of information security and prevent related incidents.
- Regularly provide education and training related to ship information security.



#### Information Security Incident Management

- A dedicated person is responsible for information security management.
- Establish standard operating procedures for handling information security incidents.
- Analyze patterns and cases of common incidents.
- Spot check information security measures, education and training materials, and cross-check implementation status.

CMT identifies a ship's vulnerable information equipment and sets up protection and detection mechanisms for abnormal information security incidents. The following is a list of network and equipment protection and management measures:

Protection Field	Items Introduced	Expected Benefits
Network Isolation	Navigation equipment is physically isolated and not networked.	Preventing hackers from invading critical navigation system equipment.
	The information equipment of commercial ships is only connected to the internal network.	Reducing the risk of data leakage.
Equipment Safety	All computer devices are set with account numbers and password login controls.	Preventing unauthorized access.
	Software and virus codes are updated regularly.	Ensuring the timely repair of information security vulnerabilities.
	Using USB flash drives and other devices is strictly banned.	Preventing malicious program intrusion.
Data Protection	All systems are configured with regular backup on the local and server sides.	Ensuring no lost data while improving disaster recovery resilience.

## 3.5 Supply Chain Management

Our operational drive comes from our comprehension of and response to the challenges, needs, and goals of our global partners, employees, and suppliers. We are dedicated to ongoing innovation and the expansion of our service portfolio, striving to meet the diverse needs of businesses and stakeholders in the future.

### 1. Supply Chain Management

The correlation between the upstream, middle, and downstream industries of the Group is shown in the following figure.

Industrial Items	Upstream	Midstream	Downstream
Shipping	Shipbuilding companies; materials and parts suppliers	Shipowners; ship management companies	Ship charters; cargo owners
Trucking	Tractor suppliers; machinery and parts suppliers; repair manufacturers	Transportation companies	Shipping companies; freight forwarders; cargo owners
Terminals	Machinery and parts suppliers; repair manufacturers	Container freight stations	Shipping companies; freight forwarders; cargo owners

### 2. Supplier Management Procedure

#### New Supplier Selection

Evaluations are made based on supplier quality capabilities, delivery lead time, operational conditions, service team capabilities, sustainable governance, and other aspects. Third-party logistics operators involved in inland trucking must be certified in accordance with the Company's ISO 9001 Quality Management System. Suppliers must adhere to the internal procurement control

procedures of each company. Suppliers with environmental management and occupational health and safety management system certifications, or who have excellent corporate governance evaluation results, are prioritized in the selection process.

#### Supplier Commitment

Contracts between the Company and the supplier should be based on mutual trust and benefit. The contracts should include provisions on labor rights, occupational safety and health, environmental sustainability, and a pledge for ethical business practices. Any form of bribery, corruption, or other illegal or inappropriate business conduct is strictly forbidden. The supplier must respect and protect intellectual property rights to uphold fair trade practices.

#### Supplier Evaluation

Each company conducts annual assessment of suppliers/subcontractors based on established assessment criteria. Suppliers are selected based on these evaluations to ensure that the quality, delivery schedules, equipment, and services provided meet the Company's standards. Suppliers with poor ratings will face procurement suspension or disqualification from being a certified supplier.

#### Control of Supply of Hazardous Materials

The Company strictly adheres to European Ship Recycling Regulation (EU-SRR) requirements to control the supply of hazardous materials on ships. All suppliers are required to issue a product asbestos-free certificate, comply with EU-SRR specifications, and provide a material declaration (MD) and a supplier declaration of compliance (SDoC) as mandated by law. Service providers recognized by the classification societies are authorized to maintain the Inventory of Hazardous Materials List (IHM List) and review purchased items, utilizing expert knowledge and experience. When hazardous materials are supplied, suppliers comply with legal requirements to reduce hazard to crew members and the environment.

### 3. Supplier Evaluation

The Group conducts supplier evaluations on a yearly basis and may also conduct intermittent audit as required. Evaluation methods depend on the supplier's nature and include self-assessment surveys and evaluation forms completed by the requesting unit. Evaluations are conducted on the following aspects and issues:



#### Environment

Management of waste generation; management of energy and water conservation information; record of environmental violation.



#### Society

Assessment of labor condition; provision of labor education and training; protests; discrimination; harassment cases.



#### Economic

Suppliers' financial status, supply quality, delivery lead time for stock, price competitiveness, and coordination effectiveness.

Evaluation ratings: These are divided into three categories: 80 points or more (excellent suppliers), 60–79 points (qualified suppliers), and lower than 60 (non-qualified suppliers).

Suppliers' compliance with the Group's evaluation criteria, as well as their performance in areas such as environmental sustainability, quality enhancement, cost reduction, and delivery reliability, are key factors in future procurement decision.

Suppliers must conform to each company's internal procurement control procedures. Those with environmental management and occupational health and safety management system certification or have excellent corporate governance evaluation results are prioritized in the selection process.

The Group requires suppliers with low scores to take corrective actions. If these suppliers continue to fall short of the required standard, the Company will cease procurement from them or cancel their qualified supplier status.

### 2024 Supplier Evaluation Implementation Status

In 2024, the Group continued to promote and incorporate corporate social responsibility (CSR) clauses in contracts with suppliers, including aspects of confidentiality, intellectual property, ethical management, labor rights, occupational safety and health, environmental sustainability, and non-sanctioned status. Supplier quality system evaluations were conducted by the purchasing units and the using units. The evaluation years included 2023 and 2024, and self-assessment surveys and evaluation forms filled out by the requesting unit were adopted according to the nature of suppliers. The content included supplier quality, price, delivery lead time, organizational structure and management, environmental sustainability, etc. In 2024, the sampling ratio of major manufacturers reached 80%; the Company ceased purchasing from two suppliers after the evaluation. All other suppliers were rated as qualified or excellent suppliers.

### 4. Local Procurement

CMT Group has no relevant statistical data disclosed this year: Ship equipment manufacturers are located worldwide, making it challenging to purchase equipment and materials locally.

## 3.6 Service Quality and Safety

### Service Quality and Product Quality Management

The Group has continually emphasized the importance of service and product equality, strictly adhering to legal and international standard. By establishing internal control systems and through rigorous management, we work to reduce potential risk, safeguard the best interests of our customers and partners, uphold the Company's reputation, and promote sustainable development.

Services and Products	Strategy	Results
Shipping Agency	<ol style="list-style-type: none"> <li>Ship availability reached 85% and above throughout the year</li> <li>Off-hire time due to failure of mechanical equipment is less than seven days</li> <li>Zero ship detention</li> <li>Zero occurrence of pollution incidents</li> <li>Customer satisfaction reached 27 points</li> </ol>	<ol style="list-style-type: none"> <li>Ship availability reached 95% and above throughout the year</li> <li>Off-hire time due to failure of mechanical equipment was less than five days</li> <li>Zero ship detention</li> <li>Zero occurrence of pollution incidents</li> <li>Customer satisfaction reached 40 points (of 45 points)</li> </ol>
Container Freight Station	<p><b>Short-term goal</b></p> <ol style="list-style-type: none"> <li>Ensure that relevant employees receive necessary safety training and education and understand safety procedures and operating standards.</li> <li>Establish regular safety monitoring and inspection mechanism to ensure safe operation of facilities and equipment.</li> <li>Develop an emergency response plan.</li> </ol> <p><b>Medium-term goal</b></p> <ol style="list-style-type: none"> <li>Increase employees' attention to safety and encourage them to actively participate in safety management and improvement.</li> <li>Establish a continuous improvement mechanism to regularly evaluate the effectiveness of safety management measures.</li> <li>Comply with relevant laws, regulations, and standards to ensure the container loading, unloading, and storage processes all meet safety requirements.</li> </ol> <p><b>Long-term goal</b></p> <ol style="list-style-type: none"> <li>Introduce advanced monitoring and safety technologies to improve the safety and efficiency of container and cargo handling and storage processes.</li> <li>Continuously improve employees' safety awareness and professional skills to cope with the increasingly complex freight environment.</li> </ol>	<ol style="list-style-type: none"> <li>Machinery operators received relevant safety training and education and obtained technical certificates: 100% compliant</li> <li>Monthly evaluation of employee work quality: 100% implemented</li> <li>Monthly/daily machine tool operation inspection: 100% implemented</li> <li>Customer feedback: No feedback.</li> <li>Daily inspection of dangerous containers: 100% implemented</li> <li>An emergency response plan has been formulated, covering measures for various scenarios such as windstorms, floods, earthquakes, fires, hazardous material leaks, smuggling, theft, traffic incidents, cargo handling anomalies, unauthorized access, and intrusions into the workplace. Emergency drills are conducted every six months with the self-defense group, integrating relevant scenarios from the response plan into the drills.</li> </ol>

Services and Products	Strategy	Results
Trucking	<p><b>Short-term plan</b></p> <ol style="list-style-type: none"> <li>To provide better container transportation service, the Group continues to implement a replacement plan to introduce the latest EU 6 tractors, replacing old ones. This plan is designed to strengthen organizational management and improve efficiency.</li> <li>Addressing environmental protection and sustainable development, to fulfill our corporate responsibility for Taiwan's environment, the Group introduced 35-ton electric tractors. These were successfully listed and put into operation on June 28, 2023. We are gradually establishing an electric vehicle fleet.</li> <li>To improve the efficiency of trucking operations and reduce the rising costs of business, we are adjusting some business strategies, revitalizing company talents, and continuously developing and implementing various plans.</li> </ol> <p><b>Long-term plan:</b> In addition to providing more comprehensive services by integrating terminal and logistics operations with affiliated companies, we have developed an online platform to facilitate collaboration within the industry, balance market supply and demand, and shift the competitive dynamics between industry peers and clients.</p>	<ol style="list-style-type: none"> <li>We are committed to providing safe and timely service quality, and have adopted digital operations and an eco-friendly fleet that has increasingly gained market recognition. After stabilizing our customer base, we adjust our services gradually in accordance with customer requirement.</li> <li>In 2024, a carbon emission calculator was added to the Company's official website. Customers can refer and calculate the carbon emissions generated by the Associated Transport Inc. service.</li> </ol>
Commercial Vehicle Sales	<ol style="list-style-type: none"> <li>We continue to introduce 35-ton EU 6 tractors that comply with Phase VI environmental protection regulation and plan for 43-ton tractors to meet customer and market needs.</li> <li>We plan to introduce 35-ton electric tractors to assist customers in energy transformation and ESG implementation to initiate carbon reduction action.</li> <li>Going forward, we will continue to introduce 18.5-ton medium-duty and 26-ton heavy-duty trucks, delivering high quality and low-emission vehicle to meet market demands. Our goal is to shift to fully electric vehicles and meet the country's net-zero emission policy.</li> </ol>	<ol style="list-style-type: none"> <li>All vehicles sold have received Vehicle Safety Certification Center (VSCC) certification, ensuring that they offer the highest level of protection while in use.</li> <li>We have successfully introduced a 35-ton electric tractor with the CCS2 charging specification, providing companies with a new option for converting green energy transportation.</li> </ol>

## Statistics on Group Products and Services with Safety Certification and International Management System Project

Name of Product/Service	Safety Regulation/International Management System Certification	Proportion of Products/Services Provided to Customers that Have Been Evaluated (%)
Capesize bulk fleet management and bulk cargo transportation	<ul style="list-style-type: none"> <li>Certified by the International Safety Management (ISM) Code, International Ship and Port Facility Security (ISPS) Code, and "Maritime Labour Convention" (MLC)</li> <li>Passed ISO 9001:2015 certification</li> </ul>	100
Container terminal and bonded warehouse	<ul style="list-style-type: none"> <li>Authorized Economic Operator (AEO)</li> </ul>	100
Inland container transport service	<ul style="list-style-type: none"> <li>Passed ISO 9001:2015 certification</li> </ul>	100
35-ton Dongfeng Tractor (Flagship Edition, Classic Edition, Electric Edition)	<ul style="list-style-type: none"> <li>Passed ISO 9001:2015 certification</li> <li>The products comply with various vehicle safety inspection standards of VSCC and environmental protection standards of the Ministry of Environment</li> </ul>	100

Note: Percentage = (Total quantity of products/services provided to customers that have been evaluated / Total quantity of products and services provided to customers) \* 100.

## Safety Management of Ship Operation

The Group operates a fleet of Capesize bulk carriers under the highest safety standards. It has established a “Safety First, Environmental Protection Foremost” policy. We are dedicated to utilizing digital tools to manage vessel operations to meet safety, security, environmental, and efficiency objectives established by the International Maritime Organization (IMO). We consistently execute fleet management and conduct regular management review meetings to evaluate fleet performance and collect improvement suggestion in accordance with the requirement of the International Safety Management Code (ISM Code). We regularly arranged audits to be done by external auditors of the Company and the vessels by classification. To further improve the quality of ship management, CMT introduced the ISO 9001:2015 Quality Management System in 2023. This continues to improve management quality according to the cycle of planning, implementation, inspection, and action. We pass sample audits through external verification units each year to further understand the implementation status. CMT’s quality system is measured by four goals: fleet utilization, ship machinery reliability, law compliance, environmental protection, and customer satisfaction.

The performance of the four quality goals in 2024 are as follows.

No.	Item	Results
1	Fleet Utilization	<ul style="list-style-type: none"> <li>Ship availability was over 95% throughout the year</li> </ul>
2	Vessel Machinery Reliability	<ul style="list-style-type: none"> <li>Off-hire time due to failure of mechanical equipment was less than five days</li> </ul>
3	Regulatory Compliance	<ul style="list-style-type: none"> <li>Zero ship arrests</li> <li>Zero occurrence of pollution incidents</li> <li>RightShip safety rating average is higher than 3 points</li> </ul>
4	Customer Feedback	<ul style="list-style-type: none"> <li>Customer satisfaction reached 40 points (out of 45 points)</li> </ul>



# Environmental Sustainability

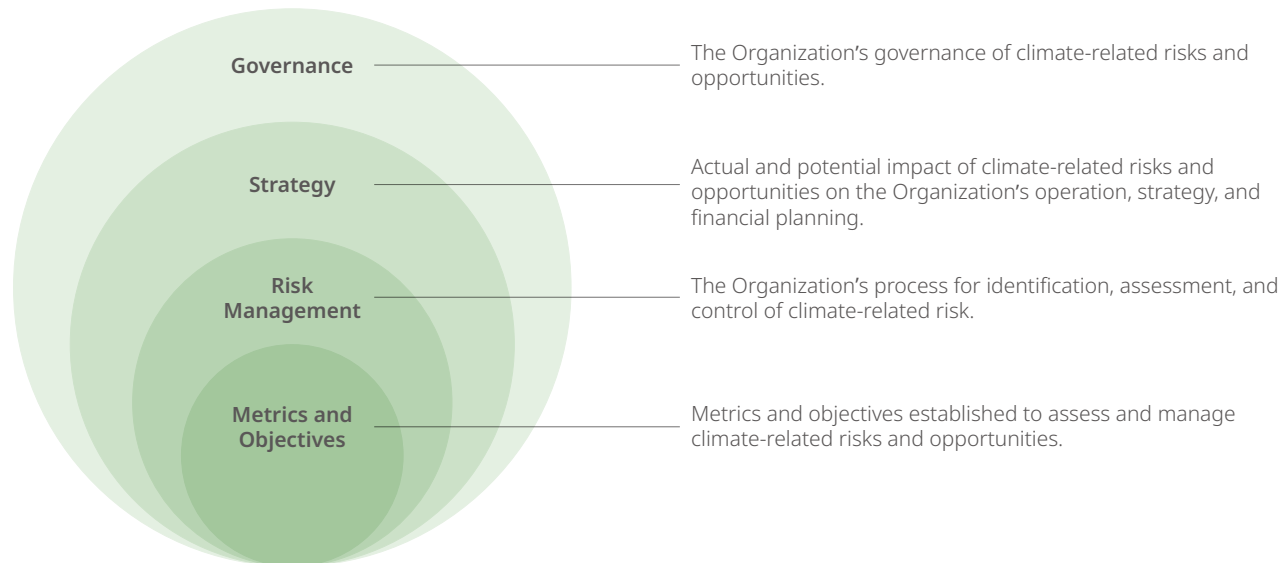
4.1	Climate Action (TCFD)	49
4.2	Energy and Greenhouse Gas Management	54
4.3	Water Resource Management	58
4.4	Air Pollution and Waste Management	59
4.5	Eco- and Bio-diversity	62
4.6	Environmental Action and Expenditure	64



## 4.1 Climate Action (TCFD)

### 1. Climate Change Governance Unit

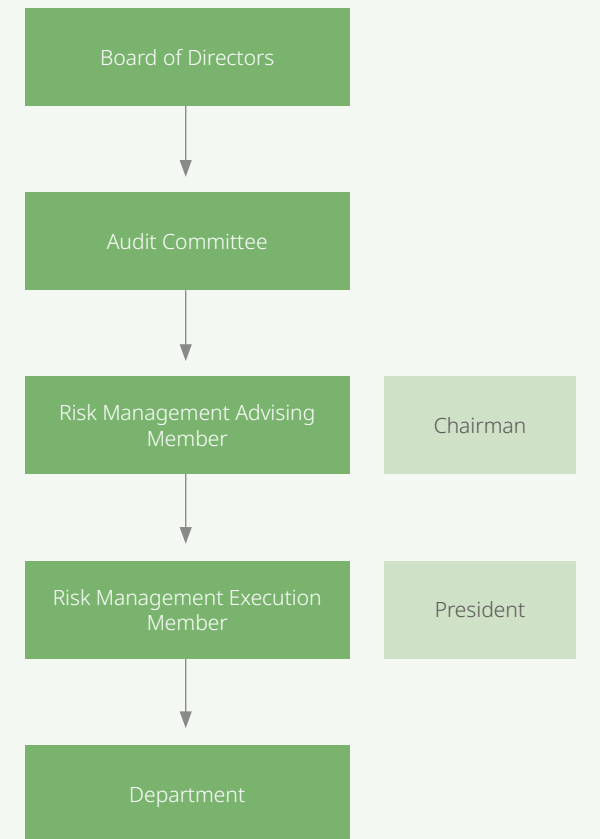
The CMT Board of Directors serves as the highest governance unit for climate change risk issues and is responsible for overseeing the establishment and implementation of relevant policy. CMT has also developed a “Risk Management Policy”, with the Chair serving as an advising committee member and the President as the executive member. It is organized in a cross-departmental format to develop various risk management mechanism. Risk management is overseen by the Audit Committee. Reports on operation to the Board of Directors are conducted at least once a year, ensuring that the Board can promptly understand and respond to climate-related risk and opportunity, as well as potential impacts on the Company’s operation and finance.



### 2. Climate-related Financial Disclosure

The Company follows guidance from the Task Force on Climate-Related Financial Disclosures (TCFD) and the assistance of external experts to systematically identify and analyze risks and opportunities brought about by climate change. The scope encompasses the subsidiaries’ three core business units: shipping, trucking, and terminal. Analyzing the likelihood, impact level, and temporal scale of various risks and opportunities, and incorporating the potential financial impact, has allowed us to identify the Group’s significant risks and opportunities. We have setup phased sustainability targets and implemented relevant measures to enhance corporate resilience while fulfilling our sustainability responsibilities.

#### Climate Change Governance Process Flowchart



### 3. Climate Change Strategy

The Group has analyzed the risk and opportunity arising from climate change based on the TCFD guideline, encompassing three main business areas: shipping, trucking, and terminal. By analyzing the likelihood, impact level, and temporal scale of various risks and opportunities, and incorporating the potential financial impact, the CMT Group's risks and opportunities have been identified as follows:

Type	Item	Impact Duration	Impact and Influence	Management Strategy and Plan
Physical Risk	Tropical cyclone	Short-term (1–3 years)	Typhoon and heavy rainfall caused by tropical cyclones may cause route changes, interruption of inland logistics chains, damage to equipment or cargo, resulting in revenue loss and increased cost.	The Company has established a climate disaster early warning and operational response mechanism. The fleet has introduced professional weather navigation systems and dynamic risk management tools, such as fleet and warehouse dispatch. This strengthens overall climate resilience and decision-making robustness.
	Extreme rainfall and drought	Short-term (1–3 years)	Extreme rainfall may hinder mining and loading operation in raw material mining area, and possible disruption of land transportation, flooding in the operation site area and damage to cargo. It poses adverse risk to trucking and terminals operation, leading to revenue loss.	The Company continues to perform optimization measures to strengthen risk response, use weather forecast to prepare for disaster, and flexibility in operation schedule to strengthen operational resilience.
Transition Risk	Change in customer preference	Mid-term (3–10 years)	With sustainability trend accelerating, customers' demand for low-carbon transportation increases, affecting the appeal of shipping, trucking, and terminals. Failure to provide carbon footprint information or low-emission solutions may result in loss of key customers or price pressure, causing revenue loss.	The Company has planned and continues to carry out green transformation, striving for sustainable business opportunities. Regarding shipping, we continually implement energy efficiency improvement and modification to the existing fleet. The four advanced environmentally friendly, energy-saving bulk carriers were delivered and put into operation during the first half of 2024. In Additional, a new stage of shipbuilding has been launched to construct four new higher-level environmentally friendly and energy-saving bulk carrier.  in the area of trucking and terminal, we continue to replace old equipment and introducing equipment such as new EU 6 environmentally friendly tractors, electric tractors, and new container handlers to replace older, high-energy-consuming vehicles. After several years of implementation, trucking has a new, environmentally friendly EU 6 fleet with an advantageous scale. We have developed a carbon emission calculator on the website. To meet the needs of the government and customers, it provides options such as sustainable information disclosure and low-carbon services to enhance competitiveness.
	Carbon fee or carbon tax	Short-term (1–3 years)	Global carbon fee and carbon tax mechanisms are gradually implemented. The International Maritime Organization (IMO) is expected to discuss greenhouse gas emission reduction measures for the shipping industry at the 83rd Marine Environmental Protection Committee Meeting (MEPC 83). The transportation industry face financial pressure caused by high carbon emissions, which are expected to drive up operating cost.	Each business unit has established a task force to actively participate in seminars organized by various classification societies and relevant units. The task force collects information, details regarding international carbon fees, carbon taxes, and related regulations, and acquires improvement strategies through peer exchanges. They evaluate cost changes under different changing scenarios and formulate response plan: replacing ships and equipment and installing energy-saving equipment to improve energy efficiency, reduce carbon emission, and reduce operating pressure from carbon fees and taxes.

Type	Item	Impact Duration	Impact and Influence	Management Strategy and Plan
Opportunities	Transportation mode	Short-term (1–3 years)	Using new technology can improve the operational efficiency of fleet and terminal logistic management while reducing carbon emissions to optimize the operating cost structure.	The Company will continue to promote sustainability and energy conservation. It focuses on new environmentally friendly technologies and alternative energy sources while launching services with low greenhouse gas emissions, such as efficient and energy-saving transportation. We will work with customers to create a climate-resilient, sustainable supply chain, enhancing market image and competitiveness.
	Low-carbon products or services	Mid-term (3–10 years)	Responding to the international trend of sustainability and the creation of a sustainable supply chain, customers incorporate environmental protection efficiency into supplier management consideration. Providing low-carbon services will enhance the Company's competitiveness, increase revenue, providing the opportunity to obtain green financing, etc. while reducing fund acquisition cost.	
	Low-carbon energy	Mid-term (3–10 years)	Using low-carbon fuel or transportation equipment can effectively reduce carbon taxes and emission costs, and also qualify for relevant government subsidies.	

## 4. Risk and Opportunity Management

The Company has incorporated climate-related risk into its overall risk management framework. The President convenes relevant departments (including Directors or dedicated personnel of each unit) to hold regular risk assessment meetings. This serves to develop feasible response strategies based on the systematic identification of potential climate change risks and opportunities and evaluation results by the Sustainable Development Task Force.

Based on the risk assessment results, all climate-related risks are included in the overall risk matrix, with priority ranking by the risk management mechanism. Risk disposal strategies are planned accordingly. The results obtained by specific risks are analyzed according to the risk management and control procedures, and these are used to formulate the Company's risk response strategies.



## 5. Index and Goal

The Group actively implements greenhouse gas reduction measures in accordance with the government's 2050 net-zero transformation plan. Presently, we have initially identified the physical risk and transformation risk that shipping, trucking, terminal, and other industries may face under the energy transformation and policy adjustment, along with specific measures and goals. We have continuously conducted greenhouse gas inventories since 2023. After clarifying various emission sources in business activities, we evaluate opportunity and efficiency to determine improvement goals. In addition to complying with regulatory requirements, this can reduce the intensity of greenhouse gas emissions in the long term and reduce the risk of extreme climate impact. The Group's goals are as follows:



### Shipping

In accordance with International Maritime Organization (IMO) requirement for annual reduction, our emissions target decreased every year. With our base year as 2019, we set our targets as follows:

**Short- and medium-term goal:**

From 2023 to 2026: An average Carbon Intensity Indicator (CII) reduction of 2% year-on-year from 2019 levels.

**Long-term goal:**

Targets will be set based on new IMO requirements.



### Trucking and Terminal

The Group will continue to purchase EU 6 tractors, electric tractors, new machinery, and equipment. In addition to phasing out old equipment, we actively promote energy-saving driving behavior to reduce energy consumption. We also encourage our employees to practice sorting to implement resource recycling.

## Goal Achievement Status:

The Company's overall carbon emissions have increased, primarily due to the expansion of the bulk carrier fleet size. However, through measures such as replacing old equipment with new technologies and installing energy-saving equipment, the carbon emission intensity in 2024 was significantly reduced compared to 2023.

In the shipping sector, from 2019 to 2024, the ship Carbon Intensity Indicator (CII) has been reduced by more than 10%, with an average annual CII reduction of 2%.

In trucking sector, 29 EU 6 tractors were purchased in 2024, and 40 old tractors were replaced.

In the terminal sector, in 2023, the Ministry of Environment implemented air pollution emission verification of working machinery in accordance with the independent management standard for clean emission of construction machinery. The verification results of the 22 units inspected show that 99% were given the gold mark (issuance period of 3 years), equivalent to Stage IV in Japan; only one unit received a silver mark (issuance period of 2 years), equivalent to Stage III in Japan. In 2024, we purchased a fuel empty container handler and an electric empty container handler; both have been officially put into use.

## 6. Carbon Pricing Basis

Currently, the Group has not yet established an internal carbon pricing policy. However, we have considered the direction of carbon fee policy disclosed in Taiwan's "Climate Change Response Act" and closely followed the promulgation process of relevant regulations of the Ministry of Environment. We also evaluate the potential impact of the European Union Carbon Border Adjustment Mechanism (CBAM) and the International Maritime Organization (IMO)-related carbon price mechanism on the international shipping market. To improve carbon risk management capabilities, we plan to conduct a feasibility study on the internal carbon pricing system in the future.

## 7. Greenhouse Gas Inventory Plan

Since the Group introduced the Greenhouse Gas Inventory Plan in 2023, it has been carrying out GHG inventory year by year. The inventory scope covers the Parent Company CMT and its subsidiaries, including CMT Logistics Co., Ltd., Associated Transport Inc., Associated Group Motors Corp., etc. An external verification is also conducted to ensure the accuracy and credibility of inventory data. The Group will continue to pay attention to ISO 14064-1, released by the International Organization for Standardization (ISO), the Greenhouse Gas Protocol jointly issued by the World Business Council Sustainable Development (WBCSD), World Resources Institute (WRI), and other GHG inventory standards; related regulatory development serve in the planning and establishment of a comprehensive GHG inventory mechanism.



## 4.2 Energy and Greenhouse Gas Management

The Group introduced a Greenhouse Gas Inventory Plan in 2023, and reports the relevant planning, timeline, and implementation progress to the Board of Directors quarterly. External verification of data and supporting materials was implemented in 2024; greenhouse gas inventory will be implemented annually thereafter for a more comprehensive understanding and reduction of the environmental impact of the Group's operation.

### 1. Energy Emissions

The following table present the energy consumption for the Group over the last two years.

Quantitative Indicator	Unit	2023	2024
Electricity usage	KWh/year	2,788,135.5	2,872,650.14
	GJ	10,037.2878	10,341.5405
Gasoline usage	L/year	27,674.7	28,100.4
	GJ	903.7738	895.2054
Diesel usage	L/year	10,452,607.2	10,308,225.9
	GJ	367,608.9969	372,975.5848
Total energy usage	GJ	378,550.0585	384,212.3306
Organization-specific metric	NTD million of revenue	4,015	4,638
Energy density	GJ/ NTD million of revenue	94.28	82.84

Note 1: Scope of inventory: CMT Group

Note 2: The calorific value of electricity is converted to 1kWh=0.0036GJ.

Note 3: Source of conversion coefficient: Fuel calorific values were calculated based on the Table of Unit Calorific Values of Energy Products announced by the Energy Administration, MOEA, with the gasoline at 7,800 kcal/L and diesel at 8,400 kcal/L.

Note 4: The organization-specific metric is consolidated revenue in NTD million.

Note 5: The 2024 emission results were based on the 14064-1: 2018 GHG inventory standard and were verified by a third party.

### 2. Greenhouse Gas Management

The Company adopts ISO14064-1 as the inventory standard for greenhouse gas emissions. It takes the Capsize bulk carrier fleet, container transport tractors and terminal equipment as the inventory categories (i.e., including subsidiaries, shipping, trucking, terminal). Inventory categories include direct emission (Scope 1), indirect energy emission (Scope 2), and other indirect emission (Scope 3).

Facing the challenges of global climate change and environmental degradation, we continue to promote energy conservation and the reduction of GHG emission. With the development of environmental sustainability as the main axis, we actively respond to government environmental policies and fulfill our responsibility as a corporate citizen.

The following table shows the GHG emission of the Group in the last two years, with the data assured by a CPA.

Quantitative Indicator	Unit	2023	2024
Scope 1: Direct GHG emission	Mt CO <sub>2</sub> e	28,410.13	28,887.15
Scope 2: Indirect GHG emission	Mt CO <sub>2</sub> e	1,377.34	1,361.64
Scope 3: Other indirect GHG emission	Mt CO <sub>2</sub> e	367,577.64	435,050.59
Total emission	Mt CO <sub>2</sub> e	397,365.11	465,299.38
Organization-specific metric	NTD million of revenue	4,015	4,638
GHG emission intensity (included in Scope 1 and Scope 2)	Mt CO <sub>2</sub> e/NTD million of revenue	7.42	6.52

Note 1: Direct emissions (Scope 1) are directly produced by sources owned or controlled by the Company. Energy indirect emissions (Scope 2) are produced by outsourced electricity, heat, or steam. Other indirect emissions (Scope 3) are emissions produced by our fleet during a customer's lease period.

Note 2: Data coverage for direct emissions and indirect energy emissions complies with Article 10-2 of "Regulations Governing Information to be Published in Annual Reports of Public Companies".

Note 3: The GHG intensity was calculated based on turnover (NTD million).

Note 4: The 2023 GHG inventory data was adjusted after being assured by a CPA.

### 3. Energy-saving Actions

The impact of global climate change are becoming increasingly significant, with energy consumption and GHG emission as the key factors. The Group upholds the principle of sustainability. It prioritizes the introduction of optimal technologies and highly efficient energy usage to reduce fuel consumption and GHG emission, enhancing overall environmental benefit.

#### Shipping

##### The CMT Group is dedicated to the sustainable development of the shipping industry

The Company commissioned CSSC Qingdao Beihai Shipbuilding Co., Ltd. to build four advanced, environmentally friendly, and high-efficiency bulk carriers. These were delivered and officially put into operation in the first half of 2024. These new ships comply with the IMO Phase 3 Ship Energy Efficiency Design Index (EEDI Phase 3); they are also equipped with nitrogen oxide treatment system to meet IMO Tier III emission standard. These ships' design covers complete energy-saving measures — including a new generation of high-efficiency main engine, shaft generator, rudder flow vane, anti-vortex fin, and low-resistance anti-fouling paint spraying technology — to comprehensively improve propulsion and fuel efficiency. The new ships have energy-saving and emission reduction function (e.g., LNG- and AMP-ready).

To further promote energy-saving innovation, CMT signed a contract this year with CSBC Corporation, Taiwan (CSBC), to build four 210,000-ton bulk carriers. These new ships will use advanced energy-saving technology independently developed by CSBC. They are expected to show outstanding performance in increasing cargo capacity and reducing fuel consumption.

##### Phasing out older ships to reduce carbon intensity

In addition to newly built ships, CMT plans to dispose of older ships year by year to reduce overall carbon intensity. This year, one old ship has been sold, reducing the average fleet age to 9.1 years.

##### Continual green energy contribution

CMT continues to improve the competitiveness of its fleet through energy-saving investment and action to phase out older ships. It contributes to the green development of the global shipping industry. In 2024, CMT Group's carbon intensity was estimated to be 2.3 tonCO<sub>2</sub>/DWTm, a decrease of 2% from the average annual average of 2019 in the

base year. The Company continues to introduce advanced energy-saving technology and promote corresponding measures to improve energy efficiency, expanding the size of the fleet while contributing to global environmental protection.

#### Energy-saving Actions of CMT

Phase out old ships in the fleet	Build new environmentally friendly and efficient ships; plan to dispose of older ships year by year.
Install energy-saving device	Energy-saving devices are installed in existing vessels to enhance ship propulsion efficiency.
Regularly monitor fleet fuel consumption	Use the ship position reporting system to monitor and regularly analyze ship speed and fuel consumption to identify the reasons and take countermeasures.
Regularly monitor equipment condition	Regularly monitor the condition of diesel engines and generators; replace critical energy-consumption spare parts; reduce and control the vessel's fuel consumption; ensure the optimal operation of the ship's machinery.
Reduce hull resistance	All vessels are coated with self-polishing anti-fouling paint to maintain low hull resistance for reducing energy waste; we keep track of marine biofouling on the hull for timely cleaning.
Comply with international convention and local regulation	The monitoring, management, and reporting plan for ship GHG emissions has been developed in accordance with the carbon emission management regulations of IMO and EU, and GHG emission data, certified by the classification society with a Statement of Compliance or Document of Compliance, which are regularly reported.
Navigate at reduced speed	Limit main engine shaft horsepower and lower the engine speed (ShaPoLi/EPL) to reduce energy consumption by sailing at reduced speed.
Use meteorological navigation	Use optimal route plan provided by external professional meteorological navigation companies to achieve safe and energy-saving route planning.

## Trucking

Regarding trucking, the Company continues to purchase EU 6 environmentally friendly tractors to replace old vehicles. It has introduced 35-ton electric tractors, demonstrating its determination to energy conservation and environmental protection. Through daily maintenance of vehicles and the establishment of concept of energy-saving driving behavior, we ensure that vehicles operate at optimal condition to reduce GHG emission during transport, ensuring operational efficiency and environmental protection.

### Energy-Saving Measures and Methods for Trucking

Item	Description	Implementation Status
Vehicle Updates and Maintenance	Vehicle maintenance	Clean or maintain parts and equipment in a timely manner to improve performance and combustion efficiency.
	Use original manufacturer recommended lubricant	Use lubricating oil with appropriate viscosity recommended by the original manufacturer to save usage; reduce friction during engine operation.
	Replace old vehicles	Select new models of eco-friendly vehicles; use energy-saving tires and other eco-friendly components; introduce electric tractor in operations to strive for transforming into a green energy fleet.
Pre-departure Preparation	Check vehicle condition	Inspect vehicle condition before departure (oil levels, tire pressure, etc.); reduce unnecessary load to prevent excessive fuel consumption or vehicle wear.
	Plan optimal routes and departure times	Use maps, satellite navigation, and traffic updates to confirm traffic information; plan routes in advance; avoid congested roads and peak hours.
Driving Stage	Energy-efficient and safe driving habits	Promote energy-saving and safe driving habits — such as avoiding engine idling, refraining from sudden acceleration, and turning off the engine when parked — to reduce unnecessary energy consumption.
	Fleet management system	A fleet management system is adopted to improve dispatch efficiency and implement fuel consumption management.

## Terminal

In terms of terminal, 14 electric container handlers have been purchased for cargo loading and unloading since 2018 to effectively reduce diesel consumption and carbon emission. Environmental concepts are concurrently promoted and implemented in administrative processes to achieve environmental protection and maximize efficiency.

### Energy-Saving Measures and Methods for Terminal

Item	Description	Implementation Status
Replacement of Equipment	Purchase electric container handlers	On average, each electric container handlers can save carbon emissions by about 4.3 kgCO <sub>2</sub> compared to diesel container handlers. If used for 2,000 hours a year, electric container handlers can reduce carbon emissions by about 8,600 kgCO <sub>2</sub> , equivalent to the reduction of the use of 2,614 liters of diesel.
Paperless Operations	Paperless system for incoming shipment notification	Each shipping order (SO) form use A4 paper. Calculated on an annual basis, paper consumption is approximately 41,082 pieces. The carbon emission of a piece of an A4 paper is 7.2 grams; the annual reduction of carbon emissions can reach 295.79 kg/year.

## Offices

The Group is steadily reducing carbon emissions generated during operations through various energy-saving and carbon reduction efforts in offices to make a meaningful contribution to environmental sustainability.

### Energy-Saving Action

Item	Description
Equipment Replacement	Continue to replace lighting, air conditioning, and other equipment with government approved energy-efficient products to improve energy efficiency.
Carpooling System for Business Trips	Conduct transportation planning based on the day's business trip location; encourage carpooling or the use of public transportation.
Paperless Operation	Minimize paper usage in the administrative processes and encourage the use of digital documents; implement the eNotice platform for shareholder notifications to actively adopt paperless practices.
Improvement in Work Efficiency	Implement centralized management of power and air conditioning; schedule regular shutdowns after office hours; encourage employees to prioritize work efficiency.

## Commercial Vehicle Sales

Four electric tractors have been introduced consecutively since 2020. We continue to assist customers in introducing electric tractors and providing charging solutions. The newly launched tractor charging process in 2024 adopts CCS2 charging specifications — light in weight and more convenient to charge. It supports dual gun 240kW fast charging, with SOC 20% to 90% charging time of less than 1 hour. This facilitates the Company's ESG promotion, responses to carbon tariffs and products, and low-carbon transportation for customers.

## 4.3 Water Resource Management

The Group has paid long-term attention to water conservation and environmental protection issues. In terms of water-saving programs, we begin with fully implementing water-saving practices in daily life to maximize the benefit of available water resources.

	2023 Water Resource Usage Status	2024 Water Resource Usage Status
Water intake (million liters)	15.21	11.61
Discharge (million liters)	15.21	11.61
Annual revenue (NTD million)	4,015	4,638
Water density (Discharge/annual revenue)	0.0037	0.0025

Note 1: The Group is not in the manufacturing sector and does not have significant water resource consumption or large volumes of wastewater discharge. The data mainly comes from daily usage in offices and facilities, including drinking dispensers and restrooms. Water used by vessels mainly comes from seawater desalination; we currently do not have statistics on water intake volume.

Note 2: The organization-specific metric is the annual revenue from the consolidated financial statements.

### Tap Water Sources and Water Conservation Action of the Group

	Location and Risk Assessment	Tap Water Sources	Water Conservation Action
Headquarters and offices of various operating bases	Operating bases are in Keelung, Taipei, Taoyuan, Taichung, and Kaohsiung. Water resource risk has been assessed as moderate to low risk.	<ul style="list-style-type: none"> <li>Keelung: Xinshan Dam</li> <li>Taipei: Fetsui Reservoir aerial</li> <li>Taoyuan: Shihmen Dam</li> <li>Taichung: Liyutan Dam</li> <li>Kaohsiung: Fengshan Reservoir</li> </ul>	<ul style="list-style-type: none"> <li>Replace old pipelines to reduce waste of water resources caused by leaks.</li> <li>Toilet equipment was replaced with water-saving equipment.</li> <li>Replace faucets with sensor-operated water-saving ones or adjust the flow valves.</li> <li>Promote water conservation awareness among employees.</li> </ul>
Seagoing ships	Operational location of the vessels vary; all vessels are equipped with water production capabilities to generate potable water from seawater. The risk level of water resource utilization has been assessed as low risk.	<ul style="list-style-type: none"> <li>Oceans or rivers</li> </ul>	<ul style="list-style-type: none"> <li>Domestic sewage is processed by a sewage treatment plant to ensure the discharged wastewater meets local environmental requirements for water bodies.</li> <li>Ballast water from the vessels is treated through a Ballast Water Management System (BWMS) to prevent from impacting the water environment by discharged ballast water containing foreign species and bacteria.</li> </ul>

## 4.4 Air Pollution and Waste Management

### Air Pollutant Emission Management

To ensure compliance with the emission standard set by MARPOL of the International Maritime Organization (IMO) and other environmental regulations of various coastal and port countries, CMT Group uses qualified main engines and generator systems to meet relevant air pollutant emission standards.

Concerning nitrogen oxides (NOx), the entire fleet complies with IMO Tier I and Tier II emission standard. Newly built vessels are equipped with advanced exhaust treatment system (SCR) to ensure that NOx emissions meet IMO Tier III standard.

Concerning sulfur oxides (SOx), we use Very Low Sulfur Fuel Oil (VLSFO) and Ultra Low Sulfur Fuel Oil (ULSFO) to meet the international convention requirement that mandate SOx emissions be less than 0.5% m/m. In contrast to other companies that install scrubbers or use high-sulfur fuel (>0.5%), the Group believes that directly using low-sulfur fuel aligns with our standard, of comprehensive environmental considerations. This method prevents the release of strong acids, neutralizing agents, and residues from scrubbers into the ocean, safeguarding marine ecology and water environment.

Regarding the management of ozone-depleting substances (ODS), the Group abides by IMO requirements. Currently — as indicated in the International Air Pollution Prevention Certificate (IAPP) and its annexes issued by the classification society — there is no relevant equipment that needs to be listed or managed; there is no generation volume, input volume, or output volume of ODS.

Compared to the 12 ships in 2023, two new energy-saving ships were added to the fleet in 2024. While total emission of nitrogen oxides (NOx), sulfur oxides (SOx), and suspended particulates (PM10) have increased, their emission intensity has not increased significantly. This indicates the excellent performance of newly built ships in energy-saving and environmentally friendly design.

### Air Pollutant Emission Status over the Last Two Years

Type of Source	2023 Emissions (mt)	Intensity (mg/(mt*nm))	2024 Emissions (mt)	Intensity (mg/(mt*nm))
Nitrogen oxides (NOx)	6,210	83.3	6,672	75.56
Sulfur oxides (Sox)	1,037	13.91	1,242	14.07
Particulate matter (PM10)	476	6.38	564	6.39

Note: Statistical data is limited to the fleet. The air pollutant emissions were estimated based on the emission coefficients. The emission coefficients and calculation methods were derived from the 4th Greenhouse Gas Study 2020 of the International Maritime Organization (IMO).

## Waste Management

The Group adheres to the philosophy of environmental protection by implementing varying waste management processes for different types of waste. Whether at sea or on land, we strive to minimize waste generation to effectively prevent potential environmental pollution.

The Group's environmental protection measures and actions are compliant with local laws and International Convention for the Prevention of Pollution from Ships (MARPOL) regulations. In the future, we will uphold our commitment to environmental protection and the promotion of more green practices, contributing to the sustainable development of the global environment.

Source of Waste	Type of Waste	Treatment Method	Management Measures
Ships	Plastic waste	Incineration or sent to qualified onshore facilities for disposal	<ul style="list-style-type: none"> <li>Require suppliers' commitment to reduce the use of plastic packaging and to recover and recycle waste whenever possible.</li> <li>Promote plastic reduction activity among crew members, particularly by minimizing the use of bottled water. The Group has established a high-quality drinking water supply system on board and rewards efforts to reduce waste. This serves to significantly reduce the generation of plastic waste, preventing it from becoming marine debris. The results have been extremely significant since its implementation, with the average output of plastic waste per ship reduced by as much as 50%.</li> </ul>
	Dock repair waste	Recycle and reuse at the shipyard	<ul style="list-style-type: none"> <li>Require suppliers to reduce plastic or to use recyclable packaging to reduce the amount of waste generated during shipyard repairs.</li> </ul>
	Waste oil sludge	Other recycling methods	<ul style="list-style-type: none"> <li>Engage compliant onshore disposal facilities in various countries to assist with waste removal. This ensures compliance with national regulations and environmental standards and minimizes the risk of secondary pollution to local communities and the marine environment at docking ports.</li> </ul>
Offices	Domestic waste	Incineration (not including energy recovery)	<ul style="list-style-type: none"> <li>The waste is removed by a qualified third-party waste management company and sent to public or private disposal agencies for processing.</li> </ul>
Facilities	Waste pallets	Incineration (not including energy recovery)	<ul style="list-style-type: none"> <li>All wooden pallets for internal use have been replaced with metal pallets. This increases the number of use of each pallet while reducing the amount of wood used.</li> </ul>
	Scrap metal, scrap iron	Recycling and reuse	<ul style="list-style-type: none"> <li>It is handled by a qualified third-party company for waste removal, ensuring resource reuse through recycling and re-manufacturing.</li> </ul>
	Waste tires and waste engine oil	Other recycling methods	<ul style="list-style-type: none"> <li>Waste is removed by a qualified third-party waste management company and sent to public or private disposal agencies for processing.</li> </ul>

## Waste Management Status over the Last Two Years

Waste Composition		Unit	Off-site in 2023		Off-site in 2024	
Item	Hazardous/ Non-hazardous		Waste Generation	Treatment Method	Waste Generation	Treatment Method
Domestic waste	Non-hazardous	Metric tons	49.08	Incineration (not including energy recovery)	67.09	Incineration (not including energy recovery)
Scrap metal/scrap iron	Non-hazardous	Metric tons	30.19	Recycling and reuse	59.51	Recycling and reuse
Waste pallets	Non-hazardous	Metric tons	12.78	Incineration (not including energy recovery)	12.36	Incineration (not including energy recovery)
Waste engine oil	Non-hazardous	Litre	43,033.10	Other recycling methods	28,300	Other recycling methods
Waste tires	Non-hazardous	Piece	2,348	Other recycling methods	2,367	Other recycling methods

Note 1: Scope of disclosure of waste statistics: CMT Group

Note 2: Domestic waste is collected and removed twice a month; scrap metal/scrap iron and waste pallets are collected and removed every three months; waste engine oil is collected and removed every two months.



## 4.5 Eco- and Bio-diversity

To maintain marine biodiversity and prevent the negative impact of alien species on marine ecology during ship operation, our fleet adheres to the International Convention for the Prevention of Pollution from Ships (MARPOL). We have developed a Biofouling Management Plan in accordance with the “Guidelines for the Control and Management of Ships’ Biofouling to Minimize the Transfer of Invasive Aquatic Species”. We have conducted a series of important environmental protection measures to achieve our goal.

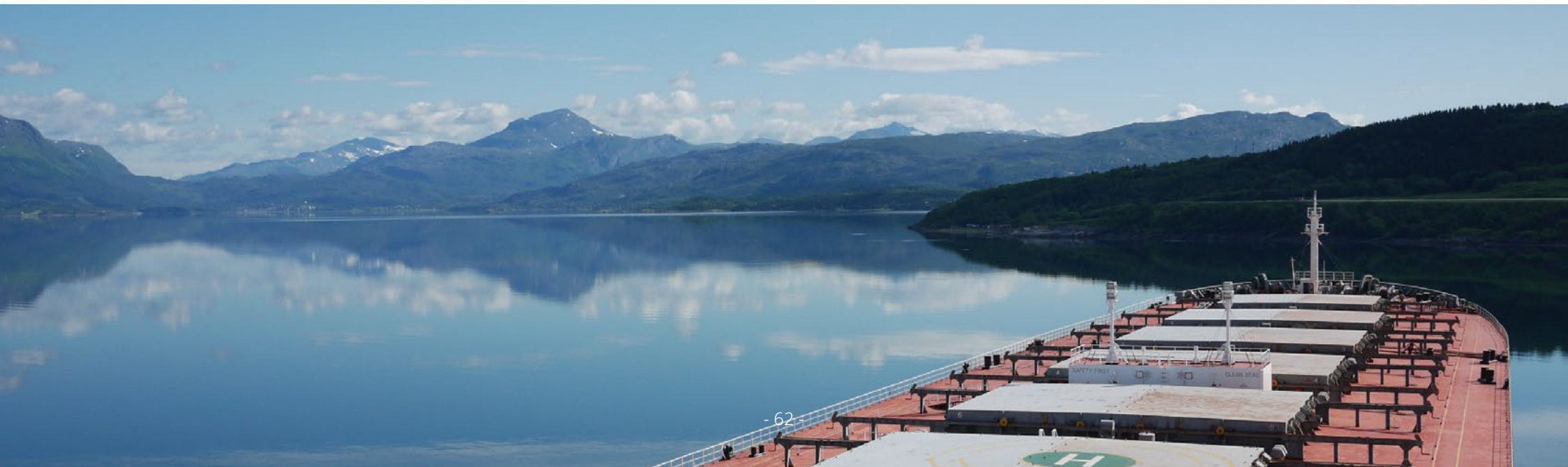
### Use of Anti-fouling Paint

The entire fleet uses self-polishing anti-fouling paint, a specialized coating that can prevent the attachment of marine organisms while providing long-lasting durability, reducing the need for frequent repainting. This measure not only helps maintain hull cleanliness and reduced additional fuel oil consumption, it also prevents the spread of marine life in different places with ships. This

measure contributes significantly to protecting the local marine ecosystem of the port countries. We also require manufacturers to provide anti-fouling paints free from tributyltin (TBT) ingredients to prevent damage to the marine environment caused by the high toxicity of organotin compounds.

### Ballast Water Treatment System (BWTS)

The Ballast Water Treatment System (BWTS) — fully installed in the CMT Group’s fleet — uses advanced filtration and sterilization technology to effectively remove bacteria, microorganisms, and marine organisms during the ballast process. This system ensures that the quality of discharged water meets international standards. Our system not only meets IMO standards but also highlights our commitment to protecting the biodiversity of the marine environment.



## Monitoring and Control of Biofouling Status

Through the Group's ship position reporting system, we regularly analyze ship speed and fuel consumption to proactively detect the impact of the attachment of marine organisms. If in doubt, underwater inspections are carried out to confirm biological attachment to the hull; cleaning measures will be taken if necessary. Additionally, when a ship is anchored for a long time and waiting for loading and unloading, we negotiate with the charterer to take measures such as short-range anti-fouling navigation or arrange hull cleaning to reduce the risk of the attachment of marine organisms.

## Protection Measures for Special Sea Areas

Moreover, when traveling along the U.S. East Coast, we comply with local laws by reducing the ship's speed to below 10 knots to prevent collision with the North Atlantic right whales. In Particularly Sensitive Sea Areas such as Australia's Great Barrier Reef, we follow the instructions of the Australian Maritime Safety Authority (AMSA) and the Great Barrier Reef Vessel Traffic Service (VTS) to sail in designated navigation lanes, strengthen lookout and timely speed reduction, and implement ballast water management to protect local marine ecology.

Through these continuous efforts, we not only fulfill our corporate social responsibility while complying with relevant laws and regulations but also demonstrate our responsibility for and commitment to the balance of global marine ecology and our proactive involvement.

Classification of Measures	Specific Actions	Environmental Benefits
<b>Use of anti-fouling paint</b>	The entire fleet uses self-polishing anti-fouling paint; to avoid high toxicity pollution, the use of paint with TBT ingredients is prohibited.	Reduce the risk of marine organism attachment and cross-regional spread; maintain hull efficiency; reduce fuel consumption and pollution.
<b>Ballast Water Treatment System (BWTS)</b>	The Ballast Water Treatment System (BWTS) is fully installed in the fleet to leverage its advanced filtration and sterilization technology, effectively removing microorganisms in water.	Avoid the invasion of alien species; effectively protect marine ecology and biodiversity.
<b>Monitoring and control of biofouling status</b>	We monitor ship speed and fuel consumption through the ship's position reporting system; we carry out underwater inspection and cleaning when suspecting biological attachment; we have short-range anti-fouling navigation when the ship is anchored for a long time.	Detect and handle attachment problems in real time to avoid ineffective energy consumption and improve operational efficiency.
<b>Protection measures for special sea areas</b>	When traveling along the U.S. East Coast, we reduce the ship's speed to below 10 knots to prevent collision with the North Atlantic right whales; we sail in designated navigation lanes at designated speed in Particularly Sensitive Sea Areas such as Australia's Great Barrier Reef.	Protect sensitive ecosystems such as whales, dolphins and coral reefs; prevent direct damage to marine life caused by navigation.

## 4.6 Environmental Action and Expenditure

To align with energy conservation, emission reduction, and green environmental protection policies, total expenditures on environmental initiatives — including constructing new energy-efficient ships, installing ship water purification system, replacing and purchasing EU 6 energy-saving vehicles, and acquiring new electric container handlers — amounted to approximately NTD 3.71142 billion in 2024 and the first quarter of 2025.



### Shipping

All fleet equipment is built in accordance with the International Convention for the Prevention of Pollution from Ships. They are certified by classification societies to ensure compliance with the strict regulations of the International Maritime Organization (IMO). The inventory of greenhouse gas emissions is implemented for the Company's fleet yearly in accordance with international convention and port state regulation, tracking the effectiveness of energy conservation and emission reduction. Presently, the installation of ballast water treatment system and drinking water system has been completed for Company ships. The four advanced environmentally friendly and energy-saving bulk carriers ordered by the Company in 2021 were delivered and put into operation in 2023 and 2024, respectively. Subsequently, we have ordered four new advanced environmentally friendly and energy-saving bulk carriers in August 2024 and March 2025. Newly built ships feature optimized ship lines that improve fuel efficiency, achieving Energy Efficiency Design Ship Index (EEDI) values lower than the International Maritime Organization (IMO) Phase 3 standard. Therefore, these ships exceed international regulatory requirements and emit significantly fewer greenhouse gas emissions than existing ships. These ships are equipped with Selective Catalytic Reduction (SCR) equipment to meet higher standards for reducing nitrogen oxide (NOx) emission (Tier III) requirement. In October 2024, the Company completed the sale of the oldest SS China Peace and successively implemented the energy efficiency improvement and modification of the existing fleet.



### Trucking

The Company continues to purchase EU 6 environmentally friendly and energy-saving vehicles to replace older ships with newer ones. This introduces electric environmentally friendly and energy-saving vehicles and actively promotes energy-saving driving behavior to reduce energy consumption. We also continue to implement garbage classification and resource recycling and reuse while responding to the government's environmental protection policies. In 2024, 29 EU 6 environmentally friendly tractors were purchased, and 40 old tractors were phased out.



### Terminal

By transitioning to new energy-saving working machines, purchasing electric container handlers, switching factory lighting equipment to LED energy-saving lamps, and recycling business waste, we can reduce greenhouse gas emission and maintenance costs. In 2024, we purchased one new fuel container handler and one electric empty container handler each, which is expected to reduce air pollution and greenhouse gas emission. Sewage treatment facilities were also improved in 2024 to reduce environmental impact.

# A Friendly Workplace and Mutual Prosperity

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## 5.1 A Diverse and Inclusive Workplace

### 1. Workforce Structure

CMT Group is committed to fostering a corporate spirit of mutual prosperity while building a diverse and inclusive workplace environment for all employees. With Taiwan as its main operating base, it employs 100% Taiwanese local employees. At the end of 2024, the Group had a total of 322 full-time employees.

#### Number of Employees

The scope of the following data includes CMT Group's Headquarters and major operating subsidiaries; number of employees as of December 31, 2024.

#### By Gender and Nationality

Year		2023		2024	
Gender	Nationality	Number of full-time employees	Ratio (%)	Number of full-time employees	Ratio (%)
Female	ROC	98	29.61	100	31.06
	Foreign	0	0	0	0
Male	ROC	233	70.39	222	68.94
	Foreign	0	0	0	0
Total		331	100	322	100

Note 1: The Group has full-time employees only without any temporary, part-time or non-guaranteed hours employee; there are no employees who reported other genders or undisclosed genders, or without guaranteed working hours.

Note 2: Employees are individuals who have an employment relationship with the Organization in accordance with national laws and relevant applicable requirements (it refers to employees enrolled in labor insurance in Taiwan).

#### Number of Non-employee Workers

In 2024, there were 262 non-employee workers whose work and/or work locations were controlled by the Group, including outsourced seafarers, dispatched workers from labor agencies, and contracted workers. Their main responsibilities included on-board operations, environmental cleaning, container repair and cleaning, and food services.



## Diversity, Equality, and inclusion

To implement the vision of gender equality, the proportion of female employees in 2024 was 31.06%, representing a 1.45% increase from the previous year. The proportion of female supervisors at the Assistant Management level and above across all managerial positions was 27.27%, representing a 0.51% increase from the previous year.

### Statistics of Number of Employees by Gender, Position, and Age

Year		2023		2024	
Gender/position	Age	Number of people	Ratio (%)	Number of people	Ratio (%)
Female-non-supervisor	Below (including) 30 years old	14	4.23	20	6.21
	30-50 years old	42	12.69	41	12.73
	Above (including) 50	23	6.95	21	6.52
Female-supervisor	Below (including) 30 years old	0	0	0	0.00
	30-50 years old	8	2.42	8	2.48
	Above (including) 50	11	3.32	10	3.11
Total number of female employees			98		100
Male-non-supervisor	Below (including) 30 years old	25	7.55	25	7.76
	30-50 years old	92	27.79	90	27.95
	Above (including) 50	64	19.34	59	18.32
Male-supervisor	Below (including) 30 years old	0	0	0	0
	30-50 years old	18	5.44	15	4.66
	Above (including) 50	34	10.27	33	10.26
Total number of male employees			233		222
Total number of employees			331		322

Note: For 2024, managerial staff refers to employees holding a position of Assistant Manager or higher within the Group.

### Proportion of Senior Management Employing Local Residents (primarily Taiwan)

2024	Number of People
Number of people in senior management	17
Number of local people in senior management	17
Proportion	100%

Note: "Senior management" refers to managers at the level of assistant vice president and above.

## CMT Group's New Hire Rate

### Statistics of the New Hires Rate over the Last Two Years

Year		2023		2024	
Gender	Age/item	Number of new employees	Ratio (%)	Number of new employees	Ratio (%)
Female	Below (including) 30 years old	4	16.00	9	31.03
	30-50 years old	3	12.00	4	13.79
	Above (including) 50	1	4.00	0	0
Male	Below (including) 30 years old	8	32.00	7	24.14
	30-50 years old	5	20.00	7	24.14
	Above (including) 50	4	16.00	2	6.90
Total number of new employees		25		29	
Total number of employees		331		322	
Percentage of new employees (%)		7.55		9.01	

Note 1: Rate of new male/female employee hires of the age group = the number of new male / female employee hires of the age group of the current year / the total number of new employee hires of the year.

Note 2: Rate of new employee hires = the number of new employee hires of the current year / the total number of employees at the operating bases at the end of the current year.

## Minimum Notice Period for Operational Change

The Company shall provide advance notice in accordance with the "Labor Standards Act" if it terminates a contract due to significant operational changes or employee incompetence. Where an employee has worked continuously for more than three months but less than one year for the Company, the notice shall be given 10 days in advance; where an employee has worked continuously for more than one year but less than three years for the Company, the notice shall be given 20 days in advance; where an employee has worked continuously for more than three years for the Company, the notice shall be given 30 days in advance.

## CMT Group's Turnover Rate (including Retirement)

### Statistics of the Group's Turnover Rate over the Last Two Years

Year		2023		2024	
Gender	Age/ Item	Number of employee turnover	Ratio (%)	Number of employee turnover	Ratio (%)
Female	Below (including) 30 years old	2	11.76	3	7.89
	30-50 years old	2	11.76	4	10.53
	Above (including) 50	3	17.65	4	10.53
Male	Below (including) 30 years old	3	17.65	2	5.26
	30-50 years old	1	5.89	10	26.32
	Above (including) 50	6	35.29	15	39.47
Total number of employee turnover		17		38	
Total number of employees		331		322	
Total turnover rate (%)		5.14		11.80	

Note 1: Turnover rate of male (female) employees of the age group = the number of male (female) leavers of the current year / the total number of leavers of the year.

Note 2: Total employment rate of turnover employees = the number of leavers of the current year / the total number of employees at the operating bases at the end of the current year.

Note 3: In 2024, there were 19 leavers aged 50 or above, of whom 15 were legally retired, an increase of 7 over 8 in 2023.

## 2. Employee Benefits and Protection

The Group firmly believes that employees are the cornerstone of corporate sustainable operation. It is committed to building a diverse, inclusive, safe, and healthy working environment where people live and work in peace and contentment, and talent is outstanding. We provide competitive salary and benefits, comprehensive training and career development plan, fair and transparent assessment and promotion mechanism, and smooth labor-management communication channel. Through clear human rights norms, rigorous occupational safety protection measures, and diversified employee activity arrangements, employees are ensured a work-life balance in their careers and dual satisfaction in professional growth and personal life.

The Group respects employees' legal rights to freedom of assembly and association. Currently, employees have neither established a trade association nor signed a group agreement; we are dedicated to providing smooth labor-management communication channels — including labor-management meetings and annual employee interviews — to integrate all resources and work together toward common goals. CMT holds labor-management meetings regularly. During the reporting period, four labor-management meetings were held, with labor and management representatives accounting for 50% each, to comply with relevant regulatory requirements. Topics covered during labor-management meetings include attendance, prevention of sexual harassment, information security, anti-epidemic measures, etc. We provide diverse and smooth channels to ensure that employees' opinions can be fully expressed, promoting good labor-employee communication and interaction.

In addition to engaging with employees through labor-management meetings and annual employee interviews, the Group recognizes the effort and dedication the employees contribute to the Company. We have established the Employee Welfare Committee in accordance with law to coordinate employee welfare matters and provide excellent benefits. We regularly and carefully plan various activities and improve the Company's various welfare facilities every year to help employees work happily and worry-free; we strive to boost employee morale, enhance their sense of belonging to the Company, and practice harmony between work and life.

The following table details the employee benefits provided by the Group.

Employee Welfare Measures	
<b>Welfare subsidies</b>	<ul style="list-style-type: none"> <li>Marriage, childbirth, bereavement, hospitalization, disability, birthday celebrations, etc.</li> </ul>
<b>Education subsidies</b>	<ul style="list-style-type: none"> <li>Children's education, degree subsidies, etc.</li> </ul>
<b>Annual party</b>	<ul style="list-style-type: none"> <li>The Group holds a spring banquet every year (we distributed cash instead during the pandemic).</li> </ul>
<b>Bonus system</b>	<ul style="list-style-type: none"> <li>The year-end bonus is distributed annually, along with the performance bonus based on the operational outcomes of each division and individual contributions.</li> </ul>
<b>Leisure and recreation</b>	<ul style="list-style-type: none"> <li>Employees are offered an annual travel subsidy of NTD 5,000 to encourage them to achieve a healthy work-life balance through travel.</li> </ul>
<b>Annual physical check-up</b>	<ul style="list-style-type: none"> <li>The Company organizes annual check-ups for all employees, with a total of NTD 3,000 per person fully covered by the Company.</li> <li>Employees can seek health education and consultations or personal interviews offered during the on-site medical services to address individual health concerns.</li> </ul>
<b>Group insurance</b>	<ul style="list-style-type: none"> <li>The Company provides additional group insurance for its employees, which includes eight types of coverage (e.g., life insurance, accident insurance, medical insurance).</li> </ul>
<b>Other benefits</b>	<ul style="list-style-type: none"> <li>Recognition of senior employees with 10 and 20 years of service.</li> <li>Holiday benefits for festivals such as the Lunar New Year, Dragon Boat Festival, Mid-Autumn Festival, Ghost Festival, and Labor Day.</li> <li>Retirement gifts.</li> <li>Emergency relief funds.</li> </ul>

## Parental Benefits

The Group attaches great importance to the rights and interests of employees and provides them with a supportive working environment. In 2024, the number of employees that were entitled to parental leave was nine; the number who took parental leave was zero, employees had returned to work after parental leave was zero, and employees were expected to return to work the following year is zero. The Group also provides employees with childcare and an education subsidy of NTD 1,500 per person per month. We value employees' family needs and actively support the policy of parental leave to support our employees to maintain a balance between their work and family lives.

The following table presents the information regarding the Group's parental leave situation for the last two years:

Year	2023		2024	
Gender	Female	Male	Female	Male
Number of employees entitled to parental leave in the current year	5	7	3	6
Number of employees who took parental leave in the current year	2	0	0	0
Number of employees planning to return to work after the parental leave in the year (A)	1	0	1	0
Total number of employees who returned to work after parental leave ended in the current year (B)	1	0	1	0
Total number of employees who returned to work after parental leave ended the previous year (C)	0	0	1	0
Total number of employees who were still employed 12 months after returning of parental leave in the previous year (D)	0	0	1	0
Return to work rate (B/A)	100%	-	100%	-
Retention rate (D/C)	-	-	100%	-

## Employee Retirement System and Implementation Status

The Group handles employee retirement-related affairs in accordance with "Labor Standards Act" and "Labor Pension Act". To ensure that our employees can work with peace of mind and make their contributions without concerns about life after retirement, the Group has established a retirement policy under which the Group fully funds retirement benefits. We illustrate our continual support for retired employees: the Welfare Committee presents them with a commemorative retirement ring at the time of retirement. We invite retired employees to join the Company's spring banquet to express our appreciation.

### The Group's Implementation of "Labor Standards Act" and "Labor Pension Act"

Labor Standards Act	For employees subject to the old pension system, the Group allocates 2%–15% of employees' wages into our designated Bank of Taiwan pension reserve account each month. In accordance with the provisions of "Labor Standards Act", the contribution difference estimated at the end of the year is deposited before the end of March of the following year for the use of employee pension payments, overseen by the Labor Pension Reserves Supervision Committee. The current balance of the pension reserve account is NTD 114,228,646.
Labor Pension Act	The Group cooperates with the implementation of "Labor Pension Act" (new system): it allocates 6% of each employee's monthly wages to the Bureau of Labor Insurance for deposit into the labor pension personal account at the Ministry of Labor.

## Compensation and Benefits

The remuneration of Group employees consists of the following items: basic salary, year-end bonus, and performance bonus. A job responsibility system is adopted for salary payment. Employee salary standards are formulated based on salary market conditions. Company financial status, organizational structure, and gender equality is ensured.

The ratios of the Group's regular salary adjustment range from 3% to 5% to ensure that employee salaries can be adjusted with changes in the market and Company performance, thereby motivating employees to continue to create value for the Company. For new employees (including new graduates), the average starting salary is approximately NTD 40,000, which is 1.54 times higher than the regulatory minimum wage. We hope to recruit more talent to join the CMT Group Family by offering competitive salary.

Non-management Full-time Employees	Average Salary	Mean Salary
2023	NTD 1.192 million	NTD 1.135 million
2024	NTD 1.313 million	NTD 1.173 million
Change (%)	10.15	3.35

The Group ensures that every employee receives equitable compensation without discrimination due to gender. When determining the starting salary for grassroots employees, we make an assessment based on the employees' previous experience and skills rather than on gender differences. The basic salary ratio of female to male employees holding the same position and seniority is 1: 1.

We attach great importance to employees' personal abilities and contributions; we make salary adjustments and provide promotion opportunities based on work performance and professional skills to ensure that the remuneration is fair, reasonable, and consistent with employee contribution. Therefore, some differences in salary ratios between different job positions may exist, based mainly on differences in job requirements and individual abilities. The Group will maintain and improve the fairness of remuneration to ensure that all employees can receive rewards accordingly for their own contributions to the Company, promoting continual development as well as success of the entire team.

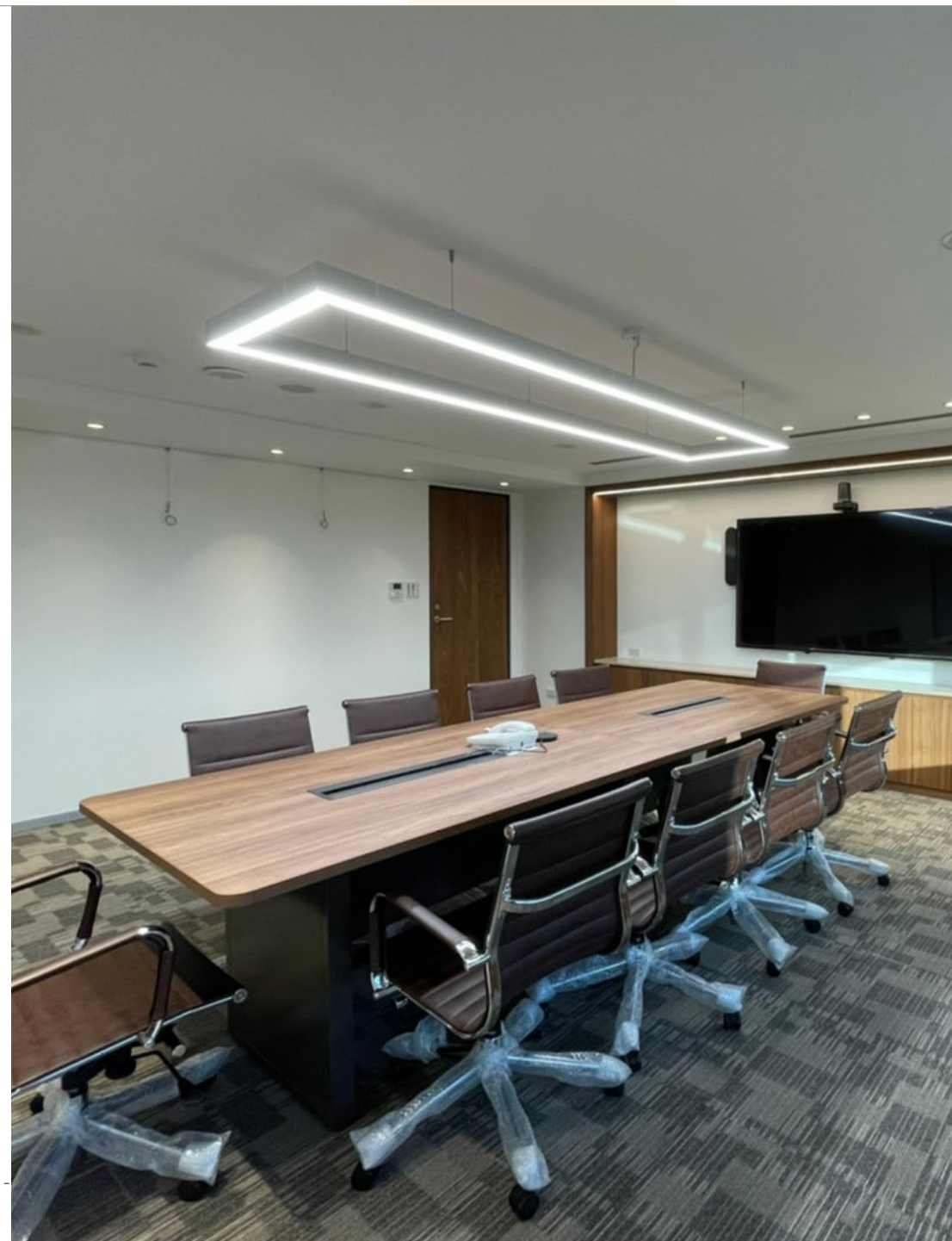
## 5.2 Talent Cultivation and Development

### 1. Training and Development

The Group attaches great importance to employee education and training. Employees are trained in professional abilities through a job rotation mechanism. Our colleagues are encouraged to continue their studies and strengthen their professional skills, such as English language proficiency, to enhance their workplace competitiveness. In 2024, the Group provided in-person and online courses to help associates utilize their spare time for learning. Internal training content covered prevention of workplace bullying, fire control, contract review, prevention of insider trading, and confidentiality. External courses included information, occupational health and safety, and other relevant subjects. Training includes training for new recruits, professional training, and internal and external training courses for department heads and colleagues.

In 2024, the Group had a cumulative number of 1,596 participants in internal and external education and training sessions, with 3,111 hours of training in total.

Training Areas	Education and Training Content
Professional Skills Training	To improve employee competency and strengthen essential professional knowledge and skills, the Group implements on-the-job training to improve employees' expertise, technical skills, and management knowledge to build a talent pool while promoting corporate operational policies and revised management regulations to facilitate effective decision-making.
Orientation Training for New Employees	Training for new employees is a primary task for the Group. We provide tailored programs for new employees and continue to check on their learning and adaptation progress, providing consultation and guidance as needed.
Professional Certification Training	Certification relevant to employee positions has to be obtained through training with established time requirements (such as certifications for occupational safety and health personnel, auditing, and other professional licenses).
Occupational Health and Safety Training	To protect employee safety and health, the Company routinely provides on-site medical services and engages professional external instructors to conduct occupational health and safety training.



## 2. Performance Evaluation

Performance evaluation is not only an important reference for management to adjust employee salaries; it is also an essential tool for the Company to create an excellent career development environment while supporting employees to achieve personal goals. The Group carries out performance evaluations annually, which include criteria for performance ratings and the average of total bonuses. Performance grades are detailed down to 0.1 month, with calculations made proportionately for those with less than one year of service. Employees who pass their performance evaluation are eligible for relevant corresponding incentives and promotion opportunities. In 2024, all the employees completed the performance assessment with the participation rate reaching 100%.

### Statistics of the Group's Performance Evaluations over the Last Two Years

Year	2023				2024			
Category of Employees	Managerial position	Non-managerial position	Direct personnel	Indirect personnel	Managerial position	Non-managerial position	Direct personnel	Indirect personnel
Proportion of male employees (%)	100	100	100	0.00	100	100	100	0.00
Proportion of female employees (%)	100	100	100	0.00	100	100	100	0.00

Note: Managerial positions refer to those at the level of Assistant Manager and above; when new employees with less than six months of service were excluded, there were only direct personnel and no indirect personnel.

## 5.3 Occupational Health and Safety

### Occupational Health and Safety Management System

To ensure employee safety, in terms of occupational health and safety, we uphold our obligations and corporate responsibility, identify risks and opportunities, implement risk management, encourage consultation and discussion, facilitate full participation, protect work safety, prevent occupational diseases, and commit to continuous improvement to ensure sustainable management of the Company. All management decision and implementation must comply with occupational health and safety regulation; a thorough risk assessment must be carried out. Tiered management is implemented to reduce the likelihood of danger.

Adopting the policy of “Ensuring Safety for Everyone, Benefiting Everyone at CMT,” the Company actively listens to employee opinions, and encourages participation from all employees to provide a safe and healthy working environment protecting the health of our employees. By establishing the Occupational Health and Safety Committee and appointing personnel with professional occupational health and safety certification, we oversee workplace safety and ensure that all employees and workers can work in a safe environment.

CMT Group's occupational health and safety management cover the following workers:

- **Labors:** Employees who are employed by the Company to work and receive wages.
- **Other workers who are not employed workers:** These include those who do not have an employment relationship with the Company but are engaged in labor under the direction or supervision of the person in charge at the workplace. For example, those who are dispatched workers or work for the purpose of learning skills and receiving vocational training fall into this category.
- **Contractor personnel:** This refers to individuals or groups that have no employment relationship or affiliation with the Group. Such personnel are employed by external companies to complete specific tasks for the CMT Group and receive remuneration upon task completion. For example, providers of services such as equipment repairs, catering services, cleaning, and security.

To ensure the safety and health of other workers and contract personnel who are not employed workers, CMT Group provides necessary safety and health education, training and medical assistance, and allows these personnel to use the Group's shared facilities. The Company entrusts professional manufacturers to carry out professional and high-risk operations, strictly requiring them to comply with the local “Occupational Safety and Health Act” and the safety and health management measures that the Group has implemented.



CMT's Occupational Safety and Health Committee consists of two representatives from management who are charged with the overall management of meetings. Three labor representatives make suggestions regarding the safety and health policies formulated by management; they also review, coordinate, and recommend safety and health-related matters. The two occupational health and safety personnel are responsible for the establishment, planning, supervising, and promotion of safety and health management matters. To safeguard the health of the Company's colleagues and prevent human-induced dangers — mitigating work-related musculoskeletal injuries — we promote the "Human-induced Hazard Prevention Plan" for implementation in accordance with the plan to guide relevant departments. The Occupational Safety and Health Meeting convenes once a year for the discussion, coordination, planning and decision making of occupational safety and health related issues with management, serving to implement employee participation, consultation, and communication. If an incident being discussed is time-sensitive, the item can be incorporated into the Occupational Safety and Health Committee meeting for review. The number of people covered by occupational safety and health measures are all 65 Company employees.

	Number of people included in the management system	Total number	Ratio
Employees	65	65	100%
Non-employee workers whose work and/or work locations were controlled by the Company	262	262	100%

Note 1: The scope of disclosure is limited to the CMT's employees and non-employee workers whose work and/or work locations are controlled by CMT.

Note 2: Non-employee workers of CMT include crew members for international routes; Occupational safety and health aspects are governed by international conventions, such as the Safety of Life at Sea Convention (SOLAS) and the Maritime Labor Convention (MLC).

Note 3: Employees and non-employee workers of subsidiaries are managed in accordance with the subsidiary's occupational safety and health system.

## Hazard Identification and Risk Assessment

The Company conducts hazard identification, occupational health and safety risk and opportunity assessments, and identifies applicable laws and other regulations to determine corresponding

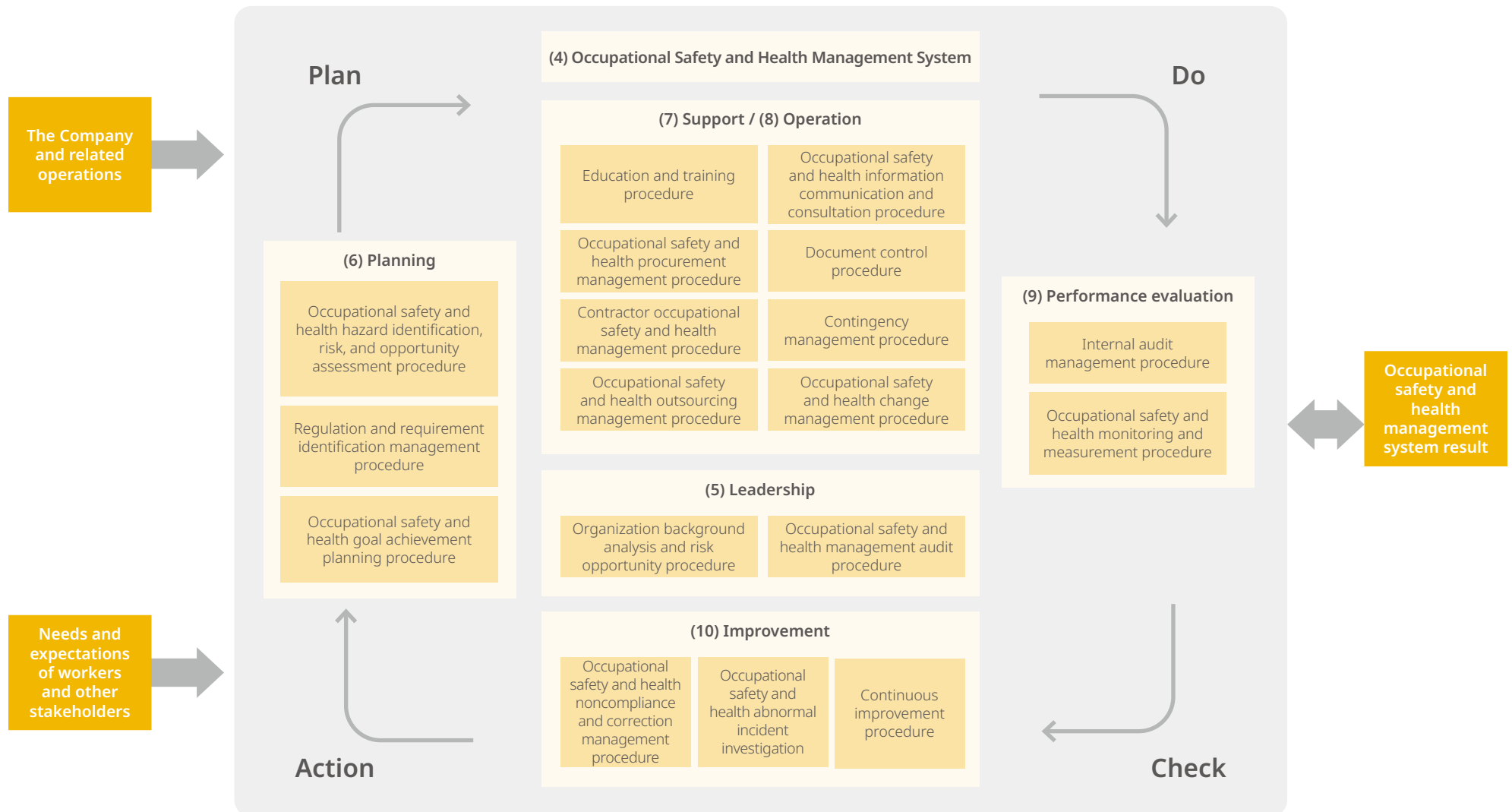
risks and opportunities. These measures are coupled with the preparation of emergency response plans and other control measures. This process takes into account technical feasibility, financial aspect, operational aspect, and business needs. It also considers the priority of improvement — such as elimination, substitution, engineering control, warning label, management control, hardware, or personal protective equipment — to effectively improve or control the planning and assessment of action.

We implement control over the following items to ensure the prevention of hazard and risk:

1. Routine and non-routine activities in work areas, processes, installations, technical equipment, operating procedures, and work organization.
2. The activities of all people entering the workplace within the unit, including workers, contractors, visitors, and other persons near the workplace who may affect the activities.
3. The infrastructure, equipment, and materials that are used in the unit and physical condition of the workplace.
4. External hazards and emergency having negative safety and health impact on Group personnel.
5. Any applicable legal requirement related to risk assessment and the implementation of necessary control measures, covering the scope of work areas, design of work organization, etc.

In the event of investigating a serious accident, occupational safety and health personnel shall report to the competent authority and convene a "Major Incident Review Meeting." The agenda shall comprise the sequence of events, cause analysis, immediate response actions, and strategies to prevent recurrence. An Occupational Safety and Health Abnormal Incident Investigation Form should be issued after the incident and submitted to the responsible department for completion. The incidents mentioned above include general and serious events. For false alarm, the responsible parties can decide whether to issue a False Alarm Incident Investigation Report. The responsible department should complete the Occupational Safety and Health Abnormal Incident Investigation Form or the False Alarm Incident Investigation Report within five working days after receiving them. When implementing corrective and preventive measures, consideration should be given regarding the need to add or amend objectives, targets, management plans, or control documents; employee education and training should be provided accordingly.

## Occupational Safety and Health Management System Flow Chart



## Occupational Safety and Health Education and Training

The Group regularly conducts occupational safety and health-related training every year to reduce the incidence of occupational accidents. In 2024, the cumulative number of participants in the Group's occupational safety and health training was 231. The table below presents the statistics of the Group's occupational safety and health training in 2024.

Category of Training Item	Number of Trainees (person-hours)	
	2023	2024
Prevention of workplace violence	197	0
Human-induced hazard prevention plan	0	34
Firefighting education and training	249	101
Occupational safety training	35	25
General and certification training in occupational safety and health	58	71
Cumulative number	539	231

To safeguard the health and well-being of our colleagues, reduce the risk of human-induced hazard due to improper workload, and prevent the occurrence of work-related musculoskeletal injuries, the Group actively promotes the "Human-Induced Hazard Prevention Plan." The plan covers risk identification, job analysis, education and training, and continuous improvement measures. It is strictly implemented in accordance with the items listed in the plan to create a safe, healthy, and efficient workplace environment.

To improve employees' basic first aid capabilities and strengthen emergency response efficiency, the Group actively promotes AED+CPR education and training to allow colleagues to memorize the CPR standard first aid procedures; they can practice AED operation methods on the spot to effectively grasp key golden rescue opportunities. We have established AED equipment in the workplace and obtained a "Safe Certification Place" label. The clear labeling and systematic management enable internal personnel and external stakeholders to quickly identify and access the AED, giving full play to first aid effectiveness. This demonstrates corporate care and our practice of responsibility for serving society.



## Occupational Hazards Status

In 2024, a crew member of our Singapore-based shipping subsidiary tragically lost his life while handling steel plates due to sudden shifts in marine conditions, causing the plates to topple. In addition to actively cooperating with the flag state of the ship to conduct a detailed investigation, the Company took immediate measures to mitigate reoccurrence. It has strengthened safety awareness measures, such as risk assessment of marine weather sudden changes on board due to climate change, preventing similar incidents from occurring. The Company has reviewed the ship safety management procedure and risk assessment mechanism, and taken measures to strengthen and improve relevant hardware equipment on board, with all enhanced measures approved as closed cases by various relevant competent agencies.

Through this case analysis and discussion, relevant Company departments continue to re-educate all fleet crew members and conduct relevant drills during on-site visits. The safety awareness and education and training of all crew members of the fleet have been increased to ensure that all staff follow the best safe operation standard.

## The Number and Rate of 2024 Work-related Injuries

Type of workers	Total working hours	Occupational Hazard			Total number of recordable occupational injury	Fatality rate from occupational injury (Note 4)	Severe occupational injury rate (excluding number of fatalities) (Note 5)	Recordable occupational injury rate (Note 6)
		Number of fatality	Number of severe occupational injury	Number of occupational injury				
Employees	127,400	0	0	0	0	-	-	-
Non-employee workers, contracted workers	557,536	1	0	0	1	1.79	0	0

Note 1: Non-employee workers in CMT are ship crew members on international routes. Occupational safety and health aspects are governed by international conventions such as “Safety of Life at Sea Convention” (SOLAS) and “Maritime Labour Convention” (MLC).

Note 2: Serious occupational injuries are defined as other injuries from which the worker cannot recover (e.g. amputation), or injuries from which the worker cannot/cannot be restored to pre-injury health within six months (e.g. complicated fractures).

Note 3: There were no occupational diseases in the Company.

Note 4: Fatality rate from occupational injury = (number of fatality X 1,000,000) / total working hours.

Note 5: Severe occupational injury rate = (number of serious occupational injury X 1,000,000) / total working hours.

Note 6: Recordable occupational injury rate = (number of occupational injury X 1,000,000) / total working hours.

## Care for Employee Health

The Company prioritizes the occupational health and safety of all employees, while also emphasizing their overall well-being. It fosters a culture of health and safety to build a fundamentally safe working environment, promote the physical and mental health of employees and contractors, and support work-life balance.

We offer health education courses to effectively allow colleagues to learn about epidemic disease, health care, balanced diet and nutrition, and enhance their medical knowledge, achieving occupational disease prevention and health promotion.

The following table illustrates the Company's current health care program:

### Group Health Care Program

Health Care	<ul style="list-style-type: none"> <li>Arrange annual health check-up, provide monthly on-site medical service, appoint first aid personnel, promote occupational disease prevention, and offer occupational safety and health education information from time to time.</li> <li>Promote health promotion program: provide AED, first aid kit, and related health promotion activity.</li> <li>Offer telehealth service for crew members working on ships to ensure assistance is available when needed.</li> </ul>
Workplace Safety	<ul style="list-style-type: none"> <li>Identify and improve workplace hazards, appoint occupational safety and health personnel, develop an automatic inspection plan (for elevators, low-voltage electricity, and generators), arrange education and training for new employees, regularly arrange occupational safety education and training, formulate emergency response drill plan, and sign a "contract consultative organization" with contractors and take necessary measures to prevent occupational accidents.</li> <li>Promote the "Plan for Preventing Illegal Acts Against Employees in the Performance of Their Duties" and "Workplace Sexual Harassment Prevention, Complaint, and Disciplinary Measures," while declaring a zero-tolerance policy for workplace bullying.</li> </ul>
Mental Health	<ul style="list-style-type: none"> <li>Promote mutual care and support among employees, encourage them to promptly check in on and care for colleagues showing signs of distress, and provide channels for assistance.</li> </ul>
Maternal Care	<ul style="list-style-type: none"> <li>Provide employees with health education and counseling services during pregnancy and after childbirth, and grant leave and subsidies as prescribed.</li> </ul>

On-site medical services delivered by qualified healthcare professionals for employees.



## 5.4 Human Rights Policy

To uphold our corporate social responsibility and protect the fundamental human rights of employees and stakeholders, the Group adheres to international human rights covenants including the “Universal Declaration of Human Rights”, “United Nations Guiding Principles on Business and Human Rights”, “ILO-Declaration on Fundamental Principles and Rights at Work”, “Maritime Labour Convention”, “Convention on the Rights of Persons with Disabilities”, “The Convention on the Elimination of all Forms of Discrimination Against Women”, “Convention on the Rights of the Child”. It follows Taiwan’s “Labor Standards Act”, “Gender Equality in Employment Act”, “Employment Service Act”, “Occupational Safety and Health Act”, and other relevant laws. We are committed to treating all personnel equally with respect, implementing a diversity and inclusion policy to eliminate any form of human rights violations.

We update “Human Rights Policy” on a regular basis in accordance with government regulations and policies, and promote awareness. In 2024, a total of eight sessions of gender equality, prevention of sexual harassment, and other Human Rights awareness courses for Directors, supervisors, and grassroots employees were conducted. The right of workers to withdraw from work under “Occupational Safety and Health Act” is clearly listed in “Human Rights Policy” to protect workers’ right to stop work and retreat to a safe place when they discover that there is an immediate danger when performing their duties.

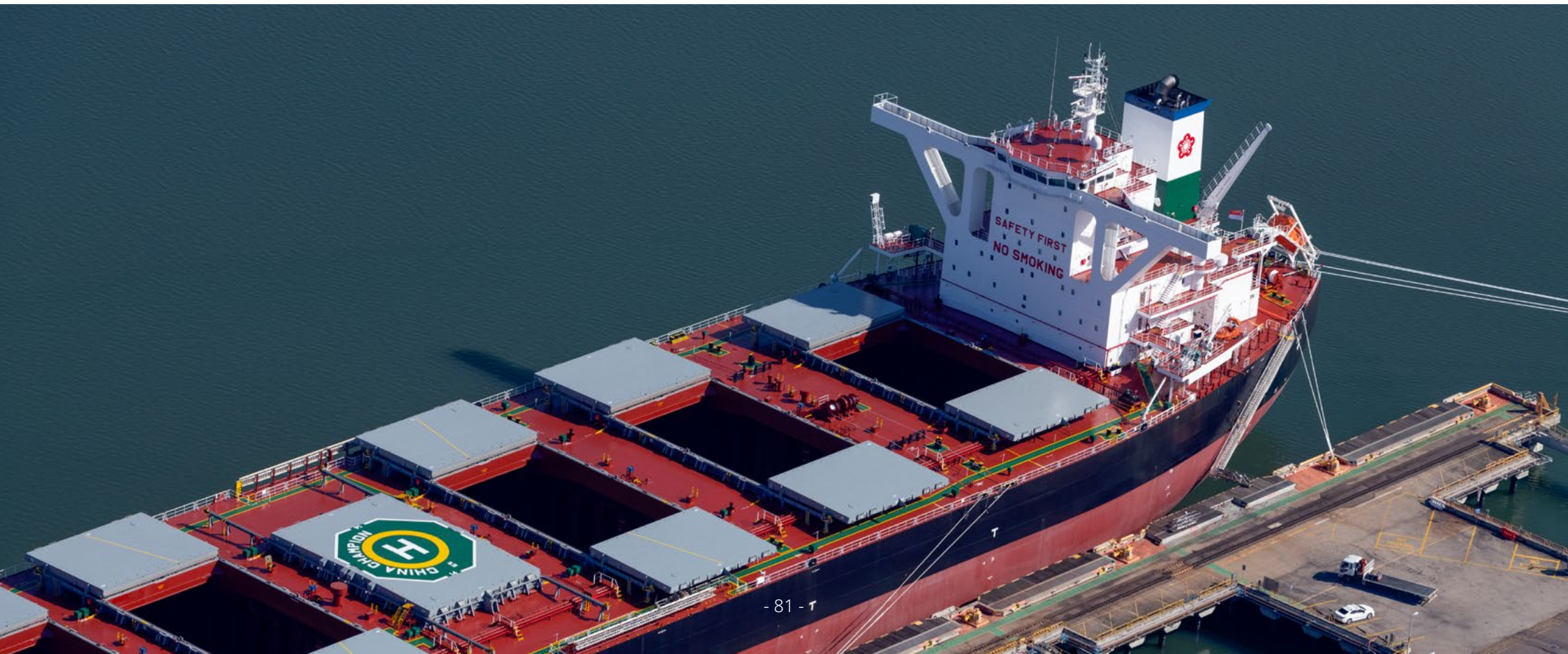
### CMT Group “Human Rights Policy”

Item	Implementation Detail
Labor Rights	The Group respects labor rights and prohibits all forms of child labor, human trafficking, and forced labor. We ensure that working hours, overtime, and remuneration are compliant with local laws and regulations. We also protect employees’ rights to freely form associations and join various organizations. The Group forbids the use of deception, restriction of movement, violence, intimidation, threat, confiscation of identifications, salary deductions, or debt labor to force or coerce any unwilling individuals into labor. The right of workers to withdraw from work under the “Occupational Safety and Health Act” is clearly listed in the Human Rights Policy.
Diversity and Anti-discrimination	The Group conducts recruitment, selection, hiring, dispatch, performance appraisal, promotion, education and training, and welfare program without discrimination based on ethnicity, race, class, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, appearance, physical features, disabilities, zodiac sign, blood type, or union membership. We aim to cultivate a diverse and inclusive work environment that encourages exchange of opinions, values team members, and ensures that all individuals feel respected and supported, thereby eliminating all forms of discrimination, harassment, and violence.
Prevention of Sexual Harassment	It is the Company’s fundamental responsibility to provide safety measures and create a pleasant and harmonious work environment. The Group strictly prohibits any occurrence of sexual harassment and takes appropriate measures in accordance with regulation related to Workplace Sexual Harassment Prevention, Complaint and Disciplinary Measures.
Labor-Management Relations	To coordinate labor-management relations, promote collaboration between labor and management, improve work efficiency, and prevent potential labor issues, the Company convenes labor-management meetings on a regular basis. The meetings consist of equal numbers of representatives from both sides to facilitate smooth communication.
Occupational Health and Safety	The Group adheres to the principle of “Ensuring Safety for Everyone, Benefiting Everyone at CMT” in creating a safe and healthy working environment. It continues to improve the occupational health and safety management system to lower the risks of occupational accidents and protect the physical and mental well-being of our employees. To safeguard the life and physical safety of employees, we promise to protect employees’ right to withdraw from work. When workers discover that there is an immediate danger during their duties, they may stop operations and retreat to a safe place without endangering the safety of other workers; they must immediately report to the immediate supervisor without being subject to unfair punishment by the Company.
Personal Data Protection	The Group abides by the personal data protection laws and regulations and has established a robust information security management system to ensure the proper management of data collection, processing, and usage for employees and stakeholders to prevent data theft, alteration, damage, loss, and leakage.
Education and Training	We plan human rights protection education and training to promote human rights principles, including respect, inclusivity, freedom, equality, and justice, with the goals of preventing bias, eliminating discrimination, and advancing social responsibility.
Complaint Channels	The Group has established clear and accessible complaint channel, ensuring the complaint process is equitable for all parties involved.

In 2024, there were no incidents of discrimination, employment of child labor, forced overtime labor, or infringement of Indigenous peoples.

## Illegal Act Prevention Plan

CMT has established the “Plan for Preventing Illegal Acts against Employees in the Performance of Their Duties.” All employees of the Group are responsible for assisting in and maintaining a workplace free from unlawful infringement. Anyone who witnesses or becomes aware of such incidents should immediately inform the HR Department, dial the employee grievance hotline, or raise the issue during quarterly labor-management meetings. We encourage employees to actively report any incidents of assault or intimidation. In 2024, the President implemented policies to prevent sexual harassment in the workplace and unlawful conduct in the performance of duties. We continually revise and announce “Workplace Sexual Harassment Prevention and Complaint and Disciplinary Measures” to protect employees from the threat of sexual harassment, establish a friendly workplace, and enhance the awareness of gender equality among supervisors and employees.



## 5.5 Mutual Prosperity

CMT and its subsidiaries uphold the spirit of sustainable management. The Group has been operating with integrity over the years. We not only provide employees with a stable and healthy environment for growth, but also maximize shareholder value while fulfilling our corporate social responsibility. In addition to actively promoting public welfare, considering youth development, and caring for disadvantaged groups, the Group hopes that charitable initiatives will enhance social awareness and motivate more companies to participate, creating a cycle of positive impact in society.

### Cultivate Maritime Talents

CMT established a scholarship program, which was implemented for the first time during the 2021 academic year. The scholarship program was established during the COVID-19 pandemic; the award ceremony was temporarily deferred for the protection of the health of participants. As the pandemic eased in 2023, Company members were able to visit the National Ocean University for in-person exchanges. The purpose of the scholarship is to reduce the economic burden on students' families, enabling them to focus more on their studies without worrying about their living expenses, fostering more talent in the shipping industry. During the 2021–2024 academic years, we have granted scholarships to 20 students in total, in the amount of NTD 400,000.

The scholarship program fosters a worry-free learning environment for students, motivating them to work hard in their studies. This support can be viewed as more than financial assistance: it is a recognition of the importance of students' academic and holistic development. By providing scholarships, we convey to students that their hard work and talent can be seen and valued, thereby encouraging them to engage more positively in academic pursuits.

Certificate of Appreciation



National Taiwan Ocean University (NTOU) presents a Certificate of Appreciation to CMT



Group photo of James S.C. Tai, CMT President, with National Taiwan Ocean University students and faculty after the symposium



## Social Care

As a long-time supporter of Weici Charity Foundation, the Group is committed to caring for social welfare organizations, helping disadvantaged families and individuals, and supporting various public welfare activities. The foundation makes donations to the Department of Social Welfare and the families suffering from poverty and illness. It also supports activities such as Taipei Medical University's medical volunteer club's volunteer services on outlying islands in summer and winter, meal assistance, and meal donations during Lunar New Year provided by the Department of Social Welfare, Taipei City Government. Total donations in 2024 amounted to NTD 1.71 million, with approximately 1,600 people benefiting from the meal assistance provided by the Department of Social Welfare, Taipei City Government.



# Appendix

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# Appendix 1: GRI Sustainability Reporting Standards (GRI Standards) Chart

## Usage Declaration

CMT has reported in accordance with the GRI Standards for the period of January 1, 2024, through December 31, 2024.

## GRI Used

GRI 1: Foundation 2021

## Applicable GRI Sector Standard(s)

Applicable GRI Sector Standards have not been released.

## GRI 2 General Disclosures

GRI Standard	No.	GRI Disclosure	Corresponding Chapter	Pages	Omissions/Remarks
<b>1. The Organization and Its Reporting Practices</b>					
GRI 2: General Disclosures 2021	2-1	Organizational details	1-1 About the Report	9	
	2-2	Entities included in the organization	1-1 About the Report	5	
	2-3	Reporting period, frequency, and contact point	1-1 About the Report	4	
	2-4	Restatements of information	1-1 About the Report	6	
	2-5	External assurance/confirmation	1-1 About the Report	5	
<b>2. Activities and Workers</b>					
GRI 2: General Disclosures 2021	2-6	Activities, value chain, and other business relationships	1-4 About CMT	9	
			3-5-1 Supply Chain Management	43	
	2-7	Employees	5-1-1 Manpower Structure	66	
	2-8	Workers who are not employees	5-1-1 Manpower Structure	66	
			5-3 Occupational health and safety	74	

GRI Standard	No.	GRI Disclosure	Corresponding Chapter	Pages	Omissions/Remarks
<b>3. Governance</b>					
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	2-3-1 Board of Directors	17	
	2-10	Nomination and selection of the highest governance body	2-3-1 Board of Directors	17	
	2-11	Chair of the highest governing body	2-3-1 Board of Directors	17	
	2-12	Role of the highest governing body in overseeing the management of impacts	2-2-1 Governance structure for promoting sustainable development	16	
	2-13	Delegation of responsibility for managing impacts	2-2-1 Governance structure for promoting sustainable development	16	
	2-14	Role of the highest governing body in sustainability reporting	1-1 About the Report	5	
	2-15	Conflicts of interest	2-3-1 Board of Directors	17	
	2-16	Communication of critical concerns	2-3 Sustainable governance structure	17	
	2-17	Collective knowledge of the highest governing body	2-3-1 Board of Directors	18	
	2-18	Performance evaluation of the highest governing body	2-3-1 Board of Directors	17	
	2-19	Remuneration policies	2-3-1 Board of Directors	19	
	2-20	Process to determine remuneration	2-3-1 Board of Directors	19	
	2-21	Annual total compensation ratio	-	-	- Not disclosed due to confidentiality agreements.
<b>4. Strategy, Policies and Practices</b>					
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	1-2 Words from the Chairman	7	
			2-1 Sustainable development strategies	15	

GRI Standard	No.	GRI Disclosure	Corresponding Chapter	Pages	Omissions/Remarks
	2-23	Policy commitments	2-6-2 Materiality management	29	
	2-24	Embedding policy commitments	2-6-2 Materiality management	29	
	2-25	Processes to remediate negative impacts	2-4 Stakeholder Engagement 5-4 Human Rights Policy	21 80	
	2-26	Mechanisms for seeking advice and raising concerns	2-4 Stakeholder Engagement	21	
	2-27	Compliance with laws and regulations	3-2 Ethical Management	34	
	2-28	Membership associations	1-4-4 Participation in public or industry associations	13	
<b>5. Stakeholder Engagement</b>					
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	2-4 Stakeholder Engagement	21	
	2-30	Collective bargaining agreements	-		Not applicable. Our employees have not established a union and do not have a collective bargaining agreement. Labor-management meetings are held on a quarterly basis.

### GRI 3 Material Topics

GRI No.	No.	GRI Disclosure	Corresponding Chapter	Pages	Omissions/Remarks
GRI 3: Material topics 2021	3-1	Material topics determination procedures	2-5-1 Process of material topics identification	23	
	3-2	List of material topics	2-5-2 Results of materiality assessment	25	
	3-3	Materiality management	2-6 Materiality management	26	

GRI No.	No.	GRI Disclosure	Corresponding Chapter	Pages	Omissions/Remarks
<b>Economic</b>					
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	3-1 Economic performance	33	
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	4-1-2 Climate-related financial disclosures	49	
GRI 201: Economic Performance 2016	201-3	Defined benefit plan obligations and other retirement plans	5-1-2 Employee Benefit and Protection	69	
GRI 201: Economic Performance 2016	201-4	Financial assistance received from the government	3-1 Economic performance		No financial assistance received from the govern-ment.
GRI 202: Market Presence 2016	202-1	Ratio of standard entry-level wages by gender compared to the local minimum wage	5-1-2 Employee Benefit and Protection	69	
GRI 202: Market Presence 2016	202-2	Proportion of senior management hired from the local community	5-1-1 Manpower Structure	66	
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	3-5-4 Local Procurement	44	
GRI 204: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	3-2 Ethical Management	34	
	205-2	Communication and training about anti-corruption policies and procedures	3-2 Ethical Management	34	
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	3-2 Ethical Management	34	
GRI 207: Tax 2019	207-1	Approach to tax	3-3 Tax Management	36	

GRI No.	No.	GRI Disclosure	Corresponding Chapter	Pages	Omissions/Remarks
<b>Environment</b>					
GRI 302: Energy 2016	302-1	Energy consumption within the organization	4-2-1 Energy emission	54	
	302-2	Energy consumption outside of the organization	4-2-3 Energy-saving action	55	
	302-3	Energy intensity	4-2-1 Energy emission	54	
	302-4	Reduction of energy consumption	4-2-1 Energy emission	54	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	4-3 Water Resources Management	58	
	303-2	Management of water discharge-related impacts	4-3 Water Resources Management	58	
	303-3	Water withdrawal	4-3 Water Resources Management	58	
	303-4	Water discharge	4-3 Water Resources Management	58	
	303-5	Water consumption	4-3 Water Resources Management	58	
GRI 304: Biodiversity 2016	304-3	Habitats protected or restored	4-5 Eco- and bio-diversity	62	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	4-2-2 Greenhouse gas management	54	
	305-2	Energy indirect (Scope 2) GHG emissions	4-2-2 Greenhouse gas management	54	
	305-3	Other indirect (Scope 3) GHG emissions	4-2-2 Greenhouse gas management	54	
	305-4	GHG emissions intensity	4-2-2 Greenhouse gas management	54	
	305-5	Reduction of GHG emissions	4-2-2 Greenhouse gas management	54	

GRI No.	No.	GRI Disclosure	Corresponding Chapter	Pages	Omissions/Remarks
GRI 306: Waste 2020	305-6	Emissions of ozone-depleting substances (ODS)	4-4 Air Pollution and Waste Management	59	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	4-4 Air Pollution and Waste Management	59	
	306-1	Waste generation and significant waste-related impacts	4-4 Air Pollution and Waste Management	60	
	306-2	Management of significant waste-related impacts	4-4 Air Pollution and Waste Management	59	
	306-3	Waste generated	4-4 Air Pollution and Waste Management	59	
GRI 308: Supplier Environmental Assessment 2016	306-4	Waste diverted from disposal	4-4 Air Pollution and Waste Management	59	
	306-5	Waste directed to disposal	4-4 Air Pollution and Waste Management	59	
	308-1	New suppliers that were screened using environmental criteria	3-5-2. Supplier Management Procedures	43	
	308-2	Negative environmental impacts in the supply chain and actions taken	3-5 Supply Chain Management	59	
<b>Society</b>					
GRI 401: Labor–Employer Relations 2016	401-1	New employee hires and employee turnover	5-1-1 Manpower Structure	66	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5-1-2 Employee Benefit and Protection	69	
	401-3	Parental leave	5-1-2 Employee Benefit and Protection	69	
GRI 402: Labor–Management Relations 2016	402-1	Minimum notice periods regarding operational changes	5-1-1 Manpower Structure	66	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	5-3 Occupational Health and Safety	74	
	403-2	Hazard identification, risk assessment, and incident investigation	5-3 Occupational Health and Safety	75	

GRI No.	No.	GRI Disclosure	Corresponding Chapter	Pages	Omissions/Remarks
	403-3	Occupational health services	5-3 Occupational Health and Safety	74	
	403-4	Worker participation, consultation, and communication on occupational health and safety	5-3 Occupational Health and Safety	74	
	403-5	Worker training on occupational health and safety	5-3 Occupational Health and Safety	77	
	403-6	Promotion of worker health	5-3 Occupational Health and Safety	79	
	403-7	Prevention and mitigation of occupational health and safety impacts are directly linked to business relationships	5-3 Occupational Health and Safety	74	
	403-8	Workers covered by an occupational health and safety management system	5-3 Occupational Health and Safety	75	
	403-9	Work-related injuries	5-3 Occupational Health and Safety	78	
	403-10	Work-related ill health	5-3 Occupational Health and Safety	78	
GRI 404: Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	5-2-1 Training and Development	73	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	3-6 Service Quality and Safety	45	
Self-defined Topic	No.	GRI Disclosure	Corresponding Chapter	Pages	Omissions/Remarks
<b>Ship Safety</b>					
GRI 3: Management Pol-icy	3-3	Materiality management	2-6 Materiality management	26	

## Appendix 2: Sustainability Disclosure Topics and Metrics (SASB) Comparison Table

**Industry Specific Index:** Transport–Marine Transport

Environmental Protection Action 1.993 Environmental Protection Action

Topic	Code	Metric	Unit of Measure	Value or Description	Corresponding Chapter
Greenhouse Gas Emissions	TR-MT-110a.1	Gross global Scope 1 emissions	Metric tons (t) CO <sub>2</sub> -e	Scope 1 emissions of CMT's bulk fleet were 472,757 metric tons of CO <sub>2</sub> e.  The fleet is entirely leased and not self-operated, so the fleet's GHG emissions be-long to Scope 3.	4-2-2 Greenhouse gas management
	TR-MT-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Not applicable	In the short-term, we will continue to promote measures to improve energy efficiency, such as assessment of the modification of energy saving devices. For the medium- and long-term GHG emission reductions, we will use the IMO's GHG reduction goals, with 2008 as the base year, and reduce the GHG emissions by 40% by 2030 and by 70% by 2050 compared with the level of the base year.  The goals will be adjusted accordingly as needed in accordance with the latest regulation.	4-1-7 Greenhouse Gas Inventory Plan
	TR-MT-110a.3	(1) Total energy consumed (2) Percentage heavy fuel oil (3) Percentage renewable	Gigajoule (GJ), Percentage (%)	Total energy consumed for CMT's bulk fleet was 378,550.0585 GJ  Percentage of heavy fuel oil: 94.6%  Percentage of renewable energy: 0%	4-2-1 Energy emission
	TR-MT-110a.4	Average Energy Efficiency Design Index (EEDI) for new ships (Grams of CO <sub>2</sub> per ton-nautical mile)	Gram of CO <sub>2</sub> per ton-nautical mile	1.993	4-6 Environmental actions and expenses
Air Quality	TR-MT-120a.1	Air emissions of the fol-lowing pollutants: (1) Nitrogen oxides (NOx) (2) Sulfur oxides (SOx) (3) Particulate matter (PM10)	Metric ton (t)	NOx: 6,672 SOx: 1,242 PM10: 564	4-4 Air Pollution and Waste Management

Topic	Code	Metric	Unit of Measure	Value or Description	Corresponding Chapter
Ecological Impacts	TR-MT-160a.1	Shipping duration (days) in marine protected areas or areas of protected conservation status	Number of shipping days	No statistics yet	-
	TR-MT-160a.2	Percentage of fleet implementing ballast water: (1) exchange; (2) treatment	Percentage (%)	100 100	4-3 Water Resources Management
	TR-MT-160a.3	Number (1) and (2) aggregate volume of spills and releases to the environment (m <sup>3</sup> )	Quantity, Cubic me-ters (m <sup>3</sup> )	There were no incident of spills or releases to the environment within the Group.	4-4 Air Pollution and Waste Management
Workforce Health & Safety	TR-MT-320a.1	Lost time incident rate (LTIR)	Ratio	0	-
Business Ethics	TR-MT-510a.1	Number of calls at ports in countries that have the 20 lowest rankings in Transparency	Quantity	In 2024, the Group's fleet did not call at the ports that have the 20 lowest rankings in Transparency International's Corruption Perception Index.	-
	TR-MT-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Reporting currency	There were no legal proceedings associated with bribery or corruption in the Group.	3-2 Ethical Management
Accident & Safety Management	TR-MT-540a.1	(1) Number of marine casualties; (2) percentage classified as very serious	Quantity (number of times) Percentage (%)	Number of marine casualty: 1 Percentage classified as very serious: 1.79%	5-3 Occupational health and safety
	TR-MT-540a.2	Quantity (number of times) of conditions of class or recommendations	Quantity (number of times)	0	-
	TR-MT-540a.3	Number of port state control: (1) deficiencies and (2) detentions	Quantity (number of times)	Number of deficiency: 22 Number of detention: 0	-

## Activity Metrics

Activity Metric	Code	Unit of Measure	Value or Description	Corresponding Chapter	Page
Number of shipboard employees	TR-MT-000.A	Quantity	The number of shipboard employees totaled 262.	5-1-1 Manpower Struc-ture	66
Total distance travelled by vessels	TR-MT-000.B	Nautical miles (NM)	948,426		
Operating days	TR-MT-000.C	Days	4,658.27		
Deadweight tonnage	TR-MT-000.D	Thousand deadweight tons	14,264.7		
Number of vessels in the total shipping fleet	TR-MT-000.E	Quantity	13 vessels of Capesize bulk carriers		
Number of vessel port calls	TR-MT-000.F	Quantity	249 times		
Twenty-foot equivalent unit (TEU) capacity	TR-MT-000.G	Twenty-foot equivalent unit (TEU)	Not applicable		

## Appendix 3: Climate-Related Information

### Implementation of Climate-related Information

Item	Corresponding Chapter
How do the Company's Board of Directors and Management oversee and manage climate-related risk and opportunity?	4-1-1 Climate change governance units
How do the climate risk and opportunity identified by the Company affect its operation, strategy, and finance in the short, medium, and long term?	4-1-2 Climate-Related Financial Disclosures 4-1-3 Climate Change Strategies
What is the financial impact of extreme weather events and transformative actions?	4-1-2 Climate-Related Financial Disclosures 4-1-3 Climate Change Strategies
How are climate risk identification, assessment, and management integrated into the Company's overall risk management system?	4-1-3 Climate Change Strategies 4-1-4 Risk and Opportunity Management
Does the Company use scenario analysis to evaluate resilience against climate change risk? If so, what are the scenario, parameters, assumptions, analysis factors, and main financial impacts?	The Group has not conducted any scenario analysis.
Does the Company have a transition plan for managing climate-related risk? If so, what is the plan, and what are the indicators and targets used to identify and manage physical and transition risk?	4-1-5 Indices and Goals
Does the Company use internal carbon pricing as a planning tool? If so, what is the basis for price setting?	4-1-6 Carbon Pricing Basis
Has the Company set climate-related targets? If so, what are the activities covered, scope of greenhouse gas emissions, planning horizon, and progress achieved each year? If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, what are the sources and quantities of carbon credits or RECs to be offset?	4-1-7 Greenhouse Gas Inventory Plan
What are the results of the Company's greenhouse gas inventory and assurance status? What are its reduction targets, reduction strategy, and concrete action plan?	

## The Company's Greenhouse Gas Inventory and Assurance Status over the Last Two Years

The Company uses ISO 14064-1 as the basis for our greenhouse gas inventory. The inventory scope includes the fleets of Capesize bulk carriers, container transport tractors, and terminal equipment (covering all subsidiaries, shipping, trucking, and terminal). The categories of inventory include direct emissions (Scope 1) and energy indirect emission (Scope 2), and other indirect emission (Scope 3).

Facing challenges of global climate change and environmental degradation, we continue to promote energy conservation, carbon reduction, and the reduction of greenhouse gas emissions. With sustainable environmental development as the main axis, we actively respond to government environmental policies and fulfill our corporate social citizenship responsibility.

The following is the Group's greenhouse gas emission over the past two years, with the data assurance by CPA:

Item	Unit	2023	2024
Scope 1: GHG Direct Emissions	mtCO <sub>2</sub>	28,410.13	28,887.15
Scope 2: Energy Indirect Emissions	mtCO <sub>2</sub>	1,377.34	1,361.64
Scope 3: Other Indirect Emissions (Note 3)	mtCO <sub>2</sub>	367,577.63	435,050.59
Carbon Emission Intensity (Scope 1 and Scope 2, Note 4)	Metric tones of CO <sub>2</sub> e/NTD 1 million	7.42	6.52
Assurance Unit	-	KPMG	KPMG
Assurance Standards	-	Standards on Assurance Engagement 3410 (TWSAE 3410) – Limited Assurance	Standards on Assurance Engagement 3410 (TWSAE 3410) – Limited Assurance
Corresponding Standards	-	ISO 14064-1: 2018	ISO 14064-1: 2018

Note 1: Direct emissions (Scope 1) are directly produced by sources owned or controlled by the Company. Energy indirect emissions (Scope 2) are produced by outsourced electricity, heat, or steam. Other indirect emissions (Scope 3) are emissions produced by our fleet during a customer's lease period.

Note 2: Data coverage for direct emissions and indirect energy emissions complies with Article 10-2 of Regulations Governing Information to be Published in Annual Reports of Public Companies.

Note 3: The Group's fleet is all operating under Time Charter agreements, with operational logistics, fueling, and expenses arranged and borne by charterers. Therefore, the fleet's greenhouse gas emissions are Scope 3, other indirect emissions, which are defined by CNS/ISO 14064-1 as "Category 5: Indirect greenhouse gas emissions associated with the use of the organization's products." Regarding the annual carbon dioxide equivalent data of the bulk carrier fleet, a Statement of Compliance (SoC) will be issued in accordance with the requirements of international conventions after verification by the American Bureau of Shipping (ABS) or Lloyd's Register of Shipping (LR); if there is a voyage in the European Union, the carbon dioxide equivalent data will be verified by ABS or LR in accordance with local regulations, and a Document of Compliance (DoC) will be obtained.

Note 4: GHG Emission intensity is the ratio of emission volume to every NTD1 million of revenue.

## Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

Base year of greenhouse gas reduction and its data, reduction targets, strategies, specific action plans, and the achievement of reduction targets.

### Reduction Targets

The Group has conducted a GHG inventory to clarify the various emission sources from business activities. This was followed by the assessment of opportunities and efficiency to set improvement targets. These measures comply with regulatory requirements but also will reduce GHG emission intensity in the long term and mitigate risk posed by extreme weather.

### Strategies

#### Shipping:

The Group's emission reduction targets align with the IMO requirements for annual reduction. The 2019 emission levels were used as the baseline to establish the following goals.

1. From 2023 to 2026, the ship Carbon Intensity Indicator (CII) is to be reduced by 2% annually relative to the 2019 baseline level.
2. Long-term goals are developed in accordance with the latest IMO requirement.

The Group continuously monitors fleet carbon emission data and conducts regular maintenance to ensure the efficiency of ship machinery and prevent energy waste due to hull fouling. The group has installed energy-saving equipment and devices, continues to replace old ships with new ones, build new environmentally friendly and efficient ships, and hire external professional routing companies to provide optimal routing. The Group also introduced an intelligent vessel monitoring system to precisely track vessel energy consumption.

#### Trucking and terminal:

The Company will continue to monitor developments in the green energy industry and the advancement of new operational equipment technologies. In trucking, the Group is phasing out old vehicles and introducing new EU6 tractors and electric tractors. We are actively promoting energy-saving driving habits to reduce energy consumption and encourage employees to practice sorting to implement resource recycling. For terminal, the Company continuously introduces energy-saving tools and equipment, including electronic container handlers, to reduce GHG emissions while lowering maintenance costs.

### Specific Action Plans

The Company's overall carbon emissions have increased, primarily due to expanding the bulk carrier fleet size. However, through measures such as replacing old equipment with new technology and installing energy-saving equipment, carbon emission intensity in 2024 was significantly reduced compared to 2023.

In the shipping department, the ship Carbon Intensity Indicator (CII) was reduced by more than 10% from 2019 to 2024, with an average annual CII reduction of 2%.

Trucking, 29 EU 6 tractors were purchased in 2024, and 40 old tractors were replaced.

The terminal department, the Ministry of Environment implemented air pollution emission verification of working machinery in accordance with the independent management standards for clean emission of construction machinery in 2023. The verification results of the 22 units inspected indicate that 99% were given a gold medal (issuance period of 3 years), equivalent to Stage IV in Japan; only one unit received a silver medal (issuance period of 2 years), equivalent to Stage III in Japan. In 2024, we purchased a fuel empty container handler and an electric empty container handler; both were officially put to use.

## Appendix 4: Related External Certifications

### ISO 9001:2015 Quality Management System

CMT

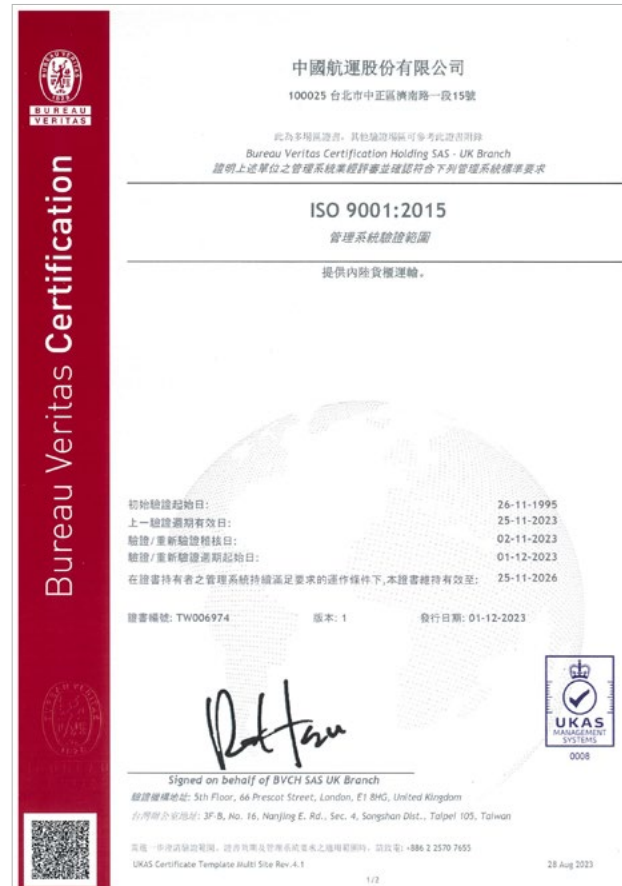
Effective date: 2023.03.31~2026.03.30



### ISO 9001:2015 Quality Management System

CMT (applicable for Associated Transport Inc.)

Effective date: 2023.12.01~2026.11.25



### ISO 9001:2015 Quality Management System

Associated Group Motors Corp.

Effective date: 2023.07.10~2026.07.09



#### Authorized (AEO) Economic Operator Certificate

China Logistics

Issuing date: 2013.12.27



#### Badge of Accredited Healthy Workplace

CMT

Effective period: 2026.12.31



## Assurance Report on ISO 14064-1 Greenhouse Gas Statement

CMT

Issuing date: 2025.07.17



普華永道會計師事務所  
KPMG

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### 溫室氣體聲明確信報告

中國航運股份有限公司 公鑒：

本執業人員受託執行中國航運股份有限公司及其子公司民國一十三年一月一日至十二月三十一日溫室氣體盤查報告書（以下簡稱「溫室氣體聲明」）之類別1：直接溫室氣體排放（以下簡稱「類別1」）、類別2：能源間接排放（以下簡稱「類別2」）、類別4：組織使用產品間接排放（包含處置固態和液態廢棄物、燃料和能源相關活動）（以下簡稱「類別4」）及類別5：使用來自組織產品（下游租賃資產）（以下簡稱「類別5」）之有限確信案件，確信範圍詳列於附件一。

公司對溫室氣體聲明之責任

中國航運股份有限公司及其子公司之責任係依照國際標準組織(International Organization for Standardization, ISO)發布之「ISO14064-1:2018組織層級溫室氣體排放及移除量及報告附指引之規範」（以下簡稱「ISO14064-1」）編製溫室氣體聲明，且設計、付諸實行及維持與溫室氣體聲明編製有關之內部控制，以確保溫室氣體聲明未存有導因於舞弊或錯誤之重大不實表達。如中國航運股份有限公司及其子公司溫室氣體聲明所述，溫室氣體之量化受先天不確定性之影響，主要係因用以決定排放係數之科學知識並不完整，以及報導之數值須彙總不同溫室氣體之排放。

執業人員之獨立性及品質管理規範

本執業人員及所隸屬會計師事務所已遵循會計師職業道德規範中有關獨立性及其他道德規範之規定，該規範之基本原則為正直、公正客觀、專業能力及專業上應有之注意、保密與專業行為。本執業人員所隸屬會計師事務所遵循品質管理原則，維持完備之品質管理制度，包含與遵循職業道德規範、專業準則及所適用法令有關之書面政策及程序。

執業人員之責任

類別1、類別2、類別4及類別5 - 有限確信

本執業人員之責任係依照確信準則3410號「溫室氣體聲明之確信案件」規劃及執行類別1、類別2、類別4及類別5之有限確信案件，基於所執行之程序及所獲取之證據，對第一段所述中國航運股份有限公司及其子公司溫室氣體聲明是由未存有重大不實表達取得有限確信，並作成有限確信之結論。

依據確信準則3410號之規定，有限確信案件工作包括評估中國航運股份有限公司及其子公司採用ISO14064-1編製溫室氣體聲明之妥當性、評估溫室氣體聲明導因於舞弊或錯誤之重大不實表達風險、依情況對所評估風險作出必要之因應，以及評估溫室氣體聲明之整體表達。有關風險評估程序（包括對內部控制之瞭解）及因應所評估風險之程序，有限確信案件之範圍明顯小於合理確信案件。

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本執業人員對第一段所述中國航運股份有限公司及其子公司溫室氣體聲明之類別1、類別2、類別4及類別5所執行之程序係基於專業判斷，該等程序包括查詢、對所執行流程之觀察、文件之檢查、分析性程序、量化方法與報導政策之評估，以及與相關紀錄之核對或調節。基於本案件情況，本執業人員於執行上述程序時：

1. 已透過查詢，取得對中國航運股份有限公司及其子公司與排放量及報導相關之控制環境及資訊系統之瞭解，但並未評估特定控制作業之設計，取得該等控制作業付諸實行之證據或測試其有效性。
2. 已評估中國航運股份有限公司及其子公司建立估計方法之適當性及一致性。然而，所執行程序並未包含測試估計所依據之資料或單獨建立執業人員之估計，以評估中國航運股份有限公司及其子公司所作之估計。
3. 已實地審查1個據點，以評估排放源之完整性、資料蒐集方法、排放源資料及該等據點所適用之相關假設。對於執行實地檢查據點之選擇，已考量該等據點之排放對總排放之貢獻、排放源性質，以及前期所選擇之據點。所執行程序不包含測試該等據點用以蒐集及彙整設施資料之資訊系統或控制。

相較於合理確信案件，有限確信案件所執行程序之性質及時間不同，其範圍亦較小，故於有限確信案件所取得之確信程度亦明顯低於合理確信案件所取得者。因此，本執業人員不對中國航運股份有限公司及其子公司類別1：直接排放、類別2：能源間接排放、類別4：組織使用產品間接排放及類別5：使用來自組織產品之排放在所有重大方面，是否依照國際標準組織(International Organization for Standardization, ISO)發布之「ISO14064-1:2018組織層級溫室氣體排放及移除量及報告附指引之規範」之規範編製，表示合理確信意見。

有限確信之結論

類別1、類別2、類別4及類別5 - 有限確信

依據所執行之程序與所獲取之證據，本執業人員並未發現第一段所述中國航運股份有限公司及其子公司民國一十二年一月一日至十二月三十一日溫室氣體聲明之類別1、類別2、類別4及類別5在所有重大方面未有未依照ISO14064-1編製之情事。

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#### 其他事項

本確信報告出具後，任何確信標的資訊或適用基準之變更，本執業人員將不負就該等資訊重新執行確信工作之責任。

安侯建業聯合會計師事務所

會計師：黃郁婷  
會計師：簡思娟

事務所地址：台北市信義路五段七號六十八樓

中華民國 一 一 四 年 七 月 十 七 日

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附件一：確信標的資訊彙總表

報告邊界		排放量 (二氧化碳噸當量/年)
類別1：直接溫室氣體排放和移除		28,887.1487
類別2：輸入能源		1,361.6361
類別1 + 類別2 合計		30,248.7848
類別4：組織使用產品		7,793.3399
處理固態和液態廢棄物	廢棄物處理盤查，如升度廢棄物處理量 (生活垃圾、回收品等)	59.4225
燃料和能源相關活動 (不包括類別1及2)	外購能源之生產相關(用電用油)，但未 包含於類別1、2中之排放	7,233.9174
類別5：使用來自組織產品 - 下游租賃資產		427,757.2533
合計		465,299.3780

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Assurance Report on Sustainability Report

CMT

Issuing date: 2025.



安侯建業聯合會計師事務所

KPMG

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Independent Limited Assurance Report

To Chinese Maritime Transport Ltd.:

We were engaged by Chinese Maritime Transport (“CMT”) to provide limited assurance over the selected information (“the Subject Matter Information”) on the 2024 Sustainability Report of CMT (“the Report”) for the year ended December 31, 2024.

Applicable Criteria of the Subject Matter Information

CMT shall prepare the Subject Matter Information in accordance with applicable criteria required by Global Reporting Initiative Standards (“GRI Standards”) issued by Global Sustainability Standards Board and the Sustainability Accounting Standards for Marine Transportation Industry issued by Sustainability Accounting Standards Board (“SASB”) as set forth in Appendix I.

Management’s Responsibilities

CMT is responsible for determining its objectives with respect to sustainable development performance and reporting, including the identification of stakeholders and material aspects, and using the applicable criteria to fairly prepare and present the Subject Matter Information. CMT is also responsible for establishing and maintaining internal controls relevant to the preparation and presentation of the Subject Matter Information that is free from material misstatement, whether due to fraud or error.

Our Responsibilities

We performed our work in accordance with the Standard on Assurance Engagements TWSAE3000 “Assurance Engagements Other than Audits or Reviews of Historical Financial Information” issued by the Accounting Research and Development Foundation in Taiwan and to issue a limited assurance conclusion on whether the Subject Matter Information is free from material misstatement. Also, we have considered appropriate limited assurance procedures according to the understanding of relevant internal controls in the circumstances, but not for the purposes of expressing a conclusion as to the effectiveness of the internal control over the design or implementation of the Report.

Independence and Standards on Quality Management

We have complied with the independence and other ethical requirements of the Code of Professional Ethics for Certified Public Accountant in the Republic of China, which is founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior. In addition, we applied Standards on Quality Management. Accordingly, we maintained a comprehensive system of quality management, including documented policies and procedures regarding compliance with ethical requirements and professional standards as well as applicable legal and regulatory requirements.

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Summary of Work Performed

As stated in applicable criteria of the Subject Matter Information paragraph, our main work on the selected information included:

- Reading the Report of CMT;
- Inquiries with responsible management level and non-management level personnel to understand the operational processes and information systems used to collect and process the Subject Matter Information.
- On the basis of the understanding obtained mentioned above, perform analytical procedures on the Subject Matter Information and if necessary, inspect related documents to gather sufficient and appropriate evidence in a limited assurance engagement.

The work described above is based on professional judgment and consideration of the level of assurance and our assessment of the risk of material misstatement of the Subject Matter Information, whether due to fraud or error. We believe that the work performed and evidence we have obtained are sufficient and appropriate to provide a basis of our conclusion. However, the work performed in a limited assurance engagement varies in nature and timing from, and is less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Inherent limitations

The Report for the year ended December 31, 2024 includes the disclosures of non-financial information that involved significant judgments, assumptions and interpretations by the management of CMT. Therefore, the different stakeholders may have different interpretations of such information.

Conclusion

Based on the work we have performed and the evidence we have obtained, as described above, nothing has come to our attention that causes us to believe that the Subject Matter Information has not been properly prepared, in all material aspects, in accordance with the applicable criteria.

Other Matters

We shall not be responsible for conducting any further assurance work for any change of the subject matter information or the criteria applied after the issuance date of this report.

The engagement partners on the assurance resulting in this independent auditors’ report are Huang, Yu-Ting and Chien, Szu-Chuan.

KPMG

Taipei, Taiwan (Republic of China)  
August 13, 2025

Notes to readers

The limited assurance report and the accompanying selected information are the English translation of the Chinese version prepared and used in the Republic of China. If there is any conflict between, or any difference in the interpretation of, the English and Chinese language limited assurance report and the selected information, the Chinese version shall prevail.

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Appendix I : Summary of the Subject Matter Information

No.	Corresponding Section	Subject Matter Information			Applicable Criteria	
1	4.4 Air Pollution and Waste Management	Air Pollutant Emission Status			GRI 305-7  Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
		Type of Source	2024 Emissions (mt)	Unit		
		Nitrogen oxides (NOx)	6,672	Metric tons		
		Sulfur oxides (SOx)	1,242	Metric tons		
		Particulate matter (PM10)	564	Metric tons		
		Note: Statistical data is limited to the fleet. The air pollutant emissions were estimated based on the emission coefficients. The emission coefficients and calculation methods were derived from the 4th Greenhouse Gas Study 2020 of the International Maritime Organization (IMO).				
2	5.1 A Diverse and Inclusive Workplace	■ CMT Group's New Hire Rate			GRI 401-1  New employee hires and employee turnover	
		Statistics of the New Hires Rate – 2024				
		Gender	Age/Item	Number of new employee hires		Gender age percentage (%)
		Female	Below (including) 30 years old	9		31.03
			30-50 years old	4		13.79
			Above (including) 50	0		0
		Male	Below (including) 30 years old	7		24.14
			30-50 years old	7		24.14
			Above (including) 50	2		6.90
		Total number of new employees		29		
		Total number of employees		322		
		Percentage of new employees (%)		9.01		

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No.	Corresponding Section	Subject Matter Information	Applicable Criteria																																				
		<p>Note 1: Rate of new male/female employee hires of the age group = the number of new male / female employee hires of the age group of the current year / the total number of new employee hires of the year.</p> <p>Note 2: Rate of new employee hires = the number of new employee hires of the current year / the total number of employees at the operating bases at the end of the current year.</p> <p>■ CMT Group's Turnover Rate (including Retirement)</p> <p>Statistics of the Group's Turnover Rate - 2024</p> <table> <tr> <th>Gender</th><th>Age/Item</th><th>Number of employee turnover</th><th>Gender age percentage (%)</th></tr> <tr> <td rowspan="3">Female</td><td>Below (including) 30 years old</td><td>3</td><td>7.89</td></tr> <tr> <td>30-50 years old</td><td>4</td><td>10.53</td></tr> <tr> <td>Above (including) 50</td><td>4</td><td>10.53</td></tr> <tr> <td rowspan="3">Male</td><td>Below (including) 30 years old</td><td>2</td><td>5.26</td></tr> <tr> <td>30-50 years old</td><td>10</td><td>26.32</td></tr> <tr> <td>Above (including) 50</td><td>15</td><td>39.47</td></tr> <tr> <td colspan="2">Total number of employee turnover</td><td>38</td><td></td></tr> <tr> <td colspan="2">Total number of employees</td><td>322</td><td></td></tr> <tr> <td colspan="2">Total turnover rate (%)</td><td>11.80</td><td></td></tr> </table> <p>Note 1: Turnover rate of male (female) employees of the age group = the number of male (female) leavers of the current year / the total number of leavers of the year.</p> <p>Note 2: Total employment rate of turnover employees = the number of leavers of the current year / the total number of employees at the operating bases at the end of the current year.</p> <p>Note 3: In 2024, there were 19 leavers aged 50 or above.</p>	Gender	Age/Item	Number of employee turnover	Gender age percentage (%)	Female	Below (including) 30 years old	3	7.89	30-50 years old	4	10.53	Above (including) 50	4	10.53	Male	Below (including) 30 years old	2	5.26	30-50 years old	10	26.32	Above (including) 50	15	39.47	Total number of employee turnover		38		Total number of employees		322		Total turnover rate (%)		11.80		
Gender	Age/Item	Number of employee turnover	Gender age percentage (%)																																				
Female	Below (including) 30 years old	3	7.89																																				
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	30-50 years old	10	26.32																																				
	Above (including) 50	15	39.47																																				
Total number of employee turnover		38																																					
Total number of employees		322																																					
Total turnover rate (%)		11.80																																					

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No.	Corresponding Section	Subject Matter Information	Applicable Criteria																																								
		<p>of whom 15 were legally retired, an increase of 7 over 8 in 2023.</p> <p>■ The Group attaches great importance to the rights and interests of employees and provides them with a supportive working environment. In 2024, the number of employees that were entitled to parental leave was nine; the number who took parental leave was zero, employees had returned to work after parental leave was zero, and employees were expected to return to work the following year is zero. The Group also provides employees with childcare and an education subsidy of NTD 1,500 per person per month. We value employees' family needs and actively support the policy of parental leave to support our employees to maintain a balance between their work and family lives.</p> <p>■ The following table presents the information regarding the Group's parental leave situation for the last two years:</p> <table> <tr> <th colspan="2">Year</th><th colspan="2">2024</th></tr> <tr> <th colspan="2">Gender</th><th>Female</th><th>Male</th></tr> <tr> <td colspan="2">Number of employees entitled to parental leave in the current year</td><td>3</td><td>6</td></tr> <tr> <td colspan="2">Number of employees who took parental leave in the current year</td><td>0</td><td>0</td></tr> <tr> <td colspan="2">Number of employees planning to return to work after the parental leave in the year (A)</td><td>1</td><td>0</td></tr> <tr> <td colspan="2">Total number of employees who returned to work after parental leave ended in the current year (B)</td><td>1</td><td>0</td></tr> <tr> <td colspan="2">Total number of employees who returned to work after parental leave ended the previous year (C)</td><td>1</td><td>0</td></tr> <tr> <td colspan="2">Total number of employees who were still employed 12 months after returning of parental leave in the previous year (D)</td><td>1</td><td>0</td></tr> <tr> <td colspan="2">Return to work rate (B/A)</td><td>100%</td><td>-</td></tr> <tr> <td colspan="2">Retention rate (D/C)</td><td>100%</td><td>-</td></tr> </table>	Year		2024		Gender		Female	Male	Number of employees entitled to parental leave in the current year		3	6	Number of employees who took parental leave in the current year		0	0	Number of employees planning to return to work after the parental leave in the year (A)		1	0	Total number of employees who returned to work after parental leave ended in the current year (B)		1	0	Total number of employees who returned to work after parental leave ended the previous year (C)		1	0	Total number of employees who were still employed 12 months after returning of parental leave in the previous year (D)		1	0	Return to work rate (B/A)		100%	-	Retention rate (D/C)		100%	-	GRI 401-3 Parental leave
Year		2024																																									
Gender		Female	Male																																								
Number of employees entitled to parental leave in the current year		3	6																																								
Number of employees who took parental leave in the current year		0	0																																								
Number of employees planning to return to work after the parental leave in the year (A)		1	0																																								
Total number of employees who returned to work after parental leave ended in the current year (B)		1	0																																								
Total number of employees who returned to work after parental leave ended the previous year (C)		1	0																																								
Total number of employees who were still employed 12 months after returning of parental leave in the previous year (D)		1	0																																								
Return to work rate (B/A)		100%	-																																								
Retention rate (D/C)		100%	-																																								
3	5.1 A Diverse and Inclusive Workplace																																										

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No.	Corresponding Section	Subject Matter Information	Applicable Criteria
		<p>■ To ensure employee safety, in terms of occupational health and safety, we uphold our obligations and corporate responsibility, identify risks and opportunities, implement risk management, encourage consultation and discussion, facilitate full participation, protect work safety, prevent occupational diseases, and commit to continuous improvement to ensure sustainable management of the Company. All management decision and implementation must comply with occupational health and safety regulations; a thorough risk assessment must be carried out. Tiered management is implemented to reduce the likelihood of danger</p> <p>■ Hazard Identification and Risk Assessment</p> <p>The Company conducts hazard identification, occupational health and safety risk and opportunity assessments, and identifies applicable laws and other regulations to determine corresponding risks and opportunities. These measures are coupled with the preparation of emergency response plans and other control measures. This process takes into account technical feasibility, financial aspect, operational aspect, and business needs. It also considers the priority of improvement—such as elimination, substitution, engineering control, warning label, management control, hardware, or personal protective equipment—to effectively improve or control the planning and assessment of action. We implement control over the following items to ensure the prevention of hazard and risk:</p> <ol style="list-style-type: none"> <li>1. Routine and non-routine activities in work areas, processes, installations, technical equipment, operating procedures, and work organization.</li> <li>2. The activities of all people entering the workplace within the unit, including workers, contractors, visitors, and other persons near the workplace who may affect the activities.</li> <li>3. The infrastructure, equipment, and materials that are used in the unit and physical condition of the workplace.</li> <li>4. External hazards and emergency having negative safety and health impact on Group personnel.</li> <li>5. Any applicable legal requirement related to risk assessment and the implementation of necessary control measures, covering the scope of work areas, design of work organization, etc.</li> </ol> <p>In the event of investigating a serious accident, occupational safety and health personnel shall report to the competent authority and convene a "Major Incident Review Meeting." The agenda shall comprise the sequence of</p>	GRI 403-9 Work-related injuries
4	5.3 Occupational Health and Safety		

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No.	Corresponding Section	Subject Matter Information	Applicable Criteria												
		<p>events, cause analysis, immediate response actions, and strategies to prevent recurrence. An Occupational Safety and Health Abnormal Incident Investigation Form should be issued after the incident and submitted to the responsible department for completion. The incidents mentioned above include general and serious events. For false alarm, the responsible parties can decide whether to issue a False Alarm Incident Investigation Report. The responsible department should complete the Occupational Safety and Health Abnormal Incident Investigation Form or the False Alarm Incident Investigation Report within five working days after receiving them. When implementing corrective and preventive measures, consideration should be given regarding the need to add or amend objectives, targets, management plans, or control documents; employee education and training should be provided accordingly.</p> <p>■ Occupational Hazards Status</p> <p>In 2024, a crew member of our Singapore-based shipping subsidiary tragically lost his life while handling steel plates due to sudden shifts in marine conditions, causing the plates to topple. In addition to actively cooperating with the flag state of the ship to conduct a detailed investigation, the Company took immediate measures to mitigate recurrence. It has strengthened safety awareness measures, such as risk assessment of marine weather sudden changes on board due to climate change, preventing similar incidents from occurring. The Company has reviewed the ship safety management procedure and risk assessment mechanism, and taken measures to strengthen and improve relevant hardware equipment on board, with all enhanced measures approved as closed cases by various relevant competent agencies.</p> <p>Through this case analysis and discussion, relevant Company departments continue to re-educate all fleet crew members and conduct relevant drills during on-site visits. The safety awareness and education and training of all crew members of the fleet have been increased to ensure that all staff follow the best safe operation standard.</p> <table><tr><td>2024</td><td>Employees</td><td>Non-employee workers, contracted workers</td></tr><tr><td>Total working hours</td><td>127,400</td><td>557,536</td></tr><tr><td>Number of fatality</td><td>0</td><td>1</td></tr><tr><td>Number of severe occupational injuries</td><td>0</td><td>0</td></tr></table>	2024	Employees	Non-employee workers, contracted workers	Total working hours	127,400	557,536	Number of fatality	0	1	Number of severe occupational injuries	0	0	
2024	Employees	Non-employee workers, contracted workers													
Total working hours	127,400	557,536													
Number of fatality	0	1													
Number of severe occupational injuries	0	0													

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No.	Corresponding Section	Subject Matter Information	Applicable Criteria															
		<table><tr><td>Number of occupational injury</td><td>0</td><td>0</td></tr><tr><td>Total number of recordable occupational injury</td><td>0</td><td>1</td></tr><tr><td>Fatality rate from occupational injury (*Note 4)</td><td>0</td><td>1.79</td></tr><tr><td>Severe occupational injury rate (excluding number of fatalities) (*Note 5)</td><td>0</td><td>0</td></tr><tr><td>Recordable occupational injury rate (*Note 6)</td><td>0</td><td>0</td></tr></table> <p>Note 1: Non-employee workers in CMT are ship crew members on international routes. Occupational safety and health aspects are governed by international conventions such as "Safety of Life at Sea Convention" (SOLAS) and "Maritime Labour Convention" (MLC).</p> <p>Note 2: Serious occupational injuries are defined as other injuries from which the worker cannot recover (e.g. amputation), or injuries from which the worker cannot/cannot be restored to pre-injury health within six months (e.g. complicated fractures).</p> <p>Note 3: There were no occupational diseases in the Company.</p> <p>Note 4: Fatality rate from occupational injury = (number of fatality X 1,000,000) / total working hours.</p> <p>Note 5: Severe occupational injury rate = (number of serious occupational injury X 1,000,000) / total working hours.</p> <p>Note 6: Recordable occupational injury rate = (number of occupational injury X 1,000,000) / total working hours.</p>	Number of occupational injury	0	0	Total number of recordable occupational injury	0	1	Fatality rate from occupational injury (*Note 4)	0	1.79	Severe occupational injury rate (excluding number of fatalities) (*Note 5)	0	0	Recordable occupational injury rate (*Note 6)	0	0	
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5	Appendix 2: Sustainability Disclosure Topics and Metrics (SASB) Comparison Table	<p>■ There were no incident of spills or releases to the environment within the Group.</p>	SASB TR-MT-160A.3 (1) Number and (2) aggregate volume of spills and releases to the environment															

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