

Sustainable Development Implementation Status

Apr. 1, 2025

Evaluation Criteria	Implementation (Note 1)			Deviation and Reason
	Y	N	Summary Description (Note 2)	
1.Has the company established a sustainable development governance framework and designated personnel to oversee implementation? Has the company's board authorized senior management to implement the plan under board supervision?	V		<p>The Company's "Sustainable Development Best Practice Principles" (originally "Corporate Social Responsibility Best Practice Principles") was approved by the board on May 11, 2016. On March 20, 2023, the board of directors approved the establishment of a sustainable development committee to promote, implement and supervise relevant work. The committee reports directly to the board. Our sustainable development task force is headed by our chair, with our president serving as management representative. The team's executive secretary coordinates between committee members from different departments.</p> <p>With maximum flexibility and responsiveness in mind, our task force is responsible for implementing corporate governance, creating a sustainable environment, protecting social welfare, providing material disclosures, and monitoring domestic and international guidelines. Every year, the Company compiles a list of economic, environmental, social, and issues of employee concern arising from operations and references international sustainability policies and guidelines to set relevant goals and implementation plans. Our sustainability task force reports to the board once a year. In 2024, the report took place on Nov. 14.</p> <p>We commissioned a consulting firm to assist with our sustainability report for 2024. We also started tracking the greenhouse gas emissions of the consolidated company before tracking became mandatory. Our Sustainable Development Committee and board were last briefed on Aug. 8, 2024 at our quarterly board meeting.</p>	No Deviation
2. Does the company assess operational risk from environmental, social, and governance issues in accordance with the materiality principle, and does it have relevant risk management policies in place? (Note 2)	V		<p>The Company's risk assessment scope and boundaries covers the sustainable development performance of the consolidated company from January to December 2024. The Company's "Risk Management Policy" was approved by the board on Dec. 8, 2020, and the board is our highest risk management and control authority.</p> <p>Our president oversees our interdepartmental risk management and control team, which regularly evaluates our risk orientation based on our existing capital structure, business model, corporate strategies and revenue targets. In accordance with relevant procedures, the team formulates risk response strategies by analyzing outcomes of specific risks taken. The team reports to the board once a year.</p> <p>The board was last briefed on the implementation of risk management and control measures in occupational safety and health, legal affairs, cybersecurity etc. on Nov. 14, 2024.</p> <p>Our Audit Committee shares responsibility for managing and</p>	No Deviation

Evaluation Criteria	Implementation (Note 1)			Deviation and Reason
	Y	N	Summary Description (Note 2)	
			controlling both existing and potential risk. The committee has a dedicated team that analyzes risk based on the materiality principle; communicates with internal and external stakeholders; and evaluates major ESG issues through data review and analysis. Detailed evaluation results on environmental sustainability, employee sustainability, occupational health and safety, ship safety, and service and product quality management can be found in our 2024 sustainability report.	
3.Environmental Issues (1) Does the company have industry-appropriate environmental management policies?	V		<p>The Company closely monitors how our fleet impacts the environment and climate change. Per the “International Convention for the Prevention of Pollution from Ship” (MARPOL) and European Union regulations, we:</p> <ul style="list-style-type: none"> continuously track emissions from our fleet in accordance with the International Maritime Organization (IMO) Fuel Oil Data Collection System and EU/UK Monitoring, Reporting and Verification System. maintain an inventory of hazardous materials. Our purchase management guidelines ensure we avoid asbestos-containing materials and limit use of heavy metals and other hazardous materials. We are compliant with the “EU Ship Recycling Regulation” (EU-SRR) and “Hong Kong Convention”, and are classification society-certified. have ballast water treatment systems on our ships in accordance with the “International Convention for the Control and Management of Ships’ Ballast Water and Sediments”. This convention prevents harmful and invasive aquatic organisms from spreading between regions. strictly prohibit overboard disposal of plastic waste in accordance with international marine environment protection laws. Our ships have new water filtration systems and use eco-friendly trash bags. We also ask our crews to minimize consumption of bottled water, other plastic products and plastic packaging. Since these measures were implemented, average plastic waste volume per ship has fallen dramatically, decreasing over 50% from 2023 to 2024. upgraded wastewater treatment facilities in our subsidiary terminals in 2024 to further minimize our environmental impact. The facilities remove contaminants from wastewater, reducing marine pollution and ensuring we are compliant with industrial effluent standards. 	No Deviation
(2) What does the company do to improve energy efficiency, and does it use renewable materials to minimize	V		<p>The Company has adopted numerous measures to minimize our environmental footprint.</p> <p>Shipping: After launching four energy-efficient, eco-friendly bulk carriers in the first half of 2024, we commissioned four more energy-efficient, diesel-powered bulk carriers with dual-</p>	No Deviation

Evaluation Criteria	Implementation (Note 1)			Deviation and Reason
	Y	N	Summary Description (Note 2)	
its environmental footprint?			<p>fuel engines in August 2024 and March 2025. In addition, we finalized the sale of our oldest vessel, M.V. China Peace, in October 2024. We continue to retrofit our existing fleet with energy-saving devices to improve energy efficiency. We use high-end anti-fouling paint on ships and routinely clean shell plating, and also collaborate with classification societies on energy efficiency research. Due to our energy-conserving measures, a growing number of our vessels have received green incentives from flag states. We have also installed high-end water filtration systems on ships to reduce plastic waste, ask suppliers to reduce packaging, encourage crews to reuse containers and padding materials, and incentivize waste reduction.</p> <p>Trucking and terminals: We continue to implement energy- and carbon-reduction measures. To improve energy efficiency and reduce our carbon footprint, we are replacing older diesel-powered tractors with the latest Phase 6 eco-efficient models, and older vehicles with pure electric vehicles and container handlers.</p> <p>Field and offices: Energy-saving measures we have implemented include a switch to energy-efficient lighting, fewer tube lights, turning off electronics that are not in use, summertime thermostat controls, waste paper recycling, trash sorting, waste reduction, and fewer printouts.</p>	
(3) Has the company assessed potential present and future climate change-related risk and opportunities, and has it adopted climate-related countermeasures?	V		<p>Shipping: With international and port state regulations becoming stricter by the day, fleet operators are under pressure to reduce greenhouse gas emissions and pollution. This means higher operating costs, which means higher risk. The Company has implemented various changes and upgraded equipment to improve the energy efficiency of our ships, including switching to low-sulfur fuel, optimizing routes with meteorological navigation and installing energy-saving equipment. We are also replacing older vessels with energy-efficient diesel vessels. We closely monitor regulatory changes and proactively implement countermeasures to keep operational risk within the permissible risk threshold while reducing the overall energy intensity of our operations.</p> <p>Trucking and terminals: We are replacing tractors and container handlers with new models that meet new environmental standards.</p>	No Deviation
(4) Did the company track its greenhouse gas emissions, water consumption, and waste volume in the last two years, and does it have manage-	V		<p>The following data covers the Company's consolidated entities including shipping, trucking, warehouse logistics, and commercial vehicle subsidiaries:</p> <p>Greenhouse gas emissions: Information on the Company's greenhouse gas inventory and assurance status in the last two fiscal years can be found on the Company's website-ESG report or annual report.</p>	No Deviation

Evaluation Criteria	Implementation (Note 1)			Deviation and Reason
	Y	N	Summary Description (Note 2)	
ment policies to reduce greenhouse gas emissions, water consumption and waste generation?			<p>Field and office water consumption: 2023: 15,212m³ 2024: 11,609m³</p> <p>Recyclable waste: Scrap iron and hardware 2023: 30,190 kg 2024: 59,510 kg</p> <p>Used engine oil 2023: 54,152 L 2024: 28,300 L</p> <p>The Company contracts a certified waste disposal company to process general waste. Annual waste volume: 2023: 70 tons 2024: 67 tons</p> <p>Further information on our waste reduction policies and verification status can be found on the Company's annual report - Climate-Related Information of TWSE/TPEX Listed Company.</p>	
<p>4.Social Issues</p> <p>(1) Does the company have management policies and procedures in accordance with relevant laws, regulations, and international human rights conventions?</p>	V		<p>To fulfill our corporate social responsibility and protect the basic human rights of employees and stakeholders, the Company adheres to international human rights covenants including the "United Nations' Universal Declaration of Human Rights," "Guiding Principles on Business and Human Rights," "Convention on the Rights of Persons with Disabilities, Convention on the Elimination of All Forms of Discrimination Against Women," "Convention on the Rights of the Child," and the "International Labour Organization's Declaration on Fundamental Principles and Rights at Work and Maritime Labour Convention."</p> <p>In addition, we are compliant with Taiwan's "Labor Standards Act," "Act of Gender Equality in Employment," "Employment Service Act," and other relevant laws. Information on the implementation of our "Human Rights Policy" can be found on our website. We provide a safe, healthy working environment through management principles that promote diversity and tolerance; fair wage and benefit evaluations; and freedom from discrimination. We also hold quarterly labor-management meetings and occupational safety and health committee meetings to ensure employee and stakeholder rights are protected.</p> <p>In 2023, we revised and implemented a program to prevent unlawful infringement in the workplace, and promulgated our "Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace." We did not have any cases of discrimination, child labor or forced labor in 2024 and we</p>	No Deviation

Evaluation Criteria	Implementation (Note 1)			Deviation and Reason
	Y	N	Summary Description (Note 2)	
			were not fined or penalized for any labor violations. In 2024, employees of the consolidated company attended a total of 1,409 person-hours of training and education in human rights and occupational health and safety.	
(2) Does the company have and has it implemented reasonable employee welfare measures (including salary, paid time off, and other benefits), and do employee salaries reasonably reflect performance and achievements?	V		<p>Employee welfare information can be found on in the “Labor Relations” (5.5) section of the Company’s annual report. The Company adjusts wages annually based on operating performance, and performance bonuses are distributed based on annual profit. In 2024, performance bonuses increased by an average of 19.5% from the previous year.</p> <p>On the workplace diversity and equality front, women made up 53.23% of our employees and accounted for 17.74% of senior management (assistant manager and above) at the end of 2024.</p>	No Deviation
(3) Does the company provide employees with a safe and healthy work environment? Does it provide regular safety and health training for employees?	V		<p>The Company closely monitors occupational health and safety and received our “Badge of Accredited Healthy Workplace” from the government on Dec. 22, 2023.</p> <p>Through our sound occupational health and safety management policies, our employees deepen their awareness for regular disaster prevention and response.</p> <p>Company properties including offices and plants are inspected and maintained three times a day in the morning, afternoon and evening. This includes regular disinfection, machinery safety inspections, and fire safety testing. Employees are periodically reminded to follow operating procedures avoid harm. We will continue to strengthen workplace safety and employees’ operational safety awareness.</p> <p>The Company provides employees with premium annual physical exams and health consultation services with medical professionals. Company properties are equipped with automated external defibrillators (AED). We also provide CPR and AED training to improve personal awareness and occupational safety in case of emergency.</p> <p>In 2024, employees of the consolidated company attended a total of 1,409 person-hours of human rights and occupational health and safety training.</p> <p>During the year, an unfortunate occupational accident occurred involving a crew member employed by one of our Singapore shipping subsidiaries, due to dislodged steel plates caused by a sudden change in sea conditions. In addition to cooperating with the flag state’s investigation, we immediately initiated a series of measures to reinforce crew safety and strengthen crew safety awareness and risk assessment capabilities related to sudden sea conditions changes under climate change and to prevent</p>	No Deviation

Evaluation Criteria	Implementation (Note 1)			Deviation and Reason
	Y	N	Summary Description (Note 2)	
			<p>similar incidents in the future. We also have conducted a comprehensive review of our ship safety management procedures and risk assessment mechanisms, and upgraded relevant hardware and facilities. All measures have been approved and case closed by the competent authority.</p> <p>Through the case study and discussions, the Company's relevant departments provide ongoing re-education and conduct drills for all crew members while onboard inspections, to strengthen safety awareness and training throughout the fleet, thereby ensuring full compliance with best safety practice standards.</p> <p>The consolidated company did not have any fires or related injuries in 2024. Our autonomous fire prevention team is trained by fire bureau instructors and designated departmental representatives undergo regular fire prevention and safety training. We also hold periodic fire drills.</p>	
(4) Does the company offer career development and training programs for employees?	V		<p>The Company's rotational transfer system provides employees with training opportunities that develop their professional skills. We encourage employees to enroll in English language and other career development programs to stay competitive in the market. In 2024, employees and management attended 3,111 person-hours of internal and external professional training, including new employee orientation and continuing professional education.</p>	No Deviation
<p>(5) Is the company compliant with laws, regulations and international standards on customer health and safety, privacy, marketing preferences and labeling?</p> <p>Does the company have consumer protection policies and SOPs for handling consumer and customer complaints?</p>	V	V	<p>The Company's shipping, trucking, and terminal operations are compliant with, respectively, the "International Safety Management Code," "Regulations for Automobile Transportation Operators," and "Regulations Governing the Customs Management of Container Terminals."</p> <p>Customer rights are protected by corporate policies including our "Ethical Management Guidelines and Code of Conduct." Stakeholders can file grievances via a dedicated contact section on our website to receive proper response.</p> <p>Consumer policies do not apply as we are not engaged in design, production, manufacturing or sales of products</p>	No Deviation
(6) Does the company have supplier management policies requiring supplier compliance with environmental and occupational safety regulations, and labor and	V		<p>Information on the Company's supplier management policies and implementation can be found on our website addressing the issue of environmental protection and labor rights. Annually, we ask our suppliers to complete self-evaluations on product quality, delivery, operations and sustainability. The evaluations are important in providing insight on suppliers' ESG performance so we can make informed decisions.</p>	See Summary Description

Evaluation Criteria	Implementation (Note 1)			Deviation and Reason
	Y	N	Summary Description (Note 2)	
human rights standards? How have these policies been implemented?			<p>In 2024, our procurement and use units conducted a supplier quality system evaluation covering 2023 and 2024.</p> <p>Based on their operational characteristics, major suppliers were asked to complete either a self-evaluation questionnaire or organizational evaluation. We then evaluated them on quality, price, delivery time, organizational structure, management, and sustainability, etc. Sampling rate was 80%, with only two supplier contracts subsequently terminated. All others received a score of satisfactory or above.</p>	
5.Does the company follow international reporting standards and guidelines in the preparation of its sustainability report and other non-financial disclosures? Has the veracity of the information in said report(s) been verified by a third-party certification body?		V	<p>The Company has completed its first sustainability report for 2023 in accordance with Global Reporting Initiative (GRI) and other relevant universal reporting guidelines and submitted it to the Market Observation Post System website on Aug. 30, 2024. We also obtained a CPA-issued assurance report at the end of 2024. These reports along with other relevant information, can be found on our website.</p>	See Summary Description
6.Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies due to the Company having its own sustainable development best practice principles: None				
<p>7.Other material information that would help the public better understand the company's implementation of sustainable development practices:</p> <p>Information on the implementation of the Company's corporate social responsibility and community outreach programs can be found on our website. We are deeply committed to sustainable business practices and have operated with integrity since our inception. By fulfilling our social responsibility, we provide employees and their families with a stable and healthy environment for personal growth while maximizing shareholder value.</p> <p>We are active in philanthropy, particularly in the areas of youth development and disadvantaged groups. We hope our programs raise awareness on the importance of community outreach, thereby encouraging more businesses to contribute to the creation of a virtuous cycle in society.</p> <p>Our head office in Taipei has long supported social causes and community outreach. We are a long-time supporter of Weici Charity Foundation, a social outreach and welfare organization providing assistance to underprivileged families and individuals. The foundation participates in many charitable programs and provides financial and material aid to social affairs bureaus and households in need, whether the need results from poverty or ill health. It also supports Taipei Medical University's semiannual volunteer medical missions on offshore islands, the Taipei City Department of Social Welfare's meal program, and Chinese New Year holiday meals. In addition, we contribute to social and public welfare and education foundations. In 2024, our group's cumulative donations totaled NT\$1.71 million. We also provided free meals to an estimated 1,600 people at Taipei City's Zhongzheng Social Welfare Center.</p> <p>We established Chinese Maritime Transport Scholarships in 2021. The program shares the people-oriented and employee-centric management philosophy that has helped our company thrive. Scholarships decrease the economic burden on families, and allow students to focus on their studies without worrying about their living expenses or having to work while going to school. The program plays a crucial role in cultivating talent in the shipping industry. Our scholarships to 16 students (four students per term) totaled NT\$320,000 during the 2023-2024 academic year.</p>				