

Corporate Governance Implementation Status and Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
1. Does the company establish and disclose the Corporate Governance Best-Practice Principles based on “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”?	✓		The Board of Directors has approved the “Corporate Governance Best-Practice Principles”, which is disclosed on both the Company’s website and Market Observation Post System (MOPS).	None
2. Shareholding structure & shareholders’ rights				
(1) Does the company establish an internal operating procedure to deal with shareholders’ suggestions, doubts, disputes and litigations, and implement it accordingly?	✓		The Shareholders’ Affairs Section is in charge of handling the shareholders’ suggestions, doubts and disputes according to the internal operating procedures.	None
(2) Does the company possess the list of its major shareholders who actually control the company and the ultimate owners of those shares?	✓		Responsibility is assigned to relevant department.	None
(3) Does the company establish and execute the risk management and firewall system within its affiliates?	✓		The Company has established risk control measures within the internal control operating procedures.	None
(4) Does the company establish internal rules against insiders trading with undisclosed information?	✓		1. The Company, by the resolution of the Board of Directors, has established the “Procedures for Handling Material Inside Information” and “Insider Trading Prevention Management” within the internal control operating procedures to prevent the trading of stocks by insiders. 2. In addition, the directors’ training course held by the company on October 7, 2020 also covers the content of “preventing insider trading.”	None

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			<p>In November 2021, the company launched the “Prevention of Insider Trading” online (E-learning) course for all employees and affiliated companies responsible for shipping-related business personnel. The related courses of “preventing insider trading” from 2020 to 2021 for directors are shown on MOPS.</p> <p>3. In order to implement the company's policy of preventing insider trading, the Company launched an online (E-learning) course on “Preventing Insider Trading” in November 2021 (be scheduled for 30 minutes), with a total of 2,083 employees and related companies in charge of shipping-related business participated(including 1,699 colleagues from Evergreen and 384 colleagues from related companies in charge of shipping business).The courses includes information on the reasons for insider trading, example explanations, and criminal responsibility. In addition, the employees passed the online test, and the completion rate is 100%.</p>	
<p>3. Composition and Responsibilities of the Board of Directors</p> <p>(1) Does the Board develop and implement the diversification policy, specific management objectives and implementation of the Board of Directors?</p> <p>(2) Does the company voluntarily establish other functional committees in addition to the Remuneration Committee and the Audit Committee?</p>	<p>✓</p>	<p>✓</p>	<p>Please refer to page 38 to 39 for the implementation of the diversified policy of the Company's Board of Directors.</p> <p>At present, the Company has not voluntarily establish other kinds of functional committees.</p>	<p>None</p> <p>Although the Company has only established Remuneration Committee and Audit Committee at present, the Board</p>

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(3) Does the Company establish a standard to measure the performance of the Board annually, report the results of the performance evaluation to the Board, and use it as a reference for individual directors’ remuneration and nomination?	✓		<ol style="list-style-type: none"> 1. The Company established the “Regulations Governing the Board Performance Evaluation”, and has it disclosed on both the Company’s website and the Market Observation Post System (MOPS). 2. “Regulations Governing the Board Performance Evaluation” stipulates that the Company shall conduct an internal board performance evaluation at least once a year. In addition, the Company’s Board performance evaluation shall be conducted by an external independent professional institution or a panel of external experts and scholars once every three years. 3. The 2021 evaluation results of the performance of the Board of Directors (please refer to Note 1) were submitted to Board meeting on Mar. 15, 2022. 4. The annual evaluation results of the performance of the Board of Directors are also used as a basis for individual director’s remuneration and nomination. 	<p>of Directors exercises its functions and powers in accordance with the laws, Articles of Incorporation, the resolutions of Shareholders’ Meeting and the principles of corporate governance.</p> <p>None</p>

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(4) Does the company regularly evaluate the independence of CPAs?	✓		<p>The Company annually evaluates the specialization and independence of CPAs. Also, the CPAs have completed independent reports for the appointed auditing affair. The assignment and remuneration of CPAs for the 2021 financial and tax certification has been approved by the Board of Directors on Dec. 27, 2021.</p> <p>The assigned accountants are not directors, supervisors, managers, employees or shareholders of the Company or its affiliates and have been confirmed as non-stakeholders, which meets the requirements of the competent authority for independent judgment.</p> <p>Please refer to Note 2 for the independence evaluation of CPAs.</p>	None
4. Does the TWSE/TPEX Listed Companies appoint an adequate number of corporate governance personnel with appropriate qualifications and appoint a chief corporate governance officer to deal with corporate governance business (including but not limited to provide directors and supervisors necessary information; assist directors and supervisors to handle the matters related to the Board of Directors and Shareholders’ Meeting in accordance with the laws and regulations; and handle the company registration, change registration of company, and prepare the minutes of Board of Directors meeting and Shareholders’ Meeting) ?	✓		<p>1. The top executive of Corporate Governance Department was appointed the chief corporate governance officer of the Company by the resolution of Board meeting on May 13, 2019.</p> <p>A sufficient number of professional corporate governance personnel has been allocated to protect shareholders’ rights and enhance the functions of the Board.</p> <p>The chief corporate governance officer of the Company, who has been in charge of the corporate governance affairs management such as stock affairs, Shareholders’ meeting and Board meeting affairs for at least 3 years, is eligible in accordance with the regulations.</p>	None

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			<p>2. The main duties of the chief corporate governance officer of the Company are as follows:</p> <ul style="list-style-type: none"> (1) To handle matters relating to Board meetings and Shareholders’ meetings according to laws. (2) To produce minutes of Board meetings and Shareholders’ meetings. (3) To assist in onboarding and continuing education of directors. (4) To furnish information required for business execution by directors. (5) To assist directors with regulatory compliance. <p>3. The execution of duties in 2021 are as follows:</p> <ul style="list-style-type: none"> (1) To furnish directors with relevant information and regulations to perform their duties and arranged training courses for directors: <ul style="list-style-type: none"> a. To furnish directors with the latest regulations related to corporate governance from time to time. b. To furnish directors with the Company’s information to perform their duties and maintain smooth communication between directors and all department heads. c. To arrange more than four closed-door meetings each for independent directors to communicate face-to-face with the chief internal auditor and CPAs, so as to have an 	

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			<p>in-depth understanding of the Company’s audit and financial status.</p> <p>d. To hold two training courses (3 hours each) for directors.</p> <p>(2) To handle matters relating to functional committees, board meetings and shareholders’ meetings according to laws:</p> <p>a. To draw up an agenda for each meeting, notified each director 7 days in advance with meeting materials provided, reminded the director not to participate in discussion or voting on the agenda item if he is an interested party with it, and distributed the minutes to each Director within 20 days after the meeting.</p> <p>b. After Board meeting, assisted in the release of material information concerning important decisions made by the Board to ensure the legality and correctness of the material information, in order to protect information equivalence of investor transaction.</p> <p>c. To register the date of the Shareholders’ meeting in accordance with laws, and prepare meeting notices, handbooks and minutes within the legal period.</p> <p>4. Chief corporate governance officer training records in 2021 (please refer to Note 3).</p>	

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5. Does the company establish a communication channel and build a designated section on its website for stakeholders (including but not limited to shareholders, employees, customers, and suppliers), as well as handle all the issues they care for in terms of corporate social responsibilities?	✓		<p>Our website” https://csr.evergreen-marine.com/csr/jsp/CSR_StakeholderEngagement.jsp” set up “Stakeholder Engagement”, it is divided into Investor relations, Customer service, Supplier management and Communication with stakeholders zones. Each department’s email box and contact window can be found and used for stakeholder’s communication channel with us. We communicate, respond stakeholder’s concerned issues and disclose the same in our annual CSR reports.</p> <p>The Company identified 9 important types of stakeholders based on past stakeholder communications and the disclosure of other international shipping companies, then the relevant departments of Evergreen Marine takes part in jointly evaluating the extent of each stakeholder’s relationship with the Company based on the five principles of Responsibility, Influence, Tension, Diverse Perspectives and Dependency from AA1000 SES(Stakeholder Engagement Standard). The concern issues of stakeholders, please refer to Note 4.</p> <p>We always take open and rigorous stance to communicate and respond to stakeholders’ issues with solid solutions, the process includes identifying stakeholders, communication management, materiality analysis of concerned issues, responding and maintaining relationship properly.</p>	None

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6. Does the company appoint a professional shareholder service agency to deal with Shareholders’ Meeting affairs?		✓	The Company does not assign any agency to be in charge of its Shareholders’ Meeting affairs.	Whereas stocks affairs is managed by the Company itself, the Shareholders’ Meeting is conducted following government regulation and Articles of Incorporation of the Company to ensure its lawfulness, effectiveness, and safeness.
7. Information Disclosure (1) Does the company have a corporate website to disclose both financial standings and the status of corporate governance?	✓		<p>1. Financial and Business information: The Company has set up a corporate website (URL: https://www.evergreen-marine.com/), where the financial and business information are disclosed, and designated relevant personnel to monitor and provided investors with accurate company information.</p> <p>2. Corporate governance status: “Corporate Governance Zone” (URL: https://csr.evergreen-marine.com/csr/jsp/CSR_CorporateGovernance.jsp) is set up in the Company’s website, which has disclosed the structure of the corporate governance, the operation of the Board of Directors and the functional committees, “Articles of Incorporation”, Internal audit organization and implementation situation, corporate governance operating situation, situation of fulfilling social responsibilities and labor relations, in order to assist stakeholders to understand the operation of corporate governance.</p>	None

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(2) Does the company have other information disclosure channels (e.g. building an English website, appointing designated personnel to handle the Company’s information collection and disclosure, creating a spokesman system, webcasting investor conferences)?	✓		The Company has set up an English website (URL: http://www.evergreenmarine.com/) and a designated personnel is responsible for the Company’s information collection and disclosure, and spokesperson system establishment. In addition, the Company’s website has disclosed the information about the investor conference information that the Company held or has been invited to over the years.	None
(3) Does the Company announce and report the annual financial statements within two months after the end of the fiscal year, and announce and report the first, second, and third quarter financial statements as well as the operating status of each month before the prescribed deadline?		✓	The Company follows relevant laws and regulations to announce and report the annual financial statements on time after the end of the fiscal year, and announce and report the first, second, and third quarter financial statements as well as the operating status of each month before the prescribed deadline. Please see https://emops.twse.com.tw/server-java/t58query .	Though the Company didn’t announce and report the annual financial statement within two months after the end of the fiscal year, the quarterly financial statements and the monthly operating situation are announced and reported within the prescribed time limit in accordance with the law.
8. Is there any other important information to facilitate a better understanding of the company’s corporate governance practices? (1) Employee rights and employee wellness	✓		1. Employee rights and benefits (1) In 2002, the company formulated sexual harassment prevention and redress measures, as well as the complaints and disciplinary measures, and set up a mailing box and a dedicated line on the internal website to properly protect the rights and interests of employees.	None

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			<p>(2) The company formulated Human Rights Policies and regularly conducts Human Right Risks and Impact Assessment to promote the working environment where all workers are treated with respect and dignity in accordance with the UN Universal Declaration of Human Rights (UDHR), the UN Global Compact (UNGC), the ILO Declaration on Fundamental Principles and Rights at Work and the ILO Maritime Labour Convention, 2006 (MLC, 2006).</p> <p>(3) Through comprehensive training system including one-on-one mentorship, the company ensure various business operations run smoothly. Regular appraisals and performance reviews provide references for employees’ future career development. Supervisors can also enhance two-way communication and strengthen employee performance through appraisal interviews.</p> <p>2. Employee care</p> <p>(1) The Company has a staff canteen to provide free lunch to take care of employees’ health and food hygiene.</p> <p>(2) In Taipei, Taoyuan and Kaohsiung, there are 21 clubs in three categories: ball sports, health and wellness, and outdoor recreation, which encourage employees to relieve work</p>	

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(2) Investor relations	✓		<p>pressure, connect with others and promote physical and mental health.</p> <p>(3) Regularly organize group activities, such as Evergreen Family Day, basketball games, etc., to enhance employee communication and peer friendship.</p> <p>(4) Obtained the Badge of Accredited Healthy Workplace, the company set up a dispensary staffed by medical personnel providing free regular examination results. Moreover, the company installed AED units in the workplace to improve its first-aid system and ensure that timely assistance can be rendered in an emergency.</p> <p>(5) In terms of shipboard life, Evergreen’s modern container vessels provide a comfortable living environment. Full-time chefs prepare nutritious and varied meals for everyone. Communication is the top issue for young people today. The majority of Evergreen software that make it easy for crews to stay in contact with their families.</p> <p>“Investor Service Zone” is set up in the Company’s website (URL: https://csr.evergreen-marine.com/csr/jsp/CSR_StakeholderEngagement.jsp) to provide investors with information on operations and finances.</p>	None

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(3) Supplier relations and rights of stakeholders	✓		<p>(1) “Supplier management” is set up in the Company’s website (URL: https://csr.evergreen-marine.com/csr/jsp/CSR_SupplierManagement.jsp) to reveals our value chain, major aspects of the Supplier Code of Conduct and our suppliers’ screening and performance evaluation result.</p> <p>(2) “Supplier Code of conduct” is set up in the Company’s website (URL: https://csr.evergreen-marine.com/csr/jsp/CSR_SupplierCodeConduct.jsp) to establish common values and standards which suppliers need to comply when doing business with us.</p> <p>(3) “Stakeholder Zone” is set up in the Company’s website (URL: https://csr.evergreen-marine.com/csr/jsp/CSR_ContactWindow.jsp) to list communication channels for stakeholders.</p>	None
(4) Directors’ and supervisors’ training records	✓		The directors of the Company have completed training courses according to “Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies”. Please refer to the MOPS for complete information of the continuing training of the Company’s directors.	None
(5) The implementation of risk management policies and risk evaluation measures	✓		Please refer to the Assessment of Risk Management in chapter 7.	None

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(6) Purchasing insurance for directors and supervisors	✓		The Company has purchased liability insurance for its directors since 2015.	None
<p>9. Please specify the Company’s measures for the evaluation results published by Corporate Governance Center of Taiwan Stock Exchange Corporation which should be improved:</p> <p>(1) The Company has been invited to attend Investor Conference held by SinoPac Securities Co., Ltd. on April 01, 2021, August 20, 2021 and March 15, 2022. The relevant information has been disclosed on the Company’s website.</p> <p>(2) The directors of the Company have completed the training in accordance with the “Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies” in 2021, and the Company will continually encourage directors to attend training courses.</p>				

Note 1: The Evaluation Results of Board of Directors of 2021

	Self-evaluation of performance of the Board	Self-evaluation of performance of Board members (for themselves)	Self-evaluation of performance of the functional committees
Average score (Full score: 5)	4.97	4.95	4.90
Evaluation Results	Good	Good	Good

Note 2: Independence of CPA

Item	Evaluation	Independence of CPA
1. CPAs and their family members did not provide or receive gifts or special offers to the Company or its affiliates, top management, directors and supervisors, and did not affect or threaten the independence of the CPAs.	Conformity	Yes
2. CPAs and their family members or the management of the firm with supervisory duties did not have the following circumstances during the auditing period: - Serve as a manager, supervisor, or director of the Company or its affiliates. - Positioned as one who has a direct and significant influence on the company’s accounting records or financial statements.	Conformity	Yes
3. CPAs and their family members have not received any awards for non-audit services from the Company or its affiliates.	Conformity	Yes

Item	Evaluation	Independence of CPA
<p>4. One who resigned from CPAs or the auditing team did not have the following circumstances:</p> <ul style="list-style-type: none"> - Acting as a director, supervisor(including non-executive director and supervisor) or top management of the Company or affiliates controlled by the Company, or one who may have a direct and significant influence on the company's accounting records or the financial statements audited by the firm. - Being promoted to the above positions. 	Conformity	Yes
<p>5. During the auditing period, the members of the auditing team did not hold any appointments of the Company.</p>	Conformity	Yes
<p>6. CPAs appointed by the company have followed the rotation policy to reduce the threat posed by long-term appointments to independence and impartiality.</p>	Conformity	Yes
<p>7. There are no direct or material indirect financial interests, financial agreements, bank deposits, securities accounts or insurance plans that violate the independence norms between the CPAs and their family members and the Company or its affiliates.</p>	Conformity	Yes
<p>8. There is no commercial cooperation or other commercial relationship between the CPAs and their family members and the Company.</p>	Conformity	Yes
<p>9. There is no pending or foreseeable lawsuit involving the audit or non-audit services of the firm between the CPAs and the Company, and no lawsuit which is significant to the firm or the Company.</p>	Conformity	Yes
<p>10. The Company or its affiliates have not owed professional fee to the firm for the provided service.</p>	Conformity	Yes
<p>11. The total amount of the professional fee of the Company and its affiliates would not have an influence on the independence of CPAs.</p>	Conformity	Yes
<p>12. There is no agreement between the CPAs and the Company to receive or pay commission, referral fee or professional fee.</p>	Conformity	Yes

Note 3: Chief Corporate Governance Officer Training Records In 2021

Date	Professional Organization	Training sessions	Training hours
04.28.2021	Taiwan Corporate Governance Association	From the perspective and voting behavior of foreign shareholders to share how public company truly implement ESG	1
08.31.2021	Taiwan Corporate Governance Association	Avoiding climate catastrophe- The opportunities and challenges for the enterprises	1
09.01.2021	Financial Supervisory Commission Republic of China	The 13th Taipei Corporate Governance Platform	3
09.08.2021	Taiwan Corporate Governance Association	Avoiding climate catastrophe- The opportunities and challenges for the enterprises	3
09.15.2021	Digital Governance Association	Directors and Supervisors Responsibility and Risk Management Seminar	3
10.08.2021	Taiwan Corporate Governance Association	Discussion on the use of reward and remuneration strategies and tools for employees	3
Total Training Hours			14

Note 4: Issues concerned by stakeholders

Stakeholder	Importance to the company	Priority Issues	Communication Channels, Response Methods and Communication Frequency
Employee	The members and the most important assets of the Company	<ul style="list-style-type: none"> • Operating performance • Remuneration, benefits & employee care • Corporate governance and ethical corporate management • Information Security and Protection of customer privacy • Work environment safety and labor health care 	<ul style="list-style-type: none"> • Contact person: Human Resources Dept. Mr. Huang E-mail : hrd@everegreen-marine.com • EIP e-Bulletin board (any time) • Corporate / departmental meetings (ever month) • Inter-departmental coordination meeting (ad hoc) • Management Year End Talk (every year)/ Employee interview (every 6 month) • Labor-management meeting (quarterly)/ Employee Welfare Committee meeting/ Labor Safety and Health Committee meeting/ Labor Retirement Reserve Supervision Committee (quarterly) • Appeal dedicated mail box(any time) • Sexual harassment compliant hotline/ mail box (any time)
Competent authority	Communicate with the government in order to help the government agencies understand the operations of the Company and contribute our expertise in shipping to the policy and law-making process	<ul style="list-style-type: none"> • Work environment safety and labor health care • Operating performance • Remuneration, benefits & employee care • Labour relations • Human rights and social inclusion • Compliance 	<ul style="list-style-type: none"> • Contact person: Business Coordination Dept. Mr. Yu E-mail : csr@everegreen-marine.com • E-mail (any time) • Letter (ad hoc) • Personal Visit (ad hoc) • Large Conference Call (ad hoc)
Customer	Through the optimization of services and communications to maximize value for customers	<ul style="list-style-type: none"> • Service quality and customer satisfaction • Shipping management • Information security and protection of customer privacy • Risk control • Ship safety • Operating performance 	<ul style="list-style-type: none"> • Contact person: Auditing Dept. Mr. Chen E-mail : aud@everegreen-marine.com • E-mail (any time) • Personal Visit (ad hoc) • Company's website/mobile device (any time) • Customer satisfaction survey (1-2 times a year) • OCEAN Alliance promotional seminar (ad hoc)

Stakeholder	Importance to the company	Priority Issues	Communication Channels, Response Methods and Communication Frequency
Supplier	Provide products and services that satisfy the Company's quality requirements and works together to create good services	<ul style="list-style-type: none"> • Supply chain management • Service quality and customer satisfaction • Shipping management • Corporate governance and ethical corporate management • Operating performance • Work environment safety and labor health care 	<ul style="list-style-type: none"> • Contact person: Auditing Dept. Mr. Chen E-mail : aud@evergreen-marine.com • E-mail (any time) • Meeting (1-2 times a year) • Supplier questionnaire survey (every year) • Supplier evaluation (every year) • Equipment efficiency statistical table (every month) • Company's website (every year)
Media	Give the general public a better understanding of the Company through good communications and information dissemination	<ul style="list-style-type: none"> • Operating performance • Compliance • Risk control • Climate change and environment management • Research on ship decarbonization technology 	<ul style="list-style-type: none"> • Contact person: Public Relation Dept. Ms. Yang E-mail: prd@evergreen-marine.com • E-mail (any time) • Shareholders' meeting / investor conference (ad hoc)
Shareholder	The people who holds company shares, on behalf of the general meeting of shareholders and ownership	<ul style="list-style-type: none"> • Operating performance • Corporate governance and ethical corporate management • Shipping management • Risk control 	<ul style="list-style-type: none"> • Contact person: Corporate Governance Dept. Ms. Chiu TEL: 886-2-2500-1668 • "Investor Service Zone" in Company's website (any time) • Respond to investor inquiries (ad hoc) • Annual reports of Shareholders' Meeting (every year)
Institutional Investors	Provide the necessary funds for the operation of the Company and require transparency with the operating situation	<ul style="list-style-type: none"> • Operating performance • Corporate governance and ethical corporate management • Shipping management • Risk control 	<ul style="list-style-type: none"> • Contact person: Finance Dept. Ms. Huang TEL: 886-2-2500-1280 • "Investor Service Zone" in Company's website (any time) • Important financial and business information in MOPS (as specified by the competent authority) • Respond to investor inquiries (ad hoc) • Investor conference (ad hoc)

Stakeholder	Importance to the company	Priority Issues	Communication Channels, Response Methods and Communication Frequency
Community and society	Local residents and groups that are closely connected to the Company's location and services	<ul style="list-style-type: none"> • Information security and protection of customer privacy • Remuneration, benefits & employee care • Operating performance • Service quality and customer satisfaction 	<ul style="list-style-type: none"> • Contact person: • General Affairs Dept. Mr. Wu • E-mail: gadgas@everegreen-marine.com • E-mail (ad hoc) • Meeting (ad hoc) • Personal visit (ad hoc) • Survey(ad hoc)
Other shipping companies	Meet customer needs through Alliances joint services which meet the requirements of the Company	<ul style="list-style-type: none"> • Operating performance • Remuneration, benefits & employee care • Information security and protection of customer privacy • Supply chain management • Corporate governance and ethical corporate management • Energy resource management and green shipping 	<ul style="list-style-type: none"> • Contact person: Business Coordination Dept. Mr. Chen • E-mail : bcdjvs@tw.evergreen-line.com • Email (ad hoc) • Meeting (quarterly) • Personal visit (ad hoc)
Social group and non-profit organization	Our partners in the engagement of social care and charitable activities	<ul style="list-style-type: none"> • Work environment safety and labor health care • Corporate governance and ethical corporate management • Ship safety • Compliance • Climate change and environment management 	<ul style="list-style-type: none"> • Contact person: Human Resources Dept. Mr. Lai • E-mail : hrd@everegreen-marine.com • Email (ad hoc) • Meeting (ad hoc) • Personal visit (ad hoc)