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Evergreen Marine Corp. Corporate Sustainable Development

Best Practice Principles

Chapter 1 General Principles

Article 1

In order to fulfill Evergreen's corporate social responsibility initiatives and promote economic, environmental and social progress, to achieve the goal of sustainable development, this CSR Best Practice Principles is formulated in accordance with the "Best Practice Principles for Corporate Social Responsibility of TWSE/GTSM Listed Companies" for management and all employees to follow. To manage the impact of the company's overall operating activities on the economy, environment and social risks.

Article 2

The scope of application of this principles includes the overall operating activities of Evergreen Marine Corp. and Group's companies. While Evergreen is engaged in operating activities, it should actively implement corporate social responsibility to comply with international development trends, and through acting as responsible corporate citizens, enhance its contribution to the country's economy, improve the quality of life of employees, communities, and society, and enhance competitive edges based on corporate social responsibility.

Article 3

Evergreen should pay attention to the rights and interests of stakeholders when promote its corporate sustainability. While pursuing sustainable operation and profitability, it should also incorporate the environmental protection, social engagement and corporate governance into the company's management policies and operating activities. Evergreen should in accordance with the materiality principle, conduct risk assessments of



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environmental, social and corporate governance issues pertaining to company operations and establish the relevant risk management policy or strategy.

Article 4

To implement corporate sustainability initiatives, Evergreen follows the principles below:

1. Implement corporate governance.
2. Develop a sustainable environment.
3. Maintain social welfare.
4. Strengthen the disclosure of corporate sustainability information.

Article 5

Evergreen should consider the relevant development trends of sustainability for domestic and foreign as well as the core business of the company for the company itself and the group, also consider the impact of the company's overall operating activities on the stakeholders, etc., and formulate corporate sustainability policies, related management and promotion plans for board of directors approval.

When a shareholder proposes a proposal involving corporate sustainable development, the board of directors of the company may put it as board meeting agenda.

Chapter 2 Exercising Corporate Governance

Article 6

Evergreen follows the Corporate Governance Best Practice Principles, Ethical Corporate Management Best Practice Principles and Code of Ethics Conduct for TWSE/GTSM Listed Companies to establish an effective governance structure and related ethical standards to improve corporate governance.

Article 7



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Board of directors of Evergreen should perform the duty of care of a good administrators to urge the company to perform corporate sustainability, and review its implement effectiveness and continuous improvement to ensure the implementation of corporate sustainability policies.

The board of directors of the company shall fully consider the interests of stakeholders and include the following items when performing corporate sustainability:

1. Propose the company's corporate sustainability mission or vision, and formulate corporate sustainability policies.
2. Incorporate corporate sustainability into the company's operating activities and development direction, and approve the company's concrete promotion plan for corporate sustainability.
3. Ensure the real-time and correctness of the company's corporate sustainability related information disclosure.

The company's economic, environmental and social issues arising from operating activities should be handled by the senior management authorized by the board of directors and report the handling situation to the board of directors, and its operation handling process and all relevant responsible personnel should be specific and clear.

Article 8

Evergreen shall regularly organize education and training for fulfilling corporate sustainability as necessary, including publicizing the second item of the preceding article.

Article 9

In order to improve the management of corporate sustainability, Evergreen Marine Corporate Sustainability Committee is responsible for promoting corporate sustainability. The dedicated unit responsible for the company's corporate sustainability policy or related management plan and the promotion and implementation of the plan, and regularly report to the board of directors.



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The company should formulate a reasonable salary and remuneration policy to ensure that the remuneration plan can meet the organization's strategic goals and the interests of stakeholders.

The company's employee performance appraisal system should be integrated with the corporate sustainability policy, and a clear and effective reward and punishment system should be established.

Article 10

Evergreen should respect the rights and interests of stakeholders, identify the company's stakeholders, and set up stakeholder zone on the company's website; through appropriate communication methods, understand the reasonable expectations and needs of stakeholders, and appropriately respond to the importance of their concerns for corporate sustainability issues.

Chapter 3 Fostering a Sustainable Environment

Article 11

Evergreen shall follow environmental regulations and international standards, appropriately protect the natural environment, and commit to achieving the goal of environmental sustainability when perform operational activities and internal management.

Article 12

Evergreen shall endeavor to utilize all resources more efficiently and use renewable materials which have a low impact on the environment to improve sustainability of natural resources.

Article 13



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Evergreen should establish an appropriate environmental management system in accordance with the characteristics of the maritime industry. The system should include the following items:

1. Formulate concrete plans or action plans and other measures, regularly review the effectiveness of their operations.
2. Establish measurable environmental management sustainability goals and review regularly.
3. Develop concrete plans or action plans and other measures, and regularly review the effectiveness of their operations.

Article 14

Evergreen shall, as necessary, set up a dedicated environmental management unit to formulate, promote and maintain related environmental management systems and action plans, and regularly organize environmental training courses.

Article 15

Evergreen should consider the impact of ship operations on ecological and to publicize concept of sustainable consumption, and follow the following principles such as procurement, operation and service provision activities to reduce the impact of company operations on the natural environment and humans:

1. Reduce the consumption of resources and energy by the provision of services.
2. Reduce the discharge of pollutants, toxic substances and wastes, and properly handle wastes.
3. Maximize the sustainable use of renewable resources.
4. Extend the durability of operating assets.
5. Increase the efficiency of the service.



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Article 16

Evergreen should strengthen relevant environmental protection treatment facilities to avoid pollution of water, air and land; and do its best to reduce the adverse effects on human health and the environment, and adopt the best available pollution prevention and control technology, and formulate relevant management measures.

Article 17

Evergreen should assess the current and future potential risks and opportunities that climate change may present to enterprises and to adopt climate related measures. also adopt domestic and international standards or guidelines to carry out corporate greenhouse gas inventories and disclose them. The scope should include:

1. Direct greenhouse gas emissions: The source of greenhouse gas emissions is owned or controlled by the company.
2. Indirect greenhouse gas emissions: emissions resulting from the generation of externally purchased or acquired electricity, heating, or steam.
3. Other indirect emissions: The emissions generated by company activities are not indirect energy emissions, but come from emission sources owned or controlled by other companies.

The company should compile statistics on greenhouse gas emissions, volume of water consumption and total weight of waste and to establish policies for energy conservation, carbon and greenhouse gas reduction, reduction of water consumption or management of other wastes. The companies' carbon reduction strategies should include obtaining carbon credits and be promoted accordingly to minimize the impact of their business operations on climate change.

Chapter 4 Preserving Public Welfare

Article 18



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Evergreen shall abide by relevant laws and regulations, and comply with international human rights conventions, such as gender equality, right to work, and the prohibition of discrimination.

In order to fulfill the responsibility of protecting human rights, the company shall formulate management policies related to the protection of human rights in operation activities and internal management on handling procedures, and when human rights violations are incurred, the handling procedures for the interested parties involved should be disclosed.

The company shall comply with internationally recognized labor human rights, such as freedom of association, the right to collective bargaining, caring for disadvantaged groups, prohibiting child labor, elimination all forms of forced labor, elimination employment discrimination, etc., and confirm that its human resources utilization policies are free of gender, race, social and economic class, age, marital and family status, etc., so as to implement employment, employment conditions, salary, benefits, training, equality and fairness of evaluation and promotion opportunities.

The company's operating activities and management system must not endanger labor rights. For matters that endanger labor rights, the company should provide an effective and appropriate grievance mechanism ensures that the grievance process is equal and transparent. The complaint channel should be concise, convenient, unobstructed and would be responded appropriately.

Article 19

Evergreen should provide employees with information to enable them to comprehend the labor laws of their country and their rights.

Article 20

Evergreen shall provide employees with a safe and healthy working environment, including providing necessary health and first aid facilities, and is committed to reducing hazard factors to the safety and health of employees to prevent occupational disasters.



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The company should regularly implement safety and health education and training for employees.

Article 21

Evergreen should create a sound environment for the career development of employees and establish an effective career ability development training program.

The company should establish and implement reasonable employee welfare measures (including remuneration, leave and other welfare etc.), and appropriately reflect its operating performance in its employee remuneration policy to motivate employees to stay and reward their performance to achieve sustainability business goals.

Article 22

Evergreen shall establish multi-channels for employees to communicate and dialogue, so that employees have the rights to obtain relevant information and express opinions on company's management activities and decisions.

The company should respect the power of employee representatives to negotiate working conditions and provide employees with necessary information and hardware facilities to promote negotiation and cooperation between employers and employees and employee representatives.

The company shall notify employees of operational changes that may have a significant impact on employees in a reasonable manner.

Article 22-1

Evergreen should treat customers or consumers faced by its products or services in a fair and reasonable manner, including contracting fairness and integrity, duty of care and loyalty, truthfulness of advertising solicitation, suitability of goods or services, notification and disclosure, balance of remuneration and performance, appeal protection and professionalism of business personnel, and formulate relevant implementation strategies and concrete measures.



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Article 23

Evergreen shall be responsible for the services provided and value marketing ethics. Its procurement, operation and service provision process should ensure the information transparency and safety to prevent the provision of services from harming customer rights.

Article 24

Evergreen shall ensure the quality of service in accordance with government regulations and relevant industry regulations.

The company should follow relevant laws, regulations and international guidelines in regard to customer health and safety and customer privacy involved in, and marketing and labeling of, their products and services and shall not deceive, mislead, commit fraud or engage in any other acts which would betray consumers' trust or damage consumers' rights or interests.

Article 25

Evergreen shall assess and manage various risks that may cause interruption of operations, and reduce the impact on customers and society.

The company shall provide transparent and effective customer complaint procedures for the service, handle customer complaints fairly and immediately, and comply with Personal Data Protection Act and other relevant regulations for respecting the privacy of customers and protect the personal data provided by customers.

Article 26

Evergreen should evaluate the environmental and social impacts of procurement on the supply source community, and cooperate with suppliers to work together to implement corporate social responsibility.



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Evergreen establish supplier management policies and request suppliers to comply with rules governing issues such as environmental protection, occupational safety and health or labor rights. Prior to engaging in commercial dealings, Evergreen should assess whether there is any record of a supplier's impact on the environment and society, and avoid conducting transactions with those against corporate social responsibility policy.

When the company signs a contract with a major supplier, the content should include as far as possible compliance with the corporate social responsibility policies of both parties, and if the supplier is involved in violation of the policy and has a significant impact on the environment and society of the source community, the company may at any time term for termination or cancellation of the contract.

Article 27

Evergreen shall assess the impact of the company's operations on the community, and appropriately employ the manpower in the place where the company operates to enhance community recognition.

The company may use equity investment, commercial activities, donations, corporate volunteer services or other public welfare professional services to transfer resources invest in organizations that solve social or environmental problems through business models, or civic organizations and charities that participate in community development and community education, relevant activities of public welfare organizations and local government agencies to promote community development.

Chapter 5 Enhancing Disclosure of Corporate Sustainability Information

Article 28

Evergreen shall handle information disclosure in accordance with relevant laws and regulations and the Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies, and shall fully disclose relevant reliable information for our corporate sustainability so as to uplift information transparency.



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The relevant information of the company's disclosure of corporate social responsibility is as follows:

1. Corporate sustainability policies or related management plans and promotion plans approved by the board of directors.
2. The risk and impact of factors such as implementing corporate governance, developing a sustainable environment, and maintaining social welfare on the company's operations and financial status.
3. The fulfillment goals, measures and performance of the company formulated for corporate sustainability.
4. The main stakeholders and their concerns.
5. Disclosure of management and performance information on major environmental and social issues by major suppliers.
6. Other corporate sustainability related information.

Article 29

Evergreen's Corporate Sustainability Report should adopt internationally recognized standards or guidelines to expose our progress on promotion corporate social responsibility, also to monitor the latest laws and regulations of the competent authority at any time, and obtain third-party verification in accordance with the requirements of relevant laws and regulations.

To improve information reliability, its content should include:

1. Implement the company's corporate sustainability policies, systems or related management plans and promotion plans.
2. The main stakeholders and their concerns.



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3. Review the performance of exercising corporate governance, fostering a sustainable environment, maintaining social welfare and promoting economic development.
4. The direction and goal of future improvement.

Chapter 6 Supplementary Provisions

Article 30

Evergreen should always monitor the development of corporate sustainability standards domestic and foreign and changes in the corporate environment, and review and improve the corporate sustainability system established by the company to enhance the performance of corporate sustainability.

Article 31

This Principles shall be implemented after the approval of the board of directors, and the same shall apply when revised.

Evolution of "Evergreen Marine Corp. Corporate Social Responsibility Principles"

The Principles was set up on Mar. 27, 2015.

The first amendment to the Principles was implemented on Nov. 11, 2016.

The second amendment to the Principles was implemented on Dec. 27, 2021.