

2025

YANG MING

Sustainability Report



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YANG MING Delivers GOOD for life

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Sustainability Leader

In 2025, the shipping industry faced multiple challenges, including geopolitical conflicts, rapid changes in policies and regulations, and the pressure brought by AI and digital transformation. Yang Ming has actively responded to these challenges. In September 2025, the Company established the "Sustainability Development Office," headed by the President, who also serves as the Chief Sustainability Officer (CSO). The primary responsibility of this department is the timely and systematic integration of sustainability-related policies, regulations, and stakeholder requirements. At the beginning of each year, the office formulates strategic sustainability goals and assigns them to various departments to ensure that while the Company grows steadily, it achieves compliance and excellent performance in environmental, social, and governance (ESG) matters. The Sustainability Development Office regularly reports implementation progress to the Board of Directors and assists in analyzing and revising the Company's sustainable business strategy, ensuring that the Company remains focused on its core business while continuously improving overall operational performance. These measures not only demonstrate the Company's firm commitment to sustainable development but also lay a solid foundation for future stable growth.

Looking back at the past year, Yang Ming has delivered outstanding results in both operational performance and ESG. The Company has received recognition in both the "Sustainable Comprehensive Performance Award" and "Corporate Sustainability Reports Award" categories of the TCSA Taiwan Corporate Sustainability Awards for five consecutive years. Since 2021, the Company has also been continuously included as a constituent of the FTSE4Good TIP Taiwan ESG Index, Taiwan High Compensation 100 Index, and MSCI Global Standard Index. This indicates market recognition of the Company's business performance and sustainability achievements.

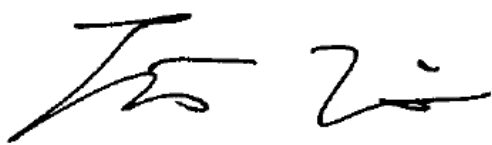
Energy conservation and carbon reduction represent a global challenge, particularly for the shipping industry. Although the timeline for the annual Greenhouse Gas Fuel Intensity (GFI) regulatory mechanism and related economic measures proposed by the International Maritime Organization (IMO) at MEPC 83 has been postponed, the Company continues to proactively prepare and invest resources well in advance. In addition to signing contracts for seven LNG dual-fuel vessels and six methanol dual-fuel vessels in 2025, the first batch of five LNG dual-fuel vessels is expected to be delivered starting in 2026. Concurrently, the Company continues to invest in the research and application of biofuels and green fuels as alternative energy solutions. The Company's objective extends beyond short-term emissions reduction to advancing toward a green shipping model as a sustainable business goal. This approach will not only reduce emissions from the Company's operating fleet but also enable the Company to provide customers with lower-carbon transportation services.

In the social dimension, employees are the Company's most valuable asset. Excellent employees are the driving force behind Yang Ming's progress. The Company remains committed to enhancing employee well-being and occupational safety, further strengthening its focus on employee health, promoting telemedicine services, and continuously refining its Employee Assistance Programs (EAPs) to ensure every employee works in a safe and healthy environment. Employee health is a key factor directly affecting the Company's overall performance; thus, Yang Ming spares no effort in providing necessary support and resources. Yang Ming also values human rights issues within its supply chain. Each year, the Company conducts human rights due diligence through supplier questionnaires to understand the management of supply chain human rights, ensuring the operational resilience of its partners while maintaining stable cooperation. Furthermore, the Company actively participates in local community engagement and charitable activities, supporting the development of athletic talent and sporting events. Through the Yang Ming Cultural Foundation, the Company promotes maritime culture and curates art exhibitions. The Company also collaborates with domestic maritime educational institutions to provide scholarships and professional equipment, which not only helps the maritime industry cultivate future talent but also fosters local and industrial development.

In recent years, Yang Ming has been progressively advancing its digital transformation. Key applications include improving cross-departmental integration efficiency, enhancing the precision and timeliness of terminal equipment operations, deploying AI to boost operational efficiency, collecting and monitoring data for industry-academia collaboration and telemedicine, and centralizing Global Service Center (GSC) operations. All of these serve as critical tools supporting the Company's ability to provide customers with more convenient and secure services.

"Aiming to become the top choice for customers and play a pivotal role in the global shipping industry" stands as Yang Ming's mission and vision. Beyond providing premium transportation services to fulfill customer needs and creating economic value for shareholders, the Company firmly believes in the need to address the key issues of concern to all stakeholders, thereby contributing to the sustainable development of society and the global environment.

Chairman



Recognition and Honor



Environmental (E)

- Awarded the highest honor, the "Sapphire Tier Award," for continuous participation since 2016 in the "Protecting Blue Whales & Blue Skies" Program, a vessel speed reduction initiative led by the U.S. National Oceanic and Atmospheric Administration (NOAA)
- Honored with the Blue Circle Award by the Vancouver Fraser Port Authority for the 9th time
- BICEPS Level B
- Received a B rating on the CDP Climate Change Program questionnaire for 4 consecutive years
- Awarded the "Sustainability Partner Awards - Energy Efficiency" by Norfolk Southern Railway
- Awarded the inaugural "Corporate Ocean Sustainability Contribution Award" by the Ocean Affairs Council



Social (S)

- Maintained the "Sports Enterprise Certification" from the Sports Administration, Ministry of Education for 2025
- Obtained 2025 Workplace Health Promotion certification from the Ministry of Health and Welfare
- Awarded the "Sports Promotion Award" Sponsorship Category - Bronze by the Ministry of Education
- Fifth-time recipient of the Happy Enterprise Gold Award from 1111 Job Bank
- 2025 Healthy Workforce Sustainability Leading Enterprise – Model Award (Non-manufacturing) by the Ministry of Labor
- Recognized as an Outstanding Enterprise in the Ministry of Labor's Active Evaluation of Corporate Sustainability Report Disclosure of Occupational Health and Safety Indicators



Governance (G)

- 5 consecutive years participating in TCSA: "Top 100 Model Companies for Excellence in Overall Performance" & "Gold Award in Sustainability Reporting – Transportation Industry Category I"
- 13 consecutive years receiving the Golden Vessel Award – Shipping Agency Services Category from Taiwan International Ports Corporation, Ltd.
- Received Best Shipping Line – Intra-Asia at the AFLAS Awards by Asia Cargo News
- BISSELL Homecare Inc. – 2025 Bissell Strategic Partner (Carrier Award)
- Selected as a "Customer-Satisfied Container Liner Company" in the 22nd "Golden Wheel Cup" China Freight Service Quality Tracking Survey by China Shipping Gazette
- BNSF 2025 Sustainability Awards
- The Northwest Seaport Alliance: 2025 Cargo Anchor Award / Ocean Carrier of the Year
- Logistics Management: "2025 Quest for Quality Award"
- 1st Place (Social Group) in the 5th Maritime and Port Big Data Creative Application Competition by the MOTC
- EcoVadis Sustainability Rating: Bronze
- Selected as the top 6%-20% of listed companies in the 12th Corporate Governance Evaluation for 9 consecutive years

5 Consecutive
Years as a
Constituent of

- MSCI Global Standard Index
- FTSE4Good TIP Taiwan ESG Index
- Taiwan High Compensation 100 Index

Company Profile

Yang Ming Marine Transport Corporation was established on December 28, 1972, with its headquarters located in Keelung City, Taiwan. The Company's main business is container transportation, as well as the repair, leasing, purchase and sale of vessels, containers and chassis, and the provision of shipping agency services. Its fleet consists primarily of container vessels, serving mainly corporate customers. The Company's route network spans Asia, Europe, the Americas, Australia, and Africa. As of the end of 2025, the Company has established 231 service locations in 86 countries, with regional centers in the United States, China, Singapore, Germany, Greece, and Panama to oversee and manage business operations in their respective regions.

Headquarters Address	No. 271, Mingde 1st Rd., Qidu Dist., Keelung City, Taiwan
Number of Employees ^{Note}	4,461 (including shore-based and sea-based personnel)
Capital (NT\$ thousands)	34,921,042.7
Global Ranking	9
Industry	Shipping / Marine Transportation
Stock Code	2609

^{Note} As of December 31, 2025.

Yang Ming adopts the vision of "Aiming to become the top choice for customers and play a pivotal role in the global shipping industry" for future breakthroughs. The Company stays true to the core values of "Teamwork, Innovation, Integrity, and Pragmatism" to offer global and refined ocean shipping services. With "Punctuality, Speed, Reliability, and Cost efficiency" as the four guidelines, the Company strives to deliver excellent services. In terms of operating performance and strategies, the Company engages in joint operations with other well-known carriers around the world to improve the efficiency of integrating global operational resources and maintain stable business growth. Yang Ming is currently the world's ninth-largest shipping company.

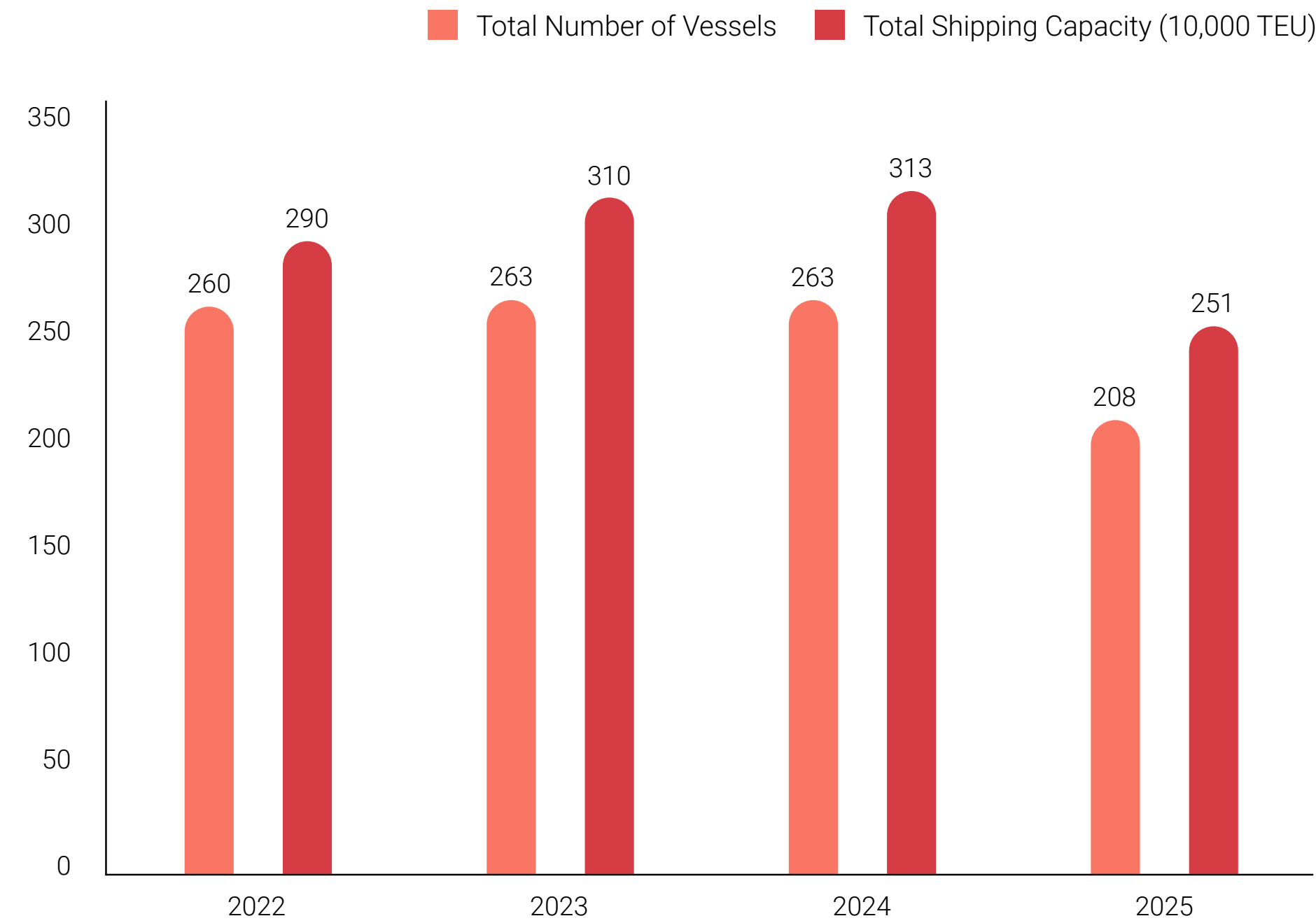
To ensure operational quality and sustainable development, the Company has established comprehensive management systems including Quality Management (ISO 9001), Environmental Management (ISO 14001), Occupational Health and Safety Management (ISO 45001), Information Security Management (ISO/IEC 27001), and Anti-Bribery Management (ISO 37001), and has obtained the corresponding international certifications. In addition, the Company has established a greenhouse gas (GHG) inventory mechanism in accordance with ISO 14064-1 and the GHG Protocol to strengthen climate-related data management and disclosure. Details of the certifications are provided below:

[Yang Ming's International Certifications and Policies](#)

[Shipping Safety and Supply Chain Security Certifications](#)

To provide convenient global shipping services, Yang Ming steadily expands its own fleet and collaborates with other lines through alliances. The Company participates in the "Premier Alliance," the world's third-largest alliance, which includes Ocean Network Express (ONE) and HMM. The scope of cooperation covers routes between Asia and Northwest Europe, the Mediterranean, the Middle East, and Trans-Pacific routes (US West Coast and US East Coast).

As of the end of 2025, the Premier Alliance operates a total of 22 routes (including 6 joint routes outside the alliance). The total number of vessels available to the Premier Alliance is 208, with a total capacity of nearly 2.51 million TEU.



Yang Ming Fleet

Vessel Type	Number	Hull Length	Loading Capacity (TEU)
W type	20	366.44~368.08	14,078~14,220
T type	14	332~333.95	11,714~12,726
U type	8	333.2	8,626
M+ type	9	293.18~305.6	6,258~6,589
M type	7	274.69~275	5,551
E+ type	5	259	4,662
E type	2	267.2~268.8	4,250~4,730
C type	10	209.75	2,940
I type	17	172.07~183.21	1,560~1,805
H type	4	168.8	1,500
NIL	2	166.15	1,300

Total Vessel Navigation Distance (Nautical Miles)	8,326,044
Vessel Operating Working Days (Days)	35,078 ^{Note}
Number of Operating Vessels (Full Container Ships)	98
Total Operating Capacity (TEU)	719,582
Deadweight Tonnage (Thousand Tons)	8,133
Port Calls (Times)	7,798
Port calls to the 20 lowest-ranked countries in Transparency International's 2025 Corruption Perceptions Index	17

^{Note} Number of days ships were in operation and generated revenue.

Asia-USEC	4/week	Trans-Atlantic	4/week
Asia-USWC	10/week	Intra-Asia (excluding India/Pakistan)	49/week
Asia-NCP	7/week	Asia-Gulf/India	6/week
Asia-MED	5/week	Asia-Red Sea	0/week
NCP-MED	0/week	Asia-Australia	4/week
Intra-Europe	10/week	Asia-South America	4/week

Container Type	Carrying Capacity in 2024	2024 Turnover Rate	Carrying Capacity in 2025	2025 Turnover Rate
Dry Container	4.395 Million TEU	4.09 Times	4.09 Million TEU	3.77 Times
Reefer Container	198,000 TEU	4.06 Times	204,000 TEU	4.04 Times

■ Yang Ming's Flexible Response to Volatile Environments

The Company closely monitors developments related to climate change and geopolitical risks. The Company maintains a high degree of flexibility to navigate the post-pandemic restructuring of global supply chains and the trend of accelerated digitalization, aligning with the industry's rapid move toward digitalized customer interaction and supply chain processes.

In terms of operations, the Company has implemented measures such as streamlining redundant port calls, avoiding congested ports, and prioritizing vessels with higher loading-to-unloading ratios to enhance route efficiency and ensure stability of space and transit times. Simultaneously, the Company has rapidly adjusted route structures and port configurations to mitigate disruptions caused by climate and geopolitical factors. By strengthening cooperation with alliance partners and optimizing network resilience, the Company continues to provide customers with reliable and uninterrupted transportation services.

Red Sea and Gulf of Aden Regional Conflict

Since late 2023, the safety of merchant vessel passage in the Red Sea region has faced high risks due to the actions of Houthi militants in Yemen. Consequently, Yang Ming, in collaboration with its alliance partners, has rerouted all services that would normally pass through this area via the Cape of Good Hope.

As the Red Sea is traditionally the shortest trade route from Asia to Europe, rerouting via the Cape of Good Hope increases operational costs and transit times. To mitigate these impacts, Yang Ming has streamlined port calls on Mediterranean routes and adopted cargo diversion strategies to improve capacity allocation efficiency. Furthermore, the Company has implemented off-season plans, appropriately increasing "blank sailings" and maintaining the suspension of certain East-West routes to meet the weekly service requirements of rerouted lines.

Yang Ming continues to monitor the geopolitical situation in the Red Sea, the progress of peace talks in the Israel-Hamas conflict, and the movements of the Houthi organization. Under the non-negotiable premises of the Safety of Personnel, Safety of Ships, and Safety of Cargo, the Company will execute a planned return to the Red Sea and Suez Canal routes at the most appropriate time.

Operating Performance and Financial Governance

■ Ownership Structure

Yang Ming's major shareholders include domestic and foreign institutions and individuals, with government (public) institutions, foreign institutional investors, and natural persons holding the largest shareholding proportions.

Shareholder Category	Percentage (%)
Government (public) institutional investment	31.19
Foreign Investors	15.14
Financial Institutions	7.71
Other Juridical Persons	3.78
Natural Persons	42.18

Note The Company's last book closure date was on March 31, 2026.

■ Financial Position

In 2025, the consolidated operating revenue was NT\$ 163.6 billion, a decrease of NT\$ 59.1 billion compared to the same period last year, representing a 27% reduction. This decline in revenue was primarily driven by the diminishing marginal benefits of the Red Sea crisis that began in 2024 and the implementation of U.S. reciprocal tariff policies.

Regarding profitability, the net profit attributable to owners of the Company was NT\$ 17.1 billion, a decrease of NT\$ 47.1 billion year-over-year. For the fiscal year 2025, the earnings per share (EPS) after-tax was NT\$ 4.9, and the net worth per share was NT\$ 93.31.

The following table summarizes the condensed consolidated statements of comprehensive income for the past three years. The reporting boundary for these financial figures includes all consolidated entities recognized in Yang Ming Marine Transport's official financial reports.

■ Condensed Consolidated Statement of Comprehensive Income

Unit: NT\$ thousands

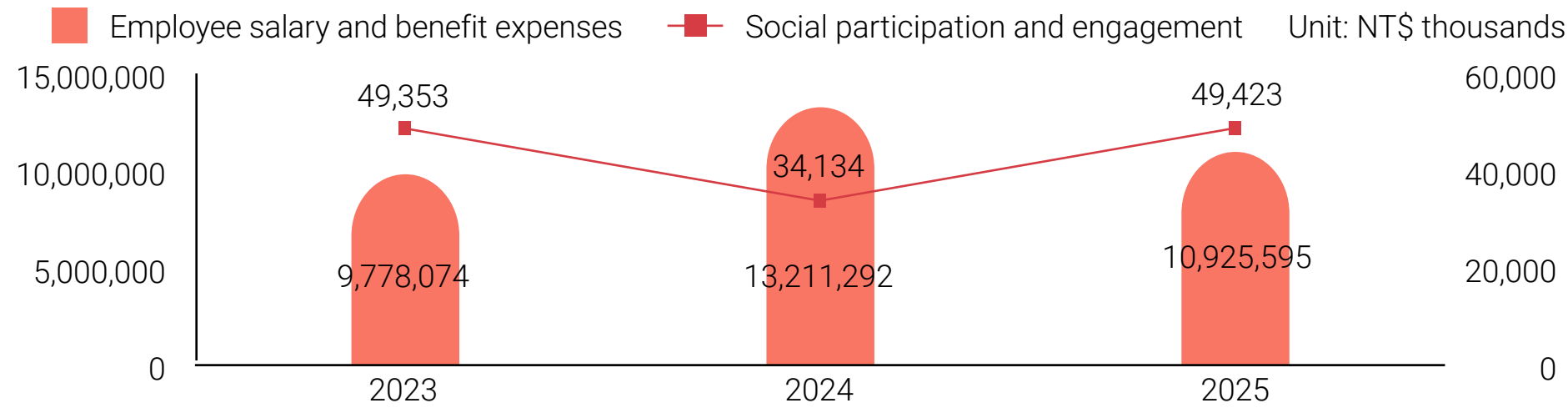
Item/Year	2023	2024	2025
Operating revenue	140,623,713	222,705,949	163,558,095
Operating cost	134,383,170	145,078,257	139,153,545
Gross profit	6,240,543	77,627,692	24,404,550
Profit (loss) before income tax	11,296,248	79,819,520	23,304,766
Income tax expense	6,218,624	15,350,159	5,926,966
Net profit (loss)	5,077,624	64,469,361	17,377,800
Net profit (loss) attributable to owners of the Company	4,774,106	64,179,071	17,096,937
Net profit (loss) attributable to non-controlling interests	303,518	290,290	280,863
Basic earnings per share (NT\$)	1.37	18.38	4.9

Note Financial information is consistent with the [annual consolidated financial statements](#).

■ Credit Rating

The Company has been operating well in recent years with a sound financial structure. As of the end of 2025, the current ratio reached 470.09% and the debt ratio was 28.10%. According to the assessment by Taiwan Ratings Corporation, the Company is expected to maintain its net cash position and its twA/twA-1 credit rating with a "Stable" outlook.

■ Distributed Economic Value



Participation in Public Associations and Nonprofit Organizations

In accordance with Article 10 of "[Procedures for Ethical Management and Guidelines for Conduct of Yang Ming Marine Transport Corporation](#)," the Company upholds political neutrality and does not make political donations to any political parties or individuals to prevent lobbying expenses or donations to other tax-exempt organizations from damaging the Company's reputation and creating corruption risks. The Company has joined shipping associations, advocacy groups, and other nonprofit organizations that influence maritime public policy, the formulation of industry carbon emissions methodologies, digital development, and maritime decarbonization technologies to exchange and develop low-carbon technologies with industry and value chain peers, with a view to making a contribution and delivering benefits. In 2025, approximately NT\$29.884 million was invested in organizational advocacy activities.

Organizational Advocacy, Policy Donations, and Other Expenditures

Unit: NT\$

Type	2022	2023	2024	2025
Lobbying, interest representation or similar	0	0	0	0
Local, regional or national political campaigns/organizations/candidates/elections and referendums, etc.	0	0	0	0
Trade associations or tax-exempt groups ^{Note}	23,638,943	33,858,347	30,575,807	29,884,868
Total Amount	23,638,943	33,858,347	30,575,807	29,884,868
Data Coverage	100%	100%	100%	100%

^{Note} For a list of trade associations and other tax-exempt groups, please refer to "Participation in Public Associations and Nonprofit Organizations."

Top Three Investments in Associations and Organizations

Unit: NT\$ (ten thousand)



Domestic Associations

Organization Name	2025 Position
National Association of Chinese Shipowners	President, Executive Director, Director, Supervisor, Executive Supervisor, Professional Committee Convener/Vice Convener, Committee Member, Professional Group Leader, Group Member
Taipei Shipowners' Association	Executive Supervisor, Executive Director, Director, Supervisor
Association of Shipping Services, R.O.C.	Executive Director, Director, Chairperson, Member Representative
Foundation for Southeast Asia Routes, Association of Shipping Services, R.O.C.	Chairman, Director
ROC National Association of Shipping Agencies	Executive Director, Director, Supervisor
Taipei Shipping Agencies Association	Executive Director, Director, Supervisor
Chinese Maritime Research Institute	Member Representative, Director
Chinese International Economic Cooperation Association (CIECA), Taiwan	Member Representative
China Maritime Institute	Member Representative
Chinese Institute of Transportation	Member Representative
Taiwan Society of Naval Architects and Marine Engineers	Member Representative
Taiwan Strait Shipping Association	Chairman, Director
CR Classification Society	Director, Committee Member
Taiwan Lighthouse Association	Director, Member Representative
Taiwan Listed Companies Association	Member Representative
Chinese National Association of Industry and Commerce ^{Note}	Member Representative
Digital Transformation and Sustainable Development Industry-Academia Alliance	Platinum Member
Straits Exchange Foundation	Director

^{Note} Participated until March 2025

International Organizations

International Organizations and Initiatives	Organization Introduction	2025 Position/ Status
	It ensures the sustainable, safe, and reliable operation of the shipping industry; discusses various shipping-related issues, including environmental and climate issues, transportation safety, and industry regulations; and submits proposals that have been discussed by global shipping companies to the International Maritime Organization (IMO).	Board of Directors, Member
	SFC Clean Cargo is a world-leading carrier-shipper initiative, dedicated to the improvement of the environmental performance of ocean borne container shipping through measurement, evaluation and report.	Member
 	It is devoted to drive widespread, transparent and consistent calculation and reporting of GHG emissions.	Member
	To enhance the transparency of the entire shipping value chain and promote responsible ship recycling practices, SRTI has developed a set of disclosure standards.	Member
	The BICEPS Network is a nonprofit organization that upholds sustainability in the shipping industry, gathering shipping partners to foster a sustainable environment collectively.	Member
	EcoVadis is the world's largest and most trusted provider of business sustainability ratings.	Member
 	IVODGA is dedicated to improving the understanding and uniform application of rules and regulations governing the maritime transportation of hazardous materials/dangerous goods and the safety of contracting for transportation. Collectively, IVODGA members are responsible for the safe transportation of over 75% of the ocean borne container traffic internationally.	Member
	The Society for Gas as a Marine Fuel (SGMF) is a non-governmental organization established with the purpose of coordinating and developing standards for marine gas fuels, including not only liquefied natural gas (LNG) but also ammonia and hydrogen. It holds consultative status with the International Maritime Organization.	Member

International Organizations and Initiatives	Organization Introduction	2025 Position/ Status
	The Silk Alliance was founded by Lloyd's Register Maritime Decarbonization Hub and consists of members from various upstream and downstream maritime industry chains, aiming to develop sustainable decarbonization strategies for container vessels that balance safety and commercial considerations through supply chain cooperation.	Member
	DCSA promotes digitization and standardization in the container transport industry to improve operational efficiency in upstream and downstream shipping industries.	Member
	The Getting to Zero Coalition is a partnership between the Global Maritime Forum and World Economic Forum. Its ambition is to achieve the goals of having zero-emission ships operating on deep sea routes by 2030 and realizing full decarbonization by 2050.	Member
	By signing the Neptune Declaration, we ensure the seafarers' well-being and crew change, maintaining the smooth operation of the supply chains worldwide.	Public Initiation
	To support the TCFD (Task Force On Climate Related Financial Disclosures), Yang Ming takes action to cope with climate change and includes climate change in the assessment scope of the Group's risk assessment reports. The climate change-related risks and opportunities that the Group has identified have been organized in the assessment reports.	Public Support
	MACN's purpose is to eliminate corruption in the maritime industry. It has established anti-corruption policies together with its members, academic institutions, the industry, and Competent Authorities, shared strategies and practices, created an anonymous reporting system, promoted reforms, and enhanced the industry's awareness of corruptive behavior in order to raise integrity standards in the shipping industry.	Member
	SMDG E.V. develops and promotes UN/EDIFACT EDI messages for the shipping industry. Its members include shipping companies, terminals, IT companies, and other industry-related companies and organizations.	Member

Sustainability Leadership -
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Sustainability Leader

Recognition and Honor

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Appendix

Fulfillment of the United Nations Sustainable Development Goals (SDGs)

Yang Ming actively supports the United Nations Sustainable Development Goals (SDGs) and integrates their core values into the Company's philosophies regarding business operations and employees. The Sustainable Operation Strategy Team sets annual goals with the SDGs as the blueprint, with the aim of implementing the SDGs across the Company and fulfilling its social responsibilities as a global citizen.

SDGs	Content	Corresponding chapters
3 GOOD HEALTH AND WELL-BEING 3 Good Health and Well-being	Enhance employee well-being and pursue occupational safety and health	5.3 Employee Compensation and Benefits 5.4 Occupational Safety and Health
4 QUALITY EDUCATION 4 Quality Education	Communicate Yang Ming's sustainability philosophy and promote sustainable education	6.1 Yang Ming's Community Care Strategies 6.2 Inspiring People to Embrace the Ocean
5 GENDER EQUALITY 5 Gender Equality	Practice gender equality	5.1 Human Rights Protection and Diverse Communication Channels 5.2 Talent Recruitment and Cultivation 5.3 Employee Compensation and Benefits
6 CLEAN WATER AND SANITATION 6 Clean Water and Sanitation	Pursue effective water resource management and achieve recycling and reuse	3.7 Water Resource Management
7 AFFORDABLE AND CLEAN ENERGY 7 Affordable and Clean Energy	Enhance energy efficiency and increase sustainable energy use	3.2 Climate Change and Nature-related Issue Management Strategy 3.3 Energy Use and Consumption 3.4 R&D and Investment in Low-Carbon Technologies
8 DECENT WORK AND ECONOMIC GROWTH 8 Decent Work and Economic Growth	Provide an equal employment environment and protect the rights and interests of employees	5.1 Human Rights Protection and Diverse Communication Channels 5.2 Talent Recruitment and Cultivation 5.3 Employee Compensation and Benefits 5.4 Occupational Safety and Health
11 SUSTAINABLE CITIES AND COMMUNITIES 11 Sustainable Cities and Communities	Improve air quality and waste disposal to effectively control pollution	3.5 Air Pollution Management 3.6 Waste and Ship Demolition Management

SDGs	Content	Corresponding chapters
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 12 Responsible Consumption and Production	Support sustainable procurement and increase the recycling and reuse rate of waste resources	2.5 Sustainable Supply Chain Management 3.6 Waste and Ship Demolition Management 4.1 Navigation and Transportation Safety 4.2 Digital Transformation and Green Innovation
13 CLIMATE ACTION 13 Climate Action	Offer low-carbon innovative services and improve corporate resilience	2.4 Risk Management 3.2 Climate Change and Nature-related Issue Management Strategy 3.4 R&D and Investment in Low-Carbon Technologies
14 LIFE BELOW WATER 14 Life below Water	Protect marine ecology and maintain biodiversity	3.8 Conservation of Biodiversity and Marine Ecology
15 LIFE ON LAND 15 Life on Land	Increase the proportion of FSC certified products purchased to prevent invasive alien species in aquatic ecosystems.	3.8 Conservation of Biodiversity and Marine Ecology
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 16 Peace, Justice and Strong Institutions	Adhere to the anti-corruption and ethical management policies	2.2 Ethical Management 2.3 Compliance Governance and Internal Audit System 5.1 Human Rights Protection and Diverse Communication Channels
17 PARTNERSHIPS FOR THE GOALS 17 Partnerships for the Goals	Promote sustainable supply chain management and collaborate with the value chain for carbon reduction	Company Profile 2.5 Sustainable Supply Chain Management

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Appendix

1

Strategic Blueprint

Sustainable Operation Strategies

1.1 Sustainable Development Policy and Governance Structure

Guided by the vision of "Aiming to become the top choice for customers and play a pivotal role in the global shipping industry" to drive future innovation and breakthroughs, Yang Ming is steadily laying the foundation for sustainable shipping. Concurrently, the Company balances the key issues of concern to all stakeholders and facilitates the sustainable development of society and the global environment. To achieve this goal, and in accordance with the industrial characteristics of the maritime sector and the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies," the Company has formulated the "[Sustainable Development Best Practice Principles for Yang Ming Marine Transport Corporation](#)" to be observed by both management and all employees. In addition to managing the risks and impacts of the Company's overall operational activities across the economic, governance, environmental, and social dimensions, the Company actively takes responsibility for fulfilling its role as a corporate citizen.



Sustainable Development Best Practice Principles for
Yang Ming Marine Transport Corporation

In 2021, the Company formed the Sustainable Operation Strategy Team to promote sustainable development strategies. The team is chaired by the Chairman. Under the team are the Customer Service Division, Environmental Sustainability Division, Corporate Governance and Integrity Division, and Employee Care and Social Commitment Division. The President and the chief officers of the respective groups serve as the chief supervisors of each of the four divisions. An executive secretary is also appointed for each of the divisions to convene division meetings. Through these interdepartmental meetings, the Company focuses on sustainability goals that have the most significant impact on container transport processes and services and aligns them with the Sustainable Development Goals of the United Nations (UN SDGs). "Providing excellent transportation services and fulfilling service commitments to customers," "Energy saving and emissions reduction to achieve environmental sustainability," "Strengthening corporate governance and ethical management," "Employee care and talent cultivation," and "Enhancing social participation to give back to society" are Yang Ming's sustainable development strategies.

For the implementation of sustainable strategies, the chief supervisor of each division reviews the implementation performance and designates responsible units to set and implement short-, medium- and long-term goals based on the concerns of stakeholders and major issues related to each policy. These targets are submitted to the Sustainable Development and Risk Management Committee for review and reported to the Board of Directors for final approval at the beginning of the following year.

To ensure accountability, sustainability goals are integrated into the annual performance appraisals of relevant departments, establishing a clear linkage between ESG performance and remuneration. The setting of implementation targets is reviewed annually from the perspectives of corporate governance, environmental protection, and social prosperity, facilitating the development of diverse projects that progressively drive sustainable operations. Simultaneously, the Board of Directors also oversees the implementation of sustainable development, with formal reports submitted for Board approval at least once a year.

2025

Sustainable Operation Strategy Team meetings

13

Reports Submitted to the Board of Directors for Approval and Reporting

6

Structure of Sustainable Operation Strategy Team

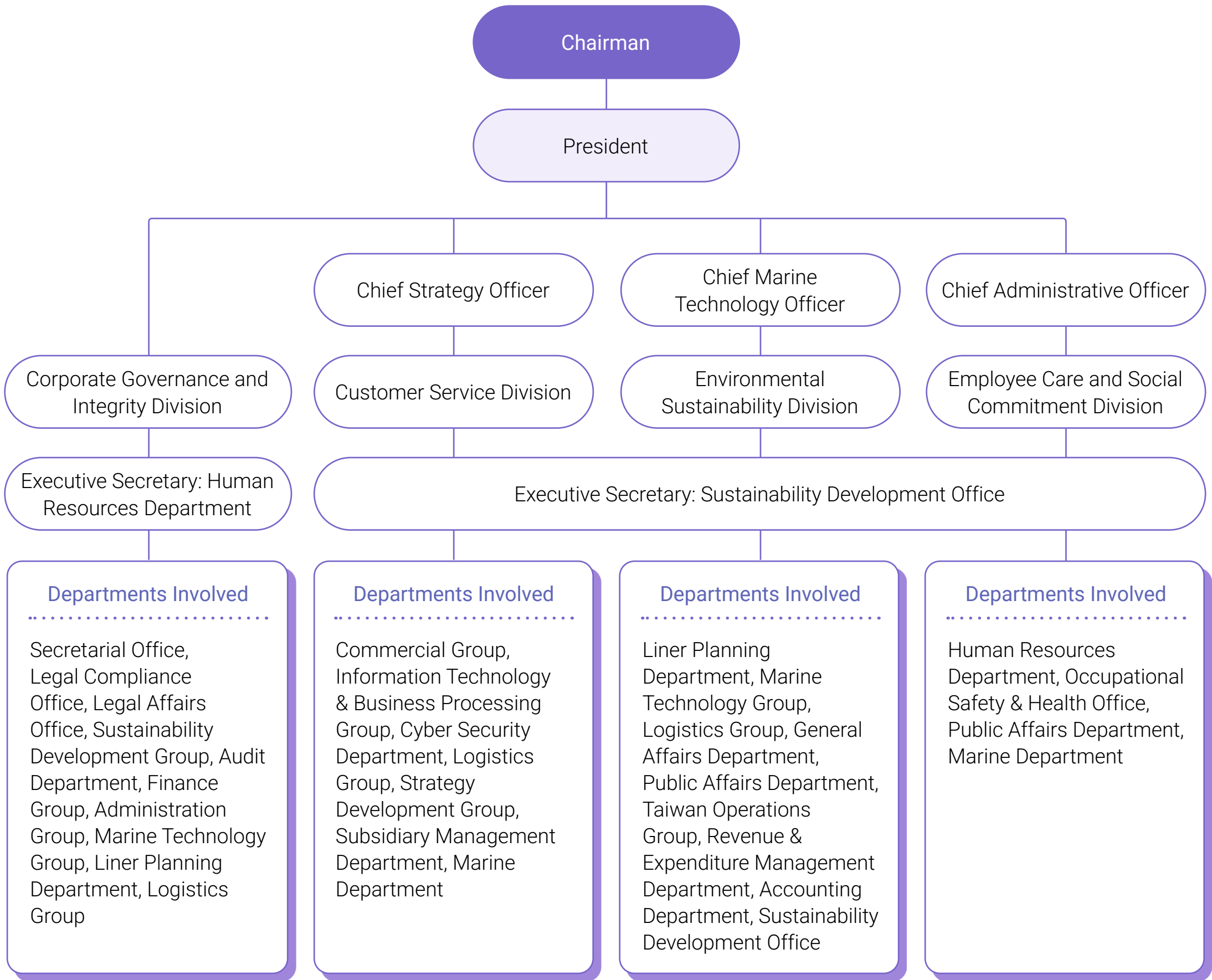


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2025 Board of Directors Reports

Reported the establishment of short, medium, and long-term sustainability targets. Submission of the Company's 2024 Sustainability Report for review and approval, with an explanation that the Sustainability Report includes the following:

- 2024 sustainability target implementation results and 2025 sustainability target formulation.
- Material issue identification, key stakeholder identification, communication channels, response methods, and frequency of communication.
- Dedicated chapter disclosure of corporate governance of climate-related risks and opportunities in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) framework.
- The inventory and assessment of nature-related risks and opportunities referencing the Task Force on Nature-related Financial Disclosures (TNFD) principles, aimed at strengthening the understanding of dependencies and impacts on natural capital.
- The Company's sustainable supply chain management implementation status.
- The Company's environmental management performance.
- In accordance with the GRI Standards' disclosure requirements on human rights issues, the report includes the 2024 execution results of the human rights due diligence implemented in phases.

Board Oversight Recommendations and the Company's Responses

Strengthening of the Sustainability Governance Framework

- To align with global sustainability trends, the Company established the Sustainability Development Office to coordinate sustainability-related initiatives across the organization. At the Board of Directors governance level, the former Risk Management Committee was reorganized into the Sustainable Development and Risk Management Committee to strengthen the Company's sustainability governance framework. This strategic restructuring enhances sustainability management effectiveness and bolsters the overall momentum for implementing ESG initiatives.

Emission Reduction Risks and Carbon Management

- The Board of Directors maintains continuous oversight of decarbonization strategies and carbon management issues. In compliance with domestic and international carbon emission regulations, the Company is actively deploying a green fleet and utilizing biofuels and Alternative Maritime Power (AMP) systems to achieve emission reduction targets for operating vessels.

Furthermore, Smart Ships with weather routing systems have been introduced to monitor vessel dynamics in real time. By integrating big data analytics with cloud-based intelligent technology, the Company monitors vessel energy consumption performance to plan optimal routes and speeds. For the existing fleet, the Company is researching and planning energy-saving retrofits, such as Carbon Capture and Storage (CCS) equipment, wind-assisted propulsion systems, and shaft generator modifications. In addition, the Company continues to evaluate the developmental trends of green fuels (including biofuels, methanol, ammonia, and hydrogen) to ensure long-term competitive advantages in a low-carbon economy.

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1.2 Short-/Mid-/Long-Term Sustainable Development Targets and Implementation Overview

To effectively promote the Company's sustainable operations and in accordance with the Sustainable Development Best Practice Principles for Yang Ming Marine Transport Corporation, the Company's Sustainable Operation Strategy Team is chaired by the Chairman of the Board, with four subgroups responsible for discussing sustainability-related issues and setting and implementing the Company's short, medium, and long-term sustainable management strategic targets. The Company regularly reviews progress and results, analyzes causes, develops corresponding policies and commitments, conducts rolling revisions and reviews, and actively addresses sustainability-related impacts.



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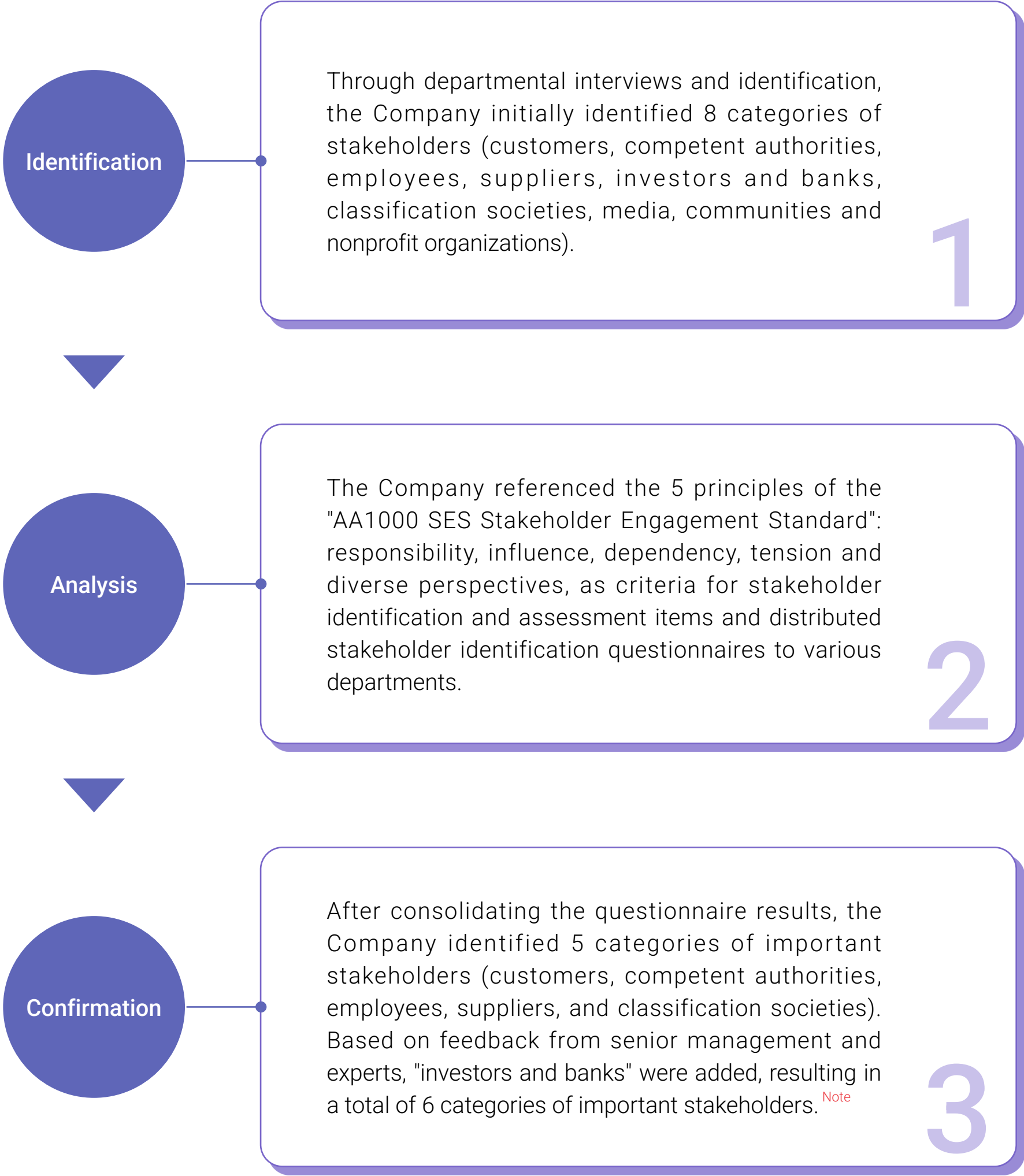
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1.3 Stakeholder Communication

Stakeholder Identification



Note The 2025 stakeholder identification results were the same as those in 2024.

Stakeholder Communication

Customers		
Significance to Yang Ming	Customers' recognition and support will be a key factor for sustainable growth.	
Issues of Concern	Navigation and transportation safety	Customer service quality and satisfaction
	Compliance with laws and regulations	Information security and customer privacy protection
	Corporate governance and ethical management	Risk management
Means and Frequency of Response/Communication Channels	Customer Satisfaction Survey	Biennially
	Sustainability report	Annually
	Official website	Anytime
	Corporate ESG website	Anytime
Stakeholder Communication Results in 2025	E-commerce and Documentation Dept. Customer service email: cs@yangming.com Sustainability Development Office, Sustainability Planning Team: sssp@yangming.com	
	Responded to CCWG, EcoVadis, BICEPS, GLEC, CDP Climate Change Program questionnaires, Dow Jones Sustainability Index (CSA) questionnaires and other stakeholder questionnaires, totaling 15 surveys.	
Corresponding Chapter	In 2025, the Company conducted two rounds of follow-up tracking for dissatisfied customers identified in the 2024 Customer Satisfaction Survey.	
	Issued Chinese and English sustainability reports.	
	Released 31 Chinese press releases, 19 English press releases, and 12 announcements on the Company's website.	
	CH1 Strategic Blueprint - Sustainable Operation Strategies	
	CH2 Stable Navigation - Corporate Governance and Resilient Operations	
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Competent Authorities

Significance to Yang Ming	Yang Ming maintains a highly disciplined and prudent attitude, complies with laws and implements related requirements, and actively participates in and responds to government-promoted programs.	
Issues of Concern Note	■ Corporate governance and ethical management	■ Climate change and greenhouse gas emission management
	■ Navigation and transportation safety	■ Occupational safety and health
	■ R&D and investment in low-carbon technologies	
Means and Frequency of Response/Communication Channels	Market Observation Post System	Anytime
	Annual report	Annually
	Sustainability report	Annually
	Official website and Corporate ESG website	Anytime
	Corporate governance evaluation	Annually
	Participate in industry associations	Irregular
	Official correspondence and regulatory documents from government authorities	Irregular
Stakeholder Communication Results in 2025	Spokesperson: President Kevin M.H. Lee pr@yangming.com	
	■ Issued annual reports.	
	■ The Company was ranked among the top 6%-20% in the corporate governance evaluation.	
Corresponding Chapter	■ The Company was included in the FTSE4Good TIP Taiwan ESG Index, TWSE RAFI® Taiwan High Compensation 100 Index, and MSCI Global Standard Index.	
	■ Issued Chinese and English sustainability reports.	
	■ CH0 Sustainability Leadership - YANG MING delivers GOOD for Life	
	■ CH2 Stable Navigation - Corporate Governance and Resilient Operations	
	■ CH3 Green and Sustainable Shipping - Operating Strategies for Environmental Sustainability	
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Employees

Significance to Yang Ming	Employees are the key to corporate core competitiveness and the greatest driver of the company's continuous stable growth.	
Issues of Concern Note	■ Corporate governance and ethical management	■ Navigation and transportation safety
	■ Risk management	■ Employee Compensation and Benefits
	■ Information security and customer privacy protection	
Means and Frequency of Response/Communication Channels	Labor-management meetings, employee welfare committee, occupational health and safety committee	Quarterly
	Union exchange meetings	Monthly
	Yang Ming Monthly, YM You & Me	Monthly
	Chairman's mailbox, employee mailbox	Permanent
	Corporate Intranet	Anytime
	Official website, Corporate ESG website	Anytime
	Human Resources Affairs: Human Resources Dept. Employee mailbox: employeebox@yangming.com Recruitment Matters: Official Website / Talent Recruitment	
	OHS Affairs: Occupational Safety & Health Office OHS mailbox: HOSOs@yangming.com Chairman's mailbox: Chairman@yangming.com	
	Seafarer-related Affairs: Marine Dept. Independent complaint mailbox for seafarers: ym5134@yangming.com	
	■ Held 4 Labor-Management Meetings, 4 Employee Welfare Committee meetings, and 4 Occupational Safety and Health Committee meetings.	
Stakeholder Communication Results in 2025	■ In 2025, 2 employee care and communication cases were completed with EAP support provided; 50 telemedicine consultations were provided (28 by Keelung Hospital and 22 by Taipei Medical University).	
Corresponding Chapter	■ CH0 Sustainability Leadership - YANG MING delivers GOOD for Life	
	■ CH2 Stable Navigation - Corporate Governance and Resilient Operations	
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Suppliers

Significance to
Yang Ming

Yang Ming views suppliers as important partners and is committed to long-term cooperation with suppliers to achieve stable growth and sustainable management together.

Issues of
Concern

Note

- Corporate governance and ethical management
- Information security and customer privacy protection
- Compliance with laws and regulations
- Navigation and transportation safety
- Risk management
- Occupational safety and health

Means and
Frequency of
Response/
Communication
Channels

Market Observation Post System	Anytime
Annual report	Annually
Sustainability report	Annually
Official website, Corporate ESG website	Anytime
Yang Ming Procurement Portal	Anytime
Public Affairs Dept, Governance Compliance Team: apgc@yangming.com	
Independent Directors' Dedicated Mailbox: ymtarzantang88@hibox.biz	
Whistleblower Mailbox: conduct@yangming.com	

Stakeholder
Communication
Results in 2025

- Organized a beach cleanup activity at Longdong Bay Marine Park, with active participation from 8 entities, including supply chain partners and subsidiaries.
- The Kaohsiung Branch and its subsidiary, YES Logistics Corp., participated in the beach cleanup hosted by the Taiwan International Ports Corporation (TIPC) at Sizihwan, Kaohsiung, in observance of World Earth Day.
- Conducted ESG Due Diligence on critical Tier-1 suppliers, performing sustainable desktop reviews for 121 critical Tier-1 suppliers and executing desktop follow-ups for 5 suppliers

Corresponding
Chapter

- [CH1 Strategic Blueprint - Sustainable Operation Strategies](#)
- [CH2 Stable Navigation - Corporate Governance and Resilient Operations](#)
- [CH4 Going Digital - Smart Operations Creating Sustainable Win-win Situations](#)
- [CH5 Talent Navigation – Workplace Well-Being for Diversity and Inclusion](#)



Investors and Banks

Significance to
Yang Ming

Yang Ming values the rights and interests of shareholders and investors, and actively implements sustainable business goals to be accountable to shareholders and investors.

Issues of
Concern

Note

- Corporate governance and ethical management
- Economic performance
- Risk management
- Navigation and transportation safety
- Information security and customer privacy protection

Means and
Frequency of
Response/
Communication
Channels

Participation in or response to relevant advocacy organizations	Irregular
Market Observation Post System	Anytime
Financial reports	Quarterly
Annual report	Annually
Annual general meeting	Annually
Investor conference	Quarterly
Sustainability report	Annually
Official website, Corporate ESG website	Anytime
Corporate governance evaluation	Annually
Transfer Agent: KGI Securities Co., Ltd. +886-2-2389-2999	
Stock Information: Finance Dept. FFIC@yangming.com	

Stakeholder
Communication
Results in 2025

- 105 pieces of material information and 12 announcements were published in Chinese and English in accordance with regulations.
- A total of 4 online investor conferences were held.
- One annual general meeting was held.

Corresponding
Chapter

- [CH0 Sustainability Leadership - YANG MING delivers GOOD for life](#)
- [CH2 Stable Navigation - Corporate Governance and Resilient Operations](#)
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Shipping Associations

Significance to Yang Ming	Shipping Associations provide regulatory information to help the Company keep abreast of domestic and international shipping regulations and industry developments.	
Issues of Concern ^{Note}	■ Risk management	■ Talent Cultivation
	■ Customer service quality and satisfaction	■ Biodiversity
	■ Navigation and transportation safety	■ Energy and resource management
Means and Frequency of Response/Communication Channels	Market Observation Post System	Anytime
	Annual report	Annually
	Sustainability report	Annually
	Official website, Corporate ESG website	Anytime
	Corporate governance evaluation	Annually
	Participate in industry associations	Irregular
	Sustainability Development Office, Sustainability Planning Team sssp@yangming.com	
Stakeholder Communication Results in 2025	■ Issued Chinese and English sustainability reports.	
	■ Issued annual reports.	
	■ Participated in 17 domestic public associations and 15 international shipping-related advocacy organizations.	
	■ The Company's executives attended 111 association meetings.	
Corresponding Chapter	■ The Company participated in 122 seminars and webinars organized by associations and initiatives.	
	■ CH1 Strategic Blueprint - Sustainable Operation Strategies	
	■ CH2 Stable Navigation - Corporate Governance and Resilient Operations	
	■ CH3 Green and Sustainable Shipping - Operating Strategies for Environmental Sustainability	
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^{Note} Stakeholder concerns are screened based on questionnaire scores exceeding the 75th percentile.

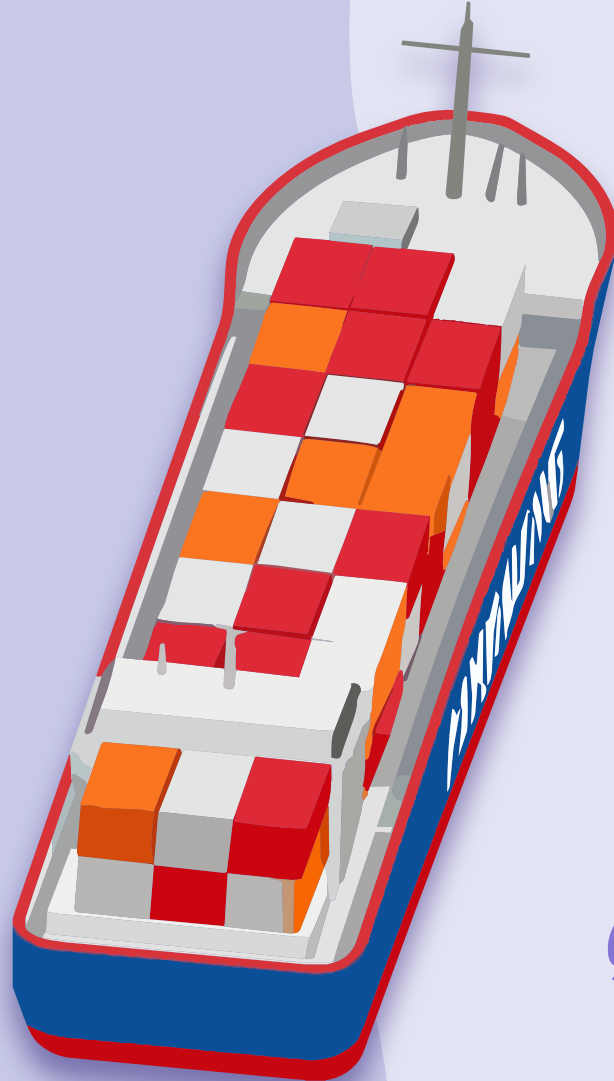


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Material Topic Identification Process

Yang Ming highly values the expectations and needs of internal and external stakeholders, and follows GRI Standards 2021 reporting principles^{Note1} and AA1000 accountability principles^{Note2} to identify, through diverse communication channels, sustainability topics related to Yang Ming's activities and business relationships.

Each year, the Company conducts a materiality analysis in accordance with GRI 3: Material Topics. The assessment is based on the double materiality principle, which involves simultaneously considering the internal impact of sustainability issues on the Company's operations as well as the external impact the Company may have on society and the environment.

Specifically, the Company identifies the scale of impact and likelihood of occurrence regarding the economy, environment, and people/human rights through internal sustainability impact assessment questionnaires. By integrating these results with internal operational impact assessment questionnaires and external stakeholder concern surveys, the Company identifies its material sustainability topics.

This report details the management approach, response strategies, short, medium, and long-term targets, and performance results for each material topic. This process establishes a foundation for long-term sustainable development management and planning while allowing us to track the effectiveness of our sustainability strategies. All annual material sustainability topics and their associated content are reviewed and approved by the Board of Directors, further expanding the Company's sustainable influence.

^{Note1.} Reporting principles refer to the eight fundamental reporting principles 2021 of GRI 1, including accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability.

^{Note2.} Accountability principles refer to the four core principles of "AA1000 Accountability Principles": inclusivity, materiality, responsiveness, and impact.

Identification of Material Sustainability Topics

Step 1: Master Sustainability Issues

By understanding organizational context and referencing international sustainability trends, regulations and standards (GRI Standards, shipping industry guidance in the SASB Standards, SDGs, TCFD, etc.), United Nations Sustainable Development Goals, sustainability investment evaluations (DJSI, MSCI, CDP) and International Maritime Organization (IMO) disclosure requirements, as well as considering industry disclosure practices, the Company compiled 23 sustainability issues related to Yang Ming's operational activities in 2025, as follows.

The sustainability issues for 2025 are as follows:

Sustainability Issue-Governance

1

Corporate governance and ethical management

2

Economic performance

3

Risk management

4

Customer service quality and satisfaction

5

Information security and customer privacy protection

6

Supply chain management

7

Digital transformation

8

Compliance with laws and regulations

9

Navigation and transportation safety



Sustainability Issue-Environment

10

Energy and resource management

11

R&D and investment in low-carbon technologies

12

Climate change and greenhouse gas emission management

13

Air pollution management

14

Water resource management

15

Biodiversity

16

Waste management



Sustainability Issue-Social

17

Employee compensation and benefits

18

Talent recruitment and retention

19

Talent cultivation

20

Labor rights and inclusion

21

Occupational safety and health

22

Social welfare

23

Government-industry-academia collaboration and international participation



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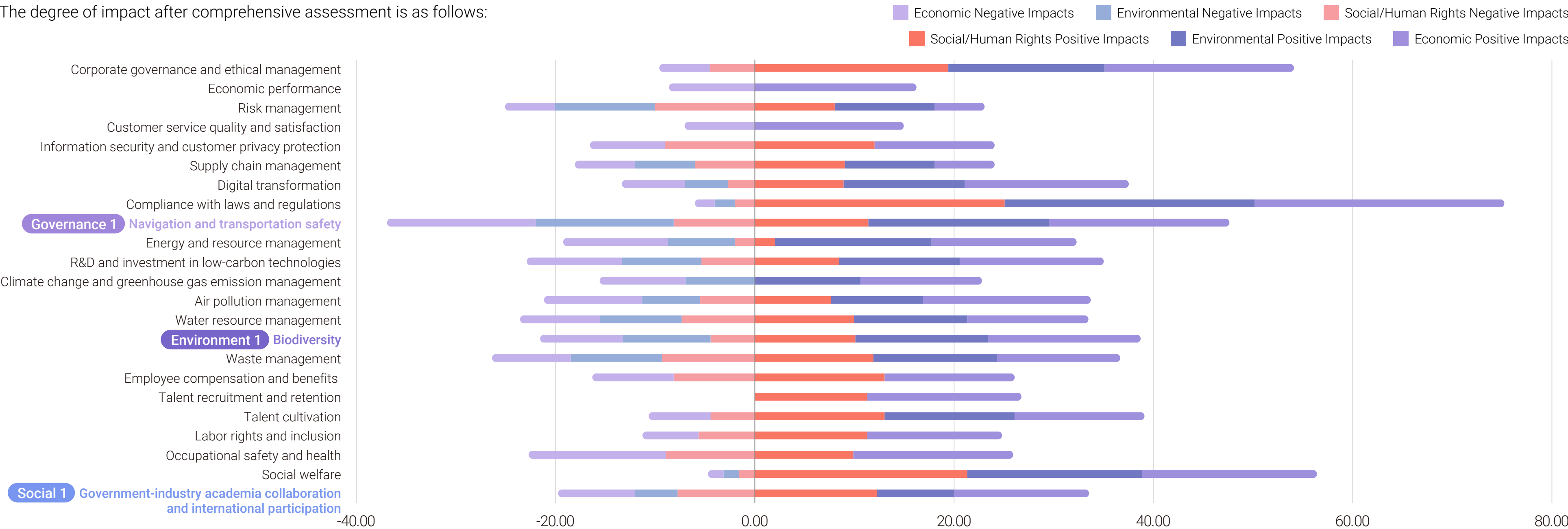
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Step 2: Assess Positive and Negative Impacts of Sustainability Issues

The 23 issues were made into a sustainability impact assessment questionnaire, with feedback from 34 issue-related departments and stakeholders, evaluating the impact of each issue on governance, environmental, and social/human rights, including the degree of positive/negative impact and actual/potential likelihood of occurrence.

The degree of impact after comprehensive assessment is as follows:



Sustainability impact assessment ranking for each dimension:

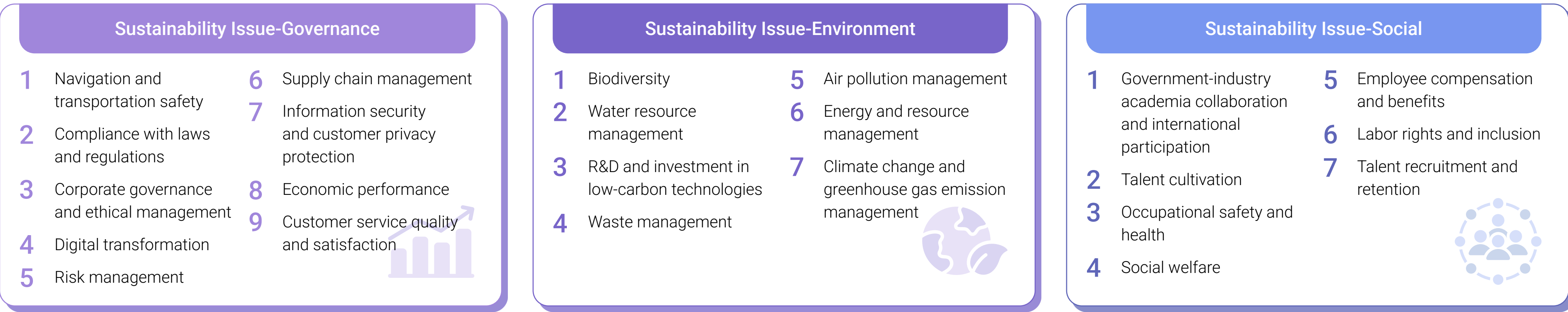


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Step 3: Assess the Operational Impact of Sustainability Issues on the Company

The 23 issues were made into an operational impact assessment questionnaire, with feedback from 34 departments and stakeholders, evaluating the financial degree of impact and importance level of each issue on company operations.

After operational impact assessment, the ranking of issues in each dimension is as follows:

Sustainability Issue-Governance

1

Navigation and transportation safety

2

Economic performance

3

Corporate governance and ethical management

4

Customer service quality and satisfaction

5

Information security and customer privacy protection

6

Compliance with laws and regulations

7

Risk management

8

Digital transformation

9

Supply chain management



Sustainability Issue-Environment

1

Energy and resource management

2

R&D and investment in low-carbon technologies

3

Climate change and greenhouse gas emission management

4

Air pollution management

5

Water resource management

6

Waste management

7

Biodiversity



Sustainability Issue-Social

1

Employee compensation and benefits

2

Talent recruitment and retention

3

Occupational safety and health

4

Talent cultivation

5

Labor rights and inclusion

6

Government-industry academia collaboration and international participation

7

Social welfare



Step 4: Understand Stakeholders' Level of Concern for the Company's Sustainability

The 23 issues were made into a stakeholder concern questionnaire, with 437 valid questionnaires collected. The statistical results were used to understand stakeholders' key concerns regarding Yang Ming.

Stakeholders' level of concern ranking for issues in each dimension is as follows:

Sustainability Issue-Governance

1

Navigation and transportation safety

2

Economic performance

3

Information security and customer privacy protection

4

Compliance with laws and regulations

5

Corporate governance and ethical management

6

Supply chain management

7

Risk management

8

Customer service quality and satisfaction

9

Digital transformation



Sustainability Issue-Environment

1

R&D and investment in low-carbon technologies

2

Climate change and greenhouse gas emission management

3

Energy and resource management

4

Waste management

5

Air pollution management

6

Water resource management

7

Biodiversity



Sustainability Issue-Social

1

Occupational safety and health

2

Labor rights and inclusion

3

Employee compensation and benefits

4

Talent cultivation

5

Talent recruitment and retention

6

Social welfare

7

Government-industry academia collaboration and international participation



Step 5: Material Topics Determination

Through a comprehensive assessment of "sustainability impact materiality" and "operational (financial) impact materiality," and integrating stakeholder feedback and expert opinions, the Company mapped the overall assessment results to its sustainability strategy and target framework. Additionally, Digital Transformation and Biodiversity were incorporated to confirm and disclose the material topics for the fiscal year 2025.

There are 10 material topics for 2025, with ranking and comparison to 2024 as follows:

Sustainability Issue		2025	2025 Changes	2024
G Corporate governance and ethical management	1	Rising ▲	1	Compliance with laws and regulations G
G Economic performance	2	Added +	2	Navigation and transportation safety G
G Navigation and transportation safety	3	Declining ▼	3	Corporate governance and ethical management G
E R&D and investment in low-carbon technologies	4	No changes	4	R&D and investment in low-carbon technologies E
E Energy and resource management	5	Rising ▲	5	Biodiversity E
S Talent cultivation	6	No changes	6	Talent cultivation S
S Occupational safety and health	7	Rising ▲	7	Energy and resource management E
G Digital transformation	8	Added +	8	Information security and customer privacy protection G
E Climate change and greenhouse gas emission management	9	No changes	9	Climate change and greenhouse gas emission management E
E Biodiversity	10	Declining ▼	10	Occupational safety and health S

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Step 6: Setting Material Topic Impact Boundaries, Impact Description and Management Approaches

While advancing sustainable development, Yang Ming Marine Transport Corporation continuously reviews the positive and negative impacts that its operational activities may generate and manages them accordingly. Various sustainability topics are evaluated by relevant responsible units based on actual execution status to examine their actual or potential scope of impact on the environment and society; these assessments serve as the foundation for defining the management approaches for material topics.

Corporate governance and ethical management					
GRI Standards		SASB Index		Position of the Impact of Material Topics in the Value Chain	
				Upstream	Yang Ming
GRI 2: General Disclosures, GRI 205: Anti-corruption, GRI 206: Anti-competitive Behavior		TR-MT-510a.1 TR-MT-510a.2	V	V	V
Material Topics	Impact on Operations (Financial Materiality)	■ Actual Impact / Positive: A professional and independent Board of Directors ensures robust corporate operations. Through the Code of Conduct and anti-corruption systems, the Company reduces the frequency and severity of fraud and violations, maintaining credit ratings and investor confidence, thereby lowering the cost of capital and consolidating operational stability.		■ Potential Impact / Negative: If Board professionalism or independence is insufficient, or if ethical codes and anti-corruption systems fail to operate effectively, the Company may face significant compliance penalties, litigation, rising financing costs, operational disruptions, and reputational damage, adversely affecting access to financing.	
	Impact on Society, Environment, and Human Rights (Impact Materiality)	■ Actual Impact / Positive: Promoting environmental policies that exceed regulatory standards strengthens corporate environmental responsibility and enhances positive contributions to society and the environment. Simultaneously, a comprehensive Code of Conduct, anti-discrimination policies, and human rights protection mechanisms promote employee well-being, talent retention, and productivity.		■ Potential Impact / Negative: Failure to implement ethical codes or human rights safeguards may expose employees to unsafe or infringing work environments, leading to labor disputes, litigation, fines, and severe reputational harm.	
Stakeholders		■ Competent Authorities	■ Suppliers	■ Customers	■ Investors and Banks
Policies and Commitments		"Ethical Corporate Management Best Practice Principles of Yang Ming Marine Transport Corporation", "Codes of Ethical Conduct of Yang Ming Group", "Procedures for Ethical Management and Guidelines for Conduct of Yang Ming Marine Transport Corporation", etc.			
Response Measures and Action Plans		■ Implement Board Diversity policies. ■ Conduct at least one investor briefing per quarter. ■ Plan IFRS adoption according to the TWSE regulatory schedule. ■ Link ESG performance to the remuneration of the President, Vice Presidents, and Group Chief Officers, including ESG performance in the principles for remuneration calculation and payment.		■ Maintain the effectiveness of internal control systems. ■ Implement Information Security Management. ■ Target zero incidents of integrity violations, corruption, or conflicts of interest. ■ Target zero incidents of insider trading.	
Targets		Short-term (2026)		Medium-term (2030)	Long-term (2050)
		■ Manage the convening, operation, and disclosure of the Sustainable Development and Risk Management Committee. ■ Link 10% of remuneration for senior executives (President, Vice Presidents, and Group Chief Officers) to ESG performance. ■ Complete IFRS adoption per regulatory schedules. ■ Formulate policies to protect consumer/customer rights regarding marketing and labeling and make adjustments in accordance with regulatory requirements.		■ Maintain Corporate Governance Evaluation ranking within the top 6%-20%. ■ Maintain internal control effectiveness and cybersecurity management. ■ Strengthen employee compliance, risk control awareness, and integrity management mechanisms. ■ Institutionalize supplier sustainability management and establish phase-out mechanisms.	■ Achieve the top 5% in Corporate Governance Evaluation. ■ Continuously strengthen integrity management mechanisms, information transparency, and ethical awareness. ■ Continuously optimize supplier sustainability management mechanisms.
2025 Targets and Performance		Targets		Performance Results	
		■ Drive Board Diversity policies. ■ Study the establishment of a Board-level Sustainability Committee. ■ Conduct at least one investor briefing per quarter. ■ Plan IFRS adoption per regulatory schedules. ■ Link 10% of senior executive remuneration to ESG performance. ■ Maintain ISO 37001 Anti-Bribery Management certification and deepen integrity awareness through training.		■ Following the 21st Board election, there are 15 directors, including 5 Independent Directors; 4 directors are female. ■ Reorganized the Risk Management Committee into the Sustainable Development and Risk Management Committee and amended its organizational charter. ■ Conducted 4 online investor briefings. ■ ESG targets integrated into performance appraisals; for 2025, the ESG weight for the President, VPs and Group Chief Officers ranged from 10% to 15%. ■ Integrated IFRS requirements into the latest internal control systems and reported to the Board quarterly. ■ Performed ISO 37001 annual due diligence, maintained certification, and conducted training for shore-based and sea-based personnel.	
Action Response Chapters		2.1 Corporate Governance Blueprint 2.2 Ethical Management			

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Economic Performance					
GRI Standards		SASB Index	Position of the Impact of Material Topics in the Value Chain		
			Upstream	Yang Ming	Downstream
GRI 2: General Disclosures, GRI 201: Economic Performance		-	V		
Material Topics	Impact on Operations (Financial Materiality)	■ Actual Impact / Positive: The Company's operational economic performance directly affects its financial health. Excellent financial performance enhances market confidence and brand competitiveness.		■ Potential Impact / Negative: Poor economic performance may weaken profitability and market valuation, increasing pressure on the cost of capital. Negative economic impacts may also hinder business operations and reduce expected revenue.	
	Impact on Society, Environment, and Human Rights (Impact Materiality)	■ Actual Impact / Positive: Improved operational performance enables more stable, safe, and energy-efficient international container services. Robust economic performance drives stock price appreciation, increases financial returns for shareholders and investors, and provides better compensation for employees.		■ Potential Impact / Negative: If operational performance falls below expectations, it not only damages the financial interests of investors but also causes economic pressure on employees if salaries cannot be paid in a timely manner.	
Stakeholders		■ Competent Authorities	■ Suppliers	■ Customers	■ Investors and Banks
Policies and Commitments		Yang Ming Marine Transport Corp. promotes diversified strategic layouts, including exploring upstream and downstream investment opportunities (such as terminals, container yards, and warehousing) and expanding horizontally into bulk shipping and strategic equity. Simultaneously, the Company focuses on investment possibilities in the new energy sector to expand its operational map and strengthen long-term business resilience.			
Response Measures and Action Plans		■ Maintain credit ratings. ■ Explore investment opportunities in the core business value chain (upstream/downstream). ■ Explore horizontal investment opportunities within the industry. ■ Explore investment opportunities in new energy.			
Targets		Short-term (2026)		Medium-term (2030)	Long-term (2050)
		■ Continuously explore upstream/downstream (terminals, yards, warehouses) and horizontal investment opportunities. ■ Complete and submit deployment plans for new-generation eco-friendly vessels to facilitate fleet renewal and decommissioning.		■ Maintain a robust financial structure. ■ Strengthen route layouts and network coverage.	■ Enhance overall operational performance and efficiency.
2025 Targets and Performance		Targets		Performance Results	
		■ Maintain credit rating at twA-/twA-1.		■ Credit rating maintained at twA/twA-1 with a stable outlook.	
		■ Actively maintain port operational cooperation to ensure service continuity and stability.		■ Continued active promotion of overseas port investments and layouts for long-term growth.	
		■ Continuously drive overseas terminal investment and layout to support long-term development.		■ Supported the sustainable operation of the group's bulk shipping business and continued to strengthen fleet resources.	
		■ Strengthen Southeast Asia coverage and enhance European route coverage.		■ Increased route coverage and frequency across key trade lanes.	
		■ Conduct vessel resource optimization to enhance revenue generation.		■ Optimized vessel resources: adjusted route structures and evaluated voyage profitability.	
Action Response Chapters		Company Profile 2.1 Corporate Governance Blueprint 2.2 Ethical Management			

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Navigation and transportation safety							
GRI Standards		SASB Index	Position of the Impact of Material Topics in the Value Chain				
			Upstream	Yang Ming	Downstream		
Custom Topics		TR-MT-540a.1 TR-MT-540a.2 TR-MT-540a.3	V	V	V		
Material Topics	Impact on Operations (Financial Materiality)	■ Actual Impact / Positive: Implementing vessel safety management and risk assessments reduces asset losses and the likelihood of business disruption caused by maritime accidents. Enhancing shipping safety ensures service stability, mitigates supply chain delays and reputational risks, and maintains competitiveness.		■ Potential Impact / Negative: Failure to effectively implement safety and risk management increases accident frequency and severity, potentially leading to asset loss, operational interruptions, and damage to brand reputation, adversely affecting cash flow and the cost of capital.			
	Impact on Society, Environment, and Human Rights (Impact Materiality)	■ Actual Impact / Positive: Effective safety management reduces accident probability, preventing negative impacts on employees, the environment, and the supply chain. High safety and stability levels maintain smooth logistics, safeguard global trade, and support overall economic functioning.		■ Potential Impact / Negative: Insufficient safety management or risk assessment increases the risk of accidents, which may endanger crew safety, cause environmental pollution, lead to customer losses, and disrupt socio-economic operations.			
Stakeholders		■ Shipping Associations	■ Customers	■ Investors and Banks			
Policies and Commitments		Fulfilling maritime safety requirements, providing safe and reliable transportation services, and ensuring the three core corporate values: Safety of Personnel, Safety of Ships, and Safety of Cargo.					
Response Measures and Action Plans		■ Zero cases of self-operated fleet detention by Port State Control (PSC) due to improper management. ■ Zero incidents of containers lost at sea or container collapses. ■ Zero errors in safety control for specialized cargo. ■ Training and certification for Alternative Energy Vessel (LNG) operations.					
Targets		Short-term (2026)		Medium-term (2030)		Long-term (2050)	
		■ PSC detentions for self-operated vessels due to safety management deficiencies: ≤ 2 times/year. ■ Zero incidents of containers lost at sea or collapses. ■ Zero errors in safety control for specialized cargo. ■ Self-manage two Alternative Energy Vessels (LNG).		■ No serious deficiencies or detentions for vessels inspected by PSC. ■ Enhance cargo transportation safety. ■ Refine specialized cargo management. ■ Strengthen vessel operations and crew training.		■ Fulfill comprehensive maritime and shipping safety management.	
2025 Targets and Performance		Targets		Performance Results			
		■ Maintain vessel stowage safety: Zero containers lost at sea or collapses. ■ Zero errors in safety control for specialized cargo. ■ Implement vessel operational safety. ■ 80 personnel to obtain Alternative Energy Vessel (LNG) operation training or certificates.		■ Zero cases of self-operated fleet detention by PSC due to improper management. ■ Achieved the target of 0 cases of containers lost at sea or collapses throughout the year. ■ Achieved the target of 0 safety control errors of specialized cargo. ■ Completed LNG vessel-related training: 218 person-times.			
Action Response Chapters		2.3 Compliance Governance and Internal Audit System 4.1 Navigation and Transportation safety					

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R&D and investment in low-carbon technologies					
GRI Standards		SASB Index	Position of the Impact of Material Topics in the Value Chain		
			Upstream	Yang Ming	Downstream
Custom Topics		-	V		V
Material Topics	Impact on Operations (Financial Materiality)	Actual Impact / Positive: Investing in low-carbon technology R&D and capital expenditures can reduce the Company's carbon emission expenses and mitigate transition risks, enhancing competitiveness in the low-carbon transportation market.		Potential Impact / Negative: Failure to implement low-carbon technology adoption or investment will lead to higher carbon costs, regulatory pressure from climate laws, and transition risks, resulting in increased operating costs and potential loss of customers and market position.	
	Impact on Society, Environment, and Human Rights (Impact Materiality)	Actual Impact / Positive: Low-carbon technology R&D and investment can mitigate greenhouse gas (GHG) emissions from shipping activities, reduce pressure on the marine environment and mitigate climate change, and enhance the sustainable resilience of the shipping supply chain.		Potential Impact / Negative: Failure to make low-carbon technology or emission-reduction investments will have a negative impact on the environment and exacerbate climate risks. A widening gap between the Company's performance and stakeholder expectations regarding corporate environmental responsibility will lead to a decline in market trust and impact shareholder rights.	
Stakeholders		Competent Authorities	Shipping Associations	Customers	Investors and Banks
Policies and Commitments		Yang Ming Marine Transport Corp. actively cooperates with the value chain to drive low-carbon transition plans, seeking cleaner energy and low-carbon technologies to achieve the 2050 Net Zero Emissions goal.			
Response Measures and Action Plans		- Strategically deploy LNG/Methanol dual-fuel new vessels and explore pilot programs for alternative energy sources. - Evaluate the implementation and feasibility of vessel energy-saving and carbon-reduction equipment or technologies.			
Targets		Short-term (2026)		Medium-term (2030)	Long-term (2050)
		- Achieve a 65% installation rate of Alternative Maritime Power (AMP) for the Company's own fleet. - Conduct feasibility studies for Carbon Capture and Storage (CCS) equipment and Shaft Generator retrofits. - Achieve RE30 (30% renewable energy) for Taiwan-owned office buildings.		- Reduce Scope 1 carbon emission intensity by 10% compared to the 2024 baseline. - Eco-friendly energy-saving vessels to account for 50% of the total operating fleet. - Reach at least 5% usage of clean energy. - Achieve 100% AMP equipment installation for operating vessels. - Achieve RE40 for Taiwan-owned office buildings.	Net Zero Carbon Emissions.
2025 Targets and Performance		Targets		Performance Results	
		- Achieve a 57% installation rate of Alternative Maritime Power (AMP) equipment for the Company's own fleet. - Utilize biofuels. - Deploy new energy-saving vessels, conduct hull optimization, and perform feasibility analysis for vessel carbon reduction technologies. - Conduct testing and reporting on vessel carbon reduction technologies. - Achieve RE30 for Taiwan-owned office buildings.		- Achieved a 57.1% installation rate of Alternative Maritime Power (AMP) equipment for the company's own fleet. - Completed the deployment plans for six 8,000 TEU methanol dual-fuel-ready container ships and seven 16,000 TEU LNG dual-fuel container ships. - Completed feasibility analysis reports for two vessel carbon reduction technologies. - Achieved RE30 (30% renewable energy) for Taiwan-owned office buildings.	
Action Response Chapters		3.4 R&D and Investment in Low-Carbon Technologies			

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Energy and resource management					
GRI Standards		SASB Index	Position of the Impact of Material Topics in the Value Chain		
			Upstream	Yang Ming	Downstream
GRI 302 Energy		TR-MT-110a.3 TR-MT-110a.4	V	V	
Material Topics	Impact on Operations (Financial Materiality)	■ Actual Impact / Positive: Strengthening energy and raw material management enhances resource efficiency and reduces energy costs. It also ensures compliance with international decarbonization regulations, reducing carbon tax expenditures and regulatory risks.		■ Potential Impact / Negative: Ineffective management leads to low energy efficiency, exposing the Company to higher energy expenditures, transition costs (such as carbon taxes), increased compliance risks, and heightened market competition pressure.	
	Impact on Society, Environment, and Human Rights (Impact Materiality)	■ Actual Impact / Positive: Effective energy management reduces operational energy consumption and greenhouse gas (GHG) emissions, alleviating sustainability pressures on the supply chain, society, and the global environment.		■ Potential Impact / Negative: Insufficient management causes energy waste and high emissions, leading to negative environmental impacts and potentially delaying the global progress toward Net Zero.	
Stakeholders		■ Competent Authorities	■ Shipping Associations	■ Investors and Banks	
Policies and Commitments		Establishment of the Environmental Policy to continuously improve the efficiency of energy, water, and other resources to comply with international environmental laws. The Company is committed to promoting low-carbon energy and enhancing energy-efficient business models to attract green corporate customers and partners while bolstering corporate reputation			
Response Measures and Action Plans		■ Strategically utilize biofuels based on operational dynamics. ■ Drive procurement cooperation for LNG, other alternative fuels, and new energy sources. ■ Evaluate the implementation of Energy Management Plans and Internal Carbon Pricing (ICP).			
Targets		Short-term (2026)		Medium-term (2030)	Long-term (2050)
		■ Control fuel consumption to achieve carbon intensity targets. ■ Drive procurement and technical collaboration for LNG and new energy. ■ Achieve RE30 (30% renewable energy) for Taiwan-owned office buildings. ■ Maintain total office electricity consumption at levels no higher than the 2024 baseline year.		■ Reduce Scope 2 total emissions by 20% compared to the 2024 baseline. ■ Reach at least 5% usage of clean energy. ■ Formally implement Energy Management Plans and Internal Carbon Pricing (ICP). ■ Achieve RE40 for Taiwan-owned office buildings.	■ Net Zero Emissions.
2025 Targets and Performance		Targets		Performance Results	
		■ Dynamic use of biofuels to achieve carbon intensity targets. ■ 90% of the fleet to achieve a CII rating of Grade C or higher. ■ Office electricity consumption not higher than the 2024 baseline.		■ Utilized approximately 129,000 tons of biofuel in 2025, achieving carbon intensity targets for the fleet. ■ Completed procurement of LNG marine fuel, as well as 2 energy technology exchange and collaboration projects. ■ Continued research on energy management plans, internal carbon pricing theories, and corporate case studies. ■ Total office electricity consumption in 2025 decreased compared to the 2024 baseline.	
Action Response Chapters		3.3 Energy Use and Consumption			

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Talent cultivation					
GRI Standards		SASB Index	Position of the Impact of Material Topics in the Value Chain		
			Upstream	Yang Ming	Downstream
GRI 404 Training and Education		-	V		
Material Topics	Impact on Operations (Financial Materiality)	Actual Impact / Positive: Promoting systematic talent cultivation, including professional skill enhancement, maritime talent development, and green-collar competency training, helps strengthen the Company's operational efficiency, improve service quality, and enhance market competitiveness.		Potential Impact / Negative: Failure to effectively implement employee cultivation plans will lead to skill shortages and decreased work efficiency. Professional deficiencies may cause service delays and customer losses. An inability to maintain operations with new technologies will also lead to a decline in competitiveness.	
	Impact on Society, Environment, and Human Rights (Impact Materiality)	Actual Impact / Positive: Continuous investment in talent cultivation enhances employee competencies and contributes to the development of professionals in the maritime shipping industry, creating positive impacts on industry growth and social employment. Promoting green-collar and sustainability talent cultivation enhances the industry's capacity for the global Net Zero transition, mitigating environmental impacts and enhancing social sustainability resilience.		Potential Impact / Negative: Insufficient talent cultivation may lead to career stagnation for employees, increased operational risks, and reduced service quality, resulting in negative impacts on customers and supply chain operations.	
Stakeholders		Customers	Employees	Shipping Associations	
Policies and Commitments		Yang Ming Marine Transport Corp. is committed to creating an open, inclusive, and diverse work environment that respects diversity. In alignment with the Company's short, medium, and long-term plans, the Company provides professional development and implements comprehensive talent development policies. The Company encourages job rotation and the expansion of cross-unit work experience to develop versatile talents and cultivate the human capital required by the organization.			
Response Measures and Action Plans		- Formulate employee training and development plans to enhance career competencies and disclose their content and implementation status. - Promote Diversity, Equity, and Inclusion (DEI). - Target a ratio of at least one-third (1/3) for either gender among employees, management, decision-making levels, and STEM-related positions. - Maintain an employee retention rate of 90% or higher.			
Targets		Short-term (2026)		Medium-term (2030)	Long-term (2050)
		- Formulate employee training and development plans to enhance career competencies and disclose implementation status. - Target a ratio of at least 1/3 for either gender among employees and management; 25% for decision-making levels; and 20% for STEM-related positions. - Maintain an employee retention rate of 90% or higher for shore-based employees.		- Enhance employee satisfaction. - Elevate employee sustainability awareness. - Continuously maintain Healthy Workplace Certification.	- Diversity and Equality. - Employee Empowerment. - Build a Happy Workplace and a Sustainable Talent Ecosystem.
2025 Targets and Performance		Targets		Performance Results	
		- Execute and improve based on the results of the annual Voice of the Employee (VOE) survey. - Formulate employee training and development plans and disclose implementation status. - Achieve a ratio of at least 1/3 for either gender among employees and management; 25% for decision-making levels; 20% for STEM-related positions. - Maintain a shore-based employee retention rate of 90% or higher.		- Conducted 2 improvement workshops and re-surveyed in Q4 2025 to track organizational changes and verify improvement effectiveness. - Designed systematic courses across three dimensions and disclosed training practices and their implementation status. - Proportion of either gender among all employees: 49.56%; decision-making levels: 35.05%; STEM-related positions: 23.84%. - Achieved a shore-based employee retention rate of 93.46%.	
Action Response Chapters		5.2 Talent Recruitment and Cultivation			

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Occupational safety and health					
GRI Standards		SASB Index	Position of the Impact of Material Topics in the Value Chain		
			Upstream	Yang Ming	Downstream
GRI 403 Occupational Health and Safety		TR-MT-320a.1 TR-MT-540a.1	V	V	
Material Topics	Impact on Operations (Financial Materiality)	Actual Impact / Positive: A comprehensive Occupational Health and Safety (OHS) policy reduces the occurrence of occupational disasters and industrial accidents, lowering costs associated with medical expenses and legal liabilities while enhancing overall operational efficiency and stability.	Potential Impact / Negative: Failure to comply with OHS policies may lead to occupational diseases and industrial accidents, resulting in medical expenditures, corporate compensation liabilities, or even production/business disruption. Occupational disasters can also lower operational efficiency and cause investors and business partners to lose confidence.		
	Impact on Society, Environment, and Human Rights (Impact Materiality)	Actual Impact / Positive: Strengthening OHS management safeguards employee lives, minimizes negative impacts on employee health and families, and enhances workplace well-being, job satisfaction, and productivity.	Potential Impact / Negative: Insufficient OHS management may expose employees to occupational diseases, industrial injuries, or long-term health damage, negatively affecting individuals and their families. High accident rates lower employee morale and efficiency and can disrupt the supply chain operations of business partners, creating an adverse impact.		
Stakeholders		Competent Authorities	Customers	Employees	Shipping Associations
Policies and Commitments		Yang Ming has established the Occupational Health and Safety Policy and, in accordance with the law, set up the Occupational Health and Safety Office. This dedicated unit is responsible for policy formulation, program management, and oversight across the Company to ensure the implementation of OHS throughout the entire Group.			
Response Measures and Action Plans		Target zero work-related fatalities and serious injuries attributable to the Company. Digitalize health management to enhance the efficiency and quality of employee health tracking. Strengthen OHS policies and elevate employees' health awareness and status.		Increase awareness of Employee Assistance Programs (EAPs) and conduct related training. Participate in ESG/OHS rankings and evaluations hosted by government authorities.	
Targets		Short-term (2026)		Medium-term (2030)	Long-term (2050)
		Target Zero work-related fatalities and serious injuries. Provide physician consultations and care for high-risk employees identified after checkups (shore-based and sea-based). Conduct 2026 shore-based health promotion activities. Organize 4 health promotion events for seafarers. Promote NT\$10,000 health checkup programs for seafarers. Implement Telemedicine services and health consultations for seafarers. Drive EAPs for shore/sea-based staff and optimize the service effectiveness of new EAP vendors. Participate in OSHA/MOL "Sustainable Workforce Health Pioneer" and OHS disclosure rankings.		Target Zero work-related fatalities and serious injuries. Optimize employee health management methods. Continuously maintain Healthy Workplace Certification.	Maintain an occupational injury rate lower than the industry average. Build a Happy Workplace.
2025 Targets and Performance		Targets		Performance Results	
		Target Zero work-related fatalities and serious injuries attributable to the Company. Enhance the efficiency and quality of health management (95% checkup completion rate). Elevate employee health concepts; conduct 1 training session with a 90%+ participation rate.		Achieved Zero work-related fatalities and serious injuries for major casualties for both sea-based and shore-based personnel. 2025 health checkup completion rate reached 98%, exceeding the 95% target. Full-scale promotion of health activities. Participation rates for "Walking for Health" and "Tech Fitness" both exceeded 50%; subsidiaries were also invited to participate. Conducted EAP Stress Management courses as a mandatory requirement for all staff, with a 93% pass rate. Honored with the Ministry of Labor (OSHA) 2025 "Sustainable Workforce Health Pioneer Award" (Exemplary Group - Non-Manufacturing). Recognized as an outstanding enterprise in the 2025 OSHA evaluation for OHS performance disclosure in sustainability reports.	
Action Response Chapters		5.4 Occupational Safety and Health			

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Digital transformation					
GRI Standards		SASB Index	Position of the Impact of Material Topics in the Value Chain		
			Upstream	Yang Ming	Downstream
Custom Topics		-	V		
Material Topics	Impact on Operations (Financial Materiality)	Actual Impact / Positive: Digital transformation enhances transportation transparency, data circulation efficiency, and logistics quality, reducing operational errors and costs while strengthening customer service capabilities, which contributes to operational stability and corporate competitiveness.		Potential Impact / Negative: Failure to appropriately drive digitalization leads to information delays and decreased operational efficiency, increasing logistics costs and weakening competitiveness. A lack of digital capabilities among employees may also result in reduced productivity and service disruptions, affecting the Company's operational stability.	
	Impact on Society, Environment, and Human Rights (Impact Materiality)	Actual Impact / Positive: Promoting digitalization reduces paper usage and resource consumption while improving operational efficiency, helping to mitigate the negative environmental impacts of corporate operations. Optimizing digital processes reduces manual burdens and repetitive tasks, enhancing job quality and labor conditions.		Potential Impact / Negative: Insufficient digital progress may lead to increased consumption of resources like paper, creating additional environmental burdens. A digital skills gap among employees may cause adaptation pressure, placing them at a disadvantage during the transition and triggering human rights and labor equity issues.	
Stakeholders		Suppliers	Customers	Employees	
Policies and Commitments		Yang Ming Marine Transport Corp. continuously drives digital transformation by expanding electronic Bills of Lading (e-BL) and cloud-based processes to align with global maritime digitalization trends. Simultaneously, the Company accelerates paperless and automated internal/external processes to enhance efficiency and establish an efficient, intelligent, and sustainable shipping service model.			
Response Measures and Action Plans		Provide automated e-BL transmission functions. Offer API services based on DCSA standards. Optimize Yang Ming's official website. Utilize digital tools/systems to assist in space control and empty container dispatch. Implement RPA (Robotic Process Automation) technology and build DCSA-compliant OVS platforms. Provide digital transformation training for employees.			
Targets		Short-term (2026)		Medium-term (2030)	Long-term (2050)
		Promote e-BL Issuance & Surrender services. Collect customer feedback to optimize e-BL functions. Optimize the website's Carbon Calculator to provide estimated cargo emissions for customers. Evaluate space control process optimization for precise and efficient management. Use AI to optimize corporate platforms and establish knowledge bases, strengthening "Knowledge Sustainability."		Participate in setting industry digital standards and drive documentation digitalization, achieving 100% Bill of Lading digitalization by 2030. Establish a more convenient digital customer service platform. Strengthen AI and advanced digital applications.	Complete Digital Transformation.
2025 Targets and Performance		Targets		Performance Results	
		Utilize digital tools/systems to assist in space control and empty container dispatch. Use RPA and build DCSA-compliant OVS platforms to reduce manual tasks in schedules and specialized cargo.		Developed and launched the DCSA OVS data exchange platform, introducing autonomous scheduling, automated variance verification, and system integration. Optimized the official website UI/UX, enhancing convenience for vessel schedules and cargo tracking; consolidated online subscription reports for better data accuracy and consistency. Completed space control system establishment and conducted quarterly AI training.	
Action Response Chapters		4.2 Digital Transformation and Green Innovation			

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Climate change and greenhouse gas emission management					
GRI Standards		SASB Index	Position of the Impact of Material Topics in the Value Chain		
			Upstream	Yang Ming	Downstream
GRI 305 Emissions GRI 302-4: Reduction of energy consumption		TR-MT-110a.1 TR-MT-110a.2	V	V	V
Material Topics	Impact on Operations (Financial Materiality)	Actual Impact / Positive: Implementing climate change management and decarbonization strategies mitigates climate-related transition risks, strengthens the Company's ability to respond to carbon taxes, levies, and emission regulations, and enhances competitiveness in the low-carbon market.		Potential Impact / Negative: Failure to achieve carbon reduction targets will lead to higher operational costs due to carbon fees and compliance expenditures, potentially affecting service pricing and weakening market competitiveness. Furthermore, failing to mitigate climate risks increases the Company's exposure to regulatory and investor pressure.	
	Impact on Society, Environment, and Human Rights (Impact Materiality)	Actual Impact / Positive: Proactive climate change management and emission reduction measures help mitigate the carbon footprint of maritime transport on the environment, foster climate resilience, and support global green transition goals.		Potential Impact / Negative: Ineffective emission reduction measures will exacerbate the negative impacts of GHG emissions from shipping on climate change and marine ecosystems. Lack of proactive management may also diminish stakeholder trust in the Company's environmental responsibility.	
Stakeholders		Competent Authorities	Investors and Banks	Shipping Associations	Customers
Policies and Commitments		To effectively manage the climate risks and opportunities faced during overall operations, the Sustainable Operation Strategy Team incorporates climate-related risks into its assessment and tracking scope. The Company continuously monitors climate risks that could impact operations while capturing related opportunities. Results are provided to management and the Board of Directors for operational decision-making and oversight.			
Response Measures and Action Plans		Establish carbon emission targets and conduct annual GHG inventories. Design routes in response to environmental regulations and CII (Carbon Intensity Indicator) requirements. Utilize professional weather routing services to optimize route planning and speed control, while simultaneously strengthening risk early-warning and decision support to reduce seasonal excess fuel consumption.			
Targets		Short-term (2026)		Medium-term (2030)	Long-term (2050)
		Reduce carbon intensity by 2% compared to the baseline year (36.29 g/TEU-km). Continuously track GHG regulations to ensure timely response. Incorporate climate risk factors into investment, route design, and operational assessments.		Reduce Scope 1 carbon emission intensity by 10% compared to the 2024 baseline. Reduce Scope 2 total emissions by 20% compared to the 2024 baseline. Achieve a 50% share of eco-friendly energy-saving vessels in the total operating fleet. Incorporate climate risk factors into investment, route design and operational assessments.	Net Zero Emissions.
2025 Targets and Performance		Targets		Performance Results	
		Reduce carbon intensity by 1% compared to 2024. Incorporate climate risk factors into investment, route design, and operational assessments.		2025 carbon intensity reached 36.45 g/TEU-km, a reduction of 1.57% compared to 2024. Climate risk factors were duly considered during the investment project evaluation process. Route adjustments and new route developments all complied with CII rating regulations. Achieved a 57.1% installation rate of Alternative Maritime Power (AMP) equipment for the company's own fleet. Regularly scheduled underwater inspections or propeller cleaning for vessels. Completed deployment plans for six 8,000 TEU methanol dual-fuel-ready and seven 16,000 TEU LNG dual-fuel container ships.	
Action Response Chapters		3.2 Climate Change and Nature-related Issue Governance Strategy 3.3 Energy Use and Consumption			

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Biodiversity					
GRI Standards		SASB Index	Position of the Impact of Material Topics in the Value Chain		
			Upstream	Yang Ming	Downstream
GRI 101: Biodiversity		TR-MT-160a.1 TR-MT-160a.2 TR-MT-160a.3	V	V	V
Material Topics	Impact on Operations (Financial Materiality)	■ Actual Impact / Positive: Implementing marine ecosystem protection and biodiversity management reduces the risk of fines or reputational damage caused by pollution, habitat destruction, or ecological risks. Maintaining cooperation with local industries, fisheries, and port communities helps ensure supply chain stability.		■ Potential Impact / Negative: Failure to implement biodiversity protection may lead to penalties for habitat damage or impacts on coastal industries. Social pressure and market boycotts could result in reputational damage and increased operational costs.	
	Impact on Society, Environment, and Human Rights (Impact Materiality)	■ Actual Impact / Positive: Reducing operational pollution and damage to the marine environment helps protect biodiversity and maintain marine ecosystem balance, while ensuring the continuity of local industries that depend on ecosystem services.		■ Potential Impact / Negative: If the Company fails to protect marine ecosystems, its operations may exacerbate ecosystem degradation and lead to a decline in biodiversity, further impacting the development of local industries and the livelihoods of coastal communities.	
Stakeholders		■ Competent Authorities	■ Investors and Banks	■ Shipping Associations	■ Customers
Policies and Commitments		Yang Ming Marine Transport Corp. is committed to global biological conservation, actively echoing UN SDGs 14 (Life Below Water) and 15 (Life on Land). The Company maintains a long-term commitment to biodiversity protection alongside its employees. Protecting Biodiversity and Zero Net Deforestation Commitment			
Response Measures and Action Plans		■ Implement biodiversity policies. ■ Participate in carbon sequestration (carbon sink) projects. ■ Prioritize the procurement of products or services that comply with Green Procurement standards for general office and labor requirements.			
Targets		Short-term (2026)		Medium-term (2030)	Long-term (2050)
		■ Conduct TNFD (Taskforce on Nature-related Financial Disclosures) risk assessment and refine quantitative processes. ■ Participate in carbon sequestration and biodiversity projects, including afforestation and coral restoration. ■ Fully adopt eco-friendly bamboo/wood flooring for dry containers. ■ Use eco-friendly refrigerant R513A for reefer units. ■ Apply new eco-friendly powder coating to new containers.		■ Formally integrate TNFD framework into management systems. ■ Incorporate low-carbon factors into new container procurement; use eco-friendly paint and sustainable flooring for dry containers.	■ Fully implement marine ecosystem protection and maintain global biodiversity.
2025 Targets and Performance		Targets		Performance Results	
		■ Implement biodiversity policies and strengthen TNFD alignment. ■ Participate in carbon sequestration projects, including afforestation and coral restoration.		■ Completed a TNFD assessment of material nature-related risks, opportunities, and response strategies, with the results disclosed in the Sustainability Report. ■ Completed the "Chishang Township, Taitung County New Afforestation Voluntary Reduction Project." ■ Signed the second phase of the coral restoration collaboration with the National Museum of Marine Science and Technology (NMMST) and set up the third coral cultivation tank. ■ Fully utilized eco-friendly bamboo flooring and applied eco-friendly powder coating for new dry containers; filled new reefers with R513A refrigerant. ■ Continued participation in the "Protecting Blue Whales & Blue Skies" vessel speed reduction program, receiving the highest Sapphire Award. ■ Applied tin-free antifouling paint to vessel hulls to prevent marine pollution and maintain ecosystem balance. ■ Avoided the core areas of the Great Barrier Reef when navigating Australian ports to protect coral reefs.	
Action Response Chapters		3.8 Conservation of Biodiversity and Marine Ecology			

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Stable Navigation

Corporate Governance and Resilient Operations

Chapter Highlights

- To implement sustainability governance, the "Risk Management Committee" was renamed the "Sustainable Development and Risk Management Committee" at the Board governance level.
- Total continuing education hours for directors and independent directors reached 153 hours, 1.28 times the legal requirement.
- No litigation cases involving corruption occurred, and no major regulatory violation penalties occurred in environmental and social aspects.
- Identified 7 high-risk items and completed the formulation of corresponding response measures and mitigation strategies.



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2.1 Corporate Governance Blueprint

2.1.1 Corporate Governance Structure

■ Corporate Governance Organization and Philosophy

The Board of Directors serves as the highest decision-making center and governance body of Yang Ming. It is responsible for overseeing overall operational management and ensuring the fulfillment of corporate sustainability responsibilities to achieve sustainable management goals and promote overall economic, environmental, and social progress. To ensure executive accountability and balance between the interests of shareholders and stakeholders, the Company adheres to Article 277 of the Company Act; major matters involving the Articles of Incorporation must be approved via resolutions at the Shareholders' Meeting to ensure shareholder participation in critical decision-making. The Board continuously monitors and assists management operations while strengthening the implementation of corporate governance matters. Functional committees including the Audit Committee, Compensation Committee, and Nominating Committee have been established under the Board. To further realize sustainable development goals and strengthen sustainability governance and risk management functions, the Risk Management Committee was renamed the Sustainable Development and Risk Management Committee in 2025. These committees assist the Board in fulfilling its oversight duties, formulating or amending corporate governance regulations, and performing preliminary review functions to ensure the professionalism and independence of independent directors.

■ Corporate Governance Structure Chart

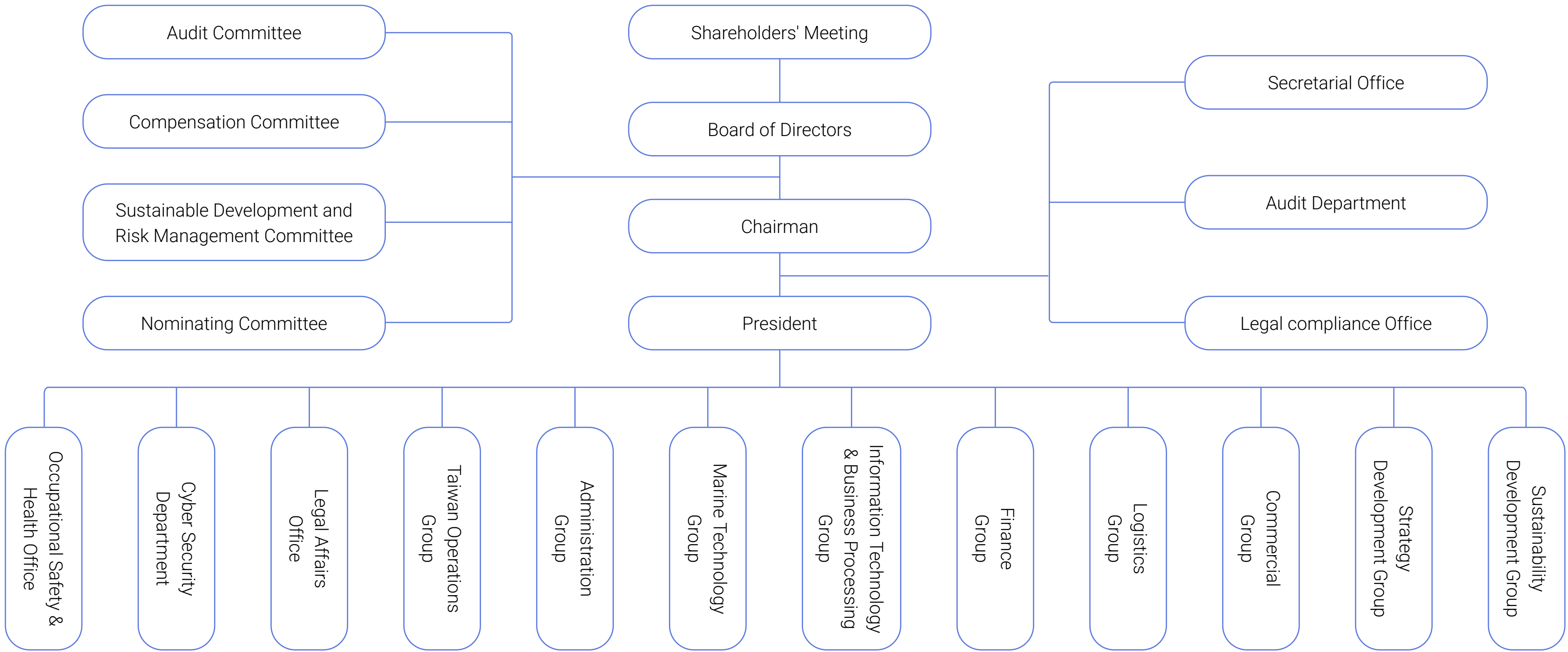


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■ Description of the Responsibilities of Functional Committees

Audit Committee

Responsibilities

■ Implement or amend the internal control systems pursuant to Article 14-1 of the Securities and Exchange Act.

■ Assess the effectiveness of the internal control system.

■ Establish or amend the procedures of major financial or business activities, including the acquisition or disposal of assets, derivatives trading, loaning funds and providing endorsements or guarantees to third parties in accordance with Article 36-1 of the Securities and Exchange Act.

■ Address matters involving conflicts of interest related to Directors.

■ Manage material assets and derivatives transactions.

■ Manage material loaning funds, endorsements or guarantees.

■ The raising, issuance or private placement of equity-type securities.

■ The appointment, dismissal and compensation for certified public accountants.

■ The appointment and dismissal of Chief Financial Officer, Chief Accounting Officer or Chief Audit Supervisor.

■ Annual financial statements signed or sealed by Chairman, managerial officers and Chief Accounting Officer, and semi-annual financial statements audited by certified public accountants.

■ Address any other major matters as required by Yang Ming or relevant authorities.

Composition

■ The committee consists of all Independent Directors and no fewer than 3 people.

Meeting Frequency and Number of 2025 Meetings

■ At least 1 meeting is convened quarterly; 15 meetings were held in 2025.

Compensation Committee

Responsibilities

■ Regularly review the Charter of the Compensation Committee and make recommendations for amendments.

■ Establish and periodically review the performance assessment standards, annual and long-term performance goals, and policies, systems, standards, and structure for the compensation of the Directors and managerial officers.

■ Periodically assess performance achievements for the Directors and managerial officers, and set the types and amounts of their individual compensation based on the results of performance assessments.

Composition

■ The committee consists of at least 3 members appointed by the Board and over half of the members should be independent directors. The term of the committee should be identical with the Board.

Meeting Frequency and Number of 2025 Meetings

■ At least 2 meetings are convened; 7 meetings were held in 2025.

A collection of stylized blue fish of various sizes and shapes swimming in the water. There is a large fish on the right, several medium-sized fish in the center, and a few smaller fish on the left and top right.

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Sustainable Development and
Risk Management Committee

Responsibilities

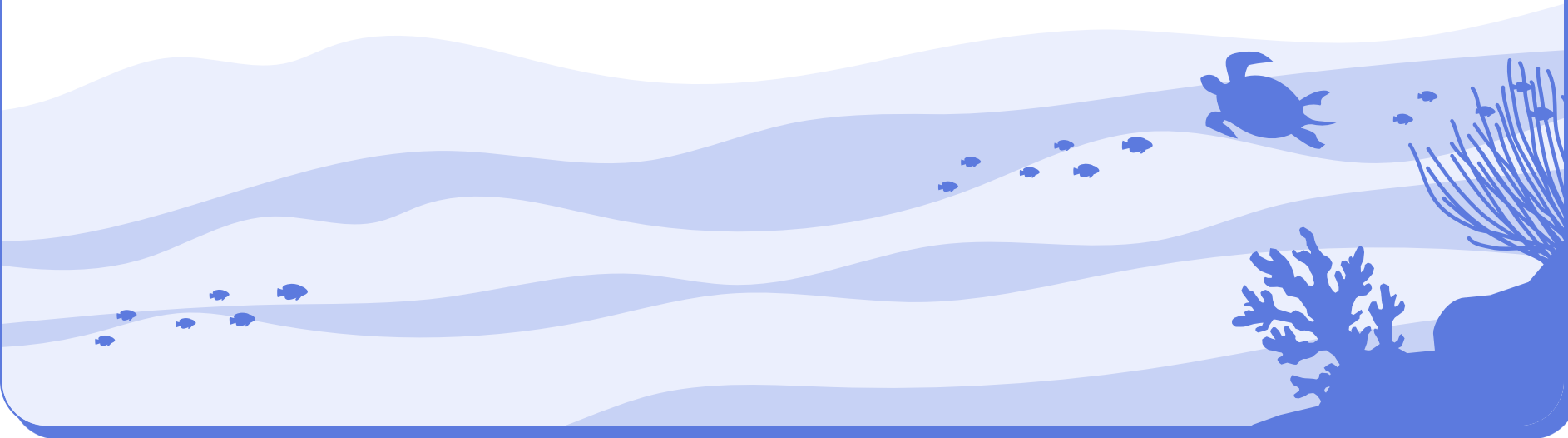
- Review the Company's sustainable development and risk management policies, annual plans, systems, regulations and strategies, and make necessary adjustments in response to changes in the external environment.
- Review and advise on the Company's responses and measures for major sustainable development and risk-related matters, issues and cases.
- Review, monitor, and amend the implementation status and effectiveness of the Company's sustainable development and risk management, propose necessary improvement suggestions and report regularly to the Board of Directors.
- Oversee the disclosure of sustainability information and review the sustainability report.
- Oversee the implementation of the Company's sustainable development initiatives and other related matters resolved by the Board of Directors.

Composition

- The Committee consists of 5 to 7 directors appointed by the Board. Independent Directors are ex-officio members and at least one Director participates in oversight. The term of the committee should be identical with the Board.

Meeting Frequency and Number of 2025 Meetings

- At least 2 meetings are convened; 4 meetings were held in 2025.



Nominating Committee

Responsibilities

- Establish criteria for Board Directors and important managerial personnel, such as required expertise, skills, experience, gender and independence to review and nominate as candidate.
- Establish and regularly review succession plans of Board Directors and important managerial officers.

Composition

- This committee consists of at least 3 members appointed by the Board and over half of the members should be Independent Directors. The term of the committee should be identical with the Board.

Meeting Frequency and Number of 2025 Meetings

- At least 2 meetings are convened; 7 meetings were held in 2025.



Operation of
Functional
Committees



Chief Corporate
Governance
Officer

■ Designation of the Chief Corporate Governance Officer

To continuously promote corporate governance, protect the rights and interests of shareholders, and effectively exert the functions of the Board of Directors, a resolution was adopted at the 335th board meeting on January 25, 2019 to appoint the Head of the Secretarial Office, Ms. Ting-Yu Lu, as the Company's Chief Corporate Governance Officer. The Chief Corporate Governance Office is mainly responsible for handling matters related to Board meetings, shareholders' meetings, and functional committee meetings, drafting meeting minutes, providing necessary information to Directors and Independent Directors to perform duties, assisting them in taking office and receiving continuing education, supporting them in legal compliance, and managing corporate registrations and changes.

2.1.2 Board Composition

■ Board Composition

Yang Ming elects board members in accordance with the "Procedures for Election of Directors" and takes diversity into account for the composition of the Board of Directors in accordance with Article 20 of the "Yang Ming Marine Transport Corporation Corporate Governance Best Practice Principles." The election of the members is not limited by gender, age, race and nationality. Their professional knowledge and skills are also taken into consideration to see if they match the Company's business management planning and practical operational needs. The Company's current Board of Directors consists of 15 directors, including 5 Independent Directors. Members possess extensive experience and expertise in various fields including shipping, international economics, finance, accounting, law, and management. Among them, directors with employee status account for approximately 6.7%, female directors account for approximately 26.7%, and independent directors account for approximately 33.3%. For Board member professional capabilities and backgrounds, please refer to pages 19-20 of the Company's [2025 Annual Report](#) and the [Corporate ESG website](#).

To ensure that the Board of Directors can offer objective opinions and make independent and professional judgements about matters related to the Company for effective supervision of the Company's operations, the independent directors stay independent when executing their duties and do not have direct or indirect interests with the Company. The independent directors shall comply with the "Regulations Governing the Appointment and Exercise of Powers by Independent Directors of Public Companies" during the two years before their election and during their term of service and issue a written declaration of compliance. The Company's Chairman also does not concurrently serve as an executive.

■ Director Conflict of Interest Avoidance

To further implement Board independence, the Company stipulates in Article 19 of the Integrity Management Guidelines that when agenda items listed by the Board of Directors involve conflicts of interest with directors, supervisors, managers, and other stakeholders attending or present at Board meetings, or the legal entities they represent, they must explain the important content of such conflicts of interest at that Board meeting. If there is potential harm to the Company's interests, they may not participate in discussion and voting, must recuse themselves during discussion and voting, and may not exercise voting rights on behalf of other directors. For the implementation of directors' recusal from discussion and voting on conflict of interest agenda items in 2025, please refer to pages 39-40 of the Company's [2025 Annual Report](#).

■ Continuing Education for the Board of Directors

Based on international industrial trends as well as the Company's internal operational condition changes and development needs, the Company arranges at least 6 hours of continuing education courses for each director per year to enhance their competency and knowledge and keep up with international trends. In 2025, directors and independent directors were legally required to complete 120 hours of continuing education, and they actually completed 153 hours, which is 1.28 times the legally required hours. The 2025 continuing education content included topics such as corporate governance, climate change, sustainable development, global economic outlook, industry strategy, employee compensation, information security, and artificial intelligence. For detailed Board continuing education status, please refer to the Company's [Corporate ESG website](#).

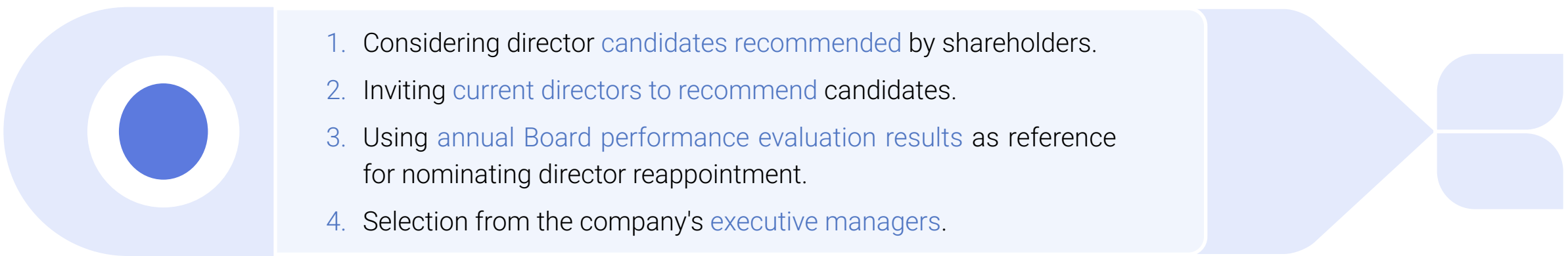
■ Succession Plan for Board Members

The election of the company's directors, except where otherwise provided by law or the articles of incorporation, is conducted in accordance with the company's "Procedures for Director Election." Considering the company's business development scale, major shareholder holdings, and practical operational needs, and in coordination with the company's Board diversity policy, the allocation of Board members considers the overall capabilities the Board should possess and the results of annual Board performance evaluations.

To strengthen Board management functions and election mechanisms, the company has established a Nominating Committee to set standards for the professional knowledge, technical skills, experience, gender, and independence required for directors and managerial officers, and regularly reviews succession plans for directors and managerial officers.

The company's senior managers attend Board meetings and functional committee meetings to familiarize themselves with relevant proceedings, and through systematic job rotation, overseas assignments, and appointments as directors of subsidiaries, their participation and familiarity with various group units is expanded, enhancing their professional knowledge and response capabilities in company strategy formulation and development, supervision and implementation of internal control and legal compliance, and risk management, to fulfill director requirements or succeed as future Board members.

To maintain the professionalism and experience transfer of Board members, the company plans director succession candidates through the following methods:



The list of director candidates obtained through the aforementioned methods is submitted to the company's Board for review at appropriate times, serving as reference for planning director succession candidates. Overall, the company's director succession planning not only recruits suitable external professionals but also cultivates internal senior managers and directors and senior managers of subsidiaries through experience, building a reserve of future professional succession talent to fully exercise the Board's decision-making and supervisory functions.

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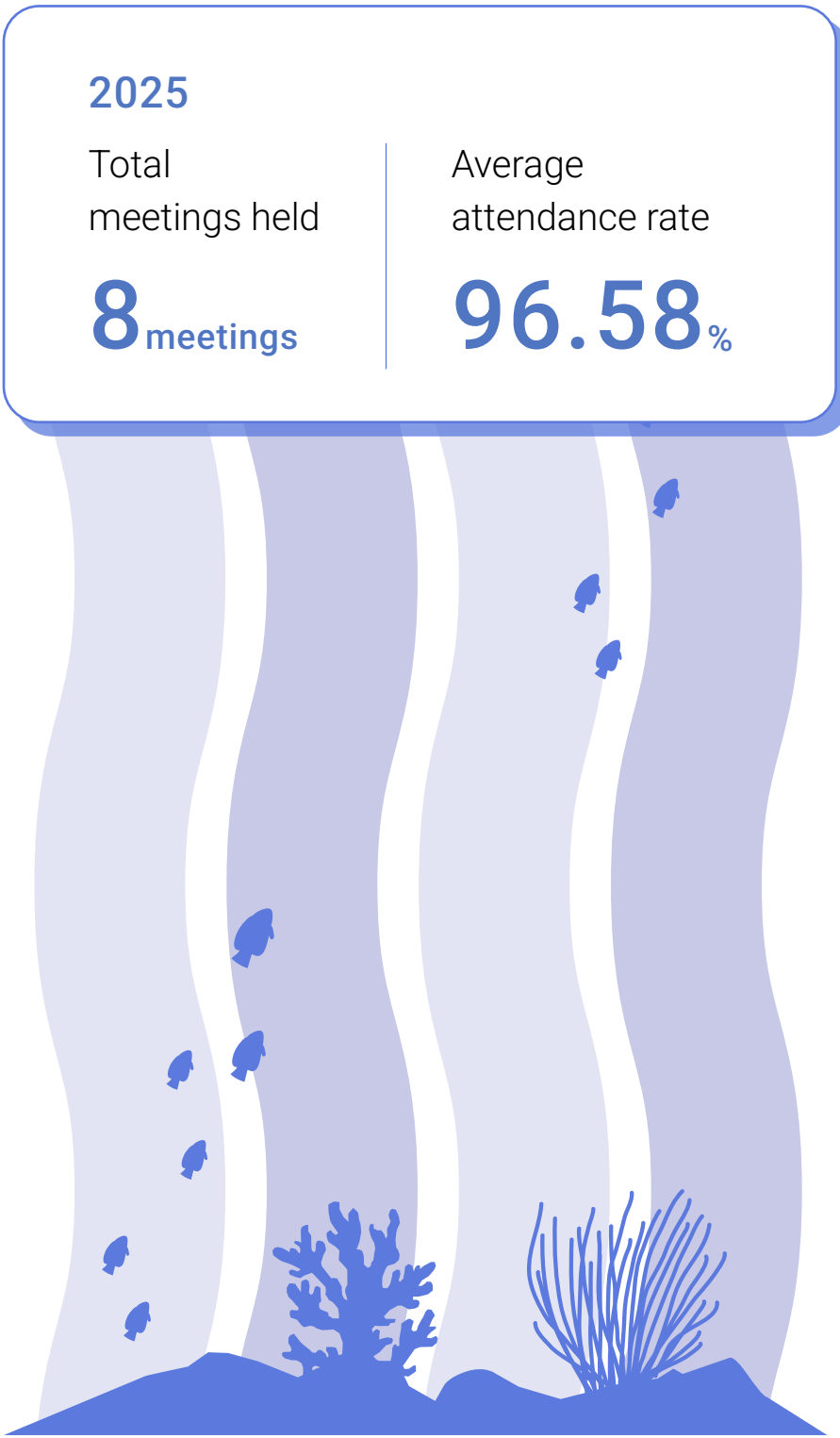
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2.1.3 Operations of the Board of Directors

■ Board Effectiveness

Yang Ming's Board of Directors serves three-year terms. The 21st Board members were elected on May 24, 2024, with members taking office immediately upon election. As of December 2025, the average term of board members was about 2.65 years. According to the corporate governance evaluation regulations requiring an average attendance rate of 85.00% for the board of directors, the Company held 8 board meetings in 2025, with an average attendance rate in person of 96.58%.



■ Board Performance Evaluation

In accordance with the "Rules for the Performance Evaluation of the Board of Directors and Functional Committees", the Company's Secretarial Office conducts an evaluation of the performance for the Board of Directors, individual board members, and functional committee at the end of every year through questionnaires. At least once every three years, the assessment is performed by an external independent professional institution or a team of external experts and scholars. The results of the previous year's evaluations are reported to the Board of Directors before the end of the first quarter each year to serve as a reference for the nomination and re-appointment of directors.

The 2025 performance evaluation was conducted in January 2026. The achievement rates for the assessment items were as follows: Board of Directors (100%), Audit Committee (100%), Compensation Committee (94.74%), Nominating Committee (100%), and the Sustainable Development and Risk Management Committee (94.12%). All these evaluation results were rated as "Above the Standard." The achievement rate for individual board member assessments was 86.96%, with the result rated as "Meet the Standard." The evaluation results, enhancement directions, and improvement targets were reported to the 411th Board meeting on March 12, 2026. For details, please refer to pages 54-57 of the Company's [2025 Annual Report](#).

■ 2025 Board Performance Evaluation Procedure

Evaluation method	Evaluation period
Questionnaires were used for the internal self-evaluation of the Board of Directors, the self-evaluation of board members, and the self-evaluation of functional committees to evaluate the performance of the Board of Directors, individual board members and functional committees.	January 1, 2025 to December 31, 2025
The evaluation criteria are as follows:	
Board of Directors - If one item is agreed or strongly agreed upon by a majority of all directors in the self-evaluation, the evaluation item is considered achieved. Also, a director attendance rate of 90% or higher, the attendance of over half of directors at shareholders' meetings, and the convention of at least 6 board meetings every year render an evaluation item achieved. - If the achievement rate for all evaluation items reaches 90% or higher, the result is "above the standard;" if the achievement rate for all evaluation items reaches 80% or higher but is less than 90%, the result is "meets the standard;" if the achievement rate for all evaluation items is less than 80%, the result is "improvement needed."	
Board Members - If one item is agreed or strongly agreed upon by all directors in the self-evaluation, the evaluation item is considered achieved. Also, a director attendance rate of 90% or higher renders an evaluation item achieved. - If the achievement rate for all evaluation items reaches 90% or higher, the result is "above the standard;" if the achievement rate for all evaluation items reaches 80% or higher but is less than 90%, the result is "meets the standard;" if the achievement rate for all evaluation items is less than 80%, the result is "improvement needed."	
Functional Committees - If one item is agreed or strongly agreed upon by a majority of all members in the self-evaluation, the evaluation item is considered achieved. Also, a functional committee member attendance rate of 90% or higher renders an evaluation item achieved. - If the achievement rate for all evaluation items reaches 90% or higher, the result is "above the standard;" if the achievement rate for all evaluation items reaches 80% or higher but is less than 90%, the result is "meets the standard;" if the achievement rate for all evaluation items is less than 80%, the result is "improvement needed."	

■ Remuneration policies

💰 Director Compensation

The Board of Directors is authorized to determine the compensation of the Chairman and directors based on their participation in and contribution to the Company's operations and according to the annual compensation level for equivalent positions in the shipping industry. The compensation of the Chairman and directors shall be submitted to the Compensation Committee for review as required by law. The compensation percentage for the Company's directors is set in accordance with Article 18 of the Company's Articles of Incorporation. If the Company has profits in the year, no more than 2% of the profits shall be appropriated as the directors' compensation.

💰 Compensation and Performance of Managers

The Company has set up a Compensation Committee to regularly review the compensation of directors and managers. The compensation of managers shall also be submitted to the Compensation Committee for review as required by law. According to Article 18 of the Article of Incorporation of Yang Ming Marine Transport Corporation, if the Company has profits in the year, 1%-5% of the profits shall be appropriated as the compensation of employees. For the payment of bonuses, other than an extra one month's wage as the Chinese New Year bonus, if the Company has earnings in the year, part of the earnings may be appropriated as the performance bonus using the performance bonus calculation formula and as the compensation of employees in accordance with the Articles of Incorporation. Manager retirement benefit policies are consistent with general employees. The company legally contributes 6% of the wage of employees who choose the new retirement system monthly to individual accounts at the Bureau of Labor Insurance. For the portion applicable to the Labor Standards Act, the company contributes 3% of total wage monthly to the retirement fund, managed by the Labor Retirement Fund Supervisory Committee and deposited in Taiwan Bank under the committee's name. Before the end of each year, if the estimated account balance is insufficient to pay workers expected to meet retirement conditions in the following year, the difference will be contributed in a lump sum before the end of March of the following year.

💰 Senior Management Compensation Indicators

To promote the Company's sustainable development strategies, a "Sustainable Operation Strategy Team" chaired by the Chairman has been established to coordinate overall corporate sustainability initiatives. The President and the Company's managers integrated ESG metrics into performance evaluation indicators.

The company incorporated Environmental, Social and Governance(ESG) initiatives into managerial performance management evaluation indicators, encompassing material topics such as corporate governance, climate change management, and employee well-being. The results of these evaluations are directly linked to salary adjustment, performance bonuses and other remuneration components. This initiative is intended to strengthen senior executives' commitment to ESG-related matters, thereby advancing the Company's sustainable development vision and objectives. In 2025, The President is assigned a 10% weighting for the "ESG Performance Indicators" goal and other Company's managers, based on their positions and business scope, undertake the President's "ESG Sustainability Indicators" with 2%- 15% weighting in their personal performance indicators. The details of the "ESG Performance Indicators" and their weighting for different Company managers are shown in the following table.

	ESG Performance Indicators	Weight	Description
President	Mid/Long Term Sustainable Development Strategies Adjustment	2%	To supervise/evaluate Company's managers execute the goal set by "Sustainable Operation Strategy Team". For more details on business plans, please refer to the "Company's managers" section below.
	Corporate Governance Enhancement	1%	
	Environmental Sustainability	5%	
	Employee Care and Social Commitment	2%	
Company's Managers	Corporate Governance	2%-10%	The detail of Corporate Governance Enhancement includes: 1. Disclose material information and hold investor conferences based on regulations. 2. Establish relevant customer rights protection policies and complaint procedures for service marketing or labeling issues. 3. Optimize Group organization. 4. Continue to strengthen ship/shore information security operations, with no major cybersecurity incidents causing core business interruption or sensitive data leakage.
	Environmental Sustainability	2%-15%	The detail of Environmental Sustainability includes: 1. Tracking company's environment impact by incorporating carbon footprint data into internal system. 2. Control bunker consumption through usage of biofuels and shore power. 3. Taking Environmental sustainability into account for invested companies such as terminals and container yards, etc. 4. Network planning with carbon emission intensity consideration. 5. Deploy energy saving vessels and meet carbon emission intensity reduction goal; R&D and promotion in low-carbon technologies for vessels such as carbon capture and storage. 6. Total office paper/water/electricity consumption reduction.
	Employee Care and Social Commitment	2%-5%	The detail of Employee Care and Social Commitment includes: 1. Establish employee training and development plans to enhance employee career capabilities, and disclose content and implementation status. 2. Ensure smooth labor-management communication and enhance employees' participation in management and welfare matters by holding labor-management meetings regularly. 3. Continue to expand green procurement and local procurement.

2.2 Ethical Management

Ethical Management System

In adherence to the principles of fairness, honesty, integrity, and transparency, Yang Ming established the "[Ethical Corporate Management Best Practice Principles of Yang Ming Marine Transport Corporation](#)" in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" in 2013. Since then, in order to continuously develop a corporate culture of ethical management and ensure sound corporate development, the Company has established rules and regulations such as the "[Codes of Ethical Conduct of Yang Ming Group](#)" and "[Procedures for Ethical Management and Guidelines for Conduct of Yang Ming Marine Transport Corporation](#)," which are applicable to group enterprises and organizations, such as the Company's subsidiaries foundations that have direct or indirect donations of more than 50% of their funds, and other institutions or corporations with de facto control. The rules and regulations are regularly updated and disclosed in the Company's internal regulations and on the Company's website to specify the ethics and responsibilities required for the Group's directors, supervisors, managers, employees, fiduciaries, and persons with de facto control when engaging in commercial activities and prohibit unethical conduct, engagement in unfair competition, corruption, bribery, fraud and money laundering. Dissemination of the above rules and regulations is carried out annually to enhance internal management. The Company's Corporate Governance and Integrity Division is responsible for developing and promoting ethical management policies and prevention programs, supervising their execution, and submitting regular reports to the Board of Directors. The latest amendment was made on December 16, 2022.

Implementation and Strengthening of Ethical Management

Internal Implementation

To fulfill the Company's commitments to corporate governance, sustainable operation, and social responsibility, the Company conducts annual anti-corruption and anti-bribery risk assessments in accordance with the ISO 37001 standard. The scope covers all departments of the head office. The 2025 assessment results indicated that the residual risk level is low. To strengthen anti-bribery control measures, the Company has formulated and optimized the Anti-corruption and Anti-bribery Management Manual and the due diligence mechanism. In 2025, a total of 86 due diligence operations were performed, covering specific personnel, specific activities, and business partners.

Simultaneously, the Company organizes regular annual training to enhance employees' anti-bribery awareness. In 2025, 100% of senior executives participated in anti-corruption and ethical integrity training, and directors also attended external courses on "Latest Trends and Case Analysis of Anti-Money Laundering and Anti-Fraud". Furthermore, the Company's Qidu headquarters obtained [ISO 37001 Anti-bribery Management System certification](#) in February 2025, with the certificate issued by the independent third-party institution, the British Standards Institution (BSI). This certification enhances the systemization and transparency of the Company's anti-bribery management, demonstrating a firm commitment to ethical operations.

To strengthen internal awareness of ethical management and implement it in daily business operations, the Company engages external instructors and annually conducts online training courses on legal compliance, anti-corruption, corporate integrity and ethics, and competition laws for onshore employees, expatriates, and seafarers. The 2025 ethical management-related education and training courses are shown in the following table:

Course Name	Course Content	Target Audience	Number of Participants	Coverage	Pass Rate
Anti-corruption and Anti-bribery Awareness Course for New Employees	Analysis of bribery risks and management benefits, explanation of employee obligations, and introduction to the Company's anti-corruption/anti-bribery management system and whistleblowing channels.	New Employees	139	100%	100%
Anti-corruption and Anti-bribery Awareness Course	Analysis of ISO 37001 Anti-bribery Management System, risks and case studies, introduction to the Company's management system, due diligence norms, and use of whistleblowing channels.	All Employees	1,473	100%	100%
Online Awareness Courses for "Codes of Ethical Conduct of Yang Ming Group," "Ethical Corporate Management Best Practice Principles of Yang Ming Marine Transport Corporation," "Procedures for Ethical Management and Guidelines for Conduct of Yang Ming Marine Transport Corporation"	Awareness and regulations of the "Codes of Ethical Conduct of Yang Ming Group," "Ethical Corporate Management Best Practice Principles of Yang Ming Marine Transport Corporation," "Procedures for Ethical Management and Guidelines for Conduct of Yang Ming Marine Transport Corporation" and whistleblowing channels.	All Employees	1,543	100%	100%

Note The number of participants for "All Employees" is based on the headcount at the time of training execution.

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External Strengthening

For external stakeholders such as customers and suppliers, the Company has incorporated the Company's legal compliance clauses into external contracts and tender notices to make them aware of "Ethical Corporate Management Best Practice Principles of Yang Ming Marine Transport Corporation," "Procedures for Ethical Management and Guidelines for Conduct of Yang Ming Marine Transport Corporation." To help stakeholders understand and comply with the Company's ethical management system, the Company has also specified the consequences of violating the Company's ethical management policy and punitive damages in the legal compliance clauses to urge them to comply.

To further implement the concept of ethical management, the Company regularly sends an Ethical Management Statement to business partners, emphasizing policies that prohibit the acceptance of improper benefits, and engagement in unfair competition, and require the avoidance of personal conflicts of interest. Additionally, the Company implements the "Declaration System for Entertainment Invitations and Received Gifts of Value," requiring employees to declare through the designated system within the specified deadline when invited to entertainment or receiving external gifts exceeding a certain amount.

Whistleblowing System

The Company has established an [independent director-dedicated mailbox](#) (with Audit Committee members as recipients) and a [whistleblowing mailbox](#) (with the Head of Audit Department as recipient). If any illegal activities or violations of work rules, Codes of Ethical Conduct, Ethical Corporate Management Best Practice Principles, and Procedures for Ethical Management and Guidelines for Conduct are discovered, whistleblowers can report through the above channels. All investigation processes are confidential. The Company has also established "The Procedures of Whistleblowing Cases for Yang Ming Group Members," including whistleblower protection mechanisms, allowing anonymous reporting by whistleblowers, and protection and disciplinary liability exemption mechanisms to ensure that whistleblowers do not suffer retaliation such as dismissal, termination, wage reduction, or other improper treatment due to their reporting. For whistleblowers or group personnel who provide concrete evidence or cooperate in providing favorable investigative materials, if they are involved in violations of group-related regulations due to their reporting or provision of materials, or if they themselves are among the violators in the reported case, disciplinary exemptions may be granted based on individual case circumstances such as the significance of the reported case and the importance of the information and evidence they provided.

For the professional conduct of employees, the Company's "Work Rules for Onshore Staff," "Crew Job Descriptions," and "Procedures of Rewards and Punishments for Employees" specify strict regulations governing the business confidentiality and avoidance of conflicts of interest of the employees. When employees engage in unethical behavior, punishment is imposed based on the severity of the behavior pursuant to the "Procedures of Rewards and Punishments for Employees." In 2025, the Company received a total of 11 complaint cases through the independent director-dedicated mailbox and 14 complaint cases through the whistleblowing mailbox. A total of 6 cases investigated through both the independent director-dedicated mailbox and whistleblowing mailbox were substantiated. All cases were handled according to the Group's whistleblowing case handling procedures and disciplinary regulations, while requiring responsible departments to supervise fleet and subsidiaries in implementing improvements. There were no financial losses from litigation due to corruption or penalties caused by improper benefits or dishonest behavior.



Yang Ming Marine Transport Corporation Regulations Governing the Audit Committee's Handling of Stakeholder Suggestions and Complaints

Membership in the Maritime Anti-Corruption Network (MACN)

The Company joined the Maritime Anti-Corruption Network (MACN) platform in 2023, working together with maritime industry chain members to combat corruption, hoping to promote transparent and fair competition in international markets through cooperation among members. MACN has had more than 200 members since its foundation in 2011. Its objective is to eliminate corruption in the maritime industry. Through cooperation among members, academia, the industry and competent authorities, it has formulated anti-corruption principles, shared strategies and practices, created an anonymous reporting system, promoted reforms, and enhanced the industry's awareness of corruption in order to raise integrity standards in the maritime industry. By joining MACN, the Company can understand the latest international trends in anti-corruption/anti-bribery and demonstrate the Company's attitude and determination towards this issue, further enhancing customers' recognition of the Company and the positive image of the Company. The teaching materials provided by MACN are also helpful for the Company's internal promotion, as well as education and training on related issues.



2.3 Compliance Governance and Internal Audit System

2.3.1 Legal Compliance

Yang Ming Marine Transport Corp. upholds sound and integrity-based governance principles, adhering to national regulations and international standards across fields such as competition law, ship management, tax governance, and personal data protection. The Company has established a dedicated legal compliance office to continuously update and disseminate global competition law information, thereby strengthening employees' legal compliance awareness. Regarding ship management, the Company implements Port State Control (PSC) inspection improvements and emergency response drills to ensure that fleet operations comply with regulations and international standards. In terms of tax governance, the Company performs filing, control, and risk management based on local regulations and international tax standards (OECD Transfer Pricing Guidelines); transparency and compliance quality are further enhanced through annual audits and external professional assistance. For information security and personal data protection, the Company has built a comprehensive management system, adjusting policies and processes to align with the EU GDPR and local regulatory requirements while reinforcing education and training. Through these initiatives, Yang Ming continuously strengthens its legal compliance actions to ensure that global operations remain lawful, transparent, and in line with international standards.

■ Response to Countries' Competition Laws

Yang Ming's operations span globally. To comply with relevant regulations established by various countries, the Company has established a Legal Compliance Office to manage competition laws information in important business regions, actively participates in external organizations to stay informed of the latest information and regulations, continuously monitors environmental and competitive conditions, and timely adjusts operational behavior to ensure compliance with legal requirements. In response to updates in countries' competition laws and to ensure the consistency of internal information with the updated competition laws, in addition to sending emails regularly to all employees of the Group, including its agents worldwide, to propagate the competition laws so as to enhance their compliance awareness and reduce the probability of violations of law by them, the Legal Compliance Office presents compliance matters at important meetings and increases the knowledge of the personnel assigned overseas on local competition laws to prevent violations of law.

■ Vessel PSC Inspection

In 2025, classification society inspections of owned vessels identified 163 recommended improvement items, all of which were completed with corrective measures within the required timeframe. Port State Control inspections covered 143 vessel visits, with 98 vessel visits passing without deficiencies and 45 vessel visits being cited for a total of 141 deficiencies. Subsequently, accident anomaly and non-compliance reports (NC), corrective action reports (CAR/CAP), and corrective evidence were prepared for continuous tracking and improvement completion, then submitted to flag state authorities for case closure.

To strengthen ship management efficiency and regulatory compliance, the following operations were also carried out in 2025, and summarized as follows:

Onboard supervision (18 times in total)

The main purpose of onboard supervision is to confirm whether the actual implementation onboard complies with ISM procedural specifications, and through on-site supervision and guidance, strengthen crew operational implementation and emergency response capabilities, ensuring ships continue to comply with the Company's management system and international standards.

Communication operations (291 communications accumulated throughout the year)

The communication content is mainly used to strengthen education and advocacy on company policies, SOPs, emergency response procedures, etc., and to promptly inform all ships about port security requirements, navigation area restrictions, local regulations, and the latest laws and regulations, assisting ships to respond promptly and implement relevant specifications.

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Tax Governance

To respond to international trends in tax governance and pursue corporate sustainable development while fulfilling corporate social responsibility, Yang Ming Marine Transport Corp. adheres to the principles of stability and integrity. The Company strictly implements tax regulation compliance, risk control, and the protection of stakeholder interests. The tax governance principles are implemented as follows:

 Compliance with Local Regulations	Adhere to tax regulations in all operating locations, fulfill tax obligations, and evaluate the impact of changes in tax laws and international tax standards to formulate response measures. Tax planning and policies are not conducted for the purpose of tax avoidance.
 Guiding Principles	For related-party transactions, follow the "Transfer Pricing Guidelines for Multinational Enterprises and Tax Administrations" published by the Organization for Economic Co-operation and Development (OECD). Comply with the principles of business substance, the arm's length principle, and tax compliance, as well as transfer pricing regulations set by each tax jurisdiction.
 Information Transparency	Appropriately disclose information in compliance with financial reporting standards and annual report regulations. Regularly disclose tax information through public channels such as financial reports, annual reports, and sustainability reports to ensure information transparency.
 Good Communication	Uphold the principles of honesty and mutual trust to establish good communication relationships with tax authorities.
 Financial Talent Cultivation	Strengthen the professional competencies of tax personnel through education, training, and specialized research.

To implement tax governance and ensure that tax personnel follow internal procedures and tax law regulations, the Company conducts regular annual internal audits and reports the audit status to the Board of Directors. The Board of Directors serves as the highest decision-making and oversight unit for the Company's tax management. The Finance Group is the unit responsible for tax affairs, handling various tax operations according to the Company's hierarchical authorization regulations. The head of the Finance Group reports to the Board based on the materiality of the issues and proposes improvement suggestions if deficiencies are found. As a multinational enterprise, the Company adopts the following measures to implement tax risk management:

- 01

Regularly review and inventory tax regulations in all operating locations and maintain good communication with local responsible units to implement compliance with local laws.
- 02

In the face of changing international tax standards, establish special projects and appoint external professional consultants to provide guidance and analysis. This strengthens employees' tax-related competencies, ensures compliance with international tax standards, and controls and reduces the occurrence of tax risks. Establish a tax management operating system to maintain tax information and important tax operations for each operating location, enhancing the verification functions of tax-related operations through digital tax management (e-management).
- 03

Plan and implement tax education and training. In addition to the regular external training seminars on corporate income tax and business tax practices held annually, a total of 5 external training courses were attended this year. The participation reached 33 person-times, with a total of 24.5 course hours, achieving the goal of strengthening employees' professional tax competencies.

The Company's income tax expense for 2025 was NT\$ 5.927 billion, accounting for 3.62% of operating revenue. The income tax expense decreased by NT\$ 9.423 billion compared to 2024 and decreased by NT\$ 291 million compared to 2023. The Company pays taxes honestly in accordance with the regulations of various governments. Relevant information is disclosed on page 14 of the [2025 Consolidated Financial Report](#), and the aforementioned financial information is consistent with the annual consolidated financial report.

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■ Personal Data Protection Laws

Personal data protection is not only an important process to implement corporate governance, but also a key commitment to achieve sustainable development. The Company established the "Personal Data Protection Operating Procedures" as the norm for employees' collection, processing and use of personal data. The Company has developed a sound personal data protection system, kept an eye on the development of laws and regulations related to personal data protection, and, if appropriate, adjusted the Company's legal compliance policies and relevant norms to ensure that the related procedures are compliant with the latest regulatory requirements. The Company is committed to protecting personal privacy, has established a privacy policy, and adopts a zero-tolerance stance towards violators of this policy; please refer to the Company's corporate [website](#).

In response to digital development trends, the Company has established control procedures for personal data protection and computerized information systems in accordance with Articles 8, 9, and 13 of the "Regulations Governing Establishment of Internal Control Systems by Public Companies," and starting from 2024, privacy protection and information security inspections have been incorporated as audit items in the annual internal audit plan. To comply with the European Union's General Data Protection Regulation (GDPR), the Company updated the Group website's Privacy Policy and appointed a Data Protection Officer (DPO) at the Europe Regional Center to handle local personal data protection affairs. Customer data is used exclusively for the primary purpose of shipping operations, with the only additional secondary usage being the "issuance of Yang Ming's Ethical Management Statement" (100% application rate). Aside from this, there is no other use unrelated to the core business, such as marketing, sale, or rental of data. In 2025, no confirmed incidents of employee personal data leaks occurred, no complaints were received from stakeholders regarding the collection or use of personal data, and zero cases of customer privacy data leakage took place.

■ Introduction of IFRS Sustainability Disclosure Standards

In response to Taiwan's Financial Supervisory Commission's requirements for listed companies to disclose IFRS sustainability standards-related information, the Company completed the establishment of a project team and confirmation of the implementation plan in 2024. The Company continues to implement the adoption plan according to the established schedule and steadily advances various implementation tasks to strengthen overall execution efficiency.

■ Litigations and Violations of Law

Since 2022, the Legal Affairs Office has submitted to the Board of Directors, on a quarterly basis, a list of material projects, contracts, and legal cases together with brief descriptions. This practice enhances information transparency and enables the Board to keep abreast of developments in material matters in a timely manner. In 2025, the Company was involved in one anti-competitive case and one antitrust case across its global operations. The antitrust case resulted in a monetary penalty of KRW 2.42 billion (approximately USD 2 million). Further details of these two cases are provided below. No cases of corruption resulting in litigation were reported during the reporting period. In addition, there were no material regulatory violations resulting in penalties relating to environmental or social issues. No incidents involving money laundering, insider trading, or conflicts of interest were reported.

Anti-competition case

The Company had one ongoing anti-competition litigation case in 2025, originating from the Intermodal Motor Carriers Conference (IMCC) of the American Trucking Associations (ATA) filing a complaint with the Federal Maritime Commission (FMC) against the Ocean Carrier Equipment Management Association (OCEMA) and its member carriers and the company for restricting the rights of US trucking companies to choose chassis suppliers.

In 2023, the FMC judge ruled that the respondents' specific conduct violated the Shipping Act and issued a cease and desist order, and did not impose a fine on the respondent or hold the respondent liable for compensation. The Company appealed within the time limit to protect the Company's rights and interests.

Regarding the remaining claims of this case that FMC previously remanded to the judge for continued review, the FMC judge dismissed these claims in December 2024, and this ruling shows that the FMC judge has turned to substantially support the carriers.

Antitrust case – Administrative Litigation Pending

In 2022, the Korea Fair Trade Commission (KFTC) determined that a total of 23 global shipping companies, including the Company, had engaged in unlawful concerted actions on routes between Korea and Southeast Asia, in violation of Korea's Monopoly Regulation and Fair Trade Act. Accordingly, the KFTC imposed fines and corrective orders. In response to the KFTC's written decision, the Company pursued available legal remedies by first filing an objection to the KFTC's determination and subsequently initiating administrative litigation, as appropriate. After the KFTC dismissed the Company's objection in July 2022, the Company filed an administrative lawsuit with the Seoul High Court on August 12, 2022, in order to safeguard its rights and interests. The case remains pending before the court.

Note A materiality threshold is defined as a penalty amount exceeding NT\$1,000,000 for cases of regulatory violations.



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Legal Compliance Training

The Company has always spared no effort when it comes to legal compliance. The Company arranges regular legal compliance courses for continuing learning and education for employees to ingrain the idea of legal compliance in their daily work routine. Legal compliance-related education and training in 2025 is as follows:

Course Name	Course Content	Target Audience	Number of Participants	Coverage	Pass Rate
Material Legal Compliance					
Competition Laws Promotion Course	The Company conducted a 0.5-hour online promotion regarding "2025 Competition Laws" for all domestic shore-based and overseas employees from 2025/09/08 to 2025/10/31.	All domestic shore-based and overseas employees	1,493	98.87%	98.74%
Economic Sanctions Promotion	On 2025/10/21 and 2025/11/18, the Company introduced the basic knowledge of economic sanctions and explained the usage of the Company's economic sanctions list database.	Head office staff, overseas employees, and Huan Ming employees	181	100%	-
Economic Sanctions and Export Control	Invited Dun & Bradstreet to lecture on the basic knowledge of economic sanctions and export controls.	Head office, branch office, and overseas employees	370	100%	-
Legal Risks in Daily Operations for Company Personnel	The online course was developed on "YM E-Learning Platform" and focuses on legal and compliance risks arising from Company personnel's daily operations, covering topics such as trade secret protection, prevention of common work-related criminal offenses, and the Company's ethical corporate management principles. The slides, course lectures, and post-course quizzes are designed based on simulated scenarios, practical case studies, applicable laws and regulations, and the Company's internal regulations.	Head office and branch office staff	1,325	98.81%	99%
Personal Data Related					
Personal data protection laws and regulations	Conducted a 0.5-hour online course from 2025/10/20 to 2025/12/03 for domestic shore-based and overseas employees to promote personal data protection regulations in Taiwan and the EU (GDPR). Briefly introduced the EU-U.S. Data Privacy Framework (DPF) and China's Personal Information Protection Law (PIPL).	All domestic shore-based and overseas employees	1,528	98.52%	98.19%
Handling Emergency Information Security Incidents for Listed Companies	Invited Managing Partner Shao-Heng Hung from Chien Yeh Law Offices to lecture on handling emergency information security incidents for listed companies, using case studies to explain regulatory investigation processes and key response points.	Head office and branch office staff	91	100.00%	-
Personal Data Incident Response	Invited Attorney Chi-Hsin Yeh, Director of DaVinci Personal Data and High-Tech Law Firm, to lecture on reporting/notification procedures and emergency response operations for personal data incidents.	Head office, branch office, and overseas employees	429	100.00%	-

Note For courses with coverage or pass rates below 100%, the shortfall is due to individual factors affecting employee participation.

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2.3.2 Implementation of the Internal Audit System

■ Project and Subsidiary Supervisory Audit System

The Audit Department is responsible for internal auditing of the Company and its subsidiaries and agency oversight management operations, serving as the third line of defense for internal control and compliance governance.

Yang Ming's Audit Department introduced a project audit system in 2022. In addition to routine internal control audits of management departments, project audits covering vessels, finance, and information systems were completed between 2022 and 2023. Through cross-departmental vertical and horizontal project communication and collaboration, this helps enterprises optimize processes, reduce redundant work and resource waste, enhances enterprise risk management and prevention capabilities. Furthermore, the Company actively promotes subsidiaries to establish their internal control systems. As of 2025, it has guided important subsidiaries including Huan Ming (Shanghai), YES Logistics, Kuang Ming Shipping Corp., Hong Ming Terminal & Stevedoring Corp., and Yang Ming (Singapore) to establish internal audit units and formulate internal audit implementation rules, and to regularly report their audit operations and improvement tracking to the Audit Department.

Through the aforementioned internal auditing, project auditing, and implementation of subsidiary audit systems, the Company assists the Board of Directors and management in examining and reviewing deficiencies in the Group's internal control systems, measuring operational effectiveness and efficiency, providing timely improvement recommendations, ensuring continuous effective implementation of internal control systems, enhancing stakeholder trust and recognition, increasing the reliability, timeliness, and transparency of the Company's information disclosure, and helping the enterprise achieve long-term sustainable business development.

■ Compliance Review

The Company's Legal Affairs Office, Insurance & Claim Department, Legal Compliance Office, and relevant departments and offices assist in reviewing contracts, tender notices, and other legal documents to confirm the legality, compliance, and reasonableness of document content, thereby reducing risks and losses from violations and breaches of contract. In addition, they also give relevant units reminders to pay attention to competition laws, personal data protection, anti-money laundering, economic sanctions, embargoes and other related laws and regulations and help clarify and identify legal risks to avoid violations of related laws and regulations.

■ Contract Management

In line with information security standards for digital transformation, the Company adopts an electronic contract management system to comprehensively and systematically manage the Company's contract review operations, ensuring complete tracking records for contract cases and addressing the difficulties in preserving and accessing paper documents and emails. In addition, the system also provides various auxiliary functions, such as a document comparison system and the setting of contract expiry notice, to improve operational efficiency and reserve business response time, avoiding an interim between the end of a contract and the start of a new one. In the future, the Company will continue to adjust or upgrade the system functions and optimize contract management procedures based on the Company's policies and needs.

■ Integration of Sustainability Information into Internal Control

In accordance with the "Regulations Governing Establishment of Internal Control Systems by Public Companies," Yang Ming Marine Transport Corp. has integrated sustainability information management into the Company's internal control system. Each responsible unit is tasked with the collection, recording, and maintenance of sustainability-related data, performing controls and regular inspections in accordance with internal control procedures. The Sustainability Development Office is responsible for overall coordination and consolidation, coordinating with relevant units for review to ensure the integrity and consistency of the information.

Relevant sustainability information not only serves as the foundation for the preparation of the Sustainability Report but is also applied to various external disclosures and internal management decision-making. The Sustainability Report is prepared annually by each responsible unit and is published after undergoing internal review, third-party verification, and approval by the Board of Directors to enhance the reliability and transparency of information disclosure.



2.4 Risk Management

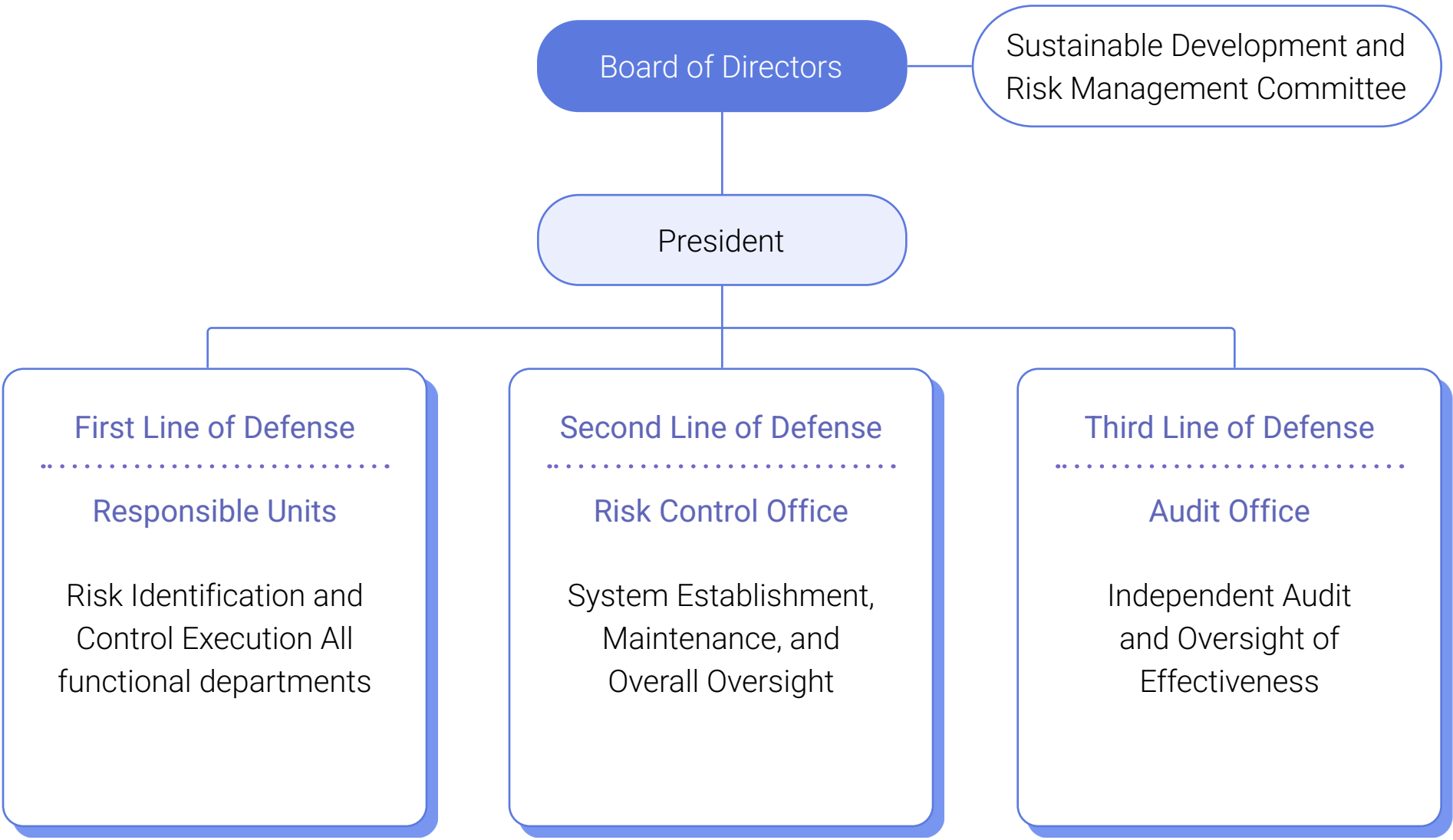
2.4.1 Risk Warning System

Yang Ming is committed to sustainable operations and responsibilities to society by developing a comprehensive risk management mechanism to manage potential risks related to the overall operations and financial profits. Through strict risk control measures, all business risks are controlled to the extent that they are tolerable to ensure adequate corporate capital while increasing the Company's operational quality and value.

Risk Management Organization and Structure

Regarding the governance structure, the Board of Directors serves as the highest oversight unit for risk management, responsible for reviewing material risk issues and corresponding response strategies. Through the Sustainable Development and Risk Management Committee, the Board is assisted in reviewing risk management policies, systems, and annual plans, and receives professional recommendations on major risk matters to enhance the quality of board decision-making.

At the management and execution level, the Company adopts the "Three Lines of Defense" mechanism, integrating risk management responsibilities into daily operations and monitoring processes: Each responsible unit acts as the first line of defense, tasked with risk identification, assessment, and control; the Risk Control Office serves as the second line of defense, responsible for establishing and maintaining the risk management system, including the formulation of risk management procedures and annual risk assessments (covering strategic, operational, financial, legal compliance, and climate change), while assisting various units with material project risk assessments; the Audit Dept functions as the third line of defense, independently auditing the implementation of the risk management mechanism to ensure the effective operation of related systems.



Risk Management Policy

To provide a basis for risk management operations, the Company has formulated a Risk Management Policy to serve as the guiding principles for overall risk management. This policy stipulates risk management objectives, organizational structure, division of responsibilities, and operating procedures, and is subject to regular reviews and adjustments in response to changes in the operating environment and regulations. Furthermore, in accordance with the internal control system and operating procedure manuals, risk management standards and procedures have been integrated into product and service development processes, assisting responsible units in performing risk assessment operations for material capital expenditure projects. For detailed policy content, please refer to the "Risk Management" section of the [ESG website](#).

Risk Management Scope and Process

The Company's risk management and assessment scope covers the entire Group, including all head office departments, subsidiaries, branch offices, and regional operating sites. Various risks are identified and assessed by relevant responsible units based on their functional duties, and are consolidated and analyzed by the Risk Control Office to provide integrated risk information as a basis for management. The Company conducts annual Group risk assessments and performs risk classification and management based on the results, utilizing a continuous tracking mechanism to monitor changes in risk status. Relevant risk assessment results and tracking reports are submitted to the Sustainable Development and Risk Management Committee for review and reported to the Board of Directors in accordance with internal governance procedures to strengthen risk management oversight and feedback mechanisms.

Risk Management Scope	Headquarter departments, subsidiaries, branch offices, and regional centers
Risk Management Procedure	
Risk Identification	Based on past practical experiences and external information, all departments identify and list possible risk factors by assessing the impact of factors on internal and external stakeholders through internal control cycle analysis and scenario analysis.
Risk Analysis	The identified risk factors are analyzed in depth in terms of frequency and potential loss by reference to practical experiences, scenario analysis, statistical analysis, external risk case studies, and other relevant data and information.
Risk Assessment and Response	Risk assessment involves grading the frequency and potential loss identified during risk analysis, determining the risk level, and then positioning each risk factor within a risk matrix according to that level. Countermeasures include risk retention and risk transfer. Risk avoidance and risk prevention are considered in decision-making.
Risk Monitoring	All responsible units are required to implement risk management and control to ensure day-to-day risk monitoring. The Risk Control Office is responsible for formulating risk management policies and monitoring mechanisms, as well as periodically consolidating and tracking the implementation of risk control measures across departments. In addition, annual internal and external audits are conducted to review the effectiveness of the risk management process, and the results of the Group annual risk assessment report are submitted to the Board of Directors.

2.4.2 Risk Assessment Results

Yang Ming focused on the five aspects: strategy, operation, finance, legal compliance, and climate change during the annual risk assessment for the Group to review and assess the potential risks faced by the Group, their frequency of occurrence, and the severity of their impacts. The assessment content includes high-risk items evaluated in previous years, as well as new risks arising from changes in market economic conditions or adjustments to Group business policies.

In 2025, there were 44 units under evaluation (including headquarters, Keelung/Taichung/Kaohsiung branch offices, subsidiaries, and regional centers). The scope of evaluation encompassed multiple dimensions such as various operational activities, legal compliance, climate change, international geopolitics, and cybersecurity. Following integration and analysis, seven high-risk items were identified for the current year: Geopolitical Risk, Economic Growth Slowdown Risk, Cybersecurity Risk, Competition Law Violation Risk (associated with high fines or significant reputational damage), Personal Data Protection Law Violation Risks (associated with high fines or significant reputational damage), Economic Sanctions Violation Risks (associated with high fines or significant reputational damage), and Climate Change Risk. Furthermore, Generative AI Risk and Carbon Fee Risk were identified as emerging risk items for 2025.

The following table shows the Company's 2025 risk assessment and mitigation and response strategies.

Risk Source	Risk Assessment Items	Potential Impact on the Company	Mitigation Measures
High Potential Risks			
 Strategy	Economic Growth Slowdown Risks	Global trade frictions and economic growth slowdown may affect shipping demand and market momentum.	Continuously monitor international economic and trade situations and market changes; adjust routes and space allocation to reduce the impact of market volatility on operations. (Refer to Company Profile for details)
	Geopolitical Risks	Regional conflicts and rising geopolitical tensions affect shipping safety and supply chain stability.	Continuously monitor high-risk regional situations; utilize route adjustments and scenario planning mechanisms to reduce the risk of business disruption. (Refer to Company Profile for details)
 Legal Compliance	Competition Law Violation Risks	Stricter global competition regulations; violations may lead to high fines and significant reputational damage.	Establish legal compliance management mechanisms; ensure operations meet regulatory requirements through education and training, regulatory monitoring, and internal reviews. (Refer to 2.3.1 Legal Compliance)
	Economic Sanctions Violation Risks	Complex international sanction regulations; violations may affect transactions and business continuity.	Continuously track international sanction regulations; establish internal screening and control mechanisms to reduce non-compliance risks. (Refer to 2.3.1 Legal Compliance)
	Personal Data Protection Law Violation Risks	Stricter personal data regulations; violations may result in fines and damage to corporate reputation.	Strengthen personal data protection management; reduce risks of data leakage and misuse through education and training and institutionalized management mechanisms. (Refer to 2.3.1 Legal Compliance)
 Operation	Cybersecurity Risks	Rapidly evolving global cybersecurity threats; reliance on supply chains and regulatory differences deepen corporate risks. Applications of AI and emerging technologies bring new cybersecurity challenges.	Strengthen cybersecurity education and institutionalized management; utilize multi-layered defense and global monitoring mechanisms to reduce risks of operational disruption and data leakage. (Refer to 4.3 Information Security Management)
 Climate Change	Climate Change Risks	Stricter carbon emission regulations and the promotion of carbon pricing mechanisms may increase operating costs.	Promote energy-saving and carbon reduction measures; continuously monitor international regulatory developments; strengthen carbon management capabilities to address transition risks. (Refer to CH3 Green and Sustainable Shipping - Operating Strategies for Environmental Sustainability)

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Risk Source		Potential Impact on the Company	Mitigation Measures
Emerging Risks			
	Generative AI Risks	Rapid development of AI applications may create risks related to the Company's information security and data governance.	Establish AI application management principles; strengthen usage regulations and employee risk awareness to mitigate potential risks. (Refer to 4.3 Information Security Management)
	Carbon Fee Risks	Gradual implementation of carbon fee and carbon tax systems increases uncertainty in corporate operating costs.	Establish carbon management mechanisms; continuously track relevant policy developments; conduct education and training to strengthen response capabilities. (Refer to CH3 Green and Sustainable Shipping - Operating Strategies for Environmental Sustainability)

Risk Management Courses and Training

Board of Directors

To strengthen Board oversight of risk management and sustainability issues, the Company regularly arranges risk management courses based on international industry trends and operational needs. These sessions aim to continuously enhance directors' risk identification and decision-making capabilities. The 2025 curriculum covered Enterprise Risk Management (ERM), Sustainability Risks and Strategy, Cybersecurity and Emerging Technology Risks, and Compliance and Operational Risks, assisting the Board in mastering key risk issues and international development trends.

Employees

To strengthen risk management awareness and integrate risk control concepts into daily operations, the Company continues to promote risk management education and training to reinforce the organizational risk management culture.

The 2025 training was completed on November 17, with a focus on topics related to Business Continuity Management (BCM). Through practical case studies, employees learned about preparedness and response measures for major incidents, enhancing their risk identification and response capabilities. A total of 88 people participated, with 3 training hours. The Company also utilizes other professional training, such as legal compliance courses, to further strengthen employees' understanding and application of risk management-related topics.

2.5

Sustainable Supply Chain Management

2.5.1

Yang Ming's Supply Chain Management Vision
and Policy

Yang Ming Marine Transport Corp. upholds "Teamwork, Innovation, Integrity, and Pragmatism" as its core values, expecting to practice sustainability together with supplier partners and pursue sustainable development across business, financial, environmental, and social dimensions. The Company sets sustainability goals based on the United Nations Sustainable Development Goals (SDGs) and has formulated the "Supply Chain Management Policy" and "Supplier Code of Conduct" with reference to international standards such as the Global Reporting Initiative (GRI) Standards, United Nations Global Compact (UNGC), International Labour Organization (ILO) conventions, and ISO 20400 Sustainable Procurement Guidance. The Company regularly reviews and revises supplier management documents and mandates that all new suppliers sign the "Company Sustainability Statement Survey," inviting them to jointly commit to integrity management, promote environmental sustainability, and safeguard fundamental labor human rights. Through the implementation of "ISO 9001 Quality Management System," the Company has established and revised various operating procedures, including selection and procurement processes for vessels, accessories, materials, fuel, container machinery, terminals, and inland transport (rail/road), and undergoes annual third-party external audits.

Through the established [Supply Chain Management Policy](#), the Company commits to building a supplier management mechanism. Suppliers are required not only to maintain quality and cost-effectiveness but also to align with Yang Ming's sustainability mindset in the areas of "Business Ethics and Integrity," "Environmental Protection," "Labor Human Rights and Occupational Health and Safety," and "Information Security." Yang Ming will continue to communicate with all supply chain partners to jointly drive the sustainable development of the supply chain.

■

Supplier Code of Conduct

The Company regularly reviews and revises the [Supplier Code of Conduct](#) in accordance with norms and recognized standards from international organizations, including the UN Global Compact, Ethical Trading Initiative (ETI), OECD Guidelines, ISO 45001, ISO 27001, ISO 14001, the Universal Declaration of Human Rights, the International Labour Organization (ILO), and the Responsible Business Alliance (RBA). This Code comprises five major sections: Human Rights and Labor, Occupational Safety and Health, Environment, Business Ethics and Business Integrity, and Management Systems. These sections reflect the Company's commitment to global sustainability issues. Furthermore, suppliers are required to sign a [Company Sustainability Statement Survey](#) promising to adhere to these standards, which serves as a reference for subsequent supplier selection to continuously enhance the sustainability performance of the overall supply chain.

■

Five Major Themes of the Supplier Code of Conduct

Human Rights and
Labor

The Company is devoted to creating and maintaining a positive working environment where employees are treated reasonably and with respect. The Company's suppliers are requested to adopt the same or similar standards in their working environments to ensure that the human rights of their employees are not affected or infringed. Content includes labor rights, freedom of occupation, management of working hours, compensation and benefits, employee privacy, fair treatment and anti-discrimination, freedom of association and right of collective bargaining, and prohibition of child labor.

Occupational Safety
and Health

The Company attaches importance to the safety and health of its employees, and enhances their knowledge in safety and health. The Company establishes a safe working environment, and avoids occupational injuries. Content includes occupational safety, emergency response preparedness, occupational injuries and diseases, industrial hygiene, physically demanding work, machine safeguarding, environmental hygiene, and health and safety communication.

Environment

Suppliers should consider environmental factors in the course of operations, carry out improvements and maintenance based on these impact factors, so that we can work together to reduce the burden and impact on the environment. Content includes environmental permits and compliance requirements, energy consumption and greenhouse gas emission management, waste and wastewater management, hazardous substances management, noise management and air pollution management, and biodiversity and forest conservation.

Business Ethics and
Business Integrity

Suppliers should observe the highest ethical standards in the course of operations, expand relevant business activities, and establish relevant policies for internal promotion to enhance their employees' understanding of corporate ethical management policies. Content includes Business Integrity, prohibition of improper benefits, information disclosure, respect for intellectual property rights, fair trade, identity protection and prohibition of retaliation, responsible supply chain, information security and privacy, avoiding conflicts of interest, and a whistleblowing system.

Management
Systems

Suppliers should establish management standards that comply with relevant laws and regulations and the requirements of the Code of Conduct, and engage in continuous improvement of the requirements listed in the Code of Conduct. Content includes corporate commitment, legal and Code of Conduct requirements, risk assessment and management, education, training and communication, and audits and evaluation.

2.5.2 Supply Chain Overview

Yang Ming collaborates with upstream and downstream supply chain partners, managing not only supplier quality, environmental protection, information security, occupational safety and health, supply chain security, and compliance with various regulatory requirements of port states, but also engaging with stakeholders while providing cargo transportation services, thereby building a complete sustainable value chain together with suppliers from diverse industries.



■ Annual Procurement Analysis

Yang Ming Marine Transport Corp. classifies and grades suppliers based on annual procurement amounts. In 2025, a total of 2,552 Tier-1 suppliers provided products or services to Yang Ming. Based on procurement items and service characteristics, suppliers are classified into eight major categories: General Affairs and Services, Professional Services, Marine Fuel, Vessels, Safe Operation of Vessels, Container/Chassis/Genset, Container Yard Machinery, and Shipping-related Services. Materiality thresholds were established for each category based on characteristics such as the proportion of total procurement amount and exclusivity or irreplaceability, identifying a total of 162 critical Tier-1 suppliers, which account for 79.02% of the total procurement amount. In the future, the Company will utilize supplier grading and classification to strengthen supplier management measures and enhance its oversight of suppliers' sustainability-related risks and performance.

8 Major Procurement Categories	Definition of Critical Tier-1 Suppliers	Importance to Yang Ming
 General affairs and services	Accounting for over 2% of total procurement amounts	The basic general supplies necessary for corporate operations to maintain the basic operational efficiency and work quality of the Company.
 Professional services	Accounting for over 1% of total procurement amounts	Provide professional services to enhance transportation safety, operational efficiency, and service quality, supporting business operations while strengthening personnel, vessels, and cargo safety.
 Marine fuel	Accounting for over 1% of total procurement amounts	The stability of fuel supply and quality is tied to the daily operation of vessels. Also, such procurement constitutes a main part of the Company's operating costs.
 Vessels	Accounting for over 1% of total procurement amounts	Vessels are the backbone of the Company's international container shipping services. Their construction, chartering or other uses/ deployment have direct and significant impacts on the operation of routes.

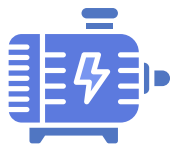
8 Major Procurement Categories	Definition of Critical Tier-1 Suppliers	Importance to Yang Ming
 Safe operation of vessels	Accounting for over 1% of total procurement amounts	The Company prioritizes Personnel Safety, Vessel Safety, and Cargo Safety. Therefore, vessel equipment installation and maintenance, spare parts supply and inspection, material supply and quality requirements, and dry-docking repairs are all critical keys to ensuring maritime safety.
 Container/ Chassis/ Genset	Accounting for over 1% of total procurement amounts	Under existing vessel capacity, maintaining stable backup container quantities, chassis, and gensets to meet customer transportation needs is an important capital expenditure item for the Company.
 Container yard machinery	Accounting for over 1% of total procurement amounts	Container yard equipment is an important capital expenditure item for the Company to maintain the safety and efficiency of transportation services.
 Shipping-related services	Accounting for over 0.4% of total procurement amounts	Terminal loading and unloading, yard storage, feeder vessel connections, and inland truck and rail connections form a global maritime transportation service network. The Company ensures accurate connection of all transportation links and 24-hour uninterrupted operations to provide customers with punctual, speedy, reliable, and economical global maritime services.

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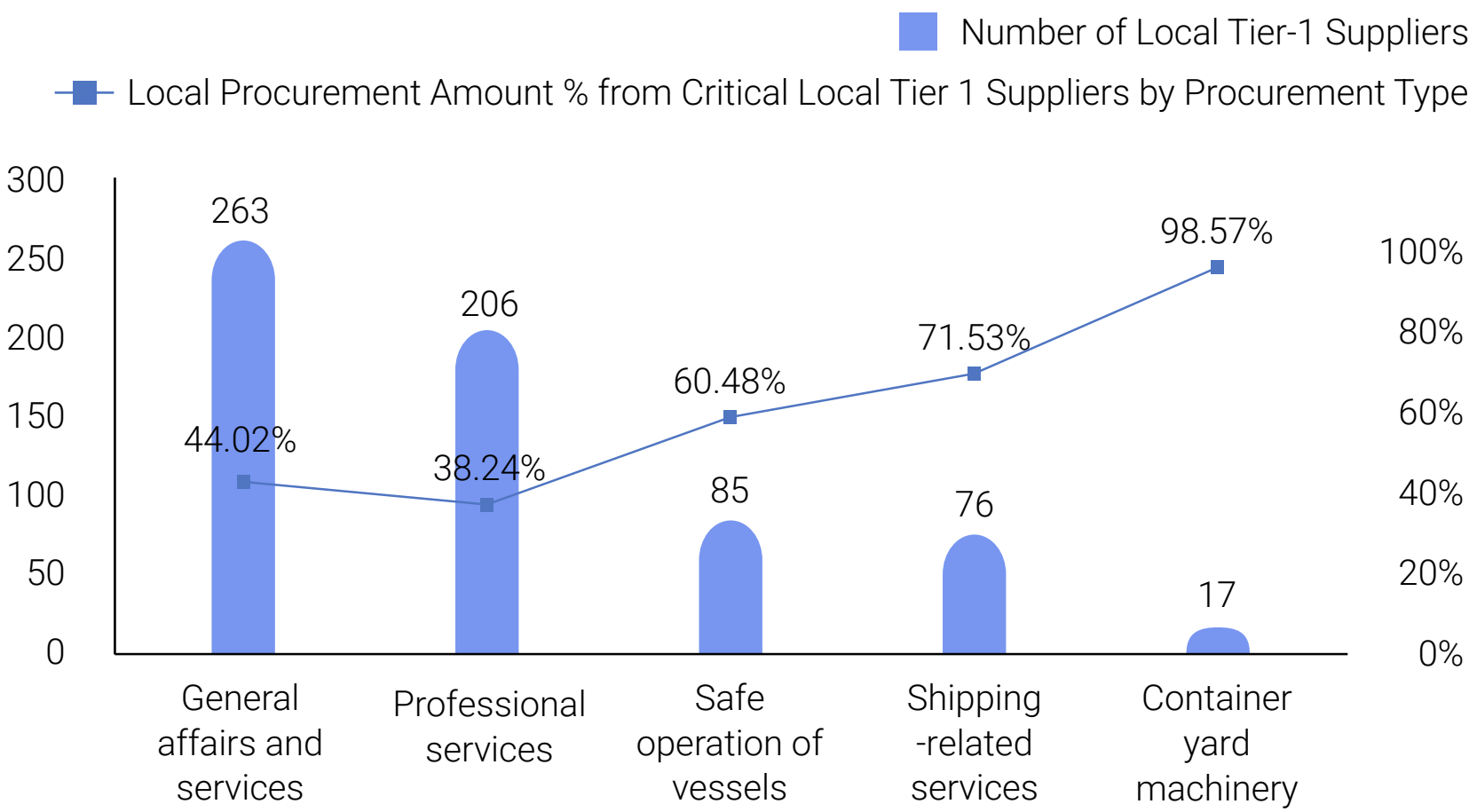
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8 Procurement Categories	Number of Tier-1 Suppliers	Procurement Amount % in Total Procurement Expenditure	Number of Critical Tier-1 Suppliers	Proportion of Procurement Amount from Critical Tier-1 Suppliers by Procurement Category	Number of Critical Tier-1 Suppliers % by Procurement Category
General affairs and services	264	0.14%	6	43.83%	2.27%
Professional services	277	1.43%	13	67.14%	4.69%
Marine fuel	32	15.74%	20	98.25%	62.50%
Vessels	18	23.51%	9	92.99%	50.00%
Safe operation of vessels	195	2.99%	41	79.62%	21.03%
Container/Chassis/Genset	26	6.78%	14	98.79%	53.85%
Shipping-related services	1,723	49.36%	52	63.92%	3.02%
Container yard machinery	17	0.05%	7	98.57%	41.18%
Total	2,552	100%	162	79.02%	6.35%

Local Procurement

Yang Ming Marine Transport Corp.'s transportation service network spans the globe. Procurement operations are influenced by the globalized nature of the shipping industry and service requirements, primarily focusing on the place of production or service demand (such as Shipping-related services). Nevertheless, the Company continuously creates cooperation opportunities with Taiwanese suppliers across various procurement projects to promote Taiwan's industrial development and maintain relationships with local communities. In 2025, the Company's local procurement expenditure in Taiwan accounted for 3.65% of total procurement expenditure.



Green Procurement

Since 2013, the Company has actively participated in the Ministry of Environment's "Green Life for All" green procurement initiative. Starting from 2022, the Company has been honored as an "Excellent Enterprise in Green Procurement by Private Enterprises" for four consecutive years. In 2025, the total expenditure on green procurement reached NT\$ 60,493,692, demonstrating a steadfast commitment to the continuous promotion of sustainable procurement practices.

As a member of the Ministry of Environment's Green Office Measures Green Partners, Yang Ming actively promotes related green actions including:

Office Buildings: Install greening facilities in the Taipei owned office building, install solar photovoltaic systems, plant landscape vegetation, and combine with rainwater recovery systems for irrigation to reduce urban drainage pressure and protect water resources, creating a multifunctional ecological green roof.

Daily Operations: Select green services, green restaurants, and insurance services recognized by the Ministry of Environment, prioritize using products with environmental labels to save energy and resources, encourage the use of video conferencing to reduce carbon emissions from business travel, and promote paperless operations to reduce paper usage.

Activity Promotion: Irregularly hold environmental education courses, beach cleanup, and port cleaning activities, encouraging colleagues to personally participate in jointly practicing environmental protection responsibilities, hoping that colleagues understand Yang Ming's commitment to sustainability through activities and work together for the ecosystem.

Renewable Energy: In 2023, the Company purchased renewable energy certificates and used green electricity transfer for the headquarters building in Qidu. In 2024, Keelung, Kaohsiung and other owned offices also joined renewable energy procurement. The proportion of renewable energy usage will be gradually increased in the future. For detailed information, please refer to Section [3.4 R&D and Investment in Low-Carbon Technologies](#).

2.5.3 Sustainable Supply Chain Management Policy

Yang Ming Marine Transport Corp. aims to establish a comprehensive and sustainable supply chain management system. The Company has developed three key management strategies: "A sound procurement system with sustainability factors," "Effective control of suppliers' sustainable management maturity, performance and ongoing tracking," and "Sustainable engagement with suppliers." Each year, action plans are reviewed and updated on a rolling basis with targets set. The table below shows the action plans and short-term and medium-to-long-term goals under each management strategy.

Management Strategy	Action Plan	Target by 2025	2025 Achievement Status	Target by 2026	Target by 2030
A sound procurement system with sustainability factors	Complete the revision of internal procurement procedure manuals.	Completed announcement and implementation	Completed announcement and implementation	Continuously revise procurement management-related regulations to reflect sustainability issues or identified sustainability risks	Continuously revise procurement management-related regulations to reflect sustainability issues or identified sustainability risks
Effective control of suppliers' sustainable management maturity, performance and ongoing tracking	Supplier written audits and on-site visits	Critical Tier-1 supplier sustainability self-assessment questionnaire review ratio reaches 90%	All completed questionnaires underwent review, ratio 100%	1. Critical Tier-1 supplier sustainability self-assessment questionnaire review ratio reaches 90%. 2. Critical Tier-1 supplier simplified supplier sustainability self-assessment questionnaire review ratio reaches 90%.	1. Plan mechanisms for non-critical Tier-1 suppliers to participate in sustainability self-assessment questionnaires. 2. Develop mechanisms to include sustainability issues and risks related to suppliers' countries, industries, and products as selection assessment criteria.
	All new suppliers sign a "Company Sustainability Statement Survey"	100% signing ratio	100% signing ratio	Maintain a 100% signing ratio	Maintain a 100% signing ratio
Sustainable engagement with suppliers	Strengthening Communication with Suppliers	1. Conduct at least 1 educational training/activity to enhance supplier sustainability awareness. 2. Complete sustainability risk assessments for critical Tier-1 suppliers, with a response rate of over 65% for SAQs.	1. Held one English and one Chinese supplier seminar, with a total of 76 domestic and foreign critical Tier-1 suppliers attending. 2. Completed sustainability risk assessments for critical Tier-1 suppliers, with an SAQ response rate of 69.94%.	1. Conduct at least 1 educational training/exchange activity to enhance supplier sustainability awareness. 2. Incorporate sustainability assessments of high-risk suppliers into the supplier selection mechanism.	1. Conduct at least 1 educational training/activity to enhance supplier sustainability awareness. 2. Implement supplier sustainability management mechanisms, establishing elimination mechanisms or guidance for improvement.

■ Supplier Grievance Mechanism

The Company has established a stakeholder suggestion and grievance system where internal and external stakeholders, including suppliers, can provide feedback on the Company's operational and financial conditions, major decisions affecting their interests, and file complaints or reports regarding violations of integrity management. For related content, please refer to Section [2.2 Ethical Management](#).

2.5.4 Supply Chain Management Process

As an important member of the global shipping industry, Yang Ming Marine Transport Corp. values sustainable supply chain management. The management process assesses supply chain sustainability performance and evaluates related risks through four major stages, and communicates sustainability issues with suppliers through multiple channels. In 2025, the Company collaborated with external consultants to jointly deepen supplier sustainability management processes:

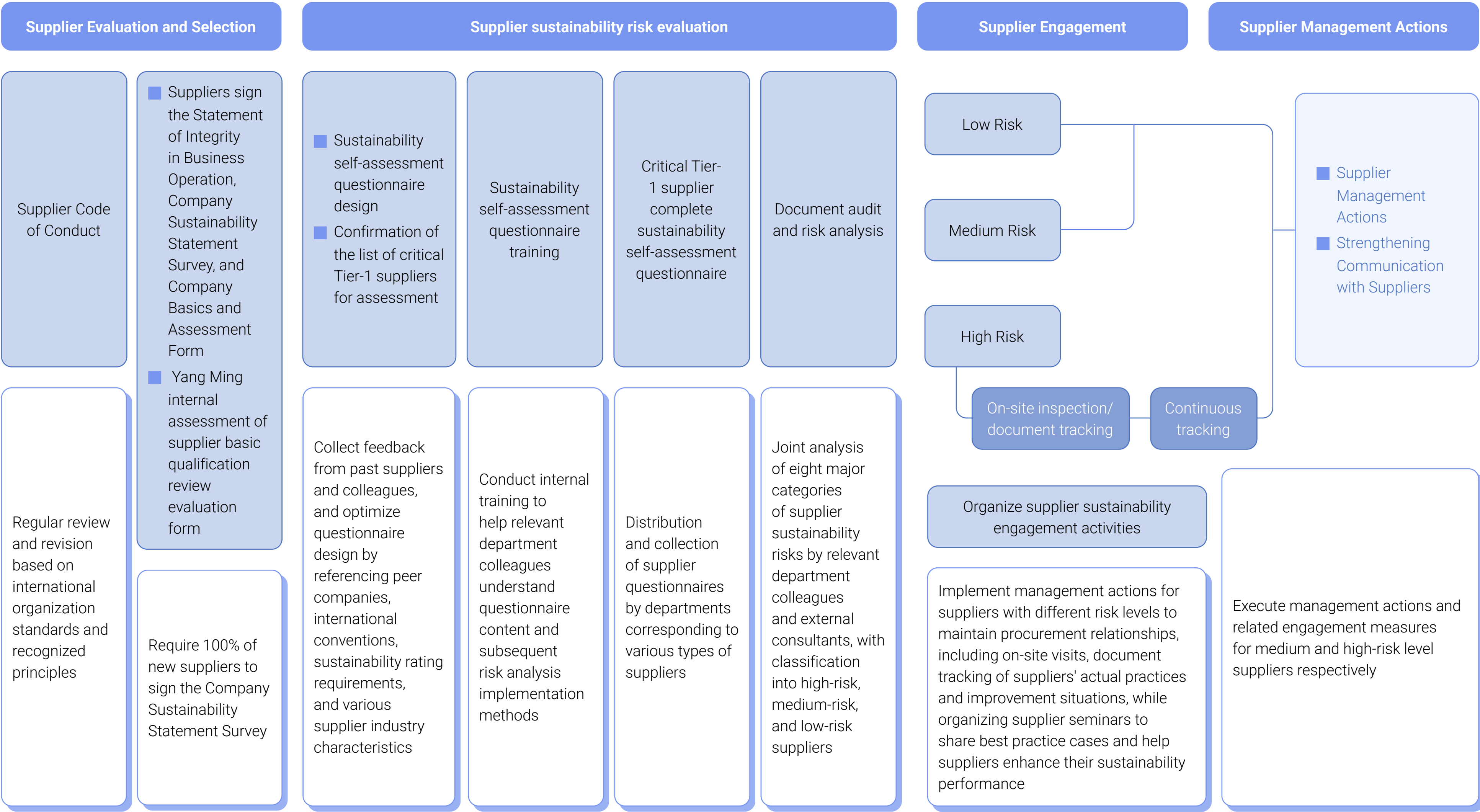


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Step 1 — Supplier Evaluation and Selection

The Company evaluates supplier qualifications and selects suppliers in accordance with the "Procurement and Disposal Operation Procedures". Some departments have already integrated sustainability-related criteria into their supplier selection reference items. Simultaneously, we regularly review and revise the Supplier Code of Conduct, requiring all suppliers transacting with the Company to comply with its contents. For supplier selection, all new suppliers must sign the "Company Sustainability Statement Survey" and "Statement of Integrity in Business Operation," which cover sustainability topics such as labor rights practices, occupational health and safety (OHS), environmental protection, integrity management, and corporate ethics. In 2025, the signing rate reached 100%. During the contracting phase, we require 100% of new suppliers to sign the "Company Sustainability Statement Survey" and "Statement of Integrity in Business Operation" along with the "Company Basics and Assessment Form". Yang Ming Marine Transport then utilizes internal basic qualification review forms to ensure suppliers meet cooperation conditions. If a supplier is found to have non-compliant items in their "Company Sustainability Statement Survey," the procurement unit will list this as reference information for the pre-procurement evaluation.

The Company also conducts regular annual evaluations of suppliers with procurement activities during the year. If deficiencies are identified, they are recorded as part of the supplier's performance history, and improvement is mandated; suppliers with serious deficiencies that fail to improve will face suspension of their eligibility. Supplier annual evaluations also assess contract fulfillment, with individual departments setting their own performance evaluation forms as a reference for contract renewal.

Once a formal partnership is established, partners must guarantee compliance with all laws and regulations related to their business execution, including but not limited to international or domestic labor, environmental, and health and safety regulations or conventions. They must obtain all necessary licenses or professional qualifications, including ensuring employee qualifications meet legal requirements. Partners must fully understand and confirm they have been informed of the Company's requirements regarding labor health, safety, hygiene, employment, and environmental protection, and commit to taking corresponding safety measures. During the contract period, if any casualties or disasters occur, the partner must take necessary emergency response measures and report to the Company immediately. In case of violations of the statements or contract provisions, Yang Ming reserves the right to terminate the contract immediately; if subsequent improvements are not made, we will cease cooperation with the non-compliant supplier.

Furthermore, Yang Ming Marine Transport monitors the implementation of sustainability topics through annual supplier self-assessments. We require suppliers to commit to integrity in all commercial activities while providing an independent whistleblowing mechanism to allow suppliers to report any dishonest behavior in business dealings.

Step 2 — Sustainability Risk Assessment

The Company plans to conduct annual ESG reviews for critical Tier-1 suppliers. In 2025, 173 critical Tier-1 suppliers were identified based on 2024 full-year procurement data. These suppliers were invited to complete a Sustainability Self-Assessment Questionnaire (SAQ) to evaluate their sustainability performance. To objectively determine supplier sustainability performance and enhance evaluation precision and appropriateness, the Company designed and distributed different types of SAQs in 2025 based on procurement category and actual transaction scale/amount: the "Eight Major Categories Sustainability SAQ" and the "Simplified Supplier Sustainability SAQ". A total of 121 questionnaires were recovered, with a response rate of 69.94%, an increase compared to 62.26% the previous year.

To strengthen the sustainability awareness of procurement personnel, Yang Ming Marine Transport held an in-person education and training session in 2025. The training covered the contents of the supplier SAQ, review processes, and methodology, aimed at enhancing procurement staff's understanding of SAQs and sustainable supply chain management. A total of 51 personnel from 12 procurement departments participated.

Comparison Table of Themes Covered in the Eight Major Categories / Simplified Supplier Sustainability SAQs

Aspect	Eight Major Categories Sustainability SAQ	Simplified Supplier Sustainability SAQ (New in 2025)
 Governance	Ethical Management; Fair Trade; Risk Assessment and Management; Quality Management; Information Security and Privacy; Sustainability Governance; Whistleblowing System	Ethical Management; Fair Trade; Information Security and Privacy
 Social	Labor Rights; Occupational Safety; Responsible Supply Chain	Occupational Injuries and Diseases; Freedom of Occupation; Prohibition of Child Labor; Freedom of Association and Right of Collective Bargaining; Fair Treatment and Anti-discrimination; Internal Human Rights Grievance Mechanism; Labor Rights; Occupational Safety
 Environment	Environmental Management measures; Environmental Permits and Compliance Requirements; Air Pollution Management; GHG Emissions Management; Wastewater Management; Energy Management; Waste Management	Environmental Permits and Compliance Requirements; Energy Resource Management Policy; Environmental Management Measures

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Yang Ming conducted written reviews for all 121 critical Tier-1 suppliers that responded to the Sustainability SAQ. The review results of the questionnaire responses are explained in the table below:

Questionnaire Type	Risk Classification	Number of Suppliers Reviewed	Risk Assessment Results and Management Actions
Eight Major Categories Sustainability SAQ	High Risk	3	The top three non-compliant sustainability themes were "Wastewater Management," "Responsible Supply Chain," and "GHG Emissions Management," indicating that suppliers in this category lack dedicated units and individual management policies for these three issues. For high-risk suppliers that do not meet industry-specific priority concerns, the procurement department has been requested to evaluate the correlation between relevant risks and contract fulfillment before future renewals.
	Medium Risk	15	
	Low Risk	54	
Simplified Supplier Sustainability SAQ	High Risk	1	The top three non-compliant sustainability themes were "Energy Resource Management Policy," "Freedom of Association and Right of Collective Bargaining," and "Occupational Injuries and Diseases," indicating that the establishment of management systems and measures by some suppliers still needs improvement. For high-risk suppliers that do not meet industry-specific priority concerns, the procurement department has been requested to evaluate the correlation between relevant risks and contract fulfillment before future renewals.
	Medium Risk	5	
	Low Risk	43	

Step 3 — Supplier Engagement

Sustainability risk assessments are conducted based on the results of the Sustainability SAQs completed by critical Tier-1 suppliers. Suppliers are identified as low, medium, or high risk according to risk classification thresholds. To enhance supply chain resilience and supplier sustainability capabilities, the Company has, since 2022, selected critical Tier-1 suppliers of concern based on risk assessment results for written follow-ups or on-site inspections. These actions aim to understand the management status of major sustainability issues within the supplier's industry and provide recommendations for improvement, assisting suppliers in establishing necessary systems and management measures. Simultaneously, the Company regularly holds supplier conferences to share sustainable procurement trends and enhance suppliers' sustainability risk awareness.

To strengthen sustainability engagement with different categories of suppliers, Yang Ming Marine Transport selected five critical Tier-1 suppliers for on-site inspections or written follow-ups based on annual questionnaire analysis. During on-site visits, current non-compliant items and potential directions for future improvement are discussed, and existing management practices from benchmarking cases are shared. During written follow-ups, relevant reference documents and improvement suggestions are provided to help suppliers continuously refine their sustainability management and enhance overall performance. Feedback from some suppliers in 2025 indicates that they have begun implementing plans based on these suggestions, including strengthening environmental management, planning the establishment of employee personal data and privacy management systems, and committing to prioritizing worker health and safety.

	Number of Companies for On-site Inspections/ Written Follow-ups	Supplier Categories
2022	2	Shipping-related services (2 companies)
2023	5	Safe operation of vessels (4 companies), Container yard machinery (1 company)
2024	5	Safe operation of vessels (3 companies), Container yard machinery (1 company), Professional services (1 company)
2025	5	Safe operation of vessels (2), Container yard machinery (1), Professional Services (1), General Affairs and Services (1)

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Step 4 — Supplier Management Actions and Enhanced Communication

To drive suppliers to promote sustainable supply chain development, Yang Ming Marine Transport leverages its procurement influence. Starting from 2024, for medium and high-risk suppliers identified through sustainability risk assessments, the Company has strengthened communication to demand improvements and formulated corresponding management actions and communication channels to enhance their sustainability awareness and performance, thereby reducing sustainability-related risks in the supply chain.

Management Measure	High-risk suppliers	Medium-risk suppliers
Promote sustainability knowledge sharing through letters	V	V
Provide improvement directions, provide procurement units with reference for next bidding, future elimination mechanisms	V	
Irregularly hold supplier activities	V	V
Future Management Planning Direction	Plan to focus on specific categories of suppliers' sustainability performance and continuously optimize procurement procedure documents, sustainability self-assessment questionnaires, written engagement and on-site visit mechanisms to improve Yang Ming Marine Transport Corp.'s sustainable supplier management.	

In addition to continuous sustainability risk assessments, engagement, and management actions, Yang Ming Marine Transport will expand its supply chain management actions and measures in the future. This includes inviting suppliers to participate in specific projects or programs, such as seminars and sustainability exchange activities, to further strengthen communication and engagement. In 2025, Chinese and English seminars were held to share international sustainable supply chain trends and practical case studies, promoting suppliers' sustainability management capabilities. Simultaneously, the Company joins hands with suppliers in environmental conservation actions to help strengthen sustainability awareness, capabilities, and performance, co-creating responsible business models and a sustainable supply chain.

Management Enhancement:

Optimizing Supplier Categorization and ESG Management Measures

Questionnaire Refinement

Aligning Sustainability Self-Assessment Questionnaires (SAQ) with Global ESG Trends and Material Topics

High-Risk Tracking

Enhancing Written ESG Engagement and On-site Audit/Verification Mechanisms

Rewards and Phase-out

Establishing Comprehensive Supplier ESG Performance Incentives and Phase-out Mechanisms

Joining Hands with the Supply Chain to Protect Local Ecology

Yang Ming Marine Transport Corp. is deeply aware that environmental conservation and maintenance require collaboration across the value chain to achieve more significant results. To safeguard the local native ecology and promote ecological conservation actions, the Company organized an activity to remove the invasive species Mikania micrantha at the Wugu Wetland Ecological Park in New Taipei City. Leveraging the long-term experience of the Society of Wilderness in promoting natural resource maintenance and ecological conservation, the event provided professional knowledge on invasive species. A total of 65 volunteers, including representatives from 10 suppliers, Yang Ming Marine Transport Group employees, and their families, jointly participated and successfully removed 88 kilograms of Mikania micrantha. This initiative allowed Yang Ming employees and supplier partners to gain an in-depth understanding of the importance of the flora and fauna ecosystems and the protection of the Wugu Wetland, restoring the healthy and natural appearance of the native species' habitat. For the relevant activity video, please refer to the "[ESG Academy](#)" section on the Company's official Sustainability Website.

Participating Suppliers

Taiwan International Ports Corporation (TIPC)

Cathay United Bank

Taipei Fubon Bank

TRITON International

Bureau Veritas Taiwan Branch

SEACO Global



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Green and Sustainable Shipping

Operating Strategies for Environmental Sustainability

Chapter Highlights

- Carbon intensity in 2025 decreased significantly by 63.32% compared to 2008
- Renewable energy usage at onshore business locations accounted for 2.37% of total energy input
- 100% of owned vessels have completed the installation of ballast water systems
- Total usage of approximately 129,000 tons of biofuel



3.1 Environmental Management Policy

Yang Ming upholds the core philosophy of "Energy Saving and Emission Reduction for Environmental Sustainability." In 1996, it became the first domestic carrier to obtain ISM Code certification, and in 2004, it achieved ISO 14001 Environmental Management System (EMS) certification, covering 100% of the Company's operating sites and owned vessels. The Environmental Management Policy is approved by the Chairman, who also appoints a Management Representative responsible for supervising the operation of the management system, institutional improvements, and relevant action plans. The Company holds regular annual ISO/ISM management review meetings to report implementation performance to the Chairman and senior executives, and utilizes internal and external audit mechanisms to ensure the effectiveness of the system.

In response to policy trends and to strengthen sustainability governance, Yang Ming renamed the Risk Management Committee to the "Sustainable Development and Risk Management Committee" in December 2025. This committee is responsible for reviewing, tracking, and revising the implementation and results of sustainability and risk management, providing necessary improvement recommendations and reporting regularly to the Board of Directors.

To achieve Net Zero Emissions by 2050, the Company has established a greenhouse gas (GHG) management mechanism, conducting annual inventories verified by third-party assurance to serve as the foundation for carbon management and decarbonization strategies. Simultaneously, the Company promotes fleet energy management through measures such as the phased replacement of vessels, deployment of energy-saving or low-carbon fuel fleets, the Smart Ship Center, and the application of big data and cloud computing. These initiatives enhance vessel energy efficiency management and carbon intensity monitoring. Furthermore, a dedicated unit has been established to promote the use of shore power. Regarding onshore operations, the Company promotes renewable energy (RE) procurement, energy-saving measures, green procurement, and source reduction to enhance energy efficiency and reduce the environmental footprint of its operations. Yang Ming also participates in international sustainability initiatives and industry alliances to monitor trends in energy conservation and decarbonization while jointly driving fuel transition, striving to become a sustainability leader in the global shipping industry.



**Environmental
Protection Policy and
Certifications**

Total Environmental Investment Expenditures and Return on Environmental Investment

To achieve the "Net Zero Emissions by 2050" target, the Company continues to invest in environmental protection-related Capital Expenditures (CAPEX) and Operating Expenses (OPEX), covering equipment installation, management system maintenance, renewable energy procurement, and waste management. By continuously improving equipment efficiency and strengthening management mechanisms, the Company reduces energy and resource consumption while enhancing waste recovery and reuse effectiveness. This balances environmental protection with operational benefits, fulfilling the Company's sustainability commitments.

Unit: NT\$ (thousand)				
Category	Item	2023	2024	2025
Capital Investments	Environmental equipment, energy-saving and low-carbon ship construction, ship modification	12,368,153	1,922,022	15,151,553
	Ballast water equipment modification, wastewater filtration and separation equipment for container washing areas	13,947	31,080	887
	Green roofs (Solar energy and rainwater harvesting systems)	300	348	378
	Total	12,382,400	1,953,449	15,152,818
Operating Expenses	Environmental protection equipment testing, environmental management system maintenance, other equipment	38,388	45,823	40,468
	Renewable energy procurement expenses and renewable energy certificates	785	4,142	5,618
	Waste and wastewater management	7,453	6,678	5,429
	Total	46,625	56,642	51,514
Total Expenses (Capital Investments + Operating Expenses)		12,429,027	2,010,092	15,204,333
Cost Savings (Reduction in energy, fuel, and raw material costs; additional income from waste recovery, etc.)		3,355	8,540	649
Percentage of business covered by environmental management system (ISO 14001)		100%	100%	100%

Note Figures may not add up due to rounding.

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3.2 Climate Change and Nature-related Issue Governance Strategy

As a pivotal carrier in the global maritime industry, Yang Ming recognizes the potential and significant impact of climate change on global trade resilience and the maritime value chain. Since officially signing and supporting the Task Force on Climate-related Financial Disclosures (TCFD) initiative in 2022, Yang Ming has not only integrated climate change mitigation and adaptation actions into its core operating strategy but is also committed to realizing the long-term vision of sustainable shipping and Net Zero Emissions by 2050. Furthermore, Yang Ming continues to monitor global risk trends; according to the 2026 Global Risks Report, biodiversity loss and ecosystem collapse have reached non-negligible levels as long-term risks. Consequently, the Company has adopted the Taskforce on Nature-related Financial Disclosures (TNFD) framework to identify potential risks and opportunities related to ecological issues. For nature-related mitigation measures implemented in 2025, please refer to Section [3.8 Conservation of Biodiversity and Marine Ecology](#).

Yang Ming's Climate Change and Nature Management Strategy centers on four core pillars: "Governance, Strategy, Risk Management, and Metrics and Targets." Through cross-departmental communication and professional consultancy, the Company systematically strengthens its ability to respond to climate and nature risks. By identifying climate and nature-related risks and opportunities systematically and establishing rigorous quantitative metrics and target management processes, the Company ensures the effective implementation of various mitigation and adaptation action plans, thereby enhancing operational resilience and achieving a net-zero and nature-positive vision.

Climate and Nature Governance Structure

The Board of Directors of Yang Ming Marine Transport serves as the highest climate and nature governance body, responsible for supervising and approving relevant policies, strategies, and targets. It manages climate-related risks and opportunities and promotes related affairs through the Sustainable Development and Risk Management Committee and the Sustainable Operation Strategy Team. Following the annual identification of climate and nature-related risks and opportunities within the Group, the Sustainability Development Office submits assessment result reports to the Board and the Sustainable Development and Risk Management Committee. Additionally, the execution status of the annual climate and nature-related targets set by the Sustainable Operation Strategy Team is reported to the Board for approval at least once a year to strengthen response measures and risk resilience regarding various climate and nature issues.

Information regarding the governance structures is provided in the table below:

★ Climate and Nature Governance Structure and Segregation of Duties

Board Level	Yang Ming Board of Directors Meeting Frequency: At least twice a year Description of Responsibilities Serves as the highest oversight body for the management of climate change and nature-related issues. It is responsible for reviewing the annual Group risk report results and continuously monitoring climate change and nature-related risk management outcomes and performance to ensure the effective implementation of relevant management systems.	
	Sustainable Development and Risk Management Committee Meeting Frequency: At least twice a year Description of Responsibilities Climate change and nature-related risks are key concerns for the Company. To ensure operational stability and achieve sustainability goals, the Committee is responsible for reviewing various risk management policies, institutional frameworks, standards, and risk appetite or tolerance, adjusting them as appropriate based on changes in the external environment. Simultaneously, the Committee provides advice and recommendations on responses to material risks and related issues to enhance overall risk management effectiveness.	
Management Level	President Meeting Frequency: At least twice a year Description of Responsibilities The President serves as the highest management level for climate change and nature-related issues. Responsible for supervising discussions and collaboration regarding climate and nature risk management, and coordinating the Company's departmental expertise and resource integration.	
Executive Level	Sustainable Operation Strategy Team Meeting Frequency: At least once a year Description of Responsibilities Responsible for executing climate risk and nature management discussions and risk identification. Conducts annual trend training and climate and nature-related risk and opportunity assessment operations to enhance employees' awareness of global climate change and nature-related trends. Various departments under the Sustainable Operation Strategy Team identify derived risks and opportunities based on different scenarios and formulate corresponding risk mitigation measures for each item. For identified material risks and opportunities, the response plans are reported to the Chairman and President to strengthen the overall management of future related risks and opportunities.	Risk Control Office Meeting Frequency: At least once a year Description of Responsibilities Climate change and nature-related risks and opportunities have been integrated into the scope and sources of the annual corporate risk assessment operations. In case of residual risk assessed as "high" or above, the Risk Control Office conducts regular tracking quarterly and demands continuous improvements by departments. The results of the said assessment and tracking are submitted to the Chairman for approval before being presented to the Board of Directors.

Climate and Nature-related Risk and Opportunity Management Process

To effectively manage the climate and nature-related risks and opportunities that the Company may face throughout its overall operations, the Company has integrated climate change and nature-related risks into its assessment and tracking scope. The Company continuously monitors climate and nature risks that may impact operations and actively identifies opportunities arising from climate change and nature conservation.

Regarding the risk and opportunity management process, the Company extensively collects data on domestic and international climate and nature issues, ensuring the identification scope comprehensively covers the upstream supply chain, the Company's direct operations, and downstream customers. For the entire value chain, the analysis includes transition risks—such as policy and legal, technology, market, and reputation risks—and incorporates both acute and chronic physical risks, classified by impact drivers. Simultaneously, opportunities such as resource efficiency, energy sources, products and services, market resilience, and ecosystem protection/restoration and regeneration are considered.

Various departments under the Sustainable Operation Strategy Team evaluate the potential timing of impacts on the operating environment and stakeholders for each issue. Based on likelihood and degree of impact, a risk and opportunity matrix is constructed to identify key issues with substantive financial materiality. Subsequently, for risk issues with material impact, the Company introduces scenario analysis within the assessment and tracking scope, ultimately providing the assessment results to management and the Board of Directors as a reference for operational decision-making and oversight. Specific measures for each procedure are outlined in the following process:

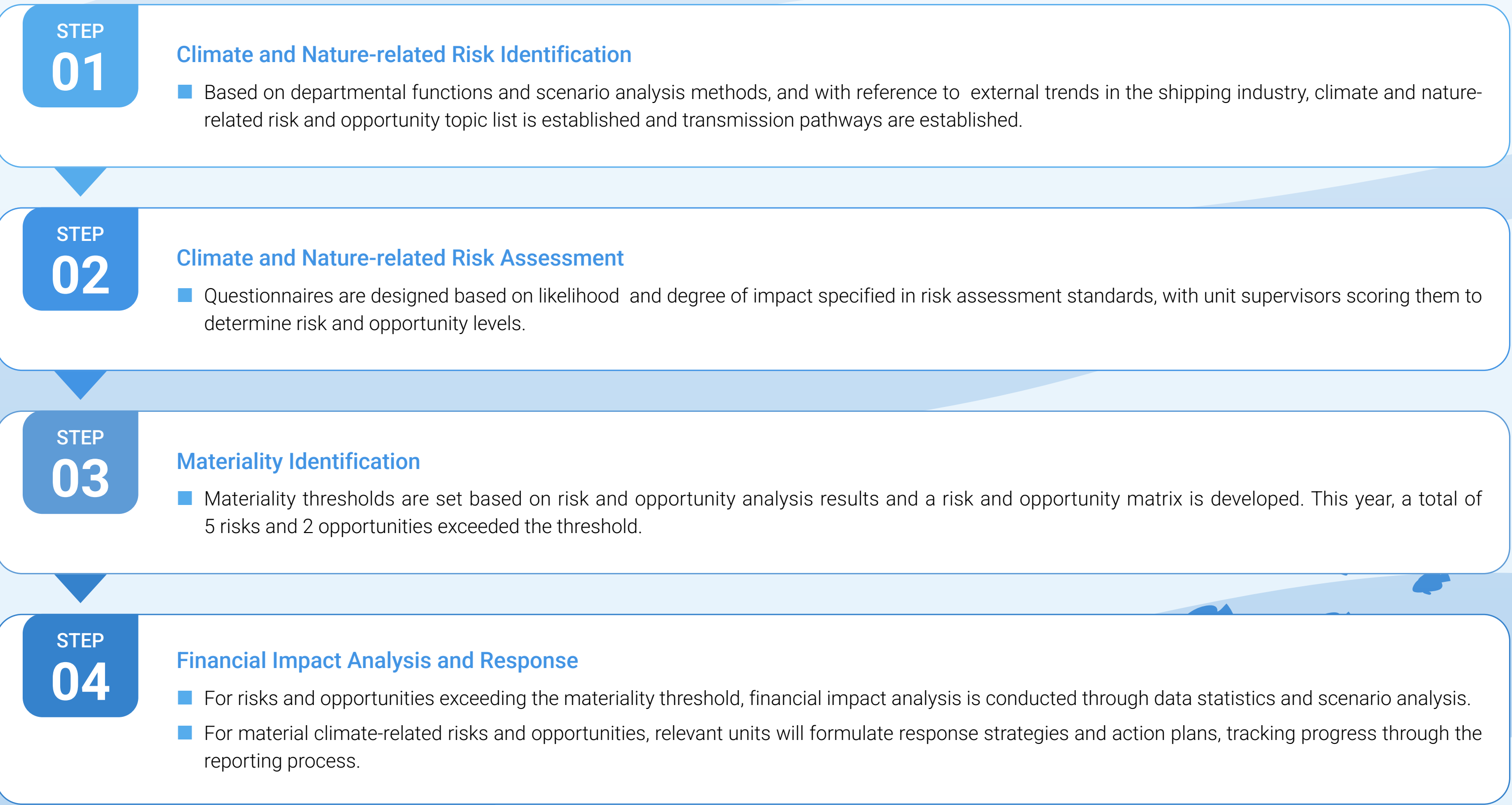


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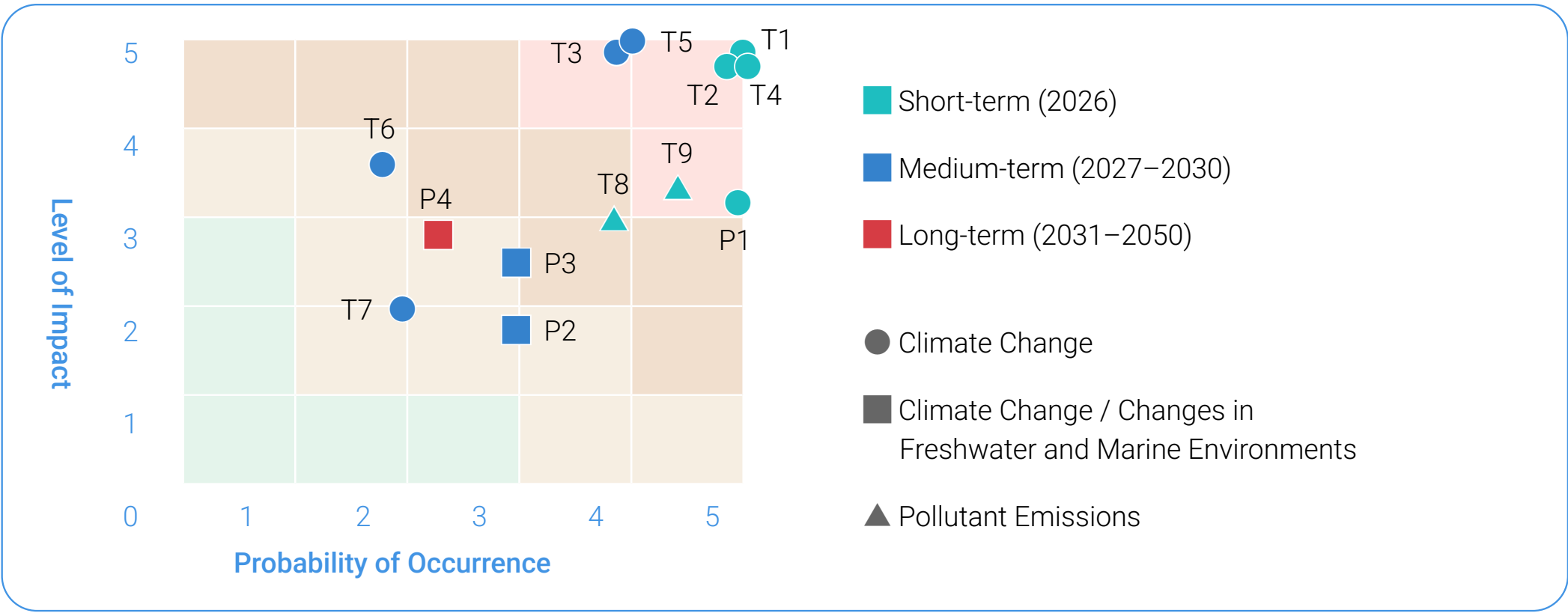
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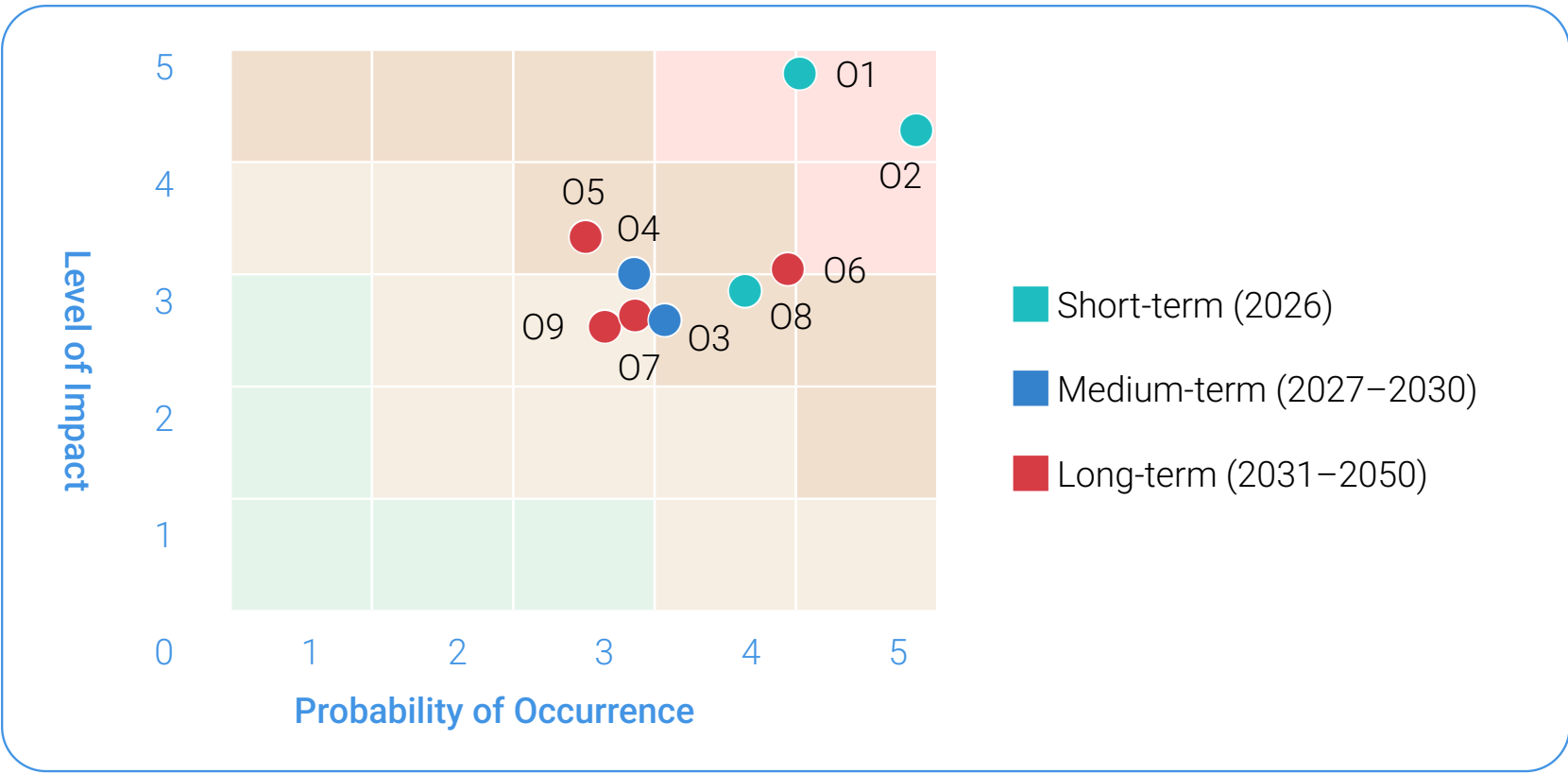
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■ Climate and Nature-Related Risk Matrix



No.	Impact Driver	Risk Category	Risk Issue
T1	Climate Change	Policy and Legal	Impacted by carbon cap-and-trade/allowance systems implemented in advanced economies
T2	Climate Change	Policy and Legal	Stricter fuel efficiency and decarbonization regulations (e.g., CII, FuelEU Maritime)
T3	Climate Change	Policy and Legal	International Maritime Organization (IMO) Greenhouse Gas Fuel Intensity (GFI) mechanism
T4	Climate Change	Technology	Implementation of energy-saving and low-carbon technologies for owned vessels
T5	Climate Change	Technology	Transition pressure from new energy vessel adoption and existing fleet replacement
T6	Climate Change	Market	Increased downstream customer demand for low-carbon transportation
T7	Climate Change	Reputation	Reduced willingness of investors/financial institutions to invest in or finance Yang Ming
T8	Pollution Emissions	Policy and Legal	Increasingly stringent environment-related regulations
T9	Pollution Emissions	Policy and Legal	Policy and regulatory shifts toward environmental friendliness
P1	Climate Change	Acute Risk	Extreme weather impacting port operations and schedule stability, increasing operational and liability risks
P2	Climate Change / Freshwater and Marine Environment Changes	Chronic Risk	Rising seawater temperatures leading to biological proliferation or increased acidity
P3	Climate Change / Freshwater and Marine Environment Changes	Chronic Risk	Increased drought events at major transportation hubs (e.g., impacts on canal transits)
P4	Climate Change / Freshwater and Marine Environment Changes	Chronic Risk	Sea level rise leading to increased storm surge events

■ Climate and Nature-Related Opportunity Matrix



No.	Opportunity Category	Opportunity Issue
O1	Resource Efficiency	Implementation of energy-saving equipment and voyage optimization systems.
O2	Energy Sources	Utilization of shore power to reduce at-berth emissions.
O3	Products and Services	Development and/or expansion of low-carbon transportation services.
O4	Markets	Meeting financial institutions' requirements to secure low-interest rates (e.g., sustainability-linked loans).
O5	Markets	Entering the low-carbon fuel market.
O6	Ecosystem Protection/ Restoration and Regeneration	Conservation of threatened marine species.
O7	Resource Efficiency	Adoption of environmentally friendly sources for new technologies and raw materials.
O8	Reputation	Cost reduction or revenue increase through compliance with environmental regulations.
O9	Resource Efficiency	Resource recycling and reuse to reduce energy costs.

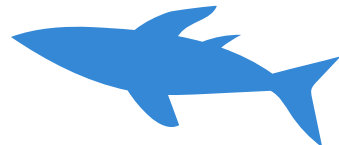


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Material Climate and Nature-related Risks and Opportunities

Based on climate and nature-related risk ranking results, 5 material risks and 2 material climate opportunities exceed the significance threshold. Considering stakeholders' concern about physical risks, the highest-ranking physical risk is additionally included, and the potential financial impacts, timing, and scope of impact of related risks and opportunities are identified and used as a reference for determining the Company's future responses to climate and nature-related issues.

No.	Impact Driver	Risk Category	Risk Issue	Risk Description	Occurrence Time	Impact Scope	Potential Financial Impact
T1	Climate Change	Policy and Legal - Increased greenhouse gas emission pricing	Impact of cap-and-trade implementation by advanced economies	Affected by cap-and-trade implementation by advanced economies, routes operating in regulated areas may need to purchase certificates to pay related fees.	Short-term ●○○	Operating vessels - European routes	As emission trading system coverage increases and certificate unit prices rise, operating costs will increase if the costs cannot be successfully passed on.
T4	Climate Change	Technology - Low-carbon technology replacing existing products and services	Owned vessel emission reduction technology introduction	For Yang Ming's owned operating vessels, the introduction of energy-saving technology measures (such as main engine adjustments, hull modifications, etc.), equipment expenditure may increase.	Short-term ●○○	Operating Vessels - Global Routes	Installing energy-saving equipment or modifying vessels will increase capital expenditure.
T2	Climate Change	Policy and Legal - Requirements and regulation of existing products and services	Increasingly stringent fuel efficiency and decarbonization regulations	Economic measures taken under IMO's short-term measure (CII) regarding operational energy efficiency ratings and EU's FuelEU Maritime regulations may impact Yang Ming's fuel expenditures.	Short-term ●○○	Operating Vessels - Global Routes	Increased operating costs due to increased alternative fuel usage and fuel price differences
T5	Climate Change	Technology - Transition to low-carbon technology	Transition pressure from new energy vessel adoption and existing fleet replacement	In response to the IMO Net-Zero trend, heavy fuel oil (HFO) vessels will be gradually replaced by new energy fuel vessels in the short term; the acquisition cost of new energy vessels is higher than that of traditional HFO vessels.	Medium-term ○○●	Operating Vessels - Global Routes	Operating costs will increase as new low-carbon emission vessels replace HFO vessels (e.g., higher depreciation and fuel costs).
T3	Climate Change	Policy and Legal - Increased greenhouse gas emission pricing	IMO Greenhouse Gas Fuel Intensity (GFI) mechanism	In response to international organizations' medium-term mitigation measures, vessels above a specific tonnage that fail to meet GFI requirements will need to purchase remedial units based on excess emissions.	Medium-term ○○●	Operating Vessels - Global Routes	If the fuel GHG intensity of Yang Ming's fleet remains at current levels, additional operating expenses may be incurred to purchase credits.
P1	Climate Change	Acute - Increased severity and frequency of extreme weather events such as typhoons and floods	Extreme weather impacting port operations and schedule stability, increasing operational and liability risk	Strong winds or thick fog caused by temperature differences from typhoons may prevent vessels from entering ports or limit equipment operations. Vessels may need to deviate or call at other ports, increasing fuel consumption and costs.	Short-term ●○○	Operating Vessels - Global Routes	Vessel deviations or increased sailing time will lead to higher fuel consumption.

No.	Opportunity Category	Opportunity Issue	Opportunity Description	Occurrence Time	Impact Scope	Potential Financial Impact
O2	Energy Sources - Adopting low-carbon energy	Utilization of shore power to reduce at-berth emissions	During port calls, Yang Ming continues to comply with shore power policies, which not only reduces greenhouse gas emissions but also reduces fuel costs while at berth.	Short-term ●○○	Operating vessels/ operating ports	Using shore power not only helps comply with relevant policies and reduce fuel costs while at berth, but may also reduce additional certificate expenses at European ports.
O1	Resource Efficiency - Using more efficient transportation methods	Introduction of energy-saving equipment	Improving vessel energy performance through energy-saving equipment and meteorological navigation software reduces fuel use through route optimization, saving fuel costs and reducing emissions.	Short-term ●○○	Operating Vessels - Global Routes	Reducing fuel consumption through energy-saving equipment can reduce operating costs.

* Occurrence time interval definitions: Short-term (2026), Medium-term (2027-2030), Long-term (2031-2050).

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Climate Scenario Analysis

To understand the financial impacts derived from climate change on the shipping industry, the Company has conducted multi-scenario financial quantitative analysis and research focusing on core business areas such as operating vessel routes, port operations, and the overall value chain. Scenario construction is benchmarked against research reports from authoritative international institutions, including physical risk scenarios from the Intergovernmental Panel on Climate Change (IPCC) and transition risk scenarios from the International Energy Agency (IEA). Simultaneously, the IMO's emission reduction targets and checkpoints at different time nodes have been integrated into simulations to reflect regulatory trends in the shipping industry and to develop response strategies for various risk and opportunity issues.

* Scenario Analysis Overview

Value Chain	Scenario Description	Risk Category	Corresponding Risk/ Opportunity Issues	Reference Scenario	Analysis Time Point
Operating vessels	[Scenario 1] Compliance with International Maritime Organization policies and targets	Transition risk	T2/T3		Short to Medium-term
	[Scenario 2] Shipping industry needs to introduce emission reduction technology and operate new energy vessels	Transition risk	T4/T5/O1/O2	IEA STEPS (2.4° C rise) IEA NZE (1.5° C rise)	Short to Medium-term
	[Scenario 3] Advanced economies carbon certificate price growth	Transition risk	T1		Medium-term
	[Scenario 4] Fleet operational impacts of typhoons/hurricanes/ cyclones/thick fog under climate change	Physical risk	P1	SSP2-4.5 (2.7° C rise) SSP5-8.5 (4.4° C rise)	Short-term

Note Each scenario considers the temperature rise by the end of the 21st century.

Operating Vessel Scenario Analysis

[Scenario 1] Compliance with International Maritime Organization Policies and Target	
Corresponding Risk Event	T2 Tightening of International Maritime Organization Fuel Efficiency Standards
Scenario Assumption Background	According to the "Initial IMO Strategy on Reduction of GHG Emissions from Ships" formulated by the 72nd Marine Environment Protection Committee (MEPC), Yang Ming's operating vessels are committed to reducing carbon emissions per transport unit and tracking vessel ratings via the Carbon Intensity Indicator (CII). Using policy assumptions for the maritime sector from the IEA NZE scenario, the Company evaluates that if the IMO continues to tighten CII indicators, additional costs for biofuels will be required to respond to these changes.
Analysis Results	To meet short- and medium-term IMO carbon intensity targets, the procurement of B24 or B30 biofuels must be expanded, which will increase short-term operating costs. Considering that reduction factors will increase after the medium term, the growth rate of medium-term operating costs is expected to be higher than in the short term.
Response Strategy	- Regular Meeting Discussions: Evaluate the application of low-carbon fuels on vessels with weaker carbon intensity performance during regular meetings of the Energy-Saving Task Force to track effectiveness in improving AER and CII ratings. - Strategic Procurement of Low-Carbon Products: Negotiate or sign long-term contract prices with low-carbon product suppliers to reduce expenditure costs. - Alternative Fuel Procurement: Maintain continuous exchange with market alternative fuel suppliers to ensure smooth acquisition of clean alternative fuels, such as green methanol and bio/e-methane, when needed in the future.
Corresponding Risk Event	T3 IMO Greenhouse Gas Fuel Intensity (GFI) Mechanism
Scenario Assumption Background	Following the adoption of the "IMO Net-Zero Framework" at the MEPC 83 meeting in 2025, starting from 2028, vessels above 5,000 GT on international routes must meet increasingly stringent Greenhouse Gas Fuel Intensity (GFI) targets. Using policy assumptions for the maritime sector from the IEA NZE scenario, we assess the number of remedial units each fleet may need to purchase annually to meet GFI target values if the IMO formally implements this regulation.
Analysis Results	Based on the principle of prudence and conservatism, the potential impact of GFI on operations is assessed prior to formal implementation. If launched in 2028, the primary impact will focus on rate costs in the direct compliance year; as GFI targets tighten, some vessels may need to bear Tier 1 and Tier 2 rates simultaneously by 2030, significantly increasing the required investment amount.
Response Strategy	Integrate assessments of low-carbon fuel suitability for major routes and ports into newbuilding deployment and fleet renewal planning. Prioritize vessel designs with fuel conversion flexibility to improve the fleet's GFI achievement values and maintain long-term competitiveness.

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[Scenario 2] Shipping Industry Needs to Implement Mitigation Technologies and Operate New Energy Vessels

Corresponding Risk Event	T4 Implementation of Emission Reduction Technologies for Owned Vessels / T5 Operational Uncertainties of Emerging Low-carbon Vessels / O2 Reducing Emissions with Onshore Power Facilities / O1 Implementation of Energy-saving Equipment
Scenario Assumption Background	According to the IMO Fourth GHG Study, in addition to promoting alternative fuels, improving fuel efficiency and adjusting operational modes can also reduce fuel usage for transport services. IEA NZE scenario estimates show that to reach IMO 2030 targets, the energy demand share should reach 10% for biofuels, 8% for low-emission methanol, and 4% for hydrogen fuels, requiring shipping operators to plan for the replacement of traditional Heavy Fuel Oil (HFO) fleets.
Analysis Results	1. Operational Impact of New Energy Vessels: Integrating future vessel capacity growth plans with the replacement of existing vessels with new energy ships shows that because the investment amount for these ships is significantly higher than for traditional HFO vessels, additional depreciation expenses will be incurred compared to traditional vessels of the same class. 2. Impact of Vessel Emission Reduction Technologies: In 2026, the planned investment in shore power equipment and retrofitting vessels with shaft generators will increase capital expenditures (CAPEX). 3. Assessment of Energy-saving and Emission Reduction Benefits: Based on shore power applications and the implementation of route planning in 2026, approximately 48,248 tons of fuel are expected to be saved.
Response Strategy	1. Newbuilding Deployment: In 2025, the Board approved the deployment of seven 16K TEU LNG dual-fuel vessels and six 8K TEU dual-fuel-ready next-generation energy-saving vessels. After delivery, dual-fuel vessels using LNG combined with next-generation energy-saving main engines will reduce fuel consumption and total GHG emissions. 2. Continuous Efficiency Improvement: Continuously evaluate and promote measures such as vessel fuel efficiency improvements, equipment upgrades, and maintenance optimization to enhance overall energy efficiency. ■ AMP Promotion: Continue promoting the installation of Alternative Maritime Power (AMP) systems to reduce fuel consumption and carbon emissions during port stays ■ Hull and Propeller Maintenance: Perform hull cleaning and propeller polishing to reduce navigation resistance, fuel consumption, and emissions ■ Shaft Generators: Evaluate the benefits and operational feasibility of retrofitting vessels with shaft generators to improve energy efficiency ■ Carbon Capture: Monitor the progress of marine carbon capture technologies and recognition by international regulatory frameworks 3. Engine Power Limitation (EPL): Implement EPL and slow steaming for the existing fleet to achieve fuel and carbon reduction targets 4. Voyage Optimization: Utilize meteorological navigation information to plan optimal routes and speeds, enhancing vessel efficiency and optimizing Carbon Intensity Indicator (CII) ratings

[Scenario 3] Growth of Carbon Certificate Prices in Advanced Economies

Corresponding Risk Event	T1 Impact of cap-and-trade implementation by advanced economies
Scenario Assumption Background	The EU Emissions Trading System has incorporated the shipping industry into cap-and-trade scope, requiring vessels entering and leaving EU ports to pay certificate fees to comply with relevant regulations. Starting from 2026, all emissions will be included in EU ETS collection scope. According to Net Zero Emissions (NZE) estimates, carbon certificate prices in advanced economies are expected to be approximately USD140 / tCO ₂ e in 2030, potentially rising to USD200 /tCO ₂ e in 2050.
Analysis Results	As the EU incorporates 100% of GHG emissions into the scope of collection from 2026, the growth trend of carbon prices in advanced economies is expected to further increase operating expenses for European routes.
Response Strategy	1. Regulatory Monitoring: Responsible units regularly provide, monitor, and update EU and national environmental regulations and carbon tax policies to enable timely operational response. 2. Cost Integration: Incorporate EU ETS-related carbon emission costs into operating cost assessments and apply them to decisions on route planning, vessel deployment, and fuel selection to mitigate the impact of additional costs.

[Scenario 4] Fleet Operational Impacts of Typhoons/Hurricanes/Cyclones under Climate Change

Corresponding Risk Event	P1 Increased intensity of typhoon/hurricane/cyclone events (port entry/drift)
Scenario Assumption Background	Under the SSP5-8.5 worst-case scenario, although the number of typhoons affecting Taiwan decreases, the proportion of strong typhoons will double, maximum wind speeds will increase by 4%, potentially approaching Level 17 gusts. For areas along major routes in the Western Pacific, North Atlantic, and North Indian Ocean regions, the expected number of typhoons will decrease, but the proportion of strong typhoons will increase.
Analysis Results	This assessment explores exposure to typhoons, hurricanes, and cyclones across all routes, with Asian routes identified as the primary risk. Port delays caused by typhoons are mainly concentrated in certain ports in Vietnam and China. According to this year's statistics, port closures due to typhoons or strong winds caused vessel delays of 4 to 5 days, resulting in increased additional fuel costs.
Response Strategy	1. Meteorological Mastership: Ensure accurate grasp of weather information and adopt optimal route services. Vessels will adjust speed and refer to route planning from meteorological systems to avoid waters with severe weather and sea conditions. In cases of port closures, utilize services from meteorological navigation companies to monitor vessel navigation and fuel consumption, following up on improvements when efficiency anomalies occur. 2. Risk Awareness: Enhance the risk awareness of crew members and provide case studies for the fleet's reference in emergency response.

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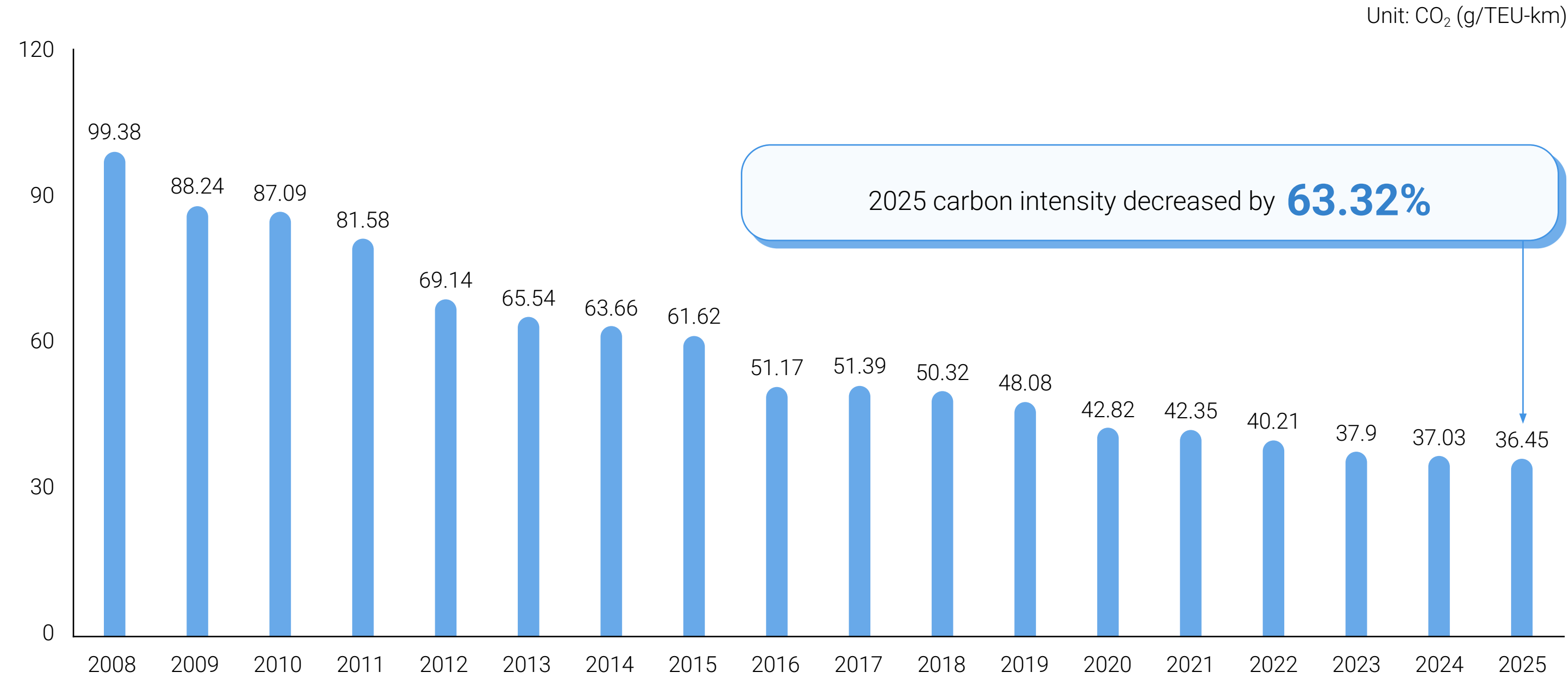
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Metrics and Targets

Management of the Fleet's Carbon Emissions

The Company continues to exceed international regulatory requirements, adopting management measures including hull optimization, introducing environmentally friendly new vessels, optimal speed control, intelligent monitoring systems, and existing vessel modifications. As a result, 2025 operating vessel carbon intensity was 36.45 g/TEU-km, a 63.32% reduction compared to 2008, achieving the IMO 2030 target of 40% reduction ahead of schedule.

* Indicator - Fleet Carbon Intensity Change



2025 Vessel Greenhouse Gas Emissions

Carbon dioxide (CO ₂)	4,371,346.9801
Methane (CH ₄)	1,943.8912
Nitrous oxide (N ₂ O)	61,883.1585
Hydrofluorocarbons (HFCs)	61,119.0986
Total Scope 1 and Scope 2 emissions	
4,512,188.6473 metric tons CO ₂ e	

Achieving the **IMO** 2030 target
of **40% reduction**
ahead of schedule

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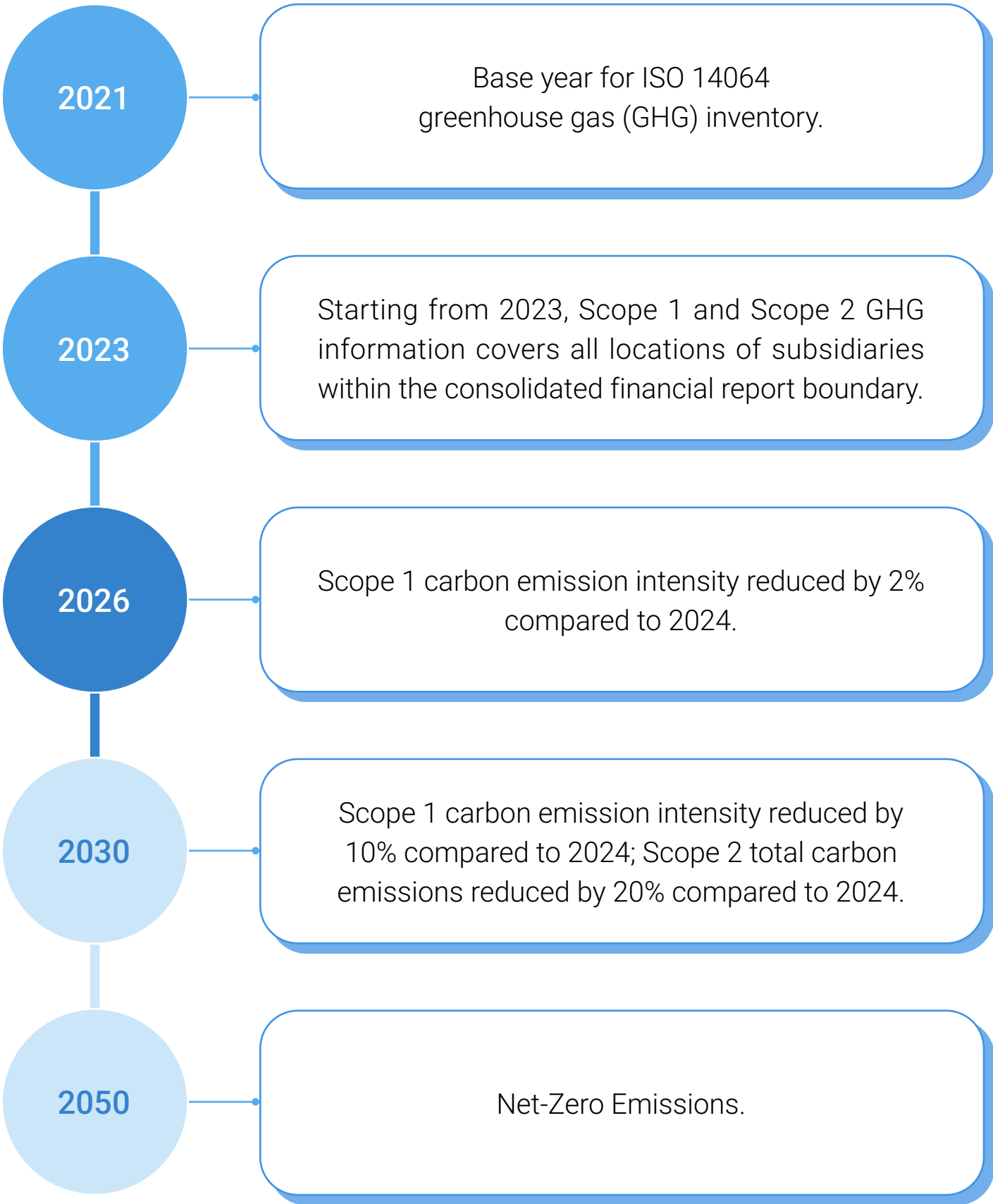
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Decarbonization Pathway



GHG Inventory Results

Emissions Category		Emissions in 2023 (tCO ₂ e)	Emissions in 2024 (tCO ₂ e)	Emissions in 2025 (tCO ₂ e)
Scope 1	Category 1 - Direct emissions	4,214,595.4986	4,356,300.6872	4,496,293.1284
Scope 2	Category 2 - Indirect greenhouse gas emissions from imported energy	18,136.9886	17,032.6671	15,895.5189
Scope 3	Category 3 - Indirect greenhouse gas emissions from transportation	2,537.5598	1,588.1372	2,784.4848
	Category 4 - Indirect greenhouse gas emissions from products used by the organization	1,473,243.6116	1,186,550.6676	1,449,003.1513
	Category 5 - Indirect greenhouse gas emissions from the use of products from the organization	33,782.3770	45,326.7864	35,621.0704

Note1. The Company has conducted GHG inventories and third-party verification since 2021, expanding the inventory boundary to include subsidiaries within the consolidated financial report boundary in 2023.

Note2. The inventory boundary remained consistent from 2023 to 2025.

Total emissions for Category 1 increased by 3.21%. The primary reason is that the port congestion crisis eased in 2025, leading to an improvement in vessel voyage turnover rates. Furthermore, the ongoing Red Sea crisis forced vessels to deviate, increasing voyage distances and subsequently driving higher fuel consumption. Additionally, the procurement of new containers in 2025 to meet business development needs resulted in a 22.12% increase in total Category 4 emissions. Moreover, total carbon intensity rose in 2025 due to a 26.56% decrease in consolidated operating revenue caused by the overall decline in maritime freight rates.

Emission Category		2023	Carbon Intensity	2024	Carbon Intensity	2025	Carbon Intensity
Scope 1	Category 1	4,214,595.4986	29.9707	4,356,300.6872	19.5608	4,496,293.1284	27.4905
Scope 2	Category 2	18,136.9886	0.1290	17,032.6671	0.0765	15,895.5189	0.0972
Scope 3	Categories 3–5	1,509,563.5484	10.7348	1,233,465.5912	5.5385	1,487,408.7065	9.0941

Emission Category		2024–2025 Emission Change (%)	2024–2025 Carbon Intensity Change (%)
Scope 1	Category 1	3.21%	40.54%
Scope 2	Category 2	-6.68%	27.07%
Scope 3	Categories 3–5	20.59%	64.20%

Note Carbon intensity is defined as emissions per unit of consolidated operating revenue (tCO₂e / million revenue). For the annual consolidated operating revenue, please refer to the "[Condensed Consolidated Statement of Comprehensive Income](#)" in "Company Profile" in this report.

3.3 Energy Use and Consumption

To align with the medium- and long-term goals set forth in the International Maritime Organization (IMO) "2023 Strategy on Reduction of GHG Emissions from Ships," Yang Ming Marine Transport Corp. actively promotes energy management. The Company continuously monitors the technical maturity and vessel applicability of low-carbon or zero-carbon fuels, including LNG, biofuels, methanol, and ammonia. Through energy efficiency optimization, the installation of energy-saving equipment on vessels, and other conservation measures, the Company aims to reduce overall fuel consumption and greenhouse gas (GHG) emission intensity, fulfilling the Company's core philosophy of environmental sustainability.

To accelerate the low-carbon transition, the Company has implemented a maritime biofuel testing program and negotiated participation with owners of long-term chartered vessels. Based on trial results, the Company continues to optimize the application models for biofuels, setting a target of 8.4% biofuel usage for 2025. In recent years, the Company has monitored and managed the effectiveness of these energy management strategies through various projects, covering the actual fuel consumption of the entire fleet, Carbon Intensity Indicator (CII) performance, biofuel usage, and shore power (AMP) usage. Furthermore, the Company continues to promote its green power procurement policy, gradually expanding the scale of acquisition. In 2025, Taiwan-owned office buildings purchased and used 975,237 kWh of renewable energy and obtained 1,007 Renewable Energy Certificates (RECs). In 2025, Yang Ming further expanded its sustainability efforts to other business units, assisting subsidiaries including Jing Ming, Hong Ming, YES Logistics, Kuang Ming, and Kao Ming in establishing sustainability goals and continuous tracking to fulfill corporate social responsibility.

In the future, the Company will continue to drive biofuel usage and green power procurement plans to increase the proportion of renewable energy while enhancing employee energy-saving awareness through energy efficiency-related courses, moving toward the Net Zero Emissions by 2050 target.

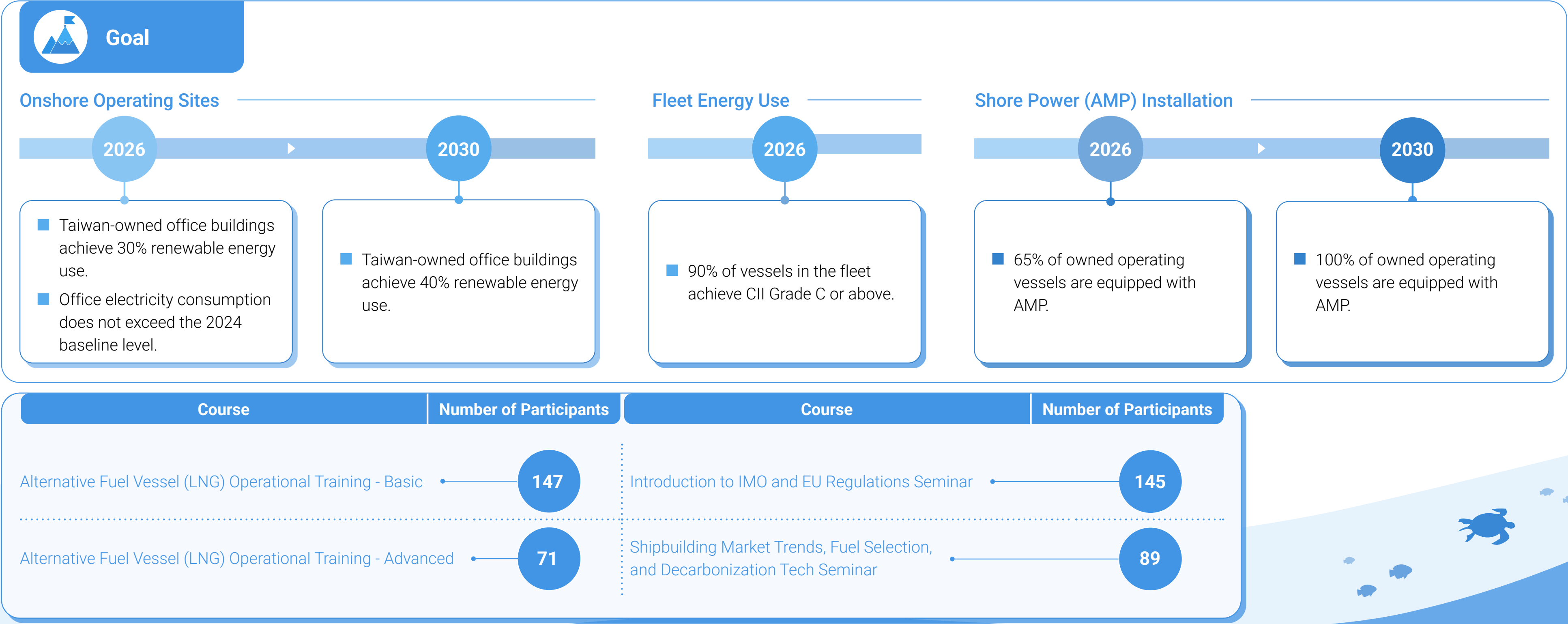


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■ Energy-Saving Strategies



Onshore Operating Sites

Energy-Saving Strategy

- Lights are turned off after lunch (except where specifically required).
- Air conditioning, lights, and equipment are turned off when spaces (e.g., meeting rooms, offices) are unoccupied.
- Photocopiers are set to power-saving mode, automatically entering sleep mode after a period of inactivity.
- Elevator group control programming is implemented; during peak morning hours, elevators are set to return to lower floors automatically to save energy.
- Office computers are set to power-saving mode, entering low-energy hibernation after 5–10 minutes of inactivity.
- Utilization of LED energy-saving lighting, zoned lighting control, and motion-sensor lights.
- Priority procurement of products with Level 1 Energy Efficiency Labels, such as energy-efficient refrigerators and air conditioners.
- Water dispensers on all floors feature automatic sleep functions.
- The temperature of the HVAC chilled water host is adjusted based on seasons/ambient temperature and supplemented with fans to improve air circulation and cooling efficiency. (Increasing the output water temperature by 1° C saves approx. 2% of host electricity consumption).

- The Kaohsiung Branch holds a "Lights Out for Earth" activity on the last Monday of every month from 12:00–13:00 or 12:30–13:30.
- While complying with office lighting regulations, the Kaohsiung Branch has reduced lighting in public areas, lobbies, and corridors by 25%.
- Employees are encouraged to use public transportation to reduce carbon emissions and actively participate in the "My Carbon Reduction Passbook".



Marine Vessels

Energy-Saving Strategy

- Implementation of Ship Energy Efficiency Management Plan (SEEMP) Parts I, II, and III to enhance fuel efficiency and maintain records in accordance with regulations.
- Monitoring through the Smart Ship Center - Green Shipping Module.
- Utilizing weather routing systems to plan optimal routes.
- The CII Task Force continuously monitors environmental regulatory trends from international organizations such as the IMO and the EU.
- Continuous execution of ultra-slow steaming (subject to schedules) to save energy and reduce emissions.
- Connecting to Alternative Maritime Power (AMP) facilities at ports in compliance with regional decarbonization policies.
- Regular underwater hull cleaning and propeller polishing to reduce resistance and fuel consumption during navigation.



Reefer Containers

Energy-Saving Strategy

- Integrating variable frequency compressors into reefer units; the cumulative usage proportion has increased from 3% in 2021 to 27% in 2025.

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■ Energy Consumption for Organizational Operations

In response to the FuelEU Maritime regulation and the Company's carbon intensity reduction goals, a total of 55 vessels in Yang Ming's fleet used biofuel in 2025. The fleet consumed 129,142 tons of biofuel, reducing approximately 78,830 tons of carbon emissions. Compared with 2024, the consumption of traditional fuel decreased by 10,612 tons in 2025, while biofuel consumption increased by 67,904 tons. In addition, the total energy content of fuel consumed was reduced by 1,177,866.50 GJ compared with 2024.

Energy Type	2023 Calorific Value (GJ)	2024 Calorific Value (GJ)	2025 Calorific Value (GJ)
Diesel fuel (GJ)	73,003.62	72,231.38	70,128.01
Gasoline (GJ)	8,539.70	8,156.18	52,552.45
Kerosene (GJ)	10.68	4.98	16.30
Natural gas (GJ)	-	-	2,011.37
Purchased electricity (GJ)	90,730.15	91,220.24	128,444.91
Renewable energy (GJ)	464.51	2,369.34	3,511.65
Shore power (GJ)	56,131.92	49,400.11	50,723.20
Very Low Sulfur Fuel Oil (VLSFO) (GJ)	28,563,539.46	23,394,375.62	19,064,173.98
High Sulfur Fuel Oil (HSFO) (GJ)	20,487,932.06	27,285,672.57	30,094,696.13
Ultra Low Sulfur Fuel Oil (ULSFO) (GJ)	383,192.90	196,565.40	270,754.52
Marine Gas Oil (MGO) (GJ)	2,719,264.53	3,005,667.74	3,816,907.10
Biofuels (B24, B30)	-	2,433,074.70	1,890,957.80
Total (GJ)	52,382,809.53	56,538,738.26	55,444,877.42
Annual consolidated operating revenue (NT\$ million)	140,623.713	222,705.949	163,558.095
Energy use intensity (GJ/NT\$ million)	372.50	253.87	338.99
Heavy fuel oil total energy (GJ)	49,434,664.42	53,309,688.29	51,320,582.43
Percentage of heavy fuel	94.37%	94.29%	92.56%
Percentage of renewable energy	0.001%	0.004%	0.006%

Note Energy intensity is calculated as Total Calorific Value / Consolidated Operating Revenue for the year.

✧ Energy Consumption of Onshore Operating Sites

Fuel Type		Consumption	Calorific Value (GJ)
2025	Diesel fuel	1,993.9269 (kl)	70,128.01
	Gasoline	1,609.1460 (kl)	52,552.45
	Kerosene	0.4580 (kl)	16.30
	Natural Gas	59,549.4000 (m³)	2,011.37
2024	Diesel fuel	2,053.7314 (kl)	72,231.38
	Gasoline	249.7408 (kl)	8,156.18
	Kerosene	0.1400 (kl)	4.98
2023	Diesel fuel	2,075.6882 (kl)	73,003.62
	Gasoline	261.4841 (kl)	8,539.70
	Kerosene	0.3000 (kl)	10.68

Note From 2023 to 2025, Category 1 emissions coverage includes all subsidiaries within the consolidated financial report boundary.

✧ Energy Indirect (Category 2) for Onshore Operating Sites

Energy Type		Consumption (MWh)	Calorific Value (GJ)
2025	Purchased Electricity	35,671.0177	128,444.91
	Renewable Energy	975.2370	3,511.65
2024	Purchased Electricity	25,333.1848	91,220.24
	Renewable Energy	658.0000	2,369.34
2023	Purchased Electricity	25,197.0806	90,730.15
	Renewable Energy	129.0000	464.51

Note From 2022 to 2025, Category 2 emissions coverage includes all subsidiaries within the consolidated financial report boundary.

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Energy Consumption for Marine Vessels

Fuel Type	Unit	2023 Consumption	2023 Calorific Value (GJ)	2024 Consumption	2024 Calorific Value (GJ)	2025 Consumption	2025 Calorific Value (GJ)
Very Low Sulfur Fuel Oil (VLSFO)	Metric Tons	717,352.4400	28,563,539.46	548,320.2290	23,394,375.62	446,828.44	19,064,173.98
High Sulfur Fuel Oil (HSFO)	Metric Tons	514,539.4560	20,487,932.06	671,158.3590	27,285,672.57	740,253.22	30,094,696.13
Ultra Low Sulfur Fuel Oil (ULSFO)	Metric Tons	9,623.6100	383,192.90	4,338.1590	196,565.40	5,975.50	270,754.52
Marine Gas Oil (MGO)	Metric Tons	63,683.0100	2,719,264.53	74,648.5940	3,005,667.74	94,796.49	3,816,907.10
Biofuels (B24, B30)	Metric Tons	-	-	61,238.1930	2,433,074.70	129,142.45	1,890,957.80
Total	GJ	52,153,928.94		56,315,356.03		55,137,489.53	
Energy Intensity	MJ / TEU-km	0.49		0.50		0.46	

Fleet's Energy Use

In response to the Paris Agreement and global decarbonization strategies, the International Maritime Organization (IMO) has established a ship energy efficiency management system through MARPOL Annex VI. This system encompasses the Energy Efficiency Design Index (EEDI) for new ships, the Energy Efficiency Existing Ship Index (EEXI) for existing vessels, and the operational Carbon Intensity Indicator (CII). Among these, the EEDI has applied to newbuilding since 2013, while EEXI and CII were introduced in 2023 to comprehensively strengthen vessel energy efficiency and carbon emission management. The EEXI obtained by the Company consistently meets regulatory requirements. Vessels that do not meet CII standards are required to submit improvement plans and integrate them into their Ship Energy Efficiency Management Plan (SEEMP).

The Company established the CII Task Force in September 2022, composed of technical, marine, and route and operation planning units, responsible for cross-departmental promotion of EEXI and CII management. In addition to arranging inspection schedules according to EEXI regulations and optimizing main engine power to reduce emissions, the task force inventories the CII ratings of all vessels. Digital tools are utilized for real-time monitoring of fuel consumption and rating fluctuations, with monthly reviews of optimization measures. Cause analysis and improvements are conducted for vessels with poorer ratings, with the annual goal for each ship to achieve a Grade C or above. In 2025, SEEMP Part II was revised in accordance with MEPC 81 and 82 to enhance the precision of fuel data and incorporate shore power information. Furthermore, SEEMP Part III was revised following MEPC 83 to tighten CII improvement targets starting from 2027. The Company will continue to monitor the latest IMO regulations to ensure fleet energy management aligns with international decarbonization trends. These measures have progressively enhanced vessel energy efficiency and improved CII rating performance; in 2025, the proportion of vessels achieving Grade C or above was 96.04%.



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Energy Efficiency Existing Ship Index (EEXI)

Issue / Regulatory
Description &
Planning

EEXI must be submitted to classification societies for approval to obtain the International Energy Efficiency Certificate (IEEC, a one-time verification similar to EEDI).

Recommended
Improvement
Methods
(Classification
Societies)

- Shaft/Engine Power Limitation (EPL);
- Fuel transition to low-carbon fuels or installation of energy-saving devices.

Yang Ming's Actions

- Retrofitting Existing Vessels with Energy-Saving Equipment: 100% of the fleet has completed Engine Power Limitation (EPL) modifications, reducing the maximum output power of the main engine by limiting RPM and horsepower, thereby lowering fuel consumption.

Carbon Intensity Indicator (CII)

Issue / Regulatory
Description &
Planning

Annual CII values must be calculated and reported, with ratings assigned from Grade A to E. If a vessel falls into Grade D for 3 consecutive years or Grade E for 1 year, a corrective action plan must be developed.

Recommended
Improvement
Methods
(Classification
Societies)

- Hull cleaning and anti-fouling coating optimization;
- Propulsion system (Electric/New energy-saving) energy efficiency management (ESD);
- Fleet management and logistics planning (Weather routing/Waste heat recovery/Improved logistics);
- Voyage optimization;
- Speed control;
- Fuel replacement (Alternative fuels).

Yang Ming's Actions

- Retrofitting Existing Vessels with Energy-Saving Equipment:
 - Fleet-wide retrofitting of energy-saving bulbous bows to reduce hull resistance.
 - Fleet-wide energy-saving propeller retrofitting.
- Smart Ship Center (SSC): Provides real-time visibility of vessel operations supplemented by data analysis, reducing maritime risks and further enhancing vessel energy efficiency management.
- Utilization of Meteorological Navigation provides the following benefits:
 - Optimizing routes to shorten sailing time.
 - Maintaining relatively stable power output according to schedule requirements while allowing speed and RPM to fluctuate appropriately under different weather conditions to reduce unnecessary fuel consumption.
- Implementation of 19 fuel-saving measures, utilizing AI to collect vessel GPS positions and precisely calculate actual route distances.
- The Company has shortened the hull cleaning frequency for vessels over 10 years old from 5 years to 2.5 years and performs annual propeller cleaning for owned vessels to lower fuel consumption and enhance operational efficiency.
- Use of high-performance anti-fouling paint.
- Retrofitting the fleet with Alternative Maritime Power (AMP) systems.
- The Company plans the use of biofuels that comply with International Sustainability & Carbon Certification (ISCC) process certification to replace traditional fuels; this is expected to reduce Life Cycle (Well-to-Wake) carbon emissions by approximately 20% compared to traditional fuels.

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In accordance with MARPOL Annex VI, the Company has completed the evaluation and verification of the EEXI for all existing vessels, ensuring compliance with relevant regulatory requirements. For vessels not yet meeting targets, improvements have been made through technical adjustments (such as EPL) and operational optimization to ensure the entire fleet meets international energy efficiency management standards. As of 2025, the EEXI compliance rate of the Company's fleet reached 100%.

The EEDI of the Company's newbuildings consistently exceeds current regulatory requirements, and all have obtained EEDI certification. The aforementioned management practices comply with legal requirements and undergo annual external audits.

✧ New Ships' EEDI

E+ type

- Number of Delivered Vessels (2013–2025): 5
- Contract signed before 2013; EEDI calculation not required by regulation.

C type

- Number of Delivered Vessels (2013–2025): 10
- EEDI Value (g-CO₂/ton-nm): 15.69

W1 type

- Number of Delivered Vessels (2013–2024): 10
- EEDI Value (g-CO₂/ton-nm): 9.14

T1 type

- Number of Delivered Vessels (2013–2025): 5
- EEDI Value (g-CO₂/ton-nm): 8.04

W2 type

- Number of Delivered Vessels (2013–2025): 5
- EEDI Value (g-CO₂/ton-nm): 8.77

T2 type

- Number of Delivered Vessels (2013–2025): 5
- EEDI Value (g-CO₂/ton-nm): 7.88

W3 type

- Number of Delivered Vessels (2013–2025): 5
- EEDI Value (g-CO₂/ton-nm): 8.41

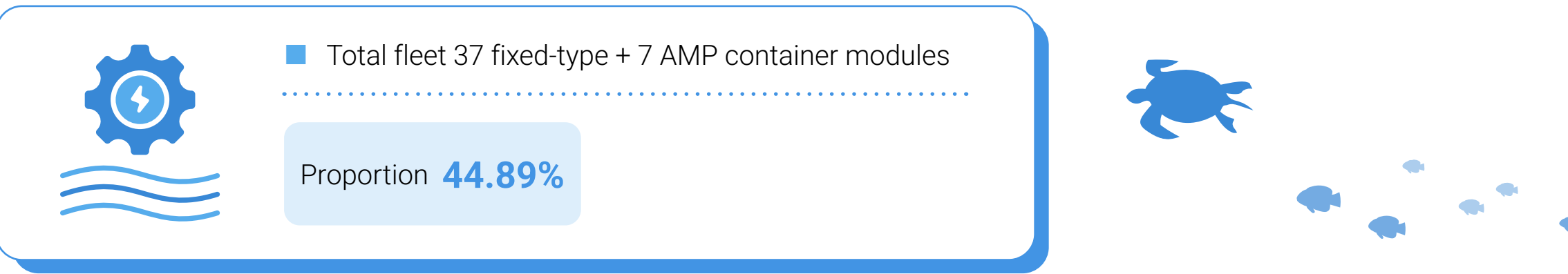
Average EEDI
(g CO₂ /ton - nautical mile)
10.35

■ Use of Shore Power to Reduce the Impact of Ships on the Environment

Yang Ming's subsidiary, WBCT, has installed and manages 5 Alternative Maritime Power (AMP) systems. In addition, Kao Ming Container Terminal Corp., one of the Company's subsidiaries, operates as an environmentally friendly green container terminal equipped with 6 AMP systems for use by container vessels while berthed and by vessels undergoing repairs. Kao Ming also actively supports the Ministry of Environment's initiatives to promote shore power, contributing to the advancement of environmental protection in Taiwan. During vessel port operations, necessary uses such as lighting and air conditioning still require power from the vessel's own generators. To reduce air pollution caused by generator fuel usage, 57.1% of the Company's own vessels are equipped with shore power equipment and the Company actively cooperates with terminals to connect shore power at ports including Los Angeles, Oakland, Busan, Yantian, Shanghai, Ningbo, Shekou, Xiamen, Guangzhou, Kaohsiung, reducing carbon emissions and air pollution from generator usage. In 2025, vessel shore power usage totaled 14,086,567 kWh, saving over 3,306 tons of marine fuel, equivalent to reducing approximately 5,198 metric tons of greenhouse gas emissions, while also reducing emissions of sulfur compounds, nitrogen oxides and other air pollutants.

Note Using shore power can reduce greenhouse gas emissions generated by vessels through fuel-powered generation. The emission reduction benefit estimation method is "emissions generated by vessel fuel-powered generation" minus "emissions generated by using shore power."

■ Yang Ming's Operating Ships Installed with AMP Systems



✧ Shore Power

Port	2023 Usage (MWh)	2023 Calorific Value (GJ)	2024 Usage (MWh)	2024 Calorific Value (GJ)	2025 Usage (MWh)	2025 Calorific Value (GJ)
Taiwan	-	-	40.0427	144.19	298.8635	1,076.15
China	631	2272.52	2,093.8649	7,539.63	2,839.1822	10,223.4
USA	11,334	40,810.15	11,489.4491	41,371.44	10,310.0200	37,124.52
Korea	100.968	363.57	95.7709	344.85	638.5020	2,299.13
Total (GJ)	56,131.92		49,400.11		50,723.20	

Note1. Taiwan includes Kaohsiung Port; China includes Yantian, Shanghai, Qingdao, Ningbo, Shekou, Xiamen, Guangzhou, and Shenzhen terminals; USA includes Los Angeles and Oakland terminals; Korea includes Busan terminal.

Note2. In 2023, Shanghai, Ningbo, Shekou, Xiamen, and Guangzhou terminals began supplying shore power. In 2024, Kaohsiung, Qingdao, and Shenzhen terminals began supplying AMP. In 2025, Tianjin terminal began supplying shore power.

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3.4 R&D and Investment in Low-Carbon Technologies

Amid tightening global decarbonization regulations—including the IMO's target of at least 40% carbon intensity improvement by 2030 and the vision for Net-Zero Emissions in international shipping by 2050, as well as the EU's push for climate neutrality by 2050 through measures like the ETS and FuelEU Maritime —Yang Ming Marine Transport Corp. continues to drive long-term energy transition through institutional strategies and technical deployment to support the global shipping industry's journey toward Net-Zero.

In addition to investing in and researching low-carbon technologies and actively deploying alternative fuels to echo the IMO's global direction of at least 5% zero/near-zero emission fuel usage by 2030, the Company also focuses on vessel energy-saving technologies, energy efficiency enhancements for the existing fleet, and smart monitoring systems. The Company strengthens its low-carbon R&D capabilities through industry-academic collaboration. Regarding policy response, Yang Ming continuously tracks the energy transition pressures and cost fluctuations brought about by the inclusion of shipping in the EU ETS and FuelEU Maritime, using this data as a vital basis for low-carbon fleet investment and fuel planning.

Strategy and Targets

Operating Fleet

Efficiency Enhancement

- Hull Optimization: High-efficiency energy-saving propellers, latest drag-reduction anti-fouling paint, and optimal hull design.
- Introduction of LNG as a transitional low-carbon fuel.
- Smart Green Shipping Module monitoring.
- Engine Power Limitation (EPL) modification rate at 100%.
- Regular monitoring of fuel management.
- Target CII Grade C or above. AMP installation rate at 100% by 2030.
- Installation of systems on owned vessels on European routes to monitor fleet carbon performance in real-time.

Equipment Renewal

- Continued planning and deployment of new-generation energy-saving vessels for fleet renewal.
- Target: Eco-friendly energy-saving vessels to reach 50% of the operating fleet by 2030.

Low-Carbon Innovation

- In 2025, Yang Ming's fleet utilized over 129,000 tons of biofuels.
- Net-zero fuel usage to reach 5% of fleet total by 2030.
- R&D and assessment of low-carbon/green fuels for newbuildings and marine carbon capture technologies.
- Secure supply of emission-reduction fuels in the market, such as green methanol and bio-methane.

Onshore Operating Sites

Efficiency Enhancement

- Use of LED energy-saving lighting, zoned lighting, and motion-sensor lights.
- Elevators, water dispensers, computers, and photocopiers automatically enter power-saving mode.
- Power Usage Effectiveness (PUE) optimization: 5% reduction in 2025 compared to 2024; target 15% improvement by 2030.
- Selection of Level 1 energy-efficient multi-split inverter air conditioners for UPS and duty rooms.

Equipment Renewal

- 2026 Target: Replace aging equipment with electric-powered alternatives; 2030 Target: 100% electrification of newly purchased operating equipment.
- 2026 Target: 100% of newly purchased company vehicles to be hybrids or EVs; 2030 Target: 100% purely electric company vehicles.

Low-Carbon Innovation

- In addition to the solar system at Chongqing Building, the Qidu Headquarters has completed the installation of a 9.6 kW Solar PV system and 19.2 kWh energy storage.
- Qidu Headquarters sets carbon reduction targets, tracks resource usage monthly, and adjusts for optimal results.
- Owned office buildings in Taiwan to reach RE30 by 2026 and RE40 by 2030.
- Office digital transformation: Paperless management for documents/visitor registration and digitalized shipowner billing.

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Low-carbon Investments for Onshore Business Locations

Ecological green roof

In response to Net-Zero Emissions, the Taipei-owned office building established an "Ecological Green Roof." Through the installation of rainwater harvesting, solar PV systems, and plant carbon sequestration, the surface temperature of the roof has been significantly reduced, with an indoor temperature difference of up to 5°C on the floor below. Combined with the solar PV system, it saved approximately 1,667 kWh of electricity in 2025. Simultaneously, the ecological green roof utilized a rainwater harvesting system to recover 134 metric tons of rainwater in 2025. The carbon sequestration of landscape planting reached approximately 0.0416 tCO₂e. By irrigating diverse landscape plants with recycled water resources, the building's environmental friendliness and ecological value are enhanced.



At the Qidu Headquarters, the rainwater harvesting system construction was completed in 2025, recovering a total of 26.582 metric tons of rainwater. Additionally, a 9.6 kW solar PV system and 19.2 kWh energy storage equipment were installed, saving approximately 4,560 kWh of electricity.

Taipei-owned Office Building Ecological Green Roof			Qidu Headquarters		
Low-Carbon Measure	2025 Performance	Equivalent Carbon Reduction (tCO ₂ e)	Low-Carbon Measure	2025 Performance	Equivalent Carbon Reduction (tCO ₂ e)
Solar PV System	Saved approx. 1,667 kWh	0.790	Solar PV & Energy Storage	Saved approx. 4,560 kWh	2.161
Rainwater Harvesting	Recovered 134 tons	0.020	Rainwater Harvesting	Recovered 26.582 tons	0.004
Landscape Planting	Sequestration: ~0.0416 tCO ₂ e			-	

Note1. Solar PV carbon reduction is calculated by multiplying annual power savings by Taipower's electricity emission factor.

Note2. Rainwater harvesting carbon reduction is calculated by multiplying recovered tonnage by the Taipei Water Department's tap water emission factor.

Note3. Carbon sequestration is calculated based on "Technical Specifications for Green Building Design," where 32.01 (Carbon Sequestration Equivalent Gi × Planting Area Ai) × α Ecological Greening Correction Factor 1.3 / 1,000 ≈ 0.0416 tCO₂e.

Promotion of Renewable Energy Procurement

Yang Ming has actively promoted green power procurement since 2023, echoing the Company's renewable energy policy. In 2025, the Qidu Headquarters and operating offices in Northern, Central, and Southern Taiwan purchased 1,007 Renewable Energy Certificates (RECs). Through green power wheeling, a total of 975,237 kWh was utilized, equivalent to reducing approximately 462.262 metric tons of CO₂e emissions. In 2025, the Company achieved the RE30 target (30% renewable energy) for its owned office buildings in Taiwan, reducing dependence on traditional energy and fulfilling its commitment to environmental sustainability by progressively increasing the proportion of renewable energy use.

Transportation and Container Yard Equipment Electrification

Official motorcycles use electric motorcycles, official vehicles are gradually being replaced with hybrid vehicles accounting for 17.65%, with each vehicle saving 3 liters of fuel per 100 kilometers compared to fuel-powered vehicles. All official vehicles are expected to save 600 liters annually, reducing approximately 1.4131 metric tons CO₂e.

The Keelung Container Yard has introduced new electric gantry cranes, whose energy efficiency and safety have been certified by both the American Bureau of Shipping (ABS) and TÜV Rheinland. These cranes feature a direct power supply design, significantly improving energy efficiency to approximately one-sixth that of diesel-powered equipment. By replacing diesel-powered rubber-tired gantry (RTG) cranes, the terminal achieves a stable annual saving of approximately 98,666 kWh of electricity and reduces diesel consumption by approximately 93,422 liters, continuously lowering energy consumption and associated emissions.

The heavy container storage area features an innovative design with picking lanes located in the center of the storage area, reducing the movement distance of gantry crane trolleys and accelerating picking efficiency. Furthermore, container foot pads were designed to address Keelung's rainy environment, reducing the risk of cargo moisture damage. The storage capacity reaches 2,160 TEU, and 336 reefer plugs have been installed for import, export, and transshipment reefer containers, effectively expanding Yang Ming's service capacity at Keelung Port.

Transportation and Container Yard Equipment		
Low-Carbon Measure	2025 Performance	Equivalent Carbon Reduction (tCO ₂ e)
Use of electric motorcycles and HEVs	Saved 600 liters of gasoline	1.4131
Activation of new electric gantry cranes	Saved 98,666 kWh of electricity	48.8397
Decommissioning of diesel RTG cranes	Reduced 93,422 liters of diesel	251.3909

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Low-Carbon Investment in Operating Fleet

■ Development of Alternative Fuels and Energy-Saving Technologies

The Company continuously monitors the technical maturity, supply chain integrity, and international environmental regulatory developments for various alternative fuels (e.g., biofuels, methanol, hydrogen, and ammonia). To achieve normalized use of biofuels, the Yang Ming fleet utilized approximately 129,000 tons of biofuels in 2025. Regarding LNG investment, Yang Ming has signed contracts for five 15,500 TEU LNG dual-fuel container ships, scheduled to enter operation starting in 2026. Additionally, in 2025, the Board approved the deployment of six 8,000 TEU methanol dual-fuel-ready vessels and seven 16,000 TEU LNG dual-fuel vessels. To meet operational requirements upon delivery of LNG vessels, Yang Ming is actively training a core group of crew members to obtain Basic and Advanced IGF Code certifications; as of 2025, a total of 245 Taiwanese crew members have completed Basic LNG training, and 72 have completed Advanced training.

Regarding vessel energy-saving technologies, the Company continues to progress and has achieved phased results. Current research priorities include carbon capture and storage (CCS) devices, air lubrication (bubble drag reduction), energy-saving windshields, energy-saving propellers, shaft generators, and waste heat recovery systems. The Company evaluates the maturity of alternative fuel infrastructure (such as bunkering ports), fuel supply chains, and main/auxiliary engine technologies while continuing to invest resources in innovation and breakthroughs to achieve green shipping goals.

Advantages of Alternative Fuels

LNG fuel reduces carbon emissions by approximately 20% compared to traditional fuel and is currently a highly mature alternative fuel. By selecting cleaner LNG dual-fuel vessels for newbuildings, vessel carbon emissions can be effectively lowered. Simultaneously, by utilizing biofuels that comply with International Sustainability & Carbon Certification (ISCC) process standards to replace traditional fuels, Life-Cycle (Well-to-Wake) carbon emissions are expected to be reduced by up to 20% compared to traditional fuels.

3.5 Air Pollution Management

The sulfur limit of the International Maritime Organization (IMO) requires that the sulfur content of marine fuel shall not exceed 0.5%. Since it took effect in January 2020, all ocean carriers have been under enormous pressure in terms of reducing SOx emissions. Yang Ming's fleet met the requirement early in the fourth quarter of 2019. Compared to the heavy fuel oil formerly used, the SOx emissions have been reduced by 84%.

As of 2025, the installation rate of Exhaust Gas Cleaning Systems (scrubbers) on the Company's vessels reached 58.7%; the remaining vessels utilized Low Sulfur Fuel Oil (LSFO) to reduce Sulfur Oxides (SOx) emissions. The average unit emission of Nitrogen Oxides (NOx) increased by approximately 1% compared to 2024, while SOx emissions remained unchanged. The vessels are not equipped with measurement devices for Particulate Matter (PM10); therefore, the total PM10 emissions were estimated at approximately 9,143 metric tons using calculation factors, with an average transport work emission of approximately 0.081 g/TEU-km.

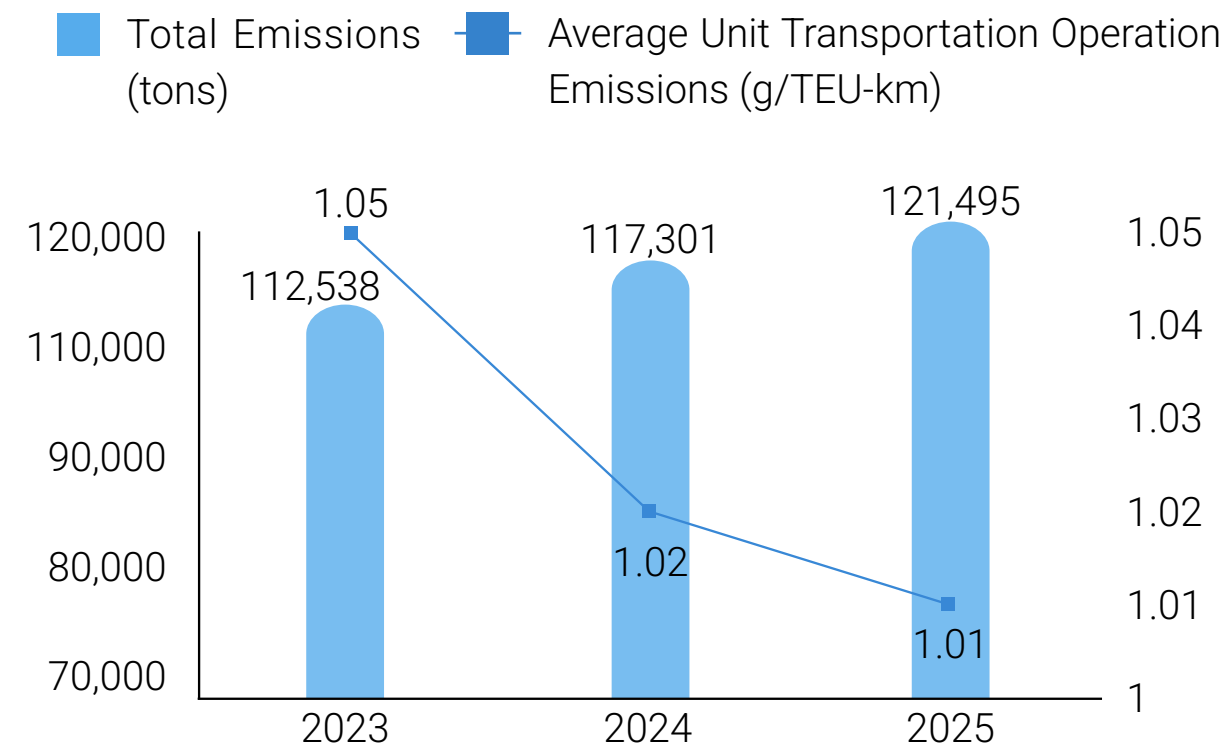
In compliance with the 1987 Montreal Protocol requirements to phase out chemical substances such as Halon, Chlorofluorocarbons (CFCs like R-12), and Hydrochlorofluorocarbons (HCFCs like R-22), Yang Ming Marine Transport Corp. strictly adheres to relevant regulations. In 2025, there were zero emissions of ozone-depleting substances (ODS).

To support environmental protection and improve air quality, all newly built containers in 2025 utilized waterborne paint. Compared to the full adoption of solvent-based coatings, this effectively reduced Volatile Organic Compound (VOC) emissions by approximately 4,469.7 tons, demonstrating the Company's commitment and efforts toward air pollution control.

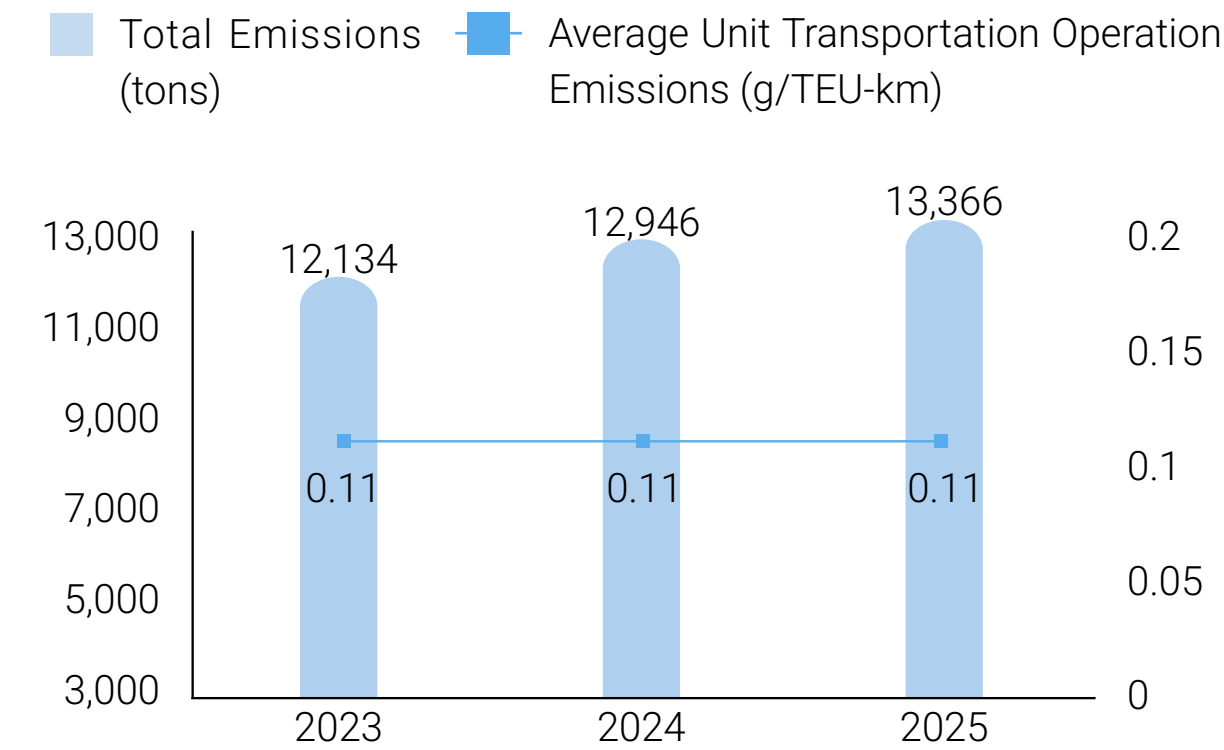
Note Particulate Matter (PM10) emissions (metric tons) = Fuel consumption (metric tons) * Emission factor; the emission factors refer to those provided by EcoTransIT World (Main Engine: HFO = 0.00699, MGO = 0.00068; Auxiliary Engine: HFO = 0.00603, MGO = 0.00059; Boiler: HFO = 0.00603, MGO = 0.00059).

✧ Air Pollution Emissions

Nitrogen Oxides (NOx)



Sulfur Oxides (SOx)



Note According to the 2008 research report by the National Technical University of Athens Maritime Transport Laboratory, SOx consists of SO₂ and SO₃, with SO₃ accounting for extremely low amounts, so SO₂ is considered as SOx. SO₂ calculation is based on average × sulfur content of each oil product, with each ton of oil product × sulfur content × generating 20g of SO₂ ((consumption tons × 1,000 × 20g) ÷ 1,000 ÷ 1,000). NOx is calculated based on fuel consumption, with medium-speed engines generating 57g NOx and low-speed engines generating 87g NOx. Conventionally, heavy fuel oil is used in low-speed engines and marine gas oil (MGO) is used in medium-speed engines. Calculation method: ((heavy fuel oil × 1,000 × 87g + marine gas oil MGO × 1,000 × 57g) ÷ 1,000 ÷ 1,000).

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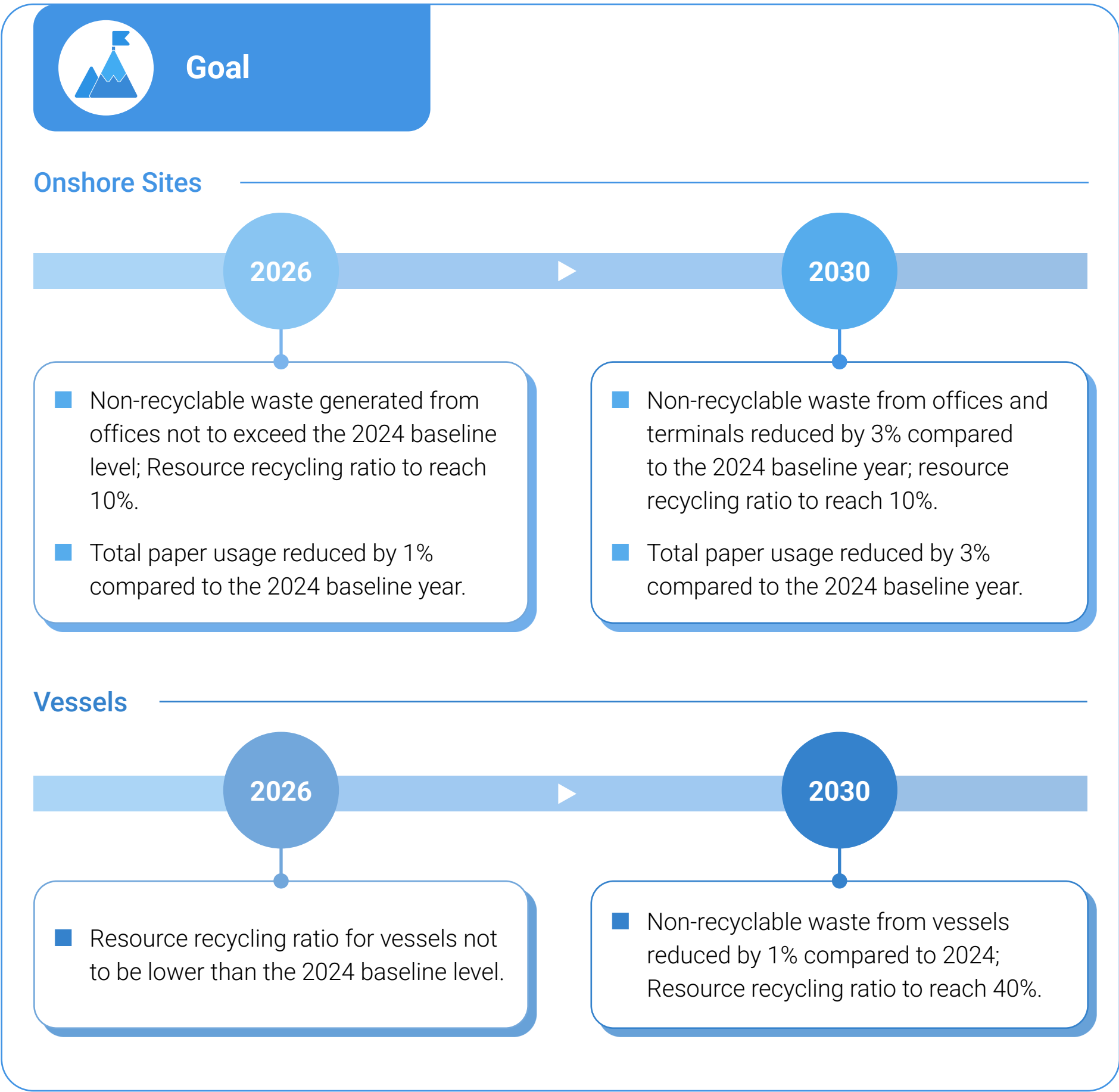
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3.6 Waste and Ship Demolition Management

As a leading global shipping company, Yang Ming places high priority on fleet renewal and the associated increase in waste resulting from business growth, while simultaneously developing more efficient and energy-saving vessels and expanding service routes. The Company strictly controls the generation of various types of waste during operations and the disposal processes for decommissioned vessels through comprehensive policy formulation and systematic classification, treatment, and recording, ensuring continuous improvement in resource use efficiency and environmental management performance.



Total Waste Disposed

The Company actively promotes waste reduction and recycling initiatives to achieve the goals of resource circulation and environmental sustainability. In 2025, the total volume of non-recyclable waste increased by 1.70% compared to 2024, primarily due to an increase in reported waste volumes as vessels complied with international convention requirements (please refer to the section on [Marine Vessel Waste Treatment](#)). Simultaneously, the total volume of recyclable waste decreased by 1.87% compared to 2024, demonstrating the Company's continuous monitoring of waste generation and management while adjusting reduction measures in accordance with international regulations.

Unit: Metric Tons

Category	2022	2023	2024	2025
Non-recyclable Non-hazardous Waste	306.94	379.87	214.03	217.67
Non-recyclable Hazardous Waste	0.00	0.81	0.00	0.00
Total Non-recyclable Waste	306.94	380.69	214.03	217.67
Recyclable Non-hazardous Waste	12.10	26.51	21.44	23.48
Recyclable Hazardous Waste	16,710.36	19,542.70	28,673.76	28,133.87
Total Recyclable Waste	16,722.46	19,569.21	28,695.20	28,157.35

Disposal of Waste from Onshore Locations

Onshore Waste Management Measures

- ✓ Promote waste reduction and resource recycling measures to employees quarterly.
- ✓ Implement waste sorting and recycling to ensure proper waste treatment and improve recycling quality.
- ✓ Encourage colleagues to bring their own utensils and eco-friendly cups, avoiding single-use utensils.
- ✓ Take appropriate portions at lunch to avoid waste and reduce food scraps.
- ✓ Implement paper document destruction, recycling, and reuse; paper consumption at the Kaohsiung Building in 2025 decreased by 13.23% compared to the 2024 baseline year, and paper consumption at the Taiwan Operating Department decreased by 15.85% compared to the 2024 baseline year.
- ✓ Engage qualified contractors for waste disposal in compliance with local environmental regulations.
- ✓ Promote environmental education to enhance employees' environmental and sustainability awareness.

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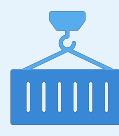
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■ Disposal of Waste from Onshore Locations

		Unit: Metric Tons				
Operating Site	Disposal Type / Item		2022	2023	2024	2025
 Offices	Non-hazardous Waste	General waste from business activities (Incineration)	59.94	90.18	57.25	50.72
		Domestic waste from employees (Incineration)	6.89	33.33	18.29	20.14
		Resource Recycling ^{Note 1}	12.10	26.51	18.55	19.42
Total Amount			78.93	150.03	94.09	90.28
 Container Terminals	Non-hazardous Waste	Industrial waste (Incineration)	187.14	200.48	48.71	44.14
		Resource Recycling ^{Note 2}	-	-	2.89	4.06
		Hazardous Waste	Waste engine oil (Recycling and Reuse)	2.00	2.00	1.71
Total Amount			189.14	202.48	53.31	49.28

^{Note1.} Resource recycling volume in 2022 only covered the Qidu Headquarters; 2023 included the Keelung Branch. Starting from 2024, the statistical scope covers all domestic operating sites in Taiwan.

^{Note2.} Starting from 2024, the container terminal has categorized non-hazardous waste into industrial waste and resource recycling items.

Disposal of Waste from Vessels

■ Vessel Waste Management Measures

■ Onboard waste classification collection and onboard waste treatment comply with MARPOL Annex V and local environmental regulations. Yang Ming's fleet has established garbage management plans regulating treatment of hazardous waste and solid waste generated onboard, including 5 major procedures: collection, classification, treatment, storage, and recording.

■ Food waste is properly treated according to convention and port state legal requirements.

■ In addition to waste and hazardous substance reduction, waste batteries/chemicals/waste fluorescent tubes/medical waste are arranged for shore recycling treatment.

■ Used paper, empty barrels, empty boxes, and wooden boards are collected for reuse.

■ Ships are equipped with stainless steel garbage bins marked with different colors for waste classification, with additional markings for combustible/non-combustible and recyclable/non-recyclable.



Plastics



Food waste



Operational waste/
incinerator ash



Cargo residue



Domestic waste



Electronic waste

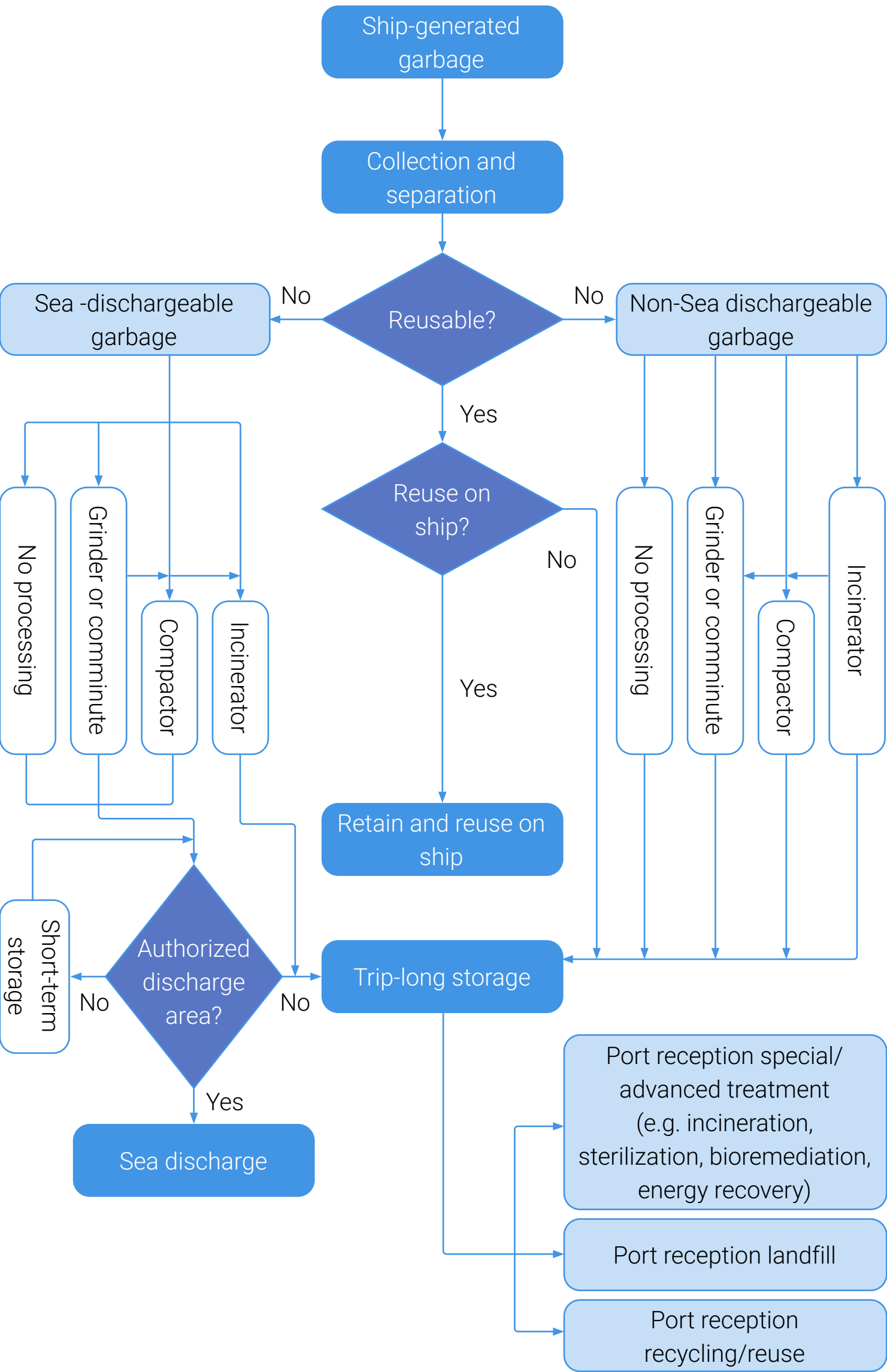


Waste cooking oil

■ Garbage storage areas are regularly disinfected and cleaned.

■ Promote online environmental education courses to cultivate seafarers' environmental and sustainability awareness

* Waste Treatment Flow Chart



■ Disposal of Waste from Ships at Sea

The Company actively implements various marine waste management measures; however, redundant material packaging from the supply side and international discharge regulations have collectively pushed up the total reported volume of domestic waste kept on board.

Unit: Metric Tons

Operating Site	Category		2022	2023	2024	2025
 Vessels	Non-hazardous Waste	Domestic waste from employees (Incineration) Note1	52.97	55.88	89.78	102.68
	Hazardous Waste	Oil waste (Recycling and Reuse)	16,708.36	19,540.70	28,672.05	28,132.79
		Medical Waste	0.00	0.81	0.00	0
Total			16,761.33	19,597.39	28,761.83	28,235.47

Note1. In accordance with international shipping practices, marine waste discharged ashore is recorded by volume. After aggregating the fleet's annual discharge volumes, the figures are converted to weight for disclosure using relevant coefficients (Reference: [Volume-to-Weight Conversion Factors, April 2016](#)). The water content in sludge and waste oil-water is high, thus calculated at a density of 1; waste cooking oil is calculated at a density of 0.93.

Note2. Disposal methods comply with Port State regulations, with subsequent removal and treatment performed by qualified local port units. All waste is disposed of off-site.

Note3. Marine vessel waste has been included in the Greenhouse Gas (GHG) inventory since 2022.

Note4. Statistical reporting of marine waste has included chartered-in vessels since 2024.

■ Ship Recycling and Disposal

The Company has established a Green Ship Recycling Policy. Upon vessel decommissioning, the Company adheres to the requirements of the "2009 Hong Kong International Convention for the Safe and Environmentally Sound Recycling of Ships" (HKC) and participates in the Ship Recycling Transparency Initiative (SRTI). The Company discloses its ship recycling policies and implementation status annually to ensure operations comply with environmental protection, human rights, and occupational health and safety standards.

As of 2025, the Company has conducted no ship recycling operations. The Company continues to promote management measures based on the HKC and EU Ship Recycling Regulations. Notably, 100% of owned vessels have obtained "Inventory of Hazardous Materials" (IHM) certification.

The Company's ship recycling management measures include:

- Preparation of the Inventory of Hazardous Materials (IHM): Commissioning qualified professional institutions to perform assessments ensuring regulatory compliance.
- Identification and Management of Hazardous Materials (IHM Part I): Completion through classification society verification and sampling inspections.
- Stringent Selection of Ship Recyclers: Requiring buyers to select shipbreaking yards that possess HKC and ISO-related certifications to ensure dismantling operations meet environmental and safety standards.
- Active Tracking and Verification: Proactively monitoring the recycling status of buyers and shipbreaking yards, and requiring the provision of completion certificates and relevant verification data.

100% of owned vessels in 2025 have obtained IHM certification

■ Green Ship Recycling Management Measures

- Preparation of Inventory of Hazardous Materials (IHM)
- Onboard Inspections and Sampling
- Selection of Qualified Ship Recycling Facilities
- Follow-up on Ship Recycling Progress

* Buyers Required to Select ISO Certified Green Ship Recyclers


ISO 9001 Quality Management System


ISO 14001 Environmental Management System


ISO 30000 Ship Recycling Management System


ISO 45001 Occupational Health and Safety Management System

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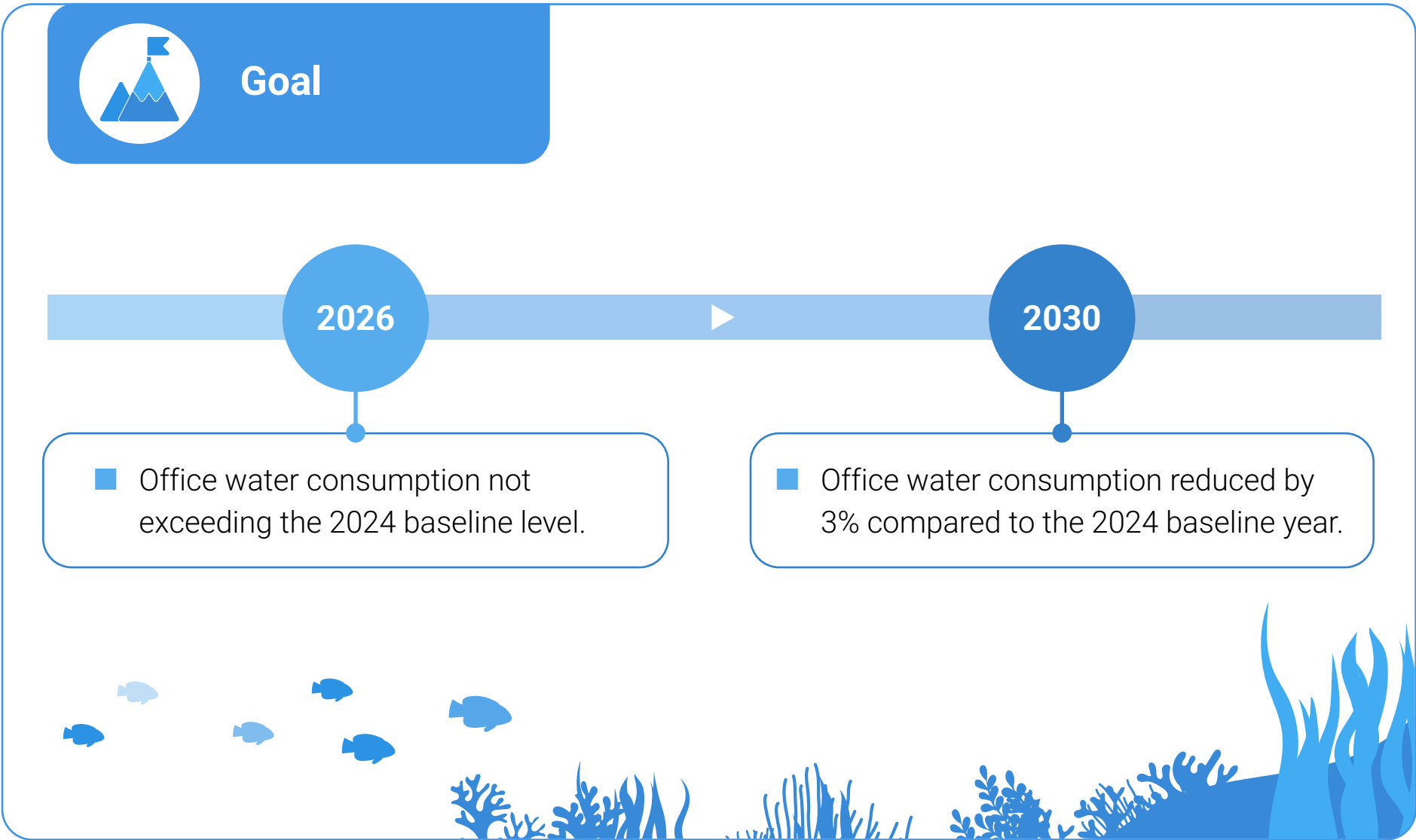
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3.7

Water Resource Management

Water resources are a key focus area for Yang Ming Marine Transport Corp. The Company strictly adheres to the water resource management regulations of the competent authorities at each operating site and fully complies with the relevant requirements of the International Maritime Organization (IMO) and the International Convention for the Prevention of Pollution from Ships (MARPOL), including sewage treatment and discharge, and ballast water management regulations, ensuring that vessel water use and discharge behaviors meet statutory standards. Through this institutionalized and comprehensive management framework, the Company is committed to ensuring the health of marine water bodies and reducing the impact of vessel operations on the aquatic environment. In 2025, due to climatic factors, water consumption for HVAC cooling towers at onshore sites in December increased compared to the same period last year; therefore, both total water withdrawal and total water discharge at operating sites increased slightly compared to 2024.



* Total Water Withdrawal and Discharge of Operating Sites

Unit: Million Liters (ML)

Metric	2022	2023	2024	2025
Total Water Withdrawal	233.345	313.683	306.793	311.785
Total Water Discharge	36.779	44.248	31.438	32.054

Note1. Total water withdrawal in 2022 only covered offices, container terminals, and vessel water generation. In 2023, it included offices, container terminals, vessel water generation, and bunkered water.

Note2. Total water discharge only covers offices and container terminals; discharge volume for vessels cannot be calculated as flow meters are not installed.

Water Usage by Purpose (2025)

Unit: Million Liters (ML)

Water Usage Purpose		2025 Amount
Domestic Water	Onshore Sites	30.395
	Marine Vessels	209.377
Operational Water	Container Washing	1.659
	Vessel Machinery and Equipment	70.354

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Onshore Operating Sites

Water Resource Management Measures

Install water-saving devices and regularly inspect pipelines

- Adjust faucet water output within usable range to avoid wasting water resources, prioritize purchasing water-saving label products, regularly inspect for pipeline leaks, and immediately analyze and improve when usage is abnormal.
- Second-floor toilets at the Taipei Office, female toilets at the Keelung Xin-Yi Building, and the Kaohsiung Building have fully implemented dual-flush water-saving toilets, with an estimated 50% water saving per flush.

Reclaimed Water Reuse

- The Taipei-owned office building features a rainwater harvesting system to irrigate various edible plants and landscape greenery.
- The Qidu Headquarters and Kaohsiung Branch utilize RO (Reverse Osmosis) systems to recover part of the wastewater for landscape irrigation or cooling tower use.

Office Wastewater Management

- Domestic sewage and washing wastewater from the Keelung Xin-Yi Building are discharged directly into the public sewage system of Keelung City.
- Septic tanks at the Kaohsiung Building are cleaned at least twice a year; effluent is sampled at the discharge point twice a year to test for statutory water quality parameters.
- Qidu Headquarters: Domestic sewage from the 2nd floor and above is discharged directly into the public sewage system. For the 1st floor and below, wastewater is pumped into the public sewage system via basement pumps.

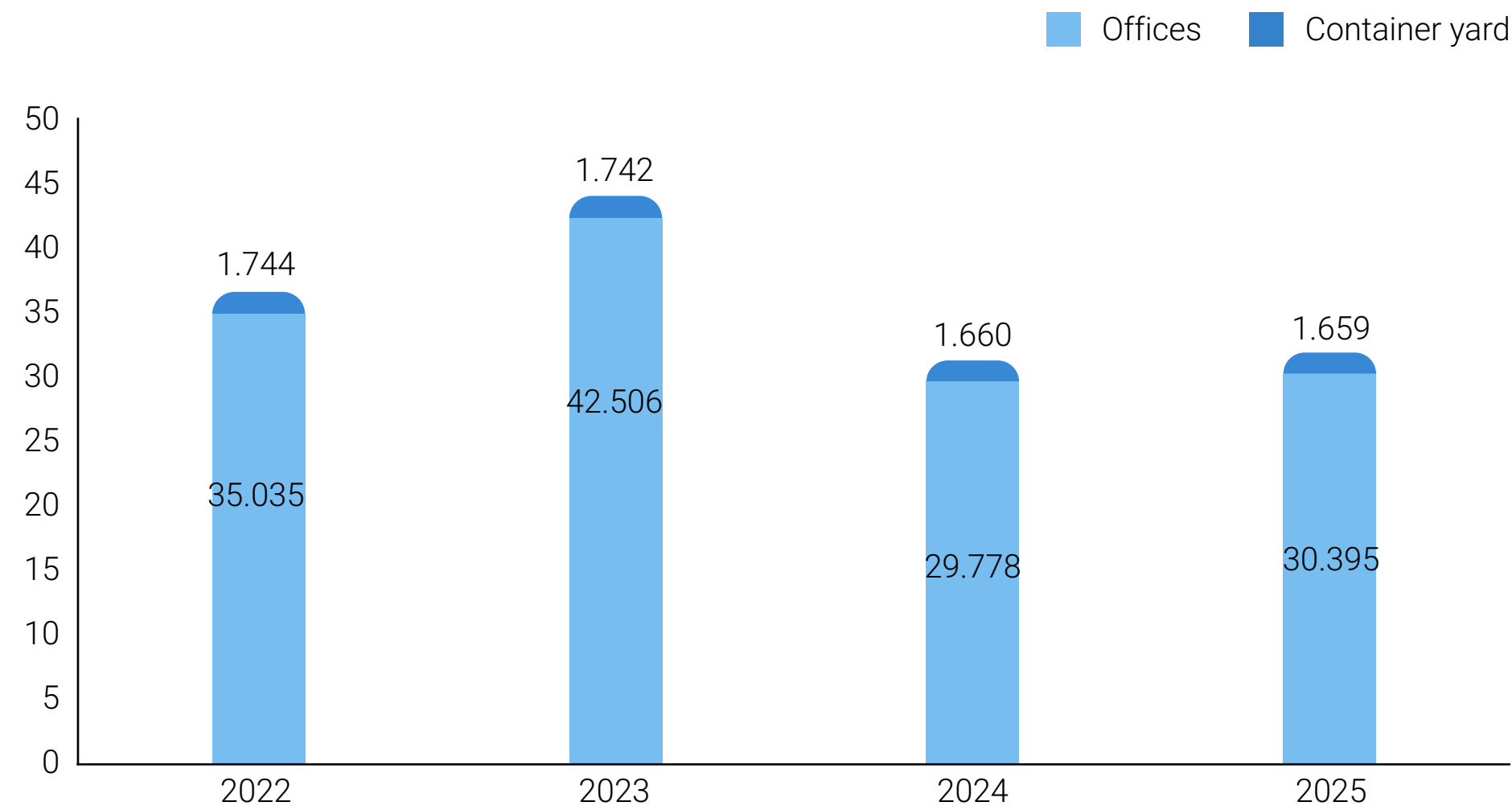
Container Washing Wastewater Management at Container Yard

- Industrial Wastewater: The container washing area is equipped with wastewater filtration and oil-water separation equipment. Wastewater is discharged into the sea only after meeting the effluent standards of the Ministry of Environment. Annual water quality testing is conducted and reported to the Taiwan International Ports Corporation, Keelung Branch.
- Domestic Sewage: Approximately 40,000 liters per month are discharged into septic tanks, with professional sludge removal performed twice a year.

Water Resource Education and Promotion

- Quarterly water-saving promotions and environmental education courses are conducted to cultivate employees' water conservation and sustainability awareness.

Water Usage at Onshore Operating Sites



Unit: Million Liters (ML)

Year	2022	2023	2024	2025
Total Water Withdrawal	36.779	44.248	31.438	32.054
Total Water Discharge	36.779	44.248	31.438	32.054

Note1. The sources in the table above are classified as freshwater ($\leq 1,000$ mg/L Total Dissolved Solids).

Note2. None of the Company's onshore operating sites withdraw water from water-stressed areas.

Note3. The Qidu Headquarters and Kaohsiung Branch utilize RO (Reverse Osmosis) systems to recover part of the wastewater for domestic reuse annually.

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Offshore Vessels

Water Resource Management Measures

Ballast Water Treatment Systems (BWTS)

■ Please refer to Section [3.8 Conservation of Biodiversity and Marine Ecology](#), for details.

Vacuum Toilet Systems

■ Newly built LNG dual-fuel vessels are equipped with vacuum toilet systems in the accommodation areas. This technology reduces freshwater consumption for flushing and minimizes the volume of sewage generated, achieving both water conservation and pollution reduction.

Clean Bilge Water Tanks

■ Newly built LNG dual-fuel vessels are equipped with clean bilge water tanks to store clean condensate from the main engine air coolers. This reduces the processing load on oil-water separators and enhances the efficiency of clean condensate management on board.

Water Usage on Marine Vessels

To reduce the procurement of third-party tap water, Yang Ming's vessels are equipped with freshwater generators. These units utilize the cylinder jacket cooling water of the vessel's engine as a heat source to evaporate seawater through vacuum distillation and then condense it into distilled water. The operation of the freshwater generator also removes heat from the cooling water, thereby enhancing engine cooling. The fresh water produced is primarily used for boilers and domestic purposes. Crew drinking water is mainly bunkered at terminals during port calls; no water is withdrawn from water-stressed areas.

Shipboard water consumption is categorized into machinery equipment use and consumption by personnel in accommodation areas. Due to the lack of measurement devices, discharge volumes are not statistically recorded. The Company's management measures are as follows: Bilge water from the engine room is treated using oil-water separators that comply with International Maritime Organization (IMO) and MARPOL regulations. Furthermore, Yang Ming adopts coastal and port environmental protection policies that exceed convention requirements, performing legal operations at distances greater than 15/25 nautical miles from shore. Discharge into the sea is permitted only when meeting criteria for ship speed, oil concentration below 15 ppm, and outside Antarctic regions. Grey water includes drainage from dishwashing, showers, laundry, and washbasins. Although MARPOL currently does not regulate grey water treatment, Yang Ming goes beyond regulatory requirements by installing grey water storage tanks. All future newly built vessels will be equipped with grey water storage tanks, and currently, vessels do not discharge grey water within 15/25 nautical miles of the shore, storing it in on-board tanks instead.

Unit: Million Liters (ML)

Year	2022	2023	2024	2025
Freshwater (Produced on board)	196.566	198.440	197.506	209.377
Tap Water (Third-party water)	-	70.995	77.849	70.354
Total Water Withdrawal	196.566	269.435	275.355	279.731

Note1. The source of tap water is classified as freshwater ($\leq$ 1,000 mg/L Total Dissolved Solids).

Note2. Bunkered water volumes were not recorded in 2022. Discharge volumes cannot be recorded as vessels are not equipped with flow meters.

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3.8 Conservation of Biodiversity and Marine Ecology

Yang Ming's shipping services are closely linked to marine natural resources; therefore, climate change and biodiversity protection (especially marine ecosystems) are of vital importance and profound significance to the Company. Yang Ming supports and participates in maintaining the harmonious coexistence of all species to achieve the goal of global environmental sustainability. In 2024, Yang Ming approved the "Protecting Biodiversity and Zero Net Deforestation Commitment" through a report to the Board of Directors, declaring its determination to protect the environment.

In 2025, the Company further referred to the industry guidance for the shipping sector (including the cruise industry) issued by the Taskforce on Nature-related Financial Disclosures (TNFD) and the ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure) assessment tool database to analyze the Company's dependencies and impacts on natural capital. The LEAP (Locate, Evaluate, Assess, Prepare) methodology was adopted to assess Yang Ming's nature-related risks and opportunities within ecosystems, leading to the development of corresponding strategies, management targets, and metrics. (For the nature-related risk assessment, please refer to Section [3.2 Climate Change and Nature-related Issue Governance Strategy](#).) These efforts aim to strengthen the Company's ability to manage risks and capture opportunities, promote a balanced relationship with nature, and make proactive contributions to a sustainable future for marine ecosystems.

3.8.1 Identification of Interactions Between Yang Ming and Natural Ecosystems

Value Chain Nature-related Dependency and Impact Analysis

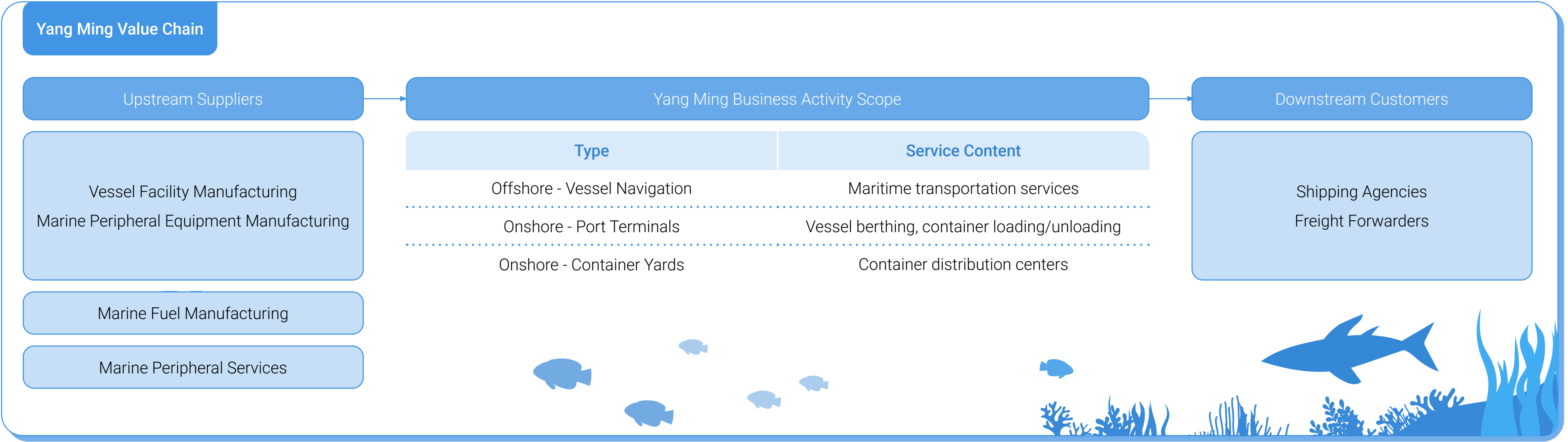


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Yang Ming Marine Transport Corp. follows the LEAP methodology to initially clarify the business footprint and value chain of the Group's headquarters. The assessment scope covers upstream suppliers (e.g., shipbuilding, peripheral equipment, and fuel manufacturing), the Company's own operational activities (container terminal operations, marine navigation, and inland trailer transportation), and downstream customers' international transportation services. Through the ENCORE assessment tool, dependencies and impacts of the value chain on nature and ecosystems have been identified. For activities with potential impacts ranked medium or higher, the Company will further develop monitoring indicators. Analysis shows that the marine vessel navigation phase of operations and upstream ship fuel manufacturing have the most significant associations with ecosystems; considering vessel navigation as the core business, subsequent identification of nature-sensitive areas and risks/opportunities will prioritize in-depth analysis of marine vessel navigation.

■ Dependency and Impact Analysis of Business Activities

VH

Very High

H

High

M

Medium

L

Low

VL

Very Low

-

applicable

Yang Ming Value Chain	Dependencies								Impacts							
	Soil & Sediment Retention	Water Purification	Flood Control	Water Supply	Storm Mitigation	Global Climate Regulation	Water Flow Regulation	Rainfall Pattern Regulation	Disturbances (e.g., Noise, Light)	GHG Emissions	Seabed Use Area	Air Pollution Emissions	Toxic Soil & Water Pollution	Nutrient Soil & Water Pollutants	Solid Waste Generation & Release	Introduction of Invasive Species
Upstream: Ship Fuel Manufacturing	L	-	M	M	M	VL	M	-	H	H	-	H	H	-	H	-
Upstream: Shipbuilding & Peripheral Facilities	M	-	M	L	M	VL	M	-	H	L	-	L	H	-	L	-
Upstream: Port Services	L	-	H	L	M	VL	M	VL	VL	M	M	L	L	M	L	-
Yang Ming Operations	L	M	H	L	H	M	M	M	VH	H	M	H	L	L	M	VH
Downstream: Shipping Agencies / Freight Forwarding	L	-	VL	VL	L	VL	VL	VL	-	M	-	L	-	VL	L	-



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Nature Sensitivity Analysis

Marine Vessels

To specifically understand where Yang Ming's marine vessel navigation may have potential impacts on high nature-sensitive areas, the Company evaluated priority locations based on TNFD guidance. Priority locations include areas of high natural sensitivity that meet specific TNFD criteria, such as significant biodiversity importance or high ecosystem integrity. Since marine shipping involves movement rather than fixed plant locations, Yang Ming analyzed priority locations based on positional information and navigation density.

To clearly identify sensitive areas of international routes and better grasp the natural environment characteristics of various sea areas, Yang Ming performed nature sensitivity analysis on navigation areas according to 2025 route location information following these steps to identify priority locations:

- 01

Collect Positioning Information

Aggregate global vessel positioning data (including timestamps) as the basis for analysis.
- 02

Calculate Navigation Density

Aggregate timestamped data into grids of approximately 50 km × 50 km, marking high-density navigation areas in red.
- 03

Select Biodiversity Map Data

Select global marine biodiversity maps based on TNFD standards, including Particularly Sensitive Sea Areas (PSSAs) and Key Biodiversity Areas (KBAs).
- 04

Nature Sensitivity Analysis

Perform overlay analysis of selected biodiversity maps with vessel positioning information to confirm if high-density routes are adjacent to or in contact with nature-sensitive areas.
- 05

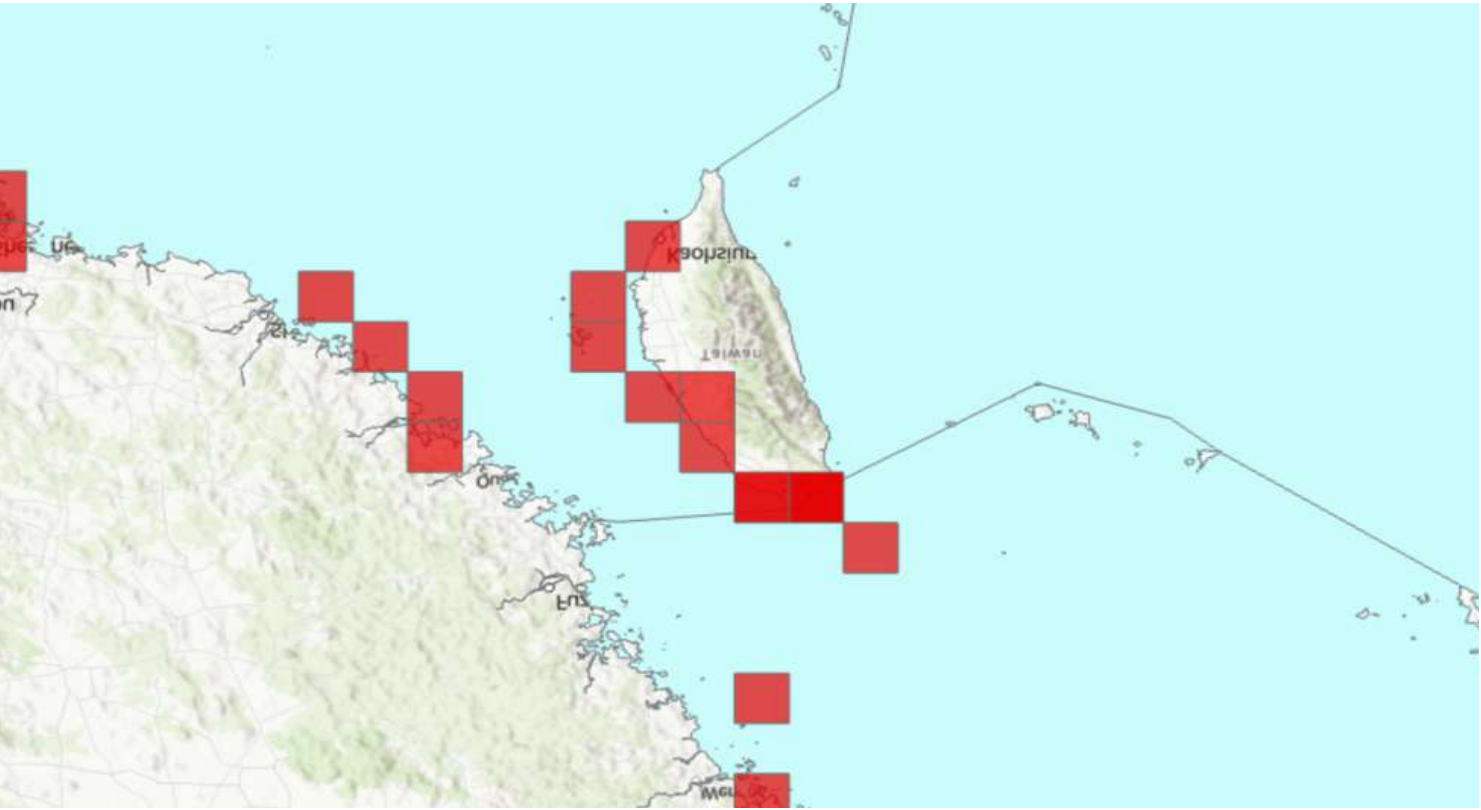
Data Organization and Evaluation Results

Aggregate analysis results by sea area following International Hydrographic Organization (IHO) classifications and evaluate the correlation between each sea area and the natural environment. Additionally, the Company identified other priority locations outside IHO classifications that represent areas with significant navigation density not fully captured by IHO sea areas, such as locations near protected areas.
- 06

Identify Priority Locations

Select priority locations with high natural sensitivity using two key indicators: nature sensitivity assessment results and navigation density. Please refer to subsequent pages for the sensitive sea areas identified in this analysis.

Example of 50 km × 50 km Gridded Navigation Hotspot Map



Global Marine Biodiversity Map Data Used for Analysis

Key Biodiversity Areas (KBA)	KBA is a global standard developed by the International Union for Conservation of Nature (IUCN) to identify sites that contribute significantly to the global persistence of biodiversity, covering terrestrial, freshwater, and marine ecosystems.
Particularly Sensitive Sea Areas (PSSAs)	PSSAs are areas that need special protection through action by the International Maritime Organization (IMO) because of their significance for recognized ecological, socio-economic, or scientific reasons and which may be vulnerable to damage by international maritime activities.
World Database on Protected Areas (WDPA)	WDPA is the most comprehensive global database of marine and terrestrial protected areas, a joint project between UNEP and IUCN, serving as a vital tool for assessing biodiversity and ecological conservation.
Natura 2000	Natura 2000 is a network of nature protection areas established by the EU, covering both terrestrial and marine zones, aimed at ensuring the long-term survival of Europe's most valuable and threatened species and habitats.

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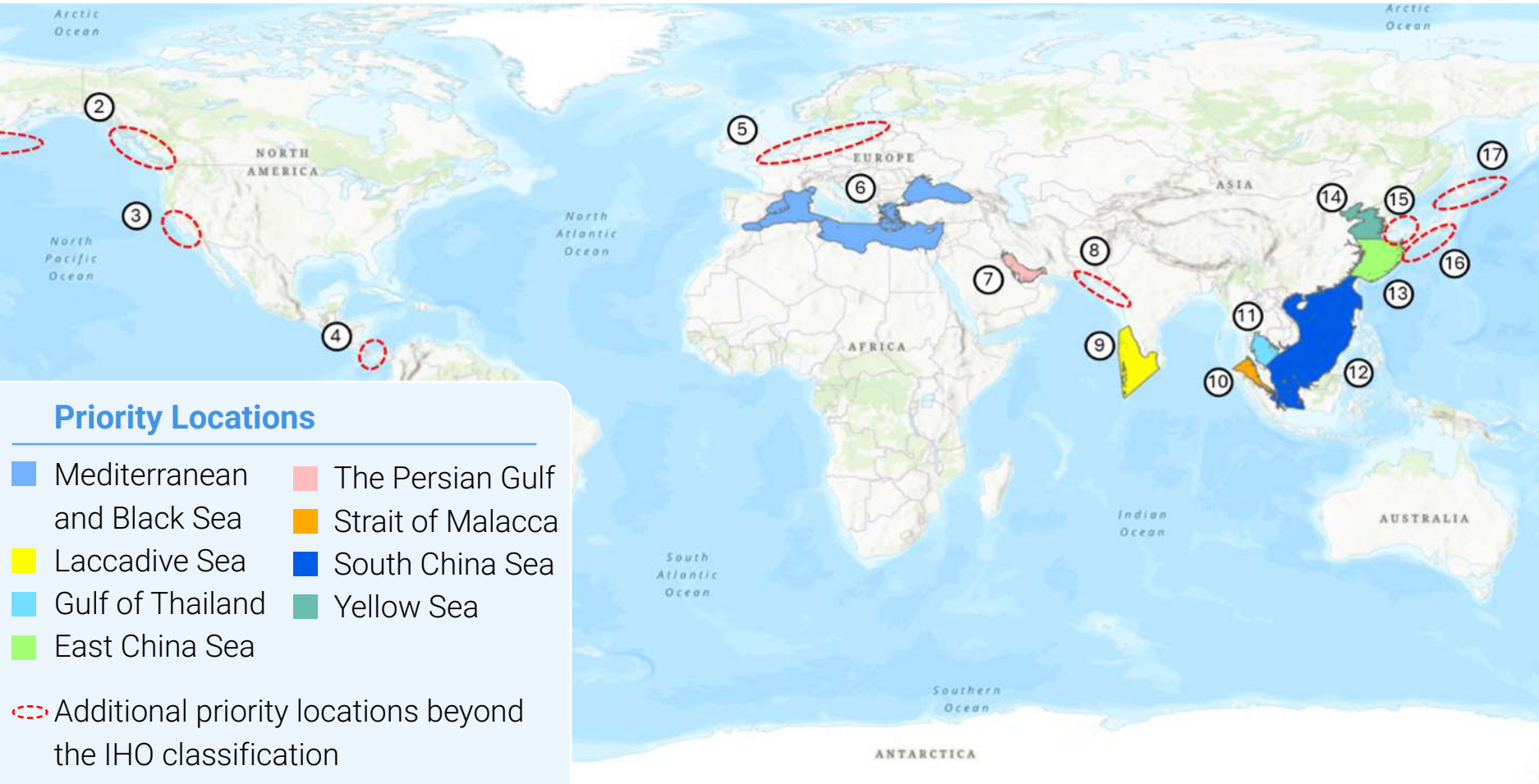
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Natural Sensitivity Analysis Results for Marine Vessels

Nature sensitivity analysis reveals that numerous coastal areas globally have been designated as significant protected areas. This analysis also confirms that these regions harbor widely distributed critical ecosystems, showcasing high ecological value. After further assessment, the sea areas designated as priority locations were comprehensively determined based on the two major dimensions of navigation density and location information. These are identified as critical natural ecological zones requiring special attention during vessel passage. The priority locations defined according to the IHO classification system are summarized and listed to serve as a reference for subsequent navigation management planning and ecological impact mitigation measures.

Priority Location Analysis Results



Asia Regional Analysis Results



The sea areas identified as priority locations in this nature sensitivity analysis are all located near or directly traversing biodiversity-sensitive areas. These regions possess high ecological integrity and environmental value, not only harboring diverse and representative marine species but also maintaining stable ecosystem service provision.

★ " ● " Representative Route Layers Near or Directly Passing Through Sensitive Areas

No.	Priority Location Area Name	Sensitive Area Map Layer			
		PSSAs	KBA	WDPA	Natura 2000
1	Southern Alaska and Aleutian Islands, USA		●	●	
2	Coastal Area of Western Canada		●		
3	Coastal Areas of San Francisco and Los Angeles, USA		●		
4	Isthmus of Panama		●	●	
5	Coastal Areas of the North Sea and Baltic Sea	●	●	●	●
6	Mediterranean and Black Seas		●	●	●
7	Persian Gulf		●	●	
8	Coastal Area of the Northern Arabian Sea		●		
9	Laccadive Sea		●		
10	Strait of Malacca		●	●	
11	Gulf of Thailand		●	●	
12	South China Sea		●	●	
13	East China Sea		●	●	
14	Yellow Sea		●	●	
15	Southwestern Sea of Japan		●	●	
16	Southeastern Coastal Japan		●	●	
17	Coastal Hokkaido and Kuril Islands		●		

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Container Terminals

Unlike marine routes where the focus is on the sensitivity of areas traversed by moving vessels, container terminal operations are fixed-site locations. Their interaction with the natural environment and the interface with ecosystems directly reflect the natural sensitivity of their specific locations. Priority location assessments were conducted for the areas surrounding the Keelung Container Yard, Kao Ming Terminal, and Hong Ming Terminal to identify if ecologically valuable or highly sensitive natural areas exist nearby. This evaluation helps understand the potential impacts of operational activities on ecosystems, serving as the basis for subsequent management and monitoring.

The nature sensitivity analysis for container terminals was conducted through the following steps:

01

Zoning Based on Environmental and Ecosystem Characteristics: Identify proximity to or direct location within areas of high ecological value. The analysis referenced important biodiversity-related map data from various government agencies (e.g., National Parks, Wildlife Refuges, Important Wetlands, and Taiwan Ecological Network areas of concern). To ensure comprehensiveness, buffer analysis was performed by setting Direct Impact Zones and Indirect Impact Zones.

■ Direct Impact Zone: The immediate location of the container terminal.

■ Indirect Impact Zone: The area within a 2-kilometer radius of the terminal location.

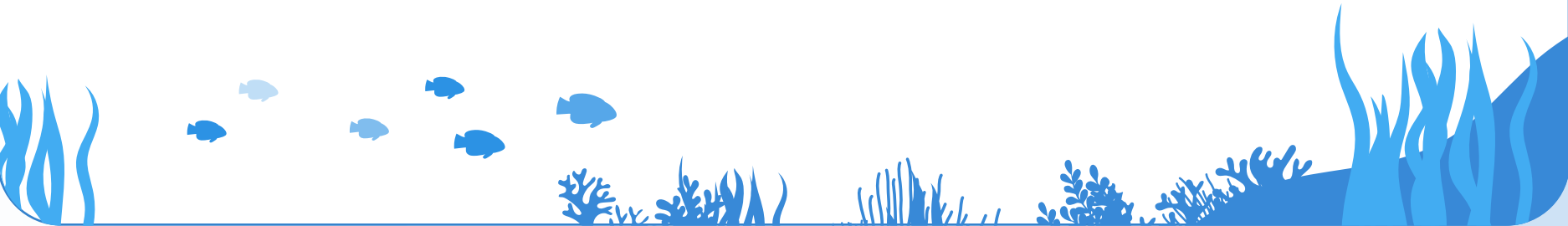


02

Assessment of Protected, Endangered, or Key Species: Categorize conservation levels of species recorded in the vicinity of the terminals. Species occurrence records were retrieved from the Taiwan Biodiversity Information Facility (TaiBIF) for analysis.

03

Identification of Priority Locations: Select priority locations by integrating the results of the spatial and species characteristic analyses.



Container Terminals- Nature Sensitivity Analysis Results

The surroundings of the Keelung Container Yard are rich in natural resources, being adjacent to or located within several areas of high ecological value, such as important habitats for Red List threatened plants and protection forests. In contrast, the areas surrounding the Hong Ming and Kao Ming terminals have fewer distributions of high ecological value zones. The analysis results are as follows:

* Map Layers Covered within the Impact Scope of Terminals

Terminal Name	Terminal Area (Hectares)	Impact Scope	
		Direct Impact Scope	Indirect Impact Scope
Keelung Container Yard	7.05	■ Important Habitat for Red List Threatened Plants; Taiwan Ecological Network Area of Concern; Aquatic Animal and Plant Breeding Conservation Area.	■ Geologically Sensitive Areas (Landslides); Taiwan Protection Forest Distribution Map; Public/Private Forest Land Boundaries; Buffer Zones for Red List Threatened Plant Distribution; Important Habitat for Red List Threatened Plants; Taiwan Ecological Network Area of Concern.
Hong Ming Terminal	18.6	None	None
Kao Ming Terminal	74.8	None	None

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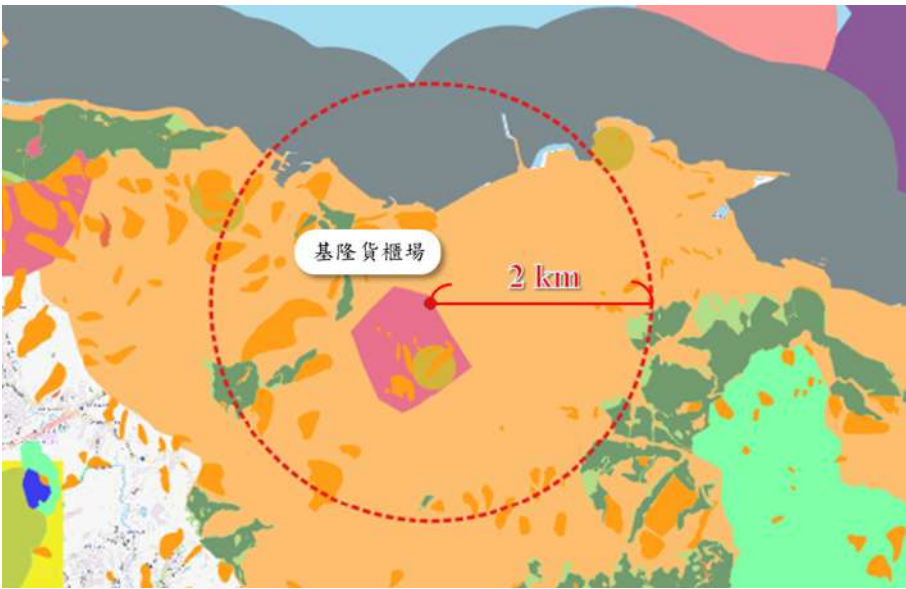
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- Artificial reef area

■ Protected Reef Zone

■ Taiwan Ecological Network

■ Priority Biodiversity Areas

■ Important Habitats of Threatened Plants in the Red List

■ Protection Forest Distribution Map of Taiwan

■ Range of national and public forest lands
- Reservoir storage range

■ Aquatic Organisms Propagation and Conservation Zone

■ Zoning of landslide-landslip geologically sensitive area

■ Debris flow potential stream influence zone

■ Water Quality and Quantity Protection Area

■ eBird Waterbird hotspot

■ Buffer Zone of Threatened Plants (Red List)

■ National Drinking Water Source Quality Protection Area and Intake Point Certain Distance Range Map

Secondly, based on public data from the Taiwan Biodiversity Information Facility (TaiBIF), the Company identified whether protected, endangered, or key species exist around the container terminals. The analysis results indicate that rare and valuable protected wildlife listed under the Wildlife Conservation Act (e.g., Pygmy Killer Whales, Rough-toothed Dolphins, and Greater Crested Terns) have been recorded in the vicinity of each terminal. Furthermore, the Yellow-breasted Bunting (*Emberiza aureola*), categorized as an Endangered (EN) species on the national Red List, has been recorded near the Kao Ming Terminal.

Integrating the results of the spatial and species characteristic analysis, the surroundings of the Keelung Container Yard possess high biodiversity value. The site is immediately adjacent to Qiu-zai Mountain and near natural landscapes such as Hu-zai Mountain and Waimushan, with the surrounding natural environment maintaining continuous vegetation cover and habitat diversity, indicating abundant natural resources. In contrast, the Hong Ming and Kao Ming terminals located in the Kaohsiung Port area are surrounded mostly by developed port facilities; although some key species have been recorded, the interface with the natural environment remains limited, and the overall natural sensitivity is relatively low. Therefore, based on the comprehensive assessment, future management and evaluation will prioritize monitoring and assessing the potential impacts of the Keelung Container Yard on the surrounding ecological environment.

■ Management of Material Dependencies and Impacts

Through ENCORE and nature sensitivity analysis, the Company has identified material ecosystem services that support vessel navigation, including global climate regulation, water purification, flood mitigation, storm protection, water flow regulation, and rainfall pattern regulation. These require support from natural capital such as water, atmosphere, habitat, and soil. Yang Ming's operations in these highly nature-sensitive areas generate impact drivers such as disturbances, GHG emissions, air pollution, solid waste generation and release, and invasive species, which may cause impactful changes to natural capital. To effectively manage the potential losses caused by the loss of specific ecosystem services and to mitigate the pressure of vessel navigation on the environment, Yang Ming has evaluated risk events arising from ecosystem service loss or impact drivers and established monitoring indicators and operational targets to serve as benchmarks for subsequent response measures.

	Risk Event	Monitoring Indicator	2026 Target
Dependencies	Catastrophic Sea States	■ Financial loss from vessel/ container damage; ■ Increased fuel consumption to catch up with schedules.	1. Integrate climate risk factors into investment, route design, and operational assessments.
	Loss of Flood Control (Leading to severe flooding)		2. Maintain stowage safety: Zero containers lost at sea or collapsed. 3. Implement vessel operational safety.
	Loss of Storm Mitigation (Leading to severe storm damage)	■ Transshipment costs due to inability to berth; ■ Interruption or suspension of port operations.	1. Integrate climate risk factors into investment, route design, and operational assessments. 2. Zero containers lost at sea or collapsed. 3. Zero errors in special cargo safety control. 4. Implement vessel operational safety.
	Global Climate Regulation (Leading to rising sea temperatures)	■ Number of vessel drydocking cleanings.	Complete underwater inspection and propeller cleaning for at least 10 long-term chartered vessels.
	Rainfall Pattern Regulation (Deriving intensified drought events)	■ Re-routing distance affected by climate.	1. Integrate climate risk factors into investment, route design, and operational assessments. 2. Dynamically adjust the use of biofuels.

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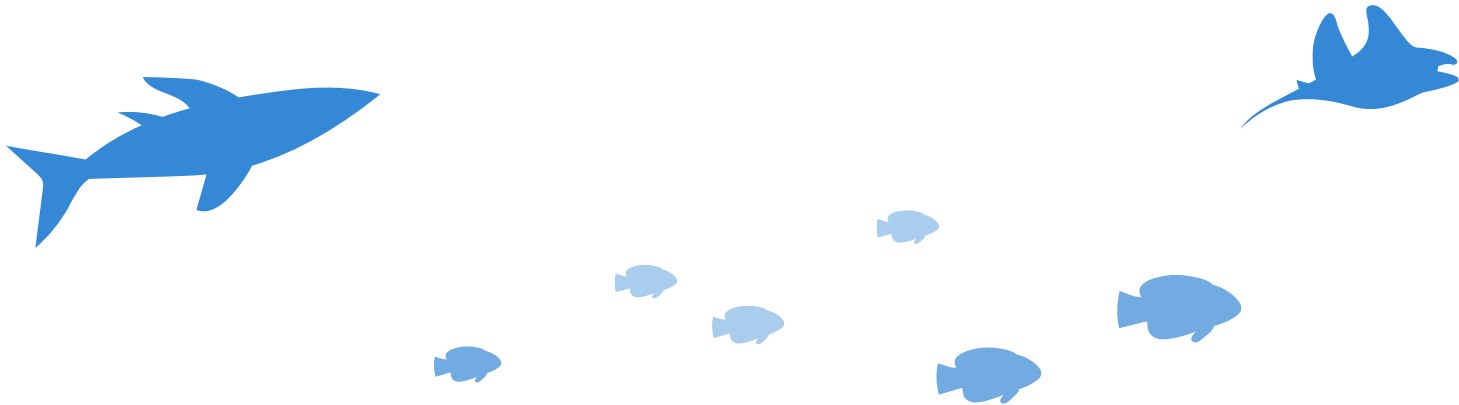
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Impacts	Risk Event	Monitoring Indicator	2026 Target
	Disturbances	Slow-steaming through protected areas.	Continue participation in the Blue Whale protection program.
	GHG Emissions	Changes in vessel carbon intensity.	Refer to Section 3.2 Climate Change and Nature-related Issue Governance Strategy .
	Air Pollution Emissions	■ Based on IMO Sulphur Cap and Emission Control Area (ECA) regulations.	1. Comply with international emission regulations. 2. Owned vessels continue to evaluate scrubber installation or use of Low Sulfur Fuel Oil (LSFO).
	Solid Waste Generation and Release	■ Volume of vessel waste generated; Percentage of owned vessels with IHM certification.	Continue statistical tracking of total waste; resource recycling ratio not lower than the 2024 baseline level.
	Introduction of Invasive Species	Installation of Ballast Water Management Systems (BWMS).	100% installation rate of BWMS on owned vessels.

3.8.2 Marine Ecosystem Protection

The Kunming-Montreal Global Biodiversity Framework adopted at COP15 in 2022 aims for relevant global departments to protect 30% of the earth's land, inland waters, coastal and marine areas by 2030, enabling biodiversity resources to achieve sustainable use. Yang Ming's operations span major waters worldwide. Combining the International Maritime Organization's continued attention to various marine environmental issues with ENCORE database analysis, the Company will continue promoting mitigation measures in operational activities to maximize avoidance (Avoid) and reduction (Reduce) of impact driver effects, including reducing invasive species risks, decreasing disturbance to marine life, and minimizing environmental pollution impacts. In 2024, the Company further collaborated with the National Museum of Marine Science & Technology to invest in coral restoration program, responding to the company's biodiversity conservation policy.



■ Reducing Invasive Species Risks

Ballast Water Discharge Management

"Ballast water" is pumped in from the sea to maintain vessels' stability and balance. However, as the ballast water may carry local aquatic organisms, the "Ballast Water Treatment System" has been installed on our vessels to eliminate invasive aquatic organisms and pathogenic species contained in the ballast water in order to avoid harming the marine environment and ecological balance. Yang Ming complies with the International Convention for the Control and Management of Ships' Ballast Water and Sediments (BWM), installing ballast water treatment equipment on vessels and completing new Ballast Water Management Plan (BWMP) submissions and delivery to vessels. All ballast water management is subject to Port State Control (PSC) inspections and meets port state requirements.

By the end of 2025, **63** owned vessels have **completed** ballast water system installation and completed new Ballast Water Management Plan (BWMP) submissions.

* Ballast Water Treatment Methods

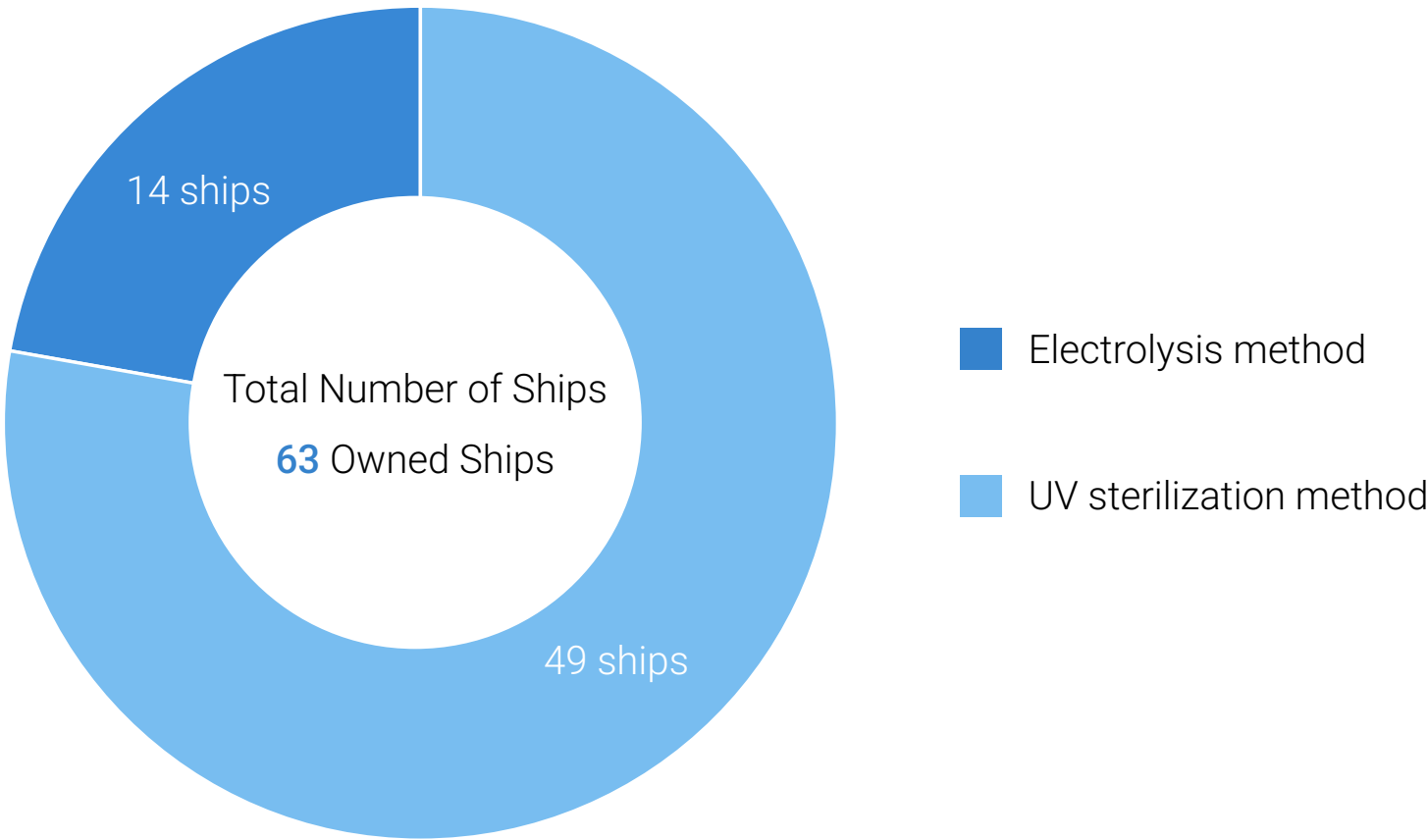


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The total time that the fleet sailed through marine protected areas was 687 days in 2025. The sailing details are shown below:

Protected/Reserved Marine Areas Names Traversed by Vessel Navigation	Location of Area	2022 Total Navigation Time (Days)	2023 Total Navigation Time (Days)	2024 Total Navigation Time (Days)	2025 Total Navigation Time (Days)
Offshore Sousa chinensis Reserve in Coastal Changhua	Eastern Asia	21	102	209	133
San Francisco Traffic Separation Scheme/ Southern California Waters	Southwest coast, the U.S.	77	176	229	327
Offshore Alaskan Whale Sanctuary in the U.S.	Northern America	1	0	61	127
Australia Coral Sea PSSA Area	The Great Barrier Reef area in Australia	64	50	44	100
Total Days		163	328	543	687

Note Protected/reserved marine areas follow SASB (Sustainability Accounting Standards Board) definitions

Flighted Spongy Moth Complex Regulations

The Company's fleet complies with announcements jointly issued by the U.S. Department of Agriculture (USDA), Animal and Plant Health Inspection Service (APHIS), and Canadian Food Inspection Agency (CFIA) regarding harmful Flighted Spongy Moth Complex (FSMC), taking relevant measures for vessels calling at FSMC regulated areas during specific risk periods:

- Vessels undergo inspection and FSMC-free certification by approved certification institutions.
- Vessels must arrive at North American ports without FSMC; if FSMC is discovered upon arrival, port authorities require departure for cleaning and vessels must completely clear FSMC before reapplying for port entry to reduce potential risks of FSMC entering North America. To avoid vessel delays, shipping companies must conduct intensive vessel self-inspections before arrival to find, remove (scrape off) FSMC and properly handle or destroy all egg masses and FSMC in any state before entering U.S. and Canadian ports.
- Vessels must provide a two-year port call list to their Canadian or U.S. agents at least 96 hours before arriving at North American ports.



Reducing Disturbance to Marine Life

Plan for Vessel Speed Reduction to Protect Blue Whales

From May to November annually, to avoid vessel collisions with endangered large marine creatures such as blue whales, humpback whales, and fin whales in Southern California and San Francisco Bay waters, allowing whales to safely migrate to these waters for feeding. Since 2016, the Company has continuously participated in the "Protecting Blue Whales & Blue Skies" Program led by the National Oceanic and Atmospheric Administration (NOAA), with the fleet voluntarily reducing speed to 10 knots or less; in 2025, the Company was recognized with the Sapphire Award—the program's highest honor—for the fourth time.



Minimizing Environmental Pollution Impact

Great Barrier Reef Protection

The Company regularly calls at Sydney, Melbourne, and Brisbane ports in Australia. During voyages from Asian ports to the aforementioned ports, vessels consistently use low-sulfur oil with sulfur content below 0.5%, navigating in the Particularly Sensitive Sea Area (PSSA) waters east of the Great Barrier Reef according to Weathernews Inc. recommendations, without sailing in the Great Barrier Reef core waters, to protect coral reefs and demonstrate the Company's dedication and determination to protect marine ecological environments.

Preventing Vessel and Container Surface Chemical Pollution of Oceans

The bamboo flooring of the Company's containers must meet Yang Ming's testing requirements. Before assembly, the flooring undergoes permanent preservative treatments according to the container quarantine and inspection procedures of the Australian Federal Departments of Health and Transport and in accordance with the Australian Quarantine and Inspection Service's requirements. After container use, each handover inspection must comply with The Institute of International Container Lessors (IICL) regulations, completing cleaning without leaving organic substances to avoid affecting marine water quality. Additionally, considering that heavy metal accumulation in marine life potentially affects human health, Yang Ming's vessels use new tin-free marine paints for ship hulls to avoid marine pollution.



■ Species Conservation

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Coral Restoration Program

The Company's Coral Restoration Program, implemented in collaboration with the National Museum of Marine Science and Technology (NMMST), was launched in March 2023. Two coral breeding tanks were established at the Chaojing Ocean Center, and a third smart coral breeding tank is planned for 2026. As of 2025, approximately 1,064 coral seedlings across 16 species had been successfully cultivated, 150 of which had been transplanted into nearby coastal waters to support the restoration and regeneration of coastal marine ecosystems and biological resources. Furthermore, the Company continues to conduct regular maintenance and effectiveness monitoring of the transplanted corals and the surrounding waters to ensure the stability and long-term benefits of the restoration outcomes.

This initiative enhances marine habitat quality, nurtures biodiversity resilience, and facilitates the recovery of coastal marine resources, generating positive impacts for climate change mitigation. Since the inception of the coral cultivation actions, the project has reached over 420,000 visitors; by showcasing the beauty of coral ecosystems through Yang Ming's breeding tanks, the Company actively implements its "Biodiversity and No-Deforestation Commitment" while continuously promoting environmental sustainability awareness.

* Coral breeding tanks



Prohibition of Shark Fin and Illegal Wildlife Transportation

Yang Ming joined the global shark fin ban commitment in 2015 to protect natural resources. Shark fin is a controversial commodity whose trade activities cause serious damage to marine ecosystems and shark populations. We understand sharks, as an important part of the marine ecosystem, are crucial to maintaining the ecological balance of the ocean. Therefore, Yang Ming prohibits transportation of cargo with "Shark Fin" commodity names, incorporates this into booking system controls, actively participates in global shark fin trade prohibition actions, and requires global agencies to comply with this regulation, working together to achieve global shark fin trade prohibition goals. Starting in 2024, the Company declared the "Biodiversity and Zero Net Deforestation Commitment," following species protected by the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) and listing them as prohibited booking items, implementing the Company's emphasis on combating illegal wildlife smuggling, promoting species conservation and maintaining sustainable development.

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Global Joint Actions for Marine Sustainability

Yang Ming Marine Transport Corp. upholds the philosophy of "taking from society and giving back to society," investing in social welfare and sustainability actions to leverage its corporate influence and co-create a sustainable future. In 2025, the Headquarters initiated a beach cleanup at Longdong Bay on the North Coast; this activity saw active participation from Yang Ming employees, as well as subsidiaries YES Logistics and Kuang Ming Shipping, and seven suppliers. On Earth Day 2025, Yang Ming expanded its sustainability actions overseas, calling upon nine overseas offices—including those in the Mediterranean, Melbourne, India, and Korea—to conduct local environmental cleanup activities. A total of 108 employees globally participated in these environmental actions, removing a total of 262 kg of marine debris, demonstrating their collective commitment to protecting coastlines.



In support of global biodiversity initiatives, Yang Ming launched several sustainability projects domestically and internationally. The Headquarters organized an invasive species removal activity at Wugu Wetland, involving 65 participants—including employees and 10 suppliers—successfully removed 88 kg of Mikania micrantha. Echoing this initiative, the Surabaya office in Indonesia mobilized 32 employees to plant 2,000 mangrove seedlings at Pamurbaya Beach while simultaneously conducting a beach cleanup, collecting 158 kg of waste. Furthermore, Yang Ming continues its Coral Restoration Program in collaboration with the National Museum of Marine Science and Technology (NMMST); as of 2025, 16 coral species (approximately 1,064 seedlings) have been successfully bred, with 150 transplanted into nearby coastal waters for restoration and continued monitoring. The Company also completed a site survey for an afforestation project and participated in the "Chihshang Township, Taitung County New Afforestation Voluntary Emission Reduction Project," which will take effect on January 1, 2026. In addition to direct environmental protection, Yang Ming collaborated with National Taiwan Ocean University to deepen sustainability awareness through environmental education. In 2025, three parent-child courses on marine ecology and environmental education were held, with 200 employees and their family members participating, enhancing marine conservation awareness through sustainable seafood culture and ecological experiences. Additionally, a screening of the ecological documentary "Our Planet" was organized for employees and children from the Keelung Family Helper Center, allowing them to deeply feel the reality and urgency of environmental issues and recognize that every individual can bring positive change to the Earth.



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4

Going Digital

Smart Operations Creating Sustainable Win-Win Situations

Chapter Highlights

- No serious shipping-related major accidents occurred in 2025
- Zero container overboard and container collapse incidents, zero errors in special cargo safety control
- The global shipowner digital billing rate reached 100%
- Won the first prize in the "Maritime and Port Big Data Creative Application Competition"



4.1 Navigation and Transportation Safety

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4.1.1 Ship Safety Management

■ Ship Operation Regulations and Risk Management Procedures

In 1996, the Company became the first domestic shipping company to obtain International Safety Management Code (ISM CODE) certification. Through annual internal audits and external inspections, the Company has established comprehensive operational standards and management manuals according to International Maritime Organization (IMO) regulations. Following the requirements of Chapter IX "International Ship and Port Facility Security Code (ISPS CODE)" of the International Convention for the Safety of Life at Sea (SOLAS), the Company has established risk assessment and control procedures complying with the International Safety Management Code (ISM CODE), ensuring occupational health protection for seafarers and other personnel involved in vessel activities. Operating in a safe and sanitary environment through comprehensive management measures and operational guidelines, the Company is committed to enhancing vessel operation safety, environmental protection, and efficiency and effectively achieving the goals of safety of life at sea, cargo transportation safety, vessel cybersecurity, and marine environmental protection.

The Company strengthens vessel risk management through the implementation of Risk Assessment (RA) and Training Risk Assessment (TRA) to ensure that fleet risks remain within a controllable range. Based on onboard risk assessment forms, preliminary risk identification, the monthly implementation of the "Shipboard Management and Technical Defect Improvement Plan (SID Form)," and additional control measures, the Company maintains an acceptable level of risk. Furthermore, Emergency Manual Procedures are maintained to facilitate reference and adherence to all necessary protocols and inspections during critical situations, enabling both ship and shore personnel to rapidly identify solutions in a short timeframe.

To enhance fleet safety management effectiveness and response capabilities for abnormal events, the Company regularly conducts vessel safety drills and training in accordance with annual drill plans and regulatory requirements. The scope covers firefighting drills, abandon ship drills, oil pollution prevention, ship security, emergency reporting, and response to critical equipment anomalies. Procedures are continuously reviewed and refined based on drill results. In the event of a major emergency, the ship can utilize onboard satellite, radio, and other communication equipment to transmit accident alerts, while the shore-side team will immediately establish an Emergency Response Team (ERT) to coordinate with the vessel and provide support.

For details on the aforementioned drills and training, please refer to Section [5.2.4, Talent Cultivation](#)—Education and Training for Sea-going Personnel.

In 2025, the number of severe shipping-related major accidents was zero (according to SASB definitions, severe incidents include total vessel loss, loss of life, or severe environmental pollution).

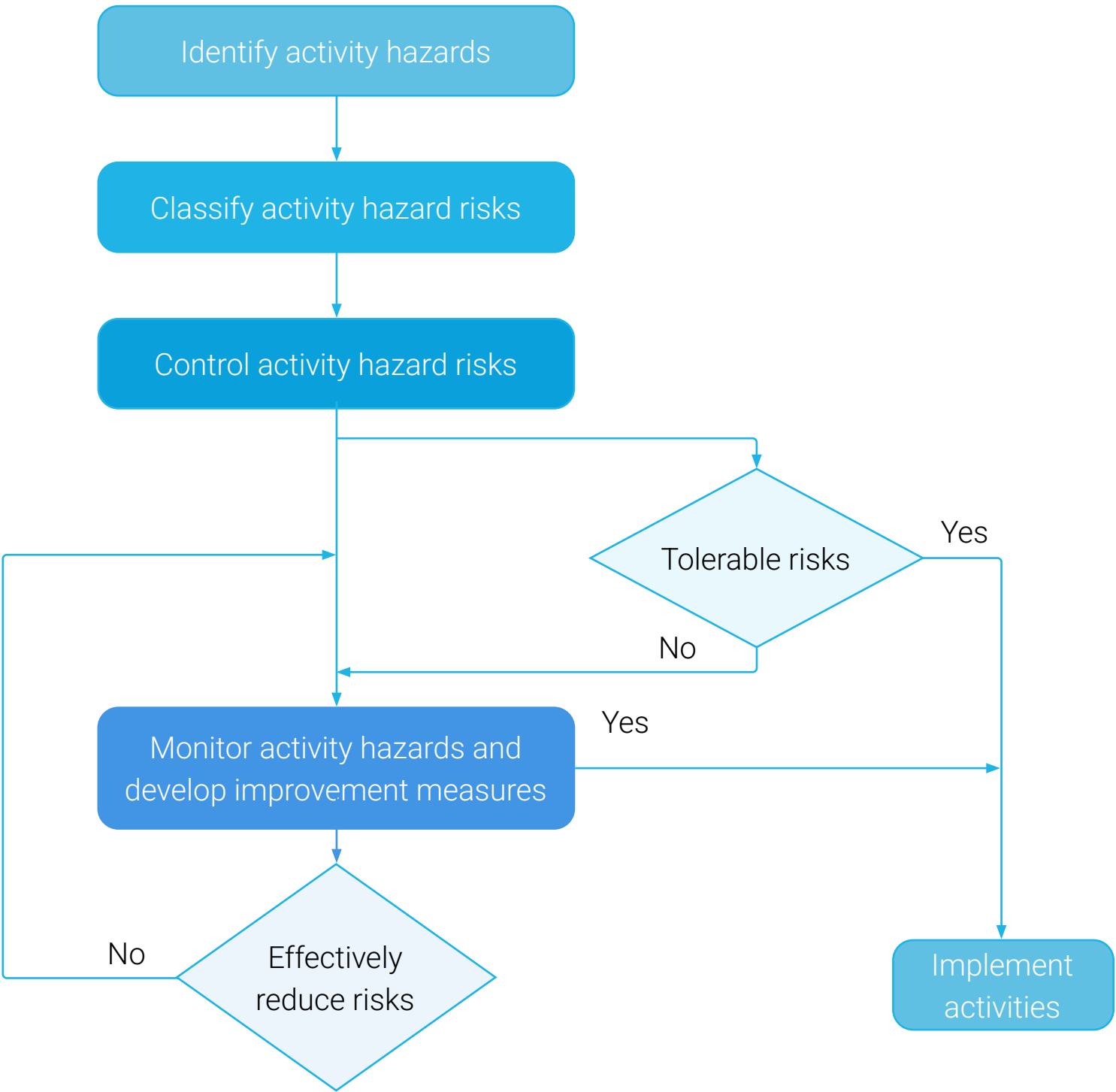


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Fleet conducting Firefighting drills



■ Ship Maintenance and Inspection

To ensure that vessels maintain optimal seaworthiness, the Company's fleet conducts daily routine maintenance through the Planned Maintenance System (PMS). The AMOS Business Suite software is utilized to implement ship-shore synchronized management, enabling real-time tracking of equipment maintenance and inventory status for materials and spare parts, thereby enhancing management efficiency and preventing resource waste. Concurrently, an Enterprise Asset Management (EAM) system has been introduced to automatically generate work orders based on maintenance cycles, reinforcing the implementation of maintenance for critical equipment and overhaul projects. Furthermore, all fleet equipment maintenance tasks are performed in coordination with classification society inspection schedules, ensuring continuous compliance with navigational safety and operational requirements through systematic control.



Abandon Ship drills



Oil Spill Cleanup drills



International Safety
Management (ISM CODE)
Certification



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4.1.2 Vessel Low Earth Orbit Satellite Service Construction and Application

In the event of a personnel emergency or equipment malfunction onboard, if the onboard personnel are unable to resolve the issue independently, support from the Company's headquarters is required. However, limitations in communication bandwidth and data transmission capacity may hinder effective support. To overcome these challenges, the Company continues to plan for the integration of low-Earth orbit satellite (SpaceX) communications and 5G connectivity in the engine room to enable high-speed data transmission and support applications such as "remote medical diagnosis assistance," "remote collaboration (AR) and troubleshooting," and "5G communication and social applications for seafarers," with deployment across the entire fleet.

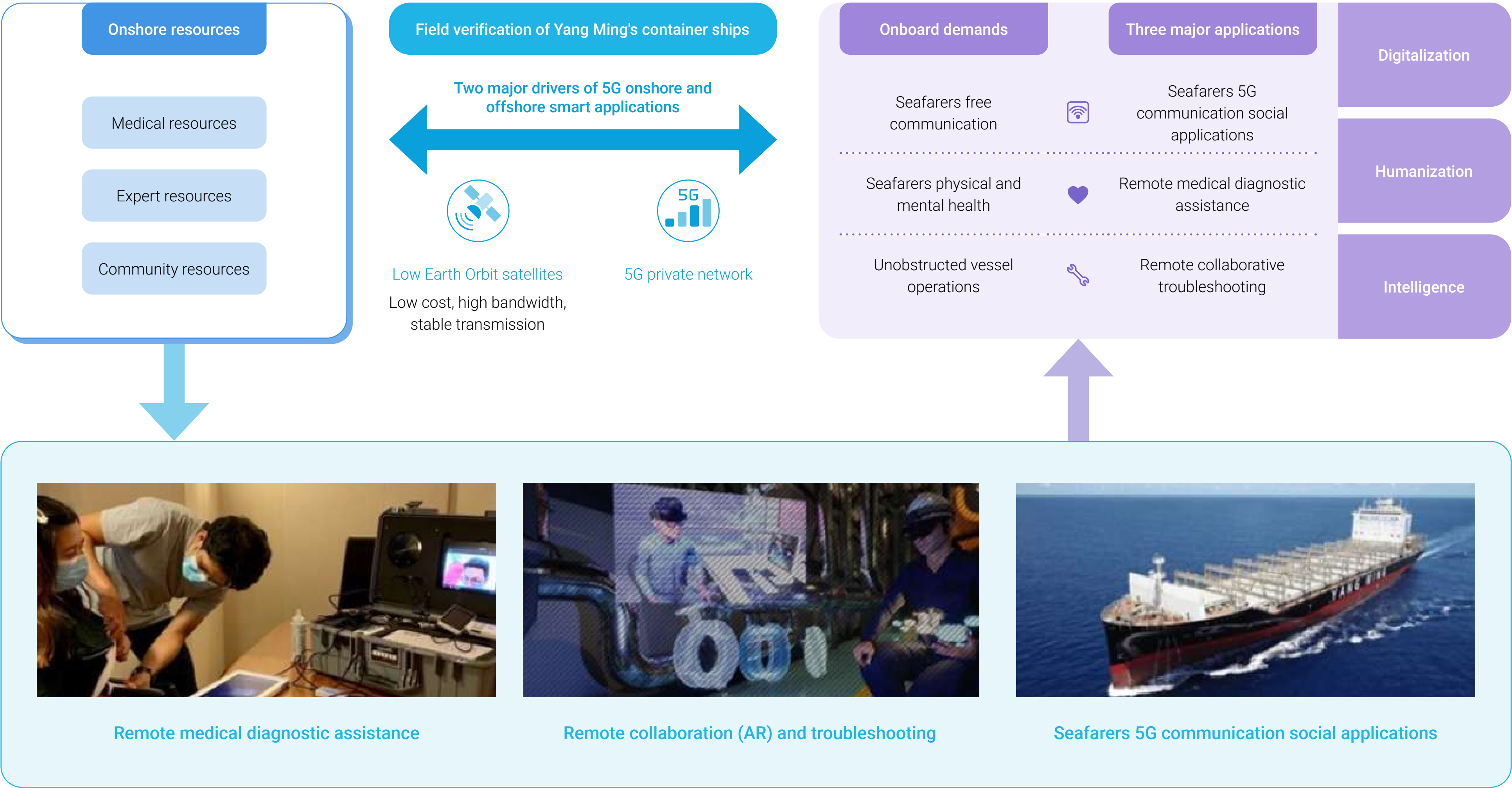


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Smart Ship Center

Yang Ming's smart ships are combined with new shipbuilding designs, incorporated with big data servers collecting voyage data and actual engine room operating data to monitor the speed and sailing schedule of ships and predict their sailing conditions in the future. Weathernews Inc. and supervision captains are in charge of monitoring the dynamics of the ships, and weekly meetings are held regularly for reporting. The energy efficiency performance of every ship in the fleet is monitored in real time through the data reported by Power BI. On the shore side, the energy efficiency performance is managed through satellite networks. Data analysis is conducted and equipment health and potential risks are also assessed to reduce fuel consumption while saving energy and reducing carbon emissions. In response to the Company's digital transformation strategy, vessels have also introduced information systems, effectively consolidating existing fleet data and administrative process to enable synchronized fleet management and monitoring from shore.



Smart Ship Center
Three-Phase Planning 2021-2028

Phase 1 March 2021 (6 months)

Prepare existing data, provide a comprehensive display of alert values and rankings, and create a graphic map base.

Phase 2 January 2022 to December 2023 completed (24 months)

Administrative process inventory and optimization, promoting the EAM QC (Enterprise Asset Management Quality Control) system and integrated electronic geofencing applications, advancing vessel big data to major vessels to enhance carbon intensity indicators and improving various applications through web-based solutions.

Phase 3 2024 to 2028

Refining the Ship Information System: Yang Ming's senior executives can log in through role-based accounts to access cross-departmental information for strategic decision-making, while the Ship Big Data System is being implemented across the entire fleet.

In 2025, the Company continued to optimize its vessel and fleet management systems, completing upgrades to PMS (Planned Maintenance System) work orders and notification mechanisms, optimizing management processes for dry-docking and newbuilding, and introducing a new scoring system for fleet supervisory audits. Simultaneously, functions for crew handover, Quality Control (QC) defect improvement, and automated tracking were strengthened to comprehensively enhance operational transparency, management efficiency, and execution quality.

2026 Planning Targets

Conduct VR virtual tour filming for 15.5K TEU vessels to strengthen the timeliness and flexibility of safety training and onboarding.

Smart Ship Dynamics Management

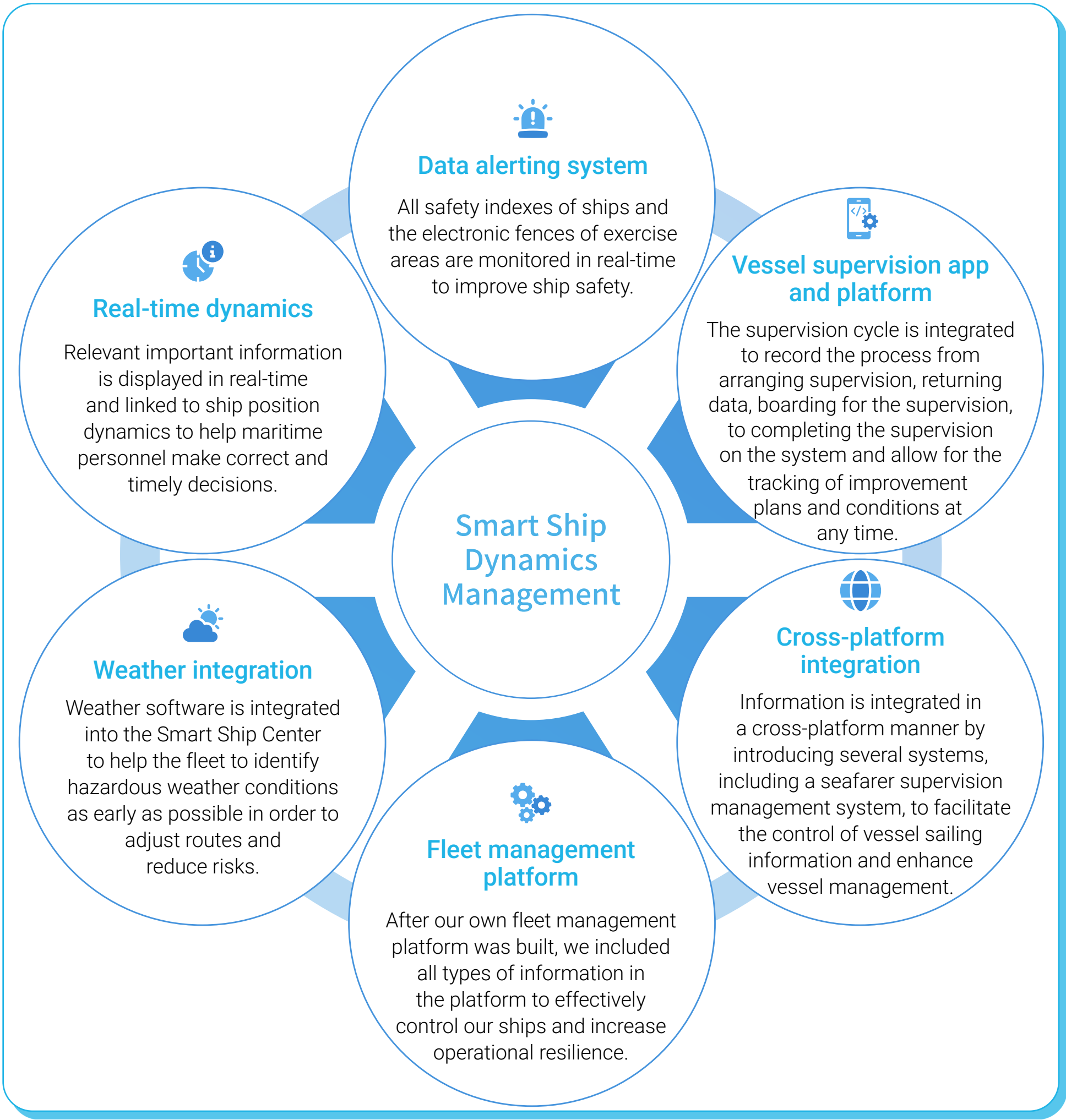


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4.1.3 Cargo Safety

To ensure cargo is safely delivered worldwide, Yang Ming strictly complies with various international conventions such as the International Convention for the Safety of Life at Sea (SOLAS), International Convention for the Prevention of Pollution from Ships (MARPOL), the International Convention for Safe Containers, and the International Maritime Dangerous Goods Code (IMDG CODE), and arranges and transports goods in coordination with legal regulations for cargo and dangerous goods at ports in various countries. Aside from abiding by the conventions and laws and regulations, the Company has introduced WNI's professional weather routing system for transportation to gain access to the safest route recommendations. All employees operating the system are required to complete various education and training courses to build complete knowledge of shipping and transportation safety and the ability to operate professional systems and software. With the aforesaid multiple control measures, the Company's cargo transport safety is effectively ensured. Safety measures such as risk control mechanisms and notifications are initiated for ships entering high-risk areas.

Zero container overboard and container collapse incidents in 2025.



* Yang Ming's Safe Transportation Process

01

Education and Training

● Personnel must receive cargo stowage, special cargo, and dangerous goods education and training before executing related tasks. Detailed education and training content for seafaring personnel can be found in Section [5.2.4 Talent Cultivation - 2025 Seafaring Employee Skills Enhancement Training Implementation](#)

02

Pre-departure Safety Inspection

● Cargo safety

Ship and shore personnel use Class-certified loading software with Apply Specific Route & Short Voyage functions and Lashing Force inspection software to review various loading safety data and perform Lashing Force and Max Stack Weight inspections.

● Route safety

By utilizing data and suggested routes provided by weather forecast companies, the company can further reduce risks caused by weather.

● Various inspections and confirmations before and after cargo loading

■ After receiving the pre-stowage plan, stowage personnel use the Pre-Plan Checklist (PPC) to systematically inspect the pre-stowage plan, confirming all safety aspects comply with regulations.

■ When non-compliant vessel plans are discovered, terminals should make modifications and simultaneously transmit revised vessel plans to the ship and shore sides for various safety data confirmations.

■ Only after the onboard personnel confirm that there is no safety issue may cargo be loaded.

■ If any difference between the actual stowage plan and the pre-plan at the port of loading is found and raises safety concerns, the difference must be corrected immediately.

03

Navigation Safety Monitoring

● When any stowage safety issues are found after departure, one of the following 3 actions is taken to address safety concerns during subsequent sailing:

■ Fix the issues by restowing at the next port.

■ Return to the loading port.

■ Look for the nearest port to solve the safety issues.

● When the captain observes risks of synchronous rolling or parametric rolling happening, necessary actions shall be taken immediately, such as altering course or speed.

04

Review and Improvement

● Regular review and experience sharing:

■ A monthly safety management meeting about stowage planning is held regularly to review the causes of incidents, their resolution, the reasons for restowing and share stowage experiences.

● Yang Ming has joined international organizations consisting of shipowners to discuss transport safety issues.

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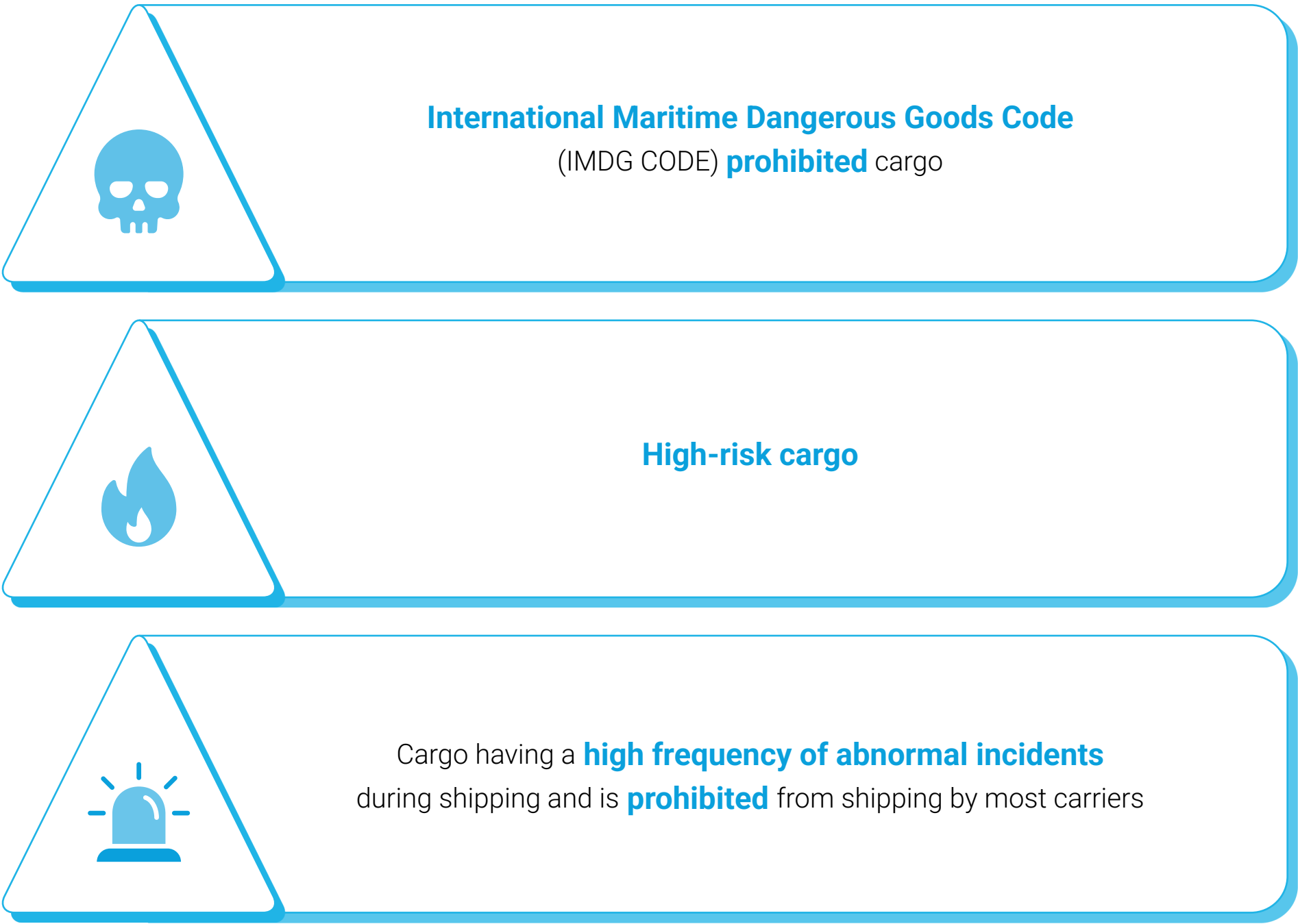
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4.1.4 Special Cargo Transportation

To enhance cargo transportation safety and ensure the collective safety of personnel, vessels, and cargo, Yang Ming Marine Transport Corp. has established a dedicated Dangerous Goods Management Team to strictly oversee safety inspections for all dangerous goods containers (including those from alliance partners) prior to loading. All dangerous goods containers carried by the Company must have relevant documentation submitted to the Operation Department for review. Approval for loading is granted only after verifying that declaration data complies with the International Maritime Dangerous Goods Code (IMDG Code), the operational restrictions of various port states, and Yang Ming Dangerous Goods Policy. Dangerous goods loading requests from alliance partners on Yang Ming vessels are subject to the same review process to ensure the highest safety standards for dangerous goods transportation.

The Company has established a robust Dangerous Goods Policy that considers prohibited and high-risk cargo under the IMDG Code, as well as items with high incident frequencies or those prohibited by most carriers. Furthermore, hazardous characteristics, incident data, and professional recommendations provided by the Cargo Incident Notification System (CINS) are integrated into the [Dangerous Goods Policy](#), serving as the basis for periodic reviews and rolling amendments.



■ Key Points for Loading Dangerous Goods



Information Gathering

Participate in shipowner organizations such as the World Shipping Council (WSC), Cargo Incident Notification System (CINS), and International Vessel Operators' Dangerous Goods Association (IVODGA) to promptly understand transportation safety information and discuss related transportation safety issues.



Compliant Stowage

Stowage personnel must comply with the International Maritime Dangerous Goods Code (IMDG CODE) segregation regulations, Document of Compliance for Carriage of Dangerous Goods (DOC), Yang Ming Dangerous Goods Policy (YM DG Policy), port operation regulations, and related special requirements when conducting dangerous container loading operations.



Implementation Assessment

Deliver dangerous goods documents to vessel side and transshipment ports, and include this in agency assessment items.



Agile Management

Based on dangerous goods abnormalities published by the Cargo Incident Notification System (CINS), promptly disseminate information and notify agencies to check for similar cargo situations.



Implementation Execution

Dangerous goods application data is properly recorded in the dangerous goods management system. Agencies should inspect dangerous goods declaration forms, dangerous goods labels, and check containers for external damage or leakage when receiving dangerous goods, and handle storage operations according to container yard dangerous goods operation regulations.

Thanks to the strict control of the shipping and transportation safety of each batch of dangerous goods, the Company did not violate the IMDG Code and the dangerous cargo loading/discharging operation regulations of each port state in transporting dangerous goods in 2025. Regarding customer non-compliant labeling, there were 5 cases in 2025 where dangerous container customers did not correctly label dangerous goods according to International Maritime Dangerous Goods Code (IMDG CODE), which is the shipper's responsibility. The Company immediately notified customers and assisted with affixing compliant dangerous goods labels to ensure subsequent transportation operations comply with regulations.

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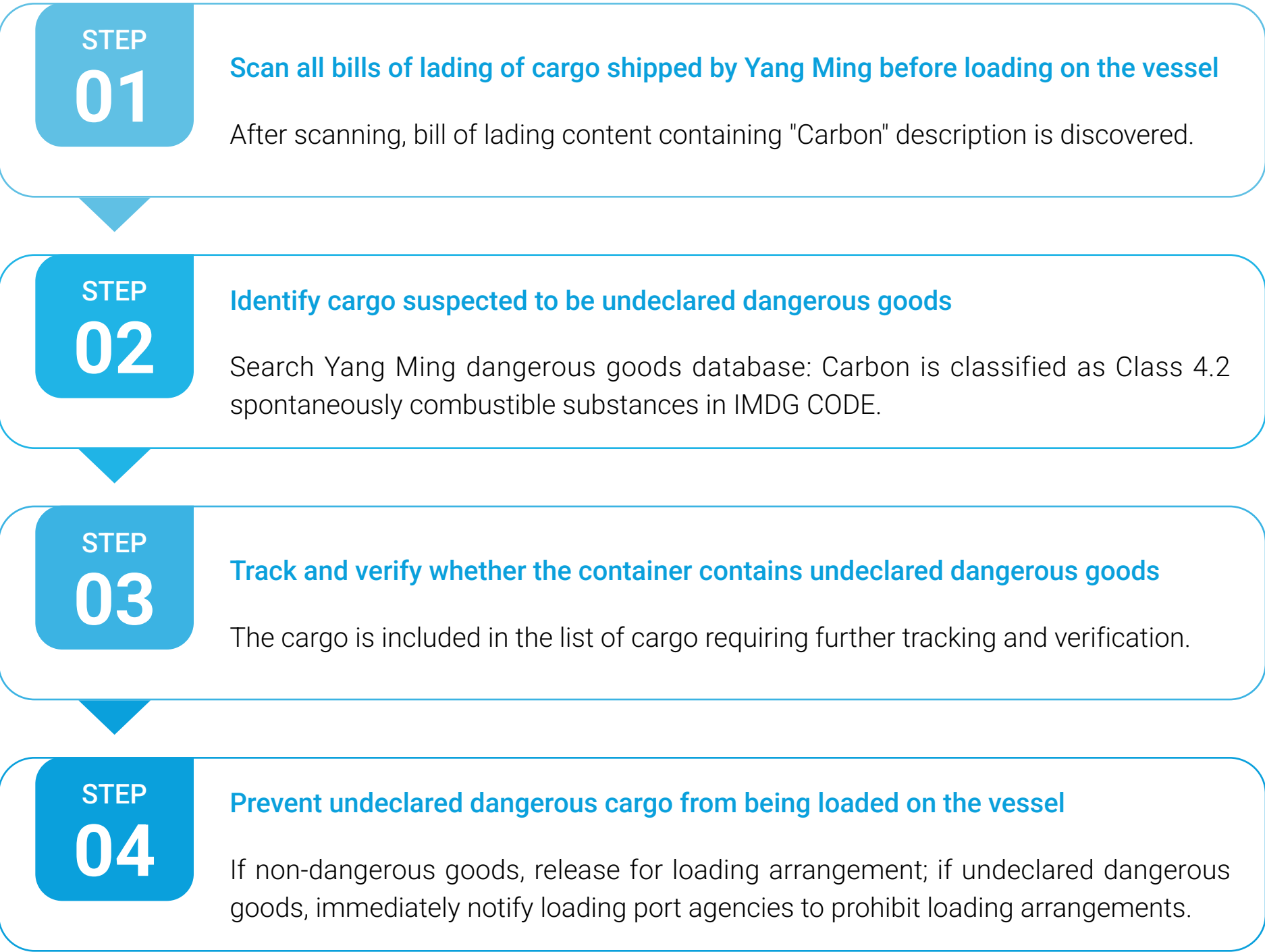
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■ Cargo Detection and Defense System (DDS)

In addition to cargo management based on the Dangerous Goods Policy, the Company has implemented the Cargo Detection and Defense System (DDS) to strengthen risk control. This system consists of undeclared dangerous goods detection software developed in collaboration with external vendors. By maintaining a keyword database of dangerous goods names and common aliases used for misdeclaration, the system reviews the contents of Shipping Instructions (SI) and formal Bills of Lading (B/L) before loading to identify suspected misdeclared cargo in real-time. In addition to dangerous goods names listed in the International Maritime Dangerous Goods Code (IMDG Code), the database is continuously updated with misdeclared cargo names by members of the Dangerous Goods Management Team. The system performs daily scans of B/L data; if suspected dangerous goods or misdeclaration keywords appear, the Company immediately tracks the actual description of the cargo and requests supporting documentation from the customer. Loading decisions are then made based on these verification results to prevent undeclared dangerous goods from being loaded, thereby enhancing the safety of dangerous goods stowage. In 2025, a total of 9 cases of misdeclared cargo were identified, effectively improving overall dangerous goods transportation safety.

* System Use Procedure & Examples



■ Training

Ships' stowage planning and stowage safety have been key issues highly discussed recently. Maritime organizations and countries around the world strictly require container carriers to treat these issues as important shipping and safe operational practices. To enhance maritime industry personnel's professional knowledge of dangerous container transportation operations, the Company has developed online dangerous goods training courses based on the International Maritime Dangerous Goods Code (IMDG CODE) regulations and implemented "Dangerous Goods Operation Safety Training" and "Dangerous Goods Cargo Transportation Abnormal Case Studies" training courses, fulfilling IMDG CODE requirements for relevant personnel to receive basic dangerous goods training, thereby strengthening cargo control safety. Relevant professional courses and training are used to boost maritime workers' knowledge of business activities related to dangerous goods and their awareness for dangerous goods risks.

* Training courses for relevant Company unit personnel (dangerous goods, special cargo)

Course Type	Total Trainees	Total Training Hours
Pre-boarding Safety Training and Pre-job Familiarization Training – Dangerous Container and Project Cargo Operation Precautions	86	43
Onshore seafarers Training Courses – Dangerous Goods General Knowledge Course and Transportation Abnormal Case Studies	60	120
Headquarters/Agency Professional Course Training – IMDG CODE Online Basic Course	281	561
Subsidiary Huan Ming (Shanghai)/Agency Professional Training - Specific Dangerous Goods Characteristics Explanation	638	638
Pre-boarding Safety Training and Pre-job Familiarization Training - Heavy Lift Cargo and Special Cargo Operation Introduction	86	43
Onshore seafarers Training Courses - Heavy Lift Cargo and Special Cargo Operation General Knowledge	60	120
Onshore Crew Training Course – Out-of-Gauge (OOG) and Special Cargo Operations	65	195
Shanghai Huan Ming Subsidiary / Agency Professional Training – Advanced Out-of-Gauge (OOG) and Special Cargo Operations	47	70.5
Europe Region Subsidiary / Agency Project Training – Advanced Out-of-Gauge (OOG) and Special Cargo Operations	42	63
Regional Center (Huan Ming, MROC) Special Cargo Dedicated Liaison Education and Training	10	60

4.2

Digital Transformation and Green Innovation

4.2.1 Digital Transformation Strategy and Governance

The Company continuously promotes digital transformation, centered on the core strategic pillars of "Smart Operations × Standard Alignment × Green Innovation," combining international shipping digital standards with innovative technology applications to construct a high-efficiency shipping service system with sustainable competitiveness. The Company views digital transformation as a key driver for promoting low-carbon operations and enhancing operational resilience, achieving the dual objectives of efficiency enhancement and environmental impact reduction through standardized and data-driven management.

The Company continuously participates in the development of digital standards by the Digital Container Shipping Association (DCSA), performing data integration and API (Application Programming Interface) connections for e-Booking, e-B/L, Operational Vessel Schedule, Track & Trace, and Commercial Schedule based on DCSA standards to strengthen information integration and system interoperability. Simultaneously, high- and low-orbit satellite communication systems have been introduced to enhance real-time ship-to-shore connectivity, serving as a critical foundation for the stable operation of digital services and operational systems.

01

Paperless Operations

Digitalization & Standardization

With "Paperless" as the core starting point, the Company prioritizes the comprehensive digitalization of hardcopy documents to establish a unified and traceable data foundation. The Company actively aligns with international shipping data standards, such as the Digital Container Shipping Association (DCSA), to strengthen data format consistency and system interoperability, thereby enhancing cross-organizational and cross-border operational efficiency.

Implementation Highlights

■

Digitalization of hardcopy documents (e.g., B/L, SI, EIR)

■

Establish a centralized data platform and standard data models

■

Adopt international standards (DCSA API, eBL, eBooking)

■

Improve data quality and data governance (traceability)

✓

Significantly reduce paper consumption and carbon emissions

✓

Enhance data transparency and compliance capabilities

✓

Lay the foundation for automation and intelligence

02

Process Automation

Following the establishment of a digital foundation, the Company further promotes Process Automation, transitioning traditional manual tasks into systematic and electronic workflows. Through process re-engineering and system integration, we aim to reduce manual burdens and enhance overall operational efficiency and accuracy.

Implementation Highlights

■

Implement electronic workflows (e-Workflow)

■

Automated data connection between systems (API Integration)

■

Application of OCR and RPA (Document recognition & auto-input)

■

Customer self-service portal

✓

Shorten processing times and boost operational efficiency

✓

Reduce manual errors and rework costs

✓

Improve customer experience and service real-time performance

✓

Continuously increase the paperless ratio

03

Intelligent Transformation / AI Enablement

Building upon digitalization and automation, the Company further introduces Artificial Intelligence (AI) technologies to drive Intelligent Transformation, enhancing decision quality and predictive capabilities. By utilizing Generative AI and Agentic AI to assist or replace specific manual tasks, and performing data analytics and trend forecasting, we strengthen corporate competitiveness.

Implementation Highlights

■

Establish an enterprise-level AI Knowledge Platform (RAG + Knowledge Base)

■

Introduce AI Agents for process automation and decision support

■

Apply AI for document interpretation, customer service, and anomaly detection

■

Develop Predictive Analytics: Demand forecasting, route planning, and carbon analysis

✓

Elevate operational efficiency and resource utilization

✓

Mitigate human errors and operational risks

✓

Support ESG data analytics (e.g., carbon monitoring & optimization)

✓

Establish a Data-driven Decision-making Culture

100% Digitalization Rate of Global Shipowner Billing

Yang Ming Marine Transport Corp. actively promotes digital transformation by incorporating shipowner accounting processes into global agency KPI standards, requiring electronic bills (e-bills) to replace paper vouchers and establishing the Cloud FS document server to achieve 100% cloud-based global billing. Through the integration of OCR, RPA, and Power Automate, the Company has significantly enhanced efficiency, reduced error rates, and successfully decreased carbon emissions from international couriers and paper transport. In 2025, RPA was further implemented for audit preparation at TSANYNJ on the U.S. East Coast, saving an average of 30 man-hours per month, demonstrating the synergy between process optimization and sustainability benefits.

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■ Implementation Measures and 2025 Results

In terms of digital innovation and customer service optimization, the Company promoted the establishment of a Booking API based on DCSA standards, completing the development and testing of projects and progressively optimizing the quality of schedule and cargo information to meet customer demands for real-time and accurate data. A total of six use cases were developed and tested, with data transmission completed for one third-party platform; eBL (Issuance + Surrender) transmission functions also completed testing and validation with third-party platforms. Simultaneously, in coordination with biofuel usage, a green service architecture was established to provide customers with diverse low-carbon options. The Company continued to promote the next-generation agency system to enhance operational efficiency and data consistency, introducing electronic Equipment Interchange Receipts (EIR) and Container Load Plans (CLP) at the Keelung and Kaohsiung terminals. These digital processes replace traditional paper operations, enhancing user experience and reducing paper and transport costs, which can decrease terminal paper usage by at least 40% and save 3–5 minutes of processing time per container.

Regarding smart operations and automation, the Company continuously promotes AI (Artificial Intelligence) and automation applications, conducting quarterly AI education and training to familiarize employees with AI tools in daily operations, further strengthening digital transformation capabilities with a cumulative 420 participants in 2025. Generative AI was introduced to assist in internal data retrieval and knowledge integration, combined with Robotic Process Automation (RPA) to optimize core business processes and automate repetitive, time-consuming tasks, effectively mitigating human error risks while elevating overall operational quality.

In the operational support system, the Company established the Global Service Center (GSC) and integrated it into the digital transformation pillar. Through project implementation, existing operational experience was integrated to standardize and modularize basic agency workflows, combining digital tools and automation to restructure support models across regions and time zones. This enhances operational consistency and management visibility without expanding total headcount, establishing scalable global backup capabilities as a vital foundation for long-term operational resilience.

■ Future Development Direction

Looking forward, the Company will align with 2026 plans to continuously promote the implementation of the DCSA standard Booking API and expand eBL Issuance & Surrender service applications while optimizing related functions. Concurrently, AI applications will strengthen the establishment of corporate platforms and knowledge bases, enhancing the organization's knowledge integration capabilities. The carbon calculator function will be continuously optimized to provide customers with estimated carbon emission data for their cargo. The Company will continue to integrate digital transformation and green innovation to enhance operational efficiency and service quality, strengthen supply chain transparency, and build a shipping service system characterized by efficiency, resilience, and sustainability.

AI Innovation Driving Smart Transformation of Ports and Shipping

Yang Ming won 1st place in the 5th "Maritime Big Data Creative Application Competition" organized by the MOTC Maritime and Port Bureau with its "AI Agent Maritime Smart Assistant," showcasing the Company's forward-looking layout and R&D strength in smart ports and digital applications. The core objective of this project is to facilitate digital transformation and efficiency in the port industry by integrating the iMarine database, AIS vessel dynamics, and diverse shipping data to build an AI assistant platform with smart query, trend forecasting, and proactive notification capabilities.

Utilizing Natural Language Processing (NLP) and a LINE Bot interface, the system lowers the barrier to entry, allowing users to intuitively obtain real-time information. Multiple AI Agents collaborate on tasks such as data retrieval, trend prediction, and process optimization. In trend analysis, the platform introduces multivariate time-series models and Long Short-Term Memory (LSTM) networks to forecast global container freight indices and import/export volumes at Taiwan's ports, helping stakeholders grasp market changes in advance. Combined with real-time AIS data, it provides early warnings and notifications for vessel berthing, improving port dispatch efficiency.

By facilitating data integration and smart applications, the project assists the industry in shifting from passive inquiry to proactive decision-making, strengthening operational resilience and resource allocation efficiency. Yang Ming continues to demonstrate its commitment and achievements in promoting the sustainable development of the shipping industry through technological innovation.



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4.2.2 Customer Service and Digital Promotion

Yang Ming Marine Transport Corp. places high importance on customer service, having established a robust and institutionalized customer feedback and grievance management mechanism to ensure that customer needs are effectively addressed. In addition to continuously tracking customer satisfaction and usage status, the Company integrates digital innovation with service optimization to enhance operational efficiency and transparency. Based on customer satisfaction survey results, the Company continuously refines service processes and digital experiences to achieve a long-term goal of 95% satisfaction, demonstrating Yang Ming's commitment to customer-centricity and pursuit of excellence.

Customer Feedback and Grievance Management Mechanism

The Company has established a comprehensive feedback and grievance management mechanism, collecting customer opinions through multiple channels—such as telephone, written correspondence, and the official website's customer service inbox—coordinated by dedicated units for processing, tracking, and improvement. In 2025, a total of 30 customer complaints were recorded, primarily concerning issues such as transit times, space allocation, and operational processes. Through proactive communication and resolution, customers generally maintained their cargo bookings with the Company.

To ensure the integrity of the customer satisfaction management process, the Company completed the revision of the "Customer Satisfaction Procedure". Based on the 2024 customer satisfaction survey results (overall score of 89.67, with an annual satisfaction rate of 94.2%), the Company conducted further tracking of dissatisfied customers in 2025. These results drove the redesign of the official website to enhance the user-friendliness of schedule inquiries and cargo tracking, while consolidating online subscription reports to strengthen data accuracy and consistency. Our long-term target is to reach a 95% customer satisfaction rate by 2030.



Customer Service Enhancement and System E-transformation

Building upon service quality and satisfaction, the Company further promotes digital services by integrating "customer-oriented" philosophy with "digital innovation" through cross-departmental collaboration. The Company has established systematic tracking and improvement mechanisms, maintaining close contact with local agents and sales representatives to understand customer needs and market trends. A 24-hour service window on the website provides direct access to headquarters support. For frequently used e-Business functions, customers can provide real-time feedback via the "Quick Survey" feature, serving as a reference for continuous web enhancement. In cases of cargo damage or loss, frontline personnel and local agents prioritize listening to customer concerns and collaborating with headquarters to formulate solutions.

Simultaneously, the Company continues to drive diverse e-Services, including LINE Chatbot, electronic Delivery Orders (e-D/O), digitalized export telex releases, E-Counter, and electronic receipts. The mobile App's e-Service functions have been optimized for real-time cargo tracking and schedule inquiries. Furthermore, the Company actively participates in digital standardization initiatives of the Digital Container Shipping Association (DCSA) digital standards, developing APIs based on international standards and promoting the e-BL (electronic Bill of Lading) project, with a target to reach 100% adoption by 2030. Through digitalization and standardization, the Company enhances supply chain transparency and provides customers with high-efficiency, low-carbon green services.

In 2025, mobile App function usage continued to grow: Point-to-Point inquiries increased by 39.99%, Vessel Tracking by 21.99%, and Reports & Notifications by 18.21%, reflecting the rising usage of and demand for digital services.

* Usage Status of Mobile App E-Service

Mobile App Function	Cargo Tracking	Point-to-Point Inquiry	Vessel Tracking	Reports & Notifications	Vessel Dynamics by Route
Cumulative Usage to 2024	23,992,034	10,798,810	1,895,114	9,992	8,412
Cumulative Usage to 2025	25,343,631	15,117,771	2,311,768	11,812	10,050
Growth Rate	5.63%	39.99%	21.99%	18.21%	19.47%

Moreover, various digital services have demonstrated concrete results in efficiency, customer experience, and carbon reduction, as shown in the table below. Through its diverse E-Services in 2025, Yang Ming successfully reduced paper document usage by 167,000 copies, achieving a carbon emission reduction of over 1.12 tonnes CO₂e.

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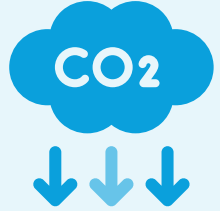
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* 2025 Digital Service Implementation Results and Sustainability Benefits

Highlights	E-Service List	Service Description	2025 Implementation Results
 Efficiency Enhancement	Digital Equipment Interchange Receipt (I-EIR)	Digital records are synchronized in real-time with the terminal management system, reducing manual errors and shortening terminal waiting and vessel/vehicle idling times.	Since its launch in September 2025, there were 4,004 I-EIR usage records by the end of the year.
	E-Counter	The Company collaborated with multiple banks to launch E-Counter services, digitalizing import/export operations to enhance speed and timeliness for customers.	In 2025, the utilization rate of online booking services reached 92.63%, an increase of 1.83% compared to the previous year.
	Online Cargo Release Keelung Container Yard ^{Note}	Customers previously had to visit the counter for cargo release. The launch of the web-based service allows customers to perform cloud-based release independently.	In 2025, there were 14,336 online release transactions (out of 35,463 total), reducing the workload of the Keelung Container Yard operations team by 38%.
 Carbon Reduction & Sustainability	Paperless Pickup Orders	Through paperless pickup orders, trailer dispatching and pickup times can be optimized more accurately, reducing the transport carbon footprint in the process and improving overall efficiency.	The number of paperless documents reached 24,842 in 2025.
	Digitalized Export Telex Release	Digitalizing export telex releases saves nearly 70% of paper and toner costs for Taiwan's export bills of lading (B/L) and accelerates processing speed.	The overall digitalization rate of export B/Ls reached 85.13% in 2025. This reduced paper B/Ls by 98,212 copies, equivalent to a reduction of approximately 0.66 tonnes CO ₂ e.
	Electronic Receipts	Since the launch of e-receipts in 2023, customers can obtain receipts immediately, and the Company reduces the workload and costs of physical mailing.	E-receipts accounted for approximately 3.4% of total receipts in 2025, up 1.5% from the previous year. A total of 3,332 paper receipts were reduced, saving approximately 0.0213 tonnes CO ₂ e.
 Customer Experience	LINE Chatbot (Terminal)	Customers can master the latest vessel dynamics by joining Yang Ming's LINE account, improving upon the traditional telephone inquiry model.	In 2025, the average daily inquiries for the LINE Chatbot at the Keelung Container Yard, Taiwan Sales Department, and Kaohsiung Hong Ming reached 61 times, with a usage rate increase of 5.2% YoY.
	Electronic Delivery Order (e-D/O)	By uploading D/Os to the cloud, import customers can download them independently, simplifying the exchange process and accelerating pickup by at least half a day.	e-D/O accounted for 37.66% of import D/Os in 2025 (up 1.92% YoY). This reduced paper D/Os by 65,985 copies, equivalent to a reduction of approximately 0.44 tonnes CO ₂ e.
	Electronic Voucher (E-Voucher)	Accelerating and simplifying D/O transmission via mobile authentication effectively improves the speed and timeliness of import operations.	The ratio of E-Vouchers within import e-D/Os rose to 27.7% in 2025, a 2.5% increase compared to the previous year.
 Green Innovation	Web Carbon Calculator	Starting from 2024, external data for trucks and feeders has been introduced and integrated through interface optimization.	Provides comprehensive point-to-point carbon emission information to assist customers in managing their carbon footprint.

^{Note} Online Cargo Release Utilization Rate = Online Release Volume / Total Release Volume (CY+CFS).

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4.3 Information Security Management

A robust information security mechanism is fundamental to enhancing operational resilience and safeguarding customer privacy. To ensure the efficacy of the Company's information system defenses under ISO/IEC 27001:2022 certification, the Company actively monitors security threats, mitigates vulnerabilities, and advances defense technologies. The company also leverages SOC and SIEM monitoring mechanisms to manage cybersecurity incidents in real time.

To maintain uncompromised information security, the Company regularly hosts management review meetings to drive cybersecurity initiatives, conduct risk training, and evaluate progress on annual targets and risk mitigation. Approved by the Chairman—the highest level of management—the information security policy is reviewed annually in meetings chaired by the Chairman or a designee, with all relevant department heads participating. Furthermore, the Audit Office conducts internal audits, and external compliance is validated through third-party ISO 27001 verifications. Demonstrating our commitment to addressing evolving cyber threats, the Company upgraded its certification to the ISO/IEC 27001:2022 standard in 2025.



Information Security
Policy and Certifications



To comply with Article 9-1 of the "Regulations Governing Establishment of Internal Control Systems by Public Companies," the Company has established the position of Chief Information Security Officer (CISO) and a dedicated Information Security Department. This unit is solely responsible for information security monitoring, supervision, management, tracking, and strategic planning. Starting in 2024, the Company has continuously promoted internal information security initiatives, including enhancing password complexity, implementing Multi-Factor Authentication (MFA), Zero Trust architecture, and advanced data encryption. Moving forward, the company plans to extend these initiatives to other operation-related units. To further fortify its information security management, the Company has adopted a fortress-based cybersecurity strategy, gradually expanding its focus across four major dimensions:

Expand Information Security Identification and Risk Assessment

Responding to ISO 27001:2022 revision, expanding evaluation of program development security risks (Secure Coding) to prevent potential threats and improve security.

Enhanced external vulnerability analysis SOC

The efficiency and accuracy of vulnerability identification are enhanced by improving machine learning models, analyzing statistical data, and adopting more AI technologies.

Fortress-like Information Security Strategies

Creating ScoreCard

Introducing ScoreCard comprehensive evaluation tools to test information security risks and vulnerabilities of headquarters and domestic/overseas subsidiaries, and adopt corresponding remedial measures for different risks and vulnerabilities.

Enhance information security training

Regular training and simulation exercises are organized to raise employees' information security awareness and enhance their information security knowledge and response capabilities.

Maintenance and Control of Yang Ming's Information Security

Information Security Management Review Meeting Process

1. A management review meeting is conducted annually, chaired by the Chairman or designated representative, and attended by the heads of all relevant departments. During the meeting, various information and outcome reports are presented to review the suitability, adequacy, and effectiveness of the Information Security Management System (ISMS).
2. The agenda for the management review meeting includes:
 - Status of actions from previous management reviews.
 - Changes in internal and external issues relevant to the ISMS.
 - Feedback on information security performance, including trends in security incidents and objectives.
 - Feedback from interested parties (stakeholders).
 - Results of risk assessments and the status of the risk treatment plan.
 - Opportunities for continual improvement.
3. The output of the management review shall include decisions related to continual improvement opportunities and any identified needs for changes to the ISMS.
4. The results of the management review shall be documented, recorded, and retained in accordance with relevant regulations.

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Information Security Risk Assessment

In accordance with the Company's Information Security Policy, information security risk assessments are conducted annually. These assessments take into account both internal and external cybersecurity issues, utilizing likelihood and impact evaluation matrices to calculate comprehensive risk scores.

The scope of this assessment spans multiple key domains, including system architecture, system change management, project and resource management, asset and physical environment management, as well as software/hardware licensing and regulatory compliance. Following the completion of the assessment, risk mitigation measures are formulated for higher-risk areas and formally reported during management review meetings.

* 2025 Information Security Outcomes

Dimensions of Information Security	Observation Item	Target Value	Achieved in 2025
Confidentiality Ensuring that information is accessible only to those authorized to have access.	Unauthorized access to sensitive data in core systems, resulting in data leaks that seriously affect operations or cause major losses requiring a Material Event (MOPS) disclosure.	≤ 1	Yes
	Misconfiguration of system permissions, leading to sensitive data leaks with severe operational impact or material losses that require a Material Event (MOPS) disclosure.	≤ 1	Yes
Integrity Safeguarding the accuracy and completeness of information and processing methods.	Unauthorized modification of sensitive data in core systems, leading to severe operational impact or material losses that require a Material Event (MOPS) disclosure.	≤ 1	Yes
	Tampering with or failure to restore backup data, leading to severe operational impact or material losses that require a Material Event (MOPS) disclosure.	≤ 1	Yes
Availability Ensuring authorized users have access to information and associated assets when required.	Availability rate of critical hosts such as Databases.	≥ 99.5%	Yes
	Availability rate of firewalls.	≥ 99.5%	Yes
	Availability rate of the Wide Area Network (WAN).	≥ 99.5%	Yes

Information Security Incident Reporting and Mitigation

To ensure prompt response and handling of information security incidents, the Company maintains an open reporting mechanism where employees can report any suspected information security incidents at any time. Upon receiving a notification, the Cyber Security Dept. classifies and addresses the incident according to established protocols.

In 2025, the Company recorded zero major information security-related incidents. To effectively counter the evolving risks of cyberattacks, the Company has implemented a comprehensive series of initiatives to continuously fortify its information security management framework:

Management Dimension	Key Actions
External Website and Service Governance	Conduct a comprehensive inventory of all external-facing websites and services to establish an asset registry. Decommission unused or testing sites to prevent them from becoming stepping stones for cyberattacks. Principle of Least Exposure: Restrict open communication ports to only those strictly necessary.
Risk Review of Sites with File Upload Functions	Audit the content and volume of uploaded files to check for PII (Personally Identifiable Information) or sensitive data. Review directory access risks to eliminate unauthorized direct file access. Clear historical and temporary files and remove unnecessary retained data. Execute Vulnerability Scanning and source code reviews to prevent bypassing verification checks to upload executable files.
Enhancing Technical Protection for Upload Mechanisms	Strictly restrict allowable file types/extensions for uploads. Disable execution permissions on upload directories and restrict direct access. Enforce application-level controls for file downloads and strictly prohibit direct file path access.
System Configuration and Sensitive Information Protection	Tighten Web server configurations for upload directories. Prohibit storing plain-text credentials in source code or configuration files; implement centralized secure credential management.

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Cybersecurity Incident Response Drill Plan

The Company formulates tailored operational scripts annually to simulate specific information security incident scenarios. These exercises encompass the entire incident lifecycle—originating from alerts generated by the Security Operations Center (SOC), system detections, or user reports of computing and network anomalies, progressing to cross-unit asset isolation, impact assessment (counting compromised systems), and the immediate execution of coordinated containment measures.

Red Team Exercises

In 2025, the Company successfully conducted Red Team exercises as scheduled. These exercises employ advanced testing methodologies that simulate the behaviors and tactics of actual attackers to thoroughly evaluate organizational defense capabilities and identify potential vulnerabilities and weaknesses.

Unlike traditional penetration testing, Red Team exercises mimic real-world cyber adversaries and their sophisticated attack strategies. This approach rigorously tests and validates the response capabilities and resilience of the Company's defensive ecosystem when confronted with real-world cyber threats.



Information Security Awareness and Training

To continuously cultivate an information security-centric culture, the Company conducted multiple social engineering exercises and company-wide online information security training in 2025. These initiatives aim to heighten security vigilance among all staff members, effectively safeguarding core information assets against interference, destruction, unauthorized intrusion, or any malicious activities.

Furthermore, tailored information security training programs are designed and implemented for various personnel categories, as detailed in the table below:

Information Security Staff Professional Cybersecurity Training Courses	IT Personnel Professional IT Infrastructure & Security Training Courses	General Employees Social Engineering Awareness Exercises & Annual Company-Wide Cybersecurity Training	New Hires Information Security Onboarding Training
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Vessel Information Security

Yang Ming's smart vessel information security management covers the following three areas:

- 01

Incorporated into ISM regulations, with vessel information security officers designated and annual inspections conducted by port states, internal audits, and external (third-party) verification.
- 02

Engine room monitoring systems (ICMS) provided by smart vessel equipment manufacturers have obtained information security certificates from classification societies.
- 03

Information Technology Management (IT) is outsourced to external communication vendors for Security Operations Center (SOC) fleet monitoring services, using quarterly vessel information security monitoring management reports from external communication vendors as management tools. Operational Technology Management (OT) is managed by the Marine Department for fleet personnel access control and equipment operation monitoring.

The Company published a vessel information security manual in 2021. As of the end of 2025, a total of 46 ships in the fleet had adopted corporate information security monitoring center services. The ship information security system is audited by a third-party verifier regularly. Social engineering exercises and training are organized for seafarers, and those who fail in the exercises and training are required to participate in remedial education and training. In 2025, the fleet incurred no property losses due to information security incidents. To maintain customer privacy and shipping safety, the Company has independently established a vessel information security monitoring platform to monitor various data usage in real time, serving as an important line of defense against information security anomalies and providing customers with a secure and reliable service experience.

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Talent Navigation

Workplace Well-Being for Diversity and Inclusion

Chapter Highlights

- 100% pass rate in 2025 for the online "Gender Equality and Sexual Harassment Prevention" education and training course and tests for all onshore employees
- 100% pass rate in 2025 for the online "Human Rights Policy" education and training course and tests for all onshore employees
- Cooperation with three maritime universities to cultivate 35 Class A seafaring personnel
- Keelung Container Yard has achieved zero occupational injuries for 1,436,127 consecutive hours and continues toward 1.5 million zero-injury hours



5.1 Human Rights Protection and Diverse Communication Channels

5.1.1 Yang Ming's Human Rights Policy

■ Human Rights Policy Declaration

Yang Ming has operated worldwide for a long time and has been dedicated to respecting and maintaining internationally acknowledged human rights and ensuring the compliance of business activities with local laws and regulations as well as international standards, thereby providing a fair and equal working environment and making sure that the rights and interests of our employees and partners are respected and protected. When it comes to human rights, we respect and protect all internationally acknowledged human rights and never engage in any activities that neglect or involve human rights violations. The Company has formulated its Human Rights Policy with reference to international human rights conventions including the International Bill of Human Rights, the United Nations Global Compact, and the International Labour Organization's core conventions. The Company has also established internal regulations, and for violations of laws and internal regulations, disciplinary measures are implemented through relevant punishment procedures.

The Company commits to complying with internationally recognized labor rights in all operational locations, ensuring equal treatment regardless of race or gender, freedom of association, collective bargaining rights, respect for privacy, care for vulnerable groups, prohibition of child labor, prohibition of harassment, prohibition of forced labor, etc., and is committed to eliminating all forms of forced labor and discrimination in employment. The Company offers reasonable working conditions, maintains the physical and mental health of its employees, endeavors to reduce factors hazardous to safety and health, and ensures thorough protection of the personal privacy of all customers, employees and stakeholders, fulfilling human rights protection responsibilities.

■ Human Rights Governance

Yang Ming adapts to changes in international human rights trends. The Human Resources Department regularly reviews external environmental changes, legal changes, and other factors to determine whether revisions to Human Rights Policy are necessary. If revisions are necessary, the Human Resources Department will discuss with the corporate governance units whether the revised version complies with international standards and local regulations applicable to the Company's locations with final approval by the Board of Directors.

■ Human Rights Training

The Company's education, training, and communication activities on the Human Rights Policy aim to raise employees' awareness of human rights protection. The Company organized a 0.5-hour online course for all onshore employees in 2025, and 1,547 employees completed the course, achieving 100% test pass rate. This mandatory course will continue to be promoted through YM e-Learning website and periodic emails continuously, and the concept of human rights will be emphasized as well with case studies or policy statements / explanations published on YM official website / intranet for easy access to strengthen all employees' awareness.

5.1.2 Human Rights Due Diligence

The Company values human rights issues. Since 2023, the concept of Human Rights Due Diligence (HRDD) has been introduced to preliminarily identify potential human rights issues within the scope of operations by analyzing international human rights trends, interviewing internal executives, and reviewing labor-related documents. To continuously deepen the breadth and depth of human rights management, the Company completed HRDD for employees within its own operational scope (including onshore employees and seafarers) in 2024, then expanded the HRDD scope to suppliers and subsidiaries in 2025.



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Human Rights Risk Issue Identification Process

The Company plans and executes human rights risk issue identification procedures in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs). Based on different due diligence groups, priority labor rights issues are identified, and risks are measured and verified through diverse methods, including document reviews, surveys, employee focus group interviews, and on-site inspections. All assessment and verification results are reported to various management levels as an important basis for human rights improvement measures.

Identifying and Focusing on Human Rights Issues	Gathering and organizing relevant regulations such as international human rights conventions, GRI, and the Social and Human Capital Protocol, as well as the Company's historical due diligence data and publicly available records of violations involving due diligence subjects, to identify and focus on human rights issues related to the Company's own operations, suppliers, and subsidiaries.
Measuring and Verifying Human Rights Risks	Risks are measured and verified through the following methods based on the due diligence subjects: 1. Company Employees - Issued the "Employee Care Questionnaire" to 1,490 onshore employees and 968 seafarers in 2024, achieving an 88% response rate. - Collection and review of written documentation. - Focus group interviews with management and professional staff to understand employee voices and expectations. - Onsite inspections of offices, dormitories, container terminals, and vessels. 2. Suppliers - From the "Supplier Sustainability Self-Assessment Questionnaire (SAQ)", 31 suppliers with human rights risks in the "Social" dimension were screened as priority targets; considering company size and past violation records, the "Supplier Human Rights SAQ" was ultimately issued to 6 suppliers from different categories in 2025, with a 67% response rate. - Management and employee focus group interviews to understand the Company's practices and employee voices. - Onsite inspections of offices and working environments. 3. Subsidiaries - Priority was given to 4 Taiwan subsidiaries with higher shareholding ratios; the "Subsidiary Human Rights SAQ" was issued in 2025 with a 100% response rate. - Management and employee focus group interviews. - Onsite inspections of offices and plant environments.
Analyzing the Impact of Human Rights Risks	1. The Company: Conducts impact analysis based on verification results across two dimensions: Frequency (Likelihood) and Degree of Impact (Severity). 2. Suppliers/Subsidiaries: Sorts and lists potential key human rights issues for each partner based on verification results.
Mitigating and Remedying Human Rights Risks	1. The Company: Proposes mitigation and remediation measures for higher-risk issues to facilitate tracking and improvement. 2. Suppliers/Subsidiaries: Proposes remediation and mitigation recommendations for identified key human rights issues.
Tracking and Communication	Periodically tracks the results of mitigation measures and communicates with relevant stakeholders.

Employee Human Rights Risk Identification Matrix

After collecting and analyzing various employee-related human rights risk assessment results and assessments of grievance cases in 2025, a "Human Rights Risk Identification Matrix" is drawn based on "Likelihood" and "Impact" to identify human rights issue risks. The initial assessment results indicate that none of the issues are considered high-risk issues. 10 issues are medium risk issues and the other 11 are low-risk issues.

Likelihood	High			
	Medium		- Physical and mental health - Collective bargaining - Work-life balance - Freedom of speech expression - Working hours - Freedom of Association - Employment and occupational discrimination - Bullying and harassment - Gender discrimination	
	Low	- Occupational safety - Personal data and privacy protection - Safe operation principles - Human trafficking - Freedom of religion - Child labor - Wages and benefits	- Employee personal safety - Compulsory or forced labor - Work-related injuries and occupational diseases - Public health and accommodation	Overall working conditions
		Low	Medium	High
		Impact		

Note Risk level comprehensively assesses the likelihood and impact of human rights issues. Through quantitative and qualitative data collected from employee questionnaire surveys and employee focus group interviews, comprehensively evaluate the occurrence frequency and negative impact of 21 risk issues, dividing occurrence frequency and impact level into high, medium, and low three levels respectively to obtain risk level scores.

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Mitigation and Remediation for Human Rights Issues

The Company establishes corresponding mitigation and compensation measures based on human rights risk assessment results and regularly tracks implementation results.

Human Rights Concerns	Human Rights Issues	Impacted Parties	Risk Measurement Methods	Risk Mitigation Measures	Risk Remediation Measures
 Strengthening Working Hour Management	Working hours	All employees	Regularly review and analyze employee overtime records.	Implement the overtime work application system.	Ensure Overtime Pay is issued in accordance with the law.
	Work-life balance	All employees	Regularly review and analyze the records of employees' annual leave use. For employees' expired and unused annual leave, legally convert to wage compensation for employees and regularly review and analyze employee attendance records.	onshore employees: Implement Flexible Working Hours and Flexible Office systems. seafarers: Provide 85 hours of fixed overtime pay per month; additional overtime is calculated separately.	Ensure Compensatory Time Off is provided in accordance with the law. Department heads regularly check overtime status in the system; for employees with excessive hours, heads re-evaluate Work Allocation and manpower arrangements. Increase manpower for short-haul routes to ensure seafarers have sufficient rest time.
	Physical and Mental Health	All employees	Regularly review abnormal data from employee health check results. Collect health-related grievances, consultation records, and monitor follow-up effectiveness.	Regularly arrange health checks for onshore employees; the 2025 completion rate exceeded 98%, and 92% for supervisors. Increase Health Check Subsidies for seafarers; 63 applications were filed in 2025. Organize Safety and Health Promotion activities for onshore employees. Implement the Prevention Plan for Diseases Triggered by Exceptional Workloads. Execute Ergonomics Hazard Prevention assessments and improvement courses; implement the Ergonomic Hazard Prevention Plan.	Regularly track improvements in the physical and mental health of assisted employees. Establish Expert Counseling Services for emergencies or major stress events.
	Freedom of Association	All employees	Regularly review grievances related to interference with freedom of association.	Publicly commit to a policy statement respecting Freedom of Association and the Right to Collective Bargaining.	Establish a Transparent and Trusted Grievance Mechanism to ensure employees' right to safely exercise freedom of association.
 Strengthening Labor-Management Communication	Collective Bargaining	All employees	Track and manage labor-management meeting issues.	Hold a union exchange meeting monthly Hold a labor-management meeting quarterly	Discuss the issues raised in union exchange meetings and labor-management meetings, and announce the resolution results.
	Freedom of Expression	All employees	Voice of Employee (VOE) surveys.	Conducted the VOE Survey in 2025.	If investigations confirm violations of freedom of expression, take immediate Corrective Action.

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Human Rights Concerns	Human Rights Issues	Impacted Parties	Risk Measurement Methods	Risk Mitigation Measures	Risk Remediation Measures
 Establishing a DEI (Diversity, Equity, and Inclusion) Culture	Employment and Occupational Discrimination	All employees	Regularly review promotion ratios and wage levels by gender. Regularly review the employment ratio of Underrepresented Groups (e.g., Indigenous peoples, persons with disabilities).	Provide a comprehensive Maternal Health Protection Plan. Continuously optimize human resources management; emphasize a Performance-oriented Organizational Culture. Provide courses on Human Rights, Integrity Management, and Sexual Harassment Prevention for all onshore employees; provide management training for new supervisors.	Provide internal and external grievance channels; any discrimination or unequal treatment will be officially investigated.
	Gender Discrimination	All employees	Processing and tracking of employee grievances and whistleblowing cases.	Establish Standard Operating Procedures (SOPs) for grievances and reports for onshore employees; set up reporting channels or hotlines. Seafarers also have access to various grievance channels. Enhance employee awareness of Gender Discrimination, its negative impacts, and how to identify it. Provide Employee Assistance Programs (EAPs).	If violations are confirmed after investigation, impose penalties according to Company regulations. Establish a fair, confidential, and timely grievance and investigation mechanism. Conduct follow-up tracking on closed cases to ensure effectiveness; review and continuously improve policies and processes.
 Creating a safe and harassment free work environment	Bullying and harassment	All employees	Handle and follow-up on employee complaints and reports	Establish Standard Operating Procedures (SOPs) for grievances and reports for onshore employees; set up reporting channels or hotlines. Seafarers also have access to various grievance channels. Assess workplace risk factors that may lead to bullying or harassment; conduct Anti-harassment and Anti-bullying training and awareness activities. Provide Employee Assistance Programs (EAPs). Periodically conduct hazard identification and risk assessments for Prevention of Unlawful Infringement; enhance employee awareness of workplace infringement. In response to the new workplace bullying chapter in the Occupational Safety and Health Act, revise the Unlawful Infringement Prevention Plan.	If violations are confirmed after investigation, impose penalties according to Company regulations.

Note For information regarding related seminars, education, and training, please refer to Section [5.2.4, Talent Cultivation](#); Section [5.4.3, Implementing Training to Provide Robust Protection for Employees](#); and Section [5.4.4, Health Management and Care](#).

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■ Supplier Human Rights Due Diligence (HRDD) Process

To ensure that supply chain human rights practices align with international standards and the Company's commitments, Yang Ming Marine Transport Corporation has established and executed a three-stage Supplier HRDD process. This process aims to systematically identify, assess, and manage human rights risks within the supply chain to promote responsible procurement and operational strategies.

Stage 1

The Company issued the "Supplier Sustainability Self-Assessment Questionnaire (SAQ)" to 102 key domestic and international suppliers, preliminarily identifying 31 suppliers with human rights risks in the "Social" dimension requiring priority attention.

Stage 2

Combining Stage 1 self-assessment results with potential high-risk issues—and comprehensively considering multiple indicators such as company size, past violation records, media coverage, and supplier category—6 suppliers were selected for priority review. Subsequently, a more focused "Supplier Human Rights Issue SAQ" was issued to these 6 suppliers, requiring the submission of necessary supporting evidence to ensure response quality. Ultimately, 3 suppliers completed the response and submitted the required supporting evidence.

Stage 3

Based on the assessment results of the first two stages, 1 high-risk supplier was identified and subjected to an on-site audit. This included employee interviews, on-site inspections of the working environment, and focus group interviews with management and staff to verify the authenticity and integrity of the self-assessment content.

Based on audit findings, the Company has provided specific improvement recommendations to the 3 suppliers and will periodically follow up on the implementation of improvements to enhance the human rights management capabilities of supply chain partners.

■ Subsidiary Human Rights Due Diligence (HRDD) Process

The Company regards subsidiary employees as a vital link in human rights due diligence management. This year, to expand the scope of human rights management, Yang Ming launched its first HRDD for subsidiaries. Based on internationally recognized human rights and labor standards such as the Universal Declaration of Human Rights and ILO Conventions, and with reference to the SA8000 Social Accountability Standard, a dedicated human rights SAQ for subsidiaries was designed.

This questionnaire consists of 35 question sets covering 10 major human rights dimensions: child labor, forced labor, health and safety, freedom of association, anti-discrimination, disciplinary measures, working hours, remuneration, privacy rights, and supply chain human rights. For this cycle, 4 subsidiaries were prioritized for the SAQ, with requirements for supporting evidence to assist in judging response quality; all 4 subsidiaries completed their submissions. Finally, considering factors such as the number of employees, human rights incident records, shareholding ratios, and SAQ results, the Company identified 1 subsidiary requiring priority attention and conducted an on-site audit to further assess and manage potential human rights risks.

Summary of High-Risk and Areas for Improvement in Human Rights Issues for Suppliers and Subsidiaries

Human Rights Issue	Priority Risk Areas	Suppliers	Subsidiaries
Human Rights Management System	■ Lack of a clear human rights policy or management system.	●	●
	■ Failure to periodically review and update human rights policies.		
Working Hours	■ Working hour management does not fully comply with international human rights standards.	●	●
Remuneration	■ Past labor disputes regarding overtime pay.		
	■ Failure to clearly state wage and overtime pay calculation methods in labor contracts.	●	●
Prohibition of Child Labor	■ A comprehensive child labor protection policy and related regulations have not yet been established.	●	●
Health and Safety	■ Failure to provide lactation rooms.		
	■ Insufficient frequency of fire and earthquake drills.	●	●
Supplier Human Rights Management	■ Lack of risk control measures and emergency contingency plans.		
	■ Failure to integrate key human rights issues—such as child labor, forced labor, freedom of association, working hours, remuneration, anti-discrimination, health and safety, and privacy—into their own supply chain management mechanisms.	●	●
Code of Conduct	■ Failure to conduct HRDD on their own suppliers.		
	■ Failure to provide internal training courses on preventing bribery, embezzlement, and other corrupt practices.	●	
Privacy and Information Security	■ Written employee privacy protection policies have not yet been established.	●	
	■ Failure to effectively inform employees of their privacy-related rights.		●

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Based on the 2025 survey results, the following improvement recommendations for key human rights issues have been provided in writing to suppliers and subsidiaries:

Key Human Rights Issue	Risk Remediation Measures	Risk Mitigation Recommendations	Suppliers	Subsidiaries
Human Rights Management System	Review existing policies or management systems and establish a written Human Rights Policy.	Periodically review, update, and announce human rights policies or systems to align with the latest regulations and international standards. Integrate human rights policies into the daily decision-making and operational management of the Company's leadership. Enhance overall understanding and compliance awareness of human rights policies through internal training and communication.		
Working Hours	Review employee working hour records to ensure compliance with local labor laws and reference international best practices.	Establish a working hour recording system to ensure all records are authentic and accurate. Formulate clear working hour policies and procedures, regulating normal hours, overtime, and leave, while ensuring compliance with local regulations and actively referencing international standards. Periodically monitor employee hours to prevent overwork and provide reasonable rest.		
Remuneration	Review remuneration structures to ensure all wages and benefits are paid periodically and on time, meeting local minimum wage or living wage standards. Review and track employee records to ensure overtime pay is accurately paid.	Establish a transparent remuneration calculation mechanism in labor contracts. Provide employees with detailed payslips (including working hours, wages, benefits, and deductions) and ensure they are accessible at any time. Periodically evaluate the competitiveness and fairness of the compensation and benefits system and make necessary adjustments.		
Prohibition of Child Labor	Based on this year's survey, no child labor was employed by suppliers or subsidiaries.	Establish a written Child Labor Protection Policy and related regulations, committing to zero employment of child labor. Formulate strict age verification procedures to ensure all employees in the recruitment process meet legal age requirements.		
Health and Safety	Conduct periodic safety inspections of workplaces and dormitories to identify and eliminate potential hazards. If lactation rooms are not provided or drill frequencies are insufficient, plan for immediate improvements.	Establish robust risk control measures and emergency contingency plans, and conduct periodic drills. Provide safe working environments and dormitories, and install necessary facilities (e.g., lactation rooms). Periodically hold Health and Safety (OSH) training to elevate employee safety awareness. Ensure compliance with all occupational safety regulations to avoid penalties.		
Supplier Human Rights Management	Integrate human rights issues into supply chain management.	Formulate a Supply Chain Human Rights Management Mechanism, incorporating key issues—such as child labor, forced labor, freedom of association, working hours, remuneration, anti-discrimination, health and safety, and privacy—into supplier selection, contract clauses, and performance management. Periodically conduct Human Rights Due Diligence (HRDD) and risk assessments on their own suppliers.		
Code of Conduct	Review existing codes of conduct and anti-corruption policies to address training gaps in preventing bribery, embezzlement, and other corrupt acts.	Periodically provide internal training on preventing bribery, embezzlement, and corruption to ensure all employees understand and comply. Establish internal control mechanisms to prevent and detect unethical behavior. Formulate and implement a clear Code of Conduct, requiring compliance from all employees and partners.		
Privacy and Information Security	Review personal information management processes to ensure proper management of personally identifiable information (PII) and customer/third-party confidential data. Formulate a Privacy Protection Policy.	Formulate a written Employee Privacy Protection Policy and inform employees of their privacy rights, including the right to refuse or restrict data collection and use. Periodically conduct Information Security training for employees to enhance data protection awareness. Implement preventive measures against cyber threats. Ensure compliance with relevant laws when collecting, storing, using, and sharing personal data.		

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5.1.3 Smooth Communication Channels

■ Communication Channels for Onshore Employees

The Human Resources Department of Yang Ming is responsible for the [employee mailbox](#) and complaint hotline, allowing employees to easily express their opinions in real time via email. In cases of discrimination, sexual harassment, or workplace violence, grievances can also be submitted through the [Chairman's mailbox](#), the [independent directors' mailbox](#), the [whistleblowing mailbox](#) (supervised by the Chief Audit Executive), or directly to the relevant department. Whistleblowers can also use the aforementioned channels to report any illegal activities or violations of work rules, the Codes of Ethical Conduct, the Ethical Corporate Management Best Practice Principles, and the Procedures for Ethical Management and Guidelines for Conduct.

■ Communication Channels for Seafaring Personnel

To understand the voices of seafaring personnel, five types of questionnaires are conducted during training, including a survey on sea-going personnel grievance channels. [Independent complaint email boxes](#) and [sexual harassment reporting mailboxes](#) have been established for seafaring personnel; these mailboxes are restricted to being read only by the Chief Technology Officer and the head of the Marine Department. A dedicated sexual harassment hotline is also provided for sea-going personnel to offer suggestions and file complaints. Furthermore, all vessels in the Company's fleet have obtained Maritime Labour Convention (MLC)^{Note} certificates and comply with international convention requirements.

^{Note} The Maritime Labour Convention (MLC), adopted by the International Labour Organization (ILO), sets labor standards aimed at ensuring the protection of seafarers' fundamental working and living rights and welfare while promoting the sustainable development of international maritime trade.

The Company responds individually to all grievances and feedback received from onshore employees and seafaring personnel, ensuring that each case is handled properly and reasonably. The detailed number and types of cases for 2025 are as follows:

	Communication Channel	Number of Complaints/ Suggestions	Type of Complaints/ Suggestions	Status/Result
Onshore Employees	Chairman's mailbox Employee mailbox	4	Suspected workplace unlawful infringement, suspected sexual harassment, or gender discrimination	1 case was confirmed as workplace unlawful infringement; the investigation results were shared with the complainant, and the case was closed after the disciplinary results were announced. The other 3 cases were recorded but not pursued as official grievances.
Seafarers	Chairman's mailbox Seafaring personnel complaint email box	12	Employee feedback, internal management suggestions	Relevant processing has been completed for all cases.

■ Union and Labor-management Meetings

To ensure effective communication between labor and management, the Company holds monthly union communication meetings and convenes labor-management meetings on a quarterly basis. A total of 12 meetings were conducted in 2025.

Seafaring employees may also submit concerns and recommendations through regularly held Safety, Health, and Environmental meetings. Relevant management departments review the underlying causes and develop appropriate response measures, enabling the Company to promptly address employees' workplace and living environment needs.

To maintain ongoing dialogue and continuously improve working conditions, the Company collaborated with the labor union in 2025 to implement a number of employee benefit enhancements. These initiatives included introducing a flexible payout mechanism for the 2024 performance-based bonus, increasing lunch meal subsidies, providing an annual employee travel subsidy, implementing a long-service bonus program for onshore employees, launching a special program allowing onshore employees to apply for early settlement of benefits under the old pension scheme, and updating procedures and policies for handling unlawful workplace infringement cases.

These initiatives strengthened mutual understanding and trust between labor and management while enhancing overall employee well-being and satisfaction.

■ Freedom of Association

In support of the UN Global Compact, the Company ensures that all employees enjoy the right to freedom of association, and seafarers may choose whether to join a seafarers' union. The Company has also had an enterprise union for over 27 years. As of the end of 2025, approximately 74% of employees were union members. Employees can choose to join or withdraw from the union voluntarily. Although the Company has established an enterprise union, since labor-management meetings have never reached collective agreement conclusions to date, no collective agreements have been signed.

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5.2 Talent Recruitment and Cultivation

5.2.1 Talent Recruitment

Talent Management Policy

Yang Ming Marine Transport Corp. is committed to creating an open, inclusive, and diverse (DEI) work environment, and formulates corresponding talent recruitment and retention strategies in alignment with the Company's short-, medium-, and long-term operational plans to attract and cultivate outstanding talent to join the team. The Company firmly believes that employees are a vital cornerstone of sustainable corporate development. Through a comprehensive talent cultivation mechanism and cross-departmental and cross-regional experience sharing and knowledge transfer, the Company enhances overall employee professional competency and organizational competitiveness, thereby supporting the continuous improvement of operational efficiency and service quality.

Furthermore, shipping operations rely on high levels of professionalism and teamwork; vessel safety and operational efficiency are closely linked to employee professional capabilities. Therefore, the Company continuously invests in human resource cultivation and career development, assisting employees in refining their professional skills and providing excellent career development opportunities to ensure a stable talent supply and enhance overall operational performance.

✧ Yang Ming Marine Transport Corporation utilizes diverse channels for talent recruitment

Recruitment Channels



Onshore Employees

Official website, campus recruitment, campus briefings, newspaper advertisements, recruitment websites



Seafarers

Official website, campus recruitment, campus briefings, industry-academia cooperation, scholarship subsidies



Yang Ming Marine Transport Corporation Recruitment Website

✧ Recruitment Costs

Unit: NT\$

	2023	2024	2025
Total new employees	1,083	1,435	1,918
New employee recruitment cost	410,297	15,599,230	13,150,520
Average hiring cost/FTE	378.85	10,870.54	6,856.37

Note1. New hires refer to personnel who signed employment contracts with the Company starting from 2025, including both onshore and seafaring personnel. For details on the total number of new hires, please refer to Section 5.2.2, Employee Composition - Statistics of New Hires and Turnover for Onshore Employees by Gender and Age.

Note2. In 2025, non-permanent hires included 24 part-time students, 10 interns, and 13 short-term contractors.

Note3. Recruitment costs increased from 2024 onwards due to the inclusion of industry-academia collaboration subsidies such as the "Seafarer Star" and "Company Scholarships."

5.2.2 Employee Composition Overview

✧ Total Number of Employees (Including Contract Employees)

	2023	2024	2025
Total number of onshore employees	1,545	1,529	1,584
Total number of seafarers	1,812	1,837	2,877
Total	3,357	3,366	4,461

Note The number of seafarers presented in this section is based on the number of employment contracts.

■ Overview of the Employment of Onshore Manpower

✧ Statistical Overview of the Employment of Onshore Manpower (by Gender)

Year	Contract Type	General employees ^{Note1}	Temporary Employees ^{Note2}	Part-time Employees ^{Note3}	Total Number of Employees
2023	Female	739	17	1	757
	Male	764	15	9	788
	Total	1,503	32	10	1,545
2024	Female	737	18	0	755
	Male	753	12	9	774
	Total	1,490	30	9	1,529
2025	Female	766	18	1	785
	Male	777	13	9	799
	Total	1,543	31	10	1,584

Note1. The Company's general employment personnel include office and field workers.

Note2. The Company's temporary employees include interns and part-timers.

Note3. The Company's part-time employees are massage therapists.

✧ Overall employee and seafarer turnover rate and voluntary turnover rate

The overall employee turnover rate has shown a declining trend over the past three years, with annual fluctuations mainly influenced by workforce mobility and the employment characteristics of seafarers.

Year	Total employee turnover rate (%)	Voluntary employee turnover rate (%)	Data coverage (FTEs) (%)
2022	7.28	0.69	100
2023	7.33	1.94	100
2024	5.85	1.63	100
2025	3.99	1.12	100

Note1. Overall employee turnover rate (%) = Number of resigned employees / Total number of employees.

Note2. Voluntary turnover rate (%) = Number of voluntary resigned employees / Total number of employees, voluntary resigned full-time employees and interns (excluding retirement and personnel transferred back to fleet).

Note3. Overall employee turnover rate includes seafaring personnel who, due to industry work characteristics, are on fixed-term employment, resulting in higher turnover rates.

✧ Workers who are not employees

Type	2023	2024	2025
Dispatched employees	6	5	3
Contractors ^{Note}	60	54	45

Note Contractors refer to third parties to whom Yang Ming outsources specific business functions. Both parties sign contracts to execute specific projects, such as security personnel, cleaning personnel, kitchen personnel, computer maintenance personnel, etc.



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Number of Employees by Age and Gender

Year		Onshore Employee	Seafarer	Total	Percentage
2023	Female	757	51	808	24.07%
	Male	788	1,761	2,549	75.93%
	Under 30	422	487	909	27.08%
	31-50	832	1,135	1,967	58.59%
	Over 51	291	190	481	14.33%
	Total	1,545	1,812	3,357	100.00%
2024	Female	755	57	812	24.12%
	Male	774	1,780	2,554	75.88%
	Under 30	384	463	847	25.16%
	31-50	852	1,190	2,042	60.67%
	Over 51	293	184	477	14.17%
	Total	1,529	1,837	3,366	100.00%
2025	Female	785	85	870	19.50%
	Male	799	2,792	3,591	80.50%
	Under 30	404	674	1,078	24.16%
	31-50	882	1,878	2,760	61.87%
	Over 51	298	325	623	13.97%
	Total	1,584	2,877	4,461	100.00%

Note1. Seafarer include deck and engine cadets and interns.

Note2. The increase in seafaring personnel in 2025 is due to the Company's encouragement of industry-academia collaboration, increasing interns and trainees for professional cultivation.

Employee Turnover and New Hire Statistics

Year			New Hires				Leavers			
			Onshore Employees	Seafarer	Total	% of Total Employees	Onshore Employees	Seafarer	Total	% of Total Employees
2023	Gender	Female	39	25	64	1.91%	39	1	40	1.19%
		Male	43	976	1,019	30.35%	64	135	199	5.93%
	Age	Under 30	68	259	327	9.74%	47	56	103	3.07%
		31-50	11	656	667	19.87%	21	61	82	2.44%
		Over 51	3	86	89	2.65%	35	26	61	1.82%
	Total		82	1,001	1,083	32.26%	103	143	246	7.33%
	% of Shore/Sea		5.31%	55.24%			6.67%	7.89%		
2024	Gender	Female	50	31	81	2.41%	39	15	54	1.60%
		Male	38	1,316	1,354	40.23%	20	123	143	4.25%
	Age	Under 30	69	291	360	10.70%	34	65	99	2.94%
		31-50	16	924	940	27.93%	22	53	75	2.23%
		Over 51	3	132	135	4.01%	3	20	23	0.68%
	Total		88	1,347	1,435	42.63%	59	138	197	5.85%
	% of Shore/Sea		5.76%	73.33%			3.86%	7.51%		
2025	Gender	Female	70	60	130	2.91%	47	11	58	1.30%
		Male	39	1,749	1,788	40.08%	34	86	120	2.69%
	Age	Under 30	94	442	536	12.02%	27	64	91	2.04%
		31-50	14	1,167	1,181	26.47%	28	18	46	1.03%
		Over 51	1	200	201	4.51%	26	15	41	0.92%
	Total		109	1,809	1,918	42.99%	81	97	178	3.99%
	% of Shore/Sea		6.88%	62.88%			5.11%	3.37%		

Note1. Total Employee Turnover Rate (%) = Number of leavers / Total number of employees.

Note2. Voluntary Turnover Rate (%) = Number of voluntary leavers / Total number of employees (including regular employees and interns, excluding retirees and personnel transferred back to the fleet).

Note3. Leavers in this table refers to the termination of the employment relationship. Seafaring personnel are on fixed-term contracts and standby systems; their employment and dispatch are handled according to applicable laws and individual contracts.

Note4. The increase in seafaring personnel in 2025 is due to the Company's encouragement of industry-academia collaboration, increasing interns and trainees for professional cultivation.

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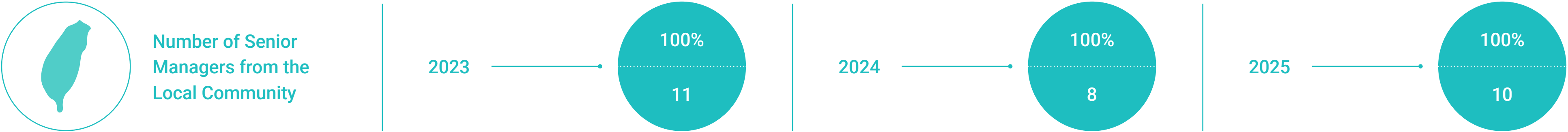
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Employee Statistics by Job Level and Age

Year		Onshore Employees (Management)	Onshore Employees (Non-management)	Seafarer (Management)	Seafarer (Non-management)	Total	Percentage
2023	Female	82	675	5	46	808	24.07%
	Male	162	626	343	1,418	2,549	75.93%
	Under 30	0	422	4	483	909	27.08%
	31-50	140	692	285	850	1,967	58.59%
	Over 51	104	187	59	131	481	14.33%
	Total	244	1,301	348	1,464	3,357	100.00%
2024	Female	81	674	11	46	812	24.12%
	Male	163	611	365	1,415	2,554	75.88%
	Under 30	0	384	10	453	847	25.16%
	31-50	142	710	302	888	2,042	60.67%
	Over 51	102	191	64	120	477	14.17%
	Total	244	1,285	376	1,461	3,366	100.00%
2025	Female	89	696	15	70	870	19.50%
	Male	167	632	581	2,211	3,591	80.50%
	Under 30	0	404	11	663	1,078	24.16%
	31-50	150	732	491	1,387	2,760	61.87%
	Over 51	106	192	94	231	623	13.97%
	Total	256	1,328	596	2,281	4,461	100.00%

Note Seafaring management includes Captains, Chief Officers, Chief Engineers, and Second Engineers.

* Proportion of Senior Management Hired from the Local Community in Taiwan



5.2.3 Employee Diversity, Equality, and Inclusion

Yang Ming values each employee's unique values, culture, beliefs, and identity, and embraces diversity, equality, and inclusion as its core corporate values, striving to establish a work environment that embraces people of diverse cultures, ethnicities, genders, sexual orientations, religious beliefs, ages, and abilities. The Company actively takes measures to eliminate all forms of discrimination and unfair treatment, while providing diverse communication channels, listening to employees' voices, and encouraging employees to share their viewpoints and experiences to promote innovation and growth.

✧ Number of Onshore Employees and Seafarers by Nationality

Year	Taiwan		Others		Total
	Number	Percentage	Number	Percentage	
2023	2,443	72.77%	914	27.23%	3,357
2024	2,485	73.83%	881	26.17%	3,366
2025	3,068	68.77%	1,393	31.23%	4,461

✧ Number of Diverse Onshore Employees Employed

Taiwan Region Statistics	Number of Employees with Disabilities	Number of Foreign Employees (Non-Taiwanese)	Number of Minority Employees (Indigenous People)
2023	19	1	15
2024	18	1	11
2025	18	0	12

Note The number of indigenous employees is based on the actual figures provided by the Council of Indigenous Peoples for the closing fiscal year; figures for each year are estimated using the monthly average of actual hires from the previous year.



✧ Diverse Seafarers Employed

Taiwan Region Statistics	Number of Employees with Disabilities	Number of Foreign Employees (Non-Taiwanese)
2023	1	913
2024	1	880
2025	0	882

✧ Employee Gender Diversity

Gender diversity indicators	Percentage (%)	2025 Target	Achievement status	2026 Target
Any gender proportion of all employees (general employment onshore employees)	49.60%	33.00%	Yes	33.00%
Any gender proportion of management levels (including junior, middle, senior management levels)	34.77%	33.00%	Yes	33.00%
Any gender proportion of all junior management levels	35.07%	33.00%	Yes	33.00%
Any gender proportion of all senior management levels	34.88%	25.00%	Yes	25.00%
Any gender proportion of revenue-related unit management positions (excluding support units such as HR, IT, legal, etc.)	26.19%	33.00%	No	33.00%
Any gender proportion in Science, Technology, Engineering, Mathematics (STEM) related positions	23.84%	20.00%	Yes	20.00%
Data coverage rate (FTEs) (%)	35.51%	46.02%	No	46.02%

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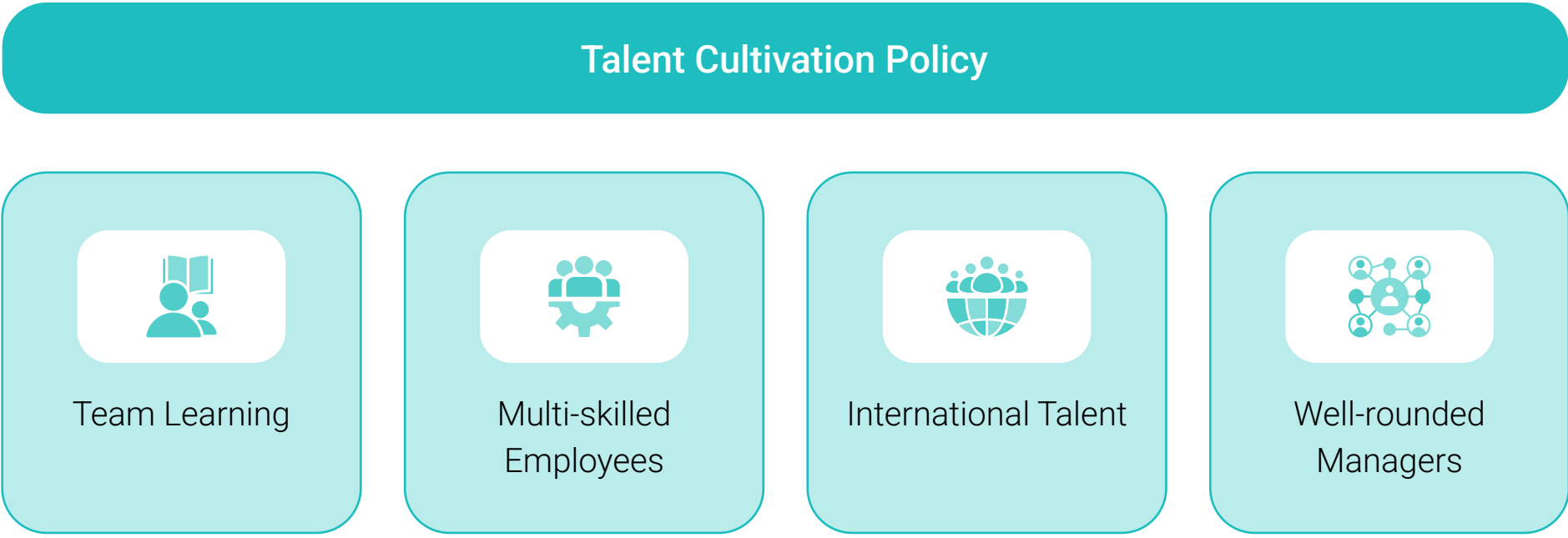
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5.2.4 Talent Cultivation



Talent is the Company's most valuable asset. To maintain a highly skilled workforce, Yang Ming prioritizes its people, providing a comprehensive learning system and a challenging global work environment that enables employees to realize their potential, while also caring for and supporting them.

* Human Capital ROI

Human Capital ROI	2022	2023	2024	2025
Operating revenue (NT\$ thousands)	375,899,874	140,623,713	222,705,949	163,558,095
Operating expenses (NT\$ thousands)	11,375,818	8,109,626	10,554,366	9,763,089
Total employee-related expenses (NT\$ thousands) ^{Note1}	7,049,482	3,175,481	5,627,901	4,225,689
Human capital return on investment (%) ^{Note2}	52.7093	42.7304	38.6964	37.3952
Full-time equivalent total employees (number)	3,186	3,357	3,469	3,294

Note1.

Total employee-related expenses include wage expenses, director remuneration, post-employment and separation benefits, labor and health insurance costs, and others.

Note2.

Human capital return on investment = [Operating revenue - (Operating expenses - Total employee-related expenses)] / Total employee-related expenses.

■ Green Collar and Sustainability Talent Cultivation and Promotion

Facing global net-zero goals and sustainability trends, Yang Ming cultivates green-collar and sustainability talent by designating employees from various departments as seed personnel to participate in various ESG training sessions and workshops including: sustainability trend sharing, sustainability internal control management, sustainability reporting standards, greenhouse gas inventories, CDP Climate Change Program, Task Force on Climate-related Financial Disclosures (TCFD), thereby enhancing employees' sustainability knowledge and skills. Additionally, shipping trends and news are shared daily through electronic newsletters to enhance corporate competitiveness. In 2025, 5 training sessions were held, with 338 participants and a total of 9.5 training hours.

■ Cultivating Cross-disciplinary International Talent

To implement a comprehensive talent development policy, the Company encourages employees to build experience in a single position for two to three years before expanding their cross-unit work experience or even taking on overseas assignments to develop well-rounded capabilities. Supervisors may proactively suggest rotations for employees with developmental potential, and employees can also apply for rotations through internal job postings. For seafaring personnel, a ship-to-shore rotation system allows them to transfer to onshore units, utilizing their professional experience to strengthen operational coordination between ship and shore. In 2025, the Company continued to promote the employee rotation system as a key component of talent development to broaden employees' understanding of the industry chain and frontline operations. Moving forward, the Company will continue to implement programs such as the overseas training programs, assigning high-potential employees to regional centers or overseas for training or on-the-job training to enhance their global perspective.

* Employee Rotation

Unit: People

Year	Departmental Rotation	Group Rotation	Onshore/ Offshore Rotation
2023	44	160	30
2024	34	158	27
2025	41	97	22

* Internal Vacancies

Year	2021	2022	2023	2024	2025
Proportion of internal staff filling job vacancies (%)	28.48%	30.52%	34.92%	27.87%	27.33%

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Diverse Learning Channels

The Company has established the "Procedures of Personnel Training and Development for Onshore Staff," providing employees with diverse learning and development channels, including YM e-Learning Platform, elective courses on external platforms, cross-departmental courses, and departmental professional sharing, while encouraging departments to organize internal training and cross-departmental knowledge-sharing and to develop internal instructors to promote professional knowledge exchange and inheritance of expertise.

Education and Training Implementation Plan for Onshore Personnel

To meet the needs of organizational and individual growth, the Company aims to strengthen professional knowledge, broaden horizons, enhance workforce capabilities, improve service quality, and ensure workplace safety to achieve organizational goals. The Company has deployed a diverse and systematic cultivation mechanism covering "New Hire Training," "Competency Development Training," and "Management Development Training". Simultaneously, in response to rapid market changes and competition, the Company provides subsidies for in-service education and foreign language studies, along with finance-related courses and professional training, encouraging employees to enrich knowledge related to their work and become multi-skilled employees and well-rounded managers.

Job Level	Compulsory Courses	Elective Courses
 Department Head	MAP Self-Management Competency Exploration; Common Management Capability Enhancement; Strategic Talent Management Workshop; Key Conversations for Performance Management Workshop; IDP Workshop	YM e-Learning online compulsory and elective courses
 Section Manager	Management Competency Seminar for New Supervisors Performance Management and Interview Techniques for New Supervisors Seminar on Prevention of Workplace Unlawful Infringement	Cross-departmental training organized by various units Courses offered by external institutions
 Entry-level Staff	Negotiation Skills Cross-departmental Communication Skills Problem Analysis and Solving Accountability and Execution	Management-related elective courses
 New Hires	New Employee Orientation Maritime Studies Maritime Management and Practice Program	

Note Other annual compulsory/elective training or senior management courses are organized separately as required.

* Training for Improving the Competency of Onshore Employees in 2025

Unit: NT\$

Course Type	Total Trainees	Total Training Hours	Investment Amount (NT\$)
Dissemination courses	15,947	9,054	61,380
Professional industry-related courses	4,185	6,592	292,000
Labor safety and health courses	4,017	6,986	275,100
Orientation	317	3,130	29,010
Management skill courses	640	2,489	2,700,670
Job development courses	844	4,492	1,340,838
External training courses	180	2,916	3,160,802
Total	26,130	35,659	7,859,800

Note Some internal training sessions involve no additional costs. Computer-related courses were no longer a separate category in 2025.

* Onshore Employees' Average Training Hours per Year

Gender	Number of Employees		Total Training Hours		Average Training Hours	
	Manager	Non-manager	Manager	Non-manager	Manager	Non-manager
Female	100	713	2,564	15,159	26	21
Male	218	598	4,740	12,702	22	21
Total	1,629		35,164		22	

Note Supervisor definition is determined by job title and acting job title, without job function judgment.

Average training investment per onshore training participant

NT\$4,825

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Seafaring Personnel Education and Training

✦ 2025 Seafaring Employee Skills Enhancement Training Implementation Status

Course Type	Total Trainees	Total Training Hours	Investment Amount (NT\$)
Orientation training	1,081	8,554	7,290,156
Competency improvement training	1,055	25,147	21,125,408
Ship operation training	175	1,627	1,688,457
Labor safety and health training	1,032	3,096	0
External safety and health training	53	1,113	238,500
Total	3,396	39,537	30,342,521

Note Unlike onshore employees, seafaring employees are on fixed-term contracts, with contracts terminated upon disembarkation. Personnel changes are significant and constantly fluctuating, making average training hours incalculable



Yang Ming Marine Transport Corporation recognizes that the sustainable development of the shipping industry depends on robust and forward-looking Talent Cultivation. For a long time, the Company has continuously invested in the transfer of industry knowledge and professional education, placing special emphasis on the development of young talent. Through diverse and practice-oriented education and training, the Company aims to cultivate their professional understanding and practical skills in the maritime industry at an early stage, thereby cultivating a continuous pipeline of talent equipped with both theoretical knowledge and practical capabilities to support the Company's long-term steady development.

To achieve talent cultivation goals, the Company actively promotes several industry-academia collaboration education and training programs. By complementing research resources with hardware support, the Company deepens the link between maritime education and industrial practice, strengthening the integration of practical applications. Utilizing advanced ship handling simulation facilities, combined with professional faculty and systematic curriculum design, The Company assists trainees in gaining hands-on experience in a safe and highly realistic environment, enhancing their Professional Competency and Operational Readiness.

Furthermore, the Company has established long-term partnerships with multiple domestic maritime and shipping-related colleges and universities to jointly plan and promote training courses that meet international standards and industrial demands. The Company continues to expand the depth and breadth of talent development for seafaring and ship-to-shore personnel, narrowing the gap between academic learning and industry practice and further strengthening the overall competitiveness of Taiwan's maritime industry.

Seafarer Training with Ship Maneuvering Simulation System

Training Category	External Industry Academia Cooperation		
Course Name	Course Content	Frequency	Participating Schools
Ultra Large Ship Maneuvering Simulator Training	By simulating various weather and sea conditions, the training enhances students' ship-handling and emergency response capabilities and familiarizes them with the International Regulations for Preventing Collisions at Sea (COLREGs). A total of 31 participations were recorded.	1 session per quarter, 2 days per session (14 hours total)	National Taiwan Ocean University (NTOU); National Kaohsiung University of Science and Technology (NKUST)
Bridge Resource Management	Bridge scenario simulations to enhance students' ability to use various navigational equipment to navigate under different conditions and understand vessel operating conditions during navigation. A total of 74 participations were recorded.	1 session per quarter, 1 day per session (7 hours total)	National Taiwan Ocean University (NTOU)
LNG Vessel IGF Code Basic Training	In compliance with regulations, all crew members of LNG dual-fuel vessels must complete IGF Code Basic training and obtain certification. A total of 147 crew members obtained certification.	1 session per month, 3 days per session (24 hours total)	National Taiwan Ocean University (NTOU)
LNG Vessel Engineer Development Training	In accordance with applicable regulations, captains and engineering crew members serving on LNG dual-fuel vessels must complete IGF Code Advanced training and obtain certification. A total of 71 crew members obtained certification.	5 days per session (40 hours total)	National Taiwan Ocean University (NTOU)

Note For the number of participants and hours, please refer to the "2025 Implementation Status of Functional Training for Seafaring Employees".

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Maritime Star Sustainable Cultivation

Yang Ming Marine Transport Corporation continues to cultivate maritime talent with professional knowledge and practice abilities through industry-academia collaboration and practice-oriented education, assisting youth in smoothly transitioning into the workplace and laying a critical human resource foundation for the sustainable development of the shipping industry.



Awarded scholarships to
110 students
Total subsidy amount
NT\$ 12,807,424



Continued **5** Post-Baccalaureate Programs for Merchant Marine and Marine Engineering (including practical courses such as maritime practice, international conventions and maritime regulations, maritime English and navigation, engine room and bridge resource management, and radar operation).



Cultivated **30** Class A Seafaring Personnel (Officers) through Post-Baccalaureate programs.



Provided maritime internship opportunities to **56** students from Navigation and Marine Engineering departments.

Partnering Academic Institutions and Organizations

- National Taiwan Ocean University (NTOU).
- National Kaohsiung University of Science and Technology (NKUST).
- Taipei University of Marine Technology; National Taiwan Ocean University; Keelung Municipal Keelung Maritime Senior International Commercial Vocational High School (Joint MOU).
- National Su-Ao Higher Marine & Fisheries Vocational School (Joint MOU).
- Maritime and Port Bureau, MOTC (Maritime Star Cultivation Program).
- MOU on Promoting Employment for Veterans.

Sustainability Benefits and Impact

- Strengthen youth professional skills and enhance employment competitiveness.
- Stabilize the supply of critical maritime talent to support industrial development.
- Deepen industry-academia integration and implement sustainable talent cultivation.

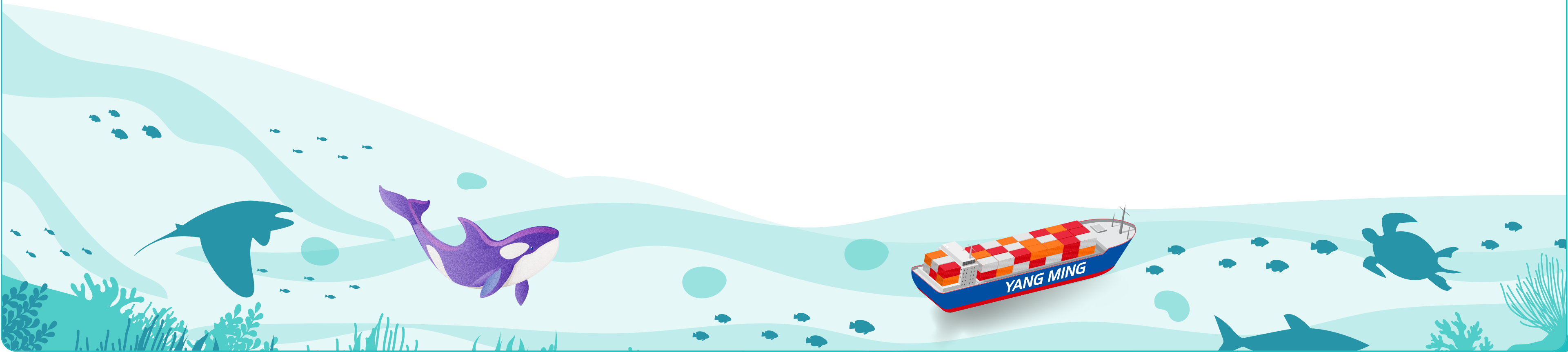


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5.2.5 Performance Evaluation System

■ Evaluation and Promotion System for Onshore Employees

Regular performance appraisals and promotion are conducted for onshore employees annually. It includes objectives setting at the beginning of each year, mid-year interviews, and year-end performance evaluations. At the beginning of the period, employees set up personal work objectives and personal development plans; at the mid-year interviews stage, managers will conduct face-to-face interviews with employees to understand their work situation or the needs for improvement and assistance. During year-end performance evaluation, employees shall first conduct a self-assessment for the achievement of work objectives, personal development plans and work attitude, after which the manager shall review the evaluation. The result will be the basis for career development and promotion. For those whose performance does not meet expectations in their daily work, Performance Improvement Plans (PIP) are formulated to continuously improve work performance when needed.

In alignment with operational strategies and sustainability goals, the Company sets Key Performance Indicators (KPIs) across all departments covering Environmental (E), Social (S), and Governance (G) dimensions. These indicators include, but are not limited to, decarbonization management, occupational safety, compliance, and operational efficiency. These KPIs are cascaded down to individual performance goals and are integrated with performance appraisal and remuneration systems (Remuneration Linkage) to strengthen employee engagement with organizational objectives and elevate overall operational performance.

✦ Onshore Employees Performance Assessment

Year	Employee Type	Male	Percentage	Female	Percentage	Total	Percentage
2023	Manager	220	14.24%	91	5.89%	311	20.13%
	Non-manager	544	35.21%	639	41.36%	1,183	76.57%
	Total	764	49.45%	730	47.25%	1,494	96.70%
2024	Manager	236	15.43%	93	6.08%	329	21.52%
	Non-manager	523	34.21%	624	40.81%	1,147	75.02%
	Total	759	49.64%	717	46.89%	1,476	96.53%
2025	Manager	217	13.70%	91	5.74%	308	19.44%
	Non-manager	537	33.90%	646	40.78%	1,183	74.68%
	Total	754	47.60%	737	46.53%	1,491	94.13%

Note The Company's performance evaluation covers onshore employees who have served for more than 6 months each year.

■ Evaluation and Promotion System for Seafarers

Seafaring personnel use each contract (shipboard period) as a complete evaluation period, undergoing annual evaluations and disembarkation evaluations. After evaluation is completed, the results are compared with those of colleagues in the same position and evaluation grades are assigned accordingly. Seafaring personnel taking on higher-level positions (promotions) must pass national examinations for certification according to the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW) and complete corresponding training courses. After obtaining competency certificates, they must undergo internal company qualification evaluations and on-the-job training (position apprenticeship), and completing position apprenticeship evaluation before promotion.

✦ Seafarer Performance Assessment

Year	Employee Type	Male	Percentage	Female	Percentage	Total	Percentage
2023	Manager	196	18.56%	5	0.47%	201	19.03%
	Non-manager	830	78.60%	24	2.27%	854	80.87%
	Total	1,026	97.16%	29	2.74%	1,055	99.90%
2024	Manager	365	19.87%	11	0.60%	376	20.47%
	Non-manager	1,415	77.03%	46	2.50%	1,461	79.53%
	Total	1,780	96.90%	57	3.10%	1,837	100.00%
2025	Manager	385	21.28%	11	0.61%	396	21.89%
	Non-manager	1,364	75.40%	49	2.71%	1,413	78.11%
	Total	1,749	96.68%	60	3.32%	1,809	100.00%

Note Due to occupational characteristics, seafaring personnel performance evaluations are rolling records. The evaluation system launched in 2024 uses annual evaluation numbers. In 2025, 26 seafarers were promoted (including 5 promoted to Captain, 14 to Chief Officer, 1 to Chief Engineer, and 6 to 2nd Engineer).

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✧ Number of Internal Transfers and Promotions

Unit: People

Category	2023	2024	2025
Onshore Personnel	225	657	616
Seafarers	44	145	78
Total	269	802	694

✧ Internal Transfers and Promotions for Onshore Personnel – by Gender and Age

Unit: People

Employees (including interns)	Gender		Total	Age			Total
	Female	Male		Under 30	31-50	Above 50	
2022	271	163	434	221	187	26	434
2023	118	107	225	65	134	26	225
2024	314	343	657	195	354	108	657
2025	266	350	616	180	361	75	616

✧ Internal Transfers and Promotions for Seafaring Personnel – by Gender and Age

Unit: People

Employees (including interns)	Gender		Total	Age			Total
	Female	Male		Under 30	31-50	Above 50	
2022	4	22	26	1	22	3	26
2023	7	37	44	3	37	4	44
2024	11	134	145	69	76	0	145
2025	6	72	78	16	61	1	78



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5.3 Employee Compensation and Benefits

Yang Ming is committed to providing competitive compensation and benefits to attract and retain outstanding employees. The compensation and benefits provided by all our offices around the world comply with local legal requirements and are higher than the local legal minimum wage. All our full-time employees are entitled to the insurance and pension plans required by law. Our overall compensation policy adheres to wage equality, and our employees are not paid differently based on regions, ethnicity, race, family background, social class, ancestry, religion, physical disability, gender, sexual orientation, pregnancy, marital status, union membership, political opinions, and age. The Company's reward system is based on the concept of total compensation, including wages and benefits, bonuses, and remuneration.

Yang Ming commits to regular living wage payments to sustain employees' basic needs. There is no gender pay gap in starting salaries for entry-level personnel. In 2025, the basic starting wage for new hires was NT\$47,140, which was 64.9% higher than Taiwan's statutory minimum wage of NT\$28,590. Furthermore, this starting wage is 165.6% higher than the basic living expense of NT\$213,000 per person per year announced by the Ministry of Finance for 2025. 100% of direct employees receive salaries exceeding the basic living cost, demonstrating that the Company's starting pay possesses a significant market competitive advantage. Wage disclosures for full-time employees in non-management positions are punctually announced on the [Market Observation Post System \(MOPS\)](#) in accordance with regulatory requirements.

✧ 2025 Yang Ming Entry-level Personnel Average Wage Ratio to Local Minimum Wage

	Monthly Wage	Compared to Taiwan Minimum Wage
Starting wage	47,140	165%
Male average wage	88,004	308%
Female average wage	67,079	235%

Note Entry-level personnel refer to non-management staff below Grade 6 and entry-level sea-going personnel. As the sea-going workforce is predominantly male and wage levels for seafarers roles are higher than those for onshore roles due to the unique nature of maritime operations, this accounts for the observed average wage differential between genders.



■ Compensation Ratio of Onshore Employees

The Company always hires employees, adjusts their wages, and determines wages upon promotion in accordance with the wage structure, without differential treatment based on gender difference, and ensures equal pay for equal work. Wage differences are mainly due to job duties, years of service, performance, and other non-gender factors.

✧ Manager to Non-Manager Average Wage Ratios

	2023		2024		2025	
	Manager	Non-Manager	Manager	Non-Manager	Manager	Non-Manager
Compensation Ratio	108%	105%	111%	104%	109%	104%

Note1. Calculation formula (same position basic wage male wage standard / same position basic wage female wage standard * 100%).

Note2. Grade 6 and above supervisory positions; Grade 6 and below non-supervisory positions.

✧ Average wage of full-time employees in non-supervisory positions and difference from previous year

	Unit of Measure	2024	2025	Difference (%)
Total Wage of Non-Managerial Full-Time Employees	NT\$ thousand	3,775,792	2,849,154	-25%
Number of Non-Managerial Full-Time Employees	Employee	1,612	1,674	4%
Average Wage of Non-Managerial Full-Time Employees	NT\$ thousand	2,342	1,702	-27%
Median Wage of Non-Managerial Full-Time Employees	NT\$ thousand	2,048	1,528	-25%

Note Full-time employee median wage includes onshore employees, seafarers, and part-timers.

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Employee Rights and Benefits



Life Insurance (Group Insurance)

"Employee Group Comprehensive Insurance" is primarily designed to provide employees and their families with financial and livelihood protection when employees require hospitalization due to illness or injury, or unfortunately experience death or disability during their tenure with the Company. Initial enrollment: **1,553 employees**, with a total amount of **NT\$5,685,547**, with monthly adjustments based on changes in the number of employees.



Trust

- **Stock Trust:** The Company provides a **30% subsidy**, encouraging all employees to participate in Stock Trust to purchase the Company's shares.
- **Welfare Savings Trust:** The Company provides a **20% subsidy**, encouraging employees to engage in long-term savings and financial management by participating in Welfare Savings Trust.



Appropriation of Benefit Funds

The Company appropriates **1.5 %** of operating income to the welfare fund and withholds **5 %** of employees' monthly wages as welfare fund contributions, which are provided to Employee Welfare Committee to administer various benefits.



Benefits for Seafarers

- **Taking family on board:** Our seafarers are allowed to sail with their families on board. By staying with their families on board, the seafarers can maintain family ties and help their families understand their work and enhance their sense of identity.
- **Port Shuttle Bus:** Providing port shuttle buses for colleagues to go ashore for leisure during non-duty hours, helping them maintain work-life balance.
- **High-data satellite internet communication:** We provide high-data internet communication, allowing our seafarers to stay connected with their family and friends through uninterrupted internet access offshore to maintain good social relations.
- **Health checkup for seafarers:** We encourage our seafarers to understand their physical condition and take health management seriously.



Paid Personal/Sick Leave

In addition to the paid annual leave as required by the provisions of the Labor Standards Act, onshore employees are provided with **5 days** of paid personal/sick leave each year, so that they can have flexibility when they need to take leave. Due to the nature of the work of seafarers, relevant leave is provided in accordance with the provisions of the Seafarer Act.



Flextime System

The system enables employees to adjust their working hours flexibly to not only avoid the inconvenience of commuting during rush hours, but also facilitate family care and pick up their children.



Robust Regulation and Control of Working Hours and Overtime Mechanisms

The Company adheres to the relevant provisions of the "Labor Standards Act" and has established a comprehensive working hour management system. The attendance system records daily employee attendance down to the minute. It also strictly defines legal limits for extended working hours: a maximum of **4 hours** on regular workdays, **12 hours** on rest days, and a monthly cap of **46 hours**. Immediate supervisors can monitor the attendance of their subordinates, and the Human Resources Department periodically analyzes employee attendance records through the system to ensure compliance with legal requirements and strengthen employer management responsibility.

Additionally, in accordance with the "Occupational Safety and Health Act," the Company has formulated the "Prevention Plan for Diseases Triggered by Exceptional Workloads." The Occupational Safety and Health Office conducts risk assessments for shift workers, night workers, and those with long working hours (defined as an average of over 45 overtime hours per month over the past 6 months). It coordinates with relevant units to implement preventive measures and provides recommendations for health guidance, work adjustments, or role reassignments based on the resident physician's advice. These measures are followed by effectiveness assessments and improvements to safeguard employees' physical and mental health and workplace safety.

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Safeguarding Overtime Rights

The Company follows the regulations of the "Labor Standards Act" regarding overtime pay and provides compensatory time off as an alternative to protect employee rights. If overtime is required, employees must obtain prior approval from their supervisors. On the day after completing overtime, they must fill out an overtime application in the system and choose between receiving overtime pay or compensatory time off based on their actual needs.

The Human Resources Department aggregates overtime applications and attendance data monthly, importing them into the system for calculation and distribution along with salaries. If an employee chooses compensatory time off, the expiration period is the same as that for annual leave (special leave). If the time off is not utilized within the timeframe, it will be converted into wage compensation based on the wage level and applicable multiplier at the time of the overtime, then paid out with the salary **two months** later to ensure the full implementation of overtime compensation.



Subsidies and Allowances

2025 Subsidy Items - Participants/Beneficiaries, Investment/Subsidy Amount

- **Birthday allowance** – **2,109** people, total **NT\$10,545** (thousands)
- **Wedding gift** – **22** people, total **NT\$110** (thousands)
- **Retirement consolation** – **33** people, total **NT\$330** (thousands)
- **Hospitalization consolation** – **83** participations, total **NT\$166** (thousands)
- **Childbirth subsidy** – **34** people, total **NT\$175** (thousands)
- **Employee children education subsidy (twice yearly)** – **1,082** participations, total **NT\$4,786.5** (thousands)
- **Employee children merit scholarship (twice yearly)** – **167** participations, total **NT\$835** (thousands)



Health Check-ups

- **Health check frequency exceeds legal requirements:** Employees aged 40 and above receive a health check once a year, while those under 40 receive one every two years.
- Health check subsidy increased to **NT\$10,000**.
- **One-day official leave** is granted.



Wedding Gold Jewelry

- In order to enhance the happiness of employees' families, Yang Ming holds an annual commemoration for the 40th, 30th, 20th and 10th wedding anniversaries, where each family is given 22.5 grams, 18.75 grams, 15 grams, or 11.25 grams of gold jewelry, respectively. In 2025, a total of **98 employees** received the gold jewelry.



Preschool Center

- To respond to the government's promotion of public childcare policies and provide employees with a more convenient and friendly workplace childcare environment, the Company established a workplace mutual childcare service center at Keelung Xinyi Office Building, officially launched on August 15, 2022. This childcare center enrolls children aged 2-6, prioritizing employees' children and grandchildren, with tuition matching non-profit kindergartens at only **NT\$2,000** monthly, significantly reducing employees' childcare financial burden, allowing employees to raise children with peace of mind while balancing work and family, and promoting a friendly childcare workplace environment.



Clubs Activities

- In 2025, there were **32 clubs** including table tennis, badminton, golf, volleyball, tennis, basketball, swimming, bowling, aerobic dance, yoga, fitness training, board games, wine tasting club.

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✧ Parental Leave Application Status

Unit: People

Year	2023			2024			2025		
Item	Female	Male	Total	Female	Male	Total	Female	Male	Total
Number of people eligible to apply for parental leave application in the current year	14	3	17	17	0	17	17	4	21
Number of people applying for parental leave in the current year	14	3	17	17	0	17	17	4	21
Number originally scheduled to return from parental leave in the current year (A)	12	4	16	5	0	5	19	3	22
Number originally scheduled to return from parental leave who actually returned in the current year (B)	8	2	10	5	0	5	17	3	20
Number returning from parental leave in the current year (C)	15	1	16	10	3	13	18	3	21
Number who returned from parental leave in the previous year and worked for a full year in the current year (D)	15	1	16	10	3	13	18	3	21
Parental leave return-to-work rate % = B/A	67%	50%	63%	100%	0%	100%	89%	100%	91%
Parental leave retention rate % = D/C	100%	100%	100%	100%	100%	100%	100%	100%	100%

■ Retirement Protection and Maintenance of Labor Rights

The Company has formulated employee retirement and consolation regulations in accordance with the "Labor Standards Act" and the "Labor Pension Act." Retirement funds are appropriated monthly to designated accounts as required by law, ensuring the protection of pension contributions and payments to further encourage employees' long-term service and dedication. Furthermore, the Company strictly adheres to international human rights standards, International Labour Organization (ILO) principles, and domestic labor regulations to respect and safeguard labor human rights. The Company commits to following the notification procedures stipulated in the "Labor Standards Act" before implementing major operational changes that may significantly affect employee rights: a 10-day notice for those employed for more than three months but less than one year; a 20-day notice for those employed for more than one year but less than three years; and a 30-day notice for those employed for three years or more. The maintenance of labor rights for foreign crew members is handled in accordance with collective bargaining agreements.

✧ Transition Assistance Programs for Retiring or Terminating Employees

Program Content	Program Description	Number of Uses in 2023	Number of Uses in 2024	Number of Uses in 2025
Severance pay	Severance pay is given as required by law	2	4	2
Retirement consultations	Pension system and practice courses	Continuously available on company intranet courses for employees' reference	Continuously available on company intranet courses for employees' reference	Continuously available on company intranet courses for employees' reference
Employment guidance	None	0	0	0
Resignation transition guidance program	None	0	0	0
Retired employee rehiring system	Retired employees are rehired as irregular employees	0	1	2

■ Employee Voice Survey

Employee care is a core focus of the Company's overall development. In addition to colleagues being able to directly provide feedback through the Chairman's mailbox and employee mailbox, the Company commissioned Mercer Taiwan to conduct a Voice of Employee (VOE) survey, covering both seafaring and onshore colleagues. Through third-party professional assessment consulting, we aim to summarize Yang Ming employees' voices, identify the current organizational status, understand areas for improvement, and plan future employee care and talent development blueprints, allowing colleagues and the Company to grow together, enhance employee welfare, improve organizational atmosphere, and seek better work environments and career development. We conduct a Voice of Employee (VOE) survey every two years. All Yang Ming onshore employees with a tenure of three months or more on the survey launch date are invited to participate. In 2025, the survey coverage rate reached 95%. The survey results will undergo further analysis to serve as a basis for planning and driving relevant improvement actions.

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5.4.1 Occupational Safety and Health Promotion and Prevention

The Company upholds the policy of "Ensuring occupational safety and promoting employees' physical and mental well-being", establishing an Occupational Safety and Health Office according to law, specifically responsible for occupational safety and health policy formulation, plan management, and Group-wide supervision. Dedicated occupational safety units are established at each workplace to implement the occupational safety and health management system operations. Additionally, when formulating or changing occupational safety and health policies, communication with relevant workers or labor representatives is conducted, with implementation after Chairman's approval and announcement. All workplaces in Taiwan, including the Keelung Container Yard, have been certified under the ISO 45001:2018 Occupational Safety and Health Management System and the TOSHMS Taiwan Occupational Safety and Health Management System, and have obtained the corresponding management system certificates. The certification scope includes vessel container transportation business management, customer service, terminal container loading/unloading, cargo warehousing operations, and related contracting operations, with 100% employee coverage. The Company undergoes independent third-party audits annually to maintain the validity of ISO 45001:2018 and TOSHMS certificates, providing safe and healthy working conditions, adhering to occupational safety laws and related requirements, eliminating hazards and reducing occupational safety and health risks, and promoting worker occupational safety and health consultation and participation. Furthermore, to strengthen Supply Chain Occupational Health and Safety (OSH) Management, the Company conducts regular on-site visits and management assessments for entry-level, mid-level, and high-risk contractors. This ensures the rigorous implementation of Contractor OSH Management to mitigate risks associated with outsourced operations and enhances the safety resilience of overall operations.



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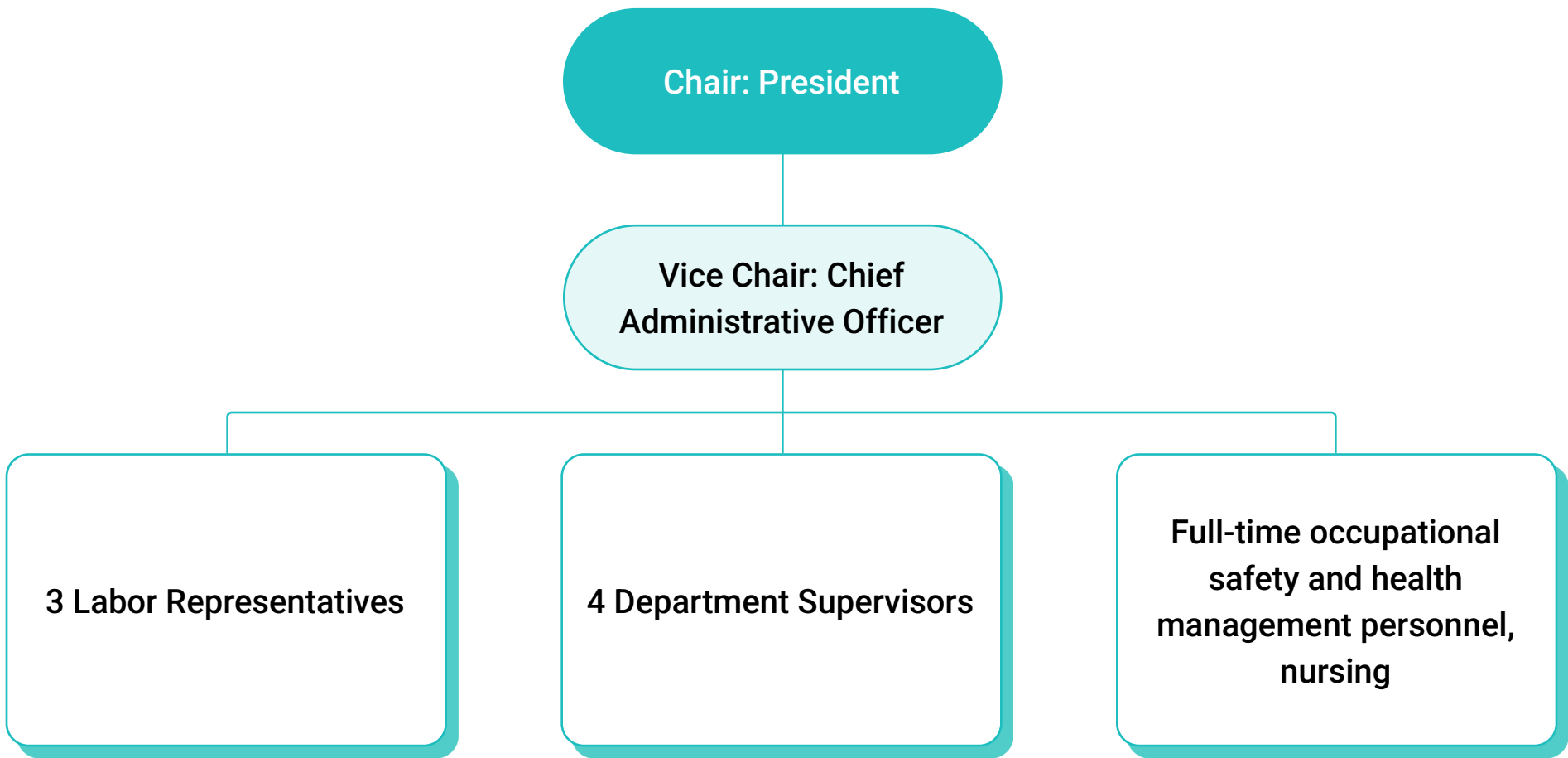
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✧ Headquarters' Occupational Safety and Health Committee



*The Head Office Occupational Safety and Health Office has a total of 7 full-time occupational safety and health personnel and 1 fulltime nurse. At least 3 members attend the Occupational Safety Committee each quarter.

✧ 2025 Occupational Safety and Health Committee Performance

- ✓ Held 4 regular meetings.
- ✓ In addition to completing improvements for routine facility maintenance and health/hygiene issues, the Company continued to adhere to the "Four Major Plans" guidelines issued by the Occupational Safety and Health Administration (OSHA) of the Ministry of Labor in 2025. This involved the revision, announcement, assessment, and operational inventory of the following plans:
 1. Newly formulated the "Prevention Plan for Unlawful Infringement during Duty Performance" and the "Statement on Prevention of Workplace Unlawful Infringement."
 2. Updated the Occupational Health Management Procedure.
 3. Implemented the Workplace Maternal Health Protection Plan and presented "Healthy Pregnancy Gifts."
 4. (Shore-based) Prevention Plan for Diseases Triggered by Exceptional Workloads

■ Occupational Safety and Health Reporting and Complaints

The Company has established diverse worker communication and complaint channels including the Chairman's mailbox, the independent directors' mailbox, the whistleblowing mailbox, the General Affairs Department office environment and service satisfaction questionnaire, and the occupational safety service mailbox, etc. For detailed content, please see Section [5.1.3 Smooth Communication Channels](#). The Company has established an [OSH Service Mailbox](#), through which all colleagues can report concerns or express opinions regarding any workplace safety or health matters. In 2025, two emails were received: one concerning working hours and another involving a grievance for suspected workplace unlawful infringement. After investigating the facts of the incidents with the senders, the Office recommended that the colleagues utilize the Employee Assistance Program (EAPs) for consultations on labor rights and workplace communication. For the complainant of suspected workplace unlawful infringement, the Office provided an explanation of the Company's "Prevention Plan for Unlawful Infringement during Duty Performance" and proceeded in accordance with the protocols of that plan. Both cases have been concluded, achieving a 100% closure rate.

✧ Workers covered by an occupational health and safety management system

Year	Category	Number of People Covered by the Management System		Total Number of Members in the Organization		Percentage	
		Employees	Non-employees	Employees	Non-employees	Employees	Non-employees
2023	Unaudited	0	0	0	0	0%	0%
	Audited internally	1,712	10	1,712	10	100%	100%
	Audited or certified by external organizations	1,712	10	1,712	10	100%	100%
2024	Unaudited	0	0	0	0	0%	0%
	Audited internally	1,655	10	1,655	10	100%	100%
	Audited or certified by external organizations	1,655	10	1,655	10	100%	100%
2025	Unaudited	0	0	0	0	0%	0%
	Audited internally	1,775	30	1,775	30	100%	100%
	Audited or certified by external organizations	1,775	30	1,775	30	100%	100%

■ Work-Related Injury Statistics and Information on Work-Related Accidents

According to important disabling injury statistics indicators published by the Ministry of Labor, GRI Standards, and SASB Standards, in 2025, one fall incident occurred among shore-based personnel. The Company has subsequently completed modifications to employee operational flows and provided follow-up care by medical personnel. Among sea-going personnel (including those on foreign-flagged vessels), 11 incidents involving being caught-in-between, falls, slips, or being struck-by occurred. Fleet-wide circulars have been issued to request captains to strengthen the implementation of onboard Occupational Safety and Health (OSH) Training, providing scenario-based case studies to remind sea-going personnel to prioritize safety. The Company is committed to implementing onsite safety and health management and strengthening preventive operations. Keelung Container Yard has reported accident-free working hours since 2006, accumulating 19 consecutive years without any occupational injuries. As of the end of December 2025, Keelung Container Yard occupational injury registration has achieved zero injuries for 1,436,127 consecutive hours, continuing toward 1.5 million zero-injury hours.

✧ Statistics on Employees' Work-Related Injuries

Year	Total working hours (hrs)	Work-related Accidents			Rate of Fatalities Due to Work-related Injuries	Serious occupational injury rate (excluding fatalities)	Rate of Recordable Work-related Injuries	Lost Days	Disabling Injury Frequency Rate (FR)	Disabling Injury Severity Rate (SR)	Frequency Severity Indicator (FSI)	Lost Time Injury Frequency Rate (LTIFR)
		Number of People Suffering Serious Work-Related Injuries	Number of Fatalities	Recordable Number of People Suffering Work-related Injuries								
2023	5,487,656	2	0	8	0.00	0.36	1.46	1,068	1.46	195	0.53	1.46
2024	5,384,602	0	0	7	0.00	0.00	1.30	124	1.30	23	0.17	1.30
2025	5,237,425	0	0	12	0.00	0.00	2.29	454	2.29	86	0.44	2.29

Note1. Disabling injury frequency rate (FR) = Total number of disabling injuries*1,000,000/ Total working hours.

Note2. Disabling Injury Severity Rate (SR) = Disabling injury lost days * 1,000,000 / Total working hours.

Note3. Frequency Severity Index (FSI) = (Disabling injury frequency * Disabling injury severity rate / 1,000) ^0.5.

Note4. Lost Time Injury Frequency Rate (LTIFR) = Number of lost-time injuries (disabling injuries) * 1,000,000 / Total working hours.

Note5. Seafaring personnel lost days: From the day after a crew member disembarks due to injury until the end of the injury/illness.

The Company's 2025 employee disabling injury frequency rate, disabling injury severity rate, and number of major occupational injuries are all below industry averages announced by the Occupational Safety and Health Administration, Ministry of Labor.

✧ Statistics on Non-Employees' Work-Related Injuries

Year	Total working hours (hrs)	Work-related Accidents			Rate of Fatalities Due to Work-related Injuries	Serious occupational injury rate (excluding fatalities)	Rate of Recordable Work-related Injuries	Lost Days	Disabling Injury Frequency Rate (FR)	Disabling Injury Severity Rate (SR)	Frequency Severity Indicator (FSI)	Lost Time Injury Frequency Rate (LTIFR)
		Number of People Suffering Serious Work-Related Injuries	Number of Fatalities	Recordable Number of People Suffering Work-related Injuries								
2023	22,386	0	0	0	0.00	0.00	0.00	0	0.00	0	0.00	0.00
2024	17,739	0	0	0	0.00	0.00	0.00	0	0.00	0	0.00	0.00
2025	8,807	0	0	0	0.00	0.00	0.00	0	0.00	0	0.00	0.00

Note Non-employee workers refer to those whose work or workplace is controlled by the organization, including contractors and dispatched personnel at the Company.

There were no cases of work-related ill health in the Company in 2025.

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5.4.2 Hazard Identification and Risk Assessment for Effective Management

■ Container Yard and Office Risk Management

To safeguard workplace safety and health and mitigate hazards to personnel during work processes, the Company has established the "Procedure for Management of OSH Risks and Opportunities." The scope of application covers 100% of all offices, terminals, and vessels operating at Taiwan ports. The Occupational Safety and Health (OSH) Office, in collaboration with OSH personnel and occupational nurses at each workplace, conducts workplace operational risk assessments at least once a year in accordance with operational practices and regulatory updates. To implement Risk Mitigation, we employ measures such as Engineering Controls, Administrative Controls (e.g., establishing standard operating procedures), Training, and Personal Protective Equipment (PPE) to effectively prevent and reduce OSH risks and hazards during operations. Annual risk assessment results are submitted to the Occupational Safety and Health Committee for review and approval, serving as the basis for formulating OSH management plans while concurrently performing work environment monitoring and management.

Through potential risk analysis based on occupational accident cases, the Company's shore-based operations, which are primarily office-based, implement regular risk management measures—including maintenance of mechanical and electrical equipment, biannual fire drills, office CO2 monitoring, and periodic water quality testing—to ensure a safe working environment. Conversely, operations at the Keelung Container Yard and shipside sites are classified as medium-to-high risk. Currently, the Keelung Container Yard has joined the "Keelung Port OSH Family" to jointly promote autonomous safety and health management and enhance OSH performance.

To effectively prevent accidents or unexpected situations in the workplace, the Company has established the following procedures:



Work Rules / High-Risk Work Management Procedures / Procedures for Work-related Accident and Emergency Response Plans

1. Regulate that supervisors at all levels should cooperate with regulatory requirements for safety and health management implementation and supervise subordinates' compliance with standard safe operating procedures.
2. Regulate high-risk operations such as elevated work, confined spaces, hot work, lifting, and lifting cages, which should be subject to permit control according to law to ensure personnel operational safety.
3. According to law, when there is danger in the workplace, the workplace supervisor should immediately stop operations and evacuate workers to safe locations. When workers find that there is a possibility of the above immediate danger while performing their duties, they may stop the operation and withdraw to a safe place without endangering the safety of other workers, and immediately report to the person in charge of the workplace.



Accident and Incident Handling and Correction Procedures / Ship Risk Management Procedures

1. Identify various onboard operational company risk assessment forms, onboard risk assessment controls, and risk reduction measures.
2. Rest and working hours are recorded in accordance with the recommendations of ILO for monitoring and management, and instructions about the work and rest time required for onboard tasks according to seafarers' job descriptions are given to ships by sending electronic messages.
3. Establish an incident notification and handling process for work-related hazards and dangerous situations, develop improvement methods, and conduct follow-up management, to prevent similar incidents from happening again.

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✧ 2025 Keelung Yang Ming Container Yard Safety Performance

✔ Agreement Organizations

- Held quarterly.
- Multiple coordination sessions were held this year for projects including "HVAC unit replacement for the Qidu building kitchen," "exterior wall cleaning," and "relocation of meeting rooms and lactation rooms." Contractors, OSH personnel, and project organizers were invited to discuss OSH management, hazardous operation control, machinery usage, and personnel entry protocols to ensure all participating parties complied with safety regulations.

✔ Continue to accumulate accident-free working hours

- Working hours continue to accumulate without interruption.
- Completed office building roof lighting improvements, effectively eliminating nighttime illumination blind spots and enhancing site visibility.
- Installed traffic flow signage, markings, and dedicated pedestrian lanes at the Keelung Container Yard.
- Added safety warning lights and reflective facilities in storage areas to improve nighttime recognition and reduce vehicle collision risks.

■ Protection of Seafarers' Onboard Working Environment

To safeguard the seafarers' working environment onboard, ensure safety compliance, and maintain their physical and mental well-being, all fleet vessels have passed periodic audits by flag states and classification societies, obtaining certification under the International Safety Management (ISM) Code and Maritime Labour Convention (MLC) to ensure the safety of personnel, vessels, and cargo.

Prior to all shipboard operations, risk assessments are conducted. The Marine Department, together with the fleet, holds regular Safety Management Review Meetings and Vessel Safety Meetings to establish standard operating procedures in accordance with the Safety Management System (SMS), targeting zero work-related accidents.

Note For maritime operation hazard identification and risk assessment, please refer to Section [4.1 Navigation and Transportation Safety](#).



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5.4.3 Implementing Education and Training to Provide Robust Protection for Employees

To effectively protect worker safety and health, based on important indicators such as work patterns and work environments, occupational safety and health management units/personnel at each workplace plan training content according to indicator types. We establish safety and health education and training plans for the following year at the end of each year, incorporating them into "Occupational Safety and Health Management Plans" and ultimately submitting them to occupational safety and health committees at each workplace for deliberation. Training content includes at least twice-yearly fire prevention and emergency response training and business-related safety training complying with legal frequency requirements. In 2025, internal and external training totaled 117 sessions with 2,626 cumulative participants. Onsite work maintains quarterly invitations to agreement organizations and contractors for occupational injury case analysis or synchronized participation in the Company's operational training. The Company also seeks opportunities to enhance occupational safety based on operational risk assessment results, regulatory compliance, and responses to government policies, investing in training on the following topics:

* Onshore Employee Safety Management and Training

Category	Issues of Special Concern in 2025	Training Courses on the Issues Listed on the Left	
Occupational safety and health managers	■ Operation of occupational health and safety management systems ■ Government Policy Planning	■ Attended "2025 Global Medical and Security Risk Trends" (Taipei Session) ■ In-service OSH Training for Supervisors (External) ■ International Symposium on Sustainable Workplace Health and Safety	■ OSH Excellence Awards and TOSHMS Promotion Association Achievement Presentation ■ OSH Briefing for the Port Transport Industry ■ Attended "Safety Briefing for Fixed Crane Slinging Operations" held by OSHA, Ministry of Labor
Occupational safety and health management personnel, worker health service nursing personnel	Four Occupational Safety and Health Major Plans (for detailed content, see Section 5.4.4 Health Management and Care)	■ International Scientific Conference on Occupational Health and Medicine ■ Attended "Sustainable Pilot Enterprise for Healthy Workforce" Awards and Achievement Sharing	■ Attended Ministry of Labor "Workplace Equality and Sexual Harassment Prevention Seminar" ■ Attended "OSH Training for Port Operations and Gender Equality Awareness Course."
First aiders	The Company provides first aid personnel numbers exceeding legal requirements	■ Achievements this year: 1. Initial Training for First-aid Personnel: 23 persons 2. Refresher Training for First-aid Personnel: 38 persons 3. First-aid personnel are stationed on every floor, with 116 certified first-aiders (surpassing legal requirements) ■ Attended AED Administrator Course held by Keelung City Health Bureau	
Occupational Safety and Health Committee members	Legal compliance and case analysis and management	■ Regional Labor Inspection Office courses	■ Occupational Safety and Health Administration digital learning platform
General Workers (including interns and part-time students)	■ Strengthening employee fitness ■ Four Occupational Safety and Health Major Plans ■ Employee Assistance Programs	■ Organized diverse health lectures with over 2,600 participants	■ Provided workplace massage sessions for over 3,000 person-times
Before job changes for new employees or existing workers	■ Overview of occupational safety and health related regulations ■ Occupational safety and health concepts and safety and health work rules ■ Self-inspection before, during, and after operations ■ Standard operating procedures ■ Emergency incident response handling ■ Fire prevention and first aid knowledge and drills ■ Other safety and health knowledge related to worker operations	■ Conducted 18 sessions of training for new hires or employees before job changes, totaling 171 participants ■ Attended OSHA "Safety Briefing for Fixed Crane Slinging Operations" ■ OSH Training for Gondola Operators	■ OSH Training for Organic Solvent Supervisors ■ OSH Training for Oxygen Deficiency Supervisors ■ Conducted "OSH Training Emergency Response Drills"

 Attended AED Administrator Course held by Keelung City Health Bureau

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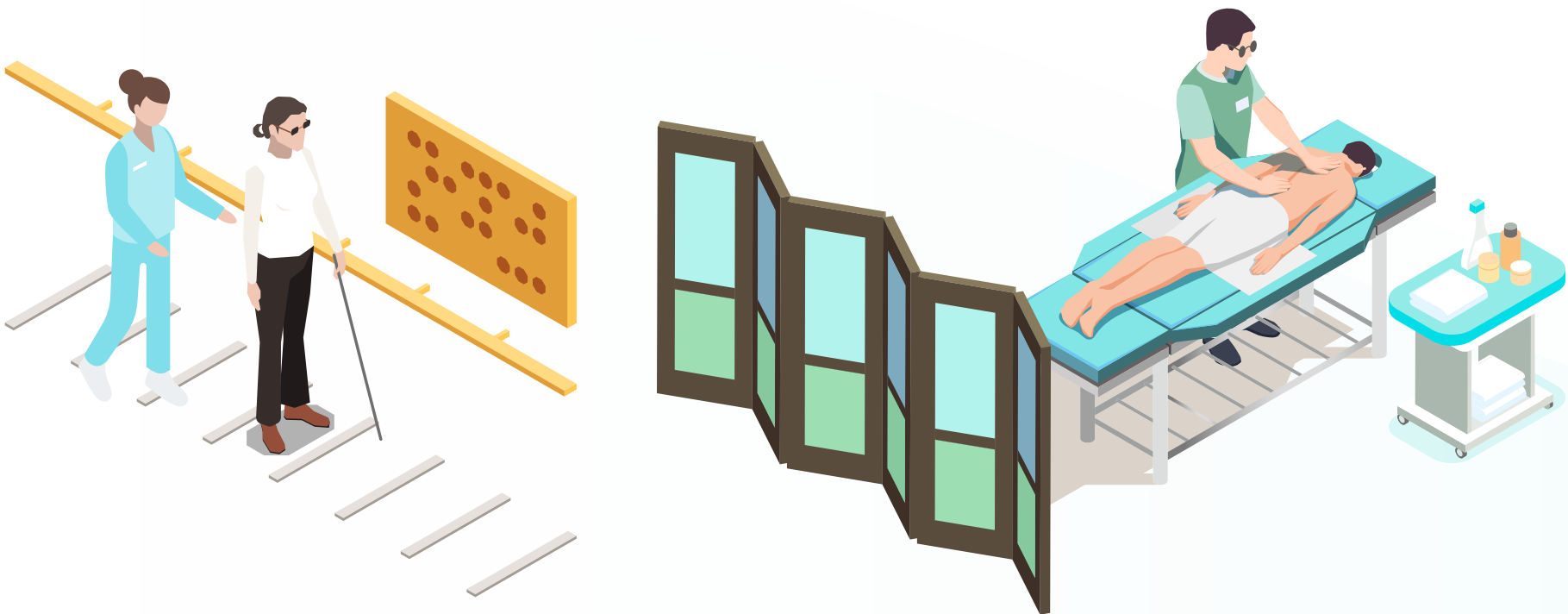
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Promoting a Friendly Employment
Environment for Persons with Disabilities

Upholding the principles of Diversity, Equity, and Inclusion (DEI), the Company continues to promote a friendly employment environment for persons with disabilities. In 2025, a total of 10 visually impaired massage therapists were employed. A safe, friendly, and supportive working environment was provided based on their job characteristics and actual needs. To assist them in performing their duties and ensure personal safety, dedicated administrative staff were assigned to help with daily operational flows and commuting logistics. These reasonable accommodation measures help mitigate potential risks during work and commuting. Additionally, to enhance their emergency response capabilities, the Company organized regular educational sessions and conducted phased evacuation drills for both administrative staff and visually impaired therapists.



Seafarer Safety Management and Training

To protect the work environment of seafarers on ships, all vessels in the fleet currently pass regular audits by flag states and classification societies, while also obtaining International Safety Management Code (ISM Code) and Maritime Labour Convention (MLC) certificates. For risks faced by shipboard work such as variable climate and medical inconvenience, relevant management policies and measures are formulated to ensure personnel safety, vessel safety, and cargo safety. Through shipboard auditing, supervision, and vessel boarding visit mechanisms, and systematic implementation of management records and tracking, dual supervision of personnel performance and vessel maintenance is achieved, improving overall vessel operation and navigation safety. Seafarer training is also an important part of the Company's maritime safety improvement. In addition to enhancing competencies, we require all crew members to receive pre-duty occupational safety training before boarding, including: maritime case explanations, company ISM policies, latest convention legal requirements, occupational safety awareness, etc., and provide personal protective equipment to prevent accidents. The Company also regularly sends occupational safety and health communications, introducing seafarer occupational safety and health concepts at all levels. To meet modern environmental demands, seafarer training also strengthens courses on vessel clean energy and compliance with environmental regulations of various countries. All vessel operations undergo risk assessment, with the Marine Department and fleet regularly holding safety management review meetings and vessel safety meetings, establishing standard operations according to vessel safety management systems with zero industrial safety accidents as the goal. Through training, we actively promote emergency evacuation procedures when danger occurs and urge crew members to report to direct supervisors according to procedures. The Company regularly implements various drills to enhance seafarer response capabilities, ensuring that when emergency incidents occur, shore management units and seafarers can communicate effectively and take appropriate emergency response measures.



2025 Occupational Safety Related Courses

- Seafaring pre-job training total trainees: 564 participants.
- Seafarers received Class 3 occupational safety and health supervisor training: 53 participants.
- To enhance workplace safety and health concepts and awareness, 2 sessions of industrial safety experience training were conducted, totaling 14 people.
- Other Work Safety Crisis Awareness Enhancement Methods.
- Monthly regular safety, health, and environmental meetings held onboard, totaling 12 times annually.
- Accident case sharing and prevention promotion.
- Random onboard inspections by occupational safety personnel to inspect the implementation of onboard occupational safety affairs

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5.4.4 Health Management and Care

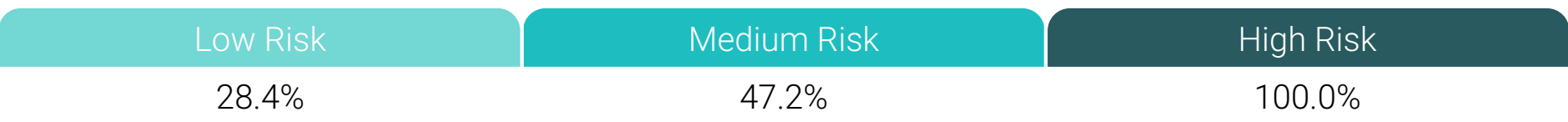
Health Care for Onshore Employees

The Company prioritizes employee health, regularly organizing health examinations and partnering with employees to monitor their personal health status. We provide health check frequencies and subsidies (NT\$ 10,000) that exceed statutory requirements (Beyond Compliance). Three major health screening packages, designed around common domestic cancers, are offered for employees to choose from. In 2025, health examinations were conducted for all shore-based personnel (excluding department heads, supervisors, and expatriates), achieving an overall completion rate of over 97%, reflecting a high level of Employee Engagement in health management measures. Examination results are analyzed via the Company's "Employee Health Management Platform" for Health Risk Analysis. For employees categorized as high-risk based on the assessments, the Company proactively arranges consultations with On-site Service Physicians. We also encourage participation in Company-organized Health Promotion Activities to assist employees in improving their lifestyles, mitigating health risks, and realizing the management objectives of Preventive Medicine and workplace health promotion. The results of the 2025 analysis are as follows:

2025 Health Risk Level Distribution



2025 Physician Consultation Rate



Employee Health Examination Satisfaction Survey

According to the 2025 survey results, 98% of colleagues gave a rating of 4-5 points (on a 5-point scale) regarding "Health Check Hospital Check-in and Service Process," "Professionalism of Personnel," and "Service Attitude of Personnel". The overall satisfaction level remained above standard, with an average score of 4.7.

To effectively perform Workplace Hazard Identification, we implement Health Promotion Programs based on health examination results and on-site medical advice, guided by the "Four Major Plans," job pattern analysis, and workplace environment visits. In addition to inviting professional physicians for lectures, we collaborate with local health authorities to organize multiple health promotion activities, reaching a cumulative total of 2,653 participants. Beyond lectures, the Company also utilizes internal messaging to disseminate Occupational Safety and Health (OSH) information.

Health Promotion Activities

Topic ^{Note2}	
Enhancing Physical Fitness	9 sessions of Tech-based Physical Fitness.
	"Walking for Health, Forever Health" activity: In 2025, 751 people participated, with the participation rate significantly increasing from 27% in 2023 to 57%.
	8 sessions of Slow Jogging.
Nutrition Planning and "Three Highs" Prevention	"Preventing Sarcopenia" health lecture.
	"What to Do if You Can't Sleep?" health lecture.
	"HPV is Relevant to You: Let's Move for Cancer Prevention" health lecture.
Mental and Physical Stress Relief Courses and EAPs ^{Note1}	"Workplace Conflict and Communication Skills" health lecture.
	"Winter is Coming: Preventing Cardiovascular Diseases" health lecture.
	A total of 296 sessions of workplace massage services were conducted, serving 5,328 person-times.
Medical and Vaccine Subsidies	"Handmade Soap Flower for Stress Relief" course.
	"Five Senses Stress Relief: Summer Fragrant Tea and DIY Tea Bags" lecture.
	Summer Essential Oil DIY course for Mind Comfort.
	Workplace Stress Adjustment and Office Stretching Exercises.
	"Mood Navigation: A Journey of Emotional Care from Recognition to Awareness".
	EAPs Briefing: "Forest Breath: Winter Healing Time".
	Stress Relief Essential Oil Handmade Course: Ocean Repair Cream Making.
	Full subsidy for vaccinations provided to expatriates after physician consultation.
	"2025 Vaccination Subsidy Program": A cumulative total of 199 people applied for subsidies.
	"Flu on the Left, COVID on the Right: Health and Peace of Mind" public-funded vaccination activity held in autumn/winter, with 100 participants.
	Ophthalmic medical expense subsidies combined with workplace eye care guide promotion: 170 participants this year, with total subsidies reaching NT\$ 93,740.

^{Note1}: For details, please refer to "[Deepening Employee Care to Create a Reassuring Workplace](#)".

^{Note2}: For details, please refer to the subsequent descriptions in this chapter.

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■ Survey on Intention for Health Improvement Measures

By integrating internal corporate resources, we compiled statistics on health improvement measures that colleagues intend to implement. Simultaneously, health promotion activities were arranged addressing "red-flag" (abnormal) items identified during health checks, ranked by intention level:

Implementation Willingness	Health Improvement Measures	Health Promotion Activities
High ↑ ↓ Low	Start with daily routine changes, such as exercise or diet	Health Lectures
	Arrange further examinations at medical institutions where individuals usually seek medical care	Fitness Activities
	Arrange consultation with the company's on-site medical service doctors	Nutritionist - dietary health education courses
	Continue observation (no action for now)	Doctor on-site service consultation activities
		■ Club activities ^{Note}
		■ Participate in external organization activities ^{Note}
		■ Weight control class ^{Note}

^{Note} "Club Activities," "Participation in External Organization Activities," and "Weight Control Classes" involve more proactive physical exertion or intervention, resulting in lower intention ratios.



■ Health Care for Seafarers

Yang Ming requires all seafarers to submit physical (health) examination certificates and drug testing data before boarding. During navigation, to prevent drug and alcohol abuse, the Company has established "Drug and Alcohol Control," and alcohol testing can be performed when necessary to ensure colleague work safety. Given the special work environment, the company also requires seafarers to strengthen health management of blood pressure, urine sugar, urine protein, and other indicators. If there are abnormalities or notes, the company nurse or contracted physician will provide health education and health follow-up management.

✓ Health and Safety Measures for Seafarers

- Provided an annual health check subsidy of NT\$ 10,000 to increase incentives; 63 sea-going personnel applied in 2025.
- Collaborated with hospitals to provide Maritime Medical Consultation resources, completing 50 consultations in 2025.
- 199 crew members obtained Automated External Defibrillator (AED) qualification certificates.
- 122 crew members completed 12-Lead EKG training.
- 812 crew members completed EAPs and Gender Equality training to assist in managing work stress, psychological adjustment, and interpersonal issues.
- All fleet crew members are required to receive Yellow Fever vaccinations, and some are vaccinated against Cholera due to port requirements, with full subsidies provided by the Company.

✓ Digital Health Care Project

Yang Ming Marine Transport Corp. collaborates with Taipei Medical University (TMU) and National Taiwan Ocean University (NTOU) to drive a Digital Health Care Program for sea-going personnel. This program integrates medical technology, maritime health, and industrial resources to jointly develop digital health care solutions tailored to seafarers' needs. The key focus areas of this collaboration include:

1. Emergency Medical Care: Enhancing maritime emergency care by utilizing 24/7, zero-time-lag, and zero-distance telemedicine technology. This prevents delays in medical treatment for maritime personnel and ensures immediate intervention when accidents occur.
2. Mental Health Promotion: To address the physical and mental stress caused by long working shifts and extended periods away from home, the program provides psychological risk assessment and prediction, mental resilience, stress management, and mental health support services.
3. Long-term Health Monitoring and Prevention: Developing remote health monitoring devices and platforms tailored for maritime environments to track crew members' physiological data in real-time, providing health alerts and medical recommendations.

The Chairman of Yang Ming stated that the Company continuously prioritizes the psychological care and health safety of sea-going personnel. In addition to existing real-time emergency medical consultation services and Employee Assistance Programs (EAPs), this collaboration strengthens the technology-driven Smart Medical Health Management model. This initiative aims to comprehensively improve the quality of care for seafarers and promote the sustainable development of the shipping industry.

■ Four Major Programs Implementation Results and Targets

We follow the Occupational Safety and Health Administration, Ministry of Labor's "Night Work Safety and Health Guidelines" to implement care for night workers' occupational safety and health, ensure employee physical and mental health, and reduce the risk of workplace violence. The Company's two nurses additionally conduct night work promotion, with a comprehensive explanation as follows:

Four Major Programs	2025 Results	Target by 2026
 Plan for Ergonomic Hazards	1. "Walking for Health" activity: A total of 751 participants, with 189 individuals successfully reaching weight loss goals. 2. Conducted 10 sessions of "Tech-based Physical Fitness Tests," with 785 participants; 98% of colleagues gave a satisfaction rating of 4-5 points (on a 5-point scale). 3. Workplace Massage sessions: 296 sessions were executed, serving 5,328 person-times.^{Note} 4. Organized "Light Rhythm Slow Jogging," with 40 colleagues participating.	■ Increase the participation rate in Health Promotion Activities.
 Prevention Plan for Illnesses Induced by Abnormal Workload (for Shore-based Personnel)	1. Employees with an average monthly overtime exceeding 45 hours for six consecutive months are classified under "Long Working Hours" management. Audit results for 2025 showed that no employees met the criteria for exceptional long working hours. 2. Conducted Health Care Visits and completed questionnaire assessments for personnel involved in "shift work," "night work," or other roles with potential exceptional workload risks. This ensured tracking of the impact of workloads on physical and mental health. Results were provided to unit supervisors and served as a reference for subsequent health management and improvement measures. 3. Combined health lectures and advocacy activities to promote topics such as stress adjustment, sleep management, and physical/mental well-being, enhancing employees' Self-care Awareness.	■ Increase online training courses.
 Prevention Plan for Workplace Violence, Harassment, and Bullying during the Performance of Duties	1. Implemented "Prevention of Unlawful Infringement during Duty Performance" measures in accordance with regulations, upholding a Zero Tolerance principle against any form of workplace infringement. 2. In 2025, the "Guidelines for Prevention of Unlawful Infringement during Duty Performance" were distributed to all colleagues to declare the Company's clear stance and simultaneously promote Grievance and Reporting Channels, strengthening institutional frameworks and policy declarations to enhance risk identification and self-protection awareness. 3. Conducted physical and online "Workplace Unlawful Infringement Prevention" courses in 2025, utilizing diverse channels to advocate prevention concepts, grievance procedures, and relevant support resources.	■ Increase online education and training courses. ■ In coordination with the Occupational Safety and Health Act (OSHA) amendments regarding Workplace Anti-bullying, the Company will revise internal management procedures once official announcements are made by the competent authority to ensure Regulatory Compliance.
 Workplace Maternal Health Protection Plan	1. In 2025, 23 individuals were identified as protected subjects under the Maternal Health Protection Plan (accounting for 2.9% of female employees); all 23 completed physician interviews and received health guidance. In addition, prenatal/postnatal education and care were provided to 16 spouses of male employees. 2. Encouraged employees' children or grandchildren to enroll in the Company's Childcare Center.	■ Increase online education and training courses.

^{Note} Cooperated with Keelung City Government in 2022. In 2025, 10 visually impaired massage therapists were hired to provide massage services.

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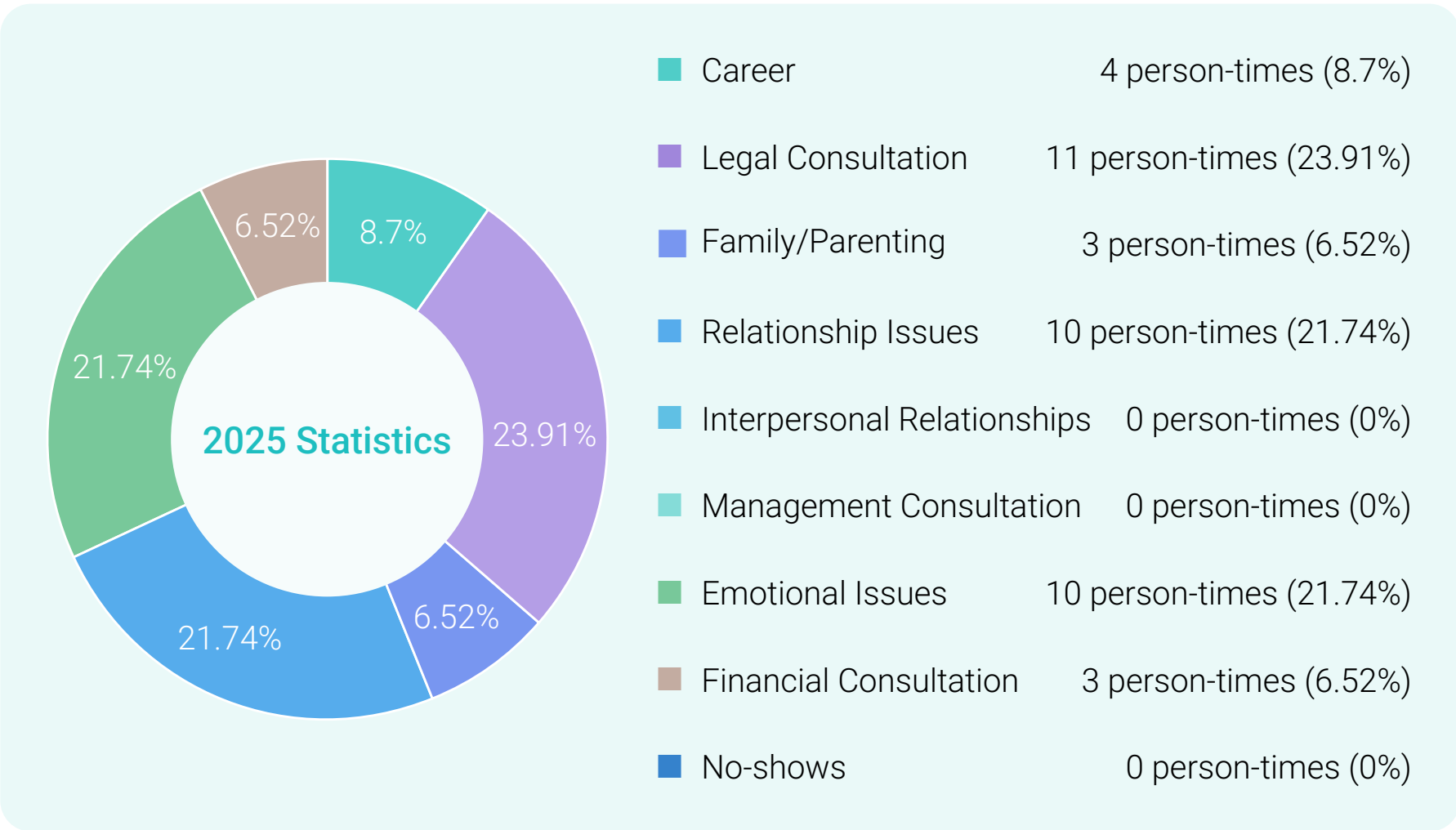
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Deepening Employee Care to Create a Reassuring Workplace

The Company's Employee Assistance Programs (EAPs) provide each individual with up to four expert consultation sessions per year, calculated at 60 minutes per session, with all associated costs borne by the Company. The scope of application includes shore-based employees, expatriate representatives (including spouses), and sea-going personnel (including spouses). In 2025, the Company further enhanced the service by providing a 365-day, 24/7 continuous consultation hotline.

- Stage 1: Colleagues facing issues such as family/parenting, career, gender relationships, physical/mental stress, legal matters, or financial planning can consult with professional Case Management Psychologists at the center via phone with unlimited sessions.
- Stage 2: Following an assessment by the center, if specialized consultant or expert assistance is required, separate arrangements will be made for expert consultations via phone or face-to-face interviews at a suitable time.

In 2025, the primary consultation topics were Legal Consultation (23.91%), followed by Relationship and Emotional Issues (21.74% each), indicating a continuous increase in employee demand for life and psychological support. Among these, Career and Legal Consultations increased by 9.9% and 14.6%, respectively, compared to 2023.



To enhance employee awareness and willingness to utilize EAPs, the Company continues to organize diverse promotional activities:

Onshore Employees

- "SHOW Love to Dad" Father's Day activity with over 160 participants, conveying gratitude to family members and strengthening bonds.
- "Heartfelt Warmth and Positive Energy" sessions with 466 participants, sharing appreciation for supervisors or colleagues through the internal Occupational Safety Forum.
- EAP Briefings and "Forest Breath: Winter Healing Time" workshops: 7 sessions held this year with 332 participants.

Seafarers

- Implemented EAPs and Gender Equality promotional activities, with 26 sessions and 812 participants throughout the year. Through specialized lectures and continuous advocacy, the Company assists seafarers in strengthening Psychological Resilience, improving Accessibility to support resources, and deepening awareness of Sexual Harassment Prevention and Gender Equality.
- Held specialized lectures such as "EAP Advocacy and Gender Equality Workplace for Seafarers" and "Your Workplace Support, More Than Just MeToo". Content integrated EAP service overviews with Gender Equality Regulations and case studies, effectively enhancing seafarers' understanding of Workplace Support Mechanisms and Human Rights Protection issues.

Upholding a People-oriented philosophy, the Company utilizes regular advocacy and case sharing to enhance employee awareness of mental health and professional consultation resources. This aims to gradually establish a Positive Help-seeking Culture, ensuring employees feel secure seeking support when facing work and life challenges.

Furthermore, **the Company introduced the "Mental and Physical Adjustment Leave" system in 2025. Each employee is entitled to 3 days of leave per year**, encouraging them to adjust their physical and mental state to enhance overall health and Job Stability.

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Community Patrol

Social Good and Public Welfare Participation

Chapter Highlights

- Investment in charity, community development, and cultural promotion totaling NT\$42,246,876
- Held a charity and second-hand goods charity bazaar for 16 consecutive years, with donations of over 2,600 charity sale items; total charity sale proceeds and voluntary employee donations of NT\$2,339,310 were donated to 20 charitable organizations



6.1

Yang Ming's Community Care Strategies

Yang Ming has been dedicated to promoting ocean cultures and education and supporting the development of local communities. With "enhance social participation to give back to society" as one of our sustainable development strategies, we demonstrate our empathy while developing our business, work with government organizations, charities, academic organizations, and NGOs in support of humanitarian and charitable aid, value the education and development of young people and students, offer education subsidies, engage in industry-academia collaboration, and expand the seafarer manpower pool. Furthermore, in line with the sports policies implemented by the government, the Company sponsors excellent athletes and those with potential. Yang Ming also actively facilitates community development to encourage the promotion of local cultures. Yang Ming "spreads" happiness to society, cares for more communities, and heads toward the future of sustainable development.

■

Social participation and engagement

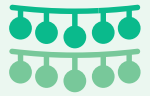
Item	Content	Amount (NT\$)	Percentage
 Charity activities	Public welfare and second-hand charity bazaar; Typhoon Danas disaster relief fundraising project.	10,696,876	17.33%
 Cultural arts and community development activities	Support for domestic and international art events, Taiwan Lantern Festival, Keelung Fairy Tale Art Festival, TAIWAN PLUS 2025, Neo-Classical Chamber Orchestra, Keelung Mid-Summer Ghost Festival, musicals, etc.	6,550,000	10.61%
 Natural Environment	Coral Restoration	1,500,000	2.43%
 Sports Promotion and Title Sponsorship	National Junior and Youth Table Tennis Elite Championships; Kenda Tire Cup Women's Golf Open National Age-Group Basketball Championships; Kaohsiung Badminton Masters (online live viewership exceeded 10,000); Sponsorship of athletes (9 for table tennis, 3 for badminton, 3 for taekwondo, 1 for swimming, and 1 for track and field).	5,168,000	8.37%
 Scholarships	Post-baccalaureate Subsidy Rising Seafarer Subsidy College and Maritime Vocational High School Scholarship Subsidy	12,807,424	20.75%
 Donation to Yang Ming Cultural Foundation	Using the Company's core container shipping business as the main promotional theme to assist in building corporate image and exercising social impact.	25,000,000	40.50%
Total		61,722,300	100.00%

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Social Participation and Engagement and
Number of People Benefited

Item	Content	Input Person- times / Resources	Amount (NT\$)	Percentage
Volunteer Manpower	Beach cleanups, community engagement, volunteer activities.	463 people	81,500	6.73%
Management Costs	Beach cleanups, volunteer activities, flea market activities, ESG low-carbon response actions	836 people	1,129,790	93.27%
Total			1,211,290	100.00%

Note The investment amount for volunteer manpower is calculated as: Average hourly wage of entry-level personnel (NT\$ 326) × Total hours of official leave for volunteer activities (250).

Providing Internship Opportunities through
Industry academia Collaboration

Item	School	Number of People Benefited
Providing navigation and engineering internship opportunities through industry-academia collaboration	National Taiwan Ocean University	11
	National Kaohsiung University of Science and Technology	34
	Taipei University of Marine Technology	11
Total		56

Initiate a Journey of Recycling through Circular Economy

Yang Ming continues its excellent tradition by holding a charity and second-hand goods charity bazaar full of love and environmental awareness for 16 consecutive years. Every year, it receives enthusiastic response from colleagues. This year, our employees generously donated over 2,600 charity sale items, allowing still-usable materials to find new homes in the charity bazaar, practicing the concept of "love the earth, be environmentally friendly, and take action." This year's charity and second-hand goods charity bazaar was held at the 15th floor sports field of the headquarters. To care for socially disadvantaged groups, Keelung Branch of Genesis Social Welfare Foundation, Taoyuan City Merry House Social Welfare Foundation, Victory Social Welfare Foundation - Victory Kitchen, Prader–Willi Syndrome Association Taiwan, Yü-Chen Social Welfare Foundation Jixian Sheltered Workshop, and Taipei Autism Children Social Welfare Foundation - I Can Sheltered Workshop were invited to set up stalls, giving our employees the opportunity to support charity organization products through actual purchases, and allowing second-hand charity sale goods to have more diverse exchanges. The proceeds from the charity sale have been combined with colleagues' year-end charitable donations and donated in full to charitable organizations; the remaining unsold charity sale items are transferred through the Huashan Social Welfare Foundation to disadvantaged families in need. Yang Ming continues to care for society, by supporting charitable organizations, and working together with society to create a beautiful future.



829 charity sale items were sold, with total charity sale proceeds and employee donations income of **NT\$2,339,310**, which was donated to **20** charitable organizations

Organization Name	Designated Purpose
Parents' Association for Persons with Intellectual Disabilities of Taipei City	Funds are used to serve children with intellectual disabilities and their primary family caregivers, enhancing caregivers' parenting capabilities.
Taipei Orphan Welfare Foundation	Funds are used to subsidize tuition and miscellaneous expenses for orphans, encouraging underprivileged orphans to strive in their studies.
Da-Guang Christian Children and Youth Home (Keelung)	Funds are used for the care and education of vulnerable children and youth, as well as those who have suffered from domestic violence.
Harmony Home Association Taiwan	Funds are used for consumables (milk powder, diapers, wet wipes), meal costs, and placement care fees for children affected by HIV/AIDS.
Hsiang Shang Social Welfare Foundation	Funds are used for necessary repairs to the residential environment of residents at "Taichung Guang-Yin Children's Village" to enhance the living safety and comfort of children and youth.
Eden Social Welfare Foundation - Lonely Elderly in Qidu District	Funds are used for the Chinese New Year Meal Project and the "Send Love Home" project services for elderly individuals living alone.
Eden Social Welfare Foundation - Keelung District	Funds are used by early intervention units in Keelung to provide Monday-to-Friday full-day daycare and therapeutic education services for children with developmental delays.
Genesis Social Welfare Foundation - Keelung Branch	Funds are used for inpatient care and nursing expenses in the Keelung district.
Association of World Peace	Funds are used to provide "Nutritious Breakfasts with Love" for vulnerable children.
Spinal Cord Injury Collaborative Team - Taoyuan Private Spinal Cord Injury Potential Development Center	Funds are used for training and counseling in self-care for patients to maintain their basic quality of life and survival dignity.
Happy Learning Association, R.O.C.	Funds are used to provide after-school tutoring services for children from vulnerable families.
Lord Grace Children's Home affiliated with Holy Word Foundation	Funds are used for necessary repairs to the children's home to enhance living safety and comfort.
Taiwan Fund for Children and Families (TFCF) - Keelung/Nantou/Taitung/Hualien/Tainan North/Pingtung/Yunlin/Kaohsiung North Offices	Primarily used to provide education expenses for vulnerable children.

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Supporting Sports Activities to Create a Sustainable Future

Yang Ming Marine Transport Corp. prioritizes employee health and consistently encourages colleagues to cultivate good exercise habits outside of work to maintain physical and mental well-being. To showcase training results and promote external exchange among the Company sports teams, the Company regularly organizes corporate friendly tournaments, driving a nationwide sports culture through platforms for competition and learning. In addition to encouraging employees to participate more actively in physical fitness activities, the Company provides various health check subsidies and hosts health lectures, earning certification as a "Sports Enterprise" from the Sports Administration, Ministry of Education. To promote the spirit of social co-prosperity and demonstrate its care for the community, the Company has, since 2021, provided fixed-amount, long-term sponsorships to promising young professional athletes in Taiwan. By providing corporate resources, the Company hopes to support athletes' professional training and career development, helping more rising stars in the sports world so they can focus on training without financial concerns, face diverse challenges, and strive for better competitive results. In 2025, sponsorships for athletes and various events—including the National Junior and Youth Table Tennis Elite Championships, Kenda Tire Cup Women's Golf Open, National Age-Group Basketball Championships, and Kaohsiung Badminton Masters—totaled NT\$5,168,000.



■ Yang Ming Marine & Basketball Experience Camp



Yang Ming organized the " Marine & Basketball Experience Camp " to inspire children's maritime dreams and basketball passion.



Yang Ming supports the landing of the National Age-Group Basketball Championships in Keelung (Source: Chinese Taipei Basketball Association).



6.2 Inspiring People to Embrace the Ocean

The "Yang Ming Marine Transport Culture Foundation," which receives annual donations from Yang Ming Marine Transport Corp., has been actively promoting marine culture education since its establishment in 2005, dedicated to enhancing the public's awareness of "Approaching, Loving, and Understanding the Ocean." The Foundation's Keelung 1915 Yang Ming Marine Culture & Art Museum maintains long-term collaborations with local groups to promote Sustainable Marine development and Cultural Preservation issues through exhibitions and educational activities. By utilizing diverse creative exhibitions and experiential events, the Foundation deepens the integration of shipping knowledge into daily life and strengthens Local Connections, encouraging the general public to focus on sustainable marine development. In response to UN Sustainable Development Goal (SDG) 4, "Quality Education," the Company invested NT\$9.16 million in exhibition curation and educational promotion in 2025. Throughout the year, the museum recorded 28,000 visitors and organized 45 events with a cumulative total of approximately 3,770 participants, consistently leveraging its influence in cultural education and Social Communication.



Marine Education and Sustainability Awareness Promotion

The Foundation fosters marine literacy and environmental awareness through campus outreach and experiential learning:

- ✓ The "Yang Ming Marine Academy" was introduced at 11 schools, with 19 sessions held and a cumulative total of 448 participants.
- ✓ Organized the "Little Navigator Summer Camp" and the "Adventure of Barnacles Winter Camp," with a combined total of 44 participants.
- ✓ Developed marine sustainability educational content to deepen students' understanding of vessel transportation and environmental issues.



Resource Circulation and Environmental Action

Integrating the circular economy with environmental education to enhance social engagement in sustainability issues:

- ✓ Implemented the "Container Sustainable Soap" project, producing 740 bars of recycled soap, 500 of which were donated to remote areas and overseas regions.
- ✓ Trained 68 volunteers to participate in the promotion of sustainability education.
- ✓ Exhibited "Raft Stool" recycled furniture at the Taiwan Design Expo to promote the concepts of Resource Circulation and Sustainable Design.



Cultural Preservation and Social Participation

Deepening cultural links and local engagement through exhibitions and public activities:

- ✓ Collaborated with the National Palace Museum on the "Coming by Boat" special exhibition, attracting approximately 14,080 visitors during the exhibition period.
- ✓ Organized a series of activities for International Museum Day, with a cumulative total of over 1,000 participants.
- ✓ Sponsored the co-creation of art installations for the Keelung Fairy Tale Art Festival, with approximately 5,000 students participating.



Biodiversity and Environmental Advocacy

Driving environmental education and practical actions to increase social focus on ecological conservation:

- ✓ Conducted the "Finding a Home for Hermit Crabs" activity on World Ocean Day, with approximately 31 participants.
- ✓ Held screenings and seminars for the documentary "Our Planet," with approximately 30 participants.

For more information on our activities, please visit the link below

■ [Yang Ming Marine Culture & Art Museum Website](#)

■ [Facebook](#)

■ ["Seaborn" Quarterly Magazine](#)

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UN Global Compact Alignment

Yang Ming's Current Alignment with the "United Nations Global Compact"

Aspect	UN Global Compact	Yang Ming's Current Practice and Future Planning
Human Rights	1 Support and respect internationally recognized declarations of human rights protection	The Company supports and complies with internationally-acknowledged human rights norms and principles including the "International Bill of Human Rights," "UN Global Compact," and "International Labour Organization Fundamental Conventions and Standards" which cover but are not limited to protecting the rights and interests of workers. The Company has also developed a human rights policy according to the guidelines of the aforesaid documents. Each of the Company's ships operates in compliance with the Maritime Labour Convention (MLC) and has been certified for compliance with the MLC.
	2 Ensure non-involvement in human rights violations	The Company's operating locations are distributed all over the world. When it comes to human rights, we respect and protect all internationally acknowledged human rights and never engage in any activities that neglect and involve human rights violations to ensure thorough protection of internationally acknowledged human rights. Internal rules and regulations have been established. For violations of laws and regulations or the Company's internal regulations, disciplinary action is taken in accordance with relevant disciplinary policies.
Labor	3 Uphold freedom of assembly and explicitly acknowledge the right of collective bargaining	To protect employees' assembly rights, all seafarers can freely join the National Chinese Seamen's Union (NCSU). Yang Ming Marine Union has been established for over 27 years. The Company's employees can join or withdraw according to personal will. In 2025, approximately 74% of employees were union members. The Company currently has harmonious labor-management relations and does not enter into a collective bargaining agreement. In addition, to ensure smooth labor management communication channels, a labor-management meeting is held regularly in the year in order to cement labor-management relations and protect the rights and interests of workers. Moreover, we also make sure our employees have the freedom of association. They can join and participate in any clubs and activities they wish to.
	4 Eliminate all forms of forced and compulsory labor	The Company always protects internationally-recognized labor rights in all operating premises, respects workers' freedom and prohibits any form of forced labor. The Company has also established a seafarer's job description to specify their job duties. There were no incidents of forced labor at the Company.
	5 Clearly prohibit child labor	The Company prohibits the employment of child labor in accordance with labor laws and regulations. We exclude child labor when recruiting employees. Currently, there are no children employed by the Company.
	6 Eliminate discrimination related to employment and occupation	The Company eliminates discriminatory practices in employment. The Company employs female seafarers, with equal starting salaries for male and female employees. In 2025, onshore female non-managerial employees increased by 3.26% compared to 2024, and onshore female managers increased by 9.88% compared to 2024. Male employees can also apply for unpaid parental leave. Through the "Maternal Health Protection at Work Program," the Company actively promotes relevant care activities and offers the employees excellent breastfeeding rooms to protect maternal health.
Environment	7 Support taking preventive action against environmental challenges	The Company has established the Ship Energy Efficiency Management Plan (SEEMP) and Carbon Intensity Indicator (CII) mechanisms to manage vessel energy efficiency, including the installation or retrofitting of energy-saving facilities, Ballast Water Treatment Systems (BWTS), and scrubbers. The Company continuously evaluates the feasibility of utilizing alternative fuels for future newbuilding projects. In 2025, the Board of Directors approved the procurement of seven 16,000 TEU LNG dual-fuel vessels and six 8,000 TEU dual-fuel-ready next-generation energy-saving vessels. Upon delivery, these dual-fuel vessels are expected to utilize LNG in conjunction with dual-fuel-ready next-generation energy-saving main engines to reduce fuel consumption and overall Greenhouse Gas (GHG) emissions.
	8 Support initiatives to strengthen environmental responsibility	Based on the TCFD framework, the Company has included climate change in the assessment scope of the Group's risk assessment reports and organized the climate change-related risks and opportunities that the Group has identified in the assessment reports as a reference for the Company's medium-to-long term strategies. The Company participates in the Silk Alliance, the Getting to Zero Coalition, and the Society for Gas as a Marine Fuel (SGMF) to develop and promote vessel decarbonization strategies.
	9 Encourage the development and promotion of environmentally friendly technology	The Yang Ming Smart Ship Center System has been developed to monitor vessel energy efficiency and hull performance. The CII and related rating calculations have been included in the Smart Ship Center – Green Shipping Module. Digitalization has been promoted to cut paper use. It is estimated that about 1.4 tons of carbon emissions and 0.0002 tons of paper and toner can be reduced and saved by exchanging bills of lading with customers.
Anti-Corruption	10 Firmly oppose any form of corruption, including extortion and bribery	The Company has established the "Codes of Ethical Conduct," " Ethical Corporate Management Best Practice Principles," and "Procedures for Ethical Management and Guidelines for Conduct " and other internal regulations to regulate any form of corruptive behavior. In accordance with the " Regulations Governing the Audit Committee's Handling of Stakeholder Suggestions and Complaints " and "The Procedures of whistleblowing cases for Yang Ming Group Members", a stakeholder suggestion and complaint systems and whistleblowing systems have been developed to maintain the corporate culture of the Company's integrity management philosophy.

UN Global Compact – Sustainable Ocean Principles Alignment

Yang Ming's Current Alignment with the "United Nations Global Compact - Sustainable Ocean Principles"

Aspect	Sustainable Ocean Principle	Yang Ming's Current Practice and Future Planning
Ocean Health and Productivity	1 Assessment of short-term and long-term impacts of corporate activities on ocean health, and integration of these impacts into corporate strategies and policies.	■ "Care for the environment and treasure the Earth" is the environmental policy of Yang Ming. ■ The Company operates international shipping services, maintaining the marine environment, making good use of resources, preventing pollution, and giving back to society are the Company's main responsibilities. We comply with relevant laws and regulations of each port state, and preemptively take actions to ensure the fleet meets regulatory requirements to reduce impacts on local marine environments. For details, please refer to CH3 Green and Sustainable Shipping - Operating Strategies for Environmental Sustainability .
	2 Consider sustainable business activity opportunities that contribute to the restoration, protection and maintenance of ocean health, productivity, and marine life.	Through the Company's "Supplier Code of Conduct," the Company requires supply chain partners to jointly comply with this commitment and related biodiversity protection regulations, avoiding damage to protected forests, oceans, and species. The Company also commits to comply with the "United for Wildlife Transport Taskforce - Buckingham Palace Declaration on the Illegal Wildlife Trade," avoiding purchasing goods from suppliers that cause biodiversity loss or violate environmental regulations.
	3 Take action to avoid marine pollution, reduce greenhouse gas emissions from operations to prevent ocean warming and acidification, and promote circular economy.	The Company has calculated the carbon intensity of its fleet since 2008, which was 36.45 g/TEU-km in 2025. New vessels must meet the following requirements: ■ New, tin-free antifouling paints are used to avoid affecting the genes of marine life, causing genetic mutations, and impacting the ecology. ■ All ships in the fleet have ballast water management certificates and implement ballast water management plans in compliance with the regional regulations of port states. For existing ships, ballast water treatment systems are installed on an annual basis to control and mitigate the impact on marine ecology. ■ A ship biofouling management plan has been established to enhance the effectiveness of the fleet's overall biofouling management, maintain vessel performance and fuel efficiency, and significantly reduce operational delays.
	4 Develop and manage plans for the use and impact of marine resources to ensure long-term sustainability of the ocean. Assess the impact of operating activities on the ocean as well as coastal areas and communities using precise measurement methods.	Accurately calculate carbon intensity to measure continuous carbon reduction performance, with each ship obtaining Environmental Ship Index (ESI) efficiency indicator scores. ESI is used by ports to encourage vessel emission reductions by assessing the environmental performance of vessels calling at port. When carriers update engine, fuel, and other emission reduction technology upgrades, making ship carbon emissions lower than International Maritime Organization (IMO) regulations, they can receive incentives. The Company obtained North American terminal incentives of USD 20,350 in 2025, demonstrating substantial recognition from docking ports for the Company's commitment to ship emission reduction.
Governance and Engagement	5 Responsibly communicate with enforcement agencies and regulatory organizations related to ocean-related laws/regulations/frameworks.	Yang Ming actively cooperates with national policies, the European Union, International Maritime Organization (IMO) 2050 net-zero carbon emission targets, and IMO carbon intensity target of 40% reduction by 2030. The Company's current carbon intensity has decreased by 63.32% compared to 2008, with performance already exceeding IMO requirements. The Company continues to monitor revisions and promulgation of ocean-related laws and will maintain internal and external communications on relevant issues.

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[UN Global Compact - Sustainable Ocean
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Aspect	Sustainable Ocean Principle	Yang Ming's Current Practice and Future Planning
Governance and Engagement	6 Follow and support standard setting, and implement best practices promoted by relevant organizations/markets to create healthy and productive oceans and ensure marine life.	■ Yang Ming strictly complies with the International Convention for the Prevention of Pollution from Ships and the International Convention for the Control and Management of Ships' Ballast Water and Sediments. Ship waste, ship sewage and ballast water are managed accordingly. ■ The Company upholds the original intention of giving back to the ocean, responding to United Nations Sustainable Development Goal SDG 14: Life Below Water, and has called on colleagues at home and abroad to jointly respond to environmental sustainability actions for consecutive years. In 2025, beach cleanup activities were held at 9 global operational locations, with a total of 108 participants successfully removing 262 kilograms of marine debris. ■ Partnered with The Society of Wilderness to conduct invasive species removal activities at Wugu Wetland, New Taipei City, and Yuanzhonggang Wetland, Kaohsiung, with 65 colleagues and supplier members participating, successfully removing 88 kilograms of Mikania micrantha.
	7 Respect human, labor, and indigenous rights in corporate ocean-related activities, including implementing proper supply chain due diligence and consulting stakeholders and related communities on identified significant impacts through timely, transparent, and inclusive attitudes.	■ Yang Ming has a human rights policy in place, committed to upholding internationally proclaimed human rights in all locations where it operates without any unfair treatment arising from ethnicity or gender, caring for the underprivileged, forbidding the use of child labor as well as eliminating all forms of forced labor and discrimination in recruitment and employment. The Company offers fair, reasonable work conditions and a safe work environment and protects the physical and mental health of employees, dedicated to ongoing elimination of hazard factors to health and safety so as to reduce risks of occupational hazards. By signing the Neptune Declaration, the Company ensures the seafarers' well-being and crew change, maintaining the smooth operation of the supply chains worldwide. ■ The supply chain risk investigation conducted by the Company includes Human Rights Due Diligence
	8 Provide appropriate and relevant scientific data to support ocean-related research and exploration projects.	Yang Ming obtained an invention patent for the "Method for Predicting Fuel Consumption of Ship" (I792418) in collaboration with National Cheng Kung University.
Data and Transparency	9 Adopt transparent reporting on ocean-related activities, impacts, and dependencies.	■ The Company engages with stakeholders through the annual sustainability report publication, and continues to communicate with various competent authorities during operations to ensure operational compliance. ■ The Company continuously conducts greenhouse gas inventory and discloses related results as the basis for sustainable environmental management and carbon reduction actions.

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About the Report

Preparation, Publication and Scope

Yang Ming Marine Transport Corporation (hereinafter referred to as "Yang Ming" or the "Company") has published Sustainability Reports (ESG Report) every year since 2012. The Report covers the economic, environmental, and social actions and achievements of Yang Ming's operating locations in Taiwan with regard to sustainable development between January 1, 2025 and December 31, 2025. The local and key operating locations mentioned herein refer to Yang Ming's operating locations in Taiwan.

Category	Disclosure Scope
Financial information	Yang Ming and the subsidiaries thereof 1. The subsidiaries refer to the consolidated entities identified in the Financial Report of Yang Ming. 2. Please refer to the Consolidated Financial Statements for the Years Ended December 31, 2025 and 2024 and Independent Auditors' Report for the subsidiaries identified therein.
Governance information	Yang Ming
Environmental information	Yang Ming and the ships operated thereby
Social information	Yang Ming and the Yang Ming Cultural Foundation

Note The revenue coverage of sustainability disclosures is approximately 42.2% of consolidated revenue for both governance and social information, and 100% for environmental information.



Editorial Guidance

Unit of Measure	Guidance
Global Reporting Initiative	GRI Universal Standards 2021
International Sustainability Standards Board, ISSB	Marine Transportation Sustainability Accounting Standard 2023
United Nations	Sustainable Development Goals, SDGs UN Global Compact UN Global Compact - Sustainable Ocean Principles
Financial Stability Board, FSB	Task Force on Climate-related Financial Disclosures, TCFD
Taiwan Stock Exchange Corporation	Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies

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Preparation Process

The content of the Report is provided by each department and compiled by the Sustainability Development Office, submitted to the Board of Directors for approval, and published after completion of external verification by a third-party independent institution.

External Assurance

The content of the Report is published after being reviewed and approved by the Board of Directors, and is commissioned to the third-party independent assurance provider AFNOR to conduct assurance in accordance with AA1000 Assurance Standard (v3), Type 1, at a moderate assurance level as established by AccountAbility (AA) in the UK. The Report is verified against the GRI Universal Standards 2021 and the International Sustainability Standards Board (ISSB) Standards, ensuring this Report complies with the requirements for contents and elements of the GRI Universal Standards, SASB Marine Transportation Standards, and Task Force on Climate-related Financial Disclosures (TCFD) framework. The assurance statement is included in the [Appendix](#) of this Report.

Restatements of Information

To enhance the consistency of human resource indicators and reflect shipping industry practices, the Company has adjusted the calculation method for the turnover rate of sea-going personnel. This determination of turnover is based on statistical purposes for sustainability information disclosure and does not affect the rights and obligations under the Seafarer Act, the Labor Standards Act, or individual contracts.

The employee statistics by job level and age group have been adjusted due to changes in the calculation methodology. To ensure data consistency and comparability, the corresponding information for prior years has been appropriately restated.

Contact Information

Contact Information For any questions and suggestions regarding the Report, welcome to contact us.

Yang Ming Marine Transport Corporation / Sustainability Development Office

Address: No. 271, Mingde 1st Rd., Qidu Dist., Keelung City 206006, Taiwan (R.O.C)

Phone: +886-2-24559988

Email: sssp@yangming.com

Official Website: www.yangming.com

ESG Website: esg.yangming.com/en/



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Independent assurance statement of Greenhouse Gas Inventory Management Report



Independent Verification Opinion

Verification Opinion No.:
C863543-2025-AG-TWN-DNV

Issued Place and Date:
Taipei, 28 May, 2026

Page 1 of 2

This is to verify initiate reporting of Greenhouse Gas Inventory Management Report (2025) of

Yang Ming Marine Transport Corporation

Scope of Verification

DNV Business Assurance (DNV) has been commissioned by Yang Ming Marine Transport Corporation (hereafter "the Organization") to perform a verification of the greenhouse gas statements of Greenhouse Gas Inventory Management Report (2025) (hereafter the "Inventory Report") with respect to the sites listed in Appendix A.

The Reporting Boundary for the verification including direct GHG emissions and removals, indirect GHG emissions from imported energy, indirect GHG emissions from transportation, indirect GHG emissions from products used by the Organization and indirect GHG emissions associated with the use of products from the Organization. The further descriptions for the Reporting Boundary listed in Appendix B.

Verification Criteria and GHG Programme

The verification was performed on the basis of Financial Supervisory Commission Sustainable Development Roadmap Scheme, ISO 14064-1:2018 and GHG protocol as well as criteria given to provide for consistent GHG emission identification, calculation, monitoring and reporting. The verification was conducted in accordance with ISO 14066:2023, ISO 14065:2020, ISO14064-3:2019

Verification Opinion

It is DNV's opinion that the Inventory Report (2025), which was published on May 12, 2026 (Version 1), is free from material discrepancies in accordance with the verification criteria identified as stated above. The opinion is decided based on the following approaches,

- For the Direct (Category/Scope 1) GHG emissions and Indirect GHG emissions from imported energy (Category/Scope 2), the reliability of the information within the Inventory Report (2025) was verified with reasonable level of assurance.
- For the other indirect GHG emissions, the involved information was verified with limited level of assurance.

GHG Verifier :
Alvin Chen

Alvin Chen

For the issuing office:
DNV Business Assurance Co., Ltd.

Management Representative

The Appendix forms an integral part of this Certificate, which shall be invalid when used without the Appendix.
Lack of fulfillment of conditions as set out in the Verification Agreement may render this Verification invalid. This Verification Opinion is based on the information made available to us and the engagement conditions detailed above. Hence, DNV cannot guarantee the accuracy or correctness of the information. DNV cannot be held liable by any party relying or acting upon this Verification Opinion.
The issuing office : 29F1, No. 293, Sec. 2, Wenhua Rd., Banqiao District, New Taipei City 220, Taiwan Tel.: +886-2-82537800. <https://www.dnv.com/tw/>
DNV ZNATW-OP-F50, Rev.14, 2025-03



Verification Opinion No.:
C863543-2025-AG-TWN-DNV

Issued Place and Date:
Taipei, 28 May, 2026

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Supplement to Verification Opinion

Process and Methodology

The reviews of the Inventory Report and relevant documents, and the subsequent follow-up interviews have provided DNV with sufficient evidence to determine the fulfilment of stated criteria.

Quantification of Greenhouse Gas Emission

The Inventory Report covering the period January 1, 2025 to December 31, 2025, it is DNV's opinion that GHG emissions and removals identified within the Reporting Boundary has been included in the Inventory Report as claimed in accordance with the verification criteria identified as stated above, and results in quantification of GHG emissions that are real, transparent and measurable.

Organizational Boundary of Verification

☐ Financial Management Control; ☒ Operational Management Control; ☐ Equity Share

GHGs Verified

☒CO₂ ☒CH₄ ☒N₂O ☒HFC_s ☒PFC_s ☒SF₆ ☒NF₃

Quantification of Emissions (in tonnes CO₂e)

The Global Warming Potential (GWP) defined in IPCC AR5 (2013) has been chosen and correctly referred by the Organization.

Quantification of GHG emissions in Direct and Imported Energy Indirect Emission Source: (tonnes CO ₂ e)			
Category	GHG protocol / Subcategory		Total
1: Direct emissions	Scope1	Direct GHG emissions	4,496,293.1284
2: Imported energy indirect emissions*	Scope2	Electricity indirect GHG emissions*	15,895.5189

Quantification of other indirect emissions		
Category	GHG protocol / Subcategory	tonnes CO ₂ e
Transportation (Category 3)	Cat. 4 Upstream transportation and distribution	477.1863
	Cat. 6 Business travel	1,604.2370
	Cat. 7 Employee commuting	703.0615
Products used by organization (Category 4)	Cat. 2 Capital goods	239,412.9037
	Cat. 3 Fuel-and-energy-related activities (not included in Category 1 or 2)	1,209,484.7890
The use of products from the organization (Category 5)	Cat. 5 Waste generated in operations	105.4586
	Cat. 13 Downstream leased assets	35,621.0704
Total quantified greenhouse gas emissions in Category 3,4 & 5		1,487,408.7065

* The Imported Energy Indirect Emissions in Taiwan was calculated based on 2024 electricity emission factor of 0.474 kg CO₂e/kWh, which was announced by Energy Administration, Ministry of Economic Affairs.
2. During the verification process, it was confirmed that 975,237 kilowatt-hours of renewable energy were used by Yang Ming Marine Transport Corporation, and 1,007 certificates obtained from the National Renewable Energy Certification Center: (<https://nreurl.cc/6KMe4Q>)
3. Shore power used by ships references electricity emission factors from China, the United States, and South Korea:
China: The emission factor was calculated based on the 2023 electricity emission factor of 0.5306 tCO₂/MWh (electricity from non-fossil energy sources excluding market transactions), as announced by the Ministry of Ecology and Environment of the People's Republic of China.
South Korea: The emission factor was based on the 2024 values of 0.4517 tCO₂/MWh, 0.0048 kgCH₄/MWh, and 0.0084 kgN₂O/MWh, as published by the Greenhouse Gas Inventory and Research Center of Korea (GIRC).
United States: The emission factor was calculated using the 2025 figures of 0.3499569461 kgCO₂/kWh - 0.0000258548 kgCH₄/kWh - 0.0000036287 kgN₂O/kWh, as released by the U.S. Energy Information Administration (EIA).

Type of Opinion

☒ unmodified ☐ modified ☐ adverse

The Appendix forms an integral part of this Certificate, which shall be invalid when used without the Appendix.
Lack of fulfillment of conditions as set out in the Verification Agreement may render this Verification invalid. This Verification Opinion is based on the information made available to us and the engagement conditions detailed above. Hence, DNV cannot guarantee the accuracy or correctness of the information. DNV cannot be held liable by any party relying or acting upon this Verification Opinion.
The issuing office : 29F1, No. 293, Sec. 2, Wenhua Rd., Banqiao District, New Taipei City 220, Taiwan Tel.: +886-2-82537800. <https://www.dnv.com/tw/>
DNV ZNATW-OP-F50, Rev.14, 2025-03

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Independent assurance statement of 2025 Sustainability Report



Independent
Assurance Statement

YANG MING MARINE TRANSPORT CORPORATION
2025 SUSTAINABILITY REPORT

The AFNOR GROUP was established in 1926. We are the National Standardization Body of France, a permanent council member in ISO and one of the leading certification bodies in the world. This assurance work was carried out by AFNOR ASIA LTD., a subsidiary of AFNOR GROUP. All the members of the verification team have professional backgrounds and have accepted AA1000 AS, AFAQ 26000, ISO 9001, ISO 14001, ISO 14064, ISO 45001, ISO 50001, and other sustainability-related international standard trainings. All assigned verifiers have been approved as the lead auditors or verifiers. AFNOR ASIA LTD. (hereinafter referred to as AFNOR ASIA) and YANG MING MARINE TRANSPORT CORPORATION (hereinafter referred to as YANG MING) are independent entities. Except for the contents described in this independent assurance statement, AFNOR ASIA is not involved in the preparation process of the sustainability report of YANG MING.

RESPONSIBILITIES

YANG MING is responsible for reporting its economic, environmental, and social operating activities and performance in Taiwan and its operating ships in its sustainability report (hereinafter referred to as “the Report”) in accordance with the declared sustainability reporting standards.

AFNOR ASIA is responsible for providing an independent assurance statement to YANG MING and its stakeholders in accordance with the described scope and method. This statement is for YANG MING use only and is not responsible for any other purpose.

SCOPE AND CRITERIA

The assurance scope of the agreement between YANG MING and AFNOR ASIA includes:

- The scope of assurance operation is consistent with the scope disclosed in the “YANG MING MARINE TRANSPORT CORPORATION 2025 SUSTAINABILITY REPORT” .
- AFNOR ASIA performs assurance operation according to the Type 1 assurance of the AA1000 assurance standard (v3), reviewing and evaluating YANG MING's compliance with the AA1000 AccountAbility Principles (2018).
- The assurance operation includes reviewing and evaluating YANG MING's relevant processes, systems and controls and available performance information, as well as compliance with the following reporting criteria:
 - GRI Standards.
 - Task Force on Climate-related Financial Disclosures
 - Sustainability Accounting Standards Board Standards

METHODOLOGY

- The Report is reported in accordance with the GRI Standards, and the content of the Report is reviewed for compliance with the GRI Standards for general disclosure and specific topic disclosure.
- The verification team interviewed relevant personnel to confirm the communication and response mechanism for stakeholders and the decision-making process for material topics, but did not directly contact external stakeholders.





CONCLUSION

◆ **AA1000 Accountability Principles**

Inclusivity

YANG MING has identified six major categories of stakeholders, including customers, competent authorities, employees, suppliers, investors & banks, and classification societies; and maintains communication channels for stakeholders to participate in different important topics. The organization gathers feedback from various parties through diverse communication channels each year and incorporates it into the process of identifying material topics, demonstrating a good practice of the principle of inclusivity.

Materiality

YANG MING has identified material topics that are significant to stakeholders and its own operations through a comprehensive identification process and Double Materiality Analysis. The organization continuously identifies and updates these material topics in its Report and provides the necessary resources and capabilities to manage them, demonstrating a good practice of the principle of materiality.

Responsiveness

YANG MING has regularly and irregularly disclosed its economic, governance, environmental, and social performance information through Report, its official website, and other public information channels. This allows stakeholders to understand and assess the organization's governance and management performance, effectively enhancing the organization's operational transparency and stakeholder trust. Most of the objectives for the material topics in the Report have been achieved, and the reporting content continues to be improved, demonstrating a good practice of the principle of responsiveness.

Impact

YANG MING has provided the necessary resources to monitor and measure the risks and opportunities of its operational processes and value chain impacts, and to plan appropriate management policies. Through relevant qualitative and quantitative objectives, it is committed to demonstrating the organization's proactive efforts in sustainable performance management, communication, and improvement.

◆ **Global Reporting Initiative Sustainability Reporting Standards**

Based on the results of the review, it is confirmed that the general disclosures, specific topic disclosures, and material topics management disclosures in the Report have complied with the requirements of the GRI Standards. In the future, the organization can continue to integrate domestic and international reporting requirements and, through cross-departmental cooperation, compile and disclose sustainable management information from various operating units to stakeholders.



◆ **Task Force on Climate-related Financial Disclosures**

Based on the results of the review, the Report has revealed the impact of climate change on the company's operations, as well as measures to respond to risks and opportunities. In the future, the organization can continue to monitor and update the climate scenario, and regularly review responses to the risks and opportunities that arise, in order to assess the potential financial impact.

◆ **Sustainability Accounting Standards Board Standards**

Based on the results of the review, the Report has disclosed relevant information based on the Sustainability disclosure topics & metrics and activity metrics of the SASB standards. In the future, the organization will continue to collect, monitor, and disclose information in accordance with the SASB Standards, demonstrating the professionalism and international recognition of its Report and providing investors with valuable information for decision-making.

ASSURANCE OPINION

AFNOR ASIA has developed a complete sustainability reporting assurance standard based on the verification guidelines of the AA1000 Assurance Standard (v3) and the GRI Standards. Based on the sufficient evidence provided by YANG MING and the facts seen during on-site verification, we adhere to the principle of fairness and issue a statement on the global sustainability reporting standards followed by the organization. In our opinion, the information and data presented in the Report by YANG MING provides a fair and balanced representation. We believe the focuses on economic, social, and environmental indicators in YANG MING in 2025 are well represented.

ASSURANCE LEVEL

In accordance with the AA1000 Assurance Standard (v3), we verified this assurance statement corresponding to a moderate level. The scope and methods are as described in this statement.

For and on behalf of AFNOR :



Dr. August Tsai
The Director for Certification and Assessment
Jun.08.2026
Verification team: Chi Huang Chen (Lead Verifier), Cheng-Hao Chen (Verifier).
AFNOR Asia Ltd.—20F-2, No. 102, Chung Ping Rd., Taoyuan, Taiwan
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- Statement of Use: Yang Ming Marine Transport Corporation compiled the Sustainability Report in accordance with GRI Standards, with data and information covering the period from January 1 to December 31, 2025
- GRI 1 Version Used: GRI 1: Foundation 2021
- GRI Sector Standards Application: None

■ General Disclosures

■ GRI 2: General Disclosures

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
2-1	Organizational details	Company Profile	5	
2-2	Entities included in the organization's sustainability reporting	About the Report For the subsidiaries identified in relevant financial reports, please refer to the annual report	151	
2-3	Reporting period, frequency and contact point	About the Report	151	
2-4	Restatements of information	About the Report	151	
2-5	External assurance	About the Report	151	
2-6	Activities, value chain and other business relationships	2.5 Sustainable Supply Chain Management	50	
2-7	Employees	5.2 Talent Recruitment and Cultivation	117	
2-8	Workers who are not employees	5.2 Talent Recruitment and Cultivation	117	
2-9	Governance structure and composition	1.1 Sustainable Development Policy and Governance Structure 2.1 Corporate Governance Blueprint	12 34	
2-10	Nomination and selection of the highest governance body	2.1 Corporate Governance Blueprint	34	
2-11	Chair of the highest governance body	1.1 Sustainable Development Policy and Governance Structure 2.1 Corporate Governance Blueprint	12 34	
2-12	Role of the highest governance body in overseeing the management of impacts	1.1 Sustainable Development Policy and Governance Structure 2.4 Risk Management	12 47	
2-13	Delegation of responsibility for managing impacts	1.1 Sustainable Development Policy and Governance Structure 2.4 Risk Management	12 47	

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
2-14	Role of the highest governance body in sustainability reporting	1.1 Sustainable Development Policy and Governance Structure 2.1 Corporate Governance Blueprint	12 34	
2-15	Conflicts of interest	2.1 Corporate Governance Blueprint	34	
2-16	Communication of critical concerns	1.1 Sustainable Development Policy and Governance Structure 2.1 Corporate Governance Blueprint	12 34	
2-17	Collective knowledge of the highest governance body	2.1 Corporate Governance Blueprint	34	
2-18	Evaluation of the performance of the highest governance body	2.1 Corporate Governance Blueprint	34	
2-19	Remuneration policies	2.1 Corporate Governance Blueprint	34	
2-20	Process to determine remuneration	2.1 Corporate Governance Blueprint 5.3 Employee Compensation and Benefits	34 128	
2-21	Annual total compensation ratio	Disclosure omitted. According to the Company's wage confidentiality clauses, the highest annual total compensation is considered confidential organizational information and is not disclosed.	N/A	
2-22	Statement on sustainable development strategy	1.1 Sustainable Development Policy and Governance Structure 1.2 Short-/Mid-/Long-Term Sustainable Development Targets and Implementation Overview 1.4 Material Topic Identification Process 3.1 Environmental Management Policy	12 14 19 60	

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Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
2-23	Policy commitments	1.1 Sustainable Development Policy and Governance Structure	12	
		1.3 Stakeholder Communication	15	
		1.4 Material Topic Identification Process	19	
		2.4 Risk Management	47	
		4.3 Information Security Management	106	
		5.1 Human Rights Protection and Diverse Communication Channels	110	
		5.2 Talent Recruitment and Cultivation	117	
		5.4 Occupational Safety and Health	132	
2-24	Embedding policy commitments	1.1 Sustainable Development Policy and Governance Structure	12	
		1.2 Short-/Mid-/Long-Term Sustainable Development Targets and Implementation Overview	14	
		1.4 Material Topic Identification Process	19	
		2.3 Compliance Governance and Internal Audit System	42	
		2.5 Sustainable Supply Chain Management	50	
		5.1 Human Rights Protection and Diverse Communication Channels	110	
2-25	Processes to remediate negative impacts	1.3 Stakeholder Communication	15	
		1.4 Material Topic Identification Process	19	
		2.2 Ethical Management	40	
2-26	Mechanisms for seeking advice and raising concerns	1.3 Stakeholder Communication	15	
		1.4 Material Topic Identification Process	19	
		2.2 Ethical Management	40	
		5.1 Human Rights Protection and Diverse Communication Channels	110	
2-27	Compliance with laws and regulations	2.3 Compliance Governance and Internal Audit System	42	
2-28	Membership associations	Company Profile	5	
2-29	Approach to stakeholder engagement	1.3 Stakeholder Communication	15	
2-30	Collective bargaining agreements	5.1 Human Rights Protection and Diverse Communication Channels	110	

✧ GRI 3: Material Topics 2021

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
3-1	Process to determine material topics	1.4 Material Topic Identification Process	19	
3-2	List of material topics	1.4 Material Topic Identification Process	19	
3-3	Management of material	1.4 Material Topic Identification Process	19	

■ Material Topic: Corporate Governance and Integrity Management

■ GRI 205: Anti-corruption

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
205-1	Operations assessed for risks related to corruption	2.2 Ethical Management	40	
205-2	Communication and training about anticorruption policies and procedures	2.2 Ethical Management	40	
205-3	Confirmed incidents of corruption and actions taken	2.2 Ethical Management	40	
		2.3 Compliance Governance and Internal Audit System	42	

■ GRI 206: Anti-competitive Behavior

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
206-1	Legal actions for anticompetitive behavior, anti-trust, and monopoly practices	2.3 Compliance Governance and Internal Audit System	42	

■ Material Topic: Economic Performance

■ GRI 201: Economic Performance

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
201-1	Direct economic value generated and distributed	Company Profile	5	
201-2	Financial implications and other risks and opportunities due to climate change	3.2 Climate Change and Nature-related Issue Governance Strategy	61	
201-3	Defined benefit plan obligations and other retirement plans	Yang Ming 2025 Annual Report	N/A	
201-4	Financial assistance received from government	No such occurrence.	N/A	

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Material Topic: Occupational Safety and Health

✧ GRI 403: Occupational Health and Safety

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
403-1	Occupational health and safety management system	5.4 Occupational Safety and Health	132	
403-2	Hazard identification, risk assessment, and incident investigation	5.4 Occupational Safety and Health	132	
403-3	Occupational health services	5.4 Occupational Safety and Health	132	
403-4	Worker participation, consultation, and communication on occupational health and safety	5.4 Occupational Safety and Health	132	
403-5	Worker training on occupational health and safety	5.4 Occupational Safety and Health	132	
403-6	Promotion of worker health	5.4 Occupational Safety and Health	132	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.	5.4 Occupational Safety and Health	132	
403-8	Workers covered by an occupational health and safety management system	5.4 Occupational Safety and Health	132	
403-9	Work-related injuries	5.4 Occupational Safety and Health	132	
403-10	Work-related ill health	5.4 Occupational Safety and Health	132	

Material Topic: Energy and Resource Management

✧ GRI 302: Energy

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
302-1	Energy consumption within the organization	3.3 Energy Use and Consumption	69	
302-2	Energy consumption outside of the organization	No such occurrence.	N/A	
302-3	Energy intensity	3.3 Energy Use and Consumption	69	
302-4	Reduction of energy consumption	3.3 Energy Use and Consumption	69	
302-5	Reductions in energy requirements of products and services	No such occurrence.	N/A	

Material Topic: Talent Cultivation

✧ GRI 404: Training and Education

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
404-1	Average hours of training per year per employee	5.2 Talent Recruitment and Cultivation	117	
404-2	Programs for upgrading employee skills and transition assistance programs	5.2 Talent Recruitment and Cultivation 5.3 Employee Compensation and Benefits	117 128	
404-3	Percentage of employees receiving regular performance and career development reviews	5.2 Talent Recruitment and Cultivation	117	

Material Topic: Climate Change and GHG Emissions Management

✧ GRI 201: Economic Performance

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
201-2	Financial implications and other risks and opportunities due to climate change	3.2 Climate Change and Nature-related Issue Governance Strategy	61	

✧ GRI 302: Energy

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
302-4	Reduction of energy consumption	3.3 Energy Use and Consumption	69	

✧ GRI 305: Emissions

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
305-1	Direct (Scope 1) GHG emissions	3.2 Climate Change and Nature-related Issue Governance Strategy	61	
305-2	Energy indirect (Scope 2) GHG emissions	3.2 Climate Change and Nature-related Issue Governance Strategy	61	
305-3	Other indirect (Scope 3) GHG emissions	3.2 Climate Change and Nature-related Issue Governance Strategy	61	
305-4	GHG emissions intensity	3.2 Climate Change and Nature-related Issue Governance Strategy	61	

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Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
305-5	Reduction of GHG emissions	3.4 R&D and Investment in Low-Carbon Technologies	75	
		4.2 Digital Transformation and Green Innovation	102	
305-6	Emissions of ozone-depleting substances (ODS)	3.5 Air Pollution Management	77	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	3.5 Air Pollution Management	77	

Material Topic: Biodiversity

* GRI 101: Biodiversity

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
101-1	Policy on stopping and reversing biodiversity loss	3.8 Conservation of Biodiversity and Marine Ecology	84	
101-2	Management of biodiversity impacts	3.8 Conservation of Biodiversity and Marine Ecology	84	
101-3	Access and benefit-sharing	No such occurrence.	N/A	
101-4	Identification of biodiversity impacts	3.8 Conservation of Biodiversity and Marine Ecology	84	
101-5	Locations with biodiversity impacts	3.8 Conservation of Biodiversity and Marine Ecology	84	
101-6	Direct drivers of biodiversity loss	3.8 Conservation of Biodiversity and Marine Ecology	84	
101-7	Changes to the state of biodiversity	No such occurrence.	N/A	
101-8	Ecosystem services	No such occurrence.	N/A	

Voluntary Disclosures

* GRI 202: Market Presence

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	5.3 Employee Compensation and Benefits	128	

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
202-2	Proportion of senior management hired from the local community	5.2 Talent Recruitment and Cultivation	117	

* GRI 203: Indirect Economic Impacts

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
203-1	Infrastructure investments and services supported	3.8 Conservation of Biodiversity and Marine Ecology	84	

* GRI 204: Procurement Practices

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
204-1	Proportion of spending on local suppliers	2.5 Sustainable Supply Chain Management	50	

* GRI 207: Tax

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
207-1	Approach to tax	2.3 Compliance Governance and Internal Audit System	43	
207-2	Tax governance, control, and risk management	2.3 Compliance Governance and Internal Audit System	43	

* GRI 303: Water and Effluents

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
303-3	Water withdrawal	3.7 Water Resource Management	81	

* GRI 306: Waste

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
306-2	Management of significant waste-related impacts	3.6 Waste and Ship Demolition Management	78	
306-3	Waste generated	3.6 Waste and Ship Demolition Management	78	
306-4	Waste diverted from disposal	3.6 Waste and Ship Demolition Management	78	
306-5	Waste directed to disposal	3.6 Waste and Ship Demolition Management	78	

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✱ GRI 308: Supplier Environmental Assessment

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
308-1	New suppliers that were screened using environmental criteria	2.5 Sustainable Supply Chain Management	50	

✱ GRI 401: Employment

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
401-1	New employee hires and employee turnover	5.2 Talent Recruitment and Cultivation	117	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.3 Employee Compensation and Benefits	128	
401-3	Parental leave	5.3 Employee Compensation and Benefits	128	

✱ GRI 402: Labor/Management Relations

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
402-1	Minimum notice periods regarding operational changes	5.3 Employee Compensation and Benefits	128	

✱ GRI 405: Diversity and Equal Opportunity

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
405-1	Diversity of governance bodies and employees	2.1 Corporate Governance Blueprint	34	
		5.2 Talent Recruitment and Cultivation	117	
405-2	Ratio of basic salary and remuneration of women to men	5.3 Employee Compensation and Benefits	128	

✱ GRI 406: Non-discrimination

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
406-1	Incidents of discrimination and corrective actions taken	5.1 Human Rights Protection and Diverse Communication Channels	110	

✱ GRI 408: Child Labor

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
408-1	Operations and suppliers at significant risk for incidents of child labor	5.1 Human Rights Protection and Diverse Communication Channels	110	

✱ GRI 409: Forced or Compulsory Labor

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.1 Human Rights Protection and Diverse Communication Channels	110	

✱ GRI 414: Supplier Social Assessment

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
414-1	New suppliers that were screened using social criteria	2.5 Sustainable Supply Chain Management	50	

✱ GRI 416: Customer Health and Safety

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	4.1 Navigation and Transportation Safety	95	

✱ GRI 418: Customer Privacy

Disclosure Item Number	Disclosure indicator	Corresponding Chapter	Page	Remarks
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data.	4.3 Information Security Management	106	

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This disclosure is in accordance with the Marine Transportation Industry Standard (SASB) (version 2023-12) established by the International Sustainability Standards Board (ISSB).

✧ Sustainability Disclosure Topics and Metrics

Code	Metric	Category	Unit of Measure	Data	Corresponding Chapter	Page	Remarks
Greenhouse gas emissions							
TR-MT-110a.1	Gross global Scope 1 emissions	Quantitative	tCO ₂ e	4,496,293.1284	3.2 Climate Change and Nature-related Issue Governance Strategy	61	
TR-MT-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Qualitative description		Carbon intensity and GHG emissions targets: 2% reduction by 2026 vs. 2024; 10% reduction by 2030 vs. 2024; Net Zero emissions by 2050. Performance: In 2025, operational vessel carbon intensity decreased by 63.32% compared to 2008, achieving the IMO 2030 40% reduction target ahead of schedule.	1.2 Short-/Mid-/Long-Term Sustainable Development Targets and Implementation Overview 3.1 Environmental Management Policy	14 60	
TR-MT-110a.3	(1) Total energy consumed (2) Percentage of heavy fuel (3) Percentage of renewable energy	Quantitative	Gigajoules (GJ), percentage (%)	(1) 55,444,877.42 (2) 92.56% (3) 0.006%	3.3 Energy Use and Consumption	69	
TR-MT-110a.4	Average Energy Efficiency Design Index (EEDI) for new ships	Quantitative	CO ₂ (grams)/ tons-nautical miles	10.35	3.3 Energy Use and Consumption	69	No new vessels were added in 2025
Air Quality							
TR-MT-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, and (3) particulate matter (PM10)	Quantitative	Metric tons (t)	(1) 121,495.10 (2) 13,365.94 (3) 9,142.722	3.5 Air Pollution Management	77	
Ecological Impacts							
TR-MT-160a.1	Shipping duration in marine protected areas or areas of protected conservation status	Quantitative	Number of travel days	687	3.8 Conservation of Biodiversity and Marine Ecology	84	

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Code	Metric	Category	Unit of Measure	Data	Corresponding Chapter	Page	Remarks
TR-MT-160a.2	Percentage of fleet implementing ballast water (1) exchange and (2) treatment	Quantitative	Percentage (%)	(1) 0% (2) 100%	3.8 Conservation of Biodiversity and Marine Ecology	84	
TR-MT-160a.3	(1) Number and (2) aggregate volume of spills and releases to the environment	Quantitative	Number, cubic meter	(1) 0 (2) 0	3.8 Conservation of Biodiversity and Marine Ecology	84	
Workforce Health & Safety							
TR-MT-320a.1	Lost time incident rate (LTIR)	Quantitative	Rate	2.29	5.4 Occupational Safety and Health	132	
Business Ethics							
TR-MT-510a.1	Number of calls at ports in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Number	17	Company Profile	5	
TR-MT-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative	Presentation currency	0	2.3 Compliance Governance and Internal Audit System	42	
Accident and Safety Management							
TR-MT-540a.1	Number of (1) marine casualties, (2) percentage classified as very serious	Quantitative	Number, percentage (%)	(1) 0 (2) 0%	4.1 Navigation and Transportation Safety	95	
TR-MT-540a.2	Number of Conditions of Class or Recommendations	Quantitative	Number	163	2.3 Compliance Governance and Internal Audit System	42	
TR-MT-540a.3	Number of port state control (1) deficiencies and (2) detentions	Quantitative	Number	(1) 141 (2) 2	2.3 Compliance Governance and Internal Audit System	42	

✧ Activity Metrics

Code	Metric	Category	Unit of Measure	Data	Corresponding Chapter	Page	Remarks
TR-MT-000.A	Number of shipboard personnel	Quantitative	Number	2,877 people	5.2 Talent Recruitment and Cultivation	117	The actual number of seafarers employed as of December 31, 2025, was 1,809 people.
TR-MT-000.B	Total distance traveled by vessels	Quantitative	Nautical miles (nm)	8,326,044	Company Profile	5	
TR-MT-000.C	Operating days	Quantitative	Days	35,078	Company Profile	5	
TR-MT-000.D	Deadweight tonnage	Quantitative	Thousand deadweight tons	8,133	Company Profile	5	
TR-MT-000.E	Number of vessels in total shipping fleet	Quantitative	Number	98	Company Profile	5	
TR-MT-000.F	Number of vessel port calls	Quantitative	Number	7,798	Company Profile	5	
TR-MT-000.G	Twenty-foot equivalent unit (TEU) capacity	Quantitative	TEU	719,582	Company Profile	5	

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No.	Item	Corresponding Chapter	Page
1	Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	3.2 Climate Change and Nature-related Issue Governance Strategy	61
2	Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	3.2 Climate Change and Nature-related Issue Governance Strategy	64
3	Describe the financial impact of extreme weather events and transformative actions.	3.2 Climate Change and Nature-related Issue Governance Strategy	65-66
4	Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	3.2 Climate Change and Nature-related Issue Governance Strategy	62
5	If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	3.2 Climate Change and Nature-related Issue Governance Strategy	65
6	If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	3.2 Climate Change and Nature-related Issue Governance Strategy	65-66
7	If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	The Company is reviewing the implementation of internal carbon pricing system.	N/A
8	If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	3.2 Climate Change and Nature-related Issue Governance Strategy	68
9	Greenhouse gas inventory and assurance status	3.2 Climate Change and Nature-related Issue Governance Strategy Appendix-Third-party Verification Certificate	67-68 153
9-1	GHG Inventory	3.2 Climate Change and Nature-related Issue Governance Strategy	67-68
9-2	Verification	Appendix-Third-party Verification Certificate	153
9-3	Reduction targets	3.2 Climate Change and Nature-related Issue Governance Strategy	68
9-4	Strategy	3.3 Energy Use and Consumption	70
9-5	Concrete action plans	3.4 R&D and Investment in Low-Carbon Technologies	76-77

