

Supplier Code of Conduct of Yang Ming Marine Transport Corporation

Based on its sustainable development strategy of Yang Ming Marine Transport Corporation (hereinafter referred to as "Yang Ming" or the "Company"), and with the aim of balancing the sustainable development of business, finance, environment and society, the Company is dedicated to becoming an outstanding transportation group. Adhering to the management philosophy of "Teamwork, Innovation, Integrity and Pragmatism", the Company hopes to work with suppliers to promote sustainable development. Yang Ming has formulated the Supplier Code of Conduct of Yang Ming (hereinafter referred to as the "Code of Conduct") with reference to UN Global Compact, Ethical Trading Initiative, ISO 45001, ISO27001, ISO 14001, Universal Declaration of Human Rights, International Labour Organization (ILO), Responsible Business Alliance and other norms. The Code of Conduct reflects Yang Ming's acknowledgement of global issues and adherence to relevant standards, and it requires suppliers to abide by the obligatory clauses of the Code of Conduct and uphold universal values to pursue sustainable growth together.

1. Human Rights and Labor

Yang Ming is devoted to creating and maintaining a positive working environment where employees are treated reasonably and with respect. Our 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 and infringed.

1.1 Labor Rights

- Suppliers shall uphold the human rights of workers and treat them with respect, dignity and equality. This applies to temporary workers, foreign workers, interns, student workers, contract employees or other types of workers.

1.2 Freedom of Occupation

- All works must be voluntary, and workers have the right to leave their employment freely with reasonable notice in accordance with the labor contract. It is prohibited to use forced labor, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, and slavery or trafficked persons.

1.3 Prohibition of Child Labor

- Suppliers shall not employ workers below the minimum employment age defined by applicable national or local laws and regulations or international conventions, and shall adopt appropriate mechanisms to verify the age of employees.
- Suppliers shall not require minors, in accordance with applicable national or local laws and regulations, to work at night or overtime, nor engage them in work that is detrimental to their physical or mental development, or that endangers health, safety or morals.

- This prohibition does not apply to legitimate workplace learning programs that comply with applicable national or local laws and regulations.

1.4 Management of Working Hours

- Suppliers shall comply with national or local laws and regulations regarding daily and weekly working hours, and establish policies and management measures for working hours to ensure that under normal circumstances, employees' maximum weekly working hours (including overtime) do not exceed the legal limits. Suppliers shall also provide appropriate compensation and leave policies.
- Suppliers shall provide reasonable leave hours in accordance with national or local laws, and ensure sufficient rest time between shifts.

1.5 Compensation and Benefits

- Suppliers shall provide employees with compensation and benefits in accordance with national or local laws, including minimum wages, overtime pay, related allowances, and statutory benefits. They shall ensure that the total compensation paid to employees is consistent with the labor contract, and shall be paid regularly and promptly. Deductions from wages as punishments or corporate disciplinary measures are not permitted.
- Suppliers are responsible for informing their employees of their compensation policies, including overtime pay and compensatory leave, and explaining the details of compensation and benefits to their employees before hiring them.

1.6 Fair Treatment and Anti-Discrimination

- Suppliers should endeavor to create a working environment free from harassment and abuse, and avoid treating employees harshly or in an inhumane manner, such as violence, duress, psychological threats, harassment, humiliation, etc.
- Suppliers shall not engage in discrimination or harassment during recruitment and employment practices on the basis of age, gender identity, race, color, physical/mental disability, religion or belief, language, nationality, social origin, membership in trade unions or other organizations, marital or family status, sexual orientation, political affiliation. Employees' wages, promotion, rewards, training opportunities, etc. shall not be affected due to the above reasons.
- Suppliers shall establish procedures and response mechanisms in place for reporting and handling workplace violence, harassment, threats, and other types of misconduct. They shall ensure that employees are protected from physical, verbal, sexual, or psychological coercion, harassment, abuse, or threats by supervisors or other employees in the workplace. Complaints of misconduct in the workplace shall be investigated promptly and impartially. Suppliers shall take appropriate preventive, corrective, and counseling measures, and shall prohibit retaliation against employees who report misconduct.
- Suppliers shall formulate relevant policies and measures and make comprehensive announcements in a language that all employees can understand, ensuring that all employment-related decisions, including recruitment and dismissal, are equally understood.

1.7 Freedom of Association and Right of Collective Bargaining

- Suppliers shall comply with the laws and regulations of the places where employees are located, and respect the rights of all employees to form and join trade unions of their own choosing, to bargain collectively, and to participate in assemblies. They shall also respect the rights of employees to refrain from such activities.
- Employees or their representatives shall be able to communicate openly with management and share their ideas and concerns about working conditions and management practices without fear of intimidation, reprisal, discrimination or harassment.

1.8 Employee Privacy

- Suppliers shall ensure compliance with applicable on privacy protection laws with respect to the collection and handling of personal data relating to employees.
- Suppliers shall comply with and conform to legal requirements for the handling of personal information and shall not collect special categories or sensitive personal information without the consent of employees or legal authorization.

2. Occupational safety and health

Yang Ming attaches importance to the safety and health of its employees, and strives to enhance their knowledge in safety and health. The Company establishes a safe working environment to prevent work-related injuries, and to improve the quality and stability of services.

2.1 Occupational Safety

- Suppliers shall identify, assess and mitigate safety or health concerns in the workplace through appropriate control designs, including the implementation of engineering and administrative controls, protective maintenance, safe operating procedures, and continuous safety training. They shall establish safety and health organizational units and personnel to conduct management and inspection, and provide workers with the necessary protective equipment or measures within reasonable scope to avoid occupational accidents.
- With respect to occupational safety and health management, suppliers shall ensure that workers are provided with safety and health equipment and protective measures in accordance with national or local laws and regulations. For chemicals or toxins that are harmful to human health, suppliers shall assess the risk according to the level of hazards and adopt control banding measures. Suppliers shall ensure that the level of exposure to hazards in the working environment is lower than the standard value stipulated by national or local laws and regulations.
- Suppliers shall take measures to facilitate gender equality by keeping pregnant and breastfeeding women away from highly hazardous working environments, and eliminating or mitigating any occupational health and safety risks associated with their work assignments.

2.2 Emergency Response Preparations

- Suppliers shall assess potential emergency situations and events, and minimize the impact of accidental incidents by implementing emergency response procedures, including emergency reporting, conducting emergency drills as required by local laws, emergency response plans, detection and firefighting equipment, adequate evacuation facilities, evacuation and recovery plans, etc. These plans and procedures shall focus on minimizing harm to life, the environment, and property.

2.3 Occupational Injuries and Diseases

- Suppliers shall establish appropriate procedures or systems to prevent, report, manage, and track occupational injuries and diseases, including encouraging employees to report, classifying and recording cases of work-related injuries and occupational diseases, providing necessary treatment, investigating cases and taking corrective measures to eliminate the root causes, and assisting employees in returning to work.
- In the event of a risk of immediate danger in the workplace, employees may reasonably exercise their right to retreat and do not need to return until the situation is mitigated, without fear of retaliation.

2.4 Industrial Hygiene

- Suppliers shall identify, evaluate, and control the impacts on employees from exposure to chemical, biological, and physical factors. They shall eliminate, mitigate, or control potential hazards through appropriate engineering or administrative controls, or by providing suitable and well-maintained personal protective equipment.

2.5 Physically Demanding Work

- Suppliers shall identify, evaluate, and control the hazards to employees associated with physically demanding work, including manual handling of materials or repeated lifting of heavy objects, prolonged standing, and highly repetitive or high-intensity assembly work.

2.6 Machine Safeguarding

- Suppliers shall evaluate the safety hazards of their production equipment or other types of machines. Physical guards, interlocks, and barriers shall be provided and properly maintained to prevent possible injury to employees caused by machines.

2.7 Environmental Hygiene

- Suppliers shall provide clean toilet facilities and clean drinking water for employees. Employee dormitories provided by suppliers, labor agents or staffing agencies shall be kept clean and safe, and provided with proper emergency exits, hot water for bathing and showering, sufficient lighting, heating and ventilation equipment, and easily accessible private spaces.

2.8 Health and Safety Communication

- Suppliers shall provide appropriate occupational health and safety information and training in the native language of employees or in a language they can understand for all identified workplace hazards to which employees are exposed. Health and safety related information shall be prominently posted in the workplace or placed in easily visible and accessible locations for employees.
- Suppliers should provide employees with regular health check-ups during their employment in accordance with national or local laws and regulations. If the employee's health condition is found to be no longer suitable for a particular job, the employee should be reassigned to another position with mutual agreement and should not be forced to perform the related tasks.
- Suppliers shall provide regular training to all employees before starting work and regularly thereafter, and encourage them to raise any health and safety concerns without retaliation.

3. Environment

Environmental protection is a responsibility that should be shared by all enterprises. Yang Ming follows ISO 14001, international industry-related regulations, and relevant laws and regulations at its operating locations to enforce environmental protection and minimize the impact of operations on the community, the natural environment, and resources. We also expect our suppliers to 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.

3.1 Environmental Permits and Compliance Requirements

- Suppliers shall obtain, maintain and update necessary environmental permits (e.g., discharge monitoring) or registration documents as required by national or local laws and regulations, and shall comply with the operating and reporting requirements of these permits.

3.2 Energy Consumption and Greenhouse Gas Emissions Management

- Suppliers shall establish environmental management policies and related measures, and endeavor to promote consistent policies and measures among affiliated enterprises.
- Suppliers shall actively protect the environment and ensure that their operations or production processes comply with national or local laws and regulations.
- Suppliers shall comply with national or local laws or industry mandatory standards to inventory, record, and track greenhouse gas emissions in Scope 1 and Scope 2. Where technically feasible, they shall minimize or eliminate emissions and discharges of pollutants, the generation of waste, and conserve natural resources (including water, fossil fuels, minerals, and primary forest products).
- Suppliers shall ensure that relevant management units or employees are educated and trained in greenhouse gas, energy management, or other environmental protection-related concepts to enhance the internal awareness of environmental protection.

3.3 Waste and Wastewater Management

- Suppliers shall properly dispose of liquid or solid wastes generated in the course of operations in accordance with the standards prescribed by national or local laws.
- Suppliers shall clearly understand the liquid or solid wastes generated in the course of operations, and handle and track the status of waste disposal in accordance with national or local laws and regulations to ensure that the wastes are properly disposed of and not just randomly discarded.
- Wastewater generated from suppliers' operating activities shall be discharged, monitored, and treated in accordance with national or local laws and regulations.

3.4 Hazardous Substances Management

- Suppliers shall identify, label, and manage chemicals and other substances that pose a hazard to humans or the environment in accordance with the standards stipulated by national or local laws and regulations. Suppliers shall ensure that these substances are handled, transported, stored, used, recycled, reused, and disposed of in a safe manner.

3.5 Noise Management and Air Pollution Management

- Suppliers shall manage noise generated from operating activities in accordance with national or local laws and regulations related to noise pollution.
- Suppliers shall manage pollutants and sources of pollution (including mobile and stationary pollution sources) in accordance with national or local laws and regulations, ensuring that pollutant discharges from operating activities comply with the emission standards stipulated by national or local laws and regulations.

3.6 Biodiversity and Forest Conservation

- Suppliers shall comply with laws and regulations related to biodiversity conservation, and avoid developing and setting up operating locations in sites with high conservation value and significant biodiversity. They shall avoid destroying protected forests and species through operating activities, and refrain from using threatened and endangered species listed by the International Union for Conservation of Nature (IUCN) in their products and services, and take mitigation measures such as avoidance and restoration to maintain the environmental ecology and biodiversity of natural systems.

4. Business Ethics and Business Integrity

Suppliers shall 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.

4.1 Business Integrity

- Suppliers shall uphold the highest standards of integrity in all business interactions, strictly comply with local laws and regulations, and prohibit all forms of corruption, bribery, extortion, embezzlement, and improper business

practices.

- Suppliers are prohibited from concealing the source of illegal profits, and from allowing others to evade legal prosecution by transferring or altering illegal proceeds from specific crimes.

4.2 Prohibition of Improper Benefits

- Suppliers are prohibited from directly or indirectly promising, offering, giving, or accepting bribes or other forms of improper benefits through third parties to the Company's employees with the intention of establishing business relationships, influencing business behavior, or obtaining improper benefits. Relevant business transactions shall be transparent and recorded, and monitoring procedures must be implemented to ensure compliance with anti-corruption laws.

4.3 Information Disclosure

- Suppliers shall accurately record and disclose information on labor, health and safety, environmental activities, business activities, organizational structure, and financial condition in accordance with applicable national or local laws and regulations, industry practices. Suppliers shall not falsify records or misrepresent the status of the supply chain.

4.4 Respect for Intellectual Property Rights

- Suppliers shall respect intellectual property rights and shall not infringe upon the intellectual property rights of others in connection with the provision of goods or services to the Company. Suppliers shall fulfill their obligations in managing and protecting the information provided by the Company.

4.5 Fair Trade

- Suppliers shall comply with national or local laws and regulations regarding fair trade and competition standards in conducting business.

4.6 Identity Protection and Prohibition of Retaliation

- Unless prohibited by law, suppliers shall establish procedures to protect whistleblowers and ensure the confidentiality of their identity and whistleblowing information. Suppliers shall establish communication procedures to ensure that employees can express their concerns without fear of retaliation

4.7 Responsible Supply Chain

- Suppliers shall establish policies and conduct due diligence on the origin of the ingredients in their products and the minerals used in their supply chains to reasonably ensure that they are not directly or indirectly funding individuals or groups that commit violence, human rights abuses, or crimes.

4.8 Information Security and Privacy

- Suppliers shall establish information security control mechanisms and ensure that the collection, processing, storage, utilization, transmission, and sharing of personal data comply with national, local, and international laws and regulatory requirements.

4.9 Avoiding Conflicts of Interest

- Suppliers shall avoid potential conflicts of interest in their business dealings with the Company and comply with the Company's "Procedures for Ethical Management and Guidelines for Conduct" in their dealings with the Company's personnel. They shall conform to general business and social practices. Suppliers must disclose any potential conflicts of interest to the Company (e.g., financial interests with suppliers).

4.10 Whistleblowing System

- The Company has established a whistleblowing and whistleblower protection system. If suppliers find that the Company's employees have received improper benefits or violated ethical requirements, they can report the case through the Company's independent whistleblowing mailbox (conduct@yangming.com) or the independent director's mailbox (ymtarantang88@hibox.biz). The Company will keep the identity of the whistleblower and the investigation of the reported case strictly confidential. The relevant operating procedures of the Company can be found on our official website (<https://www.yangming.com/CorporateGovernance/WhistleblowingSystem.aspx>).

5. Management System

Suppliers shall 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.

5.1 Corporate Commitment

- Suppliers are required to allocate appropriate resources to fulfill the requirements listed in the Code of Conduct. The human rights, health and safety, and environmental responsibility policy statements established by suppliers shall include a commitment to continuous improvement. These policy statements shall be publicly disclosed and communicated to employees.

5.2 Legal and Code of Conduct Requirements

- Suppliers shall comply with all applicable quality, health, safety, and environmental laws and regulations. They shall obtain, maintain and update all necessary permits and registrations, including those required by the Code of Conduct.

5.3 Risk Assessment and Management

- Suppliers shall have appropriate mechanisms to identify environmental, health and safety, labor activities, and ethical risks related to their operations. They shall assess the level of each risk and implement appropriate procedures and substantive controls to manage them, ensuring compliance with laws and regulations.

5.4 Education, Training and Communication

- Suppliers shall develop training programs for management and employees to



meet applicable legal and regulatory requirements.

5.5 Audits and Evaluation

- Suppliers shall conduct regular self-evaluations to ensure compliance with regulatory requirements, the Code of Conduct, and the requirements related to social and environmental responsibility under customer contracts.