

V. Employee Care and Community Integration

● Responding to the United Nations Sustainable Development Goals (SDGs)



5.1 Employee Structure

■ The Company supports and implements the global CSR initiatives and standards

The Company's business bases are all over the world. In terms of human rights, we respect and uphold internationally recognized human rights, and never participate in any actions that ignores or tramples on human rights. In terms of labor standards, we safeguard freedom of association, recognize and uphold the right to collective negotiation between labor and management. We strive to eliminate any form of improper labor practices and discrimination in employment. Yang Ming publicly discloses human rights policies and supports the importance of human rights issues, and we have established a mechanism for handling violations. We continue to incorporate human rights-related issues into the Company policies, and publicly demonstrate the determination to respect human rights. On November 12, 2018, the "Human Rights Policy" was approved by the 3rd meeting of the 19th Board of Directors. The Chinese and English versions are published on the Company's website. At the same time, the entire fleet of the Company has been communicated and requested to comply. From August 11, 2020, to August 28, 2020, the Company has carried out a 0.5-hour online advocacy of the "Human Rights Policy" to the onshore employees of the Company. A total of 1,362 people passed the test, and the completion rate was 94%. [https : //www.yangming.com/files/Investor_Relations/人權政策 .pdf](https://www.yangming.com/files/Investor_Relations/人權政策.pdf)

As a world-renowned shipping company, Yang Ming operates a huge fleet, and the sea crew who work on the front line are the Company's most valuable assets. To protect labor rights, the Company refuses to hire child labor. All crew members working for the Company are over 18 years old. The Company strictly abides by the requirements of the Maritime Labour Convention (MLC) and signs a group agreement with each crew's union. The salary standards and labor conditions in the group agreement should not only comply with Taiwan's laws and regulations, but also meet the ILO (ITF) salary standards. No discrimination, forced labor, or human rights violation activities shall be allowed. We ensure that every sea crew does not work overtime, enjoys sufficient rest hours, and medical consultation. To improve the safety of the working environment, we regularly organize safety and health committees to evaluate and improve the risk of accident prevention and regularly follow up and review the compliance status and qualification certificates of each contract manufacturer to ensure that every sea crew enjoy fair treatment and full rights and interests.

Since the COVID-19 pandemic, many crews around the world have been trapped and worked on ships after the expiration of their work contracts. Long-term work at sea not only makes crew tired, but also has a serious impact on their physical and mental health. This also increases the risk of marine accidents and environmental disasters, and at the same time, it endangers the integrity of the maritime supply chain transportation system that transports 90% of the world's traded goods. Although international organizations and the Company are trying their best to solve the crew replacement crisis, governments around the world still regard crew replacement and international travel as a pandemic risk. Governments' restrictions on docking and boarding of crew and the reduction of international air flights have greatly increased the difficulty for crews to return home or go to work.

The Company understands the difficulties faced by our seafarers and believes that we have the responsibility to ensure that the crew members go to work and return home safely and healthily. The Company signed the "Neptune Declaration on Seafarer Wellbeing and Crew Change", responding to crew replacement and maintaining the smooth operation of the global supply chain :

- Recognize seafarers as key workers and give them priority access to Covid-19 vaccines.
- Establish and implement gold standard health protocols based on existing best practice.
- Increase collaboration between ship operators and charterers to facilitate crew changes.
- Ensure airline connectivity between key maritime hubs for seafarers.

We call on all shipping carriers, government agencies, and other interested parties to join us and do our best to protect the rights and welfare of offshore employees in the global supply chain. Neptune Declaration on Seafarer Wellbeing and Crew Change related links : <https://www.globalmaritimeforum.org/neptune-declaration>

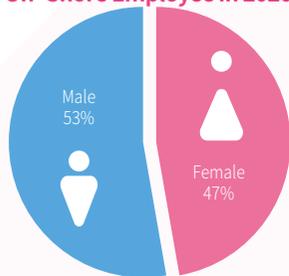
The Company has taken preventive measures in advance and cooperated with Keelung Hospital, Ministry of Health and Welfare in 2012 to provide remote medical consultation services for Offshore Employee. Marine medical needs are treated as emergency first-level patients, and professional doctors will provide advice or evaluation with reference to the fleet's relevant medical equipment and drugs, and determine whether Offshore Employee needs to be sent to a hospital urgently. Crew members have been restricted from disembarking during this pandemic. The remote medical consultation service takes care of our seafarers for the Company, providing health consultations and peace of mind to crew members and their families.

5.1.1 Talent Recruitment

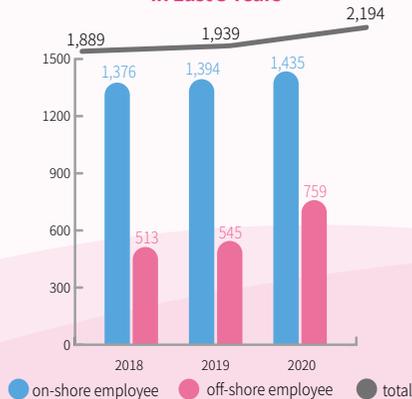
In line with the Company's business situations, we carry out regular recruitment activities to recruit outstanding talents, regardless of their majors, and to bring out their strengths. Besides recruiting through the internet, we also go major campuses to recruit talents. We welcome and cultivate fresh graduates in the shipping industry. In 2020, under the influence of the COVID-19 pandemic, the recruitment team did their best to publicize Yang Ming's recruitment information. A total of eight faculty briefing sessions and one campus recruitment fair were held. In 2020, a total of 117 new onshore employees were hired. It is not easy to recruit offshore employee in the current declining birth rates situation. Information regarding offshore employee recruitment is posted on platforms, such as the Company's official website, maritime academies, professional maritime training courses, and the monthly publications, and the recruitment is open throughout the year. We also collaborate with the National Taiwan Ocean University, providing lectures and employment opportunities, so as to increase the number of aspirants to work in maritime. In 2020, a total of 117 new off-shore employees were hired.

- Comply with the "Labor Standards Act". There was no violation of laws in 2020. In accordance with the nature of the business, the Company employs eight personnel with disabilities. If it is impossible to hire a sufficient amount of people with disabilities and aboriginal people based on the actual situation, the payment shall be made in accordance with the law.
- In accordance with the provisions of the Act of Gender Equality in Employment, the industry has clearly stipulates the procedures for the sexual harassment prevention, appeals, and punishments.
- Although the shipping industry is a relatively traditional industry, in accordance with the Act of Gender Equality in Employment, the recruitment, selection, appointment, assessment, and promotion of employees should be fair regardless of gender. The proportion of female onshore employees and supervisors in the Company has increased year by year. In 2020, the Company's supervisors ratio was 71.6% male and 28.4% female. The proportion of female supervisors increased by 1.4% compared to 2019.
- Due to the nature of the work, the Company does not employ temporary or part-time employees. We employ some foreign offshore employee.

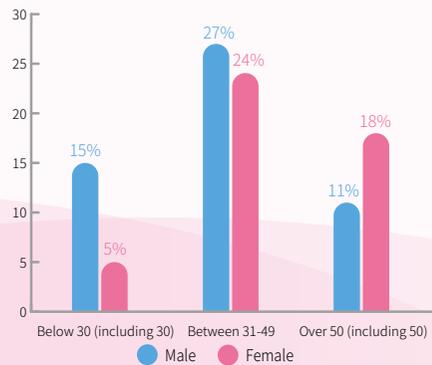
Gender Distribution of On-Shore Employee in 2020



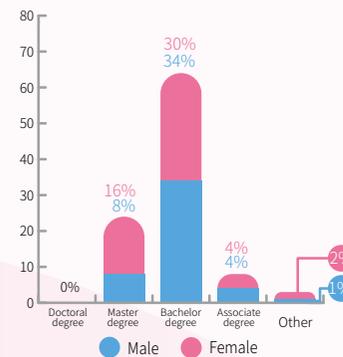
On-Shore and Off-Shore Employee in Last 3 Years



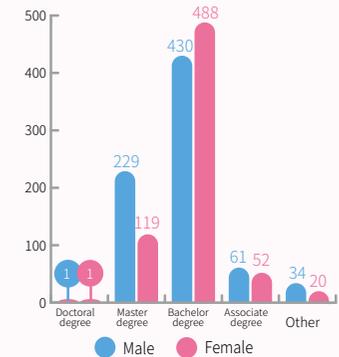
Age Distribution of On-Shore Employee in 2020



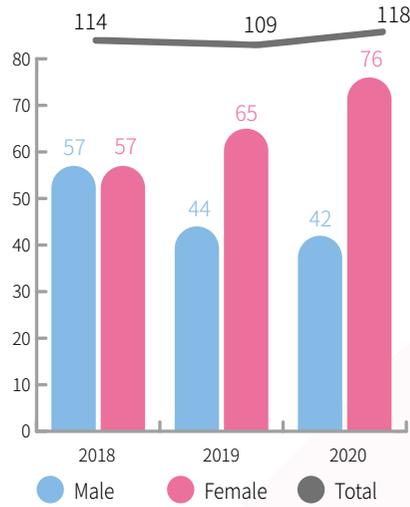
Education Distribution Ratio of On-Shore Employee in 2020



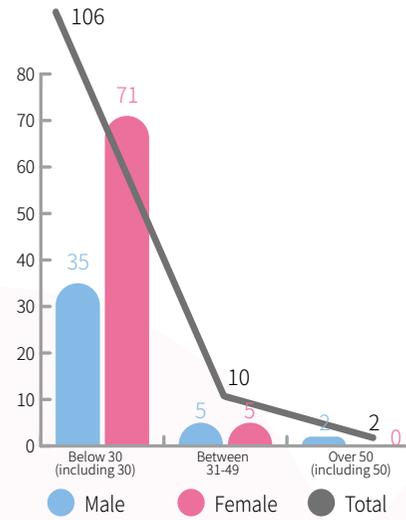
Education Distribution of On-Shore Employee in 2020



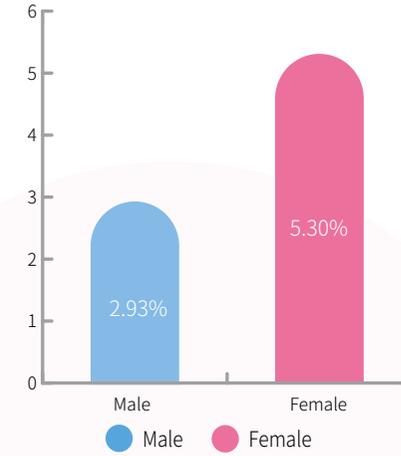
New On-Shore Employee Statistics in Last 3 Years



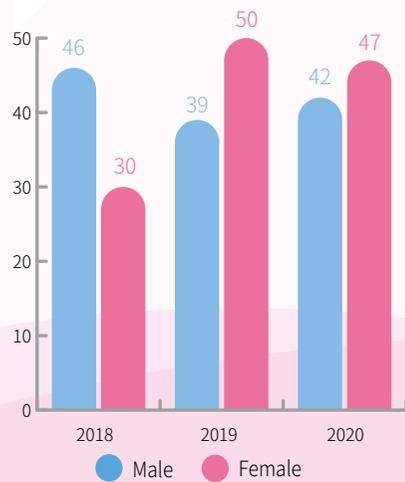
Age Distribution of New On-Shore Employee in 2020



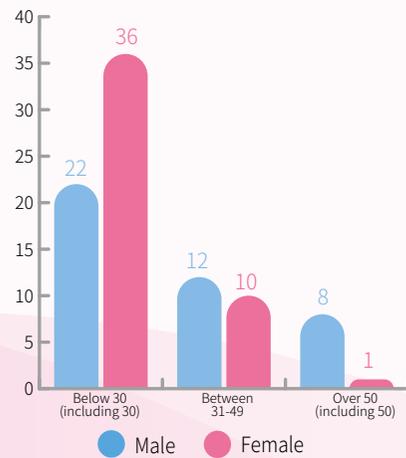
Gender Distribution of New On-Shore Employee in 2020



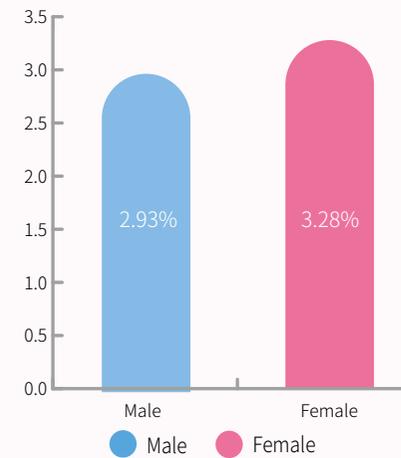
Statistics of On-Shore Employee Leave in Last 3 Years



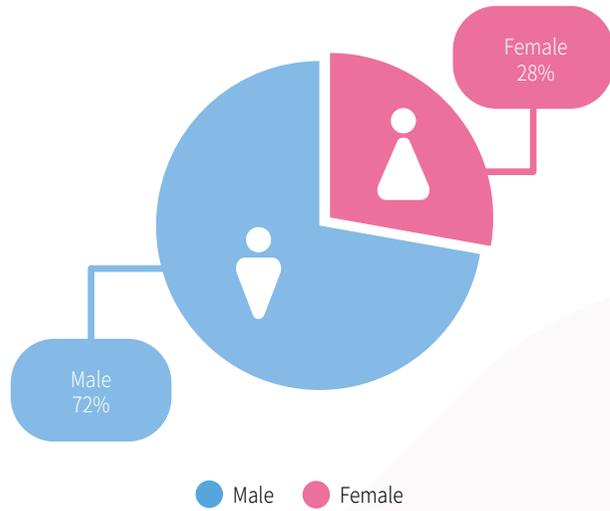
Age Distribution of On-Shore Employee Leave in 2020



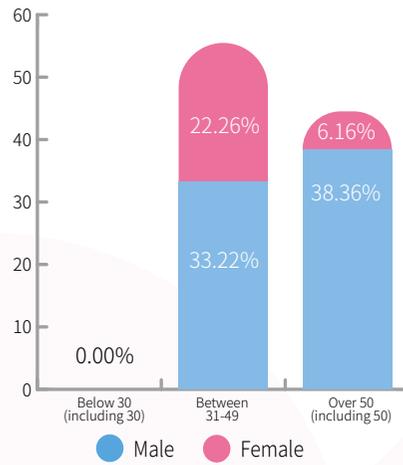
Gender Distribution of Leave On-Shore Employee in 2020



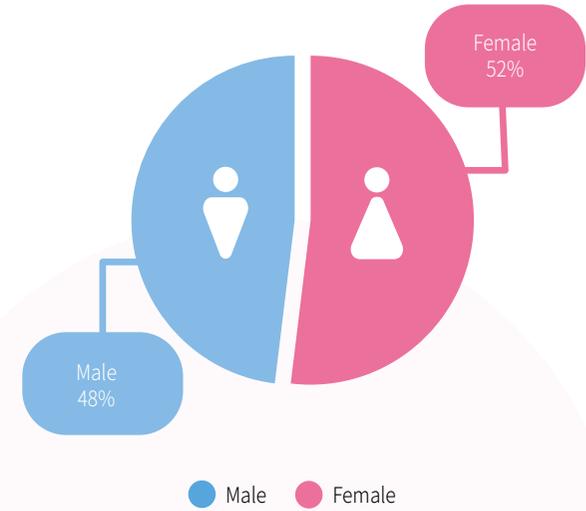
Supervisory Gender Ratio in 2020



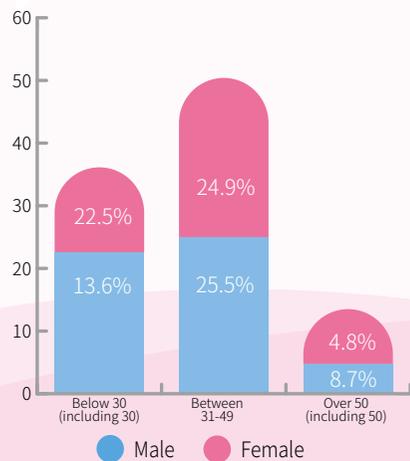
Supervisory Age Ratio in 2020



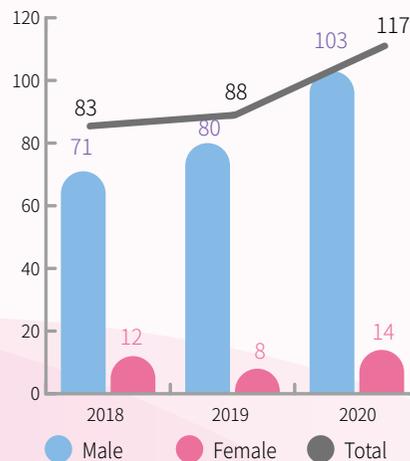
Non-Supervisory Gender Ratio in 2020



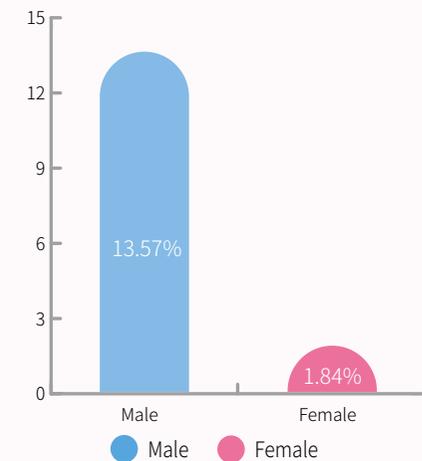
Non-Supervisory Age Ratio in 2020



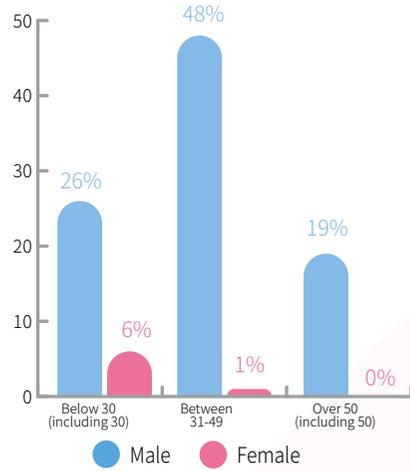
New Off-Shore Employee Statistics in Last 3 Years



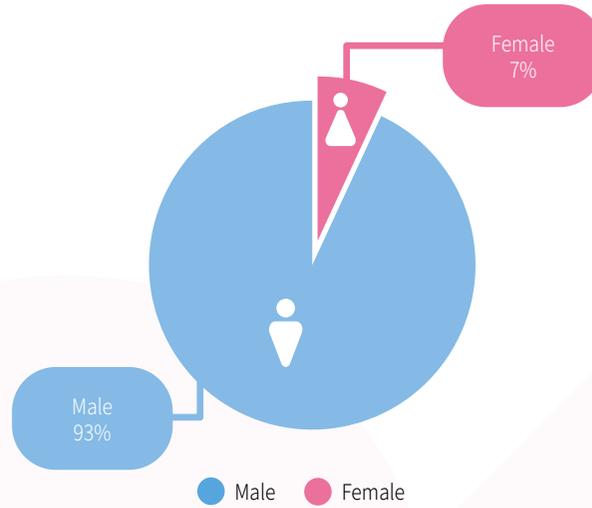
Gender Distribution of Off-Shore Employee in 2020



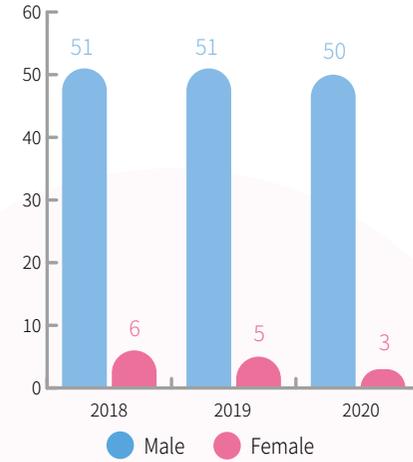
Age Distribution of New Off-Shore Employee in 2020



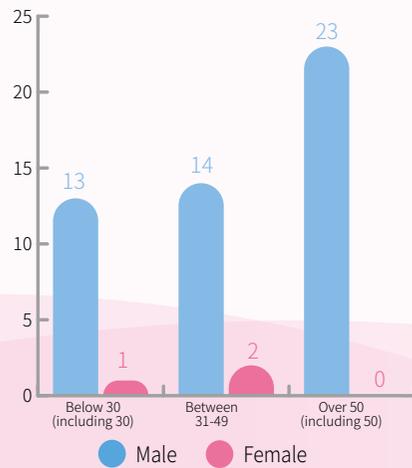
Gender Distribution of New Off-Shore Employee in 2020



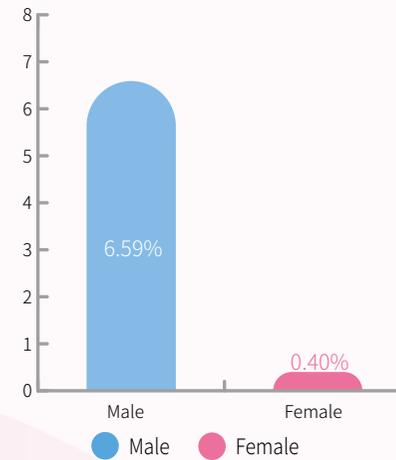
Statistics of Off-Shore Employee Leave in Last 3 Years



Age Distribution of Off-Shore Employee Leave in 2020



Gender Distribution of Leave Off-Shore Employee in 2020



The situation of onshore employee applying for parental leave in 2020

Category	Female	Male	Total
Number of qualified employees*	68	60	128
Number of applicants	14	3	17
Expected number of employees returning from parental leave	15	0	15
Actual number of employees returning from parental leave	13	0	13
Number of employees returning from parental leave in the previous year	11	0	11
Number of employees returning from parental leave in the previous year and had continued working for one year	10	0	10
Ratio of employees returning from parental leave (%)	87%	0%	87%
Retention ratio of employees returning from parental leave (%)	91%	0%	91%

- Note :
1. The above numbers are based on the onshore employees. The unpaid parental leave is applied according to the Labor Standards Act and our policy of unpaid leave.
 2. When female crew members are unable to work on ships after giving birth, after soliciting their personal wishes and depending on the Company's business needs, they will be transferred to onshore work.
Yang Ming's employees can apply for unpaid parental leave according to the law, and also enjoy childbirth allowance.
 3. In 2020, both the employees returning from parental leave ratio and the employees returning from parental leave retention ratio are higher than those in 2019.



5.2 Employee Learning

5.2.1 Offshore Employee

Occupational safety risks on board ships are far greater than those onshore due to factors such as changing weather and medical inconvenience. In order to effectively improve the maritime safety, relevant safety management policies and methods on board have been established in accordance to the ISM CODE. The fleet quality team and the fleet management team have been established to improve the overall vessel operation and maritime safety through onboard audit and supervision or on board visits. ISM CODE training and various onshore training courses are regularly conducted every year according to regulations. Participants include all crews and cadets.

Navigation safety--
 Set up occupational safety equipment
 Risk assessment system
 Ship handling scenario simulation
 Prevent pirate threats training

Crew's health--
 implement risk assessment before crew dispatch

Occupation safety training--
 Truly implement the SOLAS ISM Code
 Ship security system- Implementation of the SOLAS ISPS Code
 Physical safety course

Conduct ISM CODE training and various onshore training courses on a regular basis every year in accordance with regulations. The statistics of 2020 sea crew training are as follows :

Category	Management		Non-management		Total number of people	Total training hours	Average training hours per person	Average training hours of male	Average training hours of female
	Male	Female	Male	Female					
Deck	56	7	116	44	223	2368.0	10.6	10.5	11.2
Engineer	25	0	66	1	92	1124.0	12.2	12.1	24.0
Common Course	25	1	56	10	92	2676.0	29.1	25.5	32.4
Average hours	16.4	16.5	14.6	15.1					

Note : 1. Due to the nature of work, female sea crew members are mostly engaged in deck work at present.

2. Management positions : captain, chief officer, chief engineer, 2nd engineer.

3. Non-management positions : ship officer, engineer, seaman, mechanic, cadet.



5.2.2 Industry-Academia Collaboration for Offshore Employee

Adhering to the concept of “giving back to the society”, Yang Ming has been working on cultivating outstanding industrial talents for a long time. In December 2020, a memorandum of industry-academia collaboration renewal ceremony was held with the National Taiwan Ocean University and Yang Ming, which was signed by the chairman of Yang Ming, Cheng-Mount Cheng and the president of National Taiwan Ocean University, Tai-Wen Hsu, with the hope that through industry-academia collaboration, Taiwan’s shipping competitiveness can be strengthened and contribute to the sustainable operation of the shipping industry.

The industry-academia collaboration project between Yang Ming and National Taiwan Ocean University has been on-going for 3 years. This renewal will follow the original collaboration structure. Through overall ship-and-shore manpower training, industry-academia cadetships, industry lectures and employment opportunities, etc., students can have an early access to maritime work content, accumulate practical experience, this in turn builds a team of outstanding talents in the shipping industry for the country. In addition, this industry-academia collaboration has expanded the exchange of technical resources, data, and research results between the two parties, in order to achieve a win-win situation.

The shipping industry is a traditional industry, but it is also a highly internationalized industry that requires innovative thinking, including the upgrading of information systems and the gradual promotion of artificial intelligence, so that the overall shipping process is simplified and smoothed. At the same time, we require more new blood for the fleet’s operation to contribute to environmental protection and environmental sustainability. Cultivating talents needs to start from the campus and down to root level. Through close cooperation between industry and academia, not only can we cultivate domestic professional elites, but also enable both parties to mutually benefit in and grow through the industrial upgrading and academic research.

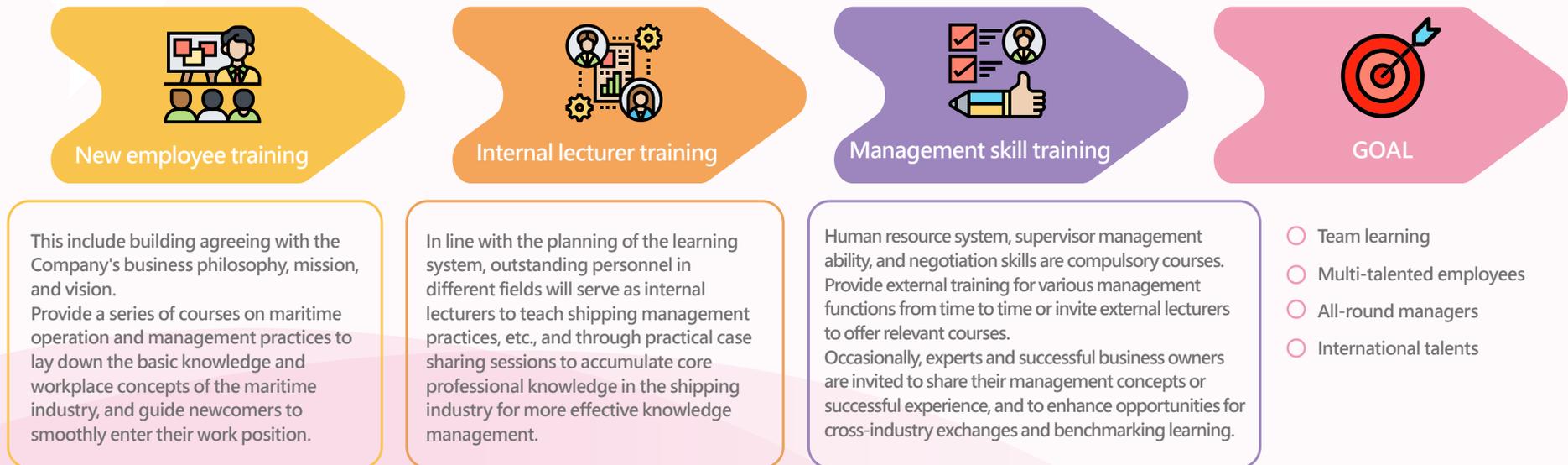


Issue	2020 Goals	2020 Implementation results and Performance	2021 Planing Goals	Med-to-long-term goals for the future (2022~2025)
Training Programs	Relevant training programs are carried out according to competency requirements.	<ol style="list-style-type: none"> Carried out maritime industry-academia collaboration, participated in the 2020 Industrial Practical Talent Cultivation Class held at the University of Science and Technology, and provided students with on board cadetships to cultivate maritime talents. In order to strengthen the practical teaching experience of maritime academia and shorten the gap between learning and practical use, we conducted a marine engineering practice and inspection course with the National Taiwan Ocean University to impart new knowledge of maritime vessels. Continued with crew functional training. In 2020, 28 crew training sessions were held to improve professional quality. In order to select and train Class A cadets (including all cadets) to become qualified ship officers and engineers of the fleet, the Marine department has planned a training program for Class A cadets. 	<ol style="list-style-type: none"> Strengthen maritime industry-academia collaboration, actively deepen the collaboration with various universities, offer postgraduate courses to cultivate potential crew members. Continue to carry out job function and safety training. The Company centrally plans and puts specific requirements into the on board training content to improve professional quality. Implement the E-Learning, crew remote digital learning management plan, and track the learning progress through learning records to improve the professional quality of the crew. Establish an online knowledge management platform and discussion panel to allow crew members to discuss the technical aspects to improve equipment safety and maintenance efficiency, and achieve Team Work and Work Smart for the fleet. Factory technicians or instructors to conduct equipment overhaul and operation teaching on board the vessel to improve the professional skills of the crew. 	<ol style="list-style-type: none"> Based on the thinking of crew's full life cycle, the Company plans to track and supervise the performance of the crews through the digital smart system from recruiting talents from maritime academies and training institutes, cadetships, professional training, to passing examinations and services on board to establish the complete biographical information of Yang Ming's crew. Assist the crew's career rotation planning, and adequately provide the offshore manpower needs of the various departments. Provide sea crew with comprehensive English teaching resources and establish a more comprehensive English structure to support the needs of sea crew for diversified and effective English communication skills.

5.2.3 Onshore Employee

Employees are the precious capital of the Company. The Company attaches great importance to talent cultivation, in line with the development needs of the Group, and has established a human resource cultivation policy : team learning, multi-talented employees, all-round managers, international talents, and we also provide a complete training program for employees.

For general employees, the Company offers courses on presentation skills, communication skills, teamwork, etc.; for middle and high-level executives, we offer core functional leadership courses, etc. We hope that every managers and employees can apply what they learn to create a better performance at work.



Average number of training hours per Onshore Employee in 2020

Item	Onshore Employee				
	Managerial positions		Non-managerial positions		Subtotal
	Female	Male	Female	Male	
Number of employees	83	209	597	546	1,435
Total training hours	1,006	2,361	10,938	8,001	22,365
Average training hours	12.8	11.3	18.3	19.7	15.6

Off-job training	Training hours	Number of person trained	Hours/person
Language training subsidy (including English, Japanese, German, Spanish, etc.)	1,421	28	50.8 hrs
Professional training subsidies (including professional training in quality, audit, accounting, human resources, transportation, and occupational safety)	1,559	77	20.2 hrs

Year	Number of users of digital learning platform (YM E-Learning)
2018	1,337
2019	1,274
2020	1,410

Note : In 2019, the calculation method was adjusted to the number of users, and the past calculation was on the number of times used.



5.3 Employee Development



Employee performance appraisal

- A total of 24 offshore personnel have been promoted as of December 2020 (including four promoted to captain, seven to chief officer, seven to chief engineer, and six to 2nd engineer)
- All employees participate in the personal performance management system (including performance and career development review)
- Annual work goal setting, assessment, and progress tracking



Cultivate international talents

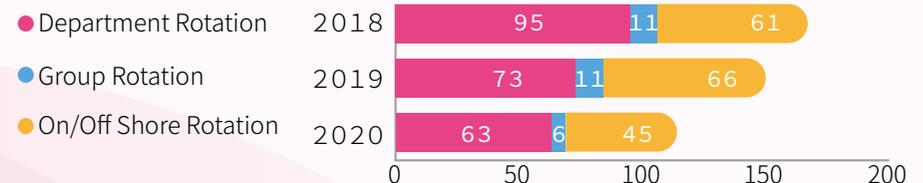
- In 2020, expatriated personnel accounted for about 10.2% of the number of onshore personnel
- Diversified language subsidy



Rotation mechanism

- Recruit announcement
- Continue to promote internal rotation within the department

Rotation category & Figures in Last 3 Years

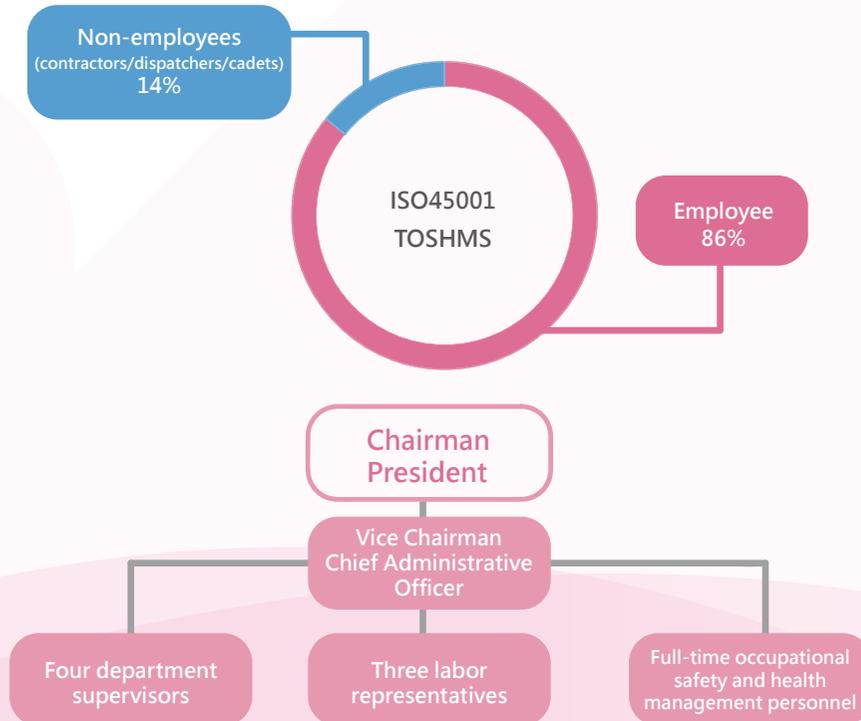


5.4 Occupational Safety and Health

The company adheres to the policy of "Implementing occupational safety and promoting the physical and mental health of personnel". We establish and implement an occupational safety and health management system in accordance with the Occupational Safety and Health Act, and pass the ISO45001 and TOSHMS certifications to ensure the safety and health of the Company's employees and workers.

The Company has set up the Occupational Safety and Health Committee to hold quarterly meetings to discuss safety and health-related issues and implement them after resolutions are made. We formulate an occupational safety and health management plan for occupational safety projects required by laws and regulations and continue to improve in the PDCA spirit of the safety and health management system requirements (ISO45001 & CNS 45001). The quarterly meetings of the Occupational Safety and Health Committee and the annual safety and health management review meeting are conducted to review and track the progress of the process to continuously improve the safety and health of employees and workers. Both internal and external stakeholders can use the occupational safety mailbox to report related issues. The Company continues to conduct routine training and uses conferences or internal Yang Ming e-paper to advocate the Company's occupational safety and health policies, goals, implementation plans, and related laws and regulations.

The Company implements the management method of the occupational safety and health management system



Draw up an occupational safety and health management plan

Prevention of abnormal workload / Prevention of human-caused hazard / Prevention of illegal infringement / Maternity labor health protection



Perform regular risk assessments

Identify high-risk operations and Hierarchical control



Safety and health management for contracting and outsourcing

The terminal container operation site will hold a quarterly contracting safety and health meeting, and a total of 8 sessions were held in 2020.



Education, work safety training, and advocacy

In 2020, the onshore departments completed 56 work safety training sessions, totaling 816 attendants. Seafarers conduct necessary safety training and exercises, such as fire fighting and abandon ships etc.



Occupational safety mailbox

asdpservice@yangming.com



Formulate procedures of accident handling and correction

When an occupational disaster or accident occurs in a regulated workplace, investigation and analysis should be carried out immediately to find out the cause, develop improvement methods, implement effective improvement measures, and follow-up management to avoid similar accidents in the future.



Develop safety and health communication, participation, and consultation procedures

Formulate internal and external safety and health communication, participation, and consultation procedures, publicize information on safety and health laws and related regulations, enable internal communication between different management levels and departments, and enable interactive channels for external communication, acceptance and response of contractors, visitors, and stakeholders in the workplace to protect the rights of employees and promote safety.

5.4.1 Safety at Work

In accordance with the Occupational Safety and Health Act and relevant regulations, the Company has established the safety and health risk management procedures and adopts the systematic risk assessment and hierarchical control practices recommended by the Ministry of Labor. According to our existing environment and operating characteristics, we identify potential hazards, define risk levels, plan and implement damage prevention and control measures, and regularly conduct hazard identification and risk assessment reviews. The Company operates vessel transportation and container terminal businesses. Its high-risk work sites are on board operations and container yard operations. High-risk on board operations include operations on the deck, loading and unloading operations, high-temperature operations in the engine room, and mechanical operation and maintenance. High-risk operations at the container yard include operating machinery and tools for loading and unloading containers and trailer transportation. Relevant operations are managed in accordance with maritime laws and regulations on land-based safety and health. The Company adopts a hierarchical management and control method for the hazards identified at the operation site of the terminal container yard and adopts engineering control, management control, and personal protective equipment according to the level of risk to maintain risks at an acceptable level.

Since the shipping process needs to be completed by many contractors, the Company also has set up safety and health management procedures for contracting and outsourcing. It standardizes the occupational safety and health management procedures for the delivery of contracted and outsourced work, and requiring proper management in accordance with the “Occupational Safety and Health Act”, ISO45001 standards, and related regulations to ensure the health and safety of personnel. The contracting and outsourcing management method includes factors such as the legality of the contractors’ organization, safety and environmental management capabilities, the quality and mobility of personnel, coordination capabilities, and degree of cooperation when selecting and evaluating contracting and outsourcing contractors. Before the formal construction, the contractor and the outsourcer will be informed about their working environment and hazards, safety and health regulations, and the measures to be taken to prevent hazards. Daily inspections of the identity of personnel entering site and daily inspections of the worksite will be carried out. If the contractor’s and outsourcer’s personnel violate the safety and health regulations, they will be corrected immediately. A designated person is responsible for regular communication and coordination with the contractor and outsourcer, and the qualified licenses held by the contractor personnel must be checked and managed. In addition, the terminal container operation site will hold a quarterly contracting safety and health meeting to coordinate safety and health management matters and review the effectiveness of safety and health management implementation. A total of eight sessions were held in 2020.

In addition, the company handles various work safety training according to business needs, including dangerous goods training, fire prevention administrator training, first aid personnel, operation supervisors, road traffic safety seminars, safety and health management personnel on-the-job training, contract procurement management training, etc. In 2020, the onshore departments completed 56 work safety training sessions, totaling 816 attendants. The Company’s fleet establishes Safety Management System (SMS) for fleet and personnel safety management in accordance with the ISM CODE, including monthly fire-fighting/abandon ships/and other necessary safety training and exercises. For the number personnel trained and hours for the ISM CODE training, please refer to “5.2 Employee / 5.2.1 Offshore Employee”.

There were no deaths or serious occupational injuries (including disasters of more than three persons, severe disability, etc.) among the Company’s employees in 2020. A total of 236 occupational injuries were recorded, of which one was a day worth of loss of working hours, which was caused by a personnel’s hand being scalded by spilled hot coffee grounds due to shaky hands while making coffee. The rest were minor injuries (minor abrasions/bruises/muscle soreness, etc.). In addition, non-company employees, including the contractors, dispatchers, cadets, and other personnel, did not encounter any occupational accidents in 2020. The company continues to require the implementation of various safety and health measures in the workplace to effectively prevent similar incidents from happening in the future.

Frequency and severity rate of disabling injury from employees accidents in 2020

	National crew	Onshore Employee
Frequency of disabling injury (Note 1)	0.00	0.32
Severity rate of disabling injury (Note 2)	0	0

Note 1 : The number of disabling injuries per million total working hours (calculated to two decimal places) = (the number of accidents and fatalities of employees or crew members x 10⁶)/total working hours

Note 2 : The number of days lost by disabling injury per million total working hours (calculated to an integer) = (the number of days of accidents and death of employees or crew members x 10⁶)/total working hours



5.4.2 Health Management and Care

Yang Ming provides employees with the following services to help them manage their health :

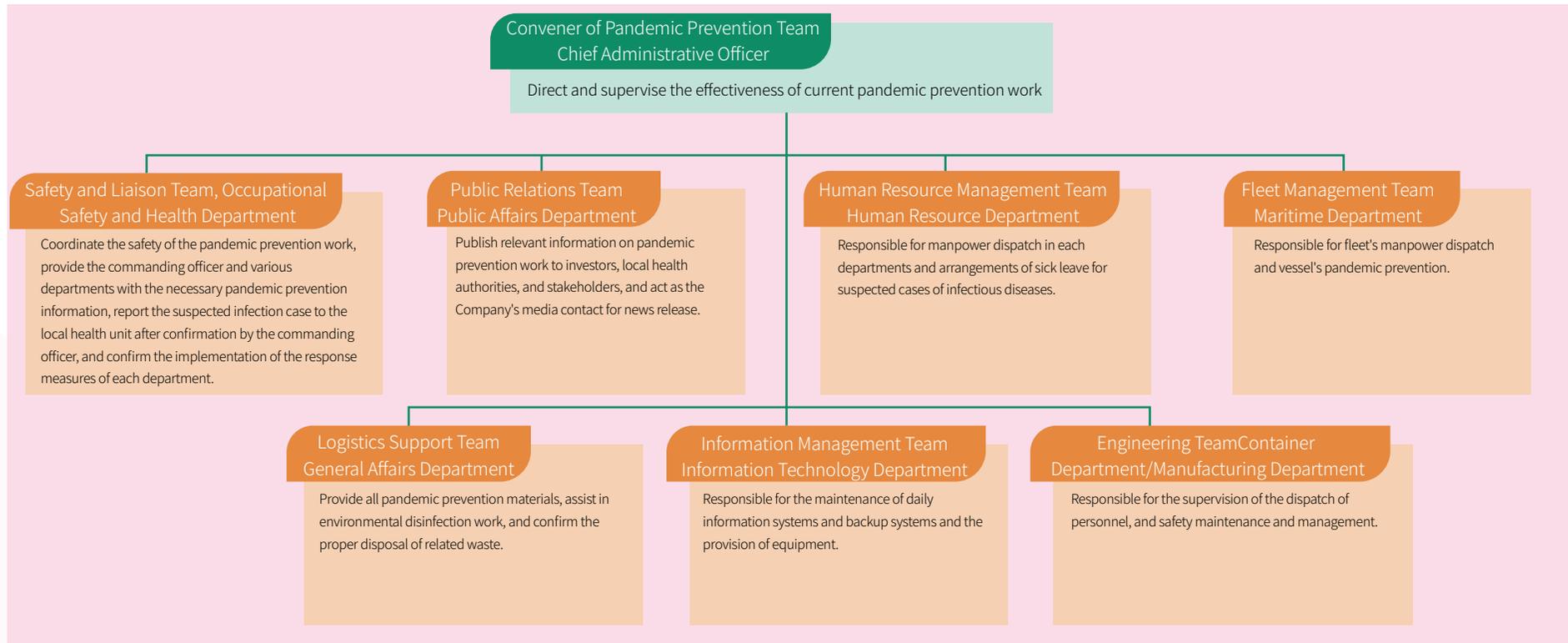


Issue	2020 Goals	2020 Implementation Results and Performance	2021 Goals	Med- to Long-term Goals for the Future (2022~2025)
Occupational safety and health	<p>Strengthen the health care of onshore and offshore employees :</p> <ol style="list-style-type: none"> Completed the 2020 occupational safety and health management system ISO45001 certificate renewal in each workplace of the Company. Plan, take measures, implement, and track control measures for the impact of the COVID-19 on vessels and shores, in order to get through safely. Promote the Employee Assistance Program (EAPS) to include expatriated personnel. Continue to cooperate with Keelung Qi-Ming Massage Association to provide massages for our employees. Plan health improvement activities such as physical fitness, ergonomic walking services, pulmonary function tests, health seminars, and on-site consultations with doctors. Supervision of the occupational safety management system and health protection related matters of the branches and the subsidiaries. 	<p>Onshore Employee</p> <ol style="list-style-type: none"> Completed the 2020 occupational safety and health management system ISO45001 certificate renewal in each workplace of the Company (including headquarters/branch offices and subsidiaries), and completed the revision of risk assessment and training procedures. Continue to grasp the changes in the pandemic situation, set up an pandemic response team, convene pandemic prevention measures and tracking meetings from time to time, and implement relevant pandemic prevention measures, including pandemic prevention advocacy, pandemic prevention material preparation, employee health monitoring, sickness reporting, and completion of emergency preparation for pandemic prevention. Continue to promote the Employee Assistance Program. Expatriated personnel have been included as the service targets of this program. Continue to cooperate with Keelung Qi-Ming Massage Association to provide massages for our employees. Relevant health improvement activities have been conducted, including physical fitness, ergonomic walking services, pulmonary function tests, health seminars, and on-site consultations with doctors. Assisted Subsidiaries - Kao Ming, Jing Ming, Hong Ming, and YES Logistics Corp. to complete the ISO45001/CNS45001 system certification and maintain effective operations. <p>Offshore Employee</p> <ol style="list-style-type: none"> Conducted various occupational safety and health training. The Company proactively distributed sufficient pandemic prevention supplies for the entire fleet, and updated the fleet with prevention information at any time. The Offshore Employee implemented pandemic prevention measures by adjusting business operation for safety and risk control, and there was no cases of infection occurred in the fleet. 	<p>Onshore Employee</p> <ol style="list-style-type: none"> Planning, implementation, and tracking of COVID-19. Promote the Employee Assistance Program (EAPS) and cooperate with Hsinchu Lifeline to include all crew members as service targets. Continue to cooperate with Keelung Qi-Ming Massage Association to provide massages for our employees. Plan physical examination for all employees in 2021. Expand the "Physical Fitness" activities and health seminars to promote becoming a "Sports Enterprise" certified by the Sports Administration of the Ministry of Education. <p>Offshore Employee</p> <ol style="list-style-type: none"> Conduct various occupational safety and health drills and training to achieve the goal of zero accidents in industrial safety. Extend the Employee Assistance Program (EAPS) to international offshore employee. Take relevant contingency measures on vessels and shore against the COVID-19 pandemic, so that we can get through it safely. Establish fleet satellite broadband communication to accelerate the efficiency of ship/shore two-way communication, and also allow crew members to connect with their families online to relieve the physical and mental stress caused by the pandemic containment policy. 	<p>Onshore Employee</p> <ol style="list-style-type: none"> Establish a workplace safety culture, continue to promote safety and health training, shape the safety concepts of employees, and reduce unsafe behaviors of employees. Promote a healthy and friendly workplace, pay equal attention to the physical and mental health of employees, and plan to provide health improvement and health management practices that meet the needs of employees. Expand the scope of safety and health care, fulfill corporate social responsibilities, implement the concept of systemic safety and health management to include the head office/branch offices/fleet/subsidiaries and stakeholders, and gradually build a tight safety net. <p>Offshore Employee</p> <ol style="list-style-type: none"> The fleet is developing in the direction of Smart Ship, and the fleet real-time information center is optimized to achieve faster data transmission and higher-definition image services to verify the crew's health data and improve the quality of crew remote medical services. With the fleet's big data monitoring module, the crew's health status can be understood in real time through the crew system. Extend the Employee Assistance Program (EAPS) to the spouses or family members of the international Offshore Employee.

5.4.3 Contingency Measures for COVID-19

Since the outbreak of the COVID-19 pandemic, the chief administrative officer of the Company has served as the convener of pandemic prevention and together with the Human Resources Department, General Affairs Department, IT Department, and Occupational Safety Department, establish the Pandemic Prevention Response Team. The Pandemic Prevention Response Team keeps track of the changes in the pandemic, handles pandemic prevention publicity, prepares pandemic prevention materials, monitors employees' health, and conducts drills on pandemic prevention emergency response measures, and makes adjustments with roll planning method.

The relevant pandemic response measures implemented by the Company are as follows :



As early as 2015, the Company has formulated pandemic prevention and response procedures, which are applicable to ships and shores. It strengthens monitoring and risk assessment of pandemics in the Company's locations and improves contingency preparation and response mechanisms to reduce the risk of personnel infection and ensure the normal operation of the Company.

- ★ The Company provide infrared thermometer at the gates and driveway entrances to measure the temperature of employees every day; strengthen the advocacy of the importance of independent health management, remind employees with fever or acute respiratory symptoms to implement "rest at home when sick"; if anyone has a fever or respiratory symptoms during work, the Company will assist them in seeking medical treatment or give paid pandemic prevention leave as appropriate. For employees with abnormal body temperature, an employee health monitoring plan will be implemented, and a tracking mechanism and follow-ups will be implemented.
- ★ Promote the importance of hand hygiene, encourage employees to disinfect or wash their hands when entering the workplace to reduce the risk of contact infection; in addition to the usual supply of soap and water, public areas (first floor, basement, restaurant, etc.) are also placed with 75% alcohol-based hand sanitizers for personnel to use. In addition, masks are provided for front-line personnel to use and are open to general personnel who needs it at the moment, and regular e-mails to advocate cough etiquette are sent.
- ★ A visitor regulation is posted at the entrance of the Company, stipulating that visitors entering the workplace must fill in the "No Overseas Travel and Health Declaration Form", have their temperature taken, and use alcohol for disinfection (if visitors have a fever or acute respiratory symptoms, they will be refused entry); specific areas for business needs, such as dispatching out or receiving materials are also set up to control visitors' entry and exit.
- ★ Widen the cleaning range of the office environment. In addition to putting protective film on the elevator buttons to improve cleaning efficiency, diluted bleach is used on the conference room desktop, door handles, toilet areas, stair handrails, etc., to wipe and clean the surfaces of frequently contacted objects at regular intervals (morning, noon, and afternoon). At the same time, bottles of 75% alcohol sanitizer are provided in each office to allow employees to wipe their personal desktops and objects to maintain a clean environment. To enhance the air circulation inside the building, in addition to regularly cleaning the air filter and increasing the ventilation rate, personnel can also open the windows according to their needs to keep the environment ventilated.
- ★ The staff canteen implements hygiene and safety regulations, including kitchen workers wearing masks and maintaining hand hygiene (washing hands frequently) during work; food on the dining table is separated by transparent partitions to prevent foreign objects or droplets from being sprayed around. During mealtime, employees enter the canteen in 3 batches, and the table spacing is widened to keep social distance for employees. At the same time, personnel are also provided with their own containers to pick up meals and return to their seats. At the entrance of the restaurant and various obvious places, notices were posted at the same time advocating "Do not talk during meal"; at the end of the mealtime, the place will be thoroughly cleaned and disinfected to actively maintain a clean environment.
- ★ Taking into account the changes in the pandemic situation and the operation of the business, each department has completed the work group planning for rotating for the rotation to work from home, if necessary and has completed the work from home drill. Some departments flexibly dispatch manpower, establish a remote office mechanism, and also discuss home office equipment and related supporting measures.
- ★ Refer to the Travel Health Notices of Taiwan Centers for Disease Control to cancel non-essential business travel; if there is a necessary business trip, the Company will also arrange pre-departure pandemic prevention instructions and provide necessary pandemic prevention materials.
- ★ Provide masks and related pandemic prevention materials for expatriate personnel or personnel in public affairs.
- ★ Since Taiwan Centers for Disease Control listed Wuhan as first level alert on the Travel Health Notices on Jan. 7, 2020, Yang Ming has begun to launch pandemic prevention and health education advocacy. Every crew member is required to wash their hands frequently, monitor their body temperature every day, and pay attention to their health. Since then, Taiwan Centers for Disease Control has continued to raise the alert level of Travel Health Notices, and the Company took the initiative to provide the entire fleet with medical masks, 75% alcohol sanitizer, sodium hypochlorite, latex gloves, goggles, protective clothing, ear/forehead thermometers, etc. for pandemic prevention, and took the inventory of pandemic prevention supplies on each vessel weekly and made timely replenishment to ensure that the fleet has had a sufficient amount of pandemic prevention supplies.

In order to ensure the health of the crew on board, the crew dispatchment was suspended from January 30, 2020, and the spouse and families of the crew were declined from boarding the vessel. Except for business needs, crew members are completely prohibited from leaving the vessel during berthing; except for necessary business duties, all visitors are declined to board the vessel. Boarding personnel on official business should wear masks and have their body temperature taken at the landing control point. Those who have a fever or cough will be refused boarding. Starting from April 2020, limited crew dispatch will be implemented, and the crew members on board will conduct 14 days of health management. The Company provides four pandemic prevention measures for the crew on board: goggles, medical masks, protective clothing, and latex gloves. Starting from August 2020, the crew on board is required to provide an RT-PCR test report within two days before boarding to achieve risk control.

In view of the global spread of the COVID-19 pandemic and the continuous increase in the number of confirmed cases, Yang Ming has not only continued to provide real-time information on the pandemic prevention of the entire fleet, but also drew up the "Operational Guidelines for the Prevention and Control of the COVID-19 Pandemic for the Crew of Yang Ming". During the pandemic, the sick and injured crew members will be provided with 24-hour maritime remote medical consultation services, in addition to the "Principles of Emergency Medical Treatment for Ships in Transit at International and Fujian-Kinmen-Lianjiang Ports". Satellite phone, fax, or E-MAIL can be used to request medical consultation from the emergency room of Keelung Hospital, Ministry of Health and Welfare. In 2020, there were a total of 96 medical consultation services.



The Company currently holds meetings at any time depending on the changes in the pandemic situation.

5.5 Employee's Rights and Benefits

Yang Ming firmly believes that employees are the Company's most valuable asset. In order to enable employees to realize their potential and demonstrate high quality of work, we provide reasonable remuneration for onshore and offshore employees, improve the welfare system to take care of our employees, and combine the Company's operational goals with Individual performance to reward and attract outstanding talents. The Company complies with the provisions of the Labor Standards Act and maintains a harmonious labor-management relationship.

5.5.1 Working Hours

The Company's working hours, breaks, vacation, and overtime are all in compliance with the Labor Standards Act.

5.5.2 Employees' Welfare

The overall salary of the Company is based on the spirit of equal pay for equal work. There is no gender difference in the starting salary of the junior staff. The basic starting salary of Yang Ming is NT\$ 32,000 (The basic starting salary in Taiwan is NT\$ 23,100). The salary information of full-time employees who are not in managerial positions is also announced on MOPS according to regulations. (<https://mops.twse.com.tw/mops/web/t100sb15>)

Salary information for full-time employees who are not in managerial positions

Unit : NT\$ thousand

Item	2020	2019	Difference from the previous year (%)	Description
Number of full-time employees in non-managerial positions	1,494	1,485	0.61%	
Average Salary	1,374	1,037	32.50%	
Median salary	1,243	914	36.00%	Applicable for the first time at the end of April 2020.



▲ Supports local agricultural policies



▲ The above two photos are the Company's club activities

The description of the welfare provided by the Company is as follows :

<p>Appropriation of benefits</p> <p>Benefits will be allocated based on 0.6% of operating income and withheld monthly based on 5% of employee salary, which will be handed over to the Employee Welfare Committee to handle various welfare services.</p>	<p>Paid leave</p> <p>In addition to providing leave in accordance with the provisions of the Labor Standards Act, Onshore Employee are provided with five days of paid leave each year, so that personnel can have flexibility when they have to go on leave. Due to the work characteristics of offshore employees, relevant vacations shall be distinguished in accordance with the provisions of The Seafarer Act.</p>	<p>Retirement benefits</p> <p>Based on “Labor Standards Act” and “Labor Pension Act,” Yang Ming has set up employee retirement pension. The company makes monthly contribution to designated accounts to ensure that employee’s pensions are provided and paid for, to further encourage employees’ long-term service and commitment to the Company.</p>	<p>Shareholding trust</p> <p>The company provides a 30% subsidy to encourage all employees to participate in stockholding trust, and purchase company’s shares.</p>
<p>Insurance</p> <p>Labor insurance, national health insurance, and business travel safety insurance.</p>	<p>Health care</p> <p>Provide high-quality health examinations with a frequency better than statutory requirements. Health professionals regularly provide correct health and medical knowledge, and organize health seminars and activities. Related content can be found in 5.4.2.</p>	<p>Multiple subsidy programs</p> <ul style="list-style-type: none"> - Subsidy programs for 2020: participation/number of beneficiary; input/subsidy amount - Cash gift for birthday: 2,067 people; 4,134 (NT\$ thousand) - Cash gift for wedding: 27 people; 111 (NT\$ thousand) - Cash gift for retirement: 40 people; 400 (NT\$ thousand) - Cash gift for hospitalized employees: 84 times; 168 (NT\$ thousand) - Cash gift for childbirth: 46 people; 230 (NT\$ thousand) - Education grants for employees’ children (2 times/year): 1,002 times; 4,278 (NT\$ thousand) - Scholarship for employees’ children (2 times/year): 169 times; 751 (NT\$ thousand) 	<p>Wedding jewelry</p> <p>In order to enhance the happiness of personnel’s family, Yang Ming holds an annual commemoration of the 40th, 30th, 20th and 10th wedding anniversary of personnel. Each family will be given a jewelry gift of 22.5 grams, 18.75 grams, 15 grams, or 11.25 grams, respectively. In 2020, 72 people received the jewelry gifts.</p>
<p>Clubs and associations</p> <p>There are currently 30 clubs and associations, including Ping-Pong, badminton, golf, volleyball, tennis, basketball, swimming, bowling, photography, aerobic dance, yoga, board games, etc.</p>	<p>Hiking activity</p> <p>Annual hiking activities are held for onshore/Offshore Employee and their families, as well as retired employees, and lucky draws are organized to improve physical and mental health and make friendly connections.</p>	<p>Childcare service</p> <p>Cooperate and sign with legal chain childcare service organizations to provide preferential services for personnel, in line with the provisions of the Act of Gender Equality in Employment.</p>	<p>Supports local agricultural policies</p> <p>In response to the government’s support local agricultural policies, the Company recently purchased about 8,000 kilograms of high-quality bananas from the Agriculture and Food Agency for our employees. We carry out corporate social responsibility with practical actions, in the spirit of giving back to the society, hoping to contribute to the promotion of Taiwan’s agricultural products, and take care of the health of our employees with high-quality and high-nutrition bananas.</p>

5.5.3 Freedom of Association

Yang Ming Marine Union has been established for more than 21 years. Employees can join or withdraw as and when they wish. According to statistics at the end of 2020, the union participation rate was 53%. The Company currently has a harmonious labor-management relations, and there is no collective bargaining agreement drawn up.

5.6 Open Communication Channels

As an international shipping company, we believe it is necessary to convey information to personnel everywhere in real time and accurately. It is also the Company's unshirkable responsibility to assist employees around the world to quickly addressing their work-related needs. In addition to real-time communication in daily work, the Company irregularly organizes employee opinion surveys, satisfaction surveys, Yang Ming e-paper, or direct interviews, in order to understand employees' overall organizational recognition and job satisfaction status of the Company, so as to overcome problem. We also analyze the differences in various aspects of the problem, and develop different strengthening measures to promote the quality of employees' work and life, and then discuss the issues that can be improved in the Company's management and continue to enhance the competitiveness of the organization. In 2020, the Chairman's mailbox was set up to listen to and respond to employees' opinions and voices to enhance management efficiency.

In addition, in order to ensure the smooth flow of communication channels with employees, labor-management meetings will be held quarterly. A total of 4 meetings were held since January 2020, and thereafter continue to be held regularly every quarter. In addition, in order to enhance team harmony, protect the rights and interests of employees, and assist employees in solving human resources-related issues, the Company has set up a dedicated mailbox for employees : employeebox@yangming.com. Employees can make suggestions, inquiries, and complaints about human resources matters to this mailbox. Only the head of the dedicated unit or the designated person in charge can access the mailbox to process the issues. All processes are handled confidentially.

5.7 Community Integration

YM Oceanic Culture and Art Museum in Keelung

The construction history investigation project of the "YM Oceanic Culture and Art Museum" near Keelung Railway Station was launched in 2018, and the results of the one-year investigation are displayed on the fourth floor of the Museum. In addition to the documentation description, this exhibition also displays the results of the exploration of the ruins for the public to experience the history for free.

The restoration and reuse plan of the YM Oceanic Culture and Art Museum is organized by the Keelung City Cultural Affairs Bureau. In cooperation with the city government, the Keelung Transfer Station, the North Plaza of New Keelung Railway Station, and the National Gate Plaza project that connects the railway station to the Smile Harbor Inner Harbor Trail will be successively launched around the Keelung Railway Station, all the way to the Keelung Light Rail and the surrounding area

of Keelung Harbor, West Bund Exhibition and Travel Intelligence Building, Great Keelung Historical Scene Reproduction Integration Plan, Hope Hill Overall Planning, etc. The surrounding environment of Yang Ming Oceanic Culture and Art Museum will change in the next ten years, and it will become the most eye-catching recreational area next to the Intercity Transfer Station and National Gate Plaza. Different from the hustle and bustle of the environment of major transfer stations, the building will enhance the memory of the building itself and the characteristics of the historical building operators- shipping. Using the harbor story of the historical building complex as the background, with the development of series of trails around Keelung Harbor, we can combine education and learning with the local characteristics and create a closer relationship with the public.

Since YM Oceanic Culture and Art Museum was completed and opened in 1915, the users have all been representative shipping companies. This building carries the stories of the predecessors who worked and lived here in the past. It is also the only historical building in Keelung that is maintained and revitalized by the public. The historical development of marine transportation in Keelung has its own unique process and public memory. Through this investigation, we hope to gather consensus on the ground, build a sense of identity in the process, enhance the cultural conservancy of the community, and leave a historical memory for Keelung.

Retrieving 400 years of Taiwan's history from Keelung in the Age of Discovery

In October 2020, the YM Oceanic Culture and Art Museum and Mr. Kai-Yang Yao, who has been studying the history of Taiwan's marine culture for a long time, jointly launched the "Into the Age of Discovery - 400 Years of Taiwan" painting exhibition. Professional computer graphics are used to create historical scene and to recreate the wonderful scenes of the time, as the best tool to promote marine culture.

We believe that only through understanding the past 400 years of Taiwan's history can we be more courageous and confident to face the path of the future. Taiwan's maritime cultural spirit is conveyed through paintings, allowing everyone to better understand this land and once again recognize Taiwan's role on the stage of maritime history.



▲ Opening tea party for "Into the Age of Discovery - 400 Years of Taiwan".

“YM Oceanic Culture and Art Museum” held “2020 Good Harbor Festival”

For the first time, the Yang Ming Cultural Foundation gathers cultural and creative markets, international cuisine, independent music, and art exhibitions, etc., to presents Keelung Harbor in many ways. We hope that the unique port culture, combined with the aesthetic style of texture, will present Keelung's urban power that blends old and new fashions with both Eastern and Western cultures, and together demonstrate Keelung's cultural and creative soft power that has evolved in recent years.

Mayor of Keelung City, Yu-Chang Lin, and Chairman of the Company, Cheng-Mount Cheng also attended the opening ceremony of “Good Harbor Festival”. Combining the professional shipping knowledge, the Company continues to support Yang Ming Cultural Foundation in marine culture promotion and work together for the future of Keelung and Taiwan.



▲ The opening ceremony of the "2020 Good Harbor Festival" organized by the Foundation was hosted by the Mayor of Keelung City, Yu-Chang Lin (sixth from the right), and Chairman of the Company, Cheng-Mount Cheng (seventh from the left).



▲ 2020 Good Harbor Festival, crowd of people appeared on the scene.

The power of knowledge- Parent-child learning at home

As the COVID-19 pandemic heats up, the number of visitors to art and cultural institutions such as museums and local cultural centers in various places has been greatly affected. “If the audience does not come in, let us go out! We encourage parents and children to adjust the mood at home and look at the time of parent-child interaction positively.” Staying at home and enjoy some art and craft DIY activities can also be a good family time!

OCAM 陽明海洋文化藝術館

《知識的力量 居家親子共學》

隨著新冠肺炎的疫情升溫，連假居家防疫成為親子相伴的難得時刻。陽明海洋文化藝術館提供「學習體驗包」，鼓勵居家防疫期間，親子共學，減低孩子對3C用品的依賴。「學習體驗包」內含「手作」、「創作」及「益智遊戲」體驗，協助家長帶領孩子從遊戲中分享知識，凝聚情感，陪伴度過假期。

在家防疫的期間，我們一起努力管理目標：
 祝福每個家庭都平安健康，期待未來的相遇不遲。
 陽明文化館這段期間，鼓勵工作忙碌的媽媽們的感性與感動；
 待疫情過後，讓我們聚首相見，重新喚起感覺知識的力量。

——陽明海洋文化藝術館——

※憑本卡至2020/11/01，享親子(1大1小)免費入館參觀

課程時間：週一至週日(AM10:00-00:17:00)
 販售地址：基隆市仁愛區港西街4號(基隆公運總站旁)
 服務電話：2424-5881
 活動訊息：

體驗說明

- 1.探索海洋 / 海洋生物立體卡DIY：**
 地球由海陸組成，海洋的深不可測、驚喜與美麗讓人著迷。「海洋生物立體卡」用紙雕解構生物特性，讓孩子從中認識海洋物種的多樣性！
- 2.海洋資源永續 / 鯨豚紙雕DIY：**
 鯨豚是海洋生態系中最高層消費者，是海洋環境的健康指標，由於海洋環境破壞和捕撈，鯨豚的數量在20世紀急速下降。從手作認識鯨豚的構造，學習保護海洋資源，讓生態永續。(記得先塗顏色，再組裝喔!)
- 3.古人智慧 / 益智孔明鎖：**
 「孔明鎖」起源於中國古代建築中首創的榫卯結構。相傳由三國時期諸葛孔明發明。拼裝時請仔細觀察，認真思考，挑戰你手腦併用的能力！

5.7.1 Activities in 2020

The total number of participants exceeded 35,000, and the investment amounted to more than NT\$1,200,000.

January, February

- Container Exhibition Think Big
- Rubbing activities for spring couplets
- 2020 Floating Green Building Container City Seminar
- 2020 Winter Camp
- Sea Life Market ; feat. 248 Agricultural Market
- My Keelung childhood memories "Collections of old photos"



September, October

- Keelung trip in autumn
- 2020 Good Harbor Festival
- Keelung Harbor Children's Picture Book Launch Conference
- "Into the Age of Discovery-400 Years of Taiwan" painting exhibition
- Museum talent training seminar



May, June

- Sea Life Market
- Keelung Private Old Building Preservation and Regeneration Project Achievement Exhibition
- Briefing sessions on building history survey results
- Keelung Harbor Children's Picture Book Competition
- The first graduation exhibition of the Department of Oceanic Cultural Creative Design Industries, National Taiwan Ocean University



July, August

- Sea Life Market
- Dessert activity-baking in summer
- Ocean bubu summer camp
- Taipei City Environmental Education Campus Tour "Ocean Primary School"
- Collections Reorganization Workshop
- Aboriginal Wild Vegetables Illustrated Exhibition
- 2020 Floating Green Building Container City Final
- 2020 Floating Green Building Container City Achievement Exhibition

March, April

- Dessert course
- Exhibition of historical survey results
- pandemic prevention education and learning pack



YM Oceanic Culture and Art Museum holds many events every year, and some of which have been held for several years. Yang Ming works with the community, carries out sustainable environmental education, and uses the characteristics of its own industry to cooperate with local governments. We believe that education is power. The sooner the public can understand our oceans, the better we can protect the environment we live in. Yang Ming has an unshirkable responsibility to protect the sea to the land with all our strength.

Event name	Year	Cumulative number of participants	Cumulative investment amount (NT\$)	Influence and effect
Floating House Competition	2017~2020	More than 400 students	2,000,000	Invited elementary school students in Keelung to participate in the competition, combining maker education and environmental issues. Based on the idea of shipping containers, different themes are promoted every year, from environmental observation to industry, in response to the facts of global climate change and environmental changes. Students have worked on how to use technology to improve the living environment, create a green environment, and use creativity and environmental protection to change the city.
Ocean bubu summer camp	2017~2020	About 500 participants	200,000	Starting from the story of the seaside, combined with marine environment education, students walked into the fish market to learn about ingredients, design recipes, and hand-made DIY activities, so that the concepts of sustainable fisheries and marine environment were incorporated into the students' knowledge map. The ocean is a blue road connecting islands and land, combining the basic concepts of ocean transportation, understanding the global movement of international trade, we would know how to care for resources and ecology.
Keelung Fairy Tales Festival	2005~2019	More than two million visits	30,000,000	This is a large-scale local event co-operated by Yang Ming Cultural Foundation and Keelung City Government. Yang Ming has invested in and accompanied Keelung citizens for 15 years, bringing art performances, stage performances, local markets, artistic creations, and other exciting activities. Keelung Fairy Tales Festival has become the annual large-scale designated event in Keelung City. We focus on bringing continuous art events to the public, opening up the art and culture dynamics, enhancing the overall cultural activity atmosphere of Keelung, and opening up new horizons, which have great impact on the community.
Color Keelung, Art Co-creation	2018~2020	About 30,000 visits	900,000	Environmental artists led the public and students to carry out color projects to change the urban landscape. In 2018, the dyed fabric turned Keelung Harbor into a colorful city. In 2019, using containers as an idea, turned containers into fantasy gift boxes that came from far away to interact with the public! In 2020, citizens were invited to make thousands of rainbow raindrops and used woven mesh bags to cover recycled plastic bottles, making rainwater a part of the work in Keelung. It symbolized the current state of the environment and reflecting on the plastic in the ocean. Three consecutive years of artistic co-creation activities have enlivened the vision of the city and brought innovative environmental thinking and artistic transformation to the place.
Yang Ming Flying Ship Project	2018~2020	800 visits	600,000	In 2018, we went to rural schools, through art activities, music appreciation, and game interaction, observed the campus environment, and conducted art creation courses to inspire the sense of aesthetics. We went to schools in Taipei in 2019 and 2020 to let students know how we complete international transportation through sea transportation in Taiwan. By getting to know how it supports our daily life, we will cherish environmental resources more.

The following is the 2021 events plan :

Order	Project name	Project type	Project goal	Project implementation content	Expected outcome
1	Moving ! Seafarer x The Incredible onboard Cargo Ships	Permanent exhibition	Get to know the incredible of the seafarers and marine transportations	The theme is seafarer and it will be launched in three units : "Open", "Ours", and "Ohohoh"	Get to know the surface of the upper deck of the container ship, the working condition of the engineering department, and the surprises of the giant container ship at sea
2	On Board Permanent Exhibition	Permanent exhibition	Learn about the history and port culture of Yang Ming from the context of the restoration of historical buildings	From the viewing experience of "Ocean", "Operation", and "Old", learn about YM's company history and basic knowledge of vessels	Know the basic operation of marine equipment from using it
3	Keelung Fairy Tales Festival	Serial exhibition	Understand the working culture and content of the maritime industry	Understand the maritime profession and collaborative work culture from practical exercises and role-playing	Experience the work content of various professions, and learn relevant knowledge in an entertaining environment
4	Great Adventure at Sea-"Ship Set Sail!" Children's Picture Book Competition and Promotion	Serial exhibition	Through the pictures and texts of the picture book, broaden the children's horizon towards the ocean and provide the environment for the children to explore life	Any picture books that are suitable for children aged 0-5 years old are eligible for the competition Primary selection review → re-selection → award announcement → picture book creation → publication → new book launch conference → promotion	Knowing the vessels.
5	Friendly Ocean, Ocean Cultural and Creative Product Design Competition and Achievement Exhibition	Serial exhibition	Implement the goal of being friendly to the environment, society, and consumers	Primary application review → final election interview.	Promote circular economy : the concept of reduction, recycling, and sharing with nature
6	Miteno'oy Weaver	Serial exhibition	Learn about the sustainable culture of indigenous people coexisting with nature	Using workshops and artistic narration that contains the scenery and stories of the island	By introducing the unique totems, lines, and colors of the aboriginal people, let the public know the sustainable culture of Taiwan's ocean and nature and present the scenery and stories of the island
7	Good Harbor Festival	Serial exhibition	Through cultural innovation and artistic stimulation, it will return to the lives of public once again with performances that are close to real life	Co-creating and interpreting harbor culture with lifestyle music performances, markets, and art	Revitalize the characteristics of local culture, awaken the long-lost memories of the public and harbor culture.