

# **EVERGREEN MARINE CORP. (TAIWAN) LTD.**

## **Implementation of the Diversity Policy on Board Members**

### 1. Diversity of the Board of Directors

- A. According to the “Corporate Governance Best Practice Principles” of the Company, as stated in Paragraph 3 of Article 20, the composition of the Board of Directors should be diversified. Additionally, Paragraph 4 of the same Article requires that the members of the Board of Directors possess professional knowledge, skills, and abilities. The current Directors of the Company have expertise in various fields, including transportation management, business management, law, finance accounting, government and supervision, information technology and medical science among others. This diversity can enhance the professionalism of the Board of Directors’ decision-making and contribute to the Company’s long-term development and operation.
- B. The 22<sup>nd</sup> Board of Directors consists of 9 Directors, three of whom are Independent Directors, accounting for 33.33% of the total number of Directors. All Directors are R.O.C nationals.
- C. The Company places great emphasis on gender equality in the composition of the board members, with a goal of at least 10% female representation. Currently, the Board comprises 9 members, one of whom is female, accounting for 11.11% of the Board.
- D. Going forward, the Company will modify its diversity policy in a timely manner based on the actual operation of the Board of Directors and its needs, with the aim of achieving the ideal goal of corporate governance.

### 2. Independence and Professionalism of the Board of Directors

- A. To strengthen the independence and operational efficiency of the Board of Directors, the Company has formulated the “Rules for the Scope of Responsibilities of Independent Directors”. All independent directors perform their duties in accordance with these rules and have not established any relationship with the management or the Company during their term of office. The three independent directors are able to independently and effectively supervise the operation of the Board of Directors to prevent any harm to the interests of the Company or impairment of fair judgment.
- B. All directors of the Company have no spouses or relatives within the second degree of kinship

also serving. If board meeting matters involve interests of directors that could prejudice the interest of the Company, said directors shall refrain from discussing and voting on the proposal to ensure that the Board of Directors can make resolutions independently and objectively.

- C. According to Article 20, Paragraph 4 of the Company’s “Corporate Governance Best Practice Principles”, members of the Board of Directors should pay attention to gender equality and possess the knowledge, skills, and accomplishments necessary to perform their duties. To achieve the ideal goal of corporate governance, all members of the Board of Directors should have the following capabilities:
- a. Operational Judgment
  - b. Accounting and Financial Analysis
  - c. Management
  - d. Crisis Management
  - e. Industry Knowledge
  - f. International Market View
  - g. Leadership
  - h. Decision-Making