

2024 ESG Report



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Taiwan International Ports
Corporation, Ltd.



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About this Report

This report is the 2024 ESG Sustainability Report issued by Taiwan International Ports Corporation, Ltd. (hereinafter referred to as TIPC or the Company). Since 2015, TIPC has issued 2 CSR Reports, 4 Corporate Sustainability Reports and 3 ESG Reports. This report is the 10th sustainability report issued by the Company, and we will continue to communicate with our stakeholders about our CSR and sustainable development through the issuance of this report annually.







The 2024 ESG Report has undergone third-party verification, allowing the management of TIPC to review the progress of social responsibility in the past year comprehensively and continue to improve. Staying ahead of the trend in the international shipping port industry, TIPC will gradually align its corporate operations with the United Nations Sustainable Development Goals (SDGs) to create a modern port with safety, efficiency, quality, and sustainability to reach the vision of "With the spirit of innovation, moving toward international, and committed to become the World's leading port group."

The ESG Report of TIPC has been sent to the authorized level of executives for review in accordance with the Company's administrative procedures before finalizing it for publication in 2025. The relevant information will be disclosed in "Information Boundary and Scope of Disclosure."

Information Boundary and Scope of Disclosure

The scope of this report covers the environmental, social, and economic aspects of Taiwan International Ports Corporation (TIPC) headquarter and its branches (including Keelung, Taichung, Kaohsiung, and Hualien). The reporting period primarily spans from January 1 to December 31, 2024. To ensure the completeness of project implementation and performances data, some of the contents cover the period prior to January 1, 2024 and after December 31, 2024. Financial information disclosed in this report is consistent with publicly available financial statements.

TIPC provides multiple communication channels for engaging with various stakeholders and discloses sustainability information, which is also available for browsing and downloading on the TIPC Sustainability website.

 <p>TIPC Official Website https://www.twport.com.tw/en</p> <hr/>  <p>TIPC Facebook page https://www.facebook.com/twport/?locale=zh_TW</p>	 <p>TIPC's Implementation of the United Nations Sustainable Development Goals (SDGs) https://www.twport.com.tw/esg/en/report/Articles?a=3058</p> <hr/>  <p>TIPC ESG Column: Full Version https://www.twport.com.tw/esg/en/column/Articles?a=3084</p> <p>The ESG Column of the 2024 Sustainability Report is presented in full here. Due to website updates, it will be available only until the first half of 2027.</p>	<p>TIPC ESG Sustainability</p>  <p>Chinese ver. https://www.twport.com.tw/esg/</p>  <p>English ver. https://www.twport.com.tw/esg/en</p>
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Principles and Guidelines for Report Writing

This report follows the eight reporting principles of the GRI Sustainability Reporting Standards (GRI Standards) 2021 issued by the Global Sustainability Standards Board, i.e., Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability Context, Timeliness, and Verifiability, besides aligning with the Professional & Commercial Services Industry Standard of the Sustainable Accounting Standards Board (SASB), the United Nations Sustainable Development Goals (SDGs) and listed companies' climate related disclosures. The Company's climate related disclosures are prepared to provide transparent disclosure of management policies and performance information on key sustainability topics.

Contact Us

Should you have any queries or suggestions about this report, please feel free to contact us.

Contact person	Sustainable Development Executive Office Ms. Huang (Ext. 3911)
Address	No. 5, Haibian Rd., Lingya Dist., Kaohsiung City 802046, Taiwan (R.O.C.) 802046
TEL	(07)521-9000
FAX	(07)531-1810
E-mail	tipcservice@twport.com.tw

Restatement of Information

TIPC has no significant restatement of information in the reporting period but only in the Greenhouse Gas emissions statistics, because the Company's annual ISO14064-1 GHG inventory verification time was in October, which created a gap for the report issued in September, therefore the information will be slightly adjusted. Detailed information is provided in the "GHG Inventory Statistics" section under "Environmental Protection Information" on the TIPC ESG Sustainability website.

In terms of financial information, some financial data for 2024 differs from that in the 2023 report due to revisions to audited financial statements. Detailed information is provided in the "Financial Operating Information" section under "Environmental Protection Information" on the TIPC ESG Sustainability website.

TIPC ESG Sustainability website Environmental Protection Information GHG Inventory Statistics		TIPC ESG Sustainability website Corporate Governance Information Financial Operating Information	
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Note: Due to website updates, the information for this reporting year will be available only until the first half of 2026

Internal Audits and External Audits

Prior to the release of the report, senior executives monitor the implementation of ESG (Environmental, Social, and Governance) performance and strategic objectives across departments to ensure continuous progress in realizing the corporate sustainability concept. The process of compiling the report is presented to the Board of Directors and the final version is officially approved and signed by the President who also serves as a Board Director before its publication.

This report was verified in June 2025 and conducted in accordance with Type1 of AA1000AS v3 sustainability assurance engagement at moderate level by a third party, SGS Taiwan Ltd., which meets the requirements of GRI Standards 2021. The accuracy of the financial, environmental and social information is ensured by external third-party verification and strict internal control and verification mechanisms.

Publication of Report





Message from Chairman

Low-Carbon/Mutual Prosperity And Resilient Ports

In 2024, the global economic development was significantly impacted by geopolitical tensions, supply chain restructuring, and climate change, all of which posed challenges on international trade and the maritime transport industry.

Over the course of 2024, Taiwan faced significant natural challenges, including the April 3 Hualien earthquake and multiple typhoons, which tested the resilience of port infrastructure and operational management. Nevertheless, Taiwan International Ports Corporation, Ltd. (TIPC) maintained a steady and pragmatic approach in advancing diverse initiatives such as port construction, offshore wind power, waterfront development projects, and equity investment businesses. The Company achieved record-high consolidated operating revenue of NT\$24.9 billion in 2024. Total cargo handling reached 692 million revenue tons, and total container handling reached 13.93 million TEUs—both reflecting growth compared to 2023. These results demonstrate the ports' resilient development in the face of climate and economic pressures.

TIPC is dedicated to building a sustainable future founded environmental stewardship, social responsibility, and stakeholder co-prosperity. The Company has established a long-term sustainability vision of building 'Low-carbon, Mutual Prosperity, and Resilient Ports,' and has set five strategic sustainability goals: Transition to Low-Carbon and Green Ports; Ensure Environmental Safety in Port Operations; Promoting Diverse Partnerships for Mutual Prosperity; Operational Integrity and Sustainable Governance; and Build Smart and Resilient Ports. These priorities are closely aligned with the United Nations Sustainable Development Goals (SDGs), with sustainability principles embedded into the Company's core strategies and operations.

Environment

On the environmental front, the Company implemented a Smart Energy Management System along with energy storage and generation facilities, achieving an estimated 7–10% reduction in energy consumption while increasing the share of renewable energy use. For the first time, the Company launched a Green Port Incentive Program to encourage the arrival of vessels meeting international environmental standards and to promote the electrification of cargo handling equipment. The use of high- and low-voltage shore power systems has contributed to a carbon reduction of 3,890 metric tons of CO₂e. The Company also actively advanced its low-carbon and eco-friendly objectives through initiatives such as ecological conservation, carbon sequestration via tree planting, vessel speed reduction programs, electrification of official vehicles, and circular resource practices.

Social Responsibility

To fulfill corporate social responsibility and strengthen stakeholder engagement, TIPC continues to maintain dual certification under ISO 45001 and TOSHMS, fostering a safe working environment for employees and port-related businesses. The Company offers professional training and a comprehensive range of employee benefits, including fully paid family care leave, reduced working hours for childcare, prenatal leave, and maternity check-up subsidies—creating a supportive and inclusive workplace. These efforts have contributed to an employee retention rate exceeding 95%. In addition, TIPC organized over 100 public welfare initiatives and has been awarded the 'Happiest Employees Gold Award' by 1111 Job Bank for four consecutive years, along with recognitions such as 2024 HR Asia Best Companies to Work for in Asia Award and Diversity, Equity, and Inclusion Awards, reflecting TIPC's ongoing commitment to a safe, inclusive, and socially responsible workplace for all stakeholders.



Corporate Governance

In terms of corporate governance, TIPC has actively advanced its anti-corruption action plan, strengthening internal controls, audit mechanisms, and risk management practices. These efforts were honored with the 'Excellence Award' in the Executive Yuan's 2024 2nd The Transparent Crystal Award, highlighting the Company's strong reputation for integrity and transparency. TIPC also accelerated its dual transformation strategy focused on digitalization and sustainability. The Company obtained ISO 27001 certification for information security and adopted advanced technologies to deliver safe and efficient port services. The full operation of the Port of Kaohsiung's 7th Container Terminal—Taiwan's first fully automated and smart terminal—marked a new milestone in enhancing the competitiveness of the nation's port.

In light of the increasing risks posed by climate change, the Company continues to strengthen its risk management framework and emergency response capabilities. To date, 13 climate resilient wharves have been established, and routine inspections of port-related roads, bridges, and facilities are carried out to reinforce infrastructure resilience and ensure operational continuity. As the Company advances toward a net-zero and sustainable future, it remains committed to working collaboratively with stakeholders, including shareholders, employees, shipping operators, government agencies, and local communities—to realize the vision of developing low-carbon, mutual prosperity, and resilient ports, leaving a better future for the next generation.



Chairman

李賢義

2024 ESG Performance & Highlights

01

Excellent in the category of Overall Integrity Practices



In 2024, with 'resilience' as its core value, the Company was honored with the **Executive Yuan's 2nd Transparent Award**, becoming the **first state-owned enterprise** in Taiwan to receive the highest distinction of 'Excellent' in the category of Overall Integrity Practices.



03

Central Government Promotion Award for Establishing Employee Learning Systems by the Ministry of Education



In 2024, TIPC was awarded the **Central Government Promotion Award** for Establishing Employee Learning Systems by the Ministry of Education.



02

the Best Companies to Work for in Asia Award

DEI (Diversity, Equity, and Inclusion) Award

In 2024, TIPC was honored with the **Best Companies to Work for in Asia Award** for the second consecutive year and received the 'DEI (Diversity, Equity, and Inclusion) Award'.

04

Ding-Ge Digital Transformation Award Smart Management Transformation Award—Excellence



In 2024, TIPC participated for the first time in the **4th Ding-Ge Digital Transformation Award** organized by Harvard Business Review and was honored with the "Smart Management Transformation Award—Excellence" in the large-scale enterprise category.

05

Occupational Safety and Health Excellent Unit

TIPC was recognized as an **Occupational Safety and Health Excellent Unit**.



06

Taiwan Intelligent Building Association's 2024 TIBA Gold Award for Design

Photo from the award ceremony where TIPC received the **Taiwan Intelligent Building Association's 2024 TIBA Gold Award for Design**.



07

Excellence Award at the 24th Public Construction Golden Quality Awards



The Port of Kaohsiung Wharf A6 Shoreline Reinforcement and Land Reclamation Project was awarded the Excellence Award at the 24th **Public Construction Golden Quality Awards**.



08

Excellence Award at the 24th Public Construction Golden Quality Awards



The Gaoyuan New Village Historic Harbormaster's Dormitory Building Restoration Project was awarded the Excellence Award at the 24th **Public Construction Golden Quality Awards**.



2024 ESG Performance & Highlights

- **Four** wild bird ecological surveys
- **3,180.4 metric tons** of garbage removed under the "Salute to the Seas" Coastal Cleanup Maintenance Program
- The greenbelt in the port group has reached 773 hectares, accounting for **12.69% of the total port area**, effectively preserving ecological habitats and biodiversity.
- A total of **12,240 participants** were mobilized for coastal cleanup activities, conducted over **198 cleanups**, covering a cumulative coastline length of **1,055.9 kilometers**.
- In 2024, port area operations achieved a carbon reduction of **121,670.69 metric tons** of CO₂e.
- Certified under **ISO 14064-1 for greenhouse gas verification**.
- By promoting vessel speed reduction during port entry and departure, as well as the use of shore power facilities, a total of **61,143** vessel slowdowns were recorded within the 3–5 nautical mile range of the port area.
- In support of paperless operations, a total of **328,154 electronic access permits** were issued for port areas in 2024.
- **Certified as EcoPorts** (the Ports of Taipei, Kaohsiung, and Hualien)
- The total leased area for green energy-related industries—including LNG, offshore wind, onshore wind, solar power, and other renewable energy sources—reached **462.66 hectares**, with an additional **53.97 hectares** newly added.



2024 ESG Performance & Highlights

- **32 sessions** of physical talent recruitment in campus.
- **179** public welfare activities were conducted.
- Donations and community support were provided to a total of **259 organizations**, amounting to **NT\$3,470,000**.
- Domestic procurement rate of about **99.8%**
- **123** supplier ESG self-assessments were collected.
- Total training hours were **93,245 hours**.
- Invested approximately **NT\$27.65 million** in education and training.
- **NT\$4.44 million** in subsidies to encourage staff training and further education.
- Satisfaction rate of training course averaged **91%**
- **371** instances of external training and language certification subsidies were provided.



2024 ESG Performance & Highlights

- **1,988** employees received training related to human rights. Qualified by ISO 45001/TOSHMS International and Taiwan Dual System Certification.
- **93.07%** of employees covered by enterprise unions bargaining collective agreements.
- **Zero** major occupational accidents.
- **1,031 employees** enrolled in health checkups with **99.22%** of attendance rate.
- **Childcare support centers** were established in Keelung, Taichung, and Kaohsiung, prioritizing care for employees' children and grandchildren aged 2 to 6; remaining spots are open to external children.
- Flexible working hours were extended to 47 employees with disabilities, serious illnesses, pregnancy, or caregiving responsibilities for children under 6.
- **32 sessions** of outreach gender equality events.
- Allocated **NT\$34,215,851** for employee welfare expenses.






2024 ESG Performance & Highlights

- **17** major topics on sustainability.
- **10 categories** of stakeholders identification.
- **2,086 employees**.
- 2024 annual consolidated operating revenue of **NT\$24.891 billion**.
- An average of **5.8 hours** of education and training for directors and supervisors.
- "Integrity Ethics" lecture and educational training for **132 newcomers**.
- **46 sessions** of anti-corruption training.
- **100%** of employees appraised.
- Received **ISO/IEC 27001 Certification** by international accreditation body.
- Achieved **100%** in suppliers' performance audit.
- Compliant to **ISMS(IS-TW-04-003)** validity measure.
- The Port of Kaohsiung Wharf A6 Shoreline Reinforcement and Land Reclamation Project was awarded the **Excellence Award at the 24th Public Construction Golden Quality Awards**.
- The Gaoyuan New Village Historic Harbormaster's Dormitory Building Restoration Project was awarded the **Excellence Award at the 24th Public Construction Golden Quality Awards**.

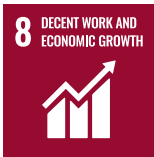
Implementation of SDGs


SDGs comprise 17 goals and 169 targets, which will be the main pillar of global development from 2016 to 2030. TIPC echoes the 17 goals in the SDGs with sustainability.






SDGs		2024 Implementation Practices
	Target 1.4 End poverty in all its form everywhere	<ul style="list-style-type: none"> A total of 92 donation activities were carried out, including financial aid, preloved items (winter clothing, quilts, and computers), receipts/invoices, basic living necessities (rice, oil, dry food, fruits, and warm packs), books, etc.. Called upon colleagues to serve as corporate volunteers to serve disadvantaged groups, in total 27 cases.
	Target 2.1 End hunger, achieve food security and improved nutrition, and promote sustainable agriculture	<ul style="list-style-type: none"> Organized the "Mid-Autumn Pomelo Giving – Sharing Sweet Happiness" event, donating pomelos to Bali Psychiatric Center, Ai Wei Mercy Home for Disabled, Bali Ai-Hsin Home for Person with Disabilities, and Keelung Zhongshan Charity Association to celebrate the Mid-Autumn Festival with underprivileged groups.
	Target 3.8 Ensure healthy lives and promote well-being for all at all ages	<ul style="list-style-type: none"> A total of 123 people received special health checkups. Carried out blood donations, collecting a total of 1,349 bags of blood. The employee assistance program consultation service commissions an external professional organization to provide free consultation services to employees and select internal staff as mentors. Encourage colleagues to participate in activities such as hiking, biking, and leading female colleagues in aerobics to improve employees' health.



SDGs		2024 Implementation Practices
	Target 4.7 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	<ul style="list-style-type: none"> Establish a "TIPC Learning Map" to plan a complete functional curriculum, from new employee orientation and training to senior executive leadership development. Encourage employees to use their spare time for on-the-job trainings by providing subsidies for individuals to study at colleges and universities. A total of 87 people have applied for subsidies and 42 have applied for partial-time training. In order to motivate employees to take up foreign languages, subsidies are provided for license and professional trainings as well as proficiency tests. 371 people have applied for the subsidies with total grant up to NT\$4.44 million. The Environmental Education Centers at Keelung Port, Taichung Port, and Kaohsiung Port conducted a total of 32 environmental education sessions, with a cumulative participation of 819 people.
	Target 5.1 Achieve gender equality and empower all women and girls	<ul style="list-style-type: none"> Committed to achieving the goal of at least one-third representation of either gender among directors and supervisors, the 5th Board of Directors in 2024 consisted of 78% men and 22% women, while the 5th Board of Supervisors comprised 80% men and 20% women. Conducted Gender Mainstreaming implementation program, which is committed to implementing gender equality by providing diverse education and trainings, and reviewing the gender equality participation mechanism (the 1/3 principle).
	Target 6.3 Ensure availability and sustainable management of water and sanitation for all	<ul style="list-style-type: none"> Su'ao Port has set up a Su'ao Mountain spring water pumping facility next to Yishan Road and introduced spring water for watering, sprinkling and handling dust control in the port. The amount of spring water used by Su'ao Port was 253,313 metric tons. Anping Port is equipped with a reclaimed water intake pipeline, which port operators use to clean the quay surface or sprinkle water during cargo handling operations to avoid dust emissions, with an annual usage of 6,045 metric tons. The total wastewater influent treatment capacity of the Kaohsiung Port wastewater treatment facility is 4,395.3 metric tons, of which 3,031.9 metric tons are discharged and 1,363.4 metric tons are reused for watering. The Taichung and Hualien branch offices provided 91,414 metric tons and 93,294.7 metric tons of reclaimed wastewater, respectively, for sprinkling on roads within port area, loading and unloading cargos at terminals, and dust suppression in construction projects, totaling approximately 184,708.7 metric tons of water drawn. Hualien Port's "Water Bank 4.0" project, combined with the Smart Grid Project, strengthens the water resource allocation system, flexibly utilizing surface water and increasing the overall tap water watersaving rate in the port area, collectively using (collecting) 93,294.7 metric tons of reclaimed water. In terms of water resources management, the use of reclaimed water reached 456,000 metric tons, resulting in a carbon reduction of 71.71 metric tons. (Water and carbon reduction coefficient of Taiwan Water Corporation: 0.156 kg CO₂/metric ton).
	Target 7.2 Ensure access to affordable, reliable, sustainable and modern energy for all	<ul style="list-style-type: none"> Replaced 342 LED office lighting fixtures and 6 electric official vehicles, resulting in a total carbon reduction of 38.7840 metric tons. Note: Based on the 2024 electricity emission factor (0.474 kg CO₂e/kWh). As of 2024, solar photovoltaic installations across Taiwan's port group have been actively promoted through installations on port land, existing buildings, and warehouse rooftops developed by port operators. The total installed and grid-connected capacity has reached approximately 104,106 kW. Taichung's Port West Pier 13 currently hosts one liquefied natural gas (LNG) receiving terminal constructed by CPC Corporation. CPC is also constructing West Pier 12, which is scheduled to begin operations in the second quarter of 2025. TIPC will continue to support national clean energy policies by making land available for related infrastructure. The actual point-of-sale area of green energy-related properties (including LNG, offshore and onshore wind power, photovoltaic or other renewable energy sources) for lease was 462.66 hectares, an increase of 53.97 hectares from 2023.

SDGs		2024 Implementation Practices
	Target 8.3 Promote inclusive and sustainable economic growth, achieve full and productive employment and offer good jobs for all	<ul style="list-style-type: none"> The headquarter of TIPC and its subsidiaries in Keelung, Taichung, Kaohsiung, and Hualien cities employed 2,086 local workers, accounting for 100% of the total. Equity investment business recognized NT\$541 million profit, achieving budget target of NT\$492 million. Consolidated annual operating revenue was NT\$24.891 billion.
	Target 9.1 Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation	<ul style="list-style-type: none"> The real-time marine meteorological system integrates wind, wave, tide, and current monitoring data to provide instant marine meteorological information and predictive warning functions For Occupational Safety, <ol style="list-style-type: none"> All automated port gates within Taiwan's port group have adopted AI recognition technology, reducing vehicle identification time from 4 minutes to 10 seconds. This advancement has significantly improved the safety and efficiency of vehicle and personnel access while contributing to carbon emissions reduction. Security controls for critical port infrastructure have been enhanced through smart surveillance systems, including CCTV, sensor deployment, and AI-based video recognition, enabling real-time anomaly detection and reporting. For Operational Efficiency, <ol style="list-style-type: none"> Center has been established to integrate environmental data and operational status, has been established to integrate environmental data and operational status, enabling timely information delivery during emergencies and enhancing decision-making efficiency for emergency response. For Service Quality, the Port Operations Management System has been launched at the Taichung port, enabling digital applications for port operations to improve review efficiency and support energy conservation and carbon reduction. A Business Intelligence Platform was implemented to consolidate millions of operational data entries, providing visualized analytical dashboards to strengthen strategic and operational decision-making. For Service Quality, the Port Construction Application and Management System has been launched at the Taichung port, enabling digital applications for port operations to improve review efficiency and support energy conservation and carbon reduction. Established a Smart Energy Management System for real-time monitoring and optimization of port area energy use. For Website Optimization, <ol style="list-style-type: none"> Improved official website information architecture. Adopted responsive web design (RWD). Upgraded accessibility conformance from Level A to Level AA. Port Access Digitization <ol style="list-style-type: none"> As of December 31, 2024, a total of 328,154 electronic access permits were issued. The Access Permit Management System and Automated Gate System have been implemented to assist the Harbor Police in access control and enforcement via electronic records. A total of 8 annual coordination meetings were held in 2024 between branch offices and Harbor Police Department to enhance access control mechanisms and equipment at checkpoints.

SDGs		2024 Implementation Practices
	Target 10.3 Reduce income inequality within and among countries	<ul style="list-style-type: none"> TIPC employed 63 people with physical and mental disabilities, and also a surplus of 11 indigenous people, including 6 men and 5 women. Organize two charity arts and cultural activities, inviting disadvantaged communities and colleagues from every port to watch insightful humanistic films, striving for the elimination of inequality and discrimination, and thus the creation of an inclusive society.
	Target 11.6 Make cities and human settlements inclusive, safe, resilient, and sustainable	<ul style="list-style-type: none"> In 2024, under the "Salute to the Seas" Coastal Cleanup and Maintenance Program, a total of 3,180.4 metric tons of waste was removed; 6,821.7 metric tons of oily bilge water from vessels was received; 2,257.99 metric tons of ship-generated waste was collected and removed. Opening of recreational and waterfront areas - the 3rd floor Lido Butterfly Garden at Keelung Port East Passenger Terminal; Rhythm of the Sea Plaza on the 3rd floor at the Kaohsiung Port Cruise Terminal; Tourism, Recreation and Commercial Zone at the Port of Taipei and the Wharves 20A and 20B waters and tourism and recreation business at the Port of Taichung. In 2024, a total of 80,222 trees were newly planted, supplemented, or replaced.
	Target 12.2 Ensure sustainable consumption and production patterns	<ul style="list-style-type: none"> From 2020 to 2032, the Company signed an agreement with China Steel Corporation for the annual delivery of approximately 482,000 cubic meters of fill material to be placed in the 2nd, 3rd, and 4th phase windbreak forest zones of the Taipei Port logistics and warehousing area, with a total fill volume of approximately 5.35 million cubic meters. On March 13, 2023, the 5th Environmental Impact Assessment (EIA) comparison table was approved by the Environmental Protection Administration (formerly known as Environmental Protection Agency), increasing the annual filling volume of BOF (basic oxygen furnace) slag to 815,000 cubic meters. Subsequently, on January 8, 2025, the 6th environmental variance analysis report was approved by the Ministry of Environment, raising the total BOF slag filling volume to 7.196 million cubic meters and adding a total of 450,000 cubic meters of incinerator recycled aggregate for land reclamation. The project commenced land reclamation on November 11, 2020. In 2024, approximately 1,615,966 metric tons (around 598,506 cubic meters) of BOF slag were used for filling. Cumulatively, a total of approximately 6,158,249 metric tons (around 2,280,832 cubic meters) of BOF slag have been reclaimed. The Taipei Port Logistics and Warehouse Area accommodates the residual soil from public construction projects in northern Taiwan, as well as dredged materials from rivers, reservoirs, and coasts, and the maintenance of neighboring commercial and fishing port waters, for reclamation. The total amount of reclamation that can be accommodated is about 73.25 million cubic meters. As of December 2024, approximately 44.959 million cubic meters have been reclaimed, with project completion expected by 2037. Real-time information is available on the Company's "Port of Taipei Logistics and Warehouse Area Earth Exchange Platform" In 2024, the Company set procurement targets requiring CSR-related evaluation criteria in 50% of Headquarters' and 20% of branch offices' procurement cases. All units exceeded these targets: Headquarters (100%), Keelung Branch (53.8%), Taichung Branch (67.6%), Kaohsiung Branch (75%), and Hualien Branch (100%). The initiative will continue to be promoted. 100% of the information services suppliers have signed the vendor assurance agreement prior to the execution of the contract and 100% of the team members have signed the confidentiality consent form. 100% audit performance compliance was achieved for information service suppliers. No cyber security incidents caused by information service suppliers occurred in 2024.

SDGs		2024 Implementation Practices
<div>13</div> <div>CLIMATE ACTION</div> 	<p>Target 13.1</p> <p>Take urgent action to combat climate change and its impacts by regulating emissions and promoting developments in renewable energy</p>	<ul style="list-style-type: none"> • In order to implement the repair and maintenance mechanism for the life-sustaining infrastructures and to enhance the adaptive capacity under the effect of climate change, 13 climate-proofing wharf with higher carrying capacity was installed in 2024. • In 2024, the Company conducted a total of 9 disaster prevention drills at its commercial ports.
<div>14</div> <div>LIFE BELOW WATER</div> 	<p>Target 14.1</p> <p>Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>	<ul style="list-style-type: none"> • TIPC, as a whole, meets the marine environmental quality standards and has no significant impact on water sources. • For any cetacean that enters the port area by any chance, it is notified to the relevant authorities for assistance according to the procedures, to facilitate the cetacean out of the port safely. This was carried out 11 times in 2024. • In accordance with the provisions of the "Marine Pollution Contingency Plan", we prevent, remove or reduce the impact of pollution, and enforce the control and management of the discharge of sewage and waste oil from vessels. • Conservation strategies include environmental management and monitoring of the port area, and enhanced maintenance of marine and aquatic organisms to secure ecological health and development.
<div>15</div> <div>LIFE ON LAND</div> 	<p>Target 15.5</p> <p>Protect and promote sustainable use of terrestrial ecosystems, secure biodiversity and combat land degradation</p>	<ul style="list-style-type: none"> • Port of Kaohsiung Southern Star Land Development Project preserves and mitigates the impact of development by conserving the existing windbreaks, greening with native species, establishing green belts, and restricting the speed of vehicles accessing the port. • Continued maintenance of the mangrove conservation area at Port of Anping, covering approximately 4.6 hectares, including routine environmental clean-up, making it one of the most comprehensively protected and restored zones in Taiwan. • As of 2024, greenbelt areas across the port group reached 773 hectares, accounting for 12.69% of total port areas. To preserve green spaces, a total of 73,496 trees were newly planted, replaced, or supplemented across various ports in 2024, with regular pruning and weeding carried out to maintain port landscaping.



SDGs	2024 Implementation Practices
<div data-bbox="172 315 327 468">  <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> </div> <p>Target 16.6</p> <p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p>	<ul style="list-style-type: none"> • Proactively disclosed operational information and promoted transparency in business processes. A comprehensive grievance and whistleblower system has been established to ensure stakeholders can engage in and monitor the Company's operations through multiple communication channels. • No major customer complaints were reported in 2024. • Held 10 port business seminars, with 7 issues related to customer health and safety raised and addressed. No incidents of data leakage, theft, or loss involving customer information were reported across all ports. • In 2024, 25 of the 28 members of the 5th Board of Directors and Supervisors attended at least two-thirds of meetings. A total of 164 hours of professional training were completed, averaging 5.8 hours per member. Among them, 4 of 12 newly appointed directors completed at least 12 hours of training in their first year, and 11 of 16 continuing directors completed at least 6 hours of training. • In 2024, the 4th Board of Directors held two meetings; the 5th Board held two regular and one extraordinary meeting. A total of 43 proposals were reviewed, including 19 reporting items, 22 discussion items, 1 election, and 1 ad hoc motion. • Conducted 13 corporate integrity advocacy and site visit events. • Held 46 anti-corruption awareness activities. • The Company's internal control system for 2023 was deemed effective. The Chairman, President, and Chief Auditor jointly signed the Internal Control Statement in March 2024, and the declaration was filed through the official reporting system.
<div data-bbox="172 1218 327 1370">  <p>17 PARTNERSHIPS FOR THE GOALS</p> </div> <p>Target 17.16</p> <p>Consolidate the implementation measures and revitalize the global partnership for sustainable development</p>	<ul style="list-style-type: none"> • Held 10 port business seminars and addressed 7 customer health and safety issues. • No incidents of data leakage, theft, or loss of customer information were reported from topics collected through port business seminars. • Signed individual sister-port agreements between Port of Kaohsiung and the Port of Long Beach (USA) and Port of Majuro (Marshall Islands), committing to future green port sustainability cooperation. • Announced the "Port industry Digital Transformation Incentive Program" in 2024, with 11 proposals submitted. • Conducted an ESG self-assessment survey for suppliers awarded contracts worth over NT\$5 million. A total of 203 surveys were distributed, with 123 returned. All returned surveys scored over 60 points, achieving a 100% qualification rate. • Actively participated in domestic and international supplier associations and organizations: held roles in 3 international organizations and maintained 2 international memberships; domestically, held roles in 2 organizations and held memberships in 24 organizations. • Hosted the 110th Annual Meeting of the Association of Pacific Ports (APP), attended by 72 delegates from 30 ports across 9 countries. • Environmental Ship Index (ESI) Incentive Program: 2,073 vessel calls met incentive criteria. Cargo Handling Equipment Electrification Incentive Program: 62 units and 6 charging facilities qualified for incentives.

Company Profile

Knowing TIPC

In line with the administrative reform, Taiwan International Ports Corporation (TIPC) was established from former four port bureaus to be responsible for managing the port operations. The original maritime and port public administration are attributed to Maritime Port Bureau at the same time.

TIPC manages seven international commercial ports—Kaohsiung, Taichung, Keelung, Taipei, Hualien, Su'ao, and Anping—and manages two domestic ports: Budai and Penghu entrusted by MPB.

Geographically surrounding by oceans, maritime transport is the lifeline of national economy and trade. Guided by the core values of "teamwork, transport safety, and sustainable innovation", TIPC is dedicated to high efficient and qualified port service, strengthening Taiwan's global connectivity, and fostering regional growth. The Company continues to evolve as a world-class port operator committed to operational excellence and long-term sustainability.

BUSINESS PHILOSOPHY



VISION

"With Innovation at its Core, Expand Globally, and Become a Leading Port Management Group"

MISSION

"To develop exceptional ports that enable seamless global connectivity for people, goods, and capital from Taiwan"



Basic Information

Taiwan International Ports Corporation, Ltd.

Headquarter Address

No.10, Penglai Rd., Gushan Dist., Kaohsiung City 804004

Date of reconstruction

March 1, 2012

Total Assets

NT\$ 143.3 billion as of December 31, 2024

Paid-in capital

NT\$ 66,456,671,200

Shareholder Structure

State-owned company 100% owned by the Ministry of Transportation and Communications

Number of Employees

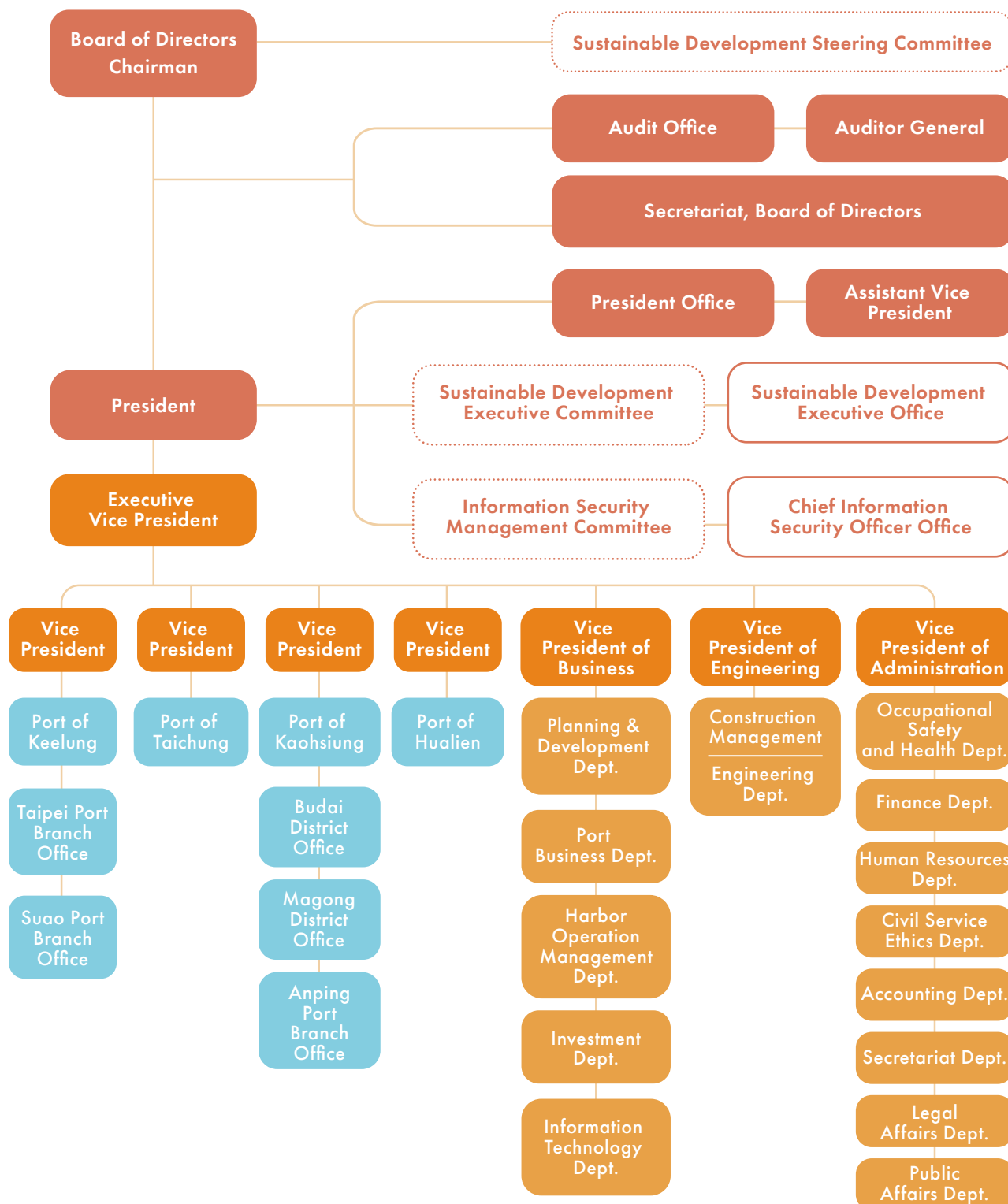
2086 people

Chairman

Lee Hsien-Yi

TIPC Organization Chart

Our company is a state-owned enterprise wholly owned by the Ministry of Transportation and Communication (MOTC), with the ministry being the sole shareholder. The Board of Directors is the highest governing body of the corporate. In order to meet the needs of emerging businesses, regulations and business development, the Board of Directors has set up divisions and branches under management team to take charge of individual businesses as well as the operation and management of international ports.




TIPC's Business Services


TIPC remains committed to its core competency in port cargo operations, advancing port infrastructure development while delivering high-quality services to related businesses, including carriers, stevedoring, warehousing, and logistics. The Company also fosters cross-sector collaboration with private enterprises and public agencies to support diversified operational models. Current business activities span logistics services, port ancillary operations, land development, offshore wind power operations and maintenance, workforce development, and international investments.

The Company also collaborates with local governments to promote waterfront commercial and recreational development. In alignment with national energy transition policies, it actively participates in the development of offshore wind industry clusters and LNG receiving terminals—demonstrating a strong commitment to positioning Taiwan's ports as strategic hubs for the international green energy sector.


- 01**




Planning, construction and operation management of the commercial port area.
- 02**




The operation and provision of maritime transportation related services in the commercial port area.
- 03**




The development and operation of the free trade port area.
- 04**



The development and operation of tourism recreation.
- 05**



Investment, equity investment or operation of domestic and foreign related businesses.
- 06**



Other matters entrusted and approved by the MOTC or the competent authority for the purpose.

As of the end of 2024, TIPC held more than 20% shares of the equity in a total of 7 equity investment businesses. In 2024, TIPC had recognized NT\$ 541 million in profit from the equity investments.

To stay abreast of emerging trends and issues relevant to the Company, and to strengthen the implementation of corporate policies and external communications, the company actively engages in external initiatives and advocacy. In 2024, it held positions in 5 organizations or associations.



Detailed information is provided in the "Participation in External Organizations and Associations." section under "Corporate Governance" on the TIPC Sustainability website.

TIPC ESG Sustainability website

Corporate Governance Information
Participation in External Organizations and Associations



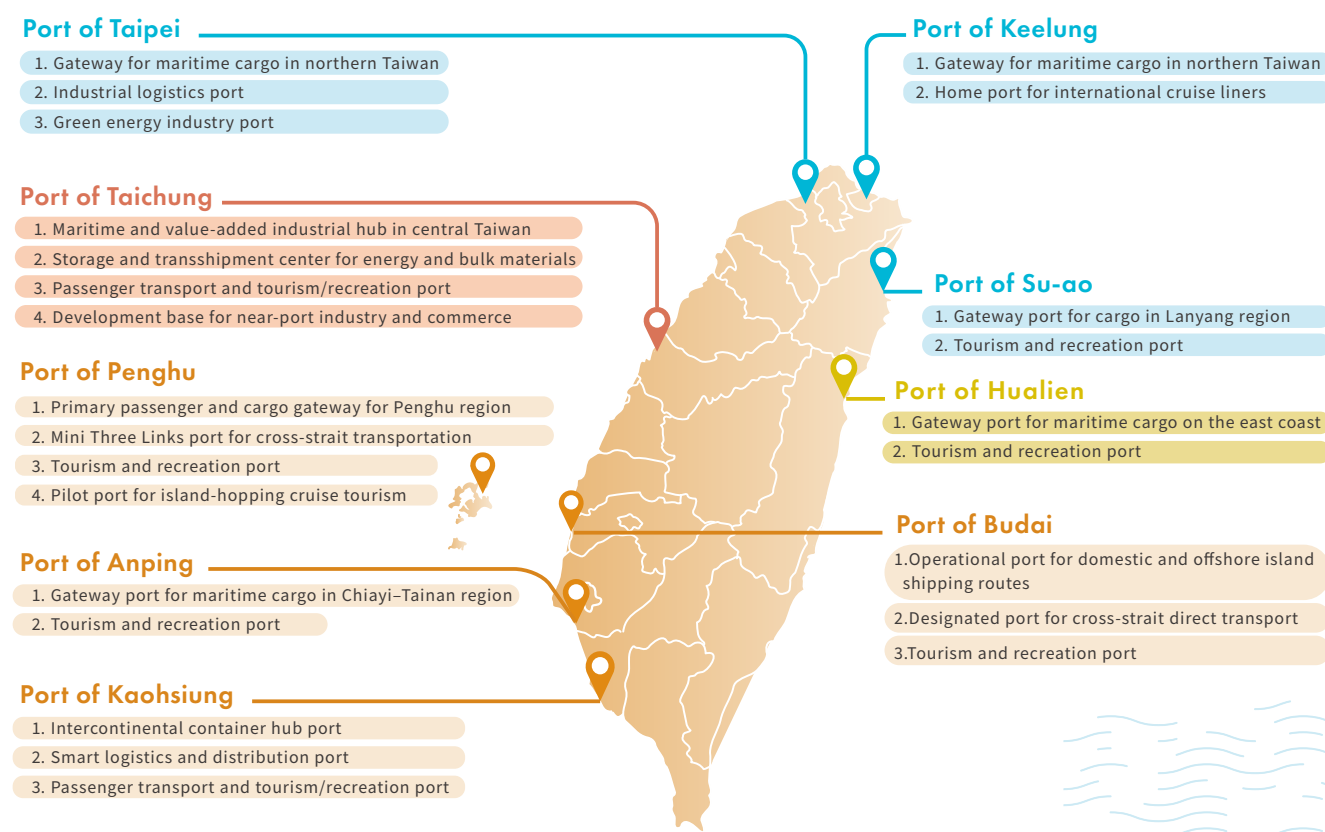
Note: Due to website updates, the information for this reporting year will be available only until the first half of 2026.

Company Name	Company Type	Year of Establishment	TIPC shareholding ratio
 Taiwan International Ports Logistics Corporation	(TIPL)	2014	40%
 TIPC Marine Corporation, Ltd.	(TIPM)	2014	100%
 Kaohsiung Port Land Development Co., Ltd.	(KPLD)	2017	51%
 PT. Formosa Sejati Logistics	(FSL)	2018	34%
 Taiwan International Windpower Training Corporation Ltd.	(TIWTC)	2018	28%
 Taiwan International Ports Heavy-Machinery Corporation Ltd.	(TFI)	2018	36%
 Taiwan Foundation International Pte.	(TIPH)	2020	49%

Overview of Port Group Operations

Taiwan's International ports serve as critical gateways for the safe and secure transportation of passengers and cargo. Strategically located in the western Pacific, Taiwan connects the economies of Northeast Asia, mainland China, and Southeast Asia—offering a distinct geographic advantage for port development. Maritime transport plays a vital role in the nation's economic and trade development, serving as a key hub for international commerce. TIPC oversees a total port area comprising 30,074 hectares of water and 6,069 hectares of land. In 2024, Taiwan's port group recorded 38,615 vessel calls, a total cargo throughput of 224,462,586 metric tons, and a total cargo handling of 692,220,199 revenue tons.

TIPC adopts a "port group" approach by integrating the resources and unique development characteristics of each port to formulate development positioning, which has been incorporated into the Development and Construction Plan for International Ports (2022-2026). The plan was submitted to and approved by the Executive Yuan and is being implemented accordingly. The positioning for each port during this period (2022–2026) is outlined as follows:



Port of Keelung	Port of Taichung	Port of Kaohsiung
Port of Keelung No.1, Zhongzheng Rd., Zhongzheng Dist., Keelung City 20202, Taiwan (R.O.C.)	Port of Taichung No. 2, Sec. 10, Taiwan Blvd., Wuqi Dist., Taichung City 43501, Taiwan (R.O.C.)	Port of Kaohsiung No.62, Linhai 2nd Rd., Gushan Dist., Kaohsiung City 80443, Taiwan (R.O.C.)
Port of Taipei No.123, Shanggang Rd., Bali Dist., New Taipei City 24941, Taiwan (R.O.C.)	Port of Hualien No.66, Hai'an Rd., Hualien City, Hualien County 97059, Taiwan (R.O.C.)	Port of Anping No.25, Xingang Rd., South Dist., Tainan City 70268, Taiwan (R.O.C.)
Port of Su-ao No.1, Gangqu, Su'ao Township, Yilan County 27042, Taiwan (R.O.C.)		Port of Budai No.334-61, Zhongshan Rd., Budai Township, Chiayi County 62549, Taiwan (R.O.C.)
		Port of Penghu 4F., No.36-1, Linhai Rd., Magong City, Penghu County 88041, Taiwan (R.O.C.)





01

Port Management Strategies and Sustainable Development

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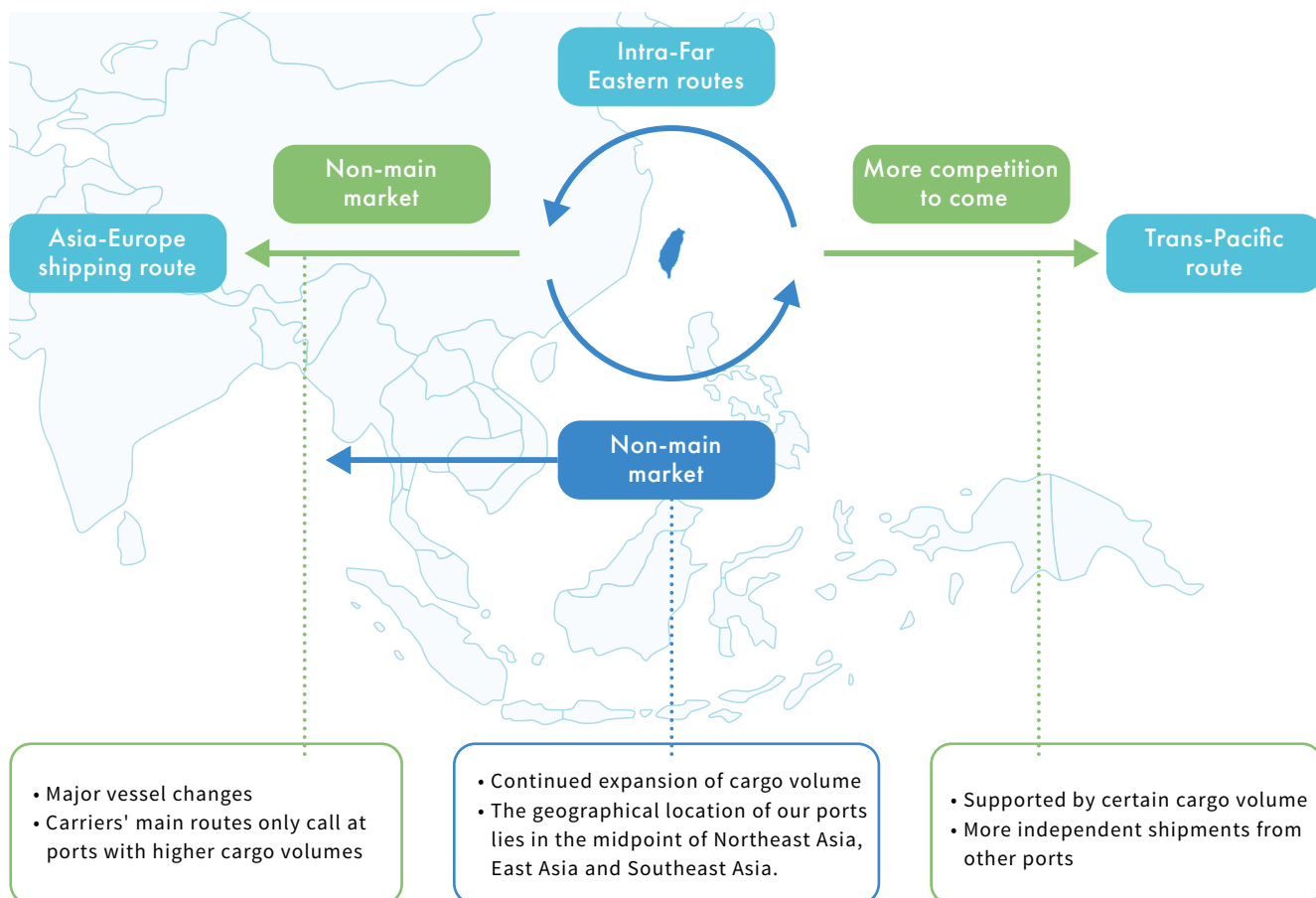
1.1 Sustainable Development and Implementation

1.1.1 International Trends and Port Management Strategies

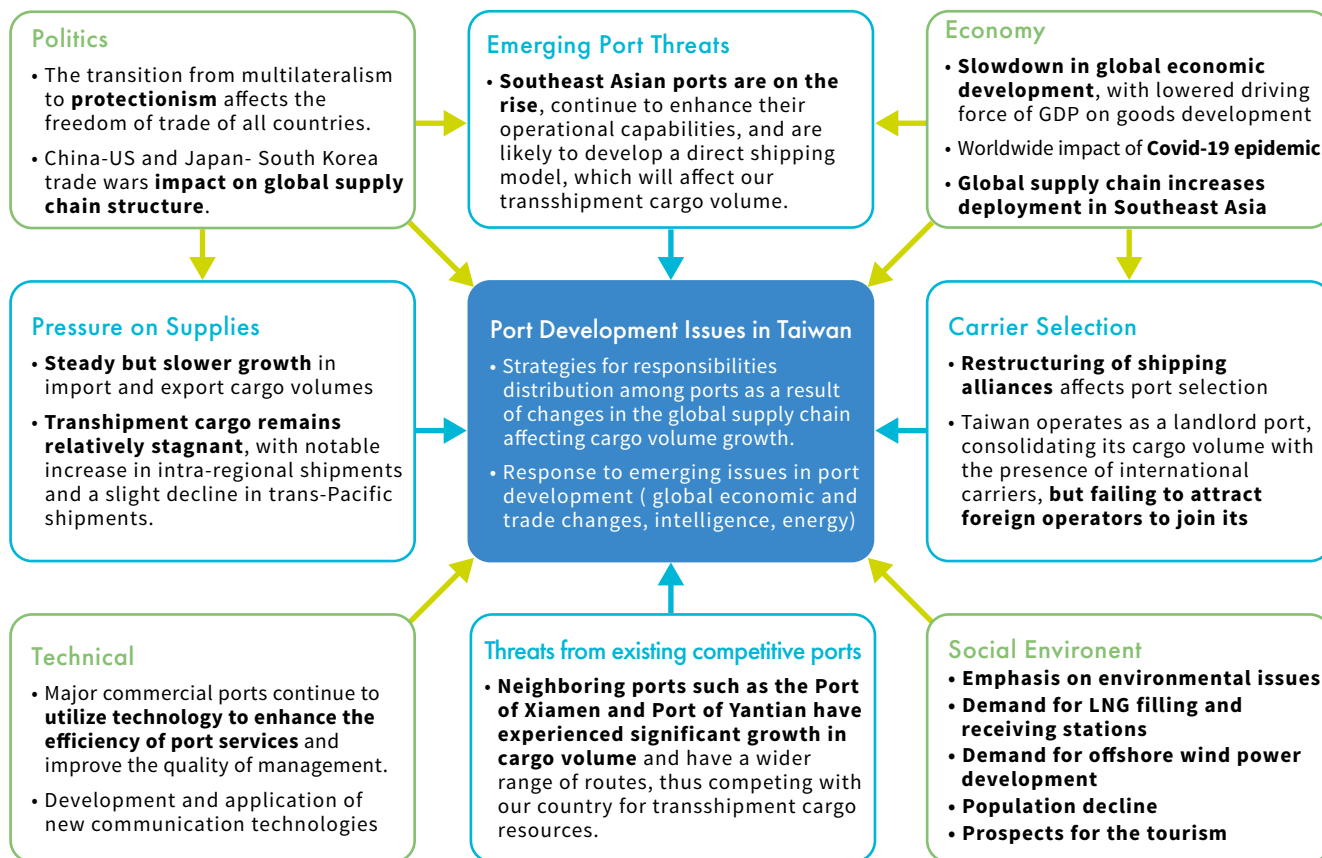
In 2024, the global Red Sea crisis and the ongoing Russia-Ukraine conflict dampened international consumer demand, while frequent earthquakes and typhoons at home created a highly challenging environment for port operations. In response to global economic shifts and intensifying competition from neighboring ports, TIPC has continued to strengthen port infrastructure and enhance operational efficiency. In 2024, the full commissioning of the Port of Kaohsiung's 7th Container Terminal significantly boosted container throughput.

Regarding passenger transport, the reopening of borders and the rebound in tourism brought port passenger traffic to 900,000, reaching 85% of the pre-pandemic peak. Across the port group, total cargo handling reached 692 million revenue tons, while container throughput totaled 13.93 million TEUs. Consolidated operating revenue hit a record high of NT\$24.9 billion, representing a 4.71% increase over 2023.

To strengthen the competitiveness of Taiwan's port group in the global maritime market, the Ministry of Transportation and Communications adheres to national development policies and the Transportation Policy White Paper by regularly evaluating both internal and external factors and important trends. It publishes the "Comprehensive Master Plan for Development of Commercial Ports (2022-2026)", which addresses development challenges facing Taiwan's commercial ports by setting specific development goals, strategic directions, and medium- to long-term strategies across five key areas. This plan also serves as the foundation for TIPC in formulating positioning and construction plans for each commercial port.



Port Development Issues in Taiwan



International Commercial Port

International Commercial Port

Consolidate maritime hub status through enhanced smart innovation and diversified services

Strategy/Goal

Cargo Development



- Adjust positioning for cargo development of individual port in response to market changes, and joint outbound development of the port clusters.
- Allocate the operational capacities and functions for different terminals to increase the efficiency of resource utilization at the port.
- Increase incentives for cargo consolidation and improve transshipment competitiveness.
- Upgrade the value of services, and continue to create value added.
- Foster cooperation among operators to increase port service orientations.

Passenger Transport Development



- Combining local tourism resources to attract international cruise ships to Taiwan
- Assist in promoting the Blue Highway policy and developing domestic island-hopping cruises and ferry services.
- Expand diversified recreational services in the harbor area

Environmental-friendly Energy Response



- Flexible adjustment of port LNG-related facilities in response to national energy policy
- Provide a centralized development hinterland in response to the needs of the offshore wind power industry.
- Promote port sustainability measures in response to domestic and international environmental conventions.

Technology Application



- Develop smart blueprints and test site mechanisms to implement digital transformation
- Construct high-quality information and communication facilities and expanding the scope of technology application to enhance safety and efficiency.
- Promote digital platforms with stakeholders to foster international connections

Organization and Operations Management



- Adjust the strategy level of port development in response to market changes
- Promote cooperation between shipping ports to ensure operational efficiency and financial sustainability.
- Cultivate talents in response to port transformation and development
- Foster collaboration between ministries and committees to achieve integrated efficiency of port development.

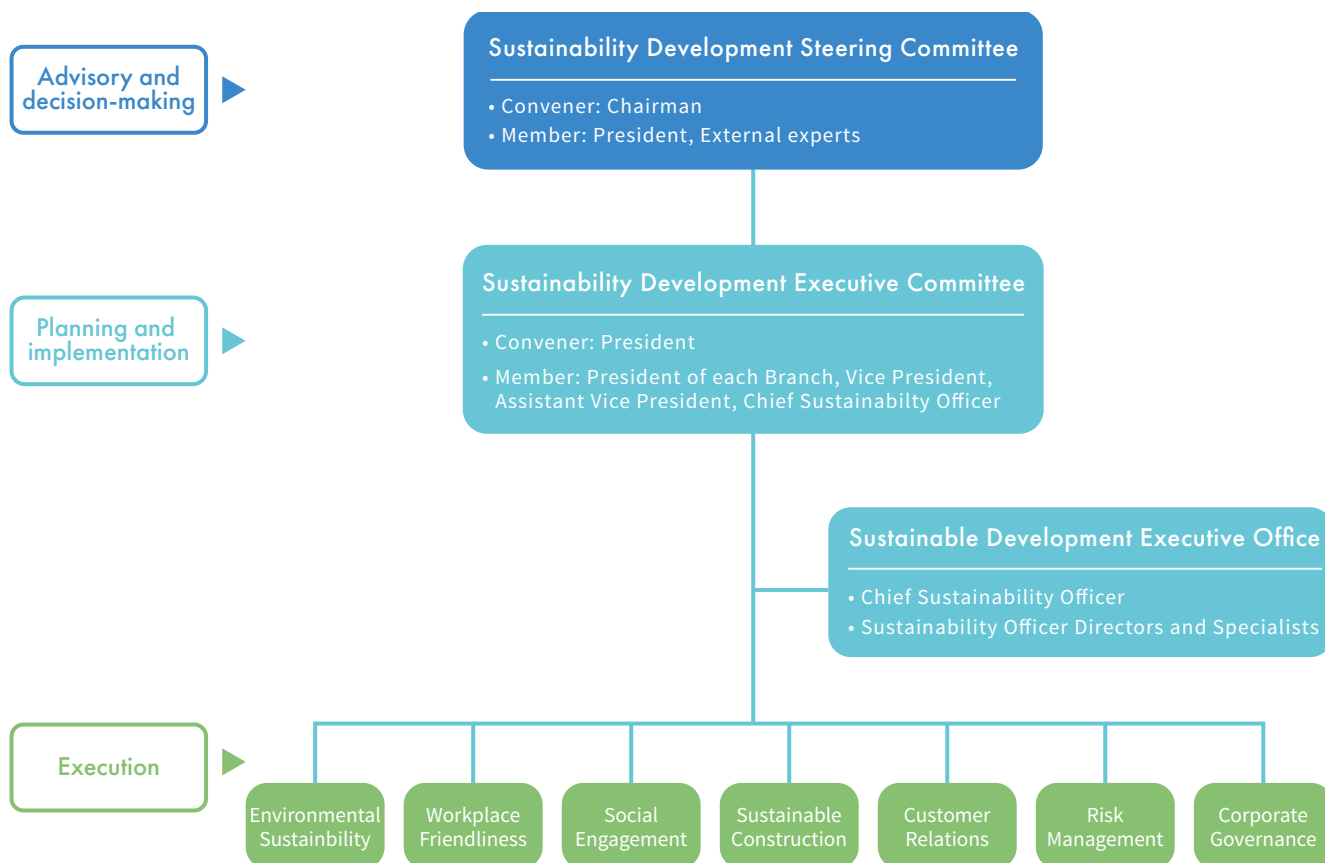
TIPC has followed the superior plan - Comprehensive Commercial Port Development Plan (year 2022-2026), and proposed the inferior plan under "Master Plan for Future Development and Construction of International Commercial Ports (year 2022-2026)". The plan has been approved by the Executive Yuan, to promote various businesses under the four main axes of "Sustain core values and enhance port operating efficiency", "Pursue diverse growth and expand the scope of TIPC business", "Digital transformation and create smart ports" and "Sustainable development and expand the value of business operations". TIPC has implemented port construction plans, proactively optimized and upgraded port infrastructures, and made flexible adjustments to the business strategies in response to changes in economic conditions and maritime market, in order to promote the sustainable development of Taiwan port clusters.

TIPC also combines the resources and development characteristics of each port and adopts the strategy of "internal coordination and division of labor, external unification for competition" to deeply cultivate its core business with the concept of entrepreneurial management. For detailed information on the positioning and operations of each port group, please refer to the "Overview of Port Group Operations" section in the "Company Profile".

1.1.2 Sustainability Governance Structure

TIPC implements corporate sustainability policies and related initiatives by establishing the "Guidelines for the Establishment of the Sustainable Development Steering Committee and Sustainable Development Executive Committee of TIPC". It has set up a three-tier governance structure consisting of the decision-making advisory level—the Sustainable Development Steering Committee; the planning and promotion level—the Sustainable Development Executive Committee; and the execution level—the Sustainable Development Working Groups. Additionally, the Sustainable Development Executive Office has been established to support these efforts.

In 2024, the Sustainability Development Steering Committee convened once, while the Sustainability Development Executive Committee held 4 meetings and reported the sustainability performance to the Board of Directors in June. These efforts strengthened the governance level's oversight and decision-making engagement on sustainability issues.



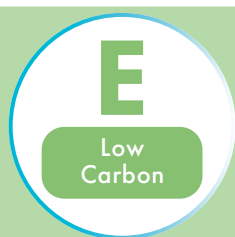
TIPC's sustainability vision, goals, strategies, and implementation plans are formulated by the Sustainable Development Executive Committee, submitted to the Sustainable Development Steering Committee for deliberation, and reported to the Board of Directors. Management departments plan targets and initiatives according to the Company's long-term operational direction. Related plans and budgets are incorporated into business policies and, upon approval by the Operations Committee, submitted to the Board for final ratification.

At the 14th meeting of the 4th Board of Directors held on June 25, 2024, the Company reported on its 2023 sustainability performance, including the sustainability vision, goals, strategies, and implementation plans, as well as the identification of material topics and stakeholders and the preparation outcomes of the ESG report.

In 2024, in accordance with TIPC's Guidelines for the Establishment of the Sustainable Development Steering Committee and Sustainable Development Executive Committee, the Sustainable Development Executive Committee drafted the Company's sustainability vision, goals, strategies, and implementation plans, which were submitted to the Sustainable Development Steering Committee for review. The sustainability vision was established as "Low-Carbon, Mutual Prosperity, Resilient Ports", aligned with the 6 focus areas of the World Ports Sustainability Program (WPSP). The Company set 5 key sustainability goals: Transition to a Low-Carbon and Green Ports; Ensure Environmental Safety in Port Operations; Promoting Diverse Partnerships for Mutual Prosperity; Building Smart and Resilient Ports; and Operational Integrity and Sustainable Governance. 18 sustainability strategies were formulated, with detailed implementation plans developed to drive progress across environmental, social, and corporate governance dimensions.

Sustainability Vision

TIPC's Policy Commitment to Responsible Business Conduct



- Based on annual inventories, TIPC has developed a carbon reduction strategy and roadmap for port areas, setting Scope 1 and 2 emission reduction targets of 50% by 2030 and net zero by 2050.
- Net zero is a national goal; to achieve this transition, the Company adopts "Science-Based Carbon Reduction, Green Power Leads" as its core for carbon reduction practices



- The Company is committed to fostering a workplace environment that aligns with CEDAW principles and gender equality, including organizing related training programs and activities, and establishing clear policies for handling sexual harassment complaints.
- The Company has established the "Complaints and Investigation Procedure for the Prevention and Handling of Sexual Harassment," the "Statement on the Prohibition of Sexual Harassment in the Workplace," the "TIPC Personnel Management Complaint Handling Guidelines," and the "TIPC Prevention Plan for Wrongful Acts of Assault in the Performance of Duties". These documents clearly define the principles and procedures for handling incidents of misconduct, ensuring the protection of employee rights and interests.
- The Company complies with the People with Disabilities Rights Protection Act and the Indigenous Peoples Employment Rights Protection Act to safeguard the rights of persons with disabilities and protect the employment rights of Indigenous peoples.
- The Company's labor contracts are executed in accordance with the "Model Contract for Labor Procurement" published by the Public Construction Commission, Executive Yuan. Provisions related to working conditions for dispatched workers such as leave, special leave (including seniority-based entitlements), overtime (extended working hours), and year-end bonuses (bonuses or profit-sharing) are stipulated to comply with the Labor Standards Act, its enforcement rules, the Regulations of Leave-Taking of Workers, and the Gender Equality in Employment Act. In addition, the contracts require contractors to employ persons with disabilities and Indigenous peoples in accordance with the People with Disabilities Rights Protection Act, the Indigenous Peoples Employment Rights Protection Act, and relevant procurement regulations.
- The company has established the "Guidelines for the Use of Public Welfare and Neighborhood Relations Fund" to support public welfare activities and emergency assistance within the local communities where the ports located. Eligible recipients include neighborhood-level events and public-interest organizations (e.g., labor unions, fishermen's associations, social welfare institutions) within the respective townships or districts. In principle, each event may receive up to NT\$20,000 in subsidies, limited to once per year. For emergency relief, each household may receive up to NT\$50,000, also limited to once annually.




Sustainability Vision

TIPC's Policy Commitment to Responsible Business Conduct



- The Company has enacted the "Taiwan International Ports Corporation, Ltd. Establishment Act" and the "Rules and Regulations Governing TIPC" as the operational basis for compliance. In addition to adhering to relevant laws and regulations, the Company's Articles of Incorporation also include provisions to safeguard shareholder rights.
- In line with the spirit of the United Nations Convention against Corruption and the National Integrity Building Action Plan, the Company explicitly stipulates in its "Work Rules" that employees must comply with all company regulations and relevant laws, and perform their duties with integrity. Employees are prohibited from accepting improper hospitality, gifts, kickbacks, or other illicit benefits in connection with their duties or through misconduct, and must not frequent inappropriate venues. They are also forbidden from using their position for personal or others' gain. Furthermore, the Company is committed to administrative transparency by proactively disclosing operational information and promoting transparency in business processes. A grievance and whistleblowing mechanism is continuously reinforced to ensure that all stakeholders have access to diverse communication channels and can actively participate in and oversee the Company's operations.
- In the event of employee misconduct violating integrity governance, the Company handles such cases with fairness and prudence based on concrete evidence, in accordance with the Guidelines for Personnel Evaluation and the Principles for Handling Rewards and Disciplinary Actions.
- Pursuant to Article 41, Paragraph 1 of The Commercial Port Law and Article 19, Paragraph 1 of the Disaster Prevention and Protection Act, the Company formulates its Disaster Prevention and Rescue Plan by referencing the National Disaster Prevention and Protection Basic Plan. To validate the plan's effectiveness, disaster prevention drills and exercises are conducted regularly each year.
- In accordance with the International Ship and Port Facility Security Code (ISPS Code) and Articles 42 and 43 of The Commercial Port Law, the Company develops security assessment reports and security plans. In line with international conventions and under the supervision of the Maritime and Port Bureau, MOTC, the Statement of Compliance of a Port Facility is reissued every five years, and annual inspections are carried out from April to August to fulfill the certification requirements for port facility security compliance.

Material sustainability topics such as information security, energy management, economic performance, green investment, human resource development, and integrity governance are submitted to the Board of Directors by the responsible departments in the form of discussion proposals. In 2024, multiple key topics, including cyber security, compensation adjustments, talent recruitment, LNG terminal construction, capital allocation, and reinvestment strategies, were presented to the Board and addressed in accordance with its resolutions.

Nature	Number of Material Events	Summary of Discussion Proposals
 Environmental	1	Included a proposal to review the investment solicitation approach for the development of an LNG terminal at the port.
 Economic	8	Included proposals such as the general audit report, cyber security status report, business and financial performance reports, business strategy plan, evaluation of the independence and suitability of the certified public accountant, capital utilization plan, and audit plan.
 Social	4	Included proposals on revitalizing port area assets to increase public recreational spaces, optimizing crew job classifications, revising the Company's personnel policies, and adjusting employee salary structures.

1.2 Stakeholder Engagement


1.2.1 Stakeholder Identification


In line with the AA1000 Stakeholder Engagement Standard (SES) and GRI guidelines, TIPC engaged an external consultant to assess the company's actual and potential impacts—both positive and negative—on its stakeholders. This assessment considered key elements such as dependency, accountability, influence, diversity of perspectives, and tensions. In 2024, TIPC identified and categorized 10 key stakeholder groups: government authorities, shareholders/investors, employees, customers, elected representatives, equity investment businesses, suppliers/contractors, local governments, media, and community residents/local organizations. Committed to meaningful engagement, the Company actively responds to stakeholder needs through diverse communication channels, fostering mutual understanding of concerns and priorities, and ensuring timely and appropriate actions.




1.2.2 Stakeholder Engagement

TIPC maintains multiple communication channels to actively listen to stakeholders, respecting and understanding their key concerns and specific feedback. The Company ensures proper handling and response to stakeholder inputs. Outcomes from stakeholder engagements are reviewed and incorporated into the planning of subsequent engagement actions for continuous improvement.

Customers		Stakeholders' significance to the company	
		Customers are important partners in the port operations of TIPC, and we are committed to providing them with excellent service quality	
Stakeholder Concerns	Communication Channels		Communication Frequency
<ul style="list-style-type: none">• Customer Service Quality• Safety Management of Port Operations• Integrity Governance• Air Pollution• Customer Privacy	<ul style="list-style-type: none">• Contacting and visiting customers via phone and email	<ul style="list-style-type: none">• Instantaneous	
	<ul style="list-style-type: none">• Organizing business-related seminars and briefing sessions	<ul style="list-style-type: none">• Regular / Irregular	
	<ul style="list-style-type: none">• Awarding the "Golden Vessel Award" to outstanding partners during the company anniversary	<ul style="list-style-type: none">• Regular	
	<ul style="list-style-type: none">• International certifications	<ul style="list-style-type: none">• Regular	
	<ul style="list-style-type: none">• Contacting and visiting customers via phone and email as needed to support business operations	<ul style="list-style-type: none">• Regular	
Communication Outcomes in 2024			
<ul style="list-style-type: none">• Maintain positive interactions with customers by proactively visiting them to stay informed of industry trends and understand their needs in real time.• Establish dedicated contact points to ensure smooth communication and timely handling of customer feedback and related matters.• In 2024, a total of 16 business-related seminars and briefing sessions were held regularly:<ul style="list-style-type: none">(1) Each branch company organized 15 regular meetings, including shipping company forums and port operations seminars, to ensure smooth promotion of business at their respective ports.(2) 1 session was held in coordination with the Ministry of Transportation and Communications's 2024 Investment Solicitation Convention.• In 2024, 13 irregular business-related seminars and briefing sessions were also held:• In addition to regularly organizing seminars with port-area operators to facilitate communication and engagement, ad hoc meetings were also held to address specific topics such as investment solicitation, operations within free trade zones, and the fee structure for the use and management of self-operated car wash facilities at international commercial ports.• The 2024 Golden Vessel Award was presented in 6 categories, including container wharf operators, bulk cargo wharf operators, stevedoring operations, shipping agency services, annual excellence, and port sustainability. A total of 34 companies received awards.• Obtained ISO 27001:2022 international information security certification through third-party verification.• Held 12 meetings or receptions with cruise operators.			
Response from TIPC			
<p>3.1 Reinforce Information Security Protections</p> <p>Chapter 5: Ensure Environmental Safety in Port Operations</p> <p>Chapter 2: Operational Integrity and Sustainable Governance</p> <p>Chapter 4: Transition to a Low-Carbon and Green Ports</p>			

Shareholders / investors		Stakeholders' significance to the company	
		Our company is a state-owned enterprise wholly owned by the Ministry of Transportation and Communication (MOTC), with the ministry being the sole shareholder. All directors and supervisors are appointed by the MOTC.	
Stakeholder Concerns		Communication Channels	Communication Frequency
<ul style="list-style-type: none">• Integrity Governance• Economic Performance• Operational Risk Management• Regulatory Compliance• Business Model Optimization and Innovation	• Board of Directors	• Convenes regular meetings once every three months, in principle	
	• Agenda Committee	• Routinely convened prior to Board meetings, in principle	
	• Supervisors' Meeting	• Held once a year	
	• Email	• Held once a year	
Communication Outcomes in 2024			
<ul style="list-style-type: none">• The term of the Company's 4th Board of Directors and Supervisors ended on September 4, 2024. On September 5, 2024, the Ministry of Transportation and Communications appointed the 5th Board of Directors and Supervisors. In 2024, the 4th Board convened 2 board meetings, while the 5th Board held 2 board meetings and 1 extraordinary board meeting.• Over the year, the Board reviewed a total of 43 proposals, including 19 reporting items, 22 discussion items, 1 election item and 1 ad-hoc motion.• All board resolutions were included in a follow-up tracking system, with responsible departments required to report on implementation progress on a regular basis. The average attendance rate for the 5th Board of Directors in 2024 was 81%.• The Agenda Committee held 4 meetings in 2024 to preliminarily review and confirm whether proposals submitted to the Board aligned with the matters requiring Board resolutions.• The Supervisors' Meeting was convened once in 2024 to review the Company's 2023 Annual Business Report, 2023 Annual Financial Statements, and 2023 Earnings Distribution, and to issue an audit report.• In 2024, the Company reported twice to the Board of Directors on the status of information and cyber security at TIPC.• A Detailed Report on Central Government Shareholding in the Company was submitted to the Ministry of Transportation and Communications.			
Response from TIPC			
Chapter 2: Operational Integrity and Sustainable Governance			
2.3 Economic Performance			



Community residents / local groups		Stakeholders' significance to the company	
		To foster harmony and prosperity in the surrounding areas (townships and districts) of our company and its subsidiaries, and to enhance the corporate image, we aim to establish harmonious relationships with the community.	
Stakeholder Concerns	Communication Channels	Communication Frequency	
<ul style="list-style-type: none">• Customer Service Quality• Integrity Governance• Local Communities• Regulatory Compliance• Biodiversity	The "TIPC Guidelines for the Use of the Public Welfare and Neighborhood Relations Fund" have been published on the Company's official website. Community and public welfare organizations located in surrounding area near each branch office's jurisdiction may submit applications on a case-by-case basis. All approved subsidies are publicly disclosed on the Company's website.	Applications may be submitted on an ad hoc basis, depending on the specific needs of community or public welfare organizations. Each organization may apply for funding once per year.	
Communication Outcomes in 2024			
<ul style="list-style-type: none">• In 2024, TIPC supported a total of 259 community and public welfare organizations through its neighborhood engagement initiatives, with total funding amounting to NT\$3,470,000.			
Response from TIPC			
3.1 Reinforce Information Security Protections Chapter 2: Operational Integrity and Sustainable Governance 6.2 SOCIAL Mutual Prosperity 4.3 Friendly Natural Ecology			



Suppliers / contractors

Stakeholders' significance to the company



TIPC values suppliers who undertake the company's projects, labor, goods, and other procurement needs. We aim to collaborate with them as partners to achieve mutual success and sustainable growth together.


Stakeholder Concerns	Communication Channels	Communication Frequency
• Supplier Management	• Seminars/training sessions, contractor coordination meetings, and direct communication via procurement contracts	• Irregular
• Regulatory Compliance	• Outsourced information security contractual requirements	• Irregular
• Information Security	• Coordination and working meetings with contractors	• Regular or ad hoc meetings, depending on project needs
• Integrity Governance	• Occupational safety and health briefings for contractors	• Semi-annual briefings
• Occupational Safety and Health	• Supplier ESG self-assessment questionnaire	• Once a year

Communication Outcomes in 2024

- TIPC maintains timely two-way communication with contractors and follows relevant regulations and procedures in procurement contracts to ensure sound procurement practices.
- For suppliers involved in TIPC's information service procurement, information security requirements are clearly stipulated through contracts and outsourced cyber security clauses.
- In 2024, a total of 7 Information Security Management System (ISMS) training sessions were conducted to help managers and suppliers understand TIPC's information security policies and required practices. A total of 146 managers participated in these sessions.
- For ongoing construction projects, TIPC ensures construction quality and safety through site inspections and engineering supervision. All projects are required to comply with occupational safety and health regulations to enhance construction efficiency and reduce workplace accidents. In 2024, 48 site inspections and engineering supervision activities were carried out.
- TIPC held a total of 18 safety and health briefings, including: Contractor safety and health briefings, Occupational safety training for improved workplace conditions, Occupational accident prevention seminars for international commercial ports, Wharf loading/unloading safety and traffic safety workshops. These sessions saw participation from 786 attendees in total.
- Serving as a reference for TIPC to understand the current status of its suppliers and enhance supplier management, TIPC encourages suppliers to implement and strengthen ESG practices, fostering shared responsibility in corporate sustainability and advancing mutual progress toward sustainable development goals.

Response from TIPC

3.1 Reinforce Information Security Protections
 Chapter 5: Ensure Environmental Safety in Port Operations
 Chapter2: Operational Integrity and Sustainable Governance
 2.4 Supplier Management

Legislators		Stakeholders' significance to the company	
	The concerns and inquiries of legislators are the driving force behind the continuous growth of TIPC, which helps to clarify and address issues of public concern.		
Stakeholder Concerns		Communication Channels	Communication Frequency
<ul style="list-style-type: none">Local CommunitiesOccupational Safety and HealthCustomer PrivacyCustomer Service QualitySafety Management of Port Operations	<ul style="list-style-type: none">Telephone, messaging apps, fax, written correspondence, and verbal communicationLegislative Yuan committee meetingsParticipation in coordination meetings (including public hearings)	Conducted based on notifications from legislators' offices or higher authorities on an ad hoc basis.	
Communication Outcomes in 2024			
<ul style="list-style-type: none">Provide requested inquiry information within deadlines as required by legislators' offices.Convene or attend coordination meetings to properly address legislators' concerns.In 2024, a total of 447 meetings and information submissions were conducted, including:<ul style="list-style-type: none">Head Office: 206 timesKeelung Branch: 80 timesTaichung Branch: 75 timesKaohsiung Branch: 50 timesHualien Branch: 36 times			
Response from TIPC			
3.1 Reinforce Information Security Protections			
Chapter 5: Ensure Environmental Safety in Port Operations			
6.2 Social Mutual Prosperity			



Government authorities

Stakeholders' significance to the company



As a state-owned enterprise, guidance from government regulatory authorities is crucial for TIPC in advancing sustainable development initiatives.

Stakeholder Concerns	Communication Channels	Communication Frequency
<ul style="list-style-type: none"> Employee Benefits Operational Risk Management Regulatory Compliance Economic Performance Information Security 	<ul style="list-style-type: none"> Meetings discussing policies or international regulations 	<ul style="list-style-type: none"> Irregular
	<ul style="list-style-type: none"> Seminars or forums hosted by government agencies 	<ul style="list-style-type: none"> Irregular
	<ul style="list-style-type: none"> Paper/electronic correspondence (forms, reports, announcements, company website, emails, etc.) 	<ul style="list-style-type: none"> Immediate/Regular (monthly/annual)
	<ul style="list-style-type: none"> Face-to-face interviews and meetings 	<ul style="list-style-type: none"> Regular (monthly/annual)
	<ul style="list-style-type: none"> Telephone communications 	<ul style="list-style-type: none"> Immediate
	<ul style="list-style-type: none"> Official document exchanges 	<ul style="list-style-type: none"> Semiannual/Immediate
	<ul style="list-style-type: none"> Land Value Tax and House Tax Payment Notices 	<ul style="list-style-type: none"> Annual
	<ul style="list-style-type: none"> Division of Harbor and Airport Green Energy Industry of MOTC 	<ul style="list-style-type: none"> Twice a year (one in the first half and one in the second half)
	<ul style="list-style-type: none"> Hosting regular press conferences for MOTC-affiliated agencies 	<ul style="list-style-type: none"> Twice per quarter
	<ul style="list-style-type: none"> Internal Control Declaration System submission platform 	<ul style="list-style-type: none"> Once per year

Communication Outcomes in 2024

- Participated in meetings organized by competent government authorities concerning relevant policies or international regulations, fostering two-way communication and collaborative advancement of shared goals.
- Cooperated with the Executive Yuan's "Salute to the Seas" initiative by submitting monthly progress reports on a regular basis.
- Conducted semiannual rolling reviews with the Maritime and Port Bureau, MOTC, via official correspondence to evaluate the establishment of superficies, lease agreements, and gratuitous land use within port areas, including area measurements and rent calculations.
- Paid land value tax and house tax annually in accordance with tax payment notices issued by local tax authorities.
- Shared cyber security intelligence when external malicious probing activities were detected, contributing to a collaborative defense mechanism.
- Participated in and supported cyber security drills designated for critical infrastructure as needed.
- Provided information, source-tracing assistance, and cyber security protection advice when encountering incidents or concerns related to information security.
- In 2024, two meetings were held by the division of Harbor and Airport Green Energy Industry of MOTC, chaired by the chairman of TIPC. Active efforts have been made at the port level to promote the development of offshore wind power operations. Through this task force, discussions were held with various stakeholders to explore potential solutions, with the goal of integrating broader industry needs and jointly contributing to a greener and more sustainable future.
- Organized 8 regular press conferences in 2024, issuing a total of 33 press releases.
- Completed the filing of the 2023 Internal Control Statement once.

Response from TIPC

Employees

Stakeholders' significance to the company



Employees are important operational partners for TIPC, and we value their needs and opinions.

Stakeholder Concerns	Communication Channels	Communication Frequency
<ul style="list-style-type: none"> Local Communities Employee Engagement Safety Management of Port Operations Employee Compensation and Benefits Occupational Safety and Health 	<ul style="list-style-type: none"> Paper/Electronic Correspondence (forms, records, reports, announcements, company website, etc.) 	<ul style="list-style-type: none"> Real-time
	<ul style="list-style-type: none"> Interviews and Meetings 	<ul style="list-style-type: none"> Ad hoc
	<ul style="list-style-type: none"> Telephone Communication 	<ul style="list-style-type: none"> Real-time
	<ul style="list-style-type: none"> Training Sessions/Drills 	<ul style="list-style-type: none"> Regular/Ad hoc
	<ul style="list-style-type: none"> Occupational Safety and Health Committee 	<ul style="list-style-type: none"> Quarterly Occupational Safety and Health Committee Meetings
	<ul style="list-style-type: none"> Internal Newsletter 	<ul style="list-style-type: none"> Monthly
	<ul style="list-style-type: none"> Gender Equality Task Force 	<ul style="list-style-type: none"> Once Every Four Months
	<ul style="list-style-type: none"> HR Support Mailbox 	<ul style="list-style-type: none"> Ad hoc
	<ul style="list-style-type: none"> Labor-Management Meetings 	<ul style="list-style-type: none"> Ad hoc (held every three months, with ad hoc meetings as needed)
	<ul style="list-style-type: none"> Industry Collaboration Coordination Meetings 	<ul style="list-style-type: none"> Ad hoc (held every three months, with ad hoc meetings as needed)
	<ul style="list-style-type: none"> Integrity Committee Meetings 	<ul style="list-style-type: none"> Annually

Communication Outcomes in 2024


- In 2024, quarterly occupational safety and health committee meetings were held as required by law, during which proposals from committee members and labor representatives were reviewed. No employee complaints were received during the year.
- The internal journal Taiwan Ports published 12 issues in 2024, featuring a total of 343 articles and reaching 14,518 total views.
- In 2024, 2 gender equality task force meetings were held, with a total attendance of 56 participants.
- In 2024, no inquiries were received via the support mailbox, as employees from various departments preferred to make personnel-related inquiries directly by phone.
- A total of 20 sessions were held in 2024, with 334 participants in attendance.
- 5 meetings were convened in 2024.
- The meetings reviewed the Company's integrity practices and the implementation of anti-corruption measures by relevant departments to effectively advance integrity-related efforts.
- These initiatives aimed to enhance employees' understanding of current anti-corruption policies and foster a culture of integrity.

Chapter 5: Safety Management of Port Environment

Chapter 5: Ensure Environmental Safety in Port Operations

6.2 Social Mutual Prosperity

6.1 Happy Workplace

Media		Stakeholders' significance to the company	
		The media serves as a bridge between TIPC and our stakeholders. Therefore, positive image of the company was strengthened through media coverage of company-related news.	
Stakeholder Concerns	Communication Channels		Communication Frequency
• Economic Performance	• Proactively issue press releases		• Regular (weekly)
• Integrity Governance			
• Operational Risk Management	• Issue clarifying statements for major public opinion events		• Immediate
• Safety Management of Port Operations	• Communicate via phone, messaging apps, and email		• Immediate
• Indirect Economic Impacts	• Contact and meet by phone or email as needed to support business operations		• Irregular
Communication Outcomes in 2024			
• Proactively issued 208 press releases			
• Issued 4 balanced press releases			
• Published 20 advertisements and 30 articles in 10 international media outlets			
• Featured 5 times in international media magazines on cruise port-related topics			
Response from TIPC			
Chapter 2: Operational Integrity and Sustainable Governance			
2.3 Economic Performance			
2.3.1 Business Performance			
6.2 Social Mutual Prosperity			



County and municipal governments		Stakeholders' significance to the company	
		The county and city governments serve as the local supervisory authorities for TIPC's various commercial ports. There are 7 board seats held by representatives from the local governments of the port areas under their jurisdiction. Active two-way communication with each county and city government is conducted to promote mutual prosperity and development of the ports and cities.	
Stakeholder Concerns	Communication Channels	Communication Frequency	
<ul style="list-style-type: none">• Supplier Management• Greenhouse Gas Emissions• Local Community• Occupational Health and Safety• Safety Management of Port Operations	<ul style="list-style-type: none">• Board of Directors	<ul style="list-style-type: none">• Meetings held quarterly as a principle	
	<ul style="list-style-type: none">• The Company establishes cooperative communication platforms and working groups with local governments at each port, holding meetings as needed to discuss port development issues.	<ul style="list-style-type: none">• Irregular	
	<ul style="list-style-type: none">• It also participates in local government urban planning reviews, urban design assessments, industry investment forums, and port-related events or forums.	<ul style="list-style-type: none">• Irregular	
	<ul style="list-style-type: none">• Contractor Safety and Health Briefing	<ul style="list-style-type: none">• Irregular	
Communication Outcomes in 2024			
<ul style="list-style-type: none">• The term of the Company's 4th Board of Directors and Supervisors ended on September 4, 2024. On September 5, 2024, the Ministry of Transportation and Communications appointed the 5th Board of Directors and Supervisors. In 2024, the 4th Board convened 2 board meetings, while the 5th Board held 2 board meetings and 1 extraordinary board meeting. Over the year, the Board reviewed 19 reporting items, 22 discussion items, 1 election item and 1 ad-hoc motion. All board resolutions were included in a follow-up tracking system, with responsible departments required to report on implementation progress on a regular basis. The average attendance rate for the 5th Board of Directors in 2024 was 81%.• TIPC aligns port business development with functional zoning based on local industry characteristics for targeted investment and development. The Company maintains close communication with local governments through established port-city platforms. It actively promotes diversified land use in port areas, including ongoing investment and development at Keelung Port's East and West passenger terminals and the transformation of the Old Port area in Kaohsiung, aiming to enhance overall port development effectiveness.• According to the regulations of Earnings Appropriation and Distribution of TIPC.			
Response from TIPC			
Chapter 5: Ensure Environmental Safety in Port Operations			
6.2 Social Mutual Prosperity			
Chapter 4: Transition to a Low-Carbon and Green Ports			



Equity Investment Businesses

Stakeholders' significance to the company



TIPC had established equity investment businesses and aimed to achieve the benefits of diversified operations and talent development. The operational and financial performances of the equity investment businesses also contributed to the overall net income after-tax of TIPC

Stakeholder Concerns

Communication Channels

Communication Frequency

- Integrity Governance
- Economic Performance
- Business Model Optimization and Innovation
- Occupational Safety and Health
- Safety Management of Port Operations

- Pre-Board Meetings

- Quarterly

- Business Liaison Platforms

- According to needs

Communication Outcomes in 2024

- In 2024, a total of 31 meetings were held to support and facilitate the operations of equity investment ventures, ensuring their sound and stable management.

Response from TIPC

Chapter 5: Ensure Environmental Safety in Port Operations
Chapter. 2: Operational Integrity and Sustainable Governance
2.3 Economic Performance
3.2 Smart Port Development



1.3 Materiality Analysis

1.3.1 Materiality Identification

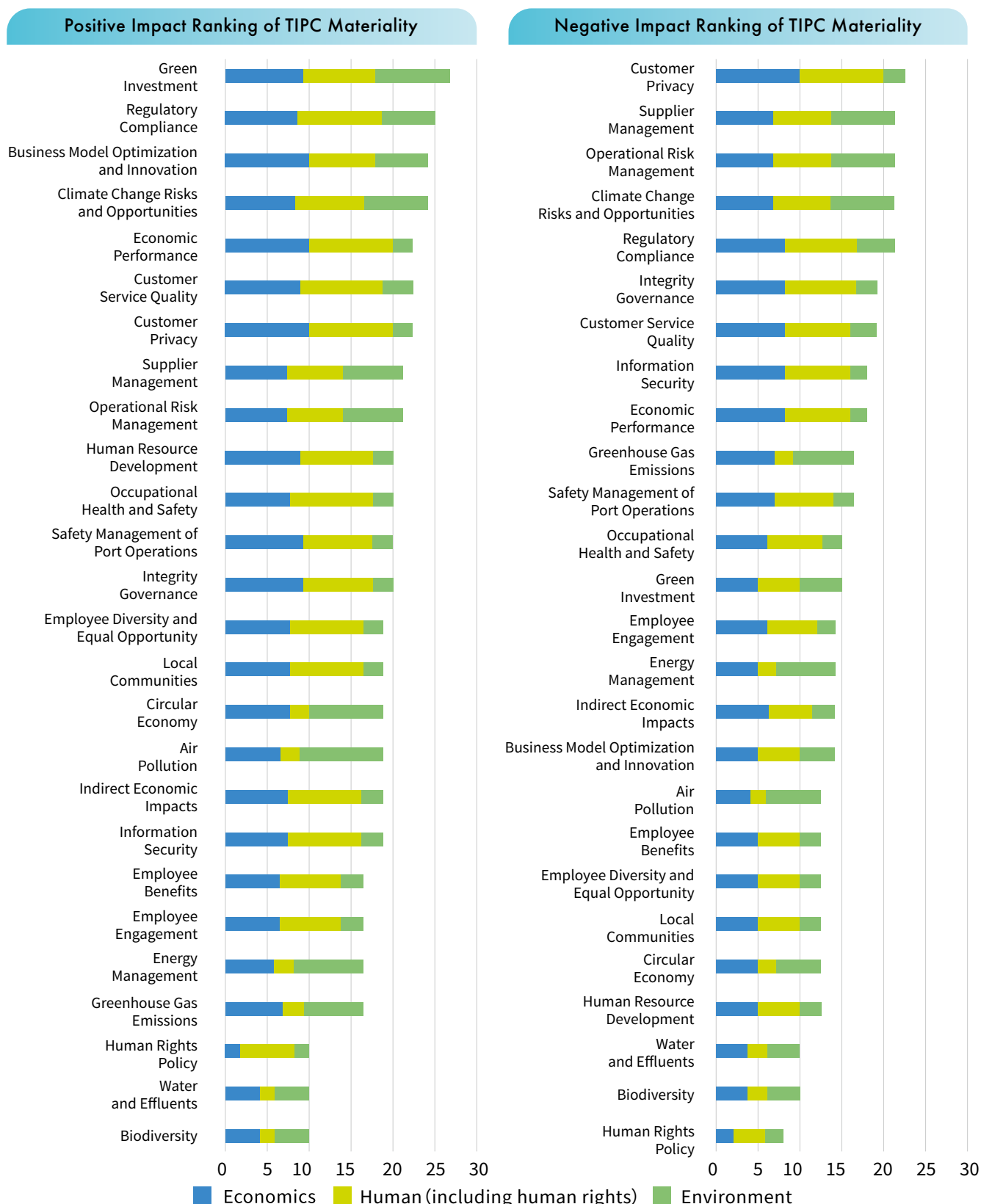
TIPC conducts materiality analysis in accordance with the 8 reporting principles outlined in the GRI Standards 2021: Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability Context, Timeliness, and Verifiability. The sustainable issue management process follows a four-stage approach as outlined below:

Procedures for ESG Materiality Analysis

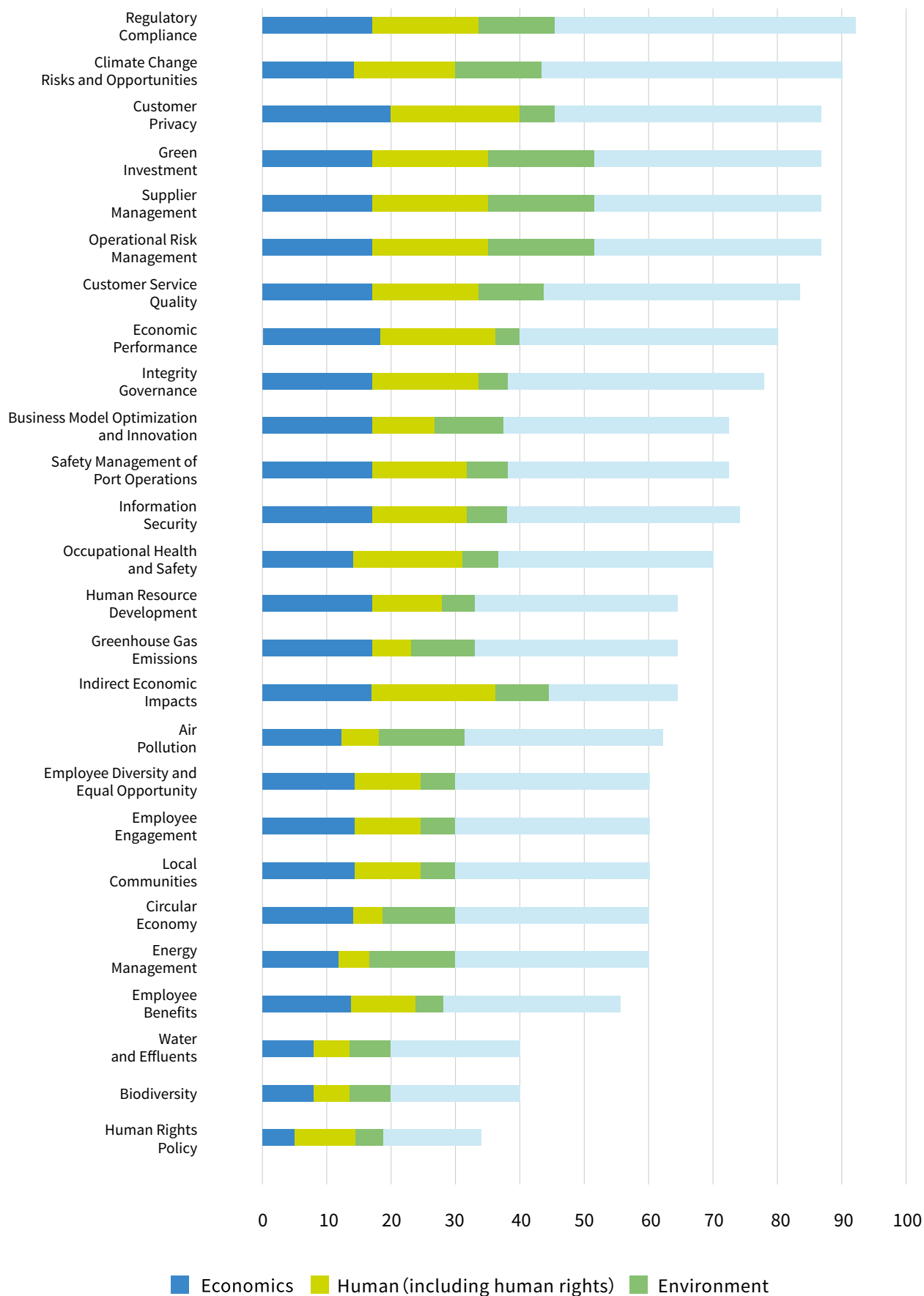


Material Topics Prioritization

In alignment with the GRI Standards 2021 and incorporating the relevant GRI Sector Standards as a reference for sustainability topics, a total of 17 material topics were identified through the aforementioned ESG Materiality Analysis conducted this year.

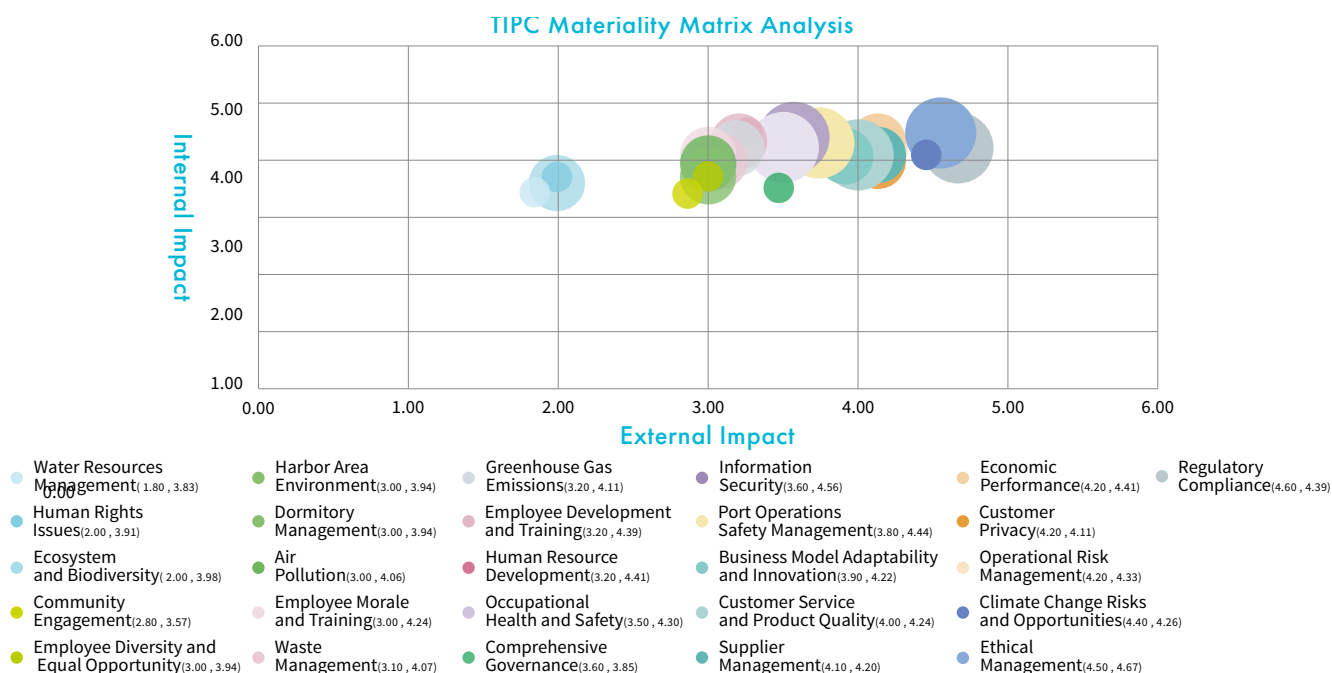


Integrated Ranking of Material Impacts by TIPC



TIPC Materiality Matrix Analysis

To understand the material issues of concern to its stakeholders, TIPC conducted a questionnaire survey based on 26 topics of interest, targeting 10 stakeholder groups: government authorities, shareholders/investors, employees, customers, legislators, equity investment businesses, suppliers/contractors, county and city governments, media, and community residents/local groups. A total of 102 stakeholders were invited to participate in the survey. The Company referenced the level of stakeholder concern as an important basis for sustainable development and strategic planning, in order to effectively respond to stakeholder needs.



1.3.2 Significance of Material Topics to the Company

Material Topics	Significance to TIPC (Description of Impact)	Strategy and Actions (Management / Remediation / Prevention)	Impact Boundary Across TIPC's Value Chain	Corresponding Chapter
Integrity Governance	<p>Potential Negative Economic Impact</p> <p>As a state-owned enterprise, TIPC recognizes that failing to uphold integrity governance may undermine its corporate credibility and erode public and stakeholder trust. Such a lapse could hinder the implementation of government policies, reduce opportunities for business collaboration, and ultimately pose risks to the Company's sustainable development.</p>	<p>Prevention</p> <ul style="list-style-type: none"> TIPC fosters a culture of integrity and strengthens trust with its partners to enhance overall operational efficiency. To mitigate integrity risks, the Company has established a robust internal control system. The Civil Service Ethics Department is responsible for risk assessments and implementing appropriate internal control measures to ensure regulatory compliance. 	<p>Internal Stakeholder</p> <p>TIPC (causes)</p> <p>External Stakeholders</p> <p>Suppliers/Contractors (directly linked)</p> <p>Customers (directly linked)</p>	Chapter 2: Operational Integrity and Sustainable Governance

Material Topics	Significance to TIPC (Description of Impact)	Strategy and Actions (Management / Remediation / Prevention)	Impact Boundary Across TIPC's Value Chain	Corresponding Chapter
Integrity Governance		<ul style="list-style-type: none"> Multiple whistleblowing channels are in place to encourage stakeholders to report suspected corruption or misconduct. In the event of an integrity risk incident, TIPC conducts investigations and impact assessments, and develops targeted action plans based on the scope of the issue. A Board Agenda Committee has been established under the Board of Directors to pre-review proposed agenda items and ensure alignment with matters requiring board resolution, thereby promoting decision-making efficiency, and enhancing corporate governance performance. 	External Stakeholders equity investment businesses (directly linked) Shareholders/ Investor (Contribute / influence) Community Residents/ Local Groups (Contribute / influence)	
Regulatory Compliance	[Human Rights: Potential Negative Impact] As a government-regulated entity, TIPC must strictly comply with applicable laws and regulations to ensure lawful operations and maintain a positive reputation for sustainable development. Failure to do so may result in regulatory violations, financial penalties, and reputational damage. These risks can erode stakeholder trust and adversely affect the company's operational stability and future development prospects.	Prevention <ul style="list-style-type: none"> TIPC actively establishes a legal compliance management system to ensure regulatory compliance, reduce the risk of violations, and maintain a strong reputation. Regulatory updates are promptly communicated to all departments, enabling timely understanding of legal changes and ensuring operations remain in line with current requirements. To support departments in resolving legal uncertainties, the company offers a range of legal services, including joint review of official documents, internal legal consultation channels, and external legal advisory services. These resources help ensure that business activities are grounded in sound legal foundations and that disputes are handled effectively. The company develops various legal reference materials—such as process diagrams and document templates for civil enforcement procedures (including preservation, deposit, and final enforcement), and self-assessment checklists for procurement tenders—to enhance standardization and efficiency in internal compliance operations. Guidelines for handling legal affairs have also been established to strengthen internal legal management. Compliance awareness is further promoted through training programs, including regular legal courses on topics such as legal issues surrounding generative AI and analyses of common contract dispute cases. Basic legal education is also incorporated into onboarding training to ensure that all employees possess a foundational understanding of regulatory compliance. 	Internal Stakeholder TIPC (Causes) External Stakeholders Suppliers/ Contractors (Directly linked) Shareholders/ Investors (Contribute / influence) Media (Contribute / influence) Government authorities (Contribute / influence) Community residents/local groups (Contribute / influence)	Chapter 2: Operational Integrity and Sustainable Governance

Material Topics	Significance to TIPC (Description of Impact)	Strategy and Actions (Management / Remediation / Prevention)	Impact Boundary Across TIPC's Value Chain	Corresponding Chapter
Operational Risk Management	<p>Potential Negative Economic Impact</p> <p>Through rolling review of risk management and internal control, each department conducts risk assessments based on its responsibilities, formulates response strategies, and implements control procedures to achieve overall objectives. These include improving operational performance, financial and asset management, human resources, port infrastructure, information security, disaster prevention, legal compliance, and environmental sustainability. Effective risk management also helps prevent revenue loss, asset damage, legal violations, and reputational harm.</p>	<p>Prevention</p> <ul style="list-style-type: none"> To ensure the achievement of corporate objectives and the effective operation of risk management and internal controls, the company implements routine monitoring, self-assessments, and internal audits to enforce self-supervision and minimize internal risks. Risk assessment personnel in each department are required to propose response measures for major issues identified in the "Organizational Environment and Risk Management Matrix" to seize improvement opportunities and reduce operational risks. The implementation progress and outcomes of these measures must be reported and reviewed in management review meetings according to the "Management Review Procedure." 	<p>Internal Stakeholder</p> <p>TIPC (Causes)</p> <p>External Stakeholders</p> <p>Shareholders/ Investors (Contribute / influence)</p> <p>Government Authorities (Contribute / influence)</p>	Chapter 2: Operational Integrity and Sustainable Governance
Economic Performance	<p>Positive Economic Impacts</p> <p>Despite recent multifaceted challenges in political, economic, social, and technological domains, TIPC has maintained steady growth across its operations. In core port business, continuous improvements in port infrastructure have attracted investments from shipping and port-related enterprises, driving increased cargo throughput and revenue. In waterfront tourism, the company has revitalized port land and assets by integrating transportation facilities with tourism resources, fostering recreational and commercial development. Furthermore, by leveraging emerging technologies, the company has optimized both software and hardware services to build a sustainable port characterized by safety, efficiency, and quality.</p>	<p>Management</p> <ul style="list-style-type: none"> TIPC employs a "port group" strategy to oversee Taiwan's international commercial ports. Committed to a pragmatic and steady approach, the company pursues its vision to become an innovation-driven, world-class, and leading global port operator. In response to shifts in the maritime industry and business growth needs, five strategic priorities have been set for 2025: Strengthen core operations and boost efficiency; Align with industry trends to expand diversified businesses; Integrate waterfront tourism to stimulate travel development; Advance digital transformation to build smart ports; Commit to low-carbon, net-zero goals to promote corporate sustainability; With an entrepreneurial spirit and innovative mindset, the company aims to enhance the overall competitiveness of Taiwan's port group. 	<p>Internal Stakeholder</p> <p>TIPC (Causes)</p> <p>External Stakeholders</p> <p>Equity Investment Businesses (directly linked)</p> <p>Shareholders/ Investors (Contribute / influence)</p> <p>Media (Contribute / influence)</p> <p>Government Authorities (Contribute / influence)</p>	Chapter 3: Building Smart and Resilient Ports

Material Topics	Significance to TIPC (Description of Impact)	Strategy and Actions (Management / Remediation / Prevention)	Impact Boundary Across TIPC's Value Chain	Corresponding Chapter
Supplier Management	<p>Potential Negative Economic/Social (Human Rights) Impact</p> <p>The occurrence of occupational accidents in port areas is often reported in the media with headlines highlighting incidents at specific ports, which can negatively affect the Company's image.</p> <p>Engaging substandard contractors may result in poor construction quality, project delays, and unsafe working conditions. This not only incurs rework and repair costs but may also impact the Company's overall project schedule, lead to financial losses and legal liabilities, and severely damage the Company's reputation and operational efficiency.</p>	<p>Prevention</p> <ul style="list-style-type: none"> Procurement is conducted in accordance with the Government Procurement Act. Audits are carried out on outsourced vendors to ensure that providers of information services fulfill all required obligations. Contractor responsibilities related to occupational safety and health are governed by the "Occupational Safety and Health Management Regulations for Contractors" to prevent workplace accidents and ensure compliance with relevant laws and regulations. 	<p>Internal Stakeholder</p> <p>TIPC (Causes)</p> <p>External Stakeholders</p> <p>Suppliers/ Contractors (directly linked)</p> <p>County and municipal governments (Contribute / influence)</p>	Chapter 2: Operational Integrity and Sustainable Governance
Information Security and Customer's Privacy	<p>Actual Negative Economic/Social (Human Rights) Impacts</p> <p>Common incidents include system intrusions through exploited vulnerabilities or DDoS attacks that result in degraded service performance. Cyberattacks on information systems can disrupt the Company's operations, incur maintenance costs, and cause business losses. In cases where customer or partner data is compromised, such breaches may lead to reputational damage and adversely affect stakeholders' operations.</p>	<p>Remediation</p> <ul style="list-style-type: none"> With the increasing digitization of customer services such as port warehousing applications and billing operations, the Company's systems handling customer transactions are governed by relevant information security policies issued by the Information Technology Division and the Information Security Management Committee, ensuring the protection of customer privacy. The Company's port warehousing services and billing processes have been transitioned to digital platforms (e.g., the Taiwan Port Warehousing Services Portal). In respecting customer privacy, the collection, processing, and use of customer data are conducted in compliance with the Personal Data Protection Act and the Cyber Security Management Act. The Company's information and communication security policy emphasizes procedural management, legal compliance, prevention over response, and ensuring cyber security. 	<p>Internal Stakeholder</p> <p>TIPC (Causes)</p> <p>External Stakeholders</p> <p>Suppliers/ Contractors (directly linked)</p> <p>Customers (directly linked)</p> <p>Media (Contribute / influence)</p> <p>Government Authorities (Contribute / influence)</p> <p>Legislators (Contribute / influence)</p>	Chapter 3: Building Smart and Resilient Ports

Material Topics	Significance to TIPC (Description of Impact)	Strategy and Actions (Management / Remediation / Prevention)	Impact Boundary Across TIPC's Value Chain	Corresponding Chapter
Information Security and Customer's Privacy		Remediation <ul style="list-style-type: none"> The Company has obtained ISO/IEC 27001:2022 (latest version) certification. An Information Security Officer and dedicated cyber security personnel have been appointed to manage and implement cyber security initiatives. Ongoing information security measures are enforced to ensure full compliance with the Cyber Security Management Act and its related regulations. 		
Customer Service Quality	Actual Positive Economic Impact <p>Through customer relationship management and improvements in service quality, the Company can enhance customer trust and loyalty, generating a positive impact on overall business performance.</p>	Management <p>The Company actively engages with clients through visits conducted by branch offices and by regularly or ad hoc hosting shipping business or port business seminars. These interactions allow timely identification of customer needs and ensure the effective implementation and management of customer feedback.</p> Remediation/Prevention <p>Regular seminars are held with customers to facilitate communication on port-related issues and future development directions.</p>	Internal Stakeholder <p>TIPC (Causes)</p> External Stakeholders <p>Customers (directly linked)</p> <p>Community residents/local groups (Contribute /influence)</p> <p>Legislators (Contribute / influence)</p>	
Business Model Optimization and Innovation	Actual Positive Economic/ Environmental Impact <ul style="list-style-type: none"> Through a website redesign, the Company has enhanced web accessibility to ensure users with diverse needs can equally access online content and services. The upgraded design also improves usability and attractiveness, thereby strengthening corporate image and brand value. Additionally, it optimizes data processing efficiency and reduces server energy consumption, contributing to lower carbon emissions. 	Management <ul style="list-style-type: none"> The Company has established a dedicated unit responsible for monitoring the implementation progress of various smart port projects and quarterly meetings are convened to track progress and ensure alignment with the strategic direction of smart port development. TIPC regularly analyzes traffic data to understand user behavior and optimize content strategies. During the process of digital transformation, the Company continues to uphold principles of information transparency, web accessibility, privacy protection policies, and enhanced user experience, thereby improving the quality and accessibility of its digital communication platforms. 	External Stakeholders <p>Equity Investment Businesses (directly linked)</p> <p>Shareholders/ Investors (Contribute / influence)</p>	Chapter 3: Building Smart and Resilient Ports

Material Topics	Significance to TIPC (Description of Impact)	Strategy and Actions (Management / Remediation / Prevention)	Impact Boundary Across TIPC's Value Chain	Corresponding Chapter
Business Model Optimization and Innovation	<p>Actual Positive Economic/ Environmental Impact</p> <ul style="list-style-type: none"> For port warehousing operations, in accordance with Article 35 of The Commercial Port Law, individuals and vehicles entering restricted port areas must obtain access permits issued by the Company and are subject to inspection by port police. By adopting effective data management and electronic systems in port service operations, the Company can avoid penalties imposed by the Maritime and Port Bureau, enhance operational efficiency in port areas, and reduce overall operating costs. 	<p>Management</p> <ul style="list-style-type: none"> To support port police in enhancing inspection efficiency and ensuring the retention of electronic records for personnel and vehicle access, the Company conducts on-site assessments at access control stations in collaboration with port police. These inspections cover electronic equipment and auxiliary facilities (e.g., signage, notice boards). In addition, the Company has requested port police to continue promoting access control policies and to rigorously enforce inspection protocols. 		
Climate Change Risks and Opportunities	<p>Potential Negative Economic and Environmental Impacts</p> <p>In the context of global warming, the scale and frequency of extreme weather events are progressively increasing. Natural and human-induced disasters pose significant threats to port operational safety.</p> <p>Concurrently, the evolving nature of port operations—such as electrification, automation, and the deployment of large-scale equipment—adds complexity to disaster scenarios.</p> <p>The primary physical risks faced by the nine major ports arise from hazards such as storm surges, strong winds, flooding (including overtopping from storm surges and heavy rainfall), high temperatures, and dense fog. These risks may negatively impact critical port assets, potentially leading to operational disruptions. Affected assets include port operation-related infrastructure such as substations, buildings, Vessel Traffic Service (VTS) centers, large cargo handling equipment, data centers, and containers, as well as wharves, breakwaters, and outdoor loading and unloading activities, which may compromise the safety of personnel working outdoors.</p>	<p>Prevention</p> <ul style="list-style-type: none"> TIPC has established a "Disaster Prevention and Rescue Plan" that encompasses all phases of disaster management, including mitigation, preparedness, response, and recovery, with the goal of reducing the occurrence of disasters and minimizing loss of life and property. The Company also actively consolidates insurance categories and coverage types to transfer property loss risks through insurance, thereby reducing and dispersing operational liability risks. 	<p>Internal Stakeholder</p> <p>TIPC (Causes)</p>	Chapter 3: Building Smart and Resilient Ports

Material Topics	Significance to TIPC (Description of Impact)	Strategy and Actions (Management / Remediation / Prevention)	Impact Boundary Across TIPC's Value Chain	Corresponding Chapter
Greenhouse Gas Emission	<p>Potential Negative Economic Impact</p> <p>TIPC's operations encompass activities within port areas. If greenhouse gas emissions are not effectively managed, the implementation of carbon pricing mechanisms by the government—such as carbon fees or carbon taxes—could significantly increase the operating costs of energy-intensive facilities, including port machinery, vessels, and cargo handling equipment. Failure to effectively reduce carbon emissions may also lead to public scrutiny, adversely affecting sustainability ratings and potentially undermining government support and opportunities for industry collaboration.</p>	<p>Prevention</p> <ul style="list-style-type: none"> In accordance with the ISO 14064-1 management review procedure, regular audits are conducted on emission management. To achieve the targets of a 50% carbon reduction by 2030 and net zero by 2050, TIPC adopts the SBTi methodology to implement greenhouse gas reduction strategies across Scope 1, 2, and 3. Under this framework, new execution plans have been established with annual targets and specific action items. "Vessels" and "cargo handling equipment" are the primary sources of pollution emissions within the port area. Therefore, priority is given to promoting related incentive measures to encourage the use of clean vessels and to support operators in replacing or acquiring new electric-powered equipment. 	<p>Internal Stakeholder</p> <p>TIPC (Causes)</p> <p>External Stakeholders</p> <p>County and Municipal Governments (Contribute/influence)</p>	
Energy Management	<p>Potential Positive Economic/ Environmental Impact</p> <p>In response to global climate change and the growing emphasis on sustainable development, TIPC, as the core institution of port operations, prioritizes the implementation of equipment with high energy-saving potential. This not only contributes to energy conservation and carbon emission reduction but also delivers both economic and environmental benefits.</p>	<p>Management</p> <ul style="list-style-type: none"> In alignment with the Ministry of Economic Affairs' energy-saving policy, TIPC has selected one port as a pilot site to take the lead in promoting energy efficiency. Priority is given to replacing equipment with high energy-saving potential, while phased targets and appropriate technical measures are integrated to ensure smooth implementation of the policy. Once proven feasible, successful cases will be extended to other ports. 	<p>Internal Stakeholder</p> <p>TIPC (Causes)</p>	

Material Topics	Significance to TIPC (Description of Impact)	Strategy and Actions (Management / Remediation / Prevention)	Impact Boundary Across TIPC's Value Chain	Corresponding Chapter
Green Investment	<p>Potential Positive Impact – Economic / Environmental / Social (Human Rights)</p> <p>In response to the Executive Yuan's Green Energy Development Program, TIPC, as a state-owned enterprise, aligns with the national energy transition policy by promoting the development of the renewable energy industry through strategic investments. These efforts help attract international shipping companies with higher environmental standards, thereby enhancing overall competitiveness.</p> <p>By investing ESG bonds to strengthen ties with sustainable development, TIPC aims to create more business collaboration opportunities. Additionally, the Company's provision of green infrastructure supports the shipping and logistics industries in advancing toward net-zero transformation.</p> <p>TIPC also utilizes its ports as operational bases for offshore wind and gas-fired power generation, attracting investment and promoting economic development and job creation across its international commercial ports.</p>	<p>Management</p> <ul style="list-style-type: none"> TIPC, through its equity investment businesses, TIPC Marine Corporation, Ltd. and Taiwan International Ports Heavy-Machinery Corporation Ltd., has invested in offshore and onshore wind power operation and maintenance services. Additionally, Taiwan International Windpower Training Corporation Ltd. is dedicated to cultivating talent for the wind energy industry. TIPC provides guidance and support to facilitate the development of its equity investment businesses, ensuring their stable and sustainable operations. In response to varying land-use and development conditions, TIPC proactively identifies potential investors and plans investment projects aligned with market demand, in accordance with relevant regulations. TIPC periodically reviews its investment strategies and adopts diversified approaches to attract investors. The Company continues to engage with potential partners to explore investment opportunities. Prior to full-scale development, idle land is activated through short-term leasing arrangements. 	<p>Internal Stakeholder</p> <p>TIPC (Causes)</p>	<p>Chapter 4: Transition to Low-Carbon and Green Port</p>



Material Topics	Significance to TIPC (Description of Impact)	Strategy and Actions (Management / Remediation / Prevention)	Impact Boundary Across TIPC's Value Chain	Corresponding Chapter
Air Pollution	<p>Economic/Social (Human Rights) – Potentially Negative</p> <p>If carbon dioxide (CO₂), sulfur oxides (SO_x), and nitrogen oxides (NO_x) emissions from port areas are not properly managed, the Company may face regulatory penalties. Moreover, these emissions could exacerbate air pollution, adversely affecting the health of residents in and around the port areas, and potentially undermining the Company's corporate social responsibility image.</p>	<p>Prevention</p> <p>To improve air quality in port areas and minimize the impact of operations on nearby communities, TIPC proactively manages greenhouse gas emissions and drives energy transition in alignment with national policies. The Company is developing ports as operational hubs for offshore wind and gas-fired power generation, supporting renewable energy development and facilitating the transition to a low-carbon economy.</p>	<p>Internal Stakeholder</p> <p>TIPC (Causes)</p> <p>External Stakeholders</p> <p>Customers (Directly Linked)</p>	
Safety Management of Port Operations	<p>Economic/Social (Human Rights) – Potential Negative</p> <p>TIPC's port operations involve large-scale machinery and vessel transportation, facing significant challenges in operational safety due to the inherent uncertainties of disasters and accidents. In recent years, port operations have been progressively transformed through electrification, automation, unmanned systems, and scale enlargement, which further increase operational risks and management complexity.</p> <p>If not properly managed, disasters or accidents may damage docks, storage facilities, and transport equipment, disrupting shipping and cargo flows, while driving up maintenance and operational costs. Moreover, the absence of effective contingency plans may result in port shutdowns during disasters, adversely impacting shipping companies, cargo owners, and related industries, thereby weakening port competitiveness.</p> <p>Frequent incidents can damage corporate reputation, erode social trust, and provoke local community opposition, potentially undermining government collaboration opportunities.</p>	<p>Prevention</p> <p>TIPC has established a "Disaster Prevention and Rescue Plan" covering all phases of disaster management, including mitigation, preparedness, response, and recovery, with the aim of reducing the occurrence of disasters and minimizing loss of life and property.</p>	<p>Internal Stakeholder</p> <p>TIPC (Causes)</p> <p>Employees (Causes)</p> <p>External Stakeholders</p> <p>Equity Investment Businesses (Directly Linked)</p> <p>Customers (Directly Linked)</p> <p>County and municipal governments (Contribute / Influence)</p> <p>Media (Contribute / Influence)</p> <p>Legislators (Contribute / Influence)</p>	

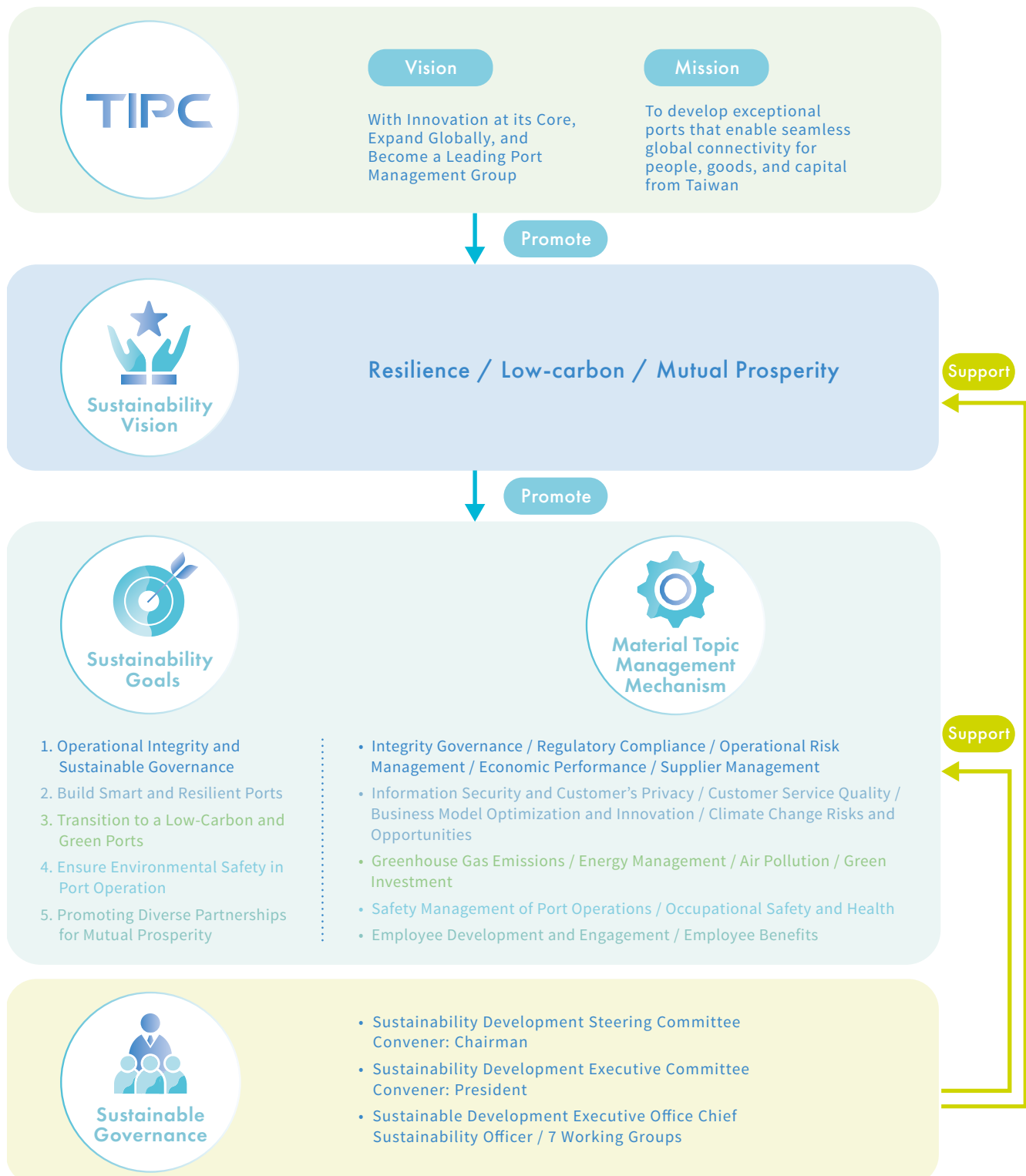
Material Topics	Significance to TIPC (Description of Impact)	Strategy and Actions (Management / Remediation / Prevention)	Impact Boundary Across TIPC's Value Chain	Corresponding Chapter
Safety Management of Port Environment	<p>Economic/Social (Human Rights) – Potential Negative</p> <p>As a state-owned enterprise, TIPC may face significant regulatory scrutiny in the event of a major occupational health and safety incident. Competent authorities may intensify inspections, designate the company as a key supervision target, and impose fines in accordance with the law. In severe cases, operations may be ordered to halt or mandated to make improvements within a deadline, resulting in project delays and disruptions to cargo flow that adversely affect operational performance and revenue.</p> <p>Beyond operational impacts, poor occupational health and safety management damages the company's social reputation, undermining business partnerships and future development opportunities. More critically, any injury or fatality due to unsafe working conditions not only violates workers' rights to life, health, and safe employment but also reflects a failure of the company to fulfill its fundamental responsibility to protect workers from harm, constituting a significant human rights issue.</p>	<ul style="list-style-type: none"> Identify non-compliant issues and address them through the abnormality correction and prevention measures management procedure. The Occupational Safety and Health Committee reviews and proposes improvement and preventive measures. Expert scholars conduct specialized inspections to offer recommendations for further enhancement. 	<p>Internal Stakeholder</p> <p>TIPC (Causes) Employees (Causes)</p> <p>External Stakeholders</p> <p>Equity Investment Businesses (Directly Linked) Suppliers / Contractors (Directly Linked) County and municipal governments (Contribute / Influence) Legislators (Contribute / Influence)</p>	Chapter 5: Safety Management of Port Environment




Material Topics	Significance to TIPC (Description of Impact)	Strategy and Actions (Management / Remediation / Prevention)	Impact Boundary Across TIPC's Value Chain	Corresponding Chapter
Employee Development and Engagement	<p>Economic/ Social (Human Rights) – Potential Positivee</p> <p>TIPC is committed to enhancing employee development and engagement to ensure the advancement of port operations and sustainable management. The Company offers compensation and benefits exceeding the Labor Standards Act, upholding fundamental human rights, and fostering a safe, healthy, and inclusive workplace environment.</p> <p>Through comprehensive learning and development mechanisms, performance evaluations, and retention strategies, TIPC aims to enhance employees' technical skills and professional competencies. When employees grow and find recognition in a supportive work environment, they are more likely to be dedicated, realize their potential, and contribute to the Company's competitiveness and operational efficiency. This approach not only generates stable economic benefits but also promotes human rights protection and workplace well-being, achieving mutual growth for both the Company and its employees.</p>	<p>Prevention</p> <ul style="list-style-type: none"> • Moving forward, TIPC will continue to draw on the annual "Friendly Workplace Environment and Employee Engagement Survey Report" and implement rolling reviews of personnel-related regulations, complemented by a variety of supportive measures aimed at helping employees achieve work-life balance.will continue to reference the annual "" and carry out rolling review and update personnel policies. This approach aims to provide comprehensive support measures that assist employees in achieving a balanced work-life integration. • Regarding internal competency training programs, a post-training effectiveness survey was conducted three months after course completion. The survey received 1,176 responses, with 1,108 respondents indicating that they have applied the knowledge, attitudes, or skills learned from the training to their work. 	<p>Internal Stakeholder</p> <p>TIPC (Causes)</p> <p>Employees (Causes)</p>	Chapter 6: Promoting Diverse Partnerships for Mutual Prosperity
Employee Benefits	<p>Potential Positive Economic Impact</p> <p>The company's effective management of employee compensation and benefits can enhance employee satisfaction, reduce turnover rates, and lower recruitment and training costs, while also minimizing labor disputes and legal risks. Competitive salaries and benefits help attract outstanding talent, boost corporate innovation and market competitiveness, and enable the company to maintain continuous profitability.</p>	<p>Prevention</p> <ul style="list-style-type: none"> • The Company will continuously review employee compensation and benefits with the aim of enhancing competitive compensation, boosting morale, and creating a secure environment for raising families. These efforts are intended to attract and retain talent, establish a competitive and happy workplace, and foster an inclusive culture and achieving Mutual prosperity with employees. 	<p>Internal Stakeholder</p> <p>TIPC (Causes)</p> <p>External Stakeholder</p> <p>Government authorities (Contribute / Influence)</p>	Chapter 6: Promoting Diverse Partnerships for Mutual Prosperity


1.3.3 Material Topics and Sustainable Development




With innovation at its core, TIPC is committed to becoming a world-class port operations group. The company aims to deliver exceptional port services that integrate Taiwan's people flow, cargo flow, and capital flow with the global economy. Upholding the principles of resilience, low carbon, Mutual Prosperity, and global integration, TIPC aligns its sustainability approach with the six focus areas of the World Port Sustainability Program (WPSP). It has set five major sustainability goals to provide a systematic framework for managing material ESG topics, addressing stakeholder concerns, and advancing holistic sustainable development.





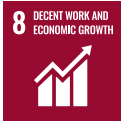

1.3.4 Establishment and Achievement of Material Topics Target




Corresponding Topic (GRI/SASB/Customized Topics)	2024 Target	2024 Target Achievement Status	Short-term Target (2025)	Mid- to Long-term Target (2026 and beyond)	Sustainable Development Goals (SDGs)
Business Integrity (Customized Topic)	<ol style="list-style-type: none"> 1. Provide subsidies for directors and supervisors to attend training courses and hold two corporate governance seminars totaling six hours. 2. The actual attendance rate of each director and supervisor of the board for the whole year is more than 2/3, which enhances the board operation. 3. Information on the final accounts, business 4. statistics, progress of public constructions, and the maintenance and management of public facilities in the port area are regularly published on the corporate's website. 	<p>1. Achieved</p> <p>2. Not Achieved ^[Note 2]</p> <p>3. Achieved</p> <p>Note [2]: In 2024, out of 28 directors and supervisors of the 5th Board, 25 achieved an attendance rate of two-thirds or higher. Most directors and supervisors concurrently serve as representatives of central or local government agencies and have other official duties. Occasionally, scheduling conflicts between their primary governmental responsibilities and board meetings prevent their attendance. To address this, the Company has adopted proactive measures, such as announcing the following year's board meeting schedule each December to allow early planning, and offering the option to attend meetings via video conferencing.</p>	<ul style="list-style-type: none"> The Company actively facilitated the participation of directors and supervisors in professional training programs to enhance the overall functionality and effectiveness of the Board of Directors. The Company endeavored to ensure that each director and supervisor attained an actual annual board meeting attendance rate of at least two-thirds, thereby reinforcing the effective operation of the Board. 	Committed to achieving a target of at least one-third representation of either gender among directors and supervisors.	
Regulatory Compliance (GRI 2-27)	<ol style="list-style-type: none"> 1. Zero major violations of laws or regulations. 2. Zero penalty cases related to Property-Declaration by Public Servants 	<p>1. Achieved</p> <p>2. Achieved</p>	<ul style="list-style-type: none"> Conducted 3 sessions of "Integrity Ethics" training for new employees. Communicated the business governance policy through eight sessions of corporate integrity advocacy and site visits. Delivered 20 anti-corruption awareness messages through diverse internal communication channels. 	<ul style="list-style-type: none"> Zero major violations of laws or regulations. Gradually completed regulatory revisions by conducting rolling reviews of internal rules and relevant laws and regulations, ensuring that business operations remain aligned with evolving legal standards. Related topic-based training programs were also conducted to enhance employees' compliance with applicable regulations. 	 <p>SDG 16</p>



Corresponding Topic (GRI/SASB/ Customized Topics)	2024 Target	2024 Target Achievement Status	Short-term Target (2025)	Mid- to Long-term Target (2026 and beyond)	Sustainable Development Goals (SDGs)
Regulatory Compliance (GRI 2-27)	<p>3. Conducted at least 2 "Integrity Ethics" training sessions for new employees and at least 3 Special Seminars on Legal Compliance.</p> <p>4. Participated in the 2nd "Transparent Crystal Award" of the Executive Yuan.</p>	<p>3.Achieved</p> <p>4.Achieved</p>	<ul style="list-style-type: none"> Organized 2 briefing sessions on the Act on Property-Declaration by Public Servants and the Act on Recusal of Public Servants Due to Conflicts of Interest. Held 4 Integrity Ethics seminars (both physical and online classes). Organized more than 2 civil law courses annually for all employees, and included at least 2 sessions per year on basic legal knowledge—covering civil law and civil contracts—within new employee orientation programs, to enhance legal awareness and support compliance efforts. 	<ul style="list-style-type: none"> Strengthened the Company's legal and compliance framework through employee training and internal management enhancements, in alignment with corporate governance, internal control, and internal audit systems. 	 <p>SDG 16</p>
Operational Risk Management (Customized topic)	<p>In accordance with the Handbook for Risk Management and Crisis Handling issued by the Executive Yuan and its affiliated agencies, the Company conducts regular risk control measures, reviews and updates internal control procedures, and carries out self-assessments to ensure effective management of high-risk items.</p>	<p>1.Achieved</p>	<ul style="list-style-type: none"> Completed the signing and submission of the Statement of Internal Control System once per year. Conducted one training session on risk management and internal control to enhance employees' knowledge and capabilities in risk management. 	<ul style="list-style-type: none"> Through ongoing rolling reviews of internal systems and regular risk management training, the Company has enhanced each department's ability to identify, assess, manage, and monitor risks within their respective areas of responsibility. These efforts support the establishment of a sound and comprehensive internal framework and ensure its effective implementation. By strengthening the corporate governance system, the Company aims to improve governance performance and realize its vision of sustainable development. 	


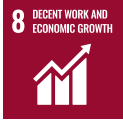
Corresponding Topic (GRI/SASB/ Customized Topics)	2024 Target	2024 Target Achievement Status	Short-term Target (2025)	Mid- to Long-term Target (2026 and beyond)	Sustainable Development Goals (SDGs)
Economic Performance (GRI 201-1)	<p>1. Achieved the target of NT\$25.366 billion of consolidated total revenue as determined in the annual budget.</p> <p>2. Achieved the annual budget target of NT\$492 million profit from equity investment businesses.</p>	<p>1. Achieved</p> <p>2. Achieved</p>	<ul style="list-style-type: none"> Achieved the annual consolidated total revenue budget target of NT\$25.439 billion. To achieve 2025 budget target of NT\$441 million profit from equity investment businesses. 	<ul style="list-style-type: none"> Estimated to achieve approximately NT\$25.24 billion in consolidated operating revenue for the year. Provide guidance and support to advance the operations of equity investment businesses to ensure their stable development. In addition to strengthening its core port operations, TIPC is also actively pursuing a diversified business model aligned with green energy and sustainability, moving toward its goal of becoming an international port operation group. 	 <p>SDG 8</p>
Supplier Management (Customized Topic)	<p>1. Proportion of procurement cases with CSR points included in the procurement evaluation (audit): 50% for the headquarter and 20% for each branch.</p> <p>2. In accordance with the Government Procurement Act, the list of disqualified suppliers is thoroughly reviewed before bid opening to prevent participation by non-compliant vendors, and contract performance is managed accordingly.</p> <p>3. Conducted on-site audits of suppliers' occupational safety and health practices.</p> <p>4. Performed quarterly reviews of occupational safety and health regulations to assess compliance with legal requirements during business execution.</p> <p>5. Zero information security incidents caused by suppliers.</p>	<p>1. Achieved</p> <p>2. Achieved</p> <p>3. Achieved</p> <p>4. Achieved</p> <p>5. Achieved</p>	<ul style="list-style-type: none"> Continue to increase the proportion of procurement cases with CSR points in the procurement evaluation (audit) to 60% for the headquarter and 30% for each branch. Zero cyber security incidents by suppliers. 	<ul style="list-style-type: none"> No information security incidents caused by suppliers occurred. Implement audits of outsourced information service providers. Mid-term goal (by 2026): Achieve 70% of procurement projects with CSR criteria at headquarters and 40% at branch offices. In the long term, continue awareness-raising efforts to increase the proportion of procurement projects evaluated with CSR considerations. 	 <p>SDG 12</p>  <p>SDG 17</p>




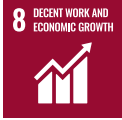

Corresponding Topic (GRI/SASB/ Customized Topics)	2024 Target	2024 Target Achievement Status	Short-term Target (2025)	Mid- to Long-term Target (2026 and beyond)	Sustainable Development Goals (SDGs)
Information Security and Customer Privacy(SASB / GRI 418-1)	1.100% completion rate for all tasks under the information security maintenance plan. 2.Successfully obtained certification for the updated ISO 27001:2022 standard. 3.No customer complaints related to privacy breaches.	1.Achieved 2.Achieved 3.Achieved	<ul style="list-style-type: none"> Completed 100% of all tasks in accordance with the information security maintenance plan. Maintained the validity of the ISO 27001 international certification through third-party audit and certification. Recorded zero customer complaints related to privacy breaches. 	<ul style="list-style-type: none"> Zero customer complaints related to privacy breaches. Complete 100% of tasks as outlined in the information security maintenance plan. Maintain the validity of the ISO 27001 international certification through third-party audits. Zero customer complaints related to privacy breaches. 	 SDG 9
	1.No major customer complaint cases reported. 2.In accordance with the "Points for Handling Petitions by the Executive Yuan and its Subordinates" and the "Points for Handling Petitions by TIPC", the public petition satisfaction rate reached 70%. 3.Monitored industry trends and demands related to the port area, with approximately 300 business visits conducted. 4.Held at least four port business seminars. 5.Achieved a 95% resolution rate for operational issues raised by shipping operators.	1.Achieved 2.Achieved 3.Achieved 4.Achieved 5.Achieved	<ul style="list-style-type: none"> No major customer complaints. 	<ul style="list-style-type: none"> No major customer complaints. 	 SDG 17

Corresponding Topic (GRI/SASB/ Customized Topics)	2024 Target	2024 Target Achievement Status	Short-term Target (2025)	Mid- to Long-term Target (2026 and beyond)	Sustainable Development Goals (SDGs)
Business Mode Optimization and Innovation (Customized Topic)	<ol style="list-style-type: none"> Promote the establishment of an Emergency Command Center to provide real-time information on port dynamics and implement a contingency mechanism. Configure Business Intelligence Platform 2.0 and construct knowledge base. Scheduled operation of second phase of 7th Container Terminal of Port of Kaohsiung The online application system for port operations will be completed by 2024, and will be gradually promoted to other ports. 	<ol style="list-style-type: none"> Completed installation of related equipment for the Emergency Command Center, including the video wall and environmental control system, and continued development of the situation platform system. Development of the Business Intelligence Platform: <ol style="list-style-type: none"> Developed 38 dashboard charts for the Business Intelligence Platform. Completed prototype designs for the knowledge base homepage, indices, and news sections. Completed the prototype design for the data marketplace listing page. 	<ul style="list-style-type: none"> CCTV equipment and system development are deployed according to the needs of commercial ports to monitor vessel movements within the port in real time. 	<ul style="list-style-type: none"> Enhanced the information architecture of the official website to improve communication efficiency. Adopted responsive web design (RWD) to ensure compatibility across various devices and screen resolutions. Upgraded web accessibility conformance from Level A to Level AA to promote information equity. Optimized website functionality and design based on user behavior and data analytics. Communicate the company's efforts in the areas of economy, environment, and social responsibility through the official website to enhance the transparency of sustainability information. Improve the operational efficiency and security of the official website to ensure stable and secure website performance. The management of port area access permits is being implemented toward full digitalization. In addition to enabling real-time monitoring of personnel and vehicle entry and exit data, the records can also be used for subsequent value-added operations in access control. This also helps port police reduce manpower required for access permit renewal processes, supports inspection tasks of personnel and vehicles, and enhances the convenience for port users in applying for access permits. 	<div>  <p>SDG 8</p> </div> <div>  <p>SDG 9</p> </div>
		<p>3.Achieved</p> <p>4.Achieved</p>			

Corresponding Topic (GRI/SASB/ Customized Topics)	2024 Target	2024 Target Achievement Status	Short-term Target (2025)	Mid- to Long-term Target (2026 and beyond)	Sustainable Development Goals (SDGs)
Climate Change Risks and Opportunities (Customized Topic)	<p>In response to the external expert study on climate change risk assessment, key risks identified include strong winds, storm surges, and dense fog, which will be controlled by the following measures: Complete regular inspections of 9 bridges at the Port of Kaohsiung, and Port of Hualien.</p>	<p>1. Not achieved [Note]</p> <p>Note: A total of nine bridge inspections were completed in 2024—4 at the Port of Kaohsiung and 5 at the Port of Hualien. The Niuchou Gang Bridge at the Port of Keelung was demolished and reconstructed in August 2023 and completed on November 29, 2024; therefore, no inspection was required in 2024.</p>	<ul style="list-style-type: none"> Continue to enhance disaster prevention and response facilities, equipment, and preparedness measures. Strengthen disaster mitigation measures in line with evolving policies and environmental conditions. 	<ul style="list-style-type: none"> In alignment with future guidance from higher authorities and emerging trends related to climate change, conduct rolling reviews to integrate disaster prevention and response measures accordingly. 	 SDG 9  SDG 13
	<p>1. Carbon reduction of Scope 1 and 2 reaches 1,030 metric tons (4.2% of the baseline year).</p> <p>2. Reinforce the management of Scope 3 GHG emissions and revise the model commercial contract to include the management of GHG emissions.</p> <p>3. Renewable power wheeling of approximately 110,000 kWh.</p>	<p>1. Achieved</p> <p>2. Not achieved [Note]</p> <p>3. Achieved</p> <p>Note: Greenhouse gas emissions are already governed by relevant laws and regulations. TIPC's commercial contracts also stipulate that contractors must comply with applicable legal requirements. Therefore, as resolved in internal meetings, TIPC will not amend the model commercial contract solely in response to individual regulations.</p>	<ul style="list-style-type: none"> Taking 2020 as baseline and SBTi as reference, target for 21% of GHG reduction by 2025 and 50% by 2030. 	<ul style="list-style-type: none"> A 50% reduction in greenhouse gas emissions is targeted by 2030. 	 SDG 13
Greenhouse Gas Emissions (GRI 305-1, 305-2, 305-3, 305-4, 305-7)					

Corresponding Topic (GRI/SASB/ Customized Topics)	2024 Target	2024 Target Achievement Status	Short-term Target (2025)	Mid- to Long-term Target (2026 and beyond)	Sustainable Development Goals (SDGs)
Energy Management (GRI 302-,302-3)	1.Established smart energy management systems at four branch offices—Keelung, Taichung, Kaohsiung, and Hualien—with full implementation completed in 2024. 2.Completed installation of solar power equipment (installed capacity: 4,620 kW) at Phase I of the Port of Kaohsiung 7th Container Terminal, and completed installation of energy storage equipment (installed capacity: 2 MW) at the Port of Kaohsiung Cruise Terminal.	1.Achieved 2.Achieved	<ul style="list-style-type: none"> Demonstration of full-scale energy storage equipment at Taiwan port group. By 2025, complete installation of solar power plant and energy storage equipment at Phase II of the Port of Kaohsiung 7th Container Terminal, with installed capacities of 2,099.7 kW and 2 MW, respectively. By 2026, complete installation of solar power and energy storage equipment at Warehouse West 27 of the Port of Keelung, with installed capacities of 558 kW and 500 kW, respectively. 	<ul style="list-style-type: none"> 2026: Estimated annual power generation of 5,097 thousand kWh, with the Keelung branch accounting for 710 thousand kWh, the Taichung branch 2,505 thousand kWh, and the Kaohsiung branch 1,883 thousand kWh. 	<div>  SDG 7 </div> <div>  SDG9 </div>
	1.Expand 10 hectares of land for investment in green energy-related industries. 2.Complete the 210-meter-long Pier No. 11 at the Port of Anping, designated as a heavy-duty terminal for the green energy industry. 3.Invest at least 5% of the total bond portfolio in ESG bonds approved by the Financial Supervisory Commission (FSC), with a commitment to avoid investments in "controversial" industries.	1.Achieved 2.Achieved 3.Achieved	<ul style="list-style-type: none"> Rolling review of green energy-related industrial land expansion. Completion of the 330-meter Terminal A6 of Port of Kaohsiung Intercontinental Container (heavy duty terminal for green energy industry). Completion of 580-meter Terminal 37 and 38 of Port of Taichung Intercontinental Container (heavy duty terminal for green energy industry). Invest at least 5% of the total bond portfolio in ESG bonds approved by FSC and agree not to invest in financial products related to the "adult entertainment" or "gambling" industries. 	<ul style="list-style-type: none"> Rolling review of green energy-related industrial land expansion. Committed to avoiding investments in financial products related to the "adult entertainment" or "gambling" industries, while continuing to participate in sustainable bond investments and dynamically adjusting bond holdings based on the company's funding levels and market conditions. 	
Green Investment (Customized Topic)					

Corresponding Topic (GRI/SASB/ Customized Topics)	2024 Target	2024 Target Achievement Status	Short-term Target (2025)	Mid- to Long-term Target (2026 and beyond)	Sustainable Development Goals (SDGs)
Air Pollution (Customized Topic)	1. Conduct regular monitoring of air quality at 168 points and noise levels at 136 points. 2. A total of 164 automated air quality monitoring stations (including micro-sensors) and 10 automated noise monitoring stations have been installed at all ports.	1.Achieved 2.Achieved	<ul style="list-style-type: none"> Continuous monitoring to maintain air quality 	<ul style="list-style-type: none"> Will further strengthen air quality monitoring to ensure compliance with environmental regulations and progressively enhance overall environmental management performance. Monitoring locations will be regularly reviewed to maintain a comprehensive understanding of air quality conditions. 	 SDG 11
	1. Maintain ISO 45001/ TOSHMS (Taiwan Occupational Safety and Health Management System) system certification and acquire international and national certificates 2. The International Ship and Port Facility Security (ISPS) will meet at least once a year to deliberate on the overall port facility security assessment and security plan. 3. Organize one port facility security drill every quarterly, with a total of at least 36 drills for all ports. 4. Complete the optimization of dangerous cargo system to ensure accuracy of dangerous cargo information across the entire port group. 5. Each branch organizes at least one educational training for VTS personnel. 6. The frequency of inspections and audits for under construction projects is at least once a month, and once a quarter for the headquarter to visit the branches. 7. Carry out 64 counseling visits to cargo handling operations and 8 publicity campaigns.	1.Achieved 2.Achieved 3.Achieved 4.Achieved 5.Achieved 6.Achieved 7.Achieved	<ul style="list-style-type: none"> Maintain ISO 45001/ TOSHMS (Taiwan Occupational Safety and Health Management System) system certification and acquire international and national certificates. 	<ul style="list-style-type: none"> Improvements to issues hindering disaster response measures, and implementation of disaster preparedness education, training, and awareness campaigns Development, planning, and regular maintenance of port safety facilities and measures Implementation of engineering-based disaster risk reduction and management of mitigation programs Strengthening of disaster monitoring facilities and data collection to improve the accuracy of early warning systems Establishment of a marine and meteorological early warning and notification platform to accelerate information dissemination Support for the Maritime and Port Bureau in enhancing maritime navigation safety Research and analysis of disaster response strategies Budget planning and allocation 	 SDG 8

Corresponding Topic (GRI/SASB/ Customized Topics)	2024 Target	2024 Target Achievement Status	Short-term Target (2025)	Mid- to Long-term Target (2026 and beyond)	Sustainable Development Goals (SDGs)
Occupational Safety and Health (GRI 403-1~403- 10)	<p>1. Maintain ISO 45001/TOSHMS (Taiwan Occupational Safety and Health Management System) dual system certification and acquire international and national certificates.</p> <p>2. The Frequency Rate (FR) of serious occupational accidents and diseases* disabling injuries among employees is zero.</p> <p><small>Serious Occupational Accidents and Diseases: Occupational injuries resulting in death or unrecoverable health within 6 months.</small></p> <p>3. Complete the setup of gym at Port of Kaohsiung Cruise Terminal to enhance employees' health and productivity.</p> <p>4. A total of 600 workplace events for our employees.</p> <p>5. Promote the safety of cargo handling operations at international commercial ports: plan for biannual promotion and 12 annual audits (individual and joint audits).</p> <p>6. Employee participation rate in multi-faceted health promotion campaigns achieves 65%.</p>	<p>1.Achieved</p> <p>2.Achieved</p> <p>3.Achieved</p> <p>4.Achieved</p> <p>5.Achieved</p> <p>6.Achieved</p>	<ul style="list-style-type: none"> Achieve zero occupational accidents among employees in accordance with the company's OSH policy. Maintain ISO 45001/TOSHMS (Taiwan Occupational Safety and Health Management System) dual system certification and acquire international and national certificates. 	<ul style="list-style-type: none"> Achieve zero occupational accidents among employees in accordance with the company's OSH policy. 	 <p>SDG 3</p>
Employee Development and Engagement (SASB)	<p>1. The overall employee rating of friendly workplace is over 80 points.</p>	1.Achieved	<ul style="list-style-type: none"> The overall employee rating of friendly workplace is over 80 points. 	<ul style="list-style-type: none"> The overall employee rating of friendly workplace is over 80 points. 	 <p>SDG 4</p>
Employee Benefits (Customized Topic)	<p>1. The corporate offers remuneration based on the pay scale and job hierarchy, regardless of gender.</p> <p>2. The corporate's pay adjustment amounts to 4%.</p> <p>3. The company provides each employee with 2 free Meridian Massage sessions (1 hour in total) per year.</p>	<p>1.Achieved</p> <p>2.Achieved</p> <p>3.Achieved</p>	<ul style="list-style-type: none"> Reinforce the integration of welfare, benefits, and performance, and establish a competitive compensation system. 	<ul style="list-style-type: none"> Reinforce the integration of welfare, benefits, and performance, and establish a competitive compensation system. 	 <p>SDG 5</p>  <p>SDG 8</p>  <p>SDG 10</p>



高雄港旅遊

Kaohsiung Port Cruise



02

Operational Integrity and Sustainable Governance

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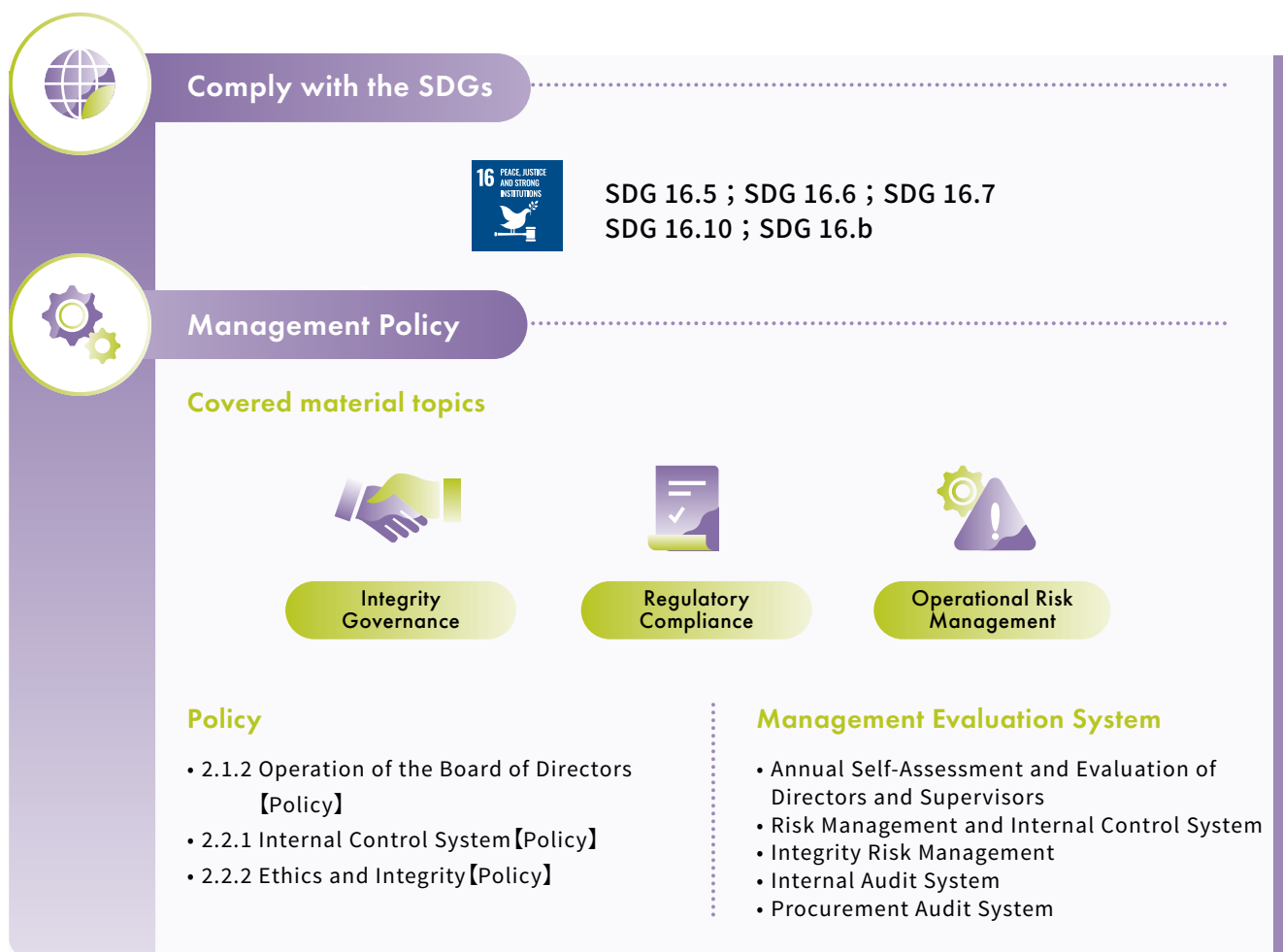


2.1 Corporate Governance



2024 Performance Highlights (G)

- According to statistics, in 2024, a total of 28 directors and supervisors from the 5th board completed a combined total of 164 hours of professional training, with an average of 5.8 training hours per person. Among the 12 newly appointed directors and supervisors, 4 completed 12 hours of training in their first year of appointment, while among the 16 reappointed directors and supervisors, 11 completed 6 hours of training starting from their second year of appointment.
- In 2024, among the 28 directors and supervisors of the 5th board, a total of 25 had an actual attendance rate of two-thirds or higher.
- Committed to achieving the goal of having at least one-third representation of either gender among directors and supervisors. In 2024, the 5th board of directors consisted of 78% male and 22% female members, while the 5th board of supervisors consisted of 80% male and 20% female members.
- In 2024, the 4th board of directors held 2 board meetings, while the 5th board of directors held 2 board meetings and 1 extraordinary board meeting; during the year, the board reviewed a total of 19 reporting items, 22 discussion items, 1 election, and 1 ad hoc motion.
- Three sessions of " Integrity Ethics " training were held for new employees.
- As part of communicating the ethical business policy, 13 sessions of corporate integrity promotion and site visit activities were conducted.
- A total of 46 anti-corruption awareness activities were conducted.
- Two briefing sessions were held on the Act on Property Declaration by Public Servants and the Act on Recusal of Public Servants Due to Conflicts of Interest.
- Four sessions of integrity and legal compliance training were held (conducted through both in-person and online).
- Three regular training sessions on " Occupational Accident Liability and Case Studies" and two sessions on " Insights into the Complexities of Contract Dispute Appraisals" were conducted for relevant personnel within the company.
- In coordination with the company's 19th session of new employee training, a "Basic Introduction to Law" course was delivered, targeting newly hired employees of the year.
- According to Point 5 of the Guidelines for the Signing of the Statement on Internal Control by Government Agencies which defines the effectiveness of internal control, the establishment and implementation of the Company's overall internal control for 2023 were deemed effective. The Internal Control Statement was jointly signed by the Chairman, President, and Auditor General in March 2024 and submitted through the Internal Control Statement Declaration System.
- One session of risk management and internal control training was completed on November 15, 2024.



2.1.1 Composition of Board of Directors

The Ministry of Transportation and Communications(MOTC) is the sole government corporate shareholder of TIPC, and all directors and supervisors are appointed by the Ministry in accordance with Article 4 of the "The Taiwan International Ports Corporation, Ltd. Establishment Act". The Board of Directors serves as the highest governance body of the company, primarily responsible for reviewing various operational proposals submitted by the management team. The scope of review mainly includes business plans, investment projects, budgets, and various operational changes, while also addressing issues related to the economy, environment, and society. Resolutions passed by the board are subject to regular follow-up, with the relevant management departments required to report on the implementation status.

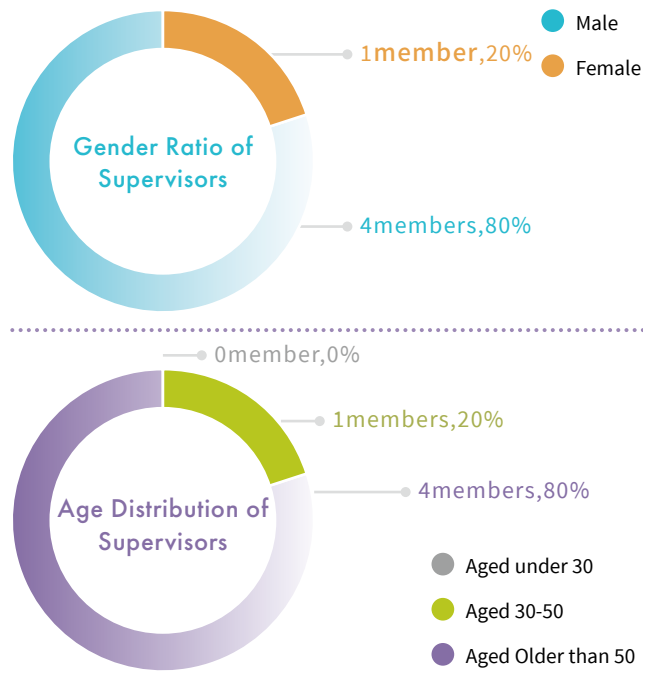
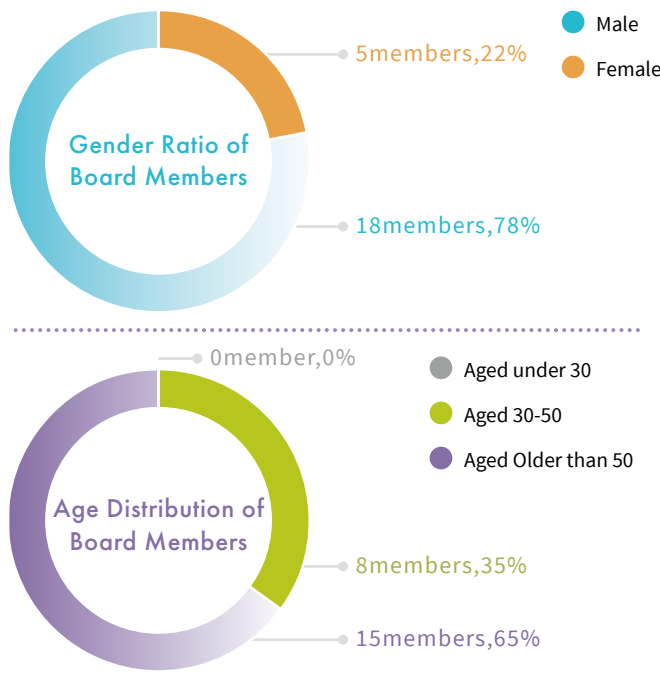
The Board of Directors consists of experts in the fields of transportation, business management, accounting and taxation, risk management, law, engineering, sustainability, etc. The term of office of the chairman and directors is three years. Some of them are nominated by the federal government ministries and agencies, as well as the county and municipal governments of the port location. In addition, five labor directors are elected by the company's labor unions, representing the branches in Keelung, Taichung, Kaohsiung, and Hualien. Detailed information is provided in the "Information on the 5th Board of Directors" section under "Governance Information" on the TIPC Sustainability website.

TIPC Sustainability website

Corporate Governance Information
Company Sanctions Information



Note: Due to website updates, the information for this reporting year will be available only until the first half of 2026.



Note:

- 1.The directors of TIPC are appointed by the Ministry of Transportation and Communications in accordance with the law. The 5th board consists of 23 directors.
- 2.The supervisors of TIPC are appointed by the Ministry of Transportation and Communications in accordance with the law and attend board meetings. The 5th board of supervisors consists of 5 members.

Continuing Education and Training of Directors and Supervisors

To enhance the professional knowledge and skills of all directors and supervisors, TIPC refers to the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies" which recommend that newly appointed directors and supervisors complete at least 12 hours of training in their first year of appointment and at least 6 hours annually thereafter. The Company provides course fee subsidies to directors and supervisors, who select and attend preferred courses from external education providers. The scope of training covers governance-related topics including finance, risk management, business, commerce, legal affairs, accounting, corporate sustainability, internal control systems, engineering quality management, and integrity governance. Starting in 2024, the Ministry of Transportation and Communications also includes directors' and supervisors' continuing education performance as an indicator in the year-end self-assessment. In 2024, the average training hours for all 5th board directors and supervisors was 5.8 hours (164 total hours /28 members = 5.8 hours per person).

Annual Self-Assessment and Evaluation of Directors and Supervisors

As a state-owned enterprise under the Ministry of Transportation and Communications, TIPC requires all directors and supervisors, except labor representatives, including the Chairman, President, directors, and supervisors, to conduct an annual self-assessment at the end of each year in accordance with Article 10 of the "Guidelines for the Selection, Management, and Evaluation of Representatives Assigned by the MOTC to State-Owned and Private Enterprises and Foundations". The completed self-assessment forms must be submitted to the Ministry for secondary review. The Ministry's review results serve as an important reference for continued appointments. The evaluation criteria for the Chairman (President), directors, and supervisors are as follows:

Chairman, President	Directors	Supervisors
<ul style="list-style-type: none"> Attendance times. Achievement of business goals. Cooperation with government policies and promote business organizations to achieve policy objectives. Inadequate supervision of the company's operations, resulting in significant penalties. Other specific events. 	<ul style="list-style-type: none"> Attendance times. Participation in major events. Participation in and contribution to the business unit. Achievement of policy-specific tasks assigned by the MOTC Other specific events. 	<ul style="list-style-type: none"> Attendance times. Inspection of the Board of Directors' Form. Inspection of business operations. Other specific events.

The assessment indicators of each subject are different depending on their duties. The MOTC assessment form has a total score of 100 points, and the criteria for the assessment form are: those with a total assessment score of 80 or more (inclusive) are considered fit for duty, those with a score of 79 to 61 are to be strengthened and improved, and those with a score of 60 or less (inclusive) are considered unfit for duty.In 2024, the Ministry's self-assessment list included a total of 18 directors (including the Chairman and President) and 5 supervisors.

In 2024, the Ministry's self-assessment list included a total of 18 directors (including the Chairman and President) and 5 supervisors. According to the assessment results, re-evaluated and approved by the Ministry of Transportation and Communications (MOTC), all 23 directors and supervisors were verified as meeting the competency and suitability requirements.

Remuneration of Directors and Supervisors

TIPC pays directors and supervisors a monthly part-time fee in accordance with the " Payment Standards for Military, Public Service, and Teaching Personnel with Concurrent Positions". Travel expenses incurred for attending related meetings are reimbursed based on the "Guidelines for Domestic Travel Allowance Disbursement". The remuneration for the Chairman and President is managed in accordance with the "MOTC Guidelines for Salary Adjustments of Heads of Business Entities". The Ministry determines the salaries of the heads of business entities (Chairman, President) based on their level of responsibility and business performance, assigning different categories according to relevant evaluation factors. The approved salaries are then reported to the Executive Yuan for record.

Sustainability Performance Alignment

TIPC has incorporated Sustainable Business Practices into its Company-Level Key Performance Indicators (KPIs) listed in the Performance Evaluation Framework, in which the evaluation scope covers both employees and senior management.

Note: Senior management refers to personnel at the director level and above.

When the Company receives recognition or awards related to sustainability, the convener of the Sustainable Development Steering Committee and the Sustainable Development Executive Committee are authorized to grant incentive bonuses. When branch offices receive sustainability-related awards, the presidents of the respective branch are also authorized to grant incentive bonuses.

2.1.2 Operation of the Board of Directors

Policy

The board operations of TIPC are primarily governed by the following regulations: the "The Taiwan International Ports Corporation, Ltd. Establishment Act", "Rules and Regulations Governing TIPC", "Rules and Regulations Governing Board of Directors of TIPC" and "Rules and regulations governing Board of Directors Meetings" These regulations ensure the legality and effectiveness of the board's operations.

Implementation of Board and Supervisors Meetings

In principle, the Board of Directors holds regular meetings once every three months in accordance with legal requirements and may convene extraordinary meetings when necessary. The meeting details are shown in the table below:

Item	4th Board of Directors (until September 4, 2024)	5th Board of Directors (from September 5, 2024)
Number of meetings	2 board meetings	2 board meetings, 1 extraordinary board meeting
Statistics of Agenda Items	8 report items, 6 discussion items, and 1 ad-hoc motion	11 report items, 16 discussion items, and 1 election
Average Attendance Rate	91%	81%

Each year, TIPC holds supervisors' meetings attended by supervisors, the head of internal audit, and the certified public accountant(CPA) to discuss, communicate, and review documents related to business and financial performance. In May 2024, a supervisors' meeting was held to review the company's 2023 Annual Report, 2023 Financial Report, and 2023 Profit Distribution documents. The supervisors completed their audit in accordance with the Company Act. After completion of the review in accordance with the Company Act, the matters were submitted to and approved by the 14th meeting of the 4th Board of Directors on June 25, 2024, acting on behalf of the Shareholders' Meeting. The minutes of the substituted shareholders' meeting were filed with the MOTC in accordance with the regulations of TIPC.

Obligations of Directors for Conflict of Interest Avoidance

In accordance with Article 22 of the Rules of Procedure of the Board of Directors of TIPC, a director shall recuse himself/herself from the discussion of a motion listed in the Board of Directors' meeting and shall not exercise his/her voting rights on behalf of other directors in the following circumstances:



If a director violates the recusal provision in the preceding paragraph and joins in the voting, his or her vote will be invalid.

2024 Board of Directors Conflict of Interest Avoidance	
Date of Board Meeting	Recusal Matter
June 25, 2024 – 14th Meeting of the 4th Board of Directors (acting on behalf of the shareholders' meeting)	[Ad-hoc Motion] To revitalize the overall development of the west coast of Port of Keelung and enhance the utilization efficiency of the company's assets, it is proposed that the company collaborate with the Keelung City Government to carry out related activities and space improvements. For example, revitalizing the parking lots in front of West 2 and West 3 Warehouses to increase public recreational space and thereby promote development in the surrounding areas.
September 5, 2024 – 1st Extraordinary Meeting of the 5th Board of Directors	[Discussion Item] Regarding the appointment of Mr. Chin-Jung Wang as the President of the Company, this matter is hereby submitted for discussion.
December 10, 2024 – 2nd Meeting of the 5th Board of Directors	[Discussion Item 5] Proposal for the evaluation of the independence, suitability, and performance of the Company's Auditor General is hereby submitted for discussion.
December 10, 2024 – 2nd Meeting of the 5th Board of Directors	[Discussion Item 6] Proposal to lift the restriction on directors engaging in business competition, to be submitted to the board acting on behalf of the shareholders' meeting.

The Directors' Obligations of Prohibition on Business Competition

In accordance with Article 209 of the Company Act, each director is required to declare his or her position as director of other business organizations when he or she assumes office, and to check if the business organizations in which he or she has concurrent duties are in competition with corporate's business. And when convening the shareholders' meeting on behalf of the board of directors, the directors' non-competition restrictions will be lifted.





Harbor Affairs Column



The Transparent Crystal Award received the "Excellent" honor in the "Overall Integrity Behavior" category.

With "resilience" as its core value, the Company participated in the 2nd Transparent Crystal Award, a competition organized by the Agency Against Corruption, Ministry of Justice, representing the highest standard of integrity governance in the public sector. Through rigorous evaluation based on five major assessment criteria, the Company conducted a comprehensive self-assessment of its integrity governance practices and reinforced anti-corruption risk management. Among 26 participating agencies, the Company became the first state-owned enterprise nationwide to receive the "Excellent" honor in the "Overall Integrity Behavior" category, with innovative integrity measures such as the Taipei Port Earthwork Exchange Integrity Platform and transparent management of the commercial port fishing area.



Detailed information is provided in the "Column" on the TIPC ESG Sustainability website.

2.2 Internal Control System and Integrity

According to the Commercial Port Law, the planning, construction, management, operation, security, and pollution prevention of international commercial ports are the responsibility of state-operated enterprises established by the MOTC, while domestic commercial ports are managed by the Maritime Port Bureau or designated agencies. The Company operates and manages 7 international commercial ports and is entrusted to operate 2 domestic commercial ports, executing related matters in accordance with the law.

If operators or public groups are found violating relevant provisions of the Commercial Port Law, the Company will preserve evidence and refer the case to the Maritime Port Bureau, MOTC which will handle penalties according to its authority to ensure lawful administration and clear accountability. The Company implements compliance mechanisms through its internal control system to strengthen operational integrity and protect the public interest. During the reporting period, there were no records of political donations nor any violations or penalties related to product or service health and safety. The 2024 violation incidents of TIPC are as follows. Detailed information is provided in the "Company Sanctions Information" section under "Corporate Governance Information" on the TIPC ESG Sustainability website.

TIPC Sustainability website

Corporate Governance Information
Company Sanctions Information



Note: Due to website updates, the information for this reporting year will be available only until the first half of 2026.

Relevant Regulations	Occurrence	Relevant Regulations	Occurrence
Corruption incidents	No violations	Political donations	No violations
Risk of child labour	No violations	Customer privacy or loss of customer data incidents	No violations
Discrimination incidents	No violations	Labor regulations	2 cases
Various environmental regulations	13 cases	Various regulations in social and economic sectors	No violations

Notes:

- None of the above are major violations. The definition of a major information security violation is based on Article 20 of the Cybersecurity Management Act, which states that failure to comply with related requirements—such as stipulating, amending and implementing the cyber security maintenance plan; submitting a report about implementation of the cyber security maintenance plan; submitting improvement reports to the competent authority; establishing reporting and response mechanisms for cybersecurity incidents. The central authority in charge of relevant industry shall order it to complete corrective actions within the specified time limit. If it fails to complete corrective actions within the specified time limit, it shall be subject to a fine ranging from NT\$100,000 as the minimum to NT\$1,000,000 as the maximum for each offense. According to Article 21 of the Cybersecurity Management Act, failure to report cybersecurity incidents as required will result in fines ranging from NT\$300,000 to NT\$5,000,000 imposed by the central competent authority, along with an order to make corrections within a specified period. If corrections are not made within the deadline, repeated fines will be imposed. Definition for other major incidents follows the Taiwan Stock Exchange Corporation Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities where a major fine is defined as a single incident with cumulative fines exceeding NT\$1,000,000.
- The total amount of fines for environmental, economic, and social regulations amounted to NT\$1,690,100.
- The total fines for labor regulations amounted to NT\$300,000.
- In 2024, the Company did not have any violations related to product and service safety information labeling and marketing regulations.

2.2.1 Internal Control System

Policy

TIPC established Risk Management and Internal Control System in accordance with the "Operating Principles for Risk Management and Crisis Handling of the Executive Yuan and its Affiliated Agencies", "Handbook for Risk Management and Crisis Handling of the Executive Yuan and Affiliated Agencies" and "Highlights of the Government Internal Control and Surveillance Operations". Regarding the company's vision, key operational objectives, and overall as well as operational-level goals, all units review the importance and risks of their controlled business areas, conduct risk identification and assessment, analyze the impact and probability of risks, and formulate various risk evaluation items and internal control procedures each year. To ensure the continuous and effective operation of TIPC's risk management and internal control, a self-supervision mechanism is implemented through routine monitoring, self-assessment, and internal audits.

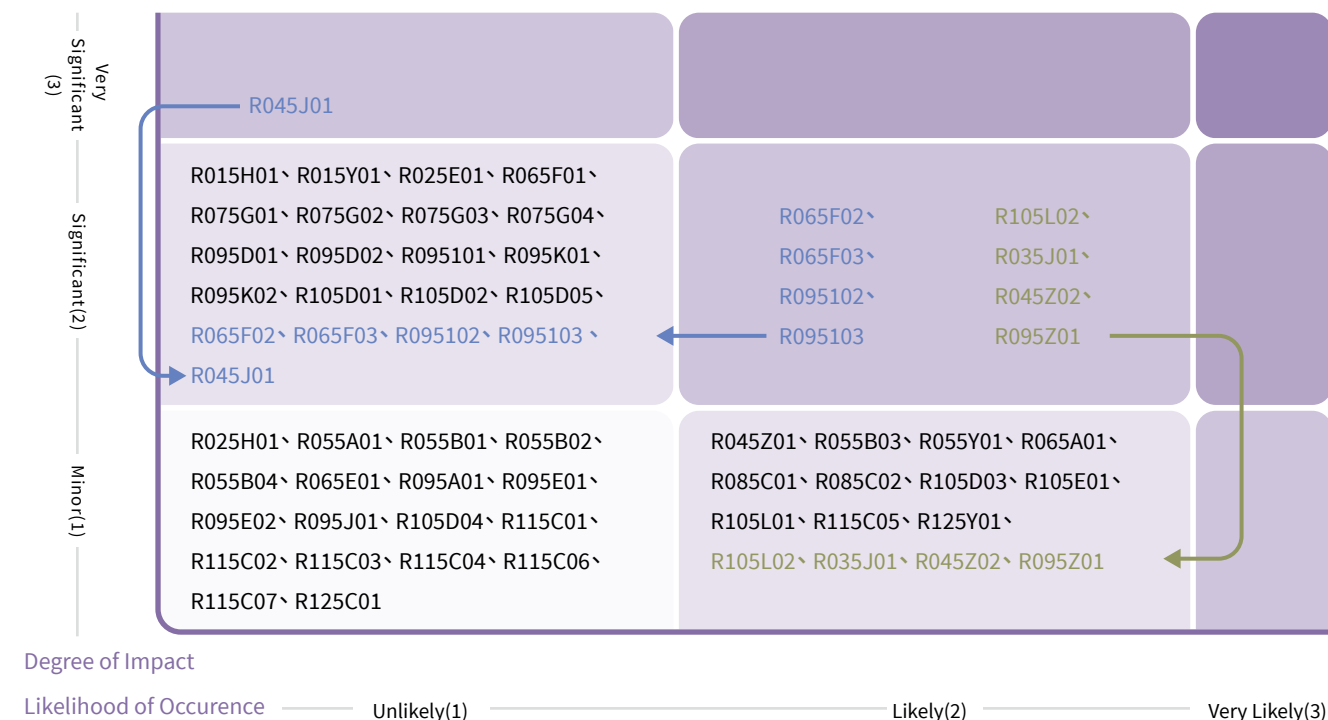
Risk Management and Internal Control System

To strengthen corporate governance and risk control mechanisms, the Company annually updates key internal controls and operating procedures based on the previous year's self-assessment results. Each department conducts self-assessments based on their execution effectiveness, and after supervisor approval, the internal control statement is jointly signed by the Chairman, President, and Auditor General.

The Auditing Office conducts at least two audit operations annually for the headquarter and every branch, review the implementation of high-risk internal control items and track improvement progress. Audit results are compiled into internal audit reports, disclosing audit findings, improvement suggestions, and the status of previous recommendations. These reports are reviewed quarterly by the Chairman and submitted to the Board of Directors to ensure the effective operation of the internal control system and to respond to board recommendations.



2024 Risk Image Distribution Map



Note:

- 1.This image displays the identifiers of nine high-risk items identified through the risk assessment process: R045J01, R065F03, R095102, R095103, R035J01, R045Z02, R095Z01, and R105L02. The remaining 45 items were assessed as medium to low risk, for a total of 54 risk items.
- 2.The gray area represents the Company's risk tolerance range (Level 2), indicating non-high-risk zones. High-risk items indicated in blue and green fonts are expected to shift into the gray area (i.e., within the acceptable risk range) after the implementation of risk management measures.

In 2024, Auditing Office audited a total of 49 internal control items, of which 37 were high-risk internal control items, which were selected in accordance with the definition of high-risk operations listed in the "Risk Management and Internal Control System", approved by the headquarter and every branch after ongoing reviews.

The categories mainly included operating revenues and receipt cycle, port and warehouse operation cycle, procurement and payment cycle, information security cycle, investment cycle, and the other management system cycles. The audit results complied with the key requirements of internal control.

2.2.2 Ethics and Integrity

Policy

Upholding the four core values of "integrity and legal compliance", "transparency", "inclusiveness and Mutual Prosperity", and "fairness and justice", the company actively promotes various integrity initiatives such as the Procurement Integrity Platform. Internal codes of conduct are in place, strictly requiring employees to comply with relevant laws and regulations and to uphold professional ethics with loyalty when performing their duties.

Integrity Risk Management

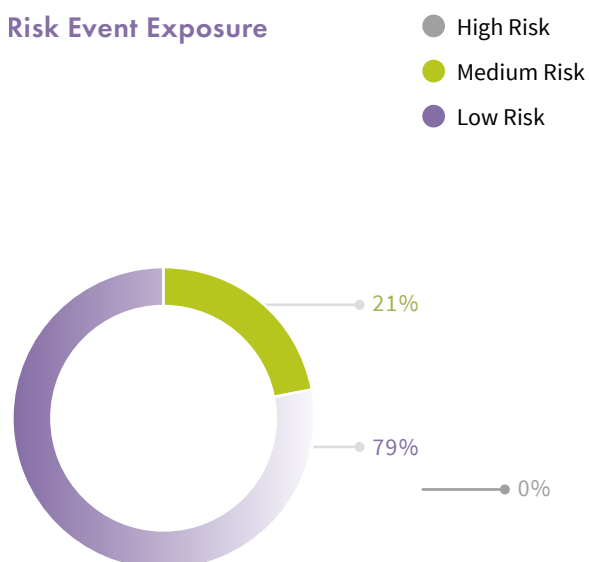
For integrity risk-related operations, the Company has implemented seven internal control mechanisms: procurement supervision, risky business audit, public servants' property declaration, Ethics Guidelines for Civil Servants cases, receiving and reporting corruption and profanity cases, early warning behavior and re-corruption prevention mechanism. The Civil Service Ethics Department executes risk control and implements internal control mechanisms based on risk assessment results. Evaluations, audits, and improvements are conducted following the company's risk management and internal control systems. Specific business activities have performance evaluation systems and hold an annual integrity meeting once to review the year's integrity efforts.

To manage corruption risks, TIPC has established eight operational sites designated for corruption risk assessment. Subsidiaries have also set up dedicated integrity units and personnel as shown in the table below:

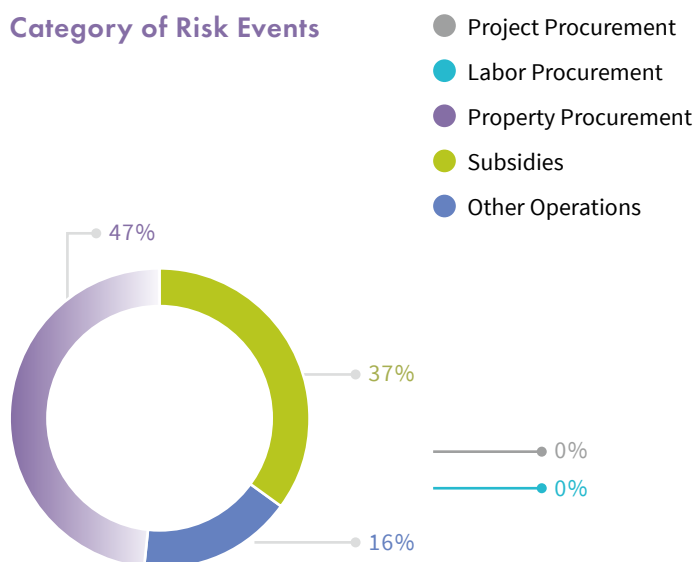
TIPC	The Civil Service Ethics Dept. of the headquarter
	The Port of Keelung Civil Service Ethics Dept. (including the Civil Service Ethics Officer of the Taipei Port Branch Office and the Civil Service Ethics Officer of the Suao Port Branch Office)
	The Port of Taichung Civil Service Ethics Dept.
	The Port of Kaohsiung Civil Service Ethics Dept. (including the Civil Service Ethics Officer of the Anping Port Branch Office)
	The Port of Hualien Civil Service Officer
TIPC Marine Corp	The Civil Service Ethics Officer
the Kaohsiung Port Land Development Co.	The Civil Service Ethics Officer

The evaluation criteria for major corruption risks identified through risk assessment are based on factors such as the timing of incidents, the current position of the individuals involved, referrals for judicial investigation, inquiries by legislators, impeachment or corrective actions by the Control Yuan, accountability for administrative responsibilities, or job reassignment/suspension. If a case is assessed to have both a high likelihood of occurrence and a severe impact, it is classified as a significant corruption risk. In 2024, the Civil Service Ethics Department completed the Corruption Risk Assessment Report, which identified a total of 38 risk incidents. The categories of these incidents are as follows:

Risk Event Exposure



Category of Risk Events



Communication and Training on Anti-Corruption Policies and Procedures

Adhering to the principle of integrity management, TIPC places great emphasis on the implementation and communication of anti-corruption policies while promoting various operational activities. Each year, the Civil Service Ethics Department formulates an integrity work plan to carry out a series of integrity training sessions, anti-corruption activities, and discussion meetings. Through subtle and continuous efforts, it strengthens employees' anti-corruption awareness, promotes honest governance and corporate culture, and timely expands corporate integrity and anti-corruption information to the public through social participation activities, actively seeking consensus and policy support from external stakeholders. Meanwhile, the company has established the Work Rules and Integrity-Related Regulations Notice, which regulate the conduct of employees and business partners to ensure all operations are conducted legally and compliantly.



TIPC Anti-Corruption Code of Conduct

1. Internal Stakeholders:

Article 34 of the Work Rules — Employees of the Company shall not, due to their duties or in violation of their duties, accept improper entertainment, gifts, kickbacks, or other illegal benefits, nor shall they engage in improper places.

2. External Stakeholders:

"Notification of Integrity Regulations for Contracted Vendors" ensures that vendors understand and voluntarily commit to not engaging in any conduct that violates the public servant ethics regulations or laws in dealings with the Company or its subsidiaries' employees, and are willing to provide appropriate protection to whistleblowers.



2024 Policy Communication and Training Results

1. Newcomers:

New employees of the Company are required to undergo 1 hour of "Integrity and Ethics" training each year. In 2024, a total of 4 sessions of "Integrity Ethics" lectures were conducted, with 132 new employees attending and completing the training, achieving a 100% training completion rate.

2. Supervisors:

(1) Annually, explanation sessions on the "Act on Recusal of Public Servants Due to Conflicts of Interest" and the "Act on Property-Declaration" are held for applicable supervisors, and important promotional information is widely disseminated through supervisor meetings. In 2024, one session was held for each, with a 100% outreach rate.
(2) Integrity Meeting: Held once annually, personally chaired by the President and attended by first-level supervisors from each department to review the company's annual integrity status and the implementation of anti-fraud measures by each business unit, with a 100% attendance rate.

3. Colleagues:

In 2024, in coordination with the Company's participation in the 2nd Transparent Crystal Award, two pre-event briefing sessions, two employee interview simulation trainings, and one corporate integrity education training were conducted. A handbook was also prepared for all employees to review, enhancing their understanding of the company's anti-corruption policies and disciplinary affairs. Efforts to continuously strengthen policy communication and promotion achieved a communication outreach rate of 100%.

4. Shipping companies and contractors (Enterprise Service Platform):

Implementing Article 12 "Private Sector" and Article 13 "Participation of Society" of the United Nations Convention against Corruption, as well as Strategy 7 "Strengthen corporate integrity and build an anticorruption consensus in the private sector" in the National Integrity Building Action Plan, the Company engages with port area stakeholders who frequently encounter anti-corruption issues related to administrative simplification, convenience, or legal compliance. Through deepened exchanges, sharing of integrity experiences, distribution of questionnaires, and other diverse methods, the Company listens to and collects stakeholders' opinions, then processes and follows up on the feedback. In 2024, 13 sessions of the Enterprise Service Platform and promotional activities were conducted.

5. Campus Integrity:

To promote widespread awareness of anti-corruption and foster professional ethics among individuals of senior high school age and above, the Company strengthened campus integrity education efforts in 2024. A total of 14 Campus Integrity Promotion Events were held for university and college students, covering 10 universities across northern, central, and southern Taiwan, reaching 485 students.



Implementation of Integrity and Legal Compliance Courses in 2024

1. Four sessions of “Ethics in Government” training held as part of the 19th New Employee Orientation Program.
2. Four sessions of training on “Protection of Official Confidential Information and Personal Data Awareness”



"Protection of Official Confidential Information and Personal Data Awareness" Training

3. Three sessions of “Legal Education: Introduction to Ethics in Government”
4. Two sessions of the “Integrity and Legal Compliance Awareness Program (including Anti-Fraud Education)”.
5. A special lecture on Personal Data Protection Regulations 2024.
6. A themed session on “Public Sector Confidentiality and Personal Data Protection: Case Studies on the Personal Data Protection Act and Offenses of Disclosure”.
7. Four sessions of the “Walking with Integrity – Visits to Judicial Institutions” series in 2024, including:
 - (1) Integrity in Procurement Lecture
 - (2) Visit to Taiwan Taichung District Court and District Prosecutors Office
 - (3) Integrity in Procurement Workshop
 - (4) Visit to Taichung Prison



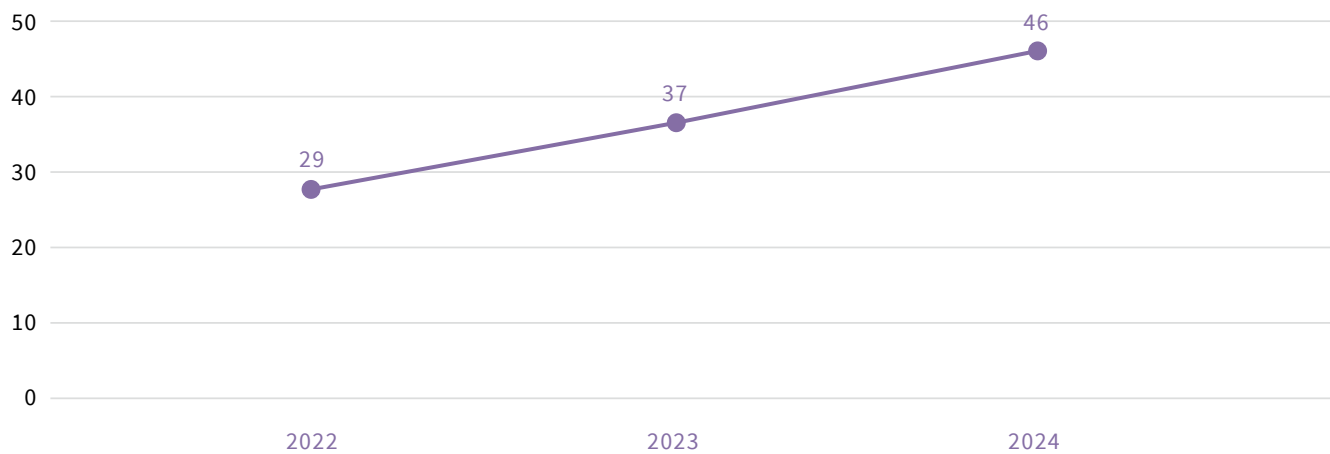
Visit to Taichung Prison



Visit to Taiwan Taichung District Court and District Prosecutors Office

Implementation of Anti-Corruption Initiatives Over the Past Three Years

● Anti-Corruption Series Programs
(Number of Events)



In 2024, no corruption incidents occurred. If a corruption incident arises, the Company's Civil Service Ethics Department will be responsible for collecting relevant integrity information, analyzing whether there are potential indicators of corruption, and determining the subsequent investigation direction. If the incident widely affects business operations, a special inspection plan will be formulated to conduct comprehensive or random audits by reviewing relevant case files and materials. The inspection results will be compiled and summarized to analyze the overall operation of the affected business area, identify irregular cases, and discover hidden problems or risks. Relevant recommendations will be provided for business units to consider and improve. Additionally, if the investigation confirms that employees are involved in corruption or other illegal acts, the case will be submitted to the Performance Evaluation Committee for administrative responsibility and referred to judicial authorities for investigation.

Procedure for Handling Complaints and Reports of Corruption Cases

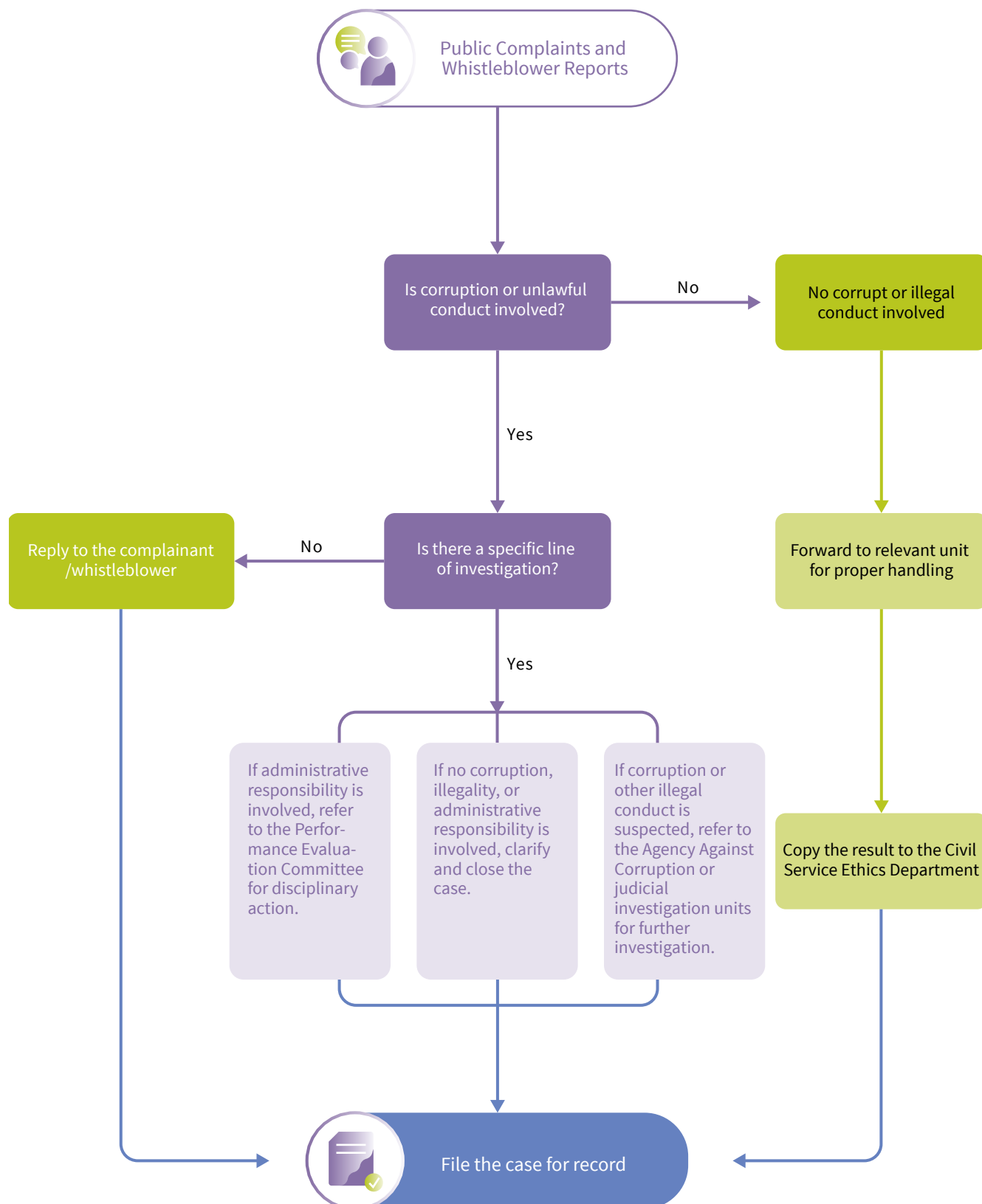
To strengthen public service and enhance administrative transparency, the Company has established the "Guidelines for Handling Public Petitions" in accordance with Article 7 of the Administrative Procedure Act and relevant regulations of the Executive Yuan, standardizing the procedures for handling public petitions with principles of legality, reasonableness, timeliness, and accuracy.

The Secretariat has designated a dedicated unit, using the official document management system and the "Case Monitoring Management System" to register, assign, and expedite the handling of various complaint cases. It closely coordinates with the MOTC's Citizen Service Center to continuously track the processing progress until case closure. Pending cases are compiled and published monthly on the internal website, with reminders sent to responsible personnel two days before the deadline to accelerate processing. In 2024, the company received a total of 338 cases through the public opinion mailbox, all related to rights protection, and all were handled according to procedures. Additionally, in compliance with the "Guidelines for Handling Public Petitions by the Executive Yuan and Its Subordinate Agencies", the Company conducts online and phone-based satisfaction surveys to assess case handling in terms of efficiency, attitude, and professionalism. The survey results serve as a reference for improving service quality and ensuring integrity-based governance and impartial service delivery.

The Company provides multiple reporting channels and has designated dedicated personnel in the Civil Service Ethics Department responsible for handling whistleblowing reports from employees and the public regarding illegal activities. A clear and standardized procedure has been established under the Company's internal control system for the handling of corruption-related complaints and whistleblower cases.

Civil Service Ethics Department of TIPC – Operation Flowchart

Flowchart of Handling Complaints and Whistleblower Reports



The company has also established the "Taiwan International Ports Corporation Confidentiality Regulations for Whistleblowers' Identity" along with handling procedures. In the event of a confirmed illegal incident, rewards and penalties will be promptly implemented in accordance with the company's "Employee Performance Assessment Guidelines" and "Principles for Handling Reward and Disciplinary Actions" following prescribed procedures. In 2024, the Civil Service Ethics Department of the Company received a total of 18 public whistleblowing and complaint cases, involving 1 case related to Environmental (E) matters, 4 cases related to Social (S) Responsibility, and 13 cases related to Corporate Governance (G), all handled in accordance with relevant regulations.

TIPC uncovered fraud (prosecution) channel

On-site Report	During working hours (08:30-17:30), there is a person in charge of receiving on-site reports from the public.	Fax	07-531-8755
Phone Report	07-2136963	Email	ethic@twport.com.tw

2.3 Economic Performance



2024 Performance Highlights (G)

- In 2024, equity investment businesses recognized NT\$541 million profit, achieving budget target of NT\$492 million.
- Consolidated annual operating revenue reached NT\$24.891 billion in 2024.



Comply with the SDGs



SDG 8.3 ; SDG 8.9



Management Policy

Covered Material Topics



Economic
Performance

Policy

- 2.3.2 Operational Performance 【Major Business Operations】
- 2.3.2 Operational Performance 【Investment Projects】
- 2.3.2 Operational Performance 【Overall Financial Performance】

Management Evaluation System

- 2.3.2 Operational Performance 【Major Business Operations】
- 2.3.2 Operational Performance 【Investment Projects】
- 2.3.2 Operational Performance 【Overall Financial Performance】

2.3.1 Business Performance

To enhance the competitiveness of Taiwan's port group and strengthen the development of various business operations, the Company continuously undertakes optimization and upgrading of port infrastructure, promotes surrounding traffic improvement measures, and maintains friendly interactions with local communities. Additionally, port infrastructure (hardware) development remains one of the Company's core operational initiatives.

Port Infrastructure Construction	
NT\$13.197 billion, achieving 100% of the target	
Relocation of Port of Keelung Military Wharf and Reconstruction of Rear-Line Facilities Project	The Second Phase of Land Reclamation Project at Logistic and Warehousing area In Taipei Port
The Port of Taichung New Land Reclamation and Seawall Construction Project	Taichung Port Wharfs 37 and 38 New Construction Project
Port of Kaohsiung 7th Container Terminal Project — Infrastructure and Operational Facilities Construction	Port of Kaohsiung Wharf A6 Shoreline Reinforcement and Land Reclamation Project

Port Business Development and Employment Opportunities	
In 2024, TIPC successfully attracted investment exceeding NT\$10.9 billion.	
ARGO Yacht Club invested in the Taipei Port Tourism, Recreation and Commercial Area.	NO.9 WANSHIDA CO., LTD. invested in the Yuguang Island Beach at Anping Port.
Priority Transportation Co., Ltd. invested in the land of Units 2 and 3 of the Qianzhen Logistics & Warehousing Zone at Port of Kaohsiung.	Wharves 20A and 20B water area and special zone for tourism and recreation at Port of Taichung.
In 2024, the Kaohsiung Port 7th Container Terminal commenced full operations. The facility offers simultaneous berthing capacity for four of the world's largest 24,000 TEU-class container vessels. It is expected to generate approximately 200 job opportunities and NT\$15 billion in industrial output.	

Passenger Travel, Tourism, and Waterfront Recreation	
Keelung Branch	Kaohsiung Branch
<p>(1) In 2024, a total of 331 cruise ship calls were handled, accommodating 786,840 passengers. Efforts to enhance travel services continued, including the opening of the Sky Garden on the 3rd floor of the East Coast Visitor Center. This new seaside photo spot features cartoon-style installations of a "Whale" and a "Conch," serving as welcoming mascots.</p> <p>(2) On February 3–4, 2024, the Paper Windmill Theatre was invited to perform "Wu Ding's Journey Around the World" at the Sky Garden, attracting over 2,000 visitors and symbolizing the port's connection to the world.</p>	<p>(1) In 2024, 59 cruise ship calls were received, with 90,805 passengers served. The outdoor area on the 1st floor and the art plaza on the 3rd floor of the Visitor Center were opened, featuring seaside views and large-scale musical instrument installations to enhance the port area's tourism appeal.</p> <p>(2) On May 12, 2024, the "Love Mommy Charity Sustainable Slow Jogging" and Family Day activities were held to promote employee physical and mental health as well as sustainability awareness.</p> <p>(3) On November 23, 2024, the "Colorful Kaohsiung Port" children's live painting event was organized to encourage students to connect with the ocean and learn about port culture.</p>

When undertaking overall planning for international ports or urban planning projects, the Company aligns with the development context and planning strategies of the respective port cities. Appropriate investment promotion models are adopted based on different land locations and development conditions to enhance land utilization and development value within the port areas. Stakeholders related to this business (such as county and city governments) who have suggestions regarding these business activities of the Company or its branch offices may contact the relevant personnel during business hours by phone, or provide their opinions via email or official correspondence. The Company or branch offices will respond promptly upon receipt of such communications.

Communication Channels for International Port Overall Planning and Urban Planning Projects

Responsible Unit	Planning & Development Department	Communication Phone	TEL:07-5219000 FAX:07-5210857
Communication Address	No.10, Penglai Rd., Gushan Dist., Kaohsiung City 804004, Taiwan (R.O.C.)	Communication Email	Company's Contact for International Port Planning

Note: For matters concerning branch offices, please contact the respective branch's business liaison for further assistance and information.

2.3.2 Operational Performance

Main Business Operations

TIPC carried out various operational businesses, achieving a consolidated annual operation revenue of NT\$24.891 billion in 2024. The main operating activities include berthing, tugging, cargo handling, warehousing, and development investments, with target achievement rates as follows:

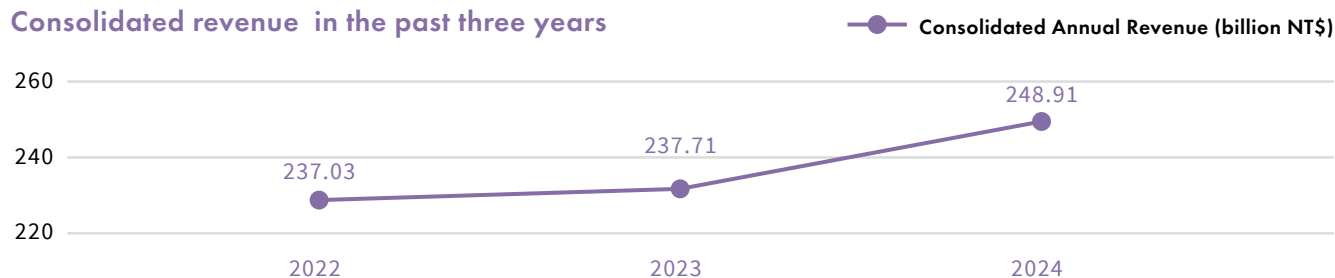
Achievement Rates for Main Business Operations

Unit: NT\$ thousand				
Major Business Operations	2023 Financial Statements	2024 Budget (Target)	2024 Financial Statements	Target Achievement Rate (%)
Berthing Services	1,596,282	1,539,867	1,623,831	105.45
Tugging Services	1,942,544	1,946,523	1,996,421	102.56
Cargo Handling Services	7,175,656	7,378,311	7,164,818	97.11
Warehousing Services	767,185	723,122	774,510	107.11
Development Investment	177,310	248,404	208,462	83.88

Note:

- (1) Berthing Services: Achievement rate of 105.45%, attributed to increased operational volume due to longer vessel waiting times for cargo handling and the collection of priority berth usage fees.
- (2) Tugging Services: Achievement rate of 102.56%, mainly due to a slight decrease in towage operation hours, offset by higher-than-budgeted fees for towage services not charged by time.
- (3) Cargo Handling Services: Achievement rate of 97.11%, primarily due to container handling volumes falling short of expectations, resulting in reduced operational revenue.
- (4) Warehousing Services: Achievement rate of 107.11%, mainly due to increased lease renewals by dedicated area tenants and raised operational management fees, leading to higher warehousing income.
- (5) Development Investment: Achievement rate of 83.88%, mainly due to unfinished development projects causing cumulative figures to fall below budgeted amounts.

Consolidated revenue in the past three years



Equity Investment Items

In accordance with the corporate governance procedures, TIPC develops investment businesses as an important measure for diversification and to enhance overall group synergy. TIPC regularly tracks the operational performance of each investment business, discussing and supervising their outcomes through business communication platforms.

Performance of investment in enterprises for 2024

Unit: NT\$thousand			
Items	2022	2023	2024
Share of the profit of subsidiaries and associates	478,303	495,548	540,535

Overall Financial Performance

The Company formulates an annual financial capital management plan based on the "Guidelines in Financial Capital Utilization and Management" and "Financial Capital Utilization and Management Operating Procedures" covering capital planning, return targets, financial asset allocation limits, and transaction authorization levels. Upon approval by the Board of Directors, relevant financial asset operations are executed accordingly.

The Company continuously collects and analyzes macroeconomic and industry information and maintains good interaction with financial institutions in order to grasp market dynamics in real time. Through weekly Capital Utilization Working Group meetings, investment strategies are discussed. If market changes differ from expectations, investment strategies are iteratively reviewed through these meetings, and financial performance is tracked through monthly capital utilization analysis reports.

In the Guidelines in Financial Capital Utilization and Management, the Company sets investment specifications for different financial products to control overall investment risk. All investments are reviewed for compliance according to specifications, and at least one internal and external audit is conducted each year to ensure effective implementation of management specifications. If any violation of the internal control system is discovered (in recent years, internal and external audits have found no deficiencies), review and improvement plans will be proposed according to audit opinions to ensure effective operation of the management mechanism. In 2024, consolidated operating revenue reached NT\$24.891 billion and net income after tax was NT\$8.137 billion, representing growth of 4.71% and a decrease of 25.78%, respectively, compared to 2023. Detailed information on TIPC's 2024 financial performance and government subsidies detailed information is provided in the "Financial Operating Performance Data" and "Government Subsidies for Specific Projects" section under "Corporate Governance Information" on the TIPC Sustainability website.

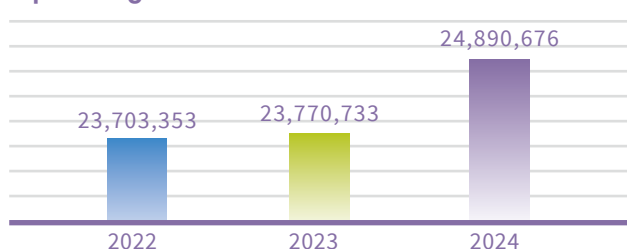
TIPC Sustainability website

Corporate Governance Information
Financial Operating Performance Data



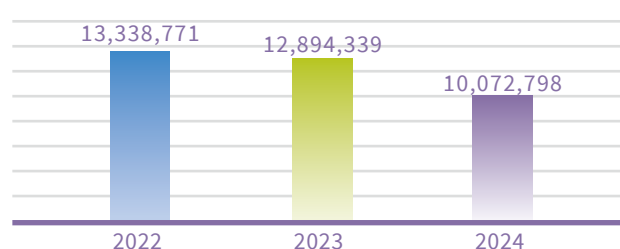
Note: Due to website updates, the information for this reporting year will be available only until the first half of 2026.

Operating Revenue



Profit before Income Tax

Unit: NT\$thousand



In light of the usage and development conditions of each land parcel, the corporate actively explores potential business partners, plans investment promotion that meet market demand, and conducts promotion in accordance with the "Regulations Governing the Investment to Build or Lease and Operate Land and Facilities Outside the Commercial Port Area for State-Run or Private Enterprises.", in order to ensure the active revitalization of the company's vacant properties and to increase income from asset utilization. Since mid-2017, there were 93 idle real estate properties reported to the "Land Clearance and Revitalization Promotion Group of State-Owned Utilities under Ministry of Transportation and Communications (MOTC)". As of the end of December 2024, 25 real estate properties have been revitalized, with a total area of 29,719.68m².

The Company handles tax matters in compliance with the Income Tax Act and the Guidelines for the Audit of Income Taxes on Profit-making-Enterprises, among other applicable tax regulations. A certified public accountant (CPA) is engaged to conduct audits and provide attestation for the profit-seeking enterprise income tax filings, which serve as the basis for tax payments. In 2024, income tax payments accounted for 8.39% of operation revenue.

The Amount of Income Tax over the Years

Unit:NT\$

2019	2020	2021	2022	2023	2024
1,614,382,801	1,499,379,224	1,777,367,658	1,912,380,016	1,847,565,583	1,914,881,202

Note: The 2024 business income tax audit and attestation were conducted by a CPA, and the Company completed its final tax filing on May 27, 2025.



Harbor Affairs Column



2024 Taiwan Cruise Forum

In response to the rise of the Asian cruise market, the 2024 Taiwan Cruise Forum was held on December 4, 2024, with the theme "Asia's Cruise Hub - Innovation and Cooperation Powering Taiwan's Cruise Industry Forward". The forum featured keynote speeches by TIPC, the Maritime and Port Bureau, and the Tourism Administration. Local governments showcased Taiwan's unique tourism appeal, while the International Cruise Council Taiwan (ICCT), the Association for Cruises Development of Taiwan (ACDT) and three cruise operators were invited to share insights. The event aimed to realize substantive cooperation among cities, ports, and cruise operators, demonstrating Taiwan's soft power as a leading global port city.

Detailed information is provided in the "Column" on the TIPC ESG Sustainability website.



Hualien Tourism Revitalization

In response to the severe natural disasters that impacted Hualien's tourism in 2024, TIPC supported the MOTC's revitalization plan by organizing the "Pacific Park Walking Event" and the "Port of Hualien Cup Liyu Lake Road Race," attracting over 3,000 participants. Vouchers were distributed to stimulate consumption in Hualien. By combining health activities with local culture and industries, these efforts effectively boosted the economy and community recovery, demonstrating the company's commitment to promote sustainable local development.

Detailed information is provided in the "Column" on the TIPC ESG Sustainability website.



2.4 Supplier Management

2024 Performance Highlights (G)

- In 2024, the Company set targets for the proportion of procurement projects evaluated (or reviewed) with CSR scoring criteria: 50% for headquarters and 20% for branch offices. Both the headquarters and all branch offices achieved their respective targets, and continuous efforts will be made. (Headquarters: 100%, Keelung Branch: 53.8%, Taichung Branch: 67.6%, Kaohsiung Branch: 75%, Hualien Branch: 100%)
- 100% of information service suppliers signed confidentiality agreements before contract execution, while 100% of team members signed confidentiality consent.
- 100% compliance achieved in audits of information service suppliers.
- No cybersecurity incidents caused by suppliers occurred in 2024.

Comply with the SDGs

SDG 12.6
SDG 12.7
SDG 12.8

SDG 17.16
SDG 17.17

Management Policy

Covered Material Topics

Supplier Management

Policy

- 2.4.1 Supplier Survey [Policy]

Management Evaluation System

- 2.4.1 Supplier Survey [Supplier Evaluation]

2.4.1 Supplier Survey

Policy

The selection of suppliers by the Company is based on the Government Procurement Act . In addition, the following documents outline the procedures and requirements for suppliers undertaking information service projects for TIPC: (IS-TW-02-009) System Development and Maintenance Procedure Manual, (IS-TW-03-005) System Development and Maintenance Work Instructions, (IS-TW-02-010) Outsourcing Management Procedure Manual, and the Outsourcing Information Security Terms. Information security management regulations for outsourced vendors can be found in Section 3.1.2 Information Security Risk Management.

In 2024, the Company's supplier survey primarily targeted labor and engineering service providers (labor: 55.3%, engineering: 36.6%). Therefore, according to the "Occupational Safety and Health Policy," there are clear regulations and procedural guidelines for suppliers and contractors. The relevant procurement procedures are as follows. For detailed occupational safety and health management methods and performance, refer to Section 5.1 Occupational Safety and Health Policy.

1. Selection and requisition/procurement of contractors	<p>1.1 The requisitioning unit shall carry out procedures in accordance with the Government Procurement Act and procurement procedures.</p> <p>1.2 The requisitioning unit shall verify that the contractor's unit price analysis includes costs for safety and health management and facilities, traffic maintenance, environmental protection management, and insurance.</p>
2. Contractor Occupational Safety and Health Management	<p>According to the Occupational Safety and Health Management Regulations for Contractors, the safety and health responsibilities of contractors are defined to prevent occupational accidents in the workplace and to comply with legal requirements.</p>

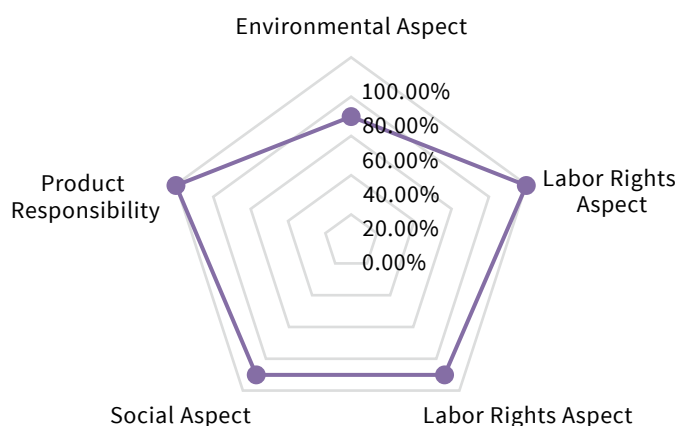
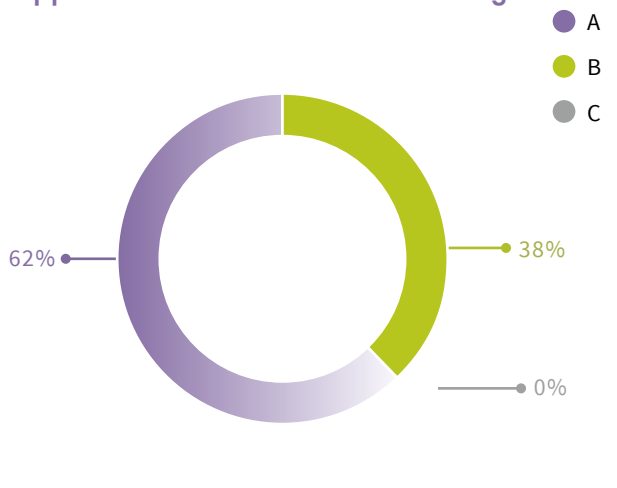
3. Construction Environment Safety and Health Management	<p>3.1 The procurement unit must confirm that the qualifications of contractors for various outsourced labor tasks, such as waste removal, comply with relevant environmental, safety, and health laws and regulations.</p> <p>3.2 Contractors must comply with the Occupational Safety and Health Management Regulations for Contractors, and assume responsibility for occupational safety and health matters related to their contracted work.</p>
4. Construction Application	<p>If the work involves special operations during the construction period, the contractor shall apply to the competent authority before construction in accordance with the Occupational Safety and Health Management Regulations for Contractors.</p>
5. Contractor-related safety and health education/training and promotion	<p>Contractors conduct the training themselves and keep records for future reference, or participate in safety and health education/training and promotion courses organized by the Company.</p>
6. Guidelines for Reporting and Responding to Major Occupational Accidents	<p>If an occupational accident occurs while a contractor is performing construction or operations within the Company, the contractor must immediately report it to the Company and handle it in accordance with the company's Guidelines for Reporting and Responding to Major Occupational Accidents. The contractor must unconditionally accept investigations and attend incident review meetings.</p>

Supplier Evaluation

In terms of information security management assessment, TIPC conducts annual cyber security audits of its information service suppliers to verify their compliance with the company's cyber security standards through on-site or written audits. Through the contract performance management mechanism, which ensures that suppliers provide proof of their professional competence in cyber security, relevant test reports or backup security documents in accordance with the terms and conditions for outsourced information security.

In addition, as part of its ESG evaluation efforts, TIPC introduced the "Supplier ESG Self-Assessment Questionnaire" in 2022 to evaluate the ESG status of suppliers whose procurement reaches NT\$ 5 million or more. In 2024, a total of 203 questionnaires were distributed, with 123 responses received. All responding suppliers scored over 60 points, resulting in a 100% overall pass rate. The questionnaire covers five major aspects, namely environmental protection, labor practices, labor rights, business ethics, and product responsibility. Analysis of the assessment results provides the corporate with an understanding of the supplier's current status and serves as a reference for the corporate's supplier management.

Supplier Information Disclosure Rating



Supplier Selection

The selection of suppliers for TIPC is based on the Government Procurement Act. If there is any violation of Article 101 of the Procurement Act, the vendor will be notified in accordance with the regulations and will follow the procedures to file a dissenting opinion, which will be published in the Government Procurement Bulletin as appropriate and will be restricted from participating in bidding for a period of time.

To protect labor rights and prevent forced labor or discrimination, the Company includes provisions such as the People with Disabilities Rights Protection Act and the Indigenous Peoples Employment Rights Protection Act in procurement contracts, requiring contractors not to discriminate against women, indigenous peoples, persons with disabilities, and vulnerable groups.

Labor contracts explicitly prohibit the employment of child labor, illegal foreign workers, and other improper employment practices, and require compliance with the Human Trafficking Prevention Act, Labor Standards Act, and gender equality-related laws. No cases of child labor use were reported in 2024.

Aligned with the Ministry of Labor's policy goal to "expand social investment and reduce family burdens," the Company requires dispatch and contracted labor suppliers to comply with labor laws, continuously assess compliance, avoid cooperation with violators, and strengthen protection for non-standard workers. For details on "Information of Non-Employee Workers", detailed information is provided in the "Staff Distribution" section under "Friendly Interactive Information" on the TIPC Sustainability website.

2.4.2 Priority Procurement and Green Procurement

37% ◦ TIPC conducts procurement with both new and existing suppliers according to the Government Procurement Act and Article 69 of the People with Disabilities Rights Protection Act. Priority procurement involves products and services provided by welfare institutions, organizations, or sheltered workshops for persons with disabilities, with an annual procurement amount ratio target of over 5%. In 2024, the company's priority procurement ratio reached 37%.

The suppliers of TIPC can be generally categorized into 3 groups according to the types of contracts, service, property, and engineering. In 2024, there was a total of 794 suppliers, with a total purchase amount of NT\$ 23.06 billion, and domestic purchase ratio of about 99.98%; There were 6 foreign manufacturers, mainly from Korea, France and United Kingdom.Procurement information in the past three years detailed information is provided in the "Procurement Statistics." section under "Corporate Governance Information" on the TIPC Sustainability website.

TIPC Sustainability website

Friendly Interactive Information
Staff Distribution



TIPC Sustainability website

Corporate Governance Information
Procurement Statistics



Note: Due to website updates, the information for this reporting year will be available only until the first half of 2026.

Additionally, foreign suppliers participating in TIPC procurement must comply with treaties or agreements concluded by Taiwan to address situations such as domestic non-production, lack of competitiveness, high prices, non-compliant specifications, or immature domestic production technology requiring import reliance. This also helps reduce the project's carbon footprint and aligns with the government's circular economy policy. Where project design permits, recycled materials are used as much as possible. In 2024, designated green procurement items achieved 100% compliance, fully implementing environmental procurement principles.





03

Build Smart and Resilient Ports

- 3.1 Strengthening Information Security Protection 87
- 3.2 Smart Port Development 91
- 3.3 Climate Action 95

3.1 Strengthening Information Security Protection



2024 Performance Highlights (G)

- No incidents of data breaches, theft, or loss of customer information were reported in any of the issues gathered at the port business forums.
- Certified to ISO 27001:2022 through third party verification.
- TIPC has incorporated cyber security regulations into the model contract in order to control cybersecurity risks in the rental area.
- Chief Cyber Security Officer hosted one management review meeting, in which various indicators of ISMS(IS-TW-04-003) validity measure were met, and indicators for 2025 (IS-TW-04-003-ISMS) were determined as well.
- Operational Technology (OT) system administrators and their immediate supervisors attended the 'Joint Course on Competency Mapping for Industrial Control Systems (ICS) Cybersecurity in Transportation Sector' with a total of 48 participants, and 41 of whom were certified, representing an achievement rate of 85%.
- There were no cases of customer privacy violation.



Comply with the SDGs



SDG 9.c



SDG 17.17



Management Policy

Covered material topics



Information Security
and Customer Privacy



Customer Service
Quality

Policy

- 3.1.1 Information Structure【Policy】
- 3.1.3 Cybersecurity Education and Training
【Customer Feedback Management】

Management Evaluation System

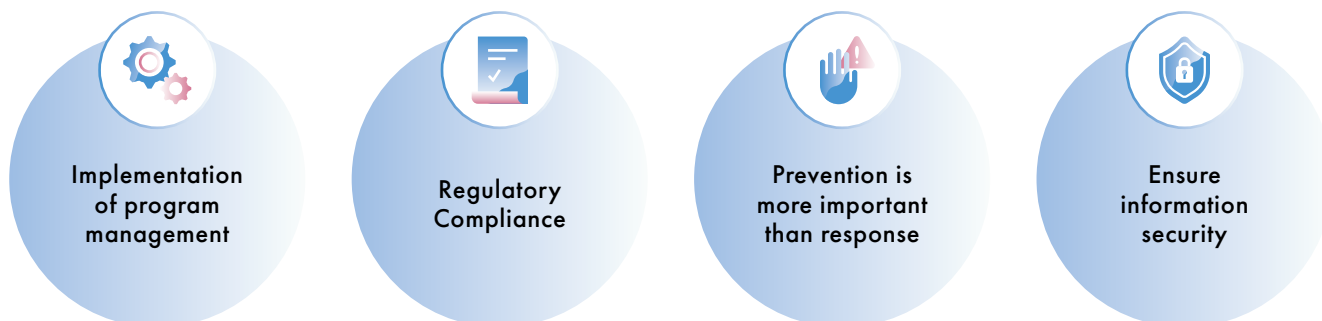
- 3.1.2 Cybersecurity Management
- 3.1.3 Cybersecurity Education and Training
【Customer Feedback Management】

3.1.1 Information Structure

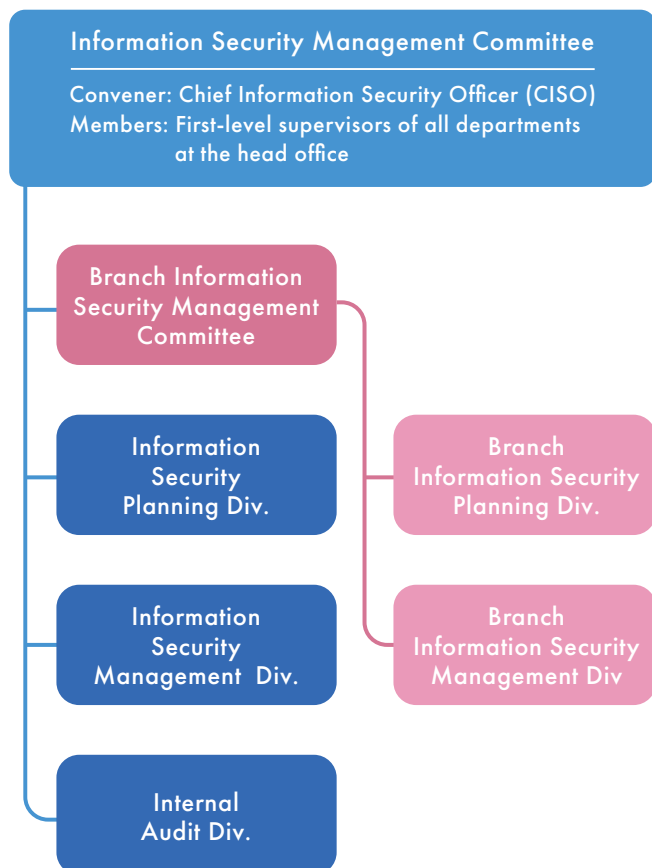
Policy

TIPC respects the customer privacy and comply with 'Personal Data Protection Act' promulgated in 2023 and 'Cyber Security Management Act' promulgated in 2018 in the collection, processing and use of customer data. TIPC keeps on strengthening its cyber security protection and defense capability, establishes a comprehensive cyber security policy, appoints Cyber Security Officer, and organizes Cyber Security Management Committee. Besides, the corporate has adopted the revised ISO 27001:2022 certification in 2024, and through the implementation of ISO 27001 international information security standard, we will continue to refine our information security management system and effectively implement internal control mechanisms in order to fulfill our responsibility to protect customer privacy. The information security status is regularly reviewed and reported to the President on a quarterly basis and to the Board of Directors on a semi-annual basis.

Information Security Policy



Information Security Management Committee



3.1.2 Cybersecurity Management

TIPC conducts internal and external audits annually in accordance with the ISO 27001 standard. The Chief Cyber Security Officer convenes the Cyber Security Management Committee to conduct an annual management review meeting to review the implementation of information security indicators and establish targets for the following year to ensure the continuous improvement of the management system.

As a specific non-governmental agency under 'Cyber Security Management Act', TIPC is subject to legal regulation. Any violation of Articles 20 or 21 will result in a fine imposed by the Ministry of Transportation. For the purpose of reducing cyber security risks, relevant cyber security regulations have been incorporated into the lease agreement template since 2022 to enforce the cyber security responsibilities of leaseholders.

Annual cyber security risk assessments are conducted. In response to the digitalization of customer application and billing processes, the Port Corporation conducts asset inventory and risk assessments in accordance with ISMS standards, covering the three major aspects of availability, integrity, and confidentiality. For identified risks exceeding acceptable thresholds, risk mitigation plans are established and implemented to reduce potential impacts and enhance the protection of customer data and transaction privacy. In 2024, no privacy-related complaints were received, indicating the effective implementation of the cyber security management system.

TIPC has established information and communication security terms and conditions for outsourcing as guidelines for internal procurement of information and technology (IT) equipment, software, and services. These terms and conditions clearly stipulate the information security regulations that vendors must comply with, including the following:

Time of incident	Countermeasure
After acknowledging cybersecurity incidents such as suspected privacy data breaches	Notify the company within the specified time and complete the process.
Information received by vendors while providing	The application form must be completed in accordance with the regulations, and operations must be accompanied or monitored by a designated representative from the port authority
Information received by vendors while providing support services without port authorisation	No disclosure to third parties
Termination or cancellation of the agency relationship between the two parties	Vendors should confirm that they have returned, handed over, deleted, or destroyed the data held for the purpose of fulfilling the contract, thereby adequately protecting customer privacy

The 'Global Information Network' established in accordance with the privacy policy allows visitors to feel secure with the services and information provided. The website is obligated to protect the privacy of applicants and will not modify or delete any personal data or files without prior consent, thereby granting visitors a secure browsing experience.

3.1.3 Cybersecurity Education and Training

TIPC conducts cyber security education and training in accordance with the 'Cyber Security Management Act'. In 2024, Cyber Security Officer received at least 12 hours of professional cybersecurity training each year, while information personnel other than cyber security officers received at least three hours. Meanwhile, general users and supervisors received an average of three hours of training annually. By 2024, the training completion rate reached 100%, strengthening cybersecurity and reducing the impact of personal data breaches. There were no substantiated incidents of customer data breaches, theft, or loss in 2024.

Customer Feedback Management

TIPC adheres to the policy of 'enhancing interaction with operators and policy communication', and manages customer feedback and service quality through the following measures:

- Track and manage customer feedback and handle it appropriately.
- Implement customer feedback management and ensure that customer data is secure with no incidents of information disclosure, theft, or loss of customer data.
- Each branch collects issues related to 'customer health and safety' through regular forum meetings and record reviews.

In 2024, there were no major customer complaints. TIPC has organized 10 port seminars and addressed seven issues related to customer health and safety, all of which have been resolved. None of the issues were related to information leakage, theft, or loss of customer data. Cybersecurity regulatory practices in 2024 were adjusted on an rolling basis in accordance with guidance from the competent authority.



Port Operations Symposium held by Keelung Branch in 2024



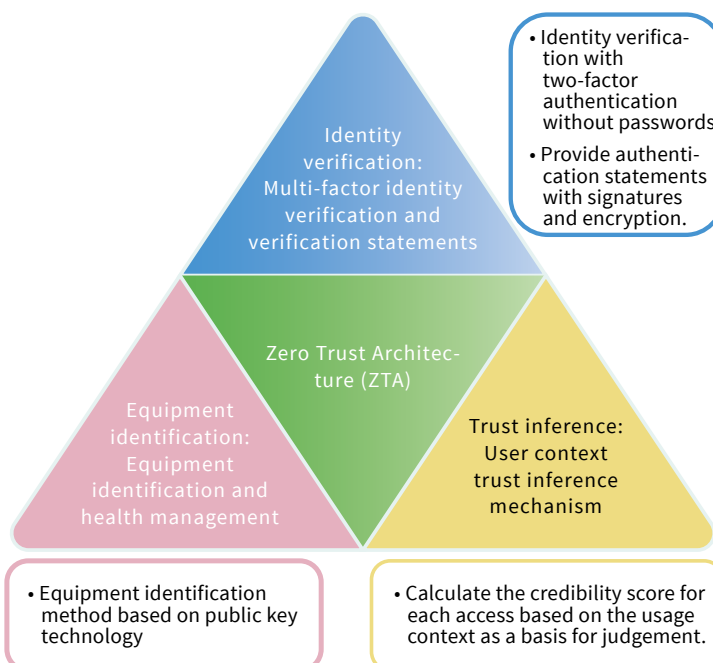
Harbor Affairs Column

Never Trust, Always Verify: TIPC's Journey to Zero Trust Cybersecurity

In accordance with Taiwan's Zero Trust Cybersecurity Architecture, TIPC introduced two-factor authentication for all external websites accessible to internal users (such as email and private storage clouds) in 2023 to reinforce identity verification mechanisms. By 2024, TIPC deployed a privileged account management system at its headquarters to enhance remote supplier connection management. This gradual rollout of Zero Trust Cybersecurity Architecture aims to provide more reliable information services.



Detailed information is provided in the "Column" on the TIPC Sustainability website.



3.2 Smart Port Development

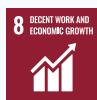


2024 Performance Highlights (G)

- Work Safety:
 - (1) All automated gate sentries in Taiwan's port clusters have been equipped with AI recognition technology, improving vehicle recognition rates and shortening vehicle clearance times from 4 minutes to 10 seconds. This has improved the safety and efficiency of traffic flow and reduced carbon emissions by approximately 2,871 metric tons of CO₂e per year.
 - (2) Safety controls for critical port infrastructure have been upgraded through the use of smart CCTV monitoring, sensor deployment, and AI image recognition to detect and report abnormal conditions in real time.
- Operational efficiency:
 - (1) Establish a 'Emergency Command Center' to integrate environmental information and operational dynamics, provide information on emergency incidents, and improve the efficiency of decision-making in emergency response.
 - (2) Establish an 'Business Intelligence Platform' to aggregate millions of bits of operational data, provide visualized analysis charts, and improve the corporation's operational decision-making capabilities.
- In terms of service quality, the 'Port Construction Application and Management System' was launched at Taichung Port, introducing digitalized application services, thereby enhancing operational review efficiency. The estimated annual paper savings based on service application volumes amount to approximately 83,210 sheets, equivalent to preserving 10 trees and reducing carbon emissions by approximately 1.5 tonnes of CO₂e (1,497,780 grams), achieving energy conservation and carbon reduction.
- In terms of environmental sustainability, in line with the national net-zero carbon emissions policy, a 'smart energy management system' has been established to enable real-time monitoring of energy usage and promote optimisation of energy usage.
- Website redesign and optimisation:
 - (1) Improve the information architecture of the official website.
 - (2) Adopt Responsive Web Design (RWD).
 - (3) Upgrade the accessibility badge (from A to AA).
- Digitalization of port operations:
 - (1) As of 31 December 2024, 328,154 electronic permits have been issued.
 - (2) The existing 'permit management system' and 'automated gate system' use digital recording technology to assist maritime police in carrying out inspection and control operations at check-points.
 - (3) Each branch has convened annual seminars with local port police teams to discuss on measures to improve permit management practices and control station equipment. A total of eight such seminars were held in 2024.



Comply with the SDGs



SDG 8.2
SDG 8.4



SDG 9.4
SDG 9.5
SDG 9.b



Management Policy

Covered material topics

Business model
optimisation and innovation



Policy • 3.2 Smart Port Development 【Policy】

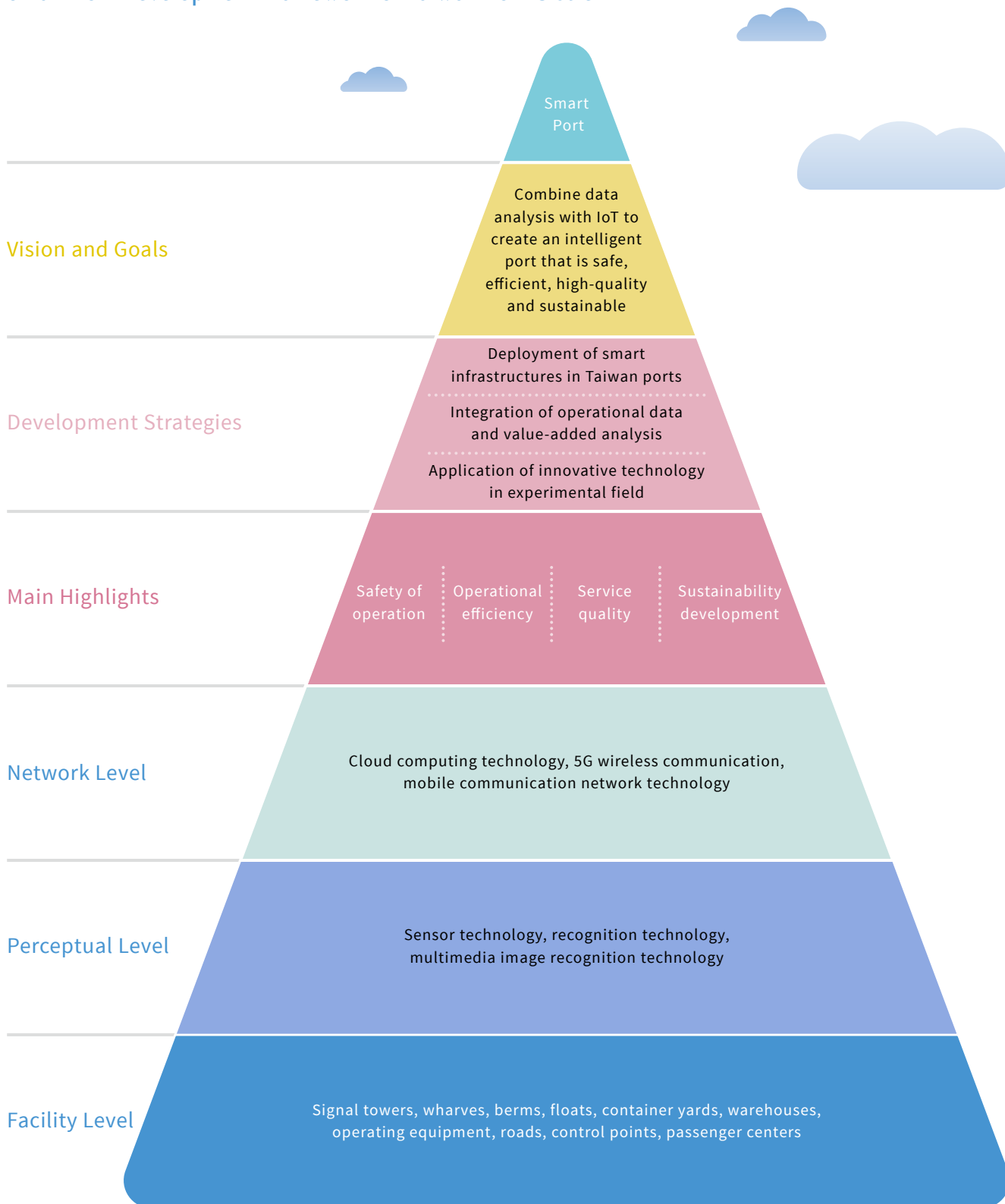
Management Evaluation System

• 3.2 Smart Port Development 【Smart Ports and Digitalized Operations Management】

policy

In order to continue to promote smart port development, three major development strategies have been formulated, focusing on the "deployment of smart infrastructures in Taiwan ports", "integration and analysis of value-added operational data", and "application of innovative technologies in experimental fields", so as to complement the intelligent facilities and promote the implementation of various emerging technology technologies at each port.

Smart Port Development Framework of Taiwan Port Cluster



Smart Ports and Digitalized Operations Management

TIPC has a dedicated unit responsible for coordinating the development planning and management of smart port projects, as well as monitoring their progress. Quarterly meetings are held with the smart port promotion group to ensure that the direction of smart port development and project progress are in line with the plan. The evaluation and management mechanism includes KPI performance reviews and project discussions at smart port promotion group meetings.



Communication Platform Optimisation - TIPC Global Information Network Revamp and Optimisation Methods and Strategies

To enhance user experience and brand image, TIPC will revamp the website's visual design and perform Search Engine Optimisation (SEO) to improve information accessibility and usability. A full backup will be made prior to the revamp, and parallel testing will be conducted to ensure system stability and security. Security scans and performance monitoring will also be performed to comprehensively improve website quality and reliability. In the event of operational issues, the port authority will activate backup mechanisms and strengthen cybersecurity measures. The port authority is committed to continuously enhancing the professionalism and operational efficiency of



TIPC has established a corporate digital transformation culture. Chairman Lee Hsien-Yi (back row, sixth from right) has led his colleagues in applying digital technology in conjunction with ESG concepts to create high-quality services for clients.

Working with Port Area Businesses on Digital Transformation - Port industry Digital Transformation Incentive Program

In order to encourage maritime ecosystem-related industries to embrace digital transformation, TIPC is offering substantial incentives and subsidies to assist port vendors in introducing innovative digital services. The 2024 'Port Business Digital Transformation Incentive Program' has received 11 proposals covering areas such as cargo and container yard operations, warehousing, and tourism facilities, facilitating the overall digital transformation and service upgrade of Taiwan port cluster.



'2024 Smart Port Forum' - TIPC Executive Vice President Wang Chin-Jung, shared the achievements of creating 'Digital Twin' to realize the sustainable future of smart ports.

Showcasing Smart Port Achievements

In order to drive the digital transformation among ports, TIPC continues to integrate technological applications with business development needs, formulating and implementing various smart development initiatives. To showcase the phased achievements of the Smart Port flagship programme, TIPC participated in '2024 Smart City Summit and Expo exhibition' from March 21 to 23, 2024. During the exhibition, the company also participated in the '2024 Smart Harbors Forum' hosted by Kaohsiung City Government, sharing forward-thinking insights on the development of smart and sustainable ports. On April 23, 2024, in collaboration with Taoyuan International Airport Corporation, TIPC co-hosted the '2024 Smart Logistics International Forum' organised by Ministry of Transportation and Communications, focusing on technological innovation trends and envisioning the future of international sea-air logistics development.



Smart Port - Kaohsiung Port Seventh Container Terminal Fully Operational

As part of efforts to enhance the global competitiveness of Kaohsiung Port and address the global trends towards larger vessels and smarter ports, the 'Kaohsiung Port Seventh Container Terminal Project' was launched in 2019 to develop an automated and smart container terminal to improve operational efficiency. The Seventh Container Terminal has a water depth of 18 metres, capable of accommodating four 24,000 TEU-class container ships—the current largest in the world—for simultaneous berthing and cargo handling. It features Taiwan's first remotely controlled (Re-mote) autonomous gantry cranes, fully automated portal cranes, and smart customs clearance lanes for container trucks. Additionally, it incorporates an independent 5G system and an IoT network covering the entire site, leveraging modern facilities to provide convenient warehousing services. The Seventh Container Terminal project, spanning two phases over more than four years, officially commenced full operations in July 2024, marking one of the most significant milestones in the history of Kaohsiung Port.



Harbor Affairs Column



110th Annual Meeting of the Association of Pacific Ports (APP)

To promote diplomacy soft power, TIPC hosted the 110th Annual Meeting of the Association of Pacific Ports (APP) from August 11 to 14, 2024. The event brought together 72 distinguished guests from 30 ports across 9 countries. TIPC took this opportunity to showcase key achievements in smart ports, port sustainability, and alternative energy within Taiwan's port network. Kaohsiung Port also established sister port agreements with the Port of Long Beach in the United States and the Port of Majuro in the Republic of the Marshall Islands, further fostering exchanges and connections with Pacific ports.



Detailed information is provided in the "Column" on the TIPC Sustainability website.



Digital Transformation Award

TIPC has been honored with the 2024 Harvard Business Review (HBR), Global Traditional Chinese Edition "Ding-Ge Award" for Digital Transformation, introducing a service-oriented mindset based on customer needs and demonstrating the port's ability to provide safe and efficient services through its implementation of 'AIoT-based Service Solution for Streamlining Vessel Arrivals and Departures Project'. Additionally, TIPC upholds the principle of mutual benefit within the maritime industry ecosystem, opening innovative technology testing grounds and promoting the 'Port Industry Digital Transformation Incentive Program' to foster interdisciplinary collaboration and establish a data-driven sustainable port ecosystem.



Detailed information is provided in the "Column" on the TIPC Sustainability website.



3.3 Climate Action



2024 Performance Highlights (E)

- Assessed climate-related physical and transition risks in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) framework. Completed a qualitative analysis of physical risks, with the primary hazards identified as tidal surges, strong winds, flooding, high temperatures, and dense fog. Protection targets include piers, breakwaters, substations, Vessel Traffic Service (VTS) centers, data centers, large-scale cargo handling equipment, containers, access roads, vessel entry and exit operations, and cargo handling activities.
 - Kaohsiung Port as the subject of quantitative assessment: Quantitative analysis of four major hazards, including strong winds, flooding, tidal surges, and high temperatures, has been conducted, and response strategies have been proposed. TIPC shall review the implementation status of the response strategies.
 - Transition risks: Risks mainly stem from policy and regulatory risks. By developing renewable energy, electrifying public transport vehicles, replacing fuel-powered equipment, upgrading energy-efficient facilities, and establishing green low-carbon ports, we can seize transition opportunities and achieve carbon reduction of 2,974.25 metric tons of CO₂e^[Note].
- Note: Based on the 2024 electricity emission factor (0.474 kg CO₂e/kWh).
- A cumulative total of 13 climate-proofing wharves have been constructed in the port cluster, and one ecological inspection has been performed for the “New Construction Project of Access Road to the Qilaibi Coastal Scenic Corridor at Hualien Port”.
 - A total of three training sessions on engineering ecological audits were conducted. For details, please refer to TIPC Global Information Network.



Comply with the SDGs



SDG 9.1

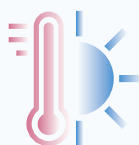


SDG 13.1
SDG 13.2
SDG 13.3



Management Policy

Covered material topics



Climate change risks and opportunities

Policy

- 3.3.3 Climate Goals and Indicator Management【Net-Zero Carbon Reduction Policy Goals】
- 3.3.3 Climate Goals and Indicator Management【Climate Risk Mitigation Measures】

Management Evaluation System

- 3.3.2 Risk Management and Financial Impact【Risk Flowchart for Climate-Related Risks and Opportunities】
- 3.3.3 Climate Goals and Indicator Management【Climate Risk Mitigation Measures】

3.3.1 Climate Governance and Strategy


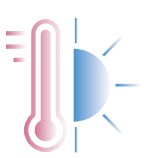




Governance of Climate-Related Risks and Opportunities


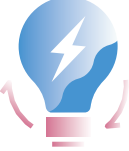

In response to the continuous revision of climate change-related regulations and the growing threat of extreme weather, the Port Authority has adjusted its sustainable governance framework in 2023 to promptly address climate challenges from all sides and explore potential climate-related opportunities. It has established the Sustainable Development Strategy Committee and the Sustainable Development Promotion Committee. The functional teams within the Sustainable Development Promotion Committee develop goals and execution plans for major issues, which are then submitted to the Sustainable Development Promotion Committee for formulation and the Sustainable Development Strategy Committee for review. The Sustainable Development Promotion Committee reports annually to the Sustainable Development Strategy Committee and the Board of Directors. For details on the sustainable governance framework, please refer to Section 1.1.2 Sustainable Governance Framework.

Identification of Climate-Related Risks and Opportunities

The working groups of Sustainable Development Promotion Committee, together with the external experts, shall define the corresponding short-term (1-3 years), medium-term (4-10 years), and long-term (10 years or more) time frames for climate risks and opportunities, and establish a significance ranking process. They shall then adopt a scenario-based quantitative approach to assess the significant impacts on the company's operations and finances. To this end, resilience adaptation measures are planned under physical risks, while low-carbon transformation goals and measures are set to address transition risks. The subsequent implementation plans are planned and executed by the functional groups of Sustainable Development Promotion Committee.

Risk/Opportunity type	Risk/Opportunity description	Possible duration of impact		
		Short-term	medium-term	long-term
Physical Risk	Increased severity of extreme weather conditions such as typhoons and floods (acute).	V		
	Prolonged high temperatures cause extended heat waves (chronic)		V	V
	Enforcement of greenhouse gas emission control and carbon fees under 'Climate Change Response Act' (Policy and Regulations)		V	V
Transition Risk	Addressing market demands for carbon emission reduction and changes in operational requirements (Market)			V
	Negative impression among operators and travelers on TIPC (Reputation)			V
	Low-carbon technology R&D and application (Technology)			V
Opportunity	Active promotion of low-carbon port services to attract environmentally conscious shipping companies or cruise operators (Products and Services)			V
	Introduction of automation and electrification of equipment, circular economy, etc. (Efficiency of Resource Utilization)			V
	Switch to low-carbon alternative energy sources (Energy Sources)			V

Risk/Opportunity description		Assessment of specific climate risks and opportunities
	Increased severity of extreme weather conditions such as typhoons and floods (acute)	(1) Physical damage and loss of service functionality of piers and breakwaters exposed to strong wave impacts. (2) Physical damage and loss of service functionality of piers and breakwaters exposed to strong winds due to vessel collisions. (3) Operational disruption due to exposure to strong wind. (4) Operational disruption due to exposure to tidal surges. (5) Physical damage and functional loss of large-scale cargo handling equipment due to exposure to strong winds. (6) Physical damage and functional loss of port operation-related infrastructure and access roads due to storm surge and flooding. (7) Operational disruptions during vessel entry/exit and cargo handling operations due to dense fog.
	Prolonged high temperatures cause extended heat waves (chronic)	Disruption of cargo handling operations under high temperatures.
	Enforcement of greenhouse gas emission control and carbon fees under 'Climate Change Response Act' (Policy and Regulations)	1. Climate Change Response Act ¹ regulates carbon reduction targets and imposes penalties for non-compliance. 2. A comprehensive review of the SDGs will soon be conducted in 2025. 3. During the deliberation process of Climate Change Response Act, members raised the request to include civil proceedings in the law. 4. 'Climate Change Response Act' enacts a carbon fees scheme that will affect the mode of operation.
	Negative impression among operators and travelers on TIPC (Reputation)	(1) Due to market demands for carbon emission reduction and changes in operational requirements, operators have specific requirements for the equipment specifications needed for port construction. (2) Change in travelers' needs and demand for port facilities and services. (3) Price growth of raw materials.
	Negative impression among operators and travelers on TIPC (Reputation)	(1) Failure to meet the carbon reduction targets creates a negative impression of TIPC among industries and travelers. (2) Failure to practise carbon reduction by port operators negatively impacts the community's perception towards ports. (3) Employees do not agree with the company's efforts to promote transformation, leading to resignations and a shortage of manpower.
	Low-carbon technology R&D and application (Technology)	(1) The growing demand for electricity and green energy policy lead to the risk of power shortages, which may affect the power stability of corporate and business operations. (2.) High power consumption and carbon emissions resulting from the failure to replace outdated equipment timely affect the efficiency of energy use. (3) Costs of R&D or application of technologies required for low-carbon transformation.

Risk/Opportunity description		Assessment of specific climate risks and opportunities
	Active promotion of low-carbon port services to attract environmentally conscious shipping companies or cruise operators (Products and Services)	<p>(1) Complying with national policies and the increasing public awareness of low-carbon living will attract businesses with low-carbon development potential to set up operations here.</p> <p>(2) Low-carbon port services will attract environment-conscious shipping companies and cruise lines to develop new routes to the port.</p> <p>(3) Shaping an image of international sustainability: Participating in relevant initiatives through carbon reduction efforts will enhance the port's low-carbon image abroad.</p>
	Introduction of automation and electrification of equipment, circular economy, etc. (Efficiency of Resource Utilization)	Reducing port operating costs through energy conversion, automation and electrification of equipment, and the introduction of a circular economy.
	Switch to low-carbon alternative energy sources (Energy Sources)	TIPC and local businesses are experiencing increased demand for renewable energy, with ongoing technological breakthroughs driving the market's rapid growth.








3.3.2 Risk Management and Financial Impact

Risk Flowchart for Climate-Related Risks and Opportunities

TIPC implements risk management and internal control systems in accordance with the "Operating Principles for Risk Management and Crisis Handling of the Executive Yuan and its Affiliated Agencies," the "Handbook for Risk Management and Crisis Handling of the Executive Yuan and Affiliated Agencies" and the "Highlights of the Government Internal Control and Surveillance Operations." Each department sets operational objectives based on its responsibilities and business scope, assesses the importance and potential risks of its business operations, conducts risk identification and evaluation, analyze the significance and likelihood of risks, and establish various risk assessment criteria and internal control procedures. Please refer to Section 2.2.1 for details on the "Risk Management and Internal Control System."

Financial Impact of Climate-Related Risks and Opportunities

Risk/Opportunity description		Potential financial impact	Risk/Opportunity description	Potential financial impact
	Increased severity of extreme weather conditions such as typhoons and floods (acute)	Operating costs (increase)	Low-carbon technology R&D and application (Technology)	R&D costs (increase)
	Prolonged high temperatures cause extended heat waves (chronic)	Operating costs (increase)	Active promotion of low-carbon port services to attract environmentally conscious shipping companies or cruise operators (Products and Services)	Operating revenue (increase)
	Enforcement of greenhouse gas emission control and carbon fees under 'Climate Change Response Act' (Policy and Regulations)	Operating costs (under assessment)	Introduction of automation and electrification of equipment, circular economy, etc. (Efficiency of Resource Utilization)	Fixed assets (increase) Operating costs (increase/decrease)
	Addressing market demands for carbon emission reduction and changes in operational requirements (Market)	Operating revenue (under assessment) Fixed assets (increase) Operating costs (increase)	Switch to low-carbon alternative energy sources (Energy Sources)	Fixed assets (increase) Operating costs (increase/decrease) Profit (increase)
	Negative impression among operators and travelers on TIPC (Reputation)	Operating revenue (decrease)		

As a state-owned enterprise whose operations are closely related to port operations, TIPC has conducted an initial analysis of climate risk scenarios and response measures directly related to the company, including carbon fee collection, extreme weather events such as typhoons and floods, and the use of low-carbon energy and participation in renewable energy projects. Additionally, we have assessed the short-, medium-, and long-term impacts of these risks on

the company's finances and operations, and conducted specific financial analyses. Looking ahead, TIPC will continue to refine and expand its assessment and identification of climate risks and opportunities. The relevant assessment content is as follows:

[Transition Risk] Carbon fee collection		
Risk Scenarios and Strategy Responses:	<p>The National Development Council officially released the 'Taiwan 2050 Net-Zero Emissions Pathway and Strategy Overview' in March 2022 and passed the 'Climate Change Response Act' in March 2023, explicitly enshrining the 2050 net-zero greenhouse gas emissions target into law. In October 2024, the "Fee-charging Rates of Carbon Fees" was announced, with a general rate of NT\$300 per metric ton of CO₂e. To encourage companies that have not yet reached the carbon tax threshold to reduce their emissions, the government allows them to apply for voluntary emission reduction credits and trade them to companies that wish to offset their carbon tax liability. Each ton of voluntary emission reduction credits can offset 1.2 tons of carbon tax liability.</p> <p>In accordance with announcement by the Ministry of the Environment regarding 'Entities Required to Measure, Report and Verify Emissions of Greenhouse Gas Emissions', and the 'Regulations Governing Information to be Published in Annual Reports of Public Companies' issued by the Financial Supervisory Commission, many enterprises in commercial ports, including TIPC, are not subject to the requirement to disclose greenhouse gas emissions data. However, TIPC still complies with national policy and, in accordance with ISO 14064-1 standards, prioritizes the inventory of greenhouse gas emissions within Scopes 1 and 2. The scope of these inventories is consistent, and TIPC plans to implement its own carbon reduction initiatives to align with the national net-zero policy. Additionally, we will assess the feasibility of installing solar renewable energy generation facilities on the rooftops of its own properties and actively promote the development of its own renewable energy facilities to encourage usage.</p>	
	Types of financial impact	Period Financial Impact Disclosure (Financial position, financial performance, and cash flow)
Financial impact of risk exposure	Current term(2024)	
	Short term (2025-2026)	TIPC is not subject to mandatory disclosure of greenhouse gas emissions data under applicable laws and regulations, nor is it subject to carbon fees. Therefore, there is no material impact on the working capital.
	Mid-term(2027-2030)	
	Long term(2031-2040)	It is estimated that the annual carbon emissions of Kaohsiung Port will exceed 10,000 metric tons of CO ₂ e. If it is listed for carbon fee collection and meets the collection threshold, the rate will increase to NT\$500 per metric ton of CO ₂ e. We estimate that the average annual cash outflow from operational activities due to carbon fee collection will be approximately NT\$5 million, which will be funded from internal sources.
Strategies in response to financial impacts	Current term(2024)	TIPC is not subject to mandatory disclosure of greenhouse gas emissions data under applicable laws and regulations, nor is it subject to carbon fees. Therefore, there is no material impact on the working capital.
	Short term (2025-2026)	TIPC is not subject to mandatory disclosure of greenhouse gas emissions data under applicable laws and regulations, nor is it subject to carbon fees. Therefore, there is no material impact on the working capital.
	Mid-term(2027-2030)	TIPC is not subject to mandatory disclosure of greenhouse gas emissions data under applicable laws and regulations, nor is it subject to carbon fees. Therefore, there is no material impact on the working capital.
	Long term(2031-2040)	It is estimated that the annual carbon emissions of Kaohsiung Port will exceed 10,000 metric tons of CO ₂ e. If it is listed for carbon fee collection and meets the collection threshold, the rate will increase to NT\$500 per metric ton of CO ₂ e. We estimate that the average annual cash outflow from operational activities due to carbon fee collection will be approximately NT\$5 million, which will be funded from internal sources.

[Transition Risk] Carbon fee collection

[Transition Risks]

Regarding carbon fees, TIPC anticipates no short- or medium-term risk of being subject to government-imposed carbon fees. However, should the threshold for carbon fee imposition be lowered in the long term and TIPC is listed as a carbon fee-paying entity, it will incur carbon fee payments averaging approximately NT\$5 million per year, which will be funded from internal resources. TIPC has been ongoingly planning to install solar energy power generation facilities on the rooftops of its own buildings and actively promoting the establishment of its own renewable energy facilities to increase the use of renewable energy and reduce its carbon emissions.

[Entity Risk] Extreme weather conditions such as typhoons and floods

Risk Scenarios and Strategy Responses:

The Central Disaster Prevention and Response Commission announced the 'Basic Plan of Disaster Prevention and Response 2024-2028' in December 2023, noting the increasing climate risks in Taiwan. The plan estimates that annual total rainfall is on the rise, with both the maximum single-day rainfall intensity and the maximum consecutive days without rainfall showing an upward trend, which signifies that Taiwan's future rainfall intensity and raining days will be more intense and concentrated. According to statistics from the Central Weather Administration of the Ministry of Transportation and Communications, daily rainfall has shown an upward trend over the past five years, showing a disaster type of "short duration with heavy rainfall" which resulted in more serious damage and losses. Although the frequency of typhoons in the Northwest Pacific and their impact on Taiwan have decreased, the risk of extreme weather conditions should not be ignored.

In line with the government's disaster prevention and response policies, our company has incorporated wind and flood risk management into its disaster prevention and response plan, establishing specific response mechanisms and continuously reviewing them in light of climate risk changes. Relevant measures include:

(1) Prevention stage: A typhoon prevention coordination meeting is called in March each year and the company cooperates with public and private sectors to clean ditches and prepare for typhoons.

(2) Preparation stage: Each branch is responsible for taking inventory of emergency resources such as sandbags and water pumps, and at the same time checking the drainage of ditches and the pruning of roadside trees to ensure adequate preparation.

(3) Response stage: In accordance with the instructions of the Ministry of Transportation and Communications, activate the emergency response team before the typhoon arrives to monitor the weather, report disaster situations, coordinate meetings, and conduct on-site inspections, and take immediate action on potential weaknesses.

(4) Recovery stage: After the disaster, immediately inspect the port facilities and calculate the damage according to the Central Weather Administration's lift action, and quickly carry out recovery operations.

Looking at disaster records over the years, except for isolated typhoons, our ports have not experienced significant damage. The risk of wind and water damage is currently considered acceptable. Moving forward, the company will continue to refine its response strategies in line with climate change trends and policy guidelines to enhance the resilience and operational stability.

Types of financial impact

Financial impact of risk exposure

Period	Financial Impact Disclosure (Financial position, financial performance, and cash flow)
Current term(2024)	Statistics on disaster losses from windstorms (floods) over the past four years show that there were no recorded disaster losses in 2021 and 2022. In 2023, typhoons and heavy rainfall caused damage to some facilities, resulting in disaster losses of approximately NT\$14.35 million. In 2024, extreme weather events have intensified, leading to a significant increase in disaster losses to NT\$530.782 million. This has exerted a significant impact on cash flow associated with business operations, highlighting the growing financial implications of climate risks on the operational stability of the port area.
Short term (2025-2026)	TIPC has reinforced the repair and disaster response capabilities of its port facilities, thereby reducing the risk of operational disruptions caused by typhoons. Taking into consideration the effectiveness of facility reinforcement and disaster response measures, the extent of losses from a single typhoon is expected to be further reduced in the future.
Mid-term (2027-2030)	In the medium term, TIPC continuously reviews and improves its contingency mechanisms to enhance smart disaster prevention efficacy, thereby reinforcing disaster early warning and response capabilities. Moving forward, it will refer to the 'Disaster Management White Paper 2022-2024' issued by the Executive Yuan and the relevant content of 'Basic Plan of Disaster Prevention and Response 2024-2028' to conduct risk analysis and data collection.

[Entity Risk] Extreme weather conditions such as typhoons and floods

Financial impact of risk exposure	Long term(2031-2040)	In the long term, TIPC remains committed to aligning with central government policies and adapting to prolonged climatic conditions. Following a rolling review of port facility maintenance and disaster resilience, the company will conduct a comprehensive assessment to further estimate the impact of disaster-related costs resulting from extreme weather events such as typhoons and floods on cash outflows associated with operational activities. This approach aims to enhance the ability to predict risks and assess financial impacts.
	Current term(2024)	As the exposure to the entity risk is within an acceptable range, TIPC adopts risk acceptance as its response strategy.
Strategies in response to financial impacts	Short term (2025-2026)	
	Mid-term(2027-2030)	
	Long term(2031-2040)	
	[Entity Risks] Typhoons, floods, and other extreme weather events will continue to pose potential financial risks to the company's operations. Despite a single event in 2024 resulting in significant disaster losses, TIPC has gradually improved port facility maintenance and disaster response mechanisms, thereby reducing the short-term risk of operational disruptions caused by typhoons. Following the mid-term implementation of a smart disaster prevention system, it is expected to further enhance disaster warning and response efficiency, thereby mitigating the impact of sudden incidents on operations. In long term, however, due to the high uncertainty associated with climate change, it remains necessary to continuously align with central government policies and facility maintenance plans to conduct rolling reviews of potential exposure risks. TIPC assesses the current risk as manageable and has implemented management measures such as facility reinforcement, smart monitoring, and response coordination. TIPC will adjust its risk acceptance strategy based on risk trends to maintain the stability and flexibility of its operational funds.	

[Climate Opportunities] Use of low-carbon energy and participation in renewable energy projects

Opportunity Scenarios and Strategy Responses:	<p>Taiwan has released its 'Taiwan's Pathway to Net-Zero Emissions in 2050 and Strategies' which promotes the development of renewable energy through 12 key strategies, integrates energy storage and the power grid, accelerates the transformation of industrial and residential energy use, and strives to achieve maximum carbon reduction benefits by 2030. The government also continues to revise relevant regulations to encourage companies to invest in green power generation.</p> <p>In line with national policy, TIPC is assessing the feasibility of installing rooftop solar panels in ports, with a phased implementation approach, and focusing on "self-generation and consumption" to directly supply green electricity to port facilities. Although this involves capital expenditure and operational costs, it offers dual benefits of energy savings and carbon reduction, helping to improve operational efficiency and achieve energy transition goals.</p>	
Types of financial impact	Period	Financial Impact Disclosure (Financial position, financial performance, and cash flow)
	Current term (2024)	<p>TIPC is implementing a solar energy self-generation and consumption plan on an annual phased basis. The total budget for the solar photovoltaic power generation system construction project at Kaohsiung Port Seventh Container Center is NT\$470 million. The project commenced on July 1, 2023, with an anticipated completion date of May 14, 2025. The annual budget allocation is as follows: no expenditure in 2023, and an expenditure of NT\$97,262,131 in 2024. Based on preliminary assessments, the actual energy-saving benefits from the conversion of electricity supply in 2024 are estimated to be approximately NT\$7.01 million (2,337.6 MWh × NT\$3 per kWh saved).</p> <p>By 2024, solar panels have been installed with a cumulative installed capacity of 4,633 kW. It is estimated that the annual self-generated green energy will reach approximately 5.1 million kWh, with an estimated annual carbon reduction benefit of 2,417 metric tons of CO₂e.</p>
	Current term (2024)	Assuming that the cost of self-generated green energy is approximately NT\$2 per kWh and replacing Taiwan Power Company's peak-hour electricity rate of approximately NT\$5 per kWh, each kWh can save approximately NT\$3 in electricity charges, effectively reducing the operating costs. Through the power wheeling model, solar power is directly supplied to facilities such as offices and container centers, thereby effectively replacing the purchase of power from Taiwan Power Company and achieving both financial and environmental benefits.

[Climate Opportunities] Use of low-carbon energy and participation in renewable energy projects

Strategy to address financial impact	Short term (2025-2026)	<p>TIPC remains committed to evaluating suitable locations for rooftop solar power projects across various ports, including container terminals at Kaohsiung Port, self-operated container yards at Keelung Port, passenger service centers and administrative office buildings at each port, Green Energy Innovation Base at Hualien Port, and rooftops of public commercial buildings provided free of charge by the Maritime and Port Bureau. The goal is to complete the installation of approximately 9,972 kW of capacity by the end of 2026, which is expected to generate approximately 10.844 million kWh of green energy annually, equivalent to a carbon reduction of approximately 5,140 metric tons of CO₂e.</p> <p>The self-generated and consumed electricity can be supplied to various port facilities (such as container terminals, passenger service buildings, etc.), effectively reducing the reliance on Taiwan Power Company (Taipower) during peak hours. If every kWh saved is estimated to be worth NT\$2 to NT\$3, the annual electricity cost savings could reach NT\$21.68 million to NT\$32.53 million, resulting in substantial financial benefits. If part of the electricity is sold to Taipower, a stable cash inflow can be generated. With an annual carbon reduction of 5,140 metric tons of CO₂e, further reduction in potential carbon fees can be achieved if the carbon fee threshold is lowered in the future. Additionally, renewable energy certificates or carbon credits can be applied for as needed, further enhancing financial flexibility and creating opportunities for secondary sales revenue.</p>
	Mid-term(2027-2030)	<p>Even though TIPC has not yet fully installed solar panels in all port areas during the medium term (2027–2030) and long term (2031–2040), the green energy benefits and financial results generated by the initial projects have demonstrated the substantial return potential of renewable energy investments, providing a feasible direction for the company's energy transition and operational optimization.</p>
	Long term(2031-2040)	
<p>【Climate Opportunities】 By utilizing low-carbon energy and participating in renewable energy projects, TIPC is promoting a solar self-generation and self-consumption program, gradually expanding its scale each year. Electrical power is supplied to port facilities through a power conversion method, effectively reducing reliance on Taipower's peak power supply while generating energy-saving benefits and stable cash flow. Additionally, the program offers potential financial flexibility through carbon fee management and certificate resale. Despite not yet being fully established in the medium to long term, initial results have demonstrated the investment potential of renewable energy, presenting the company with promising climate opportunities for its energy transition.</p>		
<p>Note: Based on the 2024 electricity emission factor (0.474 kg CO₂e/kWh).</p>		

3.3.3 Climate Goals and Indicator Management

Net Zero Carbon Reduction Policy Goals

In 2023, TIPC proposed Scopes 1 and 2 targets of "Reduce greenhouse gases by 50% by 2030, and achieve net-zero emission by 2050" to the Sustainable Development Executive Committee, using 2020 as the base year and setting an annual carbon reduction target of 4.2% in reference to the Science Based Targets initiative (SBTi). In 2024, TIPC self-generated 2,356.336 MWh and purchased 110.288 MWh of green power, resulting in a total carbon reduction of 1,169.18 metric tons.

Note: Based on the 2024 electricity emission factor (0.474 kg CO₂e/kWh).

Each operational unit shall establish climate-related targets/indicators based on operational feasibility and regulatory requirements:

Indicator	<p>(1) Conducted greenhouse gas inventory-related operations in 2021 in accordance with ISO 14064:2018, and obtained third-party verification statements for the headquarters and all branches (ports) in 2022.</p> <p>(2) Assessed entity risks related to climate change (strong winds, heavy rain and flooding, and storm surges) in 2023, and proposed a resilient adaptation roadmap.</p>
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Each operational unit shall establish climate-related targets/indicators based on operational feasibility and regulatory requirements:

Target	(1) Incorporate sustainable carbon reduction awareness into port operation management. Recruitment regulations require operators to commit to using a certain proportion of renewable energy or electric machinery and equipment. Heavy electricity users must make specific commitments regarding carbon reduction timelines and proportions, working together to achieve port-wide carbon reduction targets. (2) In 2023, Sustainable Development Executive Committee proposed Scopes 1 and 2 targets of 'Reduce greenhouse gases by 50% by 2030, and acieve net-zero emission by 2050.
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Our company completed a preliminary inventory of greenhouse gas emissions for 2023 in 2024, and plans to perform a third-party verification in 2025 to acquire an ISO 14064-1 statement and explain the corresponding GHG protocol specifications.

Climate Risk Adaptation Measures

Due to the unpredictability of disasters and to improve the disaster prevention and response system, TIPC has formulated a 'Disaster Prevention and Response Operation Plan'. For detailed plan measures, please refer to 5.2 Port Operation Safety Management.

In order to fulfill its financial management responsibilities and address operational management risks, TIPC transfers property loss and operational liability risks through property insurance. TIPC should complete the centralized insurance bidding process for the following year before the expiration of the current insurance term (December 31, 2024) to avoid an insurance gap, thereby ensuring adequate property protection and reducing operational liability risks.

Insurance type				
Commercial fire insurance	Operational equipment overview	Comprehensive artwork	Vessel	Marine pollution liability
Liability of shipping operators	Passenger injury	Passenger accident	Responsibility for operating remote-controlled drones	Public liability for premises
<div>Note: 1.TIPC's 2025 property insurance was successfully bid on December 31, 2024, with the insurance period from January 1, 2025, to December 31, 2025, and the insurance premium is approximately NT\$44.35 million. 2.Complete the property insurance procurement for the following year before the end of the insurance year.</div>				

Climate Risk Adaptation Measures

TIPC must take into account carbon reduction and sustainability targets when assessing transition risks, ensuring these goals can be achieved as planned. Through annual rolling reviews and adjustments, TIPC must collaborate with industry stakeholders to address transition risks. Given that their own carbon emissions are relatively low compared to those of industry stakeholders and account for only a small proportion of total port emissions, TIPC can achieve carbon reduction targets by promoting energy conservation, electrification, low-carbon fuels, and the development or purchase of renewable energy. While there are opportunities and resources to implement these measures, from the perspective of the port as a whole, it is essential to avoid situations where the lack of carbon reduction efforts or high-pollution behaviors of operators negatively impact the company's reputation among general public and stakeholders. The specific measures for climate risk management, energy conservation, carbon reduction, and environmental performance of TIPC in 2024 are detailed in Chapter 4, 'Transition to Low-Carbon and Green Port Group'



04

Transition to Low-Carbon and Green Ports

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4.1 Green Port Development



2024 Performance Highlights (E)

- **Solar power generation**
Currently, 104,106 kW of solar power has been generated in Taiwan's port areas through the installation of solar panels on port land, existing buildings, and warehouse roofs.
- **Liquefied Natural Gas (LNG)**
There is currently one LNG receiving station at Taichung Port West Wharf No. 13, which was built by Chinese Petroleum Corporation (CPC). The company is currently constructing West Wharf No. 12, which is expected to be operational in the second quarter of 2025. Moving forward, the port will continue to provide dockland in line with the central government's green energy policy.
- TIPC green energy-related sites (including LNG, offshore and onshore wind power, photovoltaic or other renewable energy sources) had an actual leased area of 462.66 hectares in 2024, increasing by 53.97 hectares from 2023.
- 80,222 new trees were planted, replanted, or replaced in 2024.
- Approximately 456,217.1 metric tons of recycled water will be used in 2024.
- The 2024 "Salute to the Sea" coastal cleanup and maintenance program has removed 3,180.4 metric tons of waste, including 2,408.9 metric tons of general waste, 407.4 metric tons of recyclables, and 364.1 metric tons of driftwood.



Comply with the SDGs



SDG 13.2



SDG 7.2
SDG 7.a
SDG 7.b



SDG 9.3
SDG 9.4



SDG 11.5
SDG 11.6



Management Policy

Covered material topics



Greenhouse gas
emissions



Energy
management



Green
investment



Air
pollution

Policy

- 4.1.1 Environmental Management Policy

Management Evaluation System

- 4.1.1 Environmental Management Policy
【Promotion of Energy Conservation and Carbon Reduction】
- 4.2.1 Development of Renewable Energy
- 4.2.2 Investment in ESG Bonds

4.1.1 Environmental Management Policy

While pursuing operational growth, TIPC also acknowledges the importance of environment sustainability. By proactively identifying the environmental risks associated with its services and activities, the company manages and reduces possible environmental impacts to achieve the goal of creating a green and sustainable port, and further realizes the corporate vision of "Going Global with Innovation as the Core, and Becoming an Outstanding Port Group in the World".



Note:
EcoPorts Certification is a certification provided by ECO Sustainable Logistic Chain (ECOSLC) under European Sea Ports Organization (ESPO) for European and international ports to evaluate the environmental friendliness of their ports. It is currently the only international environmental certification inspection system designed for ports and can be further integrated with ISO14001.

Promoting Energy Conservation and Carbon Emission Reduction

In 2024, TIPC responded to the government's 'Deep Energy Saving Promotion Plan' by launching an energy conservation evaluation and assessment program. Based on the report from ESG expert advisory group, TIPC formulated improvement plans and assessed the feasibility of integrating energy conservation services by ESCO.

TIPC has established an emission management and audit system in accordance with ISO 14064-1, and implements annual air pollution improvement measures in line with the 'International Commercial Port Air Pollution Control Action Plan'. Since 2022, TIPC has implemented an inspection system, promptly advising or mandating corrections for any violations. Non-compliant cases are documented and reported to Maritime Port Bureau, MOTC, for adjudication. Regular joint inspections and operator outreach are conducted with local environmental protection bureaus and navigation centers. Further details on the corporation's 2024 energy conservation and carbon reduction achievements are provided in Section 4.1.2 Energy Conservation and Carbon Reduction.

4.1.2 Energy Conservation and Carbon Reduction

TIPC's operational scope covers commercial building electricity consumption (such as office buildings and cruise terminals), harbour infrastructure (such as wharf equipment), and harbour engineering operations. For details on TIPC's 2024 energy consumption and energy information statistics, detailed information is provided in the "GHG Inventory Statistics" and "Energy Consumption" section under "Environmental Protection Information" on the TIPC Sustainability website. Energy conservation and carbon reduction achievements can be classified into three major aspects: energy saving for offices, harbour infrastructure carbon reduction, and green approach.

TIPC Sustainability website

Environmental Protection Information

GHG Inventory Statistics and Energy Consumption



Note: Due to website updates, the information for this reporting year will be available only until the first half of 2026.

Energy Saving for Offices

The main energy-saving measures for 2024 are as follows:

1.Install timers on equipment such as exhaust fans to prevent them from remaining in operation after work hours.

2.Install light sensors in corridors and restrooms.

3.Adjust air conditioning operation times to delay startup and advance shutdown.

4.Gradually replace split-type air conditioners that have reached the end of their service life with inverter models.

5.Schedule water dispensers for nighttime shutdown to reduce electricity consumption.

6.Configure computers and office equipment to enter sleep mode after a defined period of inactivity.

7.Encourage staff to turn off lights upon leaving and schedule regular inspections of common areas to monitor for unnecessary electricity use.

8.Install smart meters to monitor electricity usage and adjust settings in real-time.

Specific achievements in 2024:

Replacing 342 LED light fixtures in offices reduced carbon emissions by 12.654 metric tons of CO₂e, and replacing six public service electric vehicles reduced carbon emissions by 26.13 metric tons. The total reduction in carbon emissions was 38.7840 metric tons of CO₂e.

Note: Based on the 2024 electricity emission factor (0.474 kg CO₂e/kWh).

Harbour Infrastructure Carbon Reduction

The main carbon reduction measures for 2024 are as follows:

1. Dispose of SC 31, SC 33, SC 35 straddle carriers and FT-802, FT-805, FT-809 forklifts, and purchase new FT-813 (4 tons), FT-815 (4 tons), and FT-816 (4 tons) forklifts, effectively reducing exhaust emissions, implementing a joint carbon reduction strategy, and improving air pollution issues.

2. Replace 1,750 LED lights in the ports in 2024, reducing carbon emissions by 1,816.6750 metric tons of CO₂e.

Note: Based on the 2024 electricity emission factor (0.474 kg CO₂e/kWh).

Green Engineering

The energy-saving and carbon-reducing approaches of Kaohsiung Port 7th Container Terminal project are planned as follows:

1. Wharf structure with pressure-reducing and wave-suppressing chambers - Green environment
2. Recycling of existing caissons as anchorages - Green approach
3. Recycling of demolition stones for riprap - Green approach
4. Dredging of in-port waterways for land reclamation and geological improvement - Green approach
5. Onshore power facilities - Green environment
6. Selection of energy-efficient terminal and container yard operation machinery - Green environment
7. Choose eco-friendly vehicles with high energy efficiency and low emission.
8. Green building planning for auxiliary buildings

Carbon reduction achievements in port operations

Reduction of **121, 670.69** tons of CO₂e in 2024

Unit: tons CO₂e

Project	Carbon reduction	Project	Carbon reduction
Automated gate system	2,871.14	Replace obsolete fuel equipment and machinery	1.89
Vessel speed reduction	104,078.35	Electrification of public vehicles	26.13
Shore power equipment	3,893.5	LED light fixture replacement	1,829.3290
Use of reclaimed water	71.17	Green power procurement	52.28
Planting carbon sinks	7,730	Generation of electricity from own renewable energy facilities	1,116.90

Note:

(1)Note: Based on the 2024 electricity emission factor (0.474 kg CO₂e/kWh).

(2)The total carbon reduction achieved by LED lighting is 1,829.3290 metric tons of CO₂e, including 12.654 metric tons of CO₂e from LED replacement in offices and 1,816.6750 metric tons of CO₂e from port infrastructure operations.

Energy Management in Port Areas

In line with the national net-zero carbon emissions policy, TIPC has established smart energy management systems in seven major international commercial ports to enhance energy efficiency in office and operational areas. Kaohsiung Port Seventh Container Terminal has taken the lead in installing solar photovoltaic and energy storage facilities (with a generating capacity of 7,000 kW and an energy storage capacity of 2 MW), thereby improving the utilization and management efficiency of green energy through load balancing functions. To scale up renewable energy applications, TIPC encourages leaseholders of port land with property ownership rights to independently install solar photovoltaic equipment, thereby increasing the ratio of self-generated and self-consumed energy and reducing reliance on conventional energy sources. This initiative not only contributes to carbon reduction and environmental sustainability, but also promotes corporate ESG development and industrial green transformation.

Air Pollution Control at International Commercial Ports

In order to reduce the environmental impact of port operations, TIPC has actively promoted specific measures such as vessel speed reduction, expanded use of shore power facilities, and pollution reduction measures for port operations:

The 2024 International Commercial Port Air Pollution Control Action Plan reduced carbon emissions by 107,971.85 tons.	
Action	Achievement
<p>Speed reduction for vessels crossing the port:</p> <p>Reduce the speed of vessels to less than 12 knots within the harbor area (3-5 nautical miles) and outside up to 20 nautical miles</p>	<ol style="list-style-type: none"> 1. Within the port area (3-5 nautical miles): Speed reduction achievement rate of 95.1%, with a total of 61,143 vessels achieving the target. 2. Outside the port area up to 20 nautical miles: Speed reduction achievement rate of 48.2%, with a total of 27,575 vessels achieving the target. 3. Carbon reduction of 104,078.35 metric tons.
<p>Expand the use of shore power facilities:</p> <p>Use low-voltage shore power for own vessels and promote the use of high-voltage shore power among shipping companies.</p>	<ol style="list-style-type: none"> 1. Company-owned port service vessels: 100% use of low-voltage shore power. 2. Promotion of high-voltage shore power use among shipping companies in every port area: In 2024, Kaohsiung Port and Taichung Port accounted for a total of 88 vessel uses, with a utilization rate of 100%. 3. Carbon reduction of 3,893.5 metric tons.
<p>Pollution reduction measures for port machinery:</p> <p>Electrification of large machinery, use of super diesel fuel, and implementation of air quality control measures.</p>	<ol style="list-style-type: none"> 1. The major large-scale machinery at the seven major international commercial port container terminals has been electrified. 2. The remaining machinery in the port area uses super diesel with a sulfur content of less than 10 ppm. 3. Keelung, Taipei, Su'ao, Taichung, and Kaohsiung ports have cooperated with local governments to designate these ports as air quality maintenance zones, requiring large diesel vehicles entering the ports to comply with control measures.

4.1.3 Circular Economy

Resource Circulation Project

To align with the government's promotion of a circular economy and zero-waste policy, and following active coordination among government agencies by the Public Construction Commission of Executive Yuan, TIPC has established the following procedures: 'TIPC Standards for the Management and Inspection of Surplus Earth and Rock Materials', 'Procedures for the Application of Recycled Aggregates in Land Reclamation and Filling Operations (Approved Version)', and 'Outline Plan for Promoting the Application of Recycled Aggregates in Land Reclamation and Filling Projects (Approved Version)'.

Reuse of surplus earthworks	The Taipei Port Logistics and Warehouse Area accommodates residual soil from public works in the northern region, as well as soil generated from the dredging of rivers, reservoirs, coasts, and the maintenance of nearby commercial and fishing port waters, for land reclamation. The total amount of fill that can be accommodated is approximately 73.25 million cubic meters. As of December 2024, about 44.95 million cubic meters have been reclaimed, and the reclamation is expected to be completed by 2037. Real-time information can be found on 'Taipei Port Logistics and Warehousing Area Earthwork Exchange Platform'.
Recycled-Aggregate Application	Kaohsiung Port used 339.987 metric tons of recycled aggregates for the "Kaohsiung Port Paving Improvement and Channel Renovation Project."
Application of basic oxygen furnace (BOF) slag	<ul style="list-style-type: none"> From 2020 to 2032, TIPC has signed a contract with China Steel Corporation (CSC) to annually transport approximately 482,000 cubic meters of blast furnace slag for filling and construction in the second, third, and fourth phases of the windbreak zones within Taipei Port Logistics and Warehousing Area, with a total filling volume of approximately 5.35 million cubic meters. On March 13, 2023, the fifth environmental impact assessment comparison table was reviewed and approved by the Environmental Protection Administration (now the Ministry of Environment) to increase the annual fill volume of blast furnace slag to 815,000 cubic meters. On January 8, 2025, the Ministry of Environment approved the sixth environmental impact analysis report, increasing the total annual fill volume to 7,196,000 cubic meters and adding an additional 450,000 cubic meters of recycled aggregates. This project commenced filling on November 11, 2020. In 2024, approximately 1,615,966 tons (approximately 598,506 cubic meters) of blast furnace slag were filled, bringing the cumulative total to approximately 6,158,249 tons (approximately 2,280,832 cubic meters).



Earthwork Exchange Integrity Platform

Water Resource Utilization and Recycling

TIPC promotes water resource management and advocates water conservation based on the water supply companies in the respective locations of branches. In order to achieve water conservation goals, water-saving devices have been installed such as sensor-activated faucets and dual-flush toilets. Additionally, reclaimed water are used for irrigation, dust suppression, and road cleaning. The specific water conservation measures (such as the use of reclaimed water) and their outcomes are detailed information is provided in the "Water Consumption " section under "Environmental Protection Information" on the TIPC Sustainability website.

TIPC Sustainability website

Environmental Protection Information
Water Consumption



Note: Due to website updates, the information for this reporting year will be available only until the first half of 2026.



Harbor Affairs Column



Deputy Minister of the Public Construction Commission of the Executive Yuan, Yan Jiu-Rong, and representatives from various agencies attended the event.

Taipei Port Earthwork Exchange Integrity Platform

The Taipei Port Earthwork Exchange Integrity Platform aims to accommodate earthworks from public engineering projects in northern Taiwan and enhance port efficiency. The plan will be implemented in four phases until 2037, with an estimated 73.25 million cubic meters of earthworks to be processed. To enhance transparency, an integrity platform has been established to promote ecological conservation, environmental protection, and a circular economy, with an expected savings of NT\$44 billion in public funds. The platform emphasizes cross-sector collaboration, administrative transparency, public-private partnerships, and public oversight to ensure the fairness of earthwork management. The platform publicly discloses monthly disposal volumes, real-time footage from construction site control stations, and monthly secondary quality control test results. It also convenes regular coordination meetings to improve communication efficiency, making sure the plan is completed as scheduled and maintaining integrity.



Detailed information is provided in the "Column" on the TIPC ESG Sustainability website.



Kaohsiung Port Cruise Terminal Honored with 2024 TIBA AWARD Taiwan Outstanding Smart Green Building and System Products Awards - Gold Award for Design

Kaohsiung Port Cruise Terminal is designed with the concept of smart sustainability, incorporating smart building principles. Through smart operations management platform, it integrates four assistive modules to enhance management and operational efficiency, providing a safe and comfortable environment. The terminal can accommodate two large cruise ships concurrently, featuring 10 boarding ramps and an automated customs clearance system to improve clearance efficiency. The third-floor scenic platform, 'Rhythm of the Sea Plaza', offers residents a space to enjoy sea views and relax. The building's exterior features Taiwan's largest metal curtain three-dimensional curved surface, composed of thousands of irregularly shaped glass panels. The structure was mainly assembled in a factory with on-site assembly as a complement, evoking the imagery of flowing waves. It has been recognized with the Public Construction Commission's Golden Quality Award in 2023, and has successfully created a stunning new landmark celebrating Kaohsiung as southern Taiwan's ocean gateway.



Detailed information is provided in the "Column" on the TIPC ESG Sustainability website.



Awarded the '2024 TIBA AWARD Taiwan Outstanding Smart Green Building and System Products Awards - Gold Award for Design'.



Harbor Affairs Column



Gaoyuan New Village Historic Harbormaster's Dormitory Building Restoration Project has been honored 'Excellent Award in 2024 24th Public Construction Golden Quality Award'.



Gold Quality Award - Gaoyuan New Village Historic Harbormaster's Dormitory Building Restoration Project

The 'Gaoyuan New Village Historic Harbormaster's Dormitory Building Restoration Project' in Keelung Port features a century-old port with complete documentation, historical materials, artifacts, and key figures (which can be used to construct valuable oral history archives). Through this restoration project, combined with surrounding historic sites, historical structures will be preserved. Restoration and reinforcement will replace general construction methods to maintain the original appearance and integrate modern energy-saving facilities. The project maximizes the reuse of original building materials, landscaping, and garden design, thereby saving costs and reducing carbon emissions while preserving the historical character and charm of the building.



Detailed information is provided in the "Column" on the TIPC ESG Sustainability website.



Green Port Incentive Program

The launch of the '2024 Green Port Incentive Program' aims to encourage shipping companies to bring clean vessels into ports and promote the electrification of port handling equipment, which will help improve port operational efficiency and reduce the environmental impact of the shipping industry. This includes encouraging operators to use vessels that meet Essential Science Indicators (ESI) scores and providing incentives based on ESI scores and total tonnage. Newly deployed electric or hybrid-electric cargo handling equipment will receive corresponding incentives based on equipment type, and the construction of charging facilities will also be eligible for incentives to reduce carbon emissions and noise pollution.



Detailed information is provided in the "Column" on the TIPC ESG Sustainability website.



Learning from Others' Strengths to Improve Ourselves: Working Together to Advance Sustainable Development

TIPC actively promotes sustainable development by strengthening communication with stakeholders and fostering collaboration with corporate partners. In 2024, the Company engaged with companies such as CSC, CPC Corporation, and Taiwan Railway on practical experiences related to natural capital and biodiversity, climate risk management, carbon reduction, circular economy, and ESG, thereby enhancing sustainable governance and carbon mitigation efforts.

In response to international sustainability disclosure trends, TIPC also organized lectures and capacity-building sessions focused on IFRS S1, S2, and the TNFD framework. This initiative underscores the company's commitment to supporting and implementing global sustainability disclosure standards.

Through site visits, lectures, and meetings, TIPC aims to deepen collaboration across industries, demonstrating concrete achievements in cooperation with stakeholders and corporate partners to build a sustainable port, thereby creating sustainable value for society and environment.



Detailed information is provided in the "Column" on the TIPC ESG Sustainability website.

4.2 Supporting Energy Transformation

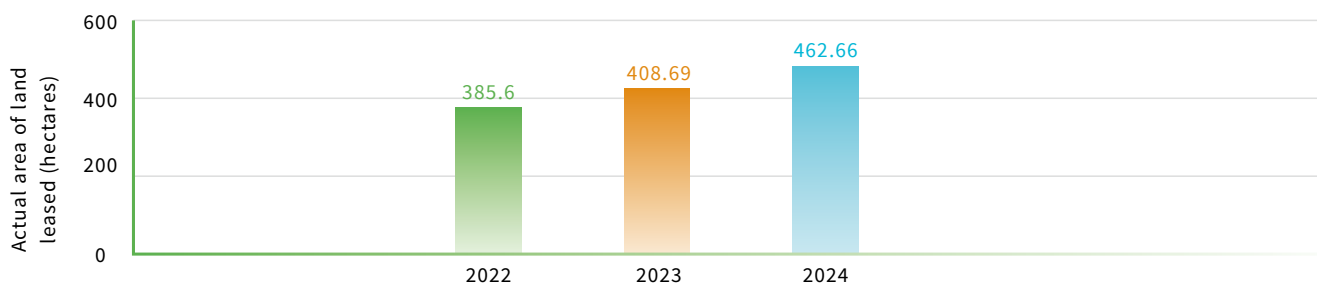
4.2.1 Developing Renewable Energy

In support of the national renewable energy development initiative, TIPC has collaborated with private enterprises and affiliated companies to participate in offshore wind power projects, including operations and maintenance, cargo handling, and talent training services. Additionally, TIPC has provided port facilities and hinterland land for the development of renewable energy industry. By 2024, the total land area leased by green energy-related industries reached 462.66 hectares. Furthermore, TIPC has achieved carbon reduction of 1,116.90 metric tons of CO₂e through its own solar photovoltaic installations, and has also encouraged other users to achieve carbon reduction of 56,428 metric tons of CO₂e through their own solar photovoltaic installations.

Note: Based on the 2024 electricity emission factor (0.474 kg CO₂e/kWh).

The company uses ports as operational bases for offshore wind power and gas-fired power generation. It conducts investment promotion activities in accordance with the "Commercial Port Law" and its sub-laws, such as the "Regulations Governing the Investment to Build, or Lease to Operate the Commercial Port Facilities For State-Run or Private Enterprises", to ensure that the investment promotion process complies with legal requirements.

Actual area of land leased for green energy-related industries in the past three years



Taichung Port Offshore Wind Power Development Plan

TIPC has cooperated with its equity investment businesses, TIPC Marine Corporation, Ltd. (TIPM) and Taiwan International Ports Heavy-Machinery Corporation Ltd. (TIPH), to provide offshore and onshore wind power operation and maintenance services. Taiwan International Windpower Training Corporation Ltd. (TIWTC) is promoting the cultivation of wind power talent:

1. TIPM uses Taichung Port as its offshore wind power operation and maintenance base, managing commercial and office facilities, warehouses, berths, and other infrastructure, and providing comprehensive offshore wind power operation and maintenance services including crew transport vessels and barge transportation.
2. TIPH addresses the unique characteristics of wind turbine components—extreme length, width, and weight—by offering turnkey transportation services for the onshore installation and transportation of large offshore wind turbine components.
3. TIWTC has constructed the 'Taiwan Wind Energy Training Center' in the Taichung Port Area, which meets international standards. It has introduced training courses from the Global Wind Organization (GWO) to provide localized and high-quality training services for the wind power industry. Approximately 3,900 certificates have been issued for wind power-related courses, with the company ranking first in Taiwan market share for certificate issuance for six consecutive years. Additionally, it has been honored with 2024 "Global Wind Organisation Safety & Training Awards" for the first time. The company also continues to expand into overseas markets, establishing a subsidiary in Japan and developing the Korean market.
4. In line with the Executive Yuan's goal of achieving an installed capacity of 5.6 GW for offshore wind power by 2025, and to further outline the development of offshore wind power by 2035, Taichung Port has begun planning an offshore wind power industrial zone for the period 2026–2035. For more details, please refer to the 'Offshore Wind Power Development in Taichung Port' section on the official website of Taichung Port.



The Training Team of the year Award' of GWO Safety & Training Forum and Awards 2024 was presented by Jakob Lau Holst, CEO of the organization, to Mr. Vincent Tsai, General Manager of TIWTC.

TIPC has designated the Su'ao Port wave energy power generation pilot project site to promote ecological green energy sustainability



Wave energy power generation pilot project site

TIPC issued an announcement in 2024 outlining the principles for leasing the wave energy power generation pilot project site, prioritizing the outer side of the southern outer breakwater of Su'ao Port, covering an area of 67,500 square meters, as the pilot project site. Operators must install power generation equipment offshore, with the pilot period lasting up to five years. The project site will be selected through a public bidding process, with the Keelung branch expected to announce the details in the first quarter of 2025. (Latest Updates)

4.2.2 Investing in ESG Bonds

TIPC is committed to reducing carbon emissions, protecting natural resources, and addressing climate change to achieve SDGs. The company invests its financial resources in sustainable development-related bonds (hereinafter referred to as ESG bonds) approved by the Financial Supervisory Commission (FSC) to support local enterprises in promoting green energy, energy-saving projects, clean transportation, and ecological conservation initiatives. As of December 31, 2024, ESG bonds accounted for approximately 10.66% of the company's total bond investment portfolio. In 2025, the company will continue to participate in investments in ESG bonds and maintain a holding proportion of over 5% of its bond portfolio. Given the rapid changes in financial markets, TIPC will review its holdings of ESG bonds in a timely manner based on market conditions and continue to seek suitable investment opportunities to strengthen its support for sustainable development.



Harbor Affairs Column



Gold Quality Award Port of Kaohsiung Wharf A6

In support of the development of the wind power industry, Kaohsiung Port has constructed a new heavy-lift terminal, featuring a total length of approximately 580 meters, a water depth of -10 to -13.5 meters, and an 8.5-hectare rear-line site, all of which are available to wind power companies. This project integrates A6 land and the quay line to serve as a base for the assembly of offshore wind turbine substructures and construction of submarine cables, meeting the needs of domestic developers and contributing to the development of domestic wind power industry. Considering the lack of heavy-lift terminals at Kaohsiung Port, the new construction project will reduce the impact of land transportation and transportation costs. In the future, it can also serve as a maintenance terminal for wind power equipment. Through the establishment of a comprehensive production base and the cultivation of professional talent, this initiative will help build a domestic supply chain for offshore wind projects, thereby implementing energy policies.



Detailed information is provided in the "Column" on the TIPC ESG Sustainability website.

4.3 Friendly Natural Ecology

4.3.1 Ecological Survey and Inspection

Ecological Survey

Taiwan is rich in marine resources. As a port operator, TIPC places great importance on marine ecological conservation and land environment protection, and is committed to promoting green port environmental protection in line with international shipping trends and government policies. In port construction projects, the company consistently conducts thorough assessments to minimize environmental impacts during development and operations. Continuous monitoring of ecological and habitat conditions ensures that operational activities have no adverse effects on the environment, while promoting the healthy development of marine ecosystems. Following surveys and assessments, the company's operations have been found to have no significant impact on biodiversity and no negative effects on the environment or surrounding species.

Port of Taipei

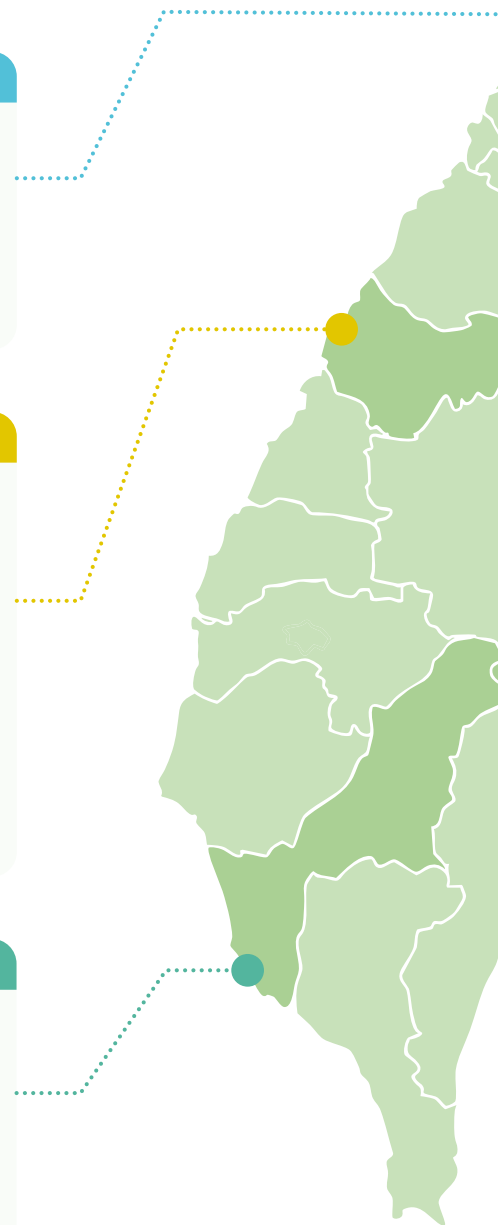
- **Areas located in, adjacent to, or encompassing protected areas:** Yes
- **protected areas name:** Port of Taipei North Breakwater Wetland (located near Port of Taipei)
- **Protecting species on the IUCN Red List:** No
- **Actions related to ecological conservation:** The wetland covers an area of 357 hectares and is classified as a coastal natural wetland and a designated coastal protection area under legal status.

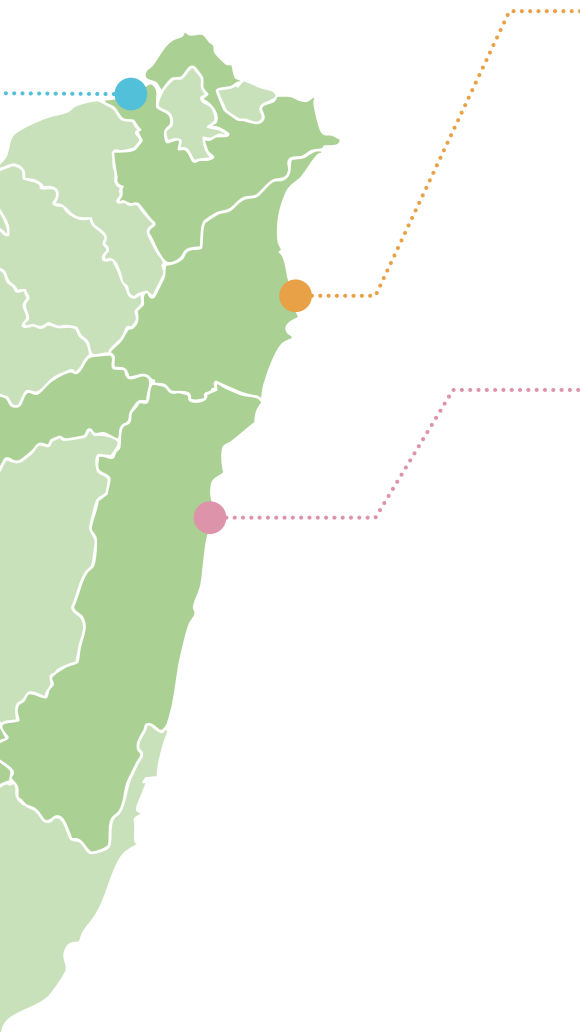
Port of Taichung

- **Areas located in, adjacent to, or encompassing protected areas:** Yes
- **protected areas name:** Important habitats for the Indo-Pacific Humpback Dolphin in the wild
- **Protecting species on the IUCN Red List:** Indo-Pacific Humpback Dolphin (Critically Endangered)
- **Actions related to ecological conservation:** Conducting environmental impact assessment and development permit applications, commissioning professionals to assist in conducting ecological and environmental surveys of the Indo-Pacific Humpback Dolphin population in the waters of Port of Taichung, and developing conservation plans. Additionally, coordinating with the expansion project's environmental impact assessment to formulate relevant conservation measures for the dolphin.

Port of Kaohsiung

- **Areas located in, adjacent to, or encompassing protected areas:** No
- **protected areas name:** South Star Wild Bird Reserve
- **Protecting species on the IUCN Red List:** No
- **Actions related to ecological conservation:** The South Star Land Project Area preserves the windbreak forests and surrounding green spaces that serve as important stopover sites for migratory birds. The area is landscaped using native species, and measures such as setting up green buffer zones and restricting vehicle speeds are implemented to protect the area and its wildlife.





Port of Suao

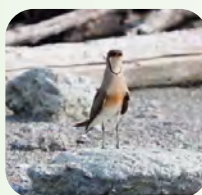
- **Areas located in, adjacent to, or encompassing protected areas:** No
- **protected areas name:** Port of Suao Tofu Cape Coral Conservation Area
- **Protecting species on the IUCN Red List:** No
- **Actions related to ecological conservation:** The Tofu Cape in Port of Suao has been designated by the Yilan County Government as a non-motorized sailboat recreation area. The coral area in that area is approximately 1 hectare and is located in the waters surrounding the Port of Suao Signal Tower. It is strictly prohibited to engage in coral mining and activities that could cause damage to the coral.

Hualien Port

- **Areas located in, adjacent to, or encompassing protected areas:** No
- **protected areas name:** Qilaibi Coast on the north side of Hualien Port (south side of Qixingtian Beach)
- **Protecting species on the IUCN Red List:** Taiwan megabats (vulnerable)
- **Actions related to ecological conservation:** A 0.63-hectare corridor between the Qilaibi scenic area on the north side of Hualien Port (south side of Qixingtian Beach) has been designated as a megabats conservation area.

Southern Star Wild Bird Habitat Protection Zone

Four wild bird ecological surveys were conducted in 2024, which recorded mostly common resident birds and some common migratory and introduced species, as well as four precious and rare conservation species (Grade PII) namely crested serpent eagle, crested honey buzzard, crested goshawk, black-winged kite, and two other conservation-worthy species (Grade PIII), brown shrike and swallow plover.



Swallow plover



Brown shrike



Black-winged kite

Ecological Audit

Since most of the port and seawall projects involve changes in coastline and landforms, the design does not only take into account the needs of industrial use, but also plan ecological compensation programs according to different local conditions in order to increase the biodiversity. With reference to the "Operating Manual for Implementation of Directions for Port and Harbor Project Ecological Inspection", each branch should commission professional units (organizations) or experts and scholars to check on whether there is any issue related to ecological environment conservation and to conduct self-assessment in the developed sites or original structures within the area. Information on our company's ecological audit can be found on our official website under 'Ecological Audit'.

4.3.2 Ecological Conservation and Restoration

TIPC is committed to creating a sustainable port and implementing ecological conservation measures that focus on both marine and terrestrial areas. In addition to ensuring the stability of marine ecosystem, the company also strives to create a green environment and enhance biodiversity.

Ecological Conservation and Restoration

Qilaibi Coast (south side of Qixingtang Beach) on the north side of Hualien Port - Megabats conservation

The megabat is a critically endangered species listed under the Act on Wildlife Conservation. Named for its fox-like face, it is characterized by large eyes and a golden neck, with a body length of approximately 20 centimeters and a wingspan of up to one meter. It is primarily active at night. The main populations are found on Guishan Island, Green Island, and Hualien, with Hualien being the only region on the main island with a stable population estimated at 60-80 individuals, making it the most stable in terms of numbers. Currently, their primary habitats include the Meilun Riverside near Hualien Port, Beibin Park, and Hualien City Green Tunnel.

In order to fulfill corporate social responsibility and promote ESG governance policies, TIPC has designated a 0.63-hectare corridor along the Qilaibi scenic area north side of Hualien Port (south side of Qixingtang Beach) as a megabat sanctuary. By the end of 2024, the area will be planted with edible plants, including Taiwan nato tree, tamanu tree, Hauili fig tree, Fukugi, and Indian almond, which serve as food and nesting sites for megabats. In the future, our company will further discuss with Hualien County Government and Hualien branch of Forestry and Nature Conservation Agency to organize a tree-planting event, demonstrating its commitment to megabat conservation and rehabilitation.



Megabats



Taichung Branch - Forestation project in collaboration with Tse-Xin Organic Agriculture Foundation

From 2020 to 2024, Taichung branch has been collaborating with Tse-Xin Organic Agriculture Foundation on a forestation project to plant 35,000 casuarina, hibiscus, willow, and sea hibiscus trees in a protective forest of Taichung Port, covering an area of approximately 20.7 hectares.

Anping Port - Mangrove Forest Reserve

Mangrove forests serve multiple functions, including windbreak protection, embankment reinforcement, pollution control, ecological conservation, education, and economic development. To prevent the development of Anping Port from destroying the existing mangrove forest habitat, TIPC, rooted in the principles of environmental protection and sustainable ecological conservation, TIPC implemented an ecological transplantation and restoration project in the mangrove reserve along Jiankang Road from June 1998 to September 2004. The reserve covers an area of approximately 4.6 hectares and features a picturesque waterfront forest landscape. TIPC continuously conducts environmental cleanup and maintenance work, and by now, the mangrove reserve at Anping Port has become one of the most comprehensively protected restoration areas in Taiwan.

To preserve the restoration outcomes, Anping Port regularly monitors the mangrove reserve on Jiankang Road, with inspections conducted twice a year during the spring and autumn seasons. Surveys within the reserve have identified various endangered and vulnerable plant species, such as portia, spotted mangroves, agarwood, and white-flowered black mangrove trees, with all plants demonstrating healthy growth.



Portia tree



Spotted mangrove

Taichung Port Marine Area - Ecological Environment Survey and Conservation Plan for the Indo-Pacific Humpback Dolphin Population

In line with global port development trends, Taichung Port commits to maintaining high-quality port facilities and promoting green port development. The port has conducted ecological and environmental surveys of the Indo-Pacific Humpback Dolphin population in the waters, and commissioned Professor Pey-Yi Lee from National Taiwan Ocean University (NTOU) to conduct marine and land-based observations of the dolphins, Professor Kwang-Tsao Shao to conduct a diet survey, and Professor Chi-Fang Chen to conduct an underwater acoustic survey. The survey results revealed that Taichung Port is a migration route for white dolphins, with the dolphins exhibiting more foraging behavior, such as exploring the environment and searching for prey locations, in the estuary. The Dadu River Mouth and the southern coastal waters along the survey line showed higher white dolphin prey catches, and acoustic monitoring analysis suggested that the southern waters of Taichung Port are fishing area for white dolphins.



White Dolphins



Green Belt Replanting and Ecological Tidal Pool

By 2024, the green belt area across all port zones has reached 773 hectares, accounting for 12.69% of the total port area. As part of efforts to preserve greenlandscapes within port areas, a total of 73,496 trees were planted or replaced in 2024, with regular tree pruning and weed removal exercises conducted to maintain the aesthetic and ecological integrity.

Since 2017, Keelung Port has established a 200-meter-wide green belt along the outer embankment and planted a 150-meter-wide strip of windbreak forest within the 48-hectare land reclamation area of the first phase of the Taipei Port Logistics and Warehousing Zone, covering an area of approximately 19 hectares. In the subsequent three phases of the land reclamation project, a similar 200-meter-wide green belt will be set up along the outer dike. In addition to the 150-meter-wide windbreak forest, ecological tidal pools will be introduced (expected to be completed by 2025) (scheduled for construction in 2027) to promote ecological diversity.

Taipei Port Logistics and Warehousing Area Ecological Tidal Pool:

An ecological tidal pool is formed naturally in the windbreak forest outside the warehouse area without any artificial stocking or placement. Four outlets are reserved in the embankment caissons for seawater exchange. The elevation of the tidal pool is designed to take into account the average daily tidal range of approximately 2 meters at Taipei Port. During high tide, organisms stay or forage in the tidal pool, and retain them in the tidal pool during low tide, keeping the pool water-filled even during low tide. This creates diverse ecological effects within the tidal pool and effectively utilizes the interplay between marine characteristics and structural elements to establish a foundational habitat for marine species, thereby attracting marine organisms to the ecological tidal pool.

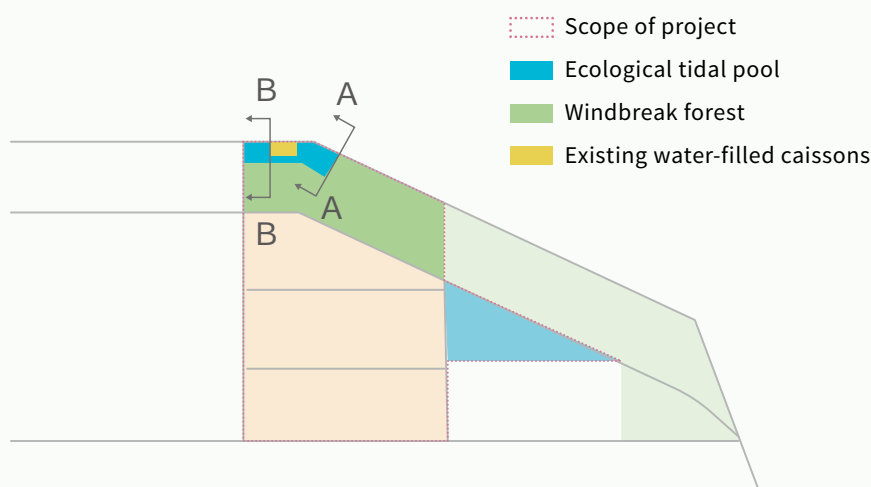
Effectiveness/benefits

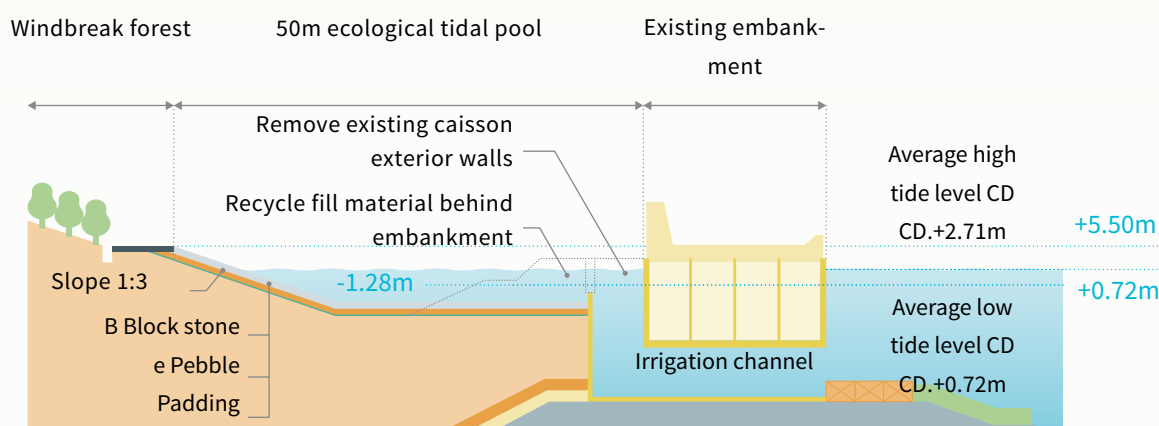
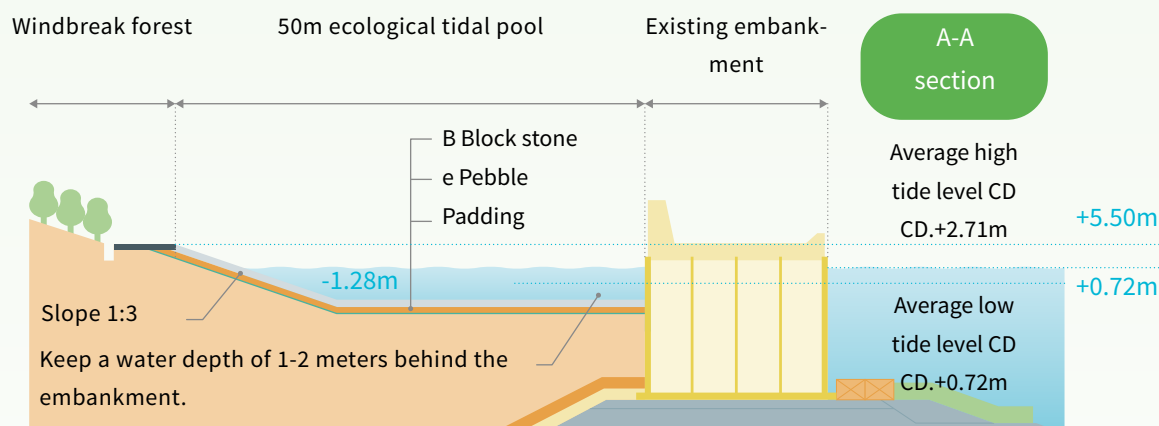
1. Creating harmonious coexistence with marine ecology and providing opportunities for water recreation for the public.
2. Maintaining biodiversity and creating a diverse ecological effect.
3. Reducing the ecological impact caused by land reclamation.

Execution time/schedule

Start construction in 2027; estimated completion in 2029 (estimated budget of NT\$80,000,000)

Schematic diagram of ecological tidal pool profile





Harbor Affairs Column



Conservation Release

In response to the Executive Yuan's policy of Salute to the Sea and conserving marine resources, TIPC conducted its first conservation release activity in accordance with marine release regulations. On June 6, 2024, in collaboration with the Guan Yin Shan Chung Hua Dabai Fazang Buddhist Association and under the guidance of Taiwan Ocean Conservation and Fisheries Sustainability Foundation, TIPC has released 45,000 fingerlings in the waters near Cape Pearl in Taichung Port. This initiative aims to cultivate marine biological resources, demonstrate corporate responsibility towards the environment and society, align with the United Nations Sustainable Development Goals (SDG 14) — conserving marine ecosystems — and implement the concept of a green port that integrates port operations with environmental sustainability.



Detailed information is provided in the "Column" on the TIPC ESG Sustainability website.





05

Ensure Environmental Safety in Port Operations

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5.1 Occupational Health and Safety Management



2024 Performance Highlights (S)

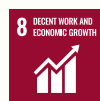
- At least one meeting of the Port Facility Security Committee was held in 2024 to review the overall port facility security assessment and security plan.
- Port facility security drills and exercises were conducted once every quarter in 2024, with a total of at least 36 sessions across the entire port area, totaling 36 times.
- Each branch office conducted at least one VTS personnel training session, totaling four sessions.
- For ongoing construction projects, with a total of 83 projects under jurisdiction in 2024, each branch office conducted at least one monthly inspection of each project, while the headquarters conducted one quarterly inspection of each branch office, achieving a 100% inspection rate for all projects.
- The frequency rate (FR) of severe workplace accidents and occupational diseases* resulting in disability is 0.
*Severe workplace accidents and occupational diseases: workplace injuries resulting in death or inability to recover health within six months.
- The company has organized a total of 600 workplace-related activities for employees.
Promoting safety in international port terminal cargo handling operations: The company has established a guidance plan to conduct safety promotion activities every six months, targeting port cargo handling operators or occupational safety personnel. In 2024, the number of participants in safety promotion activities reached 481. Annual audits and inspections were conducted 12 times (individual and joint audits), with 21 promotional activities and 48 audits and inspections being carried out, achieving the annual execution rate target of 100%. The target participation rate for diverse health promotion activities was 65%, with an actual achievement rate of 79.52% in 2024, meeting the annual target.



Comply with the SDGs



SDG 3.8



SDG 8.8



Management Policy

Covered material topics



Safety management of
port Operations



Occupational
safety and health

Policy

- 5.1.1 Occupational Safety and Health Policy

Management Evaluation System

- 5.1.2 Workplace Safety【Risk Assessment and Management Mechanism】
- 5.1.3 Employee Health Management
- 5.2 Safety Management of Port Operations
【Disaster Prevention and Response Plan】

5.1.1 Occupational Safety and Health Policy

TIPC is committed to enhancing occupational health and safety management performance and promoting workplace safety and health. Guided by the core principles of caring for employees, contractors, port operators, and implementing occupational health and safety measures, we actively prevent occupational accidents and strive to provide employees and stakeholders with a safe and healthy working environment. We continuously cultivate a safety culture with the participation of all employees and promote a "safety and healthy" friendly workplace culture to achieve the ultimate goal of zero occupational accidents. Our aim is to shape the image of TIPC as an internationally recognized enterprise with excellent workplace safety and health standards.

Occupational Safety and Health Policy



Occupational Safety and Health Management System

TIPC (including the headquarters, Keelung Branch, Taichung Branch, Kaohsiung Branch, and Hualien Branch) successfully obtained ISO 45001 / TOSHMS dual system certification in May 2022 (valid from June 12, 2022, to June 11, 2025), and all branches have passed the BSI annual follow-up audit from 2023 to 2024.

The occupational safety and health management system of TIPC covers the headquarters and all branches. The headquarters is responsible for coordinating and planning the commercial port development, construction, operation, and maritime transportation service management of the company and its affiliated branches, as well as related personnel. Each branch office is responsible for managing port-related operations and activities, including wharf, port, and project management, within its jurisdiction. The scope includes: Keelung branch office (including Keelung Port, Taipei Port, and Suao Port), Taichung branch office (including Taichung Port), Kaohsiung branch office (including Kaohsiung Port, Anping Port, Budai Port, and Penghu Port), and Hualien branch office (including Hualien Port).



ISO 45001 Certificate – Headquarters of TIPC



Taiwan Occupational Safety and Health Management System (TOSHMS) Certificate – Headquarters of TIPC

Occupational Safety and Health Committee

This committee consists of one chairperson and nine to twenty-one members. The chairperson is concurrently served by the Chairman of the company or his/her representative, who presides over all committee affairs. Committee members are divided into appointed members and labor representatives. Among them, six to fourteen appointed members are designated by the Chairman or his/her representative, including senior executives from the first-level units of headquarters, vice presidents of every branch, and medical staff, etc. There are three to seven labor representatives, who must constitute more than one-third of the total number of committee members, elected (or nominated) by the trade union. The term of service for committee members is two years, and they may be reappointed upon expiration. This committee meets once every three months to address matters related to its responsibilities. In accordance with the "Management Review Procedure," it regularly reviews changes and compliance with regulations and other requirements during management review meetings or occupational safety and health committee meetings, and retains relevant operational records in accordance with the "Document and Record Management Procedure." Additionally, the implementation progress of all objectives is reported to the committee by the responsible department every quarter for review to ensure management effectiveness.

TIPC Occupational Safety and Health Organization



5.1.2 Workplace Safety

Risk Assessment and Management Mechanisms

Pursuant to the 'Hazard Identification and Risk Assessment Procedure' of the company's ISO 45001 Occupational Health and Safety Management System, hazard identification and risk assessment are conducted for critical operations or work with higher potential hazards. In 2024, following hazard identification and risk assessment, fall risk among subcontractors was identified as the primary hazard type. To reduce the occurrence of falls, five high-risk disaster management workshops were conducted. Through thematic discussions, nine improvement measures were developed, including the introduction of technological risk prevention and establishment of the 'Occupational Safety and Health Cloud' inspection software, which were submitted for review at the annual management review meeting. The effectiveness of all hazard and risk assessment control measures was confirmed, serving as the basis for annual goals and management plans. This aims to continuously improve the occupational safety and health management system, implement necessary control methods, and maintain risks at an acceptable level, thereby enhancing occupational safety and health performance and striving for a safe, accident-free environment.

P Plan	D Do	C Check	A Act
1.Establish an occupational safety and health policy. 2.Identify the company's past, current, and planned activities, services, and occupational safety and health hazards, and determine the significant occupational safety and health risks incurred. 3.Identify the requirements of relevant laws and regulations. 4.Identify priorities and set appropriate occupational safety and health objectives. 5.Establish a framework and plan to implement the policy and achieve the objectives.	Conduct planning, control, supervision, corrective measures, audits, and reviews to ensure compliance with occupational safety and health policy requirements and maintain the applicability of the occupational safety and health management system.		Adjust as needed in response to changes in circumstances and information.

Regulation Identification

Regular assessments:

Prior to the annual management review meeting, all hazards and risk assessments must be regularly reviewed and updated as necessary to serve as the basis for annual objectives and management plans, thereby continuously improving the occupational safety and health management system.

Unscheduled assessments:

If any of the following situations occurs, a hazard identification and assessment must be re-conducted for the relevant operations:

(1) Initial establishment or revision of standards	(4) Regulatory changes affecting risk scores
(2) Changes in operational procedures, equipment, environment, or personnel	(5) Incidents requiring preventive measures following assessment
(3) Major accident incidences	(6) Significant gaps identified during audits

Significant Risk Determination and Risk Management

Risk level assessment is conducted based on the 'Risk Level Assessment Scoring Criteria', where exposure frequency, likelihood of occurrence, and severity are entered separately, and the risk level is calculated. The risk level is determined by multiplying the exposure frequency by the likelihood of occurrence and the severity of consequences, and the results are analyzed in reference to the risk matrix.

The risk level assessment scoring criteria are reviewed or revised every three years based on the 'Risk Matrix'. Countermeasures are implemented according to the 'Risk Level Scoring Criteria and Countermeasures' with approved response measures corresponding to the risk level. For management plans requiring improvements, a comparison table of occupational safety and health objectives and management plans is created as a basis for implementing the management plan. Improvements to the management plan are executed in accordance with the provisions of the 'Occupational Safety and Health Objectives and Planning Management Procedures'.

Incident Investigation and Safety Training

Our company has commissioned an occupational safety and health system consulting firm to conduct training on topics such as hazard identification, risk assessment, and incident investigation. Employees from all departments are required to participate in the training, which includes lectures, practical exercises, and post-course skill assessments. Upon completion, participants will serve as contact persons and seed personnel for their respective departments to ensure the competence of the implementing staff.

In 2024, no major occupational safety incidents occurred, thus no incident investigation was required. However, occupational safety and health management measures were still implemented in accordance with the "Occupational Safety and Health Management Procedures for Prevention and Control Measures". This included identifying abnormalities through internal and external audits, supervisory inspections, and reporting of near-miss incidents. The responsible units promptly conducted root cause investigations and risk assessments, proposed corrective and preventive measures, and evaluated the effectiveness of improvements through follow-up by the reporting unit or audit unit. Additionally, if any measure involves operational changes, a safety assessment is conducted in accordance with procedures, and the results are included in the annual management review and record-keeping process to ensure the implementation of continuous improvement and the strengthening of risk control mechanisms in management practices.



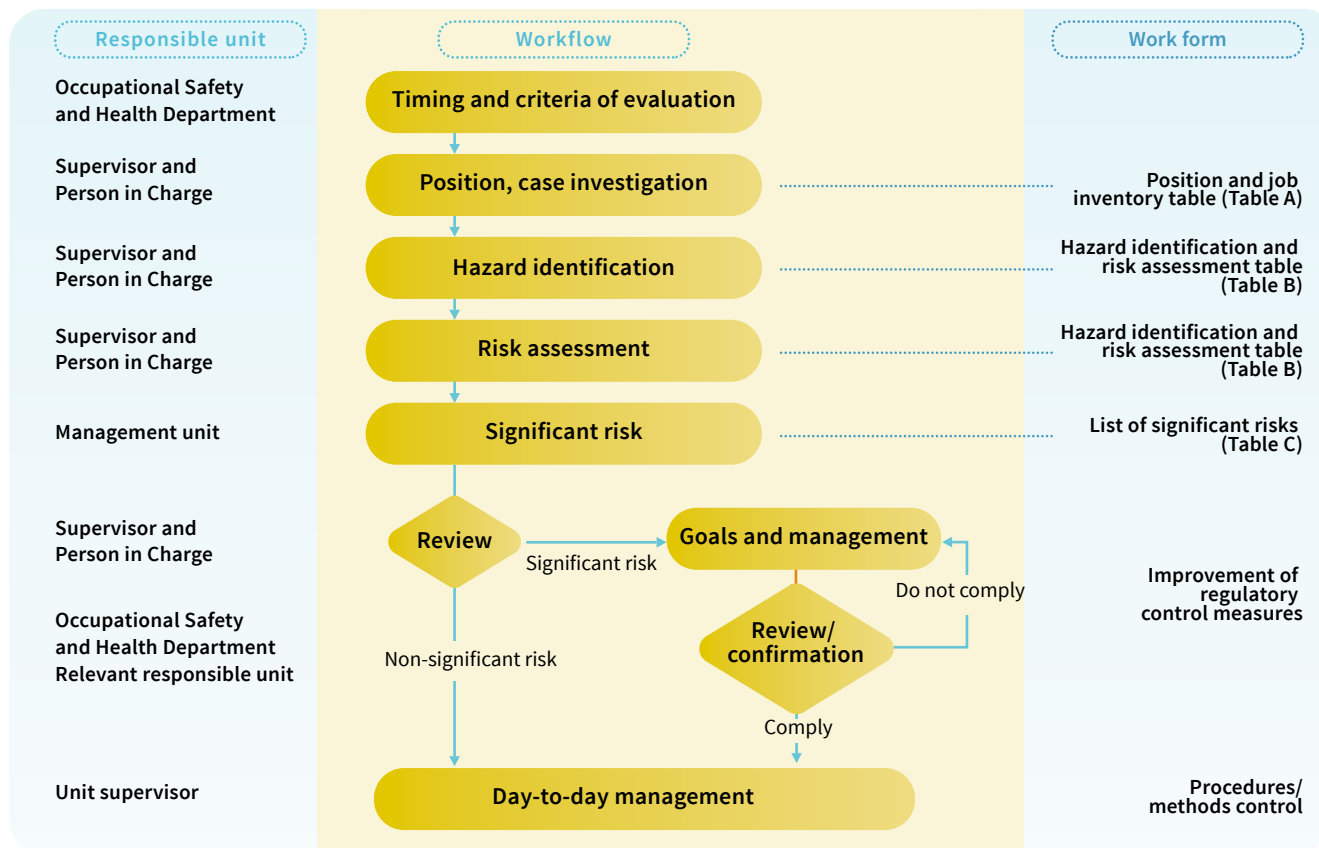
Incident Investigation and Safety Training

Safety Notification and Communication Mechanism

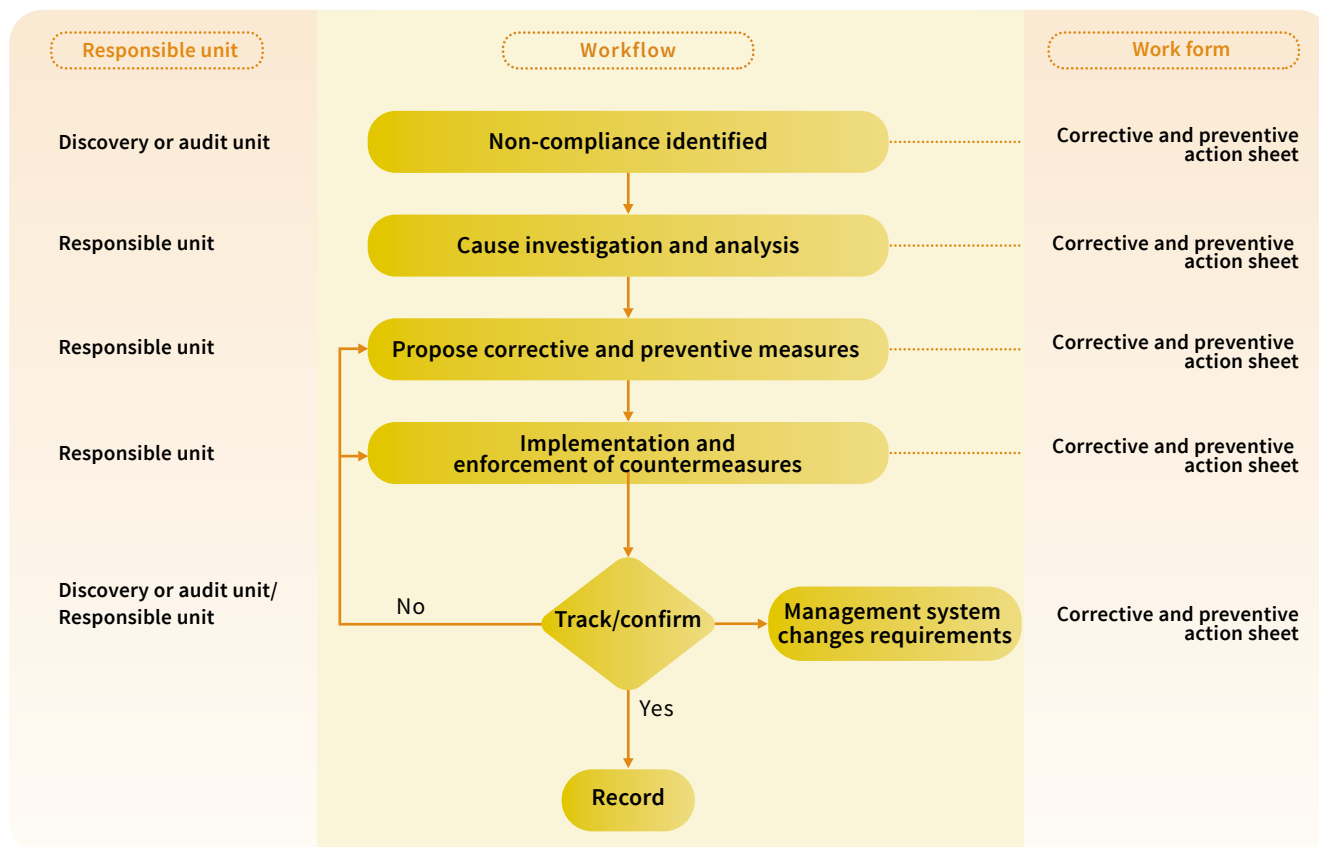
TIPC adopts appropriate measures (such as promotions, announcements, job descriptions, etc.) to ensure that employees are aware of the communication, participation, and consultation mechanisms related to occupational safety and health. Employees may submit suggestions regarding safety and health issues. Such opinions will be compiled, tracked, and forwarded to the responsible department by the Occupational Safety and Health Department, with meetings convened as necessary. Consultations regarding changes to safety and health conditions should be documented and notified to stakeholders. The results of safety and health suggestions will be communicated to the suggestor by the department head and may be discussed at the Occupational Safety and Health Committee. All safety and health policies, regulations, and objectives will be communicated through meetings, trainings, announcements, and other means to ensure that all employees and relevant external workers are informed. Additionally, the company protects employees from unfair treatment during the communication and consultation process and provides necessary arrangements to ensure their safety.

Procedures for Hazard Identification and Risk Assessment

Procedures for Hazard Identification and Risk Assessment






Corrective and Preventive Measures Management Procedure for Safety and Health Abnormalities

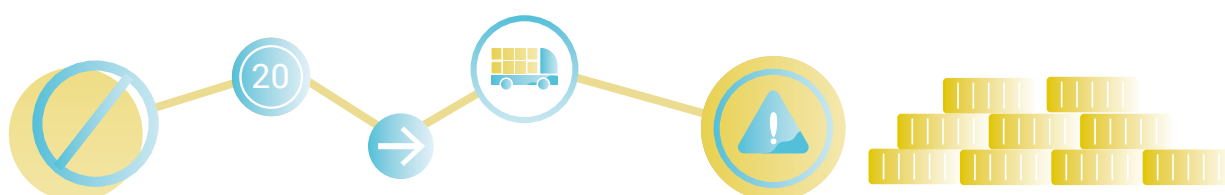


Safety of Port Operations

To secure port area operations, our company employs traffic flow design and port area signage to reduce potential hazards during port and service operations. During 2024, we complied with all relevant regulations and did not violate any laws or regulations related to product and service information and signage or marketing and communication. Specific measures are as follows::

Location	Preventive measure
Keelung Port	Customs clearance guidance, barrier-free facilities, signage in four languages, safety signs, and sidewalk installation
Taipei Port	Customs clearance guidance, barrier-free facilities
Su'ao Port	Customs clearance guidance, barrier-free facilities, Chinese and English signage with flexible language options, pedestrian walkways and safety monitoring, and terminal loading capacity signage.
Taichung Port	Customs clearance guidance, barrier-free facilities, terminal loading capacity signage.
Kaohsiung Port	Customs clearance guidance, traffic separation, and restricted access signs for work areas, load restriction notices, and signage maintenance mechanisms.
Anping Port	Vehicle and pedestrian separation and dispatch signage in the work area
Budai Port	No entry signs for work areas, traffic separation and dispatch signs, warehouse loading limit signs
Penghu Port	Customs clearance guidance, barrier-free facilities, loading capacity signs at terminals/warehouses/open storage areas
Hualien Port	Loading capacity signs at terminals/warehouses/open storage areas (based on the assessment results of professional consultants)

Kaohsiung Port	Taichung Port	Budai Port
 <p>Road sign between S17 and S18</p>	 <p>Safety instructions and signs for escalators</p>	 <p>No entry to the terminal operation area</p>



Taipei Port



Maintain smooth customs clearance and environmental safety before and after operations, and put up signs for guidance

Hualien Port



Dock load indicator

Anping Port



Terminal markings

Keelung Port



To serve foreign travelers, the tourist center signage is displayed in four languages.

Penghu Port



Load capacity sign

Su'ao Port



Vehicle speed limit and precautions signboard

Safety management measures related to service items

Service item	Description of safety management
Fire safety inspection of operating premises	<ol style="list-style-type: none"> Conduct self-defense firefighting drills once each in the first and second halves of the year: <ol style="list-style-type: none"> Headquarters and Kaohsiung branch: June 19, 2024, and December 17, 2024. Keelung branch: May 15, 2024, and October 22, 2024. Taichung branch: May 6, 2024, and November 12, 2024. Hualien branch: May 7, 2024, and November 13, 2024. Fire safety inspection and reporting for office premises by the end of May each year: All office premises across the company must complete fire safety inspections and reporting by the end of May 2024, and the results must be approved by the fire safety authorities during their re-inspection in the same year.
Safety procedures for ferry passengers	<ol style="list-style-type: none"> Provide passengers with landing and customs clearance services when passenger ships dock. To ensure the safety of services provided, wharf personnel shall conduct safety inspections of facilities, equipment, and customs clearance environments before passenger ships dock, maintain and control customs clearance order during docking, promptly respond to unexpected incidents on site, and report as appropriate.
Safety operations by port operators	<ol style="list-style-type: none"> To provide port operators (such as loading and unloading companies, freight companies, etc.) with a complete and safe working environment, wharf personnel conduct regular and irregular inspections of terminal facilities. If any damage is found, they immediately report it to the engineering department for repair and record it in the port structure management system. They are also responsible for keeping track of the repair progress in order to avoid any impact on the safety of port operations due to damaged facilities. Additionally, starting from June 2024, to reinforce the inspection management of high-risk port facilities and equipment (including passenger terminals, bridge cranes, and gantry cranes), the 'Inspection Procedures for Passenger Terminals, Bridge Cranes, and Gantry Cranes' has been established. This stipulates that inspections must be conducted at least once a month, with a 100% inspection completion rate achieved in 2024.

Education and Training

With the aim of enhancing employees' occupational safety and health knowledge and skills, the Port Authority has been conducting various educational training programs and promotional activities focusing on 'workplace safety' and 'health promotion' to reinforce safety awareness and personal health management capabilities. The company also encourages employees to promote a workplace safety culture through care, communication, and safety observation behaviors. It guides subsidiaries, contractors, and port cargo handling operators to jointly improve occupational safety and health management standards, fostering a safety culture that respects life and demonstrating a commitment to sustainable operations.

Each department shall compile an annual education and training plan based on actual needs, with the primary target audience being our company's employees. As appropriate, public and private sector operators in the port area and stakeholders may also be included. Courses include both internal and external trainings, all of which are conducted by instructors with professional qualifications. For details on the education and training activities conducted in 2024, detailed information is provided in the "Occupational Safety and Health Training." section under "Friendly Interactive Information" on the TIPC Sustainability website..

Internal training	General or specific occupational safety and health education/training, health seminars, internal audits training for occupational safety and health, regulatory identification training, hazard identification and risk assessment training, and occupational safety and health education/training for relevant personnel involved in related operations.	External Training Depending on the requirements of the supervisory authority or the business needs of each unit.
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TIPC Sustainability website

Friendly Interactive Information
Occupational Safety and Health Training



Note: Due to website updates, the information for this reporting year will be available only until the first half of 2026.

5.1.3 Employee Health Management

To implement the health policy goal of 'zero occupational diseases', TIPC has established 'Employee Health Management Procedures' and an 'Employee Health Service Plan'. This plan covers all employees within the company, and health checkup expenses are allocated annually to provide employees with free health checkups. The scope and frequency of these check-ups exceed current legal requirements, demonstrating the company's commitment to caring for employee health.

Employee Health Services Project



All occupational safety and health units within TIPC have dedicated health care personnel responsible for employee health assessments, management, and follow-up. They plan and implement annual health service programs. Assessment content covers ergonomic hazards, unlawful assault, prevention of abnormal workloads, maternal protection, and the health of middle-aged and elderly employees. The company conducts regular general and special occupational health examinations annually (including noise, dust, abnormal air pressure, and long-term night shifts) and has established a Health Management Service Center, where professional nurses provide health consultations. Additionally, the company

has specially appointed occupational medicine specialists and on-site physicians to offer one-on-one consultations and follow-ups. Health examination data is uniformly imported into the 'Health Management Information System' for risk grading and management. Recent participation rates in health examinations are as follows: 1,001 people in 2022 (participation rate of 97.18%), 1,071 people in 2023 (98.1%), and 1,031 people in 2024 (99.22%). A total of 8 people did not get examined, with 3 due to physical reasons and 5 due to personal factors. Both the participation rate and the quality of health management have remained high. For details on the number of employees who received health checkups and the associated costs in 2024, detailed information is provided in the "Employee Health Checkups." section under "Friendly Interactive Information" on the TIPC Sustainability website.

TIPC Sustainability website
 Friendly Interactive Information
 Employee Health Checkups.



Note: Due to website updates, the information for this reporting year will be available only until the first half of 2026.

For employees' health, our company provides a variety of lectures, training, health consultations, checkups, and promotional activities for all employees. The types of activities provided by our company are as follows:

Health checkups and consultations

- On-Site Health Services Provided By Contracted Physicians, Workplace Health Risk Assessments,
- Employee Health Checkups And Health Consultations,
- Adult Health Checkups, And Cancer Screening Promotion

Arrange for contracted physicians to provide on-site health services and conduct workplace health risk assessments



Health lectures and promotion

- Maternal Wellness Care Seminar
- Cardiovascular Disease Prevention Seminar
- Awareness Campaigns On Noise
- Triple Highs, And Dementia Prevention
- Healthy Diet Hands-On Course
- Smoking Cessation Promotion



Maternal Protection Deserves Attention
 Women's health care lecture

Diverse health promotion activities

- Diverse Experiential Activities
- Mountain Climbing
- Ball Games
- Stress Relief Courses
- Spiritual Classes
- Physical Fitness Assessments



Physical fitness assessments

Emergency First Aid Training in Port

- CPR+AED (simplified version) education and training

CPR+AED (simplified version) education and training



Other health promotion measures

Influenza vaccination/
 oral cancer screening for employees



5.2 Safety Management of Port Operations

In accordance with the communication, participation, consultation, and awareness provisions of our company's ISO 45001 management system, internally this includes all employees, while externally it includes suppliers, contractors, customers, and other relevant stakeholders. However, the Occupational Safety and Health Regulation applies only to our company's employees and workers under the company's command, management, and control (such as interns and part-time workers).

In 2024, no recordable occupational accidents or diseases occurred among the employees and non-employees (contractors). However, on July 6, 2024, a serious occupational accident involving a third party occurred at an open area in Taipei Port. TIPC is currently drafting a letter to clarify the responsibilities involved. For detailed statistics on

occupational injuries and working hours in 2024, please refer to the Occupational Injury Statistics Table. Non-employee workers are managed by the contractors under each project of the subsidiaries, with a total number of approximately 700 (250 women; 450 men) in 2024.


Disaster Prevention and Rescue Plan

Given the sudden and unpredictable nature of disasters, TIPC has formulated a 'Disaster Prevention and Response Operation Plan' covering the pre-disaster prevention, disaster response, and post-disaster recovery phases. The plan also incorporates emerging risks such as climate change, pandemic spread, and social change to minimize disaster losses and advance towards sustainable port development.

In response to disaster prevention and mitigation, facility maintenance, and emergency preparation operations, TIPC collaborates with Maritime Port Bureau, MOTC, through regular and irregular trainings, drills, and inspection mechanisms to continuously review and revise plan contents, thereby enhancing actual emergency response capabilities. The company has established disaster response procedures in accordance with internal control and risk management systems, which include: annual reviews of crisis response standard operating procedures (SOPs), tests or drills, activation of real-time reporting and emergency response teams, and post-disaster documentation and tracking of improvements. Through risk assessments and evaluations of improvement outcomes, the company continues to optimize response strategies and safety management operations to ensure compliance with safety performance standards.

Disaster mitigation management

To control and achieve disaster reduction and mitigation, TIPC is implementing the following occupational safety and health management initiatives:

(1) Unannounced inspections of high-risk operations on aquarterly basis.	(4) Implementing an occupational disaster prevention plan to effectively reduce operational hazards. This plan includes five execution programs: risk assessment and control, safety education and promotion, self-management capabilities, construction safety control, and performance evaluation. It aims to ensure occupational safety and health practices in the Company's units and to supervise contractors' construction safety and health management operations, while enhancing various measures for occupational accident prevention.
(2) Supervising the subsidiary branches' implementation of Guidance on Safety and Health Management for Loading and Unloading at Harbor Terminals.	
(3) Establishing a project team for occupational safety and health supervision in ongoing construction projects. This team supervises the safety of construction sites and loading/unloading operations at various subsidiary branches, strengthening the occupational safety and health units and the responsible parties for ongoing construction projects. They ensure that construction contractors comply with contractual requirements and are monitored by auditing and supervisory units to prevent occupational accidents.	(5) Using the PDCA (Plan-Do-Check-Act) management cycle mechanism of the occupational safety and health management system to identify potential hazards in the working environment. Through continuous improvement, risks are reduced to an acceptable level and compliance with relevant regulations is achieved, ultimately enhancing safety and health management performance. <div data-bbox="871 1751 1331 2054">  </div>



Harbor Affairs Column



Taipei Port was awarded the 2024 Golden Safety Award at the 18th Occupational Safety and Health Excellence Program



Kaohsiung Port was awarded the 2024 Golden Safety Award at the 18th Occupational Safety and Health Excellence Program



Golden Safety Award – ‘Public Facilities and Permanent Revetment and S04~S05 Wharf Project of Taipei Port South Wharf C Fill Area’ and ‘Wharf Seawall and Reclamation Project at Kaohsiung Port A6’

TIPC has been honored with the 18th Golden Safety Award for its projects titled ‘Public Facilities and Permanent Revetment and S04~S05 Wharf Project of Taipei Port South Wharf C Fill Area’ and ‘Wharf Seawall and Reclamation Project at Kaohsiung Port A6’. The Taipei Port project aims to develop a smart vehicle industrial park, constructing revetment, public facilities, and automotive transport ship terminals, with completion expected by 2027. The Kaohsiung Port Wharf A6 project aligns with the offshore wind power policy, aiming to establish a base for the assembly and logistics of wind turbine equipment, with completion expected by 2025. TIPC prioritizes occupational safety management, incorporating safety considerations from bidding to design phases, implementing risk assessment and communication, and collaborating with local governments to improve safety and hygiene standards at port construction sites.



Detailed information is provided in the “Column” on the TIPC ESG Sustainability website.



Family of Occupational Safety and Health, Occupational Safety Award Winners

In response to World Occupational Safety and Health Day, TIPC established the ‘Taiwan Port Group - Kaohsiung City Safety and Health Family’ to collaborate with relevant agencies in strengthening operational safety at Kaohsiung Port and promoting safety education and management systems. The company has implemented ISO/CNS 45001, VR training, and health promotion activities to enhance occupational safety and health performance, and has been recognized as an ‘2024 Occupational Safety and Health Excellent Unit’. This initiative will be further expanded to other ports, aligning with ESG and “Three Safety” goals, with the aim of achieving zero occupational accidents.



Detailed information is provided in the “Column” on the TIPC ESG Sustainability website.







06

Promoting Diverse Partnerships for Mutual Prosperity

6.1 Happy Workplace 139

6.2 Social Co-Prosperity 153

6.1 Happy Workplace



2024 Performance Highlights (S)

- Compared to the overall employee evaluation score of 80.3 for a friendly workplace in 2023, TIPC achieved a score of 83.2 in 2024, significantly outperforming the market survey data of 59.6. This demonstrates the effectiveness of our efforts in building a friendly workplace environment.
- Total training hours: 93,245 hours
- A subsidy of NT\$4.44 million was allocated to support employee training and further education.
- The average satisfaction rate of training courses reached over 91%.
- Approximately NT\$27.65 million was invested in education and training.
- Subsidies for external training and language proficiency tests were provided to 371 individuals.



Comply with the SDGs



SDG 4.4
SDG 4.5



SDG 5.1
SDG 5.4



SDG 8.5
SDG 8.6
SDG 8.7

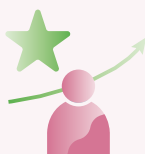


SDG 10.2
SDG 10.3
SDG 10.4



Management Policy

Covered material topics



Employee development
and commitment



Employee benefits

Policy

- 6.1.1 Talent Attraction and Retention
【Human Resources Policy】

Management Evaluation System

- 6.1.1 Talent Attraction and Retention
【Human Resource Management System】

6.1.1 Talent Attraction and Retention

Human Resources Policy

TIPC coordinates the development, construction, and management of Taiwan's international commercial ports under the concept of a port cluster. Despite the rapidly changing maritime transport market, the company continues to perform well. In order to enhance salary competitiveness, improve internal and external employment stability, attract and retain talent, and allow employees to settle down, TIPC will continue to review employee benefits and welfare.

Committed to creating a workplace environment that embraces 'Diversity, Equity, and Inclusion' (DEI), TIPC actively promotes a human-centered, employee-friendly workplace, respecting and valuing the diversity and uniqueness of every employee. It supports employees by placing them in roles well-suited to their strengths, aiming to foster a sense of accomplishment and belonging among its workforce.

With regard to training and education issues, TIPC has established key points for the implementation of training and continuing education, planned a wide variety of professional training programs, and provided multiple digital learning channels. In addition, we offer subsidies for personal further education, certification, and professional training courses to encourage employees to self-improve and enhance their career competitiveness.

Human Resource Management System

In order to assess employees' satisfaction with different aspects of workplace environment and understand the effectiveness of relevant policies and systems, TIPC conducts annual surveys to gain insight into employees' actual experiences. Through analysis of survey results, the company develops improvement measures to continue optimizing the workplace environment. Additionally, regarding training and education programs, we also conduct post-training satisfaction surveys to ensure that training content aligns with employee needs and enhances learning outcomes.

Employee Turnover

To establish a sound human resources system, TIPC has formulated work rules in accordance with Article 70 of the 'Labor Standards Act' and relevant laws and regulations, clearly stipulating provisions regarding staff employment, salaries and bonuses, attendance and leave, and performance evaluation and rewards/punishments. This is aimed at safeguarding the rights and interests of both employers and employees, enhancing organizational efficiency, and promoting business development. In accordance with the 'People with Disabilities Rights Protection Act', the company was required to recruit 59 people by the end of 2024, with 63 actually recruited, exceeding the target by 4 people. Additionally, in accordance with the 'Indigenous Peoples Employment Rights Protection Act', the company exceeded the target by enrolling 11 indigenous individuals (6 men and 5 women). Hualien branch adopted a regional recruitment approach to increase the employability of indigenous groups, further promoting diversity, inclusion, and equal employment opportunities.

As of the end of 2024, TIPC had a total of 2,086 employees (including 9 part-time employees, with the remainder being full-time employees), all of whom were hires from Taiwan. The proportion of senior management personnel of Taiwanese nationality was 100%. Due to the nature of port operations, the number of male employees exceeded that of female employees. Additionally, there were 389 non-employee workers, who were contracted personnel engaged in business operations. Detailed information on the company's workforce structure for 2024 detailed information is provided in the "Employee Distribution" and "Workforce Mobility" section under "Friendly Interactive Information" on the TIPC Sustainability website.

TIPC Sustainability website

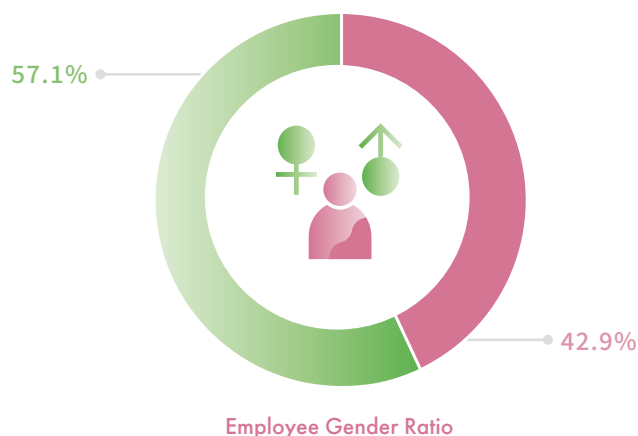
Friendly Interactive Information
Employee Distribution" and "Workforce Mobility



Note: Due to website updates, the information for this reporting year will be available only until the first half of 2026.

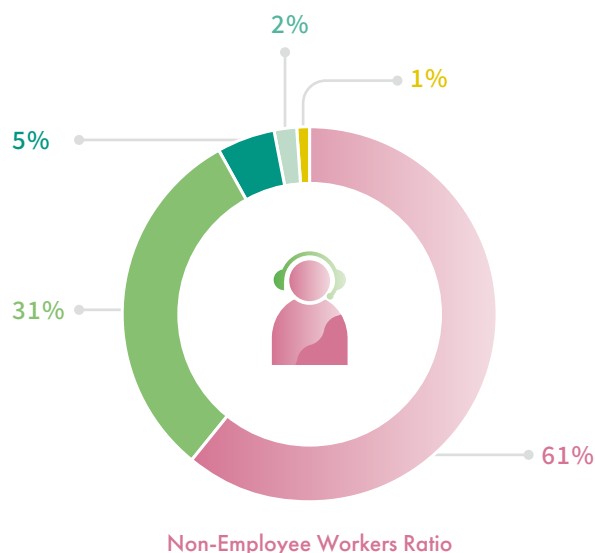
Employee Gender Ratio Employee Gender Ratio

- Male
- Female



Non-Employee Workers Ratio

- Cleaning Staff
- Security Staff
- Official Vehicle Driver
- Hardware/Network locator
- System operators



Note: Non-employee workers are contracted with the company.

To effectively motivate outstanding colleagues, the company provides a smooth promotion pathway based on the principles of fairness, impartiality, and transparency. This aims to efficiently promote talented individuals and build a talent pool for port operations. The company conducts promotion processes twice annually. Transfers and retirements are handled according to regulations to maintain workforce stability and enhance service quality. Employees who have served at the same port for at least two years may apply for transfer according to specified procedures and timeframes. Additionally, the company employs a regional recruitment and regional admission approach. Employees who have served in their assigned port for at least three years may also apply for transfer.

Personnel Changes in 2024

Job transfers	Promotions	Resignations	New Hires
418 person	22 person	164 person	179person

Minimum Notice Period for Operational Changes

When an employer terminates a labor contract in accordance with Article 11 or Article 13 of the Labor Standards Act, the notice period must comply with the following provisions:

- Where a worker has worked continuously for more than three months but less than one year, the notice shall be given ten days in advance.
- Where a worker has worked continuously for more than one year but less than three years, the notice shall be given twenty days in advance.
- Where a worker has worked continuously for more than three years, the notice shall be given thirty days in advance.

After receiving the aforementioned notice of termination, the worker is entitled to take time off during working hours to seek new employment. The total leave for this purpose shall not exceed the equivalent of two working days per week,

and wages must be paid during the leave period.

According to the collective agreement, if there is a change in an employee's position that makes it difficult for them to perform their duties, they can file a complaint within 30 days from the effective date of the notification. If the complaint is rejected, they can submit a request to terminate the labor contract or retire to Party A (TIPC) within 7 days after the rejection. Alternatively, within 30 days from the effective date of the notification, they can submit a request to terminate the labor contract or retire to Party A (TIPC). In the case of significant operational changes, the notice period is determined according to the provisions of the Labor Standards Act.

1. Where a worker has worked continuously for more than three months but less than one year, the notice shall be given ten days in advance.
2. Where a worker has worked continuously for more than one year but less than three years, the notice shall be given twenty days in advance.
3. Where a worker has worked continuously for more than three years, the notice shall be given thirty days in advance.

Recruitment and Talent Retention

To enhance the competitiveness of the port, efforts are being made to implement relevant recruitment plans to find qualified talent. Through industry-academia collaboration, professional port talents are being cultivated. To ensure the stable development of the organization, the Company continues to promote various talent retention measures, including employee education and training, job development planning, incentive systems, and communication and care. These initiatives are designed to provide incentives for mutual growth, thereby ensuring the organization's stable development.



Recruitment of Practitioner

Recruitment of employees is conducted to address the company's personnel attrition and business expansion needs. In 2024, a total of 1 recruitment test was conducted, and 170 individuals were recruited.



Industry-Academia Collaboration Project

To integrate academic studies with employment, a collaboration system has been established for 3rd-year university students from schools that have signed industry-academia cooperation agreements with TIPC. In 2024, fifteen 4th-year students were recruited to intern at the TIPC's Vessel Traffic Service (VTS) for a duration of 10 months. The Company provides business guidance and internship allowances, and upon graduation, the students have the opportunity to join the team.



Campus Recruitment Orientation

In order to promote the recruitment of our employees, we will hold campus recruitment orientations at universities and colleges, and we had held 32 orientations in 2024.



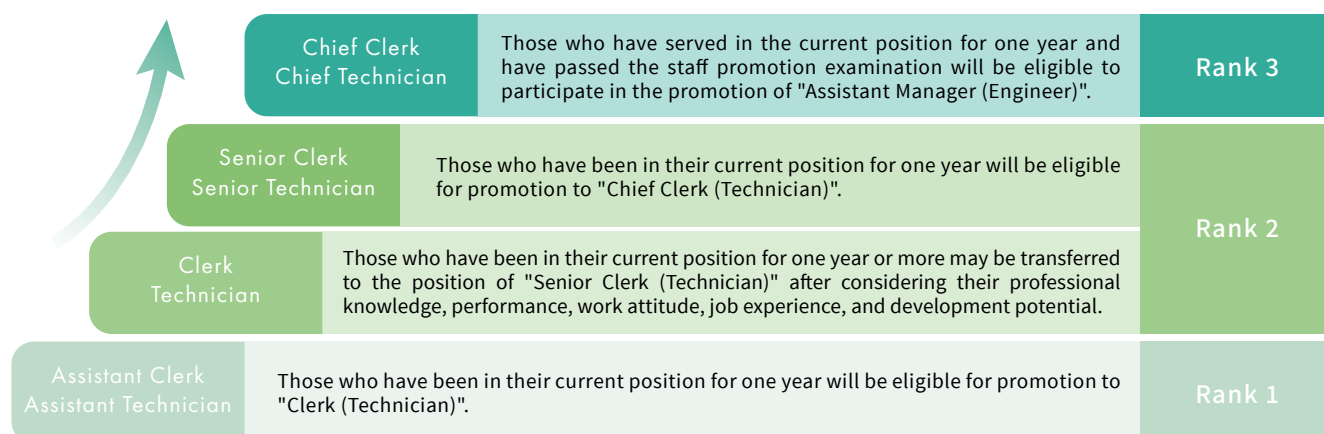
Career Development Planning

The Company implements regional recruitment planning and a mechanism for employees in remote areas to return home, reducing the need for remote assignments, ensuring smooth channels for career advancement. Furthermore, the company provides employees with a Career Development Path to help them understand their career development trajectory and provide clear direction for their efforts. It encourages employees to continuously enhance their abilities and embrace the career development blueprint in the port industry, gradually achieving long-term commitment to the company.

Senior Level Practitioners Career Development Path



Junior Level Practitioners Career Development Path



Incentive System

Planning incentive bonus system and adding outstanding performance assessment, TIPC strengthens the effective linkage between performance assessment, bonuses, training, and promotion development systems, ensuring the continuity of incentives and enhancing the intention of excellent employees to stay with the company for its development. In addition, to encourage employees to strive and contribute to the company with their expertise, and to establish role models among the staff, the port company has established Criteria for Selecting Exemplary Employees. Approximately 20-24 employees are selected each year based on the company's employee ratio. Selected exemplary employees are publicly recognized, awarded 24 trophies, and given an incentive bonus.

The exemplary employees 2024



Employee Care

TIPC promotes an Employee Assistance Program (EAP) to help employees with psychological, family, interpersonal, work, financial, and legal issues, supporting them in maintaining a healthy state of mind during career transitions or important life stages (such as marriage, childbirth, illness, injury, or retirement) so they can face challenges head-on. In 2024, we commissioned 'Newmind EAP Consultation Co., Ltd.' to provide EAP services. Employees can access initial consultations via a free hotline and, if necessary, be referred to professionals such as psychologists or lawyers for individualized services. In special cases, management consultation meetings may be convened to assist the company and human resources department in jointly addressing the issue. In addition to consultation services available to all employees, customized care plans are developed for specific groups to provide more flexible and tailored support services:

The company has established a dedicated care program for the senior generation, encouraging relevant personnel to engage in diverse learning opportunities and participate in external courses to promote their social engagement.

Specific Roles	Tailored Service Plans
Shift Workers	The company conducts a "Work-Life Satisfaction and Needs Survey" specifically for shift workers to understand if their shift work affects their family life and work-life balance. Based on the survey results, tailored service plans are developed for shift workers. On-site inspections are conducted at the port to assist colleagues in improving their physical and mental health and office environment, ensuring their workplace safety and health.
Facing retirement personnel	In response to encouraging the "Silver Generation" aged 55 and above to continue learning and engage in the social production cycle, the company conducts a "Employee Retirement Preparedness Assistance Needs Survey" for personnel who will retire within the next 5 years. This survey aims to understand the concerns of retiring individuals, assess the completeness of their retirement preparations, and identify the assistance measures they hope the company can provide before retirement.
Employees in four situations: Marriage, Childbirth, Illness or injury, and Bereavement	Considering that the four situations mentioned entail significant role transitions and turning points, to assist colleagues in smoothly transitioning and adapting during these periods, the company proactively provided care packages and small cards to colleagues experiencing any of the aforementioned situations in 2024, conveying wishes of blessings and consolation, along with providing information on relevant subsidy application forms and counseling resources.

6.1.2 Employee Training and Development

TIPC is committed to ensuring that every employee is placed in the right position to maximize their potential. The company's human resource development strategy focuses on enhancing professional expertise, strengthening management capabilities and reinforcing talent training systems. After each training session, satisfaction surveys are conducted, with average satisfaction levels exceeding 90%, providing valuable feedback for future course planning. The company will remain dedicated to advancing education and training topics. In 2024, TIPC reported an average training hours per employee of 44.7 hours, with total training costs amounting to NT\$ 27.65 million, resulting in an average training cost per employee of NT\$ 13,255. Detailed information is provided in the "Average Training Hours" section under "Friendly Interactive Information" on the TIPC Sustainability website.

TIPC provides a wide range of professional training programs and digital learning resources, along with financial support for employees' further education, certification exams, and specialized courses. This encourages continuous learning and enhances workplace competitiveness. To strengthen career development and talent retention, the company has established a performance evaluation and talent development system. In 2024, 100% of both managerial and non-managerial employees underwent performance evaluations. All employees, regardless of gender, are granted equal opportunities for promotion and salary adjustments.

The company operates a wide range of businesses with locations across Taiwan, offering employees opportunities for horizontal rotation and long-term career development. For potential future leaders, talent development programs and advanced training courses are provided to cultivate leadership competencies and build a strong succession talent pool, ensuring a well-structured career progression plan. Since 2023, TIPC has participated in the Ministry of Education's 'Central Government Employee Learning System Incentive Program', and has been awarded the Excellence Award for two consecutive years (2023 and 2024). This highlights the company's strong commitment to employee growth and sustainable development. Looking ahead, the company will continue to promote diverse learning pathways, aiming to build a proactive learning organization that fosters mutual growth for both employees and the enterprise.

TIPC Sustainability website

Friendly Interactive Information
Average Training Hours



Note: Due to website updates, the information for this reporting year will be available only until the first half of 2026.



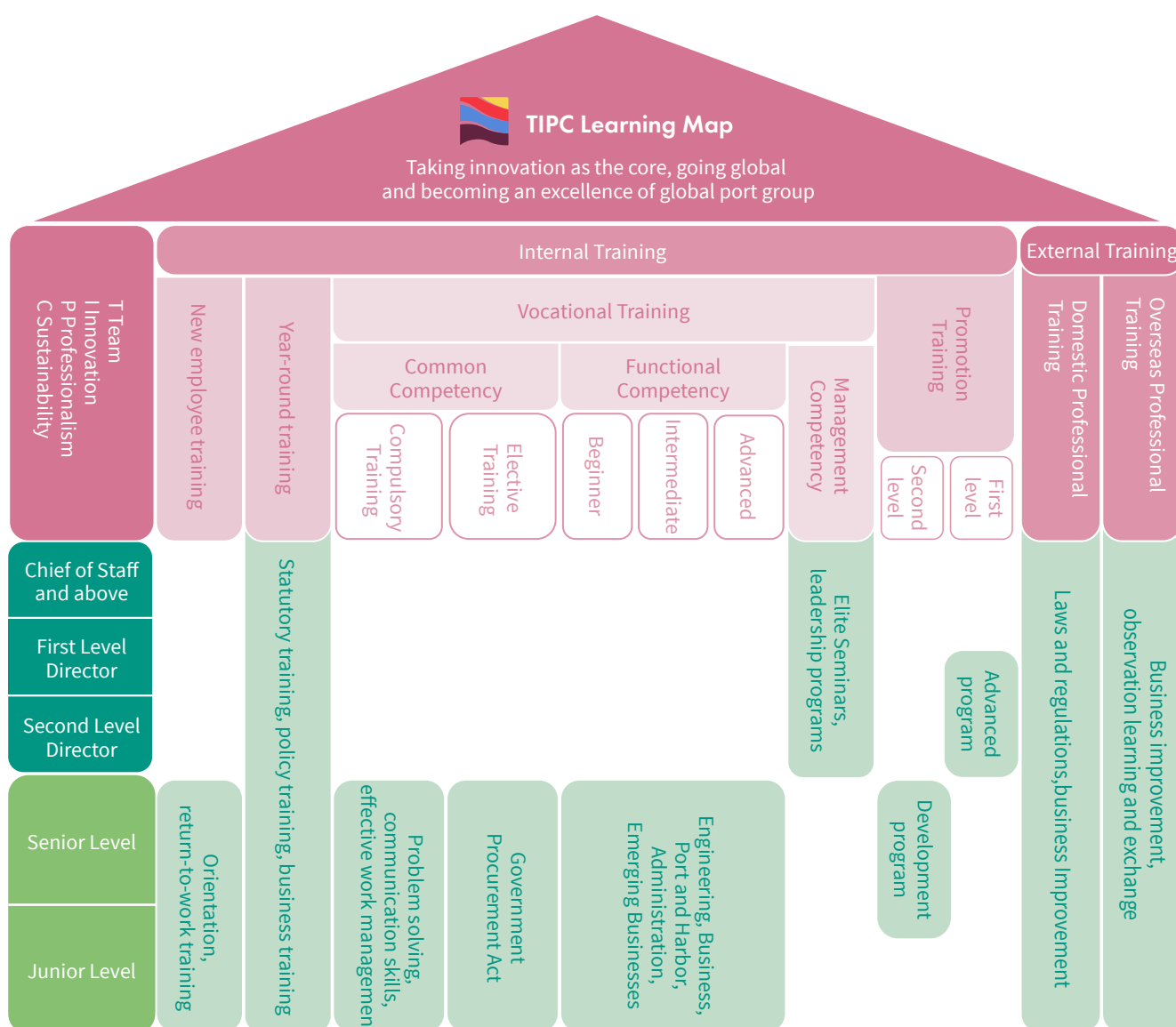
Central Government Employee Learning System Incentive Program



Competency Planning and Development

Training Planning

TIPC is committed to fostering a workplace that encourages employee growth and continuous learning. To align training with job responsibilities, business needs, and career development requirements, the 'TIPC Port Learning Map' is designed to establish a systematic and hierarchical training and development framework. This framework encompasses core competencies, professional skills, and managerial capabilities, ensuring employees receive the necessary training for their roles while continuously enhancing their professional capabilities. Approximately NT\$27.65 million was allocated in 2024. In addition to planning diverse professional training programs and providing multiple digital learning channels, the company also offers subsidies for personal further education, certification exams, and professional training courses to encourage employees to enhance their skills and improve their workplace competitiveness. To align employees' career development with the company's growth and implement effective talent retention measures, the company has established a reasonable performance evaluation and talent development system, offering annual opportunities and channels for job promotions and salary increments. Additionally, TIPC's diverse business scope and widespread work locations across Taiwan provide talent with flexible development and transfer opportunities, facilitating long-term career growth. For the cultivation and development of future managers, the company organizes talent development programs and advanced training courses to enhance leadership skills, and has established a reserve managerial talent pool to complete succession planning for managers at all levels.



Advanced Study Incentives

To encourage employees to pursue further education during their spare time, in 2024, TIPC provided subsidies for employees to pursue higher education at colleges and universities. Employees were eligible to apply for a maximum subsidy of NT\$ 20,000 for tuition and credit hour fees or up to 8 hours of paid time off per week for part-time education. This initiative aimed to enhance the quality of talent within the company. A total of 87 employees applied for the subsidy, and 42 employees applied for part-time education. To encourage active language learning among employees, TIPC selected eligible individuals to participate in training programs, including certification training and professional development, and provided subsidies for language proficiency examinations. A total of 371 employees applied for the subsidies, and NT\$4.44 million was allocated for these initiatives in 2024.

Employee Training and Development

TIPC is committed to ensuring that every employee is placed in the right position to maximize their potential. The company's human resource development strategy focuses on enhancing professional expertise, strengthening management capabilities and reinforcing talent training systems. After each training session, satisfaction surveys are conducted, with average satisfaction levels exceeding 90%, providing valuable feedback for future course planning. The company will remain dedicated to advancing education and training topics. In 2024, TIPC reported an average training hours per employee of 44.7 hours, with total training costs amounting to NT\$ 27.65 million, resulting in an average training cost per employee of NT\$ 13,255.

2024 Implementation Status		
Internal Training	New Hire Training	<ul style="list-style-type: none"> • Training for new employees: A total of 4 sessions were held, with 132 new employees participating in the training. • Training for newly returned employees: A total of 4 sessions were held, with 123 people participating in the training. • Senior associate training: A total of 5 sessions were conducted, with a total of 105 participants. 15 senior associate exchange activities were held, with a total of 335 participants.
	Annual Training	<ul style="list-style-type: none"> • A total of 92 courses were conducted throughout the year, with 5,539 participants.
	Competency Training	<ul style="list-style-type: none"> • Core Competencies (Mandatory): 18 sessions, 395 participants • Core Competencies (Elective): 25 sessions, 424 participants • Professional Competencies: 36 sessions, 872 participants • Management Skills: <ol style="list-style-type: none"> 1. Senior Management Consensus Camp: Two sessions were held for senior management, with a total of 145 participants; two sessions were held for mid-level management, with a total of 199 participants. 2. Outlook Seminar: In 2024, Mark Tsao, Technical Director at Adobe, was invited to speak on the topic of "Human-Machine Collaboration: AI Creating New Work Model" with 47 participants. Additionally, Chung-Chia Cheng, Director of Zhiyou Technology Co., shared insights on "Using AI Tools to Improve Work Efficiency" with a total of five sessions held and 281 participants. 3. International Affairs Talent Training: Two sessions were held in 2024, each lasting four days, with a total of 36 participants. 4. Six-Star Supervisor Training 'Performance Management and Review (Advanced Course)' was conducted in 2024. In the first half of the year, 'Employee Issue Identification and Resolution Skills' program was conducted in six sessions, with a total of 156 participants, and the 'Performance Management and Review (Advanced Course)' program was conducted in six sessions, with a total of 152 participants. In the second half of the year, the 'Emotional Management and Stress Adjustment' program was conducted in six sessions, with a total of 156 participants.

2024 Implementation Status

External Training	Promotion Training	<ul style="list-style-type: none"> Promotion Training: In 2024, one session each of the "Talent Development Program" for potential second-level managers and the "Talent Advancement Program" for potential first-level managers were held, totalling two sessions with 49 participants.
	Domestic Professional Training	<ul style="list-style-type: none"> A total of 355 participants were selected to attend training programs in 2024.
	International Professional Training	<ul style="list-style-type: none"> In 2024, the company nominated three employees to attend training programs in Belgium, covering areas such as engineering, business, and port management.

New employee orientation and training



retraining for new employees were conducted



Common Functional Training



Professional Competency Training



Executive Management Consensus Camp



Professional Competency Training



Six-Star Supervisor Training



International Affairs Talent Training



Digital Learning Platform

The company has established the ALOHA online learning platform to enrich and provide more self-improvement resources for employees. The platform digitizes internal courses for online learning, covering topics such as emerging trends, skill development, EAP employee assistance, group discussions, expert advice, and ongoing training. Additionally, the company purchased accounts from two leading online learning platforms in Taiwan, HAHOW and YOTTA, for employee use. In response to rapid changes in the global economic and trade landscape and the development of emerging technologies, the company purchased 350 sets of the Business Edition of the Innovation Academy online courses from MasterCheers at the end of 2023. Each set of accounts was provided to every manager in the company. The aim is to empower company managers to adapt to changing situations, enhance their technological management and leadership skills, and cultivate their own learning paths and rhythms through diverse learning channels.

6.1.3 Employee Benefits

Compensation and Benefits

As a state-owned enterprise, TIPC implements its salary system in accordance with applicable laws and regulations, which consists of base salary (grade-based) and a position-based salary. In 2024, the highest annual salary was 3.19 times the median annual salary. Bonuses include performance-based and merit-based bonuses. To boost employee morale, salaries were increased by 4% in 2024 in line with adjustments for military, public sector, and educational personnel, and will be further increased by 3% in 2025.

TIPC adopts a position-based compensation system, ensuring that starting salaries are not influenced by gender, ethnicity, religion, or other differences. Performance ratings are categorized into four levels: Outstanding, Excellent, Good, and Fair, which are directly linked to salary adjustments and bonuses. Salary adjustment proposals are submitted by the Human Resources Department to the Board of Directors for approval and are then reported to the Ministry of Transportation and Communications for record. For employees of the same position, seniority, and grade, the base salary and total compensation ratio between male and female employees is 1:1, in full compliance with the principle of gender pay equality. Overall salary differences are attributed solely to variations in job roles, length of service, and performance outcomes. °

In 2024, the starting salaries at TIPC are set as NT\$39,670 per month (equivalent to 1.39 times the minimum wage) for entry-level staff and NT\$56,680 per month (equivalent to 1.98 times the minimum wage) for professional-level staff, both of which exceed the minimum basic salary standard in Taiwan.

For details regarding the annual total compensation ratio and the gender-based base salary and compensation ratio in 2024, detailed information is provided in the "Entry-Level Employee Salary Standards" and "Gender Pay Ratio." section under "Friendly Interactive Information" on the TIPC Sustainability website.

Note:

1. Calculated based on the 2025 minimum wage of NT\$28,590 approved by the Executive Yuan, the starting salary multiples for new employees at the staff and professional levels are as follows.
2. Due to website updates, the information for this reporting year will be available only until the first half of 2026.

TIPC Sustainability website

Friendly Interactive Information
Parental Leave Statistics



Employee Welfare Committee

The Company has established an Employee Welfare Committee. The committee allocates welfare funds in accordance with the Organizational Charter of the Employee Welfare Committee of TIPC and formulates guidelines for subsidies through the Subsidy Guidelines of the Employee Welfare Committee of TIPC.

In 2024, the parental leave return-to-work retention rate at TIPC reached 91%. Detailed information is provided in the "Parental Leave Statistics" section under "Friendly Interactive Information" on the TIPC Sustainability website).

TIPC Sustainability website

Friendly Interactive Information
Entry-Level Employee Salary Standards” and “Gender Pay Ratio



Note: Due to website updates, the information for this reporting year will be available only until the first half of 2026.

TIPC promotes a family-friendly workplace by providing seven days of fully paid family care leave per year, a one-hour reduction in daily working hours for employees with children under the age of three, extended flexible working hours, flexible work locations, a child-friendly environment, childcare centers that feature local colors, and temporary childcare services. Specific measures are listed in the table below:

Category	Summary of key measures
Leave Policies (Above Legal Standards)	14 days of marriage leave, 42 days of maternity leave, 8 days of prenatal leave, 3 days of pre-pregnancy leave, 14–42 days of miscarriage leave, 7 days of family care leave, 12 days of menstrual leave, 1–3 days of annual leave for new hires, daily leave allowance up to NT\$1,600.
Expanded Flexible Leave System	Flexible extension of marriage and paternity leave, with minimum leave unit of 0.5 hours and up to 30 additional personal leave days per year may be applied for.
Flexible Working Hours	Generally flexible working hours from 8:00 AM to 9:00 AM, with expanded flexible working hours from 7:30 AM to 10:00 AM for employees with childcare and special care needs.
Reduced Working Hours	Employees with children under 3 years old may reduce working hours by 1 hour per day with full pay, without adverse consequences.
Flexible Work Locations	Employees with special care needs or cross-port assignments may apply for 5 remote workdays per month or work at the nearest port office.
Temporary Childcare Service	In case of school closures or caregiving needs, employees may bring their children/grandchildren to the office for temporary care.
Workplace Childcare Centers	Childcare centers are available in Keelung, Taichung, and Kaohsiung, with fees comparable to non-profit facilities: NT\$2,000 for the first child, NT\$1,000 for the second child, and free for the third child, incorporating port-specific features.
Welfare Subsidies & Condolence Payments	Includes allowances for marriage, childbirth, hospitalization, bereavement, and retirement; also covers children's education subsidies, club activity subsidies, holiday bonuses, and group insurance



Kaohsiung's Family Day



Keelung Port Workplace Childcare Center



Retirement Plan

The company manages employee retirement in accordance with the Civil Servants Retirement, Severance and Compensation Act, the Labor Standards Act, the Labor Pension Act, and related internal regulations. In 2024, the company contributed a total of NT\$116,346,871 to retirement funds, accounting for 6.98% of the company's total annual salary expenditure of NT\$1,668,054,149.

In 2024, TIPC introduced a dedicated care program for the 'silver generation', organizing retirement planning courses and seminars to assist employees in planning their retirement lives. The company also provided consultation and learning resources in health, finance, and family-related aspects to enhance the self-development and social participation of older employees. The company also supports volunteerism, giving priority to rehiring retired employees for various service roles and issuing volunteer service certificates to promote workforce reintegration. Additionally, the company continues to support the Port and Maritime Retirees Association, sponsoring its operations and events annually. In 2024, a total of NT\$350,000 was provided, along with office space to serve as a liaison point.

6.1.4 Workplace Diversity and Inclusion

Human Rights Education and Training

In 2024, human rights-related training sessions were conducted, covering gender mainstreaming, creating a friendly workplace, sexual harassment prevention, household division of labor, breaking gender stereotypes, LGBTQ+ issues, unconscious bias elimination, CEDAW, and more. A total of 1,988 individuals were trained. Based on 2,000 employees (from a total of 2,086 employees, excluding 34 on unpaid leave and 52 temporary staff), the training participation rate reached 99.4%, accumulating a total training time of 8,818 hours.

The company places strong emphasis on employee rights and well-being, adopting a people-centered management approach. In addition to strictly complying with relevant civil service and labor laws, the company has established a grievance mechanism to support employees in cases where their rights are violated or improperly handled and unresolved through regular channels. Furthermore, the company maintains multiple internal communication platforms to ensure transparent dialogue and effectively safeguard employee human rights.

To achieve and promote gender equality, TIPC has established a gender mainstreaming implementation plan for 2024. Internally, this includes conducting diverse educational training programs, producing informational materials, and reviewing participation mechanisms related to gender equality (1/3 principle). Externally, we conducted gender equality outreach at 32 in-person campus recruitment events and setting up multiple gender equality promotional booths at company events. Custom-designed gender equality folders and posters were distributed on-site to advocate for gender mainstreaming. We have also invited gender equality scholars to visit the Penghu Port Passenger Service Center, office areas, and signal stations to review facilities such as breastfeeding rooms, restrooms (including accessible restrooms), elevators, passenger flow and clearance routes, waiting areas, and parking lots to ensure they meet user needs.



Sexual harassment prevention and gender mainstreaming training





Gender Equality Activity-Penghu Port



Currently, Taiwan International Ports Corporation (TIPC) has commissioned Jung Kuo Security Co., Ltd. to provide on-site security services at the Kaohsiung Port Cruise Terminal. The contract and tender specifications clearly stipulate that the Labor Standards Act must be strictly followed. If the vendor violates any contractual terms, TIPC will handle the matter in accordance with Articles 101 to 103 of the Government Procurement Act. In addition, all security personnel stationed at the terminal are required to comply with Article 10-2 of the Private Security Service Act, which mandates at least one week of pre-service professional training for newly hired security guards, and a minimum of four hours of in-service training per month for serving employees.

TIPC safeguards labor rights and prevents forced or compulsory labor by explicitly including relevant requirements in its procurement contracts, ensuring that contractors and their subcontractors comply with laws and regulations during contract performance. The contracts require contractors to employ persons with disabilities and indigenous peoples in accordance with the People with Disabilities Rights Protection Act, Indigenous Peoples Employment Rights Protection Act, and the Government Procurement Act, while ensuring that all employees enjoy fair labor rights. Contractors are prohibited from discriminating against women, indigenous peoples, or other vulnerable groups and must comply with Human Trafficking Prevention Act to maintain a fair and friendly employment environment. To avoid illegal employment of child labor, contractors must also comply with the Labor Standards Act and related regulations as stipulated in the labor service contracts. According to the 'System for Querying Employers Violating Labor Laws', the company had no violations in 2024. The company continuously enforces contract management and supervision mechanisms to ensure that cooperating contractors fulfill their social responsibilities, jointly fostering a compliant and sustainable labor environment. For details on supplier management methods and procedures, please refer to Section 2.4 Supplier Management.

Labor-Management Communication and Grievance Mechanisms

To protect employee rights, TIPC has established 'TIPC Personnel Management Complaint Handling Guidelines', 'Complaints and Investigation Procedure for the Prevention and Handling of Sexual Harassment' and 'Prevention Plan for Wrongful Acts of Assault in the Performance of Duties of TIPC'. These mechanisms are inclusive of all employees, including indigenous groups, and ensure accessible channels for filing grievances. Employees may submit complaints through their respective HR units. Passengers who encounter sexual harassment at port terminals may file complaints at the Cruise Terminal Service Centers. In 2024, there was a total of 1 sexual harassment complaint case, which was closed on February 14, 2024. The complainant and the respondent had their work locations adjusted, and the complainant was offered an employee assistance program (e.g., psychological counseling). The respondent was also reported for disciplinary action and required to undergo more than 8 hours of sexual harassment prevention-related training. Additionally, the company reinforced awareness campaigns on sexual harassment prevention for all employees to enhance their awareness of gender equality and sexual harassment prevention. In the same year, the company did not experience any incidents or related matters involving the infringement of indigenous peoples' rights.

TIPC Internal channels for reporting sexual harassment

Company	Telephone	Fax	Email address
Headquarters	07-5219000 #6113	07-5311860	sos885@twport.com.tw
Keelung Branch	02-24206209	02-24206525	sos885_kl@twport.com.tw
Taichung Branch	04-26642781	04-26642799	sos885_tc@twport.com.tw
Kaohsiung Branch	07-5622827	07-5326008	sos885_kh@twport.com.tw
Hualien Branch	03-8325131 #2512	03-8333757	sos885_hl@twport.com.tw
HR Caring Service Mailbox: human@twport.com.tw			

The investigation process for sexual harassment cases is conducted in a confidential manner to fully protect the privacy of the parties involved. The investigation is carried out with objectivity, fairness, and professionalism, providing the parties involved with ample opportunity to express their opinions and defend themselves. When the company receives a formal complaint, a task force is formed within 7 days to conduct investigation. The findings are then presented to the company's 'Sexual Harassment Prevention and Complaint Review Committee' for evaluation and resolution. To further protect employee rights, employees who believe that human resources-related disciplinary actions or measures taken by the company are unlawful or inappropriate, thereby affecting their rights, may, if they are civil servants, seek redress in accordance with Civil Service Protection Act. Otherwise, they may file a complaint or appeal in accordance with the company's Personnel Management Complaint Handling Guidelines.

TIPC respects employees' legal rights to freedom of association and assembly, and is committed to providing open channels for labor-management communication. These include convening labor-management meetings, coordination meetings with professional associations, and holding employee forums and briefings as needed. The aim is to integrate all available resources and work in unity towards shared goals. In 2017, TIPC signed a collective agreement with the corporate union. To date, all corporate unions at the headquarters and branch offices have signed similar agreements. As of the end of 2024, 93.07% of employees are covered under collective agreements, with the remaining employees' rights and protections adhering to the provisions of the Labor Standards Act. Additionally, five labor director seats have been established on the board of directors to better represent employees' voices. The collective agreements cover not only personnel matters—such as transfers, promotions, rewards and penalties, and performance evaluations—but also extend to occupational injury compensation and occupational safety and health. These agreements comply with domestic regulations and international human rights standards, demonstrating our strong commitment to safeguarding employee rights. In 2024, the labour-management meetings addressed a total of 104 proposals, all of which were resolved through consensus. The coordination meetings with professional associations addressed 15 proposals, also all resolved with agreement.

(Note: In accordance with Article 14 of the Labor Union Act, supervisory employees who represent employer in exercising managerial authority may not join the labor union in that business entity. The company encourages employees to join the union. In 2023, the collective agreement coverage rate among employees was 91.3%, and in 2024, it increased to 93.07%. All of the company's human resources regulations comply with labour laws, therefore employees not covered by the collective agreement are still afforded a comparable level of employment protection.)

6.2 Social Mutual Prosperity

6.2.1 Salute to the Sea

In alignment with the Executive Yuan's "Salute to the Sea" policy, Taiwan International Ports Corporation promotes the four core initiatives of "Clean Sea" (cleaning the ocean), "Know the Sea" (understanding the ocean), "Approach the

Sea" (getting closer to the ocean), and "Enter the Sea" (engaging with the ocean), centered around the principles of openness, transparency, service, education, and responsibility, encouraging the public to connect with and learn from the ocean.

TIPC is committed to bringing people closer to the sea and inspiring respect for marine environments. The company is dedicated to improving waterfront tourism and recreational facilities to create a friendly environment, while also actively maintaining cleanliness along the coastlines and land-sea areas of its managed commercial port, fostering a high-quality port operation environment.

2024 TIPC 'Salute to the Sea' – Implementation Highlights	
Clean Sea	For details on 'dolphin biological monitoring', see Section 4.3.2 – Ecological Conservation and Restoration
Know the Sea	<p>Strict waste sorting and recycling practices are enforced in port areas to reduce consumption and waste. TIPC implements waste sorting and resource recycling in the port area to reduce resource consumption and waste generation. In 2024, the total volume of general waste disposed of reached 3,180.4 metric tons, with no hazardous industrial waste. Ship-generated oily sewage is collected by designated contractors and reported monthly, with a total annual recovery volume of 6,821.7 metric tons. Kaohsiung Branch has introduced a new cleaning vessel, 'Kao 907', equipped with automatic collection and oil-water separation functions, enhancing waterway cleaning efficiency. In 2024, the company also organized multiple beach cleanup and tree-planting activities to promote landscape improvement and community engagement. Additionally, in accordance with the 'Marine Pollution Control Act', water quality and sediment monitoring were conducted, with 592 water quality monitoring points and 8 sediment monitoring points. The monitoring results have been uploaded to the 'Marine Area Quality Management System' continuing to strengthen environmental management and information disclosure, and fulfilling the port's commitment to sustainability.</p> <p>Note:</p> <p>(1) In line with the 'Salute to the Sea' policy, a total of 3,180.4 metric tons of marine debris were cleared, including 2,408.9 metric tons of general waste, 407.4 metric tons of recyclable waste, and 364.1 metric tons of driftwood.</p> <p>(2) A total of 2,257.99 metric tons of ship-generated waste (none hazardous/incinerable) were transported for disposal.</p>
Approach the Sea Enter the Sea	<p>For details, please refer to Section 2.3.1 – Infrastructure Development, for details on the implementation of '3rd Floor Sky Garden of Keelung Port East Coast Tourist Center', 'Taipei Port Tourism and Recreation Area' and 'Taichung Port Wharves No.20A & 20B Water Area and Tourism and Recreation Area'.</p> <p>[Feature Column] Fingerlings Stocking</p>

6.2.2 Public Welfare

Community Engagement

Port construction and infrastructure development are essential aspects of TIPC's daily operations. At the same time, local communities are key stakeholders in communication and coordination efforts. To minimize the impact of construction activities on the surrounding environment, TIPC implements measures, including water spraying and road cleaning at construction entrances and nearby roads to maintain cleanliness and reduce dust. Additionally, pre-construction briefing sessions and occupational safety and health consultations are held in accordance with regulations, promoting mutual understanding and cooperation among stakeholders. In 2024, TIPC organized a public hearing for the second phase of 'Taipei Port South Wharf Land Reclamation Development Project' as part of its environmental impact assessment (EIA) process, ensuring that project development meets environmental standards and community concerns being addressed. For detailed information on ecological monitoring and assessment, please refer to section 4.3.1 Ecological Survey and Inspection.

Additionally, in accordance with the regulations set by the Public Construction Commission, TIPC shall ensure that construction notice boards are installed at visible locations or entrances prior to the commencement of any project under its jurisdiction. Dedicated hotlines and website addresses of Public Construction Supervision and Civil Service Ethics units shall also be included.

Port Construction Communication Channels		
Communication method	Public supervision	TIPC (Kaohsiung Port as example)
Responsible unit	Public Construction Commission	Civil Service Ethics Department
Website	HTTP://www.pcc.gov.tw	HTTP://disdp.kcg.gov.tw/
Hotline	0800-009-609	07-3313743

Public Welfare Engagement and Activities

Since its establishment, TIPC has been actively engaged in public welfare, continuously spreading warmth and love throughout society. It actively promotes goals such as environmental protection, corporate sustainability, social welfare, and the heritage of maritime culture, embodying the concept of 'from the society and for the society' to convey love and extend assistance to every vulnerable group in need through the love of TIPC.

According to the submitted "Summary Report on Subsidies and Donations from the Business Fund under MOTC Supervision to Local Governments, Civil Organizations, and Individuals (Public Welfare Expenditures for Q4 2024)".

In 2024, TIPC's community outreach program provided subsidies to non-governmental organizations (NGOs) for community activities and legally established labor unions, fisheries associations, industry associations, sports associations, or educational, cultural, and social welfare groups with public interest projects approved by competent authorities. A total of 259 organizations applied, with a total subsidy amount of NT\$3,470,000 approved. For other public welfare expenditures by TIPC, please refer to Subsidies and Donations.

2024 Public Welfare Activities				
Marine Education & School Visits	Rural and Disadvantaged Caring	Good neighborliness activities	Environmental Protection	Others
30 sessions	74 sessions	48 sessions	12 sessions	15 sessions
Total 179 sessions				




Harbor Affairs Column




70th Maritime Festival Conference - Marine Waste Art
Joining Hands to Protect the Earth: A Journey Through the Blue Ocean

In response to World Oceans Day, the Keelung branch organized two upcycled art creation events in 2024: 'A Date with Keelung through Ships' and 'Eco-Squid Comes to Life'. These activities, held in collaboration with local schools and maritime organizations, used discarded materials to craft ships and marine creatures, promoting environmental awareness and encouraging individuals to change their purchasing habits to help protect the oceans.

The artistic creations were showcased at the 70th Keelung Maritime Festival, highlighting the maritime sector's corporate commitment and determination to safeguard marine ecosystems.



Detailed information is provided in the "Column" on the TIPC ESG Sustainability website.





Group photo of the 'Eco-Squid Comes to Life' creative activity



Harbor Affairs Column



Group photo of the unveiling ceremony for the Kaohsiung Port Environmental Education Center organized by the Port of Kaohsiung Branch



"Water Way of the Port" activity organized by Hualien Port Branch



Environmental Education Centers in Hualien and Kaohsiung

Kaohsiung branch has been certified as the 'Kaohsiung Port Environmental Education Center', integrating natural marine ecology with historical and cultural elements while offering abundant educational resources. Through hands-on environmental activities and gamified courses, participants gain insight into the port's energy-saving and carbon-reduction technologies, green energy initiatives, and marine conservation.

Meanwhile, Hualien Port Environmental Education Center blends the port's historical legacy with sustainability efforts. It features two innovative educational programs—'Port Explorer' and 'Water Way of the Port'—designed to help participants to understand port history and the importance of resource sustainability.



Detailed information is provided in the "Column" on the TIPC ESG Sustainability website.



Hualien Port Themed Picture Book – 'The Animals' Great Adventure: The Secret of the Water Bank'

Since 2021, the Association of Taiwan Ports (ATP) (hereafter referred to as the Association) has been promoting marine education by publishing themed picture books that highlight the unique features of various ports. Following a site visit to Hualien Port by teachers and students from the kindergarten department of Chueng Jih Elementary School, during which they received guided tours and hands-on learning experiences, the Association decided to create a picture book themed around the concept of the 'Water Bank'.

After the picture book was completed in 2024, the Hualien Branch distributed copies to all public and private elementary schools as well as public kindergartens in Hualien County. Looking ahead, the branch has also planned guided reading sessions in schools for 2025 as part of its corporate social responsibility efforts, aiming to promote sustainable and inclusive development.



Detailed information is provided in the "Column" on the TIPC ESG Sustainability website.



Group photo at the new book launch event



Harbor Affairs Column



Winner of Multiple Awards for a Happy and Friendly Workplace

TIPC has been awarded the HR Asia 'Best Companies to Work For in Asia Awards' for two consecutive years and has won the 1111 Job Bank 'Happy Enterprise Gold Awards' for four consecutive years since 2021. In 2024, the company participated for the first time in 'HR ASIA Diversity, Equity & Inclusion Awards' and 104 Job Bank 'Best Talent Retention Awards', and stood out, demonstrating its deep commitment to talent sustainability and ESG practices. TIPC actively promotes family-friendly policies, prioritizes employee well-being, and strives to create a people-centric, happy, and prosperous workplace environment.



Detailed information is provided in the "Column" on the TIPC ESG Sustainability website.

"Port-Kids Alliance: Mountains and Oceans in Harmony" – Artistic Exploration Charity Event

TIPC once again joined hands with the Nibun Chorus to participate in the the 5th Kahuzas Music Festival at Baolai Junior High School. Under the theme 'Port-Kids Alliance – Mountains and Oceans in Harmony', TIPC set up a charity booth featuring a 'Miniature Port Art Exhibition', 'Wave Breaker Beautification', and a 'DIY Succulent Planting Experience'. These activities incorporated elements from port areas to promote marine education and public art appreciation.



Charity event 'Port-Kids Alliance – Mountains and Oceans in Harmony'



Detailed information is provided in the "Column" on the TIPC ESG Sustainability website.

National Award-Winning Transportation Facility Restrooms: Gender-Friendly Restrooms at the Tourist Service Center

Participated in the 'The Best Public Toilet' by Ministry of Environment and nominated two public toilets, the 'Keelung Port Building' of Keelung Branch and 'Budai Port Passenger Service Center' of Kaohsiung Branch, to participate in the competition. In this highly competitive event, both public toilets were awarded the distinction of 'Excellence in National Transportation Hub Public Restrooms – Outstanding Award'.

TIPC will continue striving to enhance the quality of public restrooms, ensuring that every individual can enjoy convenient restroom facilities in a comfortable and respectful environment.



Group photo of TIPC colleagues at The Best Toilet Awards Ceremony. Group photo of TIPC colleagues at The Best Toilet Awards Ceremony.



Detailed information is provided in the "Column" on the TIPC ESG Sustainability website.

Appendices

Appendix I: GRI Sustainability Reporting Standards (GRI Standards) Content Index

The following contents have been verified by SOCIETE GENERALE DE SURVEILLANCE S.A. (SGS), a third-party impartial organization, and the results of the verification are shown in the warranty statement in Appendix 9.

[*] Material Topics [●] External Assurance

Statement of Use	This Report has been prepared in accordance with the GRI Sustainability Reporting Standards (GRI Standards) issued by the Global Sustainability Standards Board (GSSB), which will disclose the information from January 1, 2024 to December 31, 2024.
GRI 1 in use	GRI 1: Foundation 2021
Applicable GRI Industry Standards	N/A

Item	GRI Standards Disclosure	External Assurance	Corresponding Chapter	Page	Omissions/Remarks
GRI2: General Disclosures 2021					
The organization and its reporting practices					
2-1	Organizational details	●	Company Profile	15	
2-2	Entities included in the organization's sustainability reporting	●	About this Report	1	
2-3	Reporting period, frequency, and contact point	●	About this Report	1	
2-4	Restatements of information	●	About this Report	1	
2-5	External assurance	●	About this Report	1	
Activities and workers					
2-6	Activities, value chain and other business relationships	●	Company Profile	15	
2-7	Employees	●	6.1.1 Talent Attraction and Retention TIPC ESG Sustainability / ESG Report / Sustainability Information Disclosure / Friendly Interactive Information / Staff Distribution	140 --	
2-8	Workers who are not employees	●	6.1.1 Talent Attraction and Retention TIPC ESG Sustainability / ESG Report / Sustainability Information Disclosure / Friendly Interactive Information / Staff Distribution	140 --	
Governance					
2-9	Governance structure and composition	●	2.1.1 Composition of Board of Directors TIPC ESG Sustainability / ESG Report / Sustainability Information Disclosure / Corporate Governance Information / Information on the 5th Board of Directors	64 --	

Governance					
2-9	Governance structure and composition	●	2.1.1 Composition of Board of Directors TIPC ESG Sustainability / ESG Report / Sustainability Information Disclosure / Corporate Governance Information / Information on the 5th Board of Directors TIPC ESG Sustainability / ESG Report / Sustainability Information Disclosure / Corporate Governance Information /2024 5th Board of Directors – Diversity & Core Competencies	-- --	
2-10	Nomination and selection of the highest governance body	●	2.1.1 Composition of Board of Directors	64	
2-11	Chair of the highest governance body	●	2.1.1 Composition of Board of Directors	64	
2-12	Role of the highest governance body in overseeing the management of impacts	●	2.1.2 Operation of the Board of Directors	66	
2-13	Delegation of responsibility for managing impacts	●	1.1.2Sustainability Governance Structure	24	
2-14	Role of the highest governance body in sustainability reporting	●	1.1.2Sustainability Governance Structure	23	
2-15	Conflicts of interest	●	Internal Audits and External Audits	2	
2-16	Communication of critical concerns		2.1.2 Operation of the Board of Directors	66	
2-17	Collective knowledge of the highest governance body	●	1.1.2Sustainability Governance Structure	24	
2-18	Evaluation of the performance of the highest governance body	●	2.1.1 Composition of Board of Directors	64	
2-19	Remuneration policies	●	2.1.1 Composition of Board of Directors	64	
2-20	Process to determine remuneration		2.1.1 Composition of Board of Directors	64	
2-21	Annual total compensation ratio	●	6.1.3 Employee Benefits Annual total compensation ratio	149 --	
Strategy, policies and practices					
2-22	Statement on sustainable development strategy	●	Message from Chairman	3	
2-23	Policy commitments	●	1.1.2Sustainability Governance Structure	24	
2-24	Embedding policy commitments	●	2.2.1 Internal Control System 2.3.1 infrastructure development 2.4.1 Supplier Survey 6.1.1 Talent Attraction and Retention 6.1.4 Workplace Diversity and Inclusion	64 78 82 140 151	
2-25	Processes to remediate negative Impacts	●	2.2.1 Internal Control System 2.2.2 Ethics and Integrity	70 71	

Strategy, policies and practices					
2-26	Mechanisms for seeking advice and raising concerns	●	2.2.2 Ethics and Integrity 2.3.1 infrastructure development 6.1.4 Workplace Diversity and Inclusion 6.2.2 Public Welfare	71 78 151 154	
2-27	Compliance with laws and regulations		1.3.4 Establishment and Achievement of Material Topics Target 2.2 Operational Risk Management TIPC ESG Sustainability / ESG Report / Sustainability Information Disclosure / Corporate Governance Information / Company Sanctions Information	52 69 --	
2-28	Membership associations	●	Knowing TIPC TIPC ESG Sustainability / ESG Report / Sustainability Information Disclosure / Corporate Governance Information / Participation in External Organizations and Associations.	15 --	
Stakeholder engagement					
2-29	Approach to stakeholder engagement	●	1.2.2 Stakeholder Engagement	27	
2-30	Collective bargaining agreements	●	6.1.4 Workplace Diversity and Inclusion	151	
GRI 3: Material Topics 2021					
3-1	Process to determine material topics	●	1.3 Materiality Analysis	37	
3-2	List of material topics	●	1.3 Materiality Analysis	37	
Material Topics					
Topic-specific GRI Standards – 200 (Economic Topics)					
* ECONOMIC PERFORMANCE					
GRI 3: Material Topics 2021	3-3	Management of material topics	● 2.3 Operational Performance 1.3.3 Significance of Material Topics to the Company 1.3.4 Establishment and Achievement of Material Topics Target	77 51 52	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	● TIPC ESG Sustainability / ESG Report / Sustainability Information Disclosure / Corporate Governance Information / Financial Operating Information	--	

Topic-specific GRI Standards – 300 (Environmental Topics)						
*ENERGY						
GRI 3: Material Topics 2021	3-3	Management of material topics	●	Chapter 4: Transition to Low-Carbon and Green Port Group 1.3.3 Significance of Material Topics to the Company 1.3.4 Establishment and Achievement of Material Topics Target	105 51	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	●	TIPC ESG Sustainability / ESG Report / Sustainability Information Disclosure / Environmental Protection Information / Energy Consumption	--	
	302-3	Energy intensity	●	TIPC ESG Sustainability / ESG Report / Sustainability Information Disclosure / Environmental Protection Information / Energy Consumption	--	
*EMISSIONS						
GRI 3: Material Topics 2021	3-3	Management of material topics	●	Chapter 4: Transition to Low-Carbon and Green Port Group 1.3.3 Significance of Material Topics to the Company 1.3.4 Establishment and Achievement of Material Topics Target	105 51 52	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	●	TIPC ESG Sustainability / ESG Report / Sustainability Information Disclosure / Environmental Protection Information / GHG Inventory Statistics	--	
	305-2	Energy indirect (Scope 2) GHG emissions	●	TIPC ESG Sustainability / ESG Report / Sustainability Information Disclosure / Environmental Protection Information / GHG Inventory Statistics	--	
	305-4	GHG emissions intensity	●	TIPC ESG Sustainability / ESG Report / Sustainability Information Disclosure / Environmental Protection Information / GHG Inventory Statistics	--	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	●		--	Reasons for Omission (not applicable): The major air pollution emission by TIPC is generated from merchant vessels plying the harbor area and is not generated by the organization itself.

Topic-specific GRI Standards – 400 (Social Topics)

* OCCUPATIONAL HEALTH AND SAFETY

GRI 3: Material Topics 2021	3-3	Management of material topics	●	Chapter 5: Safety Management of Port Environment	123	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	●	1.3.3 Significance of Material Topics to the Company 1.3.4 Establishment and Achievement of Material Topics Target	51 52	
	403-2	Hazard identification, risk assessment, and incident investigation	●	1.3.4 Establishment and Achievement of Material Topics Target	52	
	403-3	Occupational health services	●	5.1.1 Occupational Safety and Health Policy	126	
	403-4	Worker participation, consultation, and communication on occupational health and safety	●	5.1.2 Workplace Safety	127	
	403-5	Worker training on occupational health and safety	●	5.1.2 Workplace Safety TIPC ESG Sustainability / ESG Report / Sustainability Information Disclosure / Friendly Interactive Information / Occupational Safety and Health Training	127 --	
	403-6	Promotion of worker health	●	TIPC ESG Sustainability / ESG Report / Sustainability Information Disclosure / Friendly Interactive Information / Occupational Safety and Health Training	--	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	●	5.2 Safety Management of Port Operations	134	
	403-8	Workers covered by an occupational health and safety management system	●	5.2 Safety Management of Port Operations	134	
GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	●	5.2 Safety Management of Port Operations TIPC ESG Sustainability / ESG Report / Sustainability Information Disclosure / Friendly Interactive Information / Occupational Injury Statistics	134 --	
	403-10	Work-related ill health	●	1.3.4 Establishment and Achievement of Material Topics Target 5.2 Safety Management of Port Operations	52 134	

Topic-specific GRI Standards – 400 (Social Topics)

*Cybersecurity and customer privacy

GRI 3: Material Topics 2021	3-3	Management of material topics	●	3.1Strengthening Information Security Protection	87	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	●	1.3.3Significance of Material Topics to the Company	51	

Customized Material Topics

*Regulatory Compliance

GRI 3: Material Topics 2021	3-3	Management of material topics	●	Chapter 2: Operational Integrity and Sustainable Governance 1.3.3Significance of Material Topics to the Company 1.3.4Establishment and Achievement of Material Topics Target	61 51 52	
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*Climate Change Risks and Opportunities

GRI 3: Material Topics 2021	3-3	Management of material topics	●	3.3 Climate Action 1.3.3Significance of Material Topics to the Company 1.3.4Establishment and Achievement of Material Topics Target	95 51 52	
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*Operational Risk Management

GRI 3: Material Topics 2021	3-3	Management of material topics	●	Chapter 2: Operational Integrity and Sustainable Governance 1.3.3Significance of Material Topics to the Company 1.3.4Establishment and Achievement of Material Topics Target	61 51 52	
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*Supplier Management

GRI 3: Material Topics 2021	3-3	Management of material topics	●	2.4 Supplier Management 1.3.3Significance of Material Topics to the Company 1.3.4Establishment and Achievement of Material Topics Target	82 51 52	
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* Green Investment						
GRI 3: Material Topics 2021	3-3	Management of material topics	●	Chapter 4: Transition to Low-Carbon and Green Port Group 1.3.3Significance of Material Topics to the Company 1.3.4Establishment and Achievement of Material Topics Target	105 51 52	
* Customer Service Quality						
GRI 3: Material Topics 2021	3-3	Management of material topics	●	3.1 Strengthening Information Security Protection 1.3.3Significance of Material Topics to the Company 1.3.4Establishment and Achievement of Material Topics Target Management	87 51 52	
** Integrity Governance						
GRI 3: Material Topics 2021	3-3	Management of material topics	●	Chapter 2: Operational Integrity and Sustainable Governance 1.3.3Significance of Material Topics to the Company 1.3.4Establishment and Achievement of Material Topics Target	61 51 52	
* Business Mode Optimization and Innovation						
GRI 3: Material Topics 2021	3-3	Management of material topics	●	3.2 Smart Port Development 1.3.3Significance of Material Topics to the Company 1.3.4Establishment and Achievement of Material Topics Target	91 51 52	
* Safety Management of Port Operations						
GRI 3: Material Topics 2021	3-3	Management of material topics	●	Chapter 5: Safety Management of Port Environment 1.3.3Significance of Material Topics to the Company 1.3.4Establishment and Achievement of Material Topics Target	123 51 52	

* Air Pollution						
GRI 3: Material Topics 2021	3-3	Management of material topics	●	Chapter 4: Transition to Low-Carbon and Green Port Group 1.3.3Significance of Material Topics to the Company 1.3.4Establishment and Achievement of Material Topics Target	105 51 52	
* Employee Dedication						
GRI 3: Material Topics 2021	3-3	Management of material topics	●	6.1 Happy Workplace 1.3.3Significance of Material Topics to the Company 1.3.4Establishment and Achievement of Material Topics Target	139 51 52	
* Employee Benefits						
GRI 3: Material Topics 2021	3-3	Management of material topics	●	6.1 Happy Workplace 1.3.3Significance of Material Topics to the Company 1.3.4Establishment and Achievement of Material Topics Target	139 52	

Appendix II: The United Nations Sustainable Development Goals (SDGs) Content Index

Item	Goals	Details	Corresponding Chapter
SDG 1	End poverty in all its forms everywhere	1.4 Equal rights to ownership, basic services, technology and economic resources.	6.2.2 Public Welfare
SDG 2	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	2.1 Universal access to safe and nutritious food. 2.c Ensure the proper functioning of food commodity markets and timely access to information.	6.2.2 Public Welfare
SDG 3	Ensure healthy lives and promote well-being for all at all ages	3.3 Fight communicable diseases. 3.4 Reduce mortality from non-communicable diseases and promote mental health 3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all 3.9 Reduce illnesses and death from hazardous chemicals and pollution.	5.1.3 Employee Health Management 6.2.1 Salute to the Sea


SDG 4	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	<p>4.3 Equal access to affordable technical, vocational and higher education.</p> <p>4.4 Increase the number of people with relevant skills for financial success.</p> <p>4.5 eliminate gender disparities in education</p> <p>4-7 All learners acquire the knowledge and skills needed to promote sustainable development</p>	<p>6.1.2 Employee Training and Development</p> <p>6.2.2 Public Welfare</p>
SDG 5	Achieve gender equality and empower all women and girls	<p>5.1 End discrimination against women and girls</p> <p>5.5 Ensure full participation in leadership and decision-making.</p> <p>5.4 Value unpaid care and the promotion of shared responsibility within the household and the family as nationally appropriate</p> <p>5.c Adopt and strengthen sound policies and enforceable legislation.</p>	<p>2.1.1 Composition of Board of Directors</p> <p>6.1.1 Talent Attraction and Retention</p>
SDG 6	Ensure availability and sustainable management of water and sanitation for all	<p>6.3 Improve water quality, wastewater treatment and safe reuse</p> <p>6.4 substantially increase water-use efficiency and ensure a sustainable supply of freshwater.</p>	6.2.1 Salute to the Sea
SDG 7	Ensure access to affordable, reliable, sustainable and modern energy for all	<p>7.2 Increase global percentage of renewable energy</p> <p>7.3 Double the improvement in energy efficiency</p> <p>7.a By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology</p> <p>7.b By 2030, expand infrastructure and upgrade technology for supplying modern and sustainable energy services for all in developing countries, in particular least developed countries, small island developing States, and land-locked developing countries, in accordance with their respective programmes of support</p>	4.2 Supporting Energy Transformation
SDG 8	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	<p>8.3 Promote policies to support job creation and growing enterprises</p> <p>8.5 Full employment and decent work with equal pay</p> <p>8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training</p> <p>8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms</p> <p>8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p> <p>8.9 By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products</p>	<p>2.3 Economic Performance</p> <p>5.1 Occupational Safety and Health Policy</p> <p>6.1 Happy Workplace</p>


SDG 9	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	<p>9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all</p> <p>9.3 Increase the access of small-scale industrial and other enterprises, in particular in developing countries, to financial services, including affordable credit, and their integration into value chains and markets</p> <p>9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p> <p>9.5 Enhance research and upgrade industrial technologies</p> <p>9.b Support domestic technology development, research and innovation in developing countries, including by ensuring a conducive policy environment for, inter alia, industrial diversification and value addition to commodities</p> <p>9.c Significantly increase access to information and communications technology and strive to provide universal and affordable access to the Internet in least developed countries by 2020</p>	<p>3.1 Strengthening Information Security Protection</p> <p>3.2 Smart Port Development</p> <p>3.3 Climate Action</p> <p>4.2 Supporting Energy Transformation</p>
SDG 10	Reduce inequality within and among countries	<p>10.2 Promote universal social, economic and political inclusion</p> <p>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p> <p>10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p>	6.1 Happy Workplace
SDG 11	Make cities and human settlements inclusive, safe, resilient and sustainable	<p>11.5 By 2030, significantly reduce the number of deaths and the number of people affected and substantially decrease the direct economic losses relative to global gross domestic product caused by disasters, including water-related disasters, with a focus on protecting the poor and people in vulnerable situations</p> <p>11.6 Reduce the environmental impact of cities</p>	Chapter 4: Transition to Low-Carbon and Green Port Group
SDG 12	Ensure sustainable consumption and production patterns	<p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources</p> <p>12.5 Ensure sustainable consumption and production patterns</p> <p>12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p> <p>12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p> <p>12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature</p>	<p>2.4.1 Supplier Survey</p> <p>4.1.3 Circular Economy</p>


SDG 13	Take urgent action to combat climate change and its impacts	<p>13.1 Strengthen resilience and adaptive capacity to climate related disasters</p> <p>13.2 Integrate climate change measures into national policies, strategies and planning</p> <p>13.3 Integrate climate change measures into policies and planning</p>	<p>3.3 Climate Action</p> <p>Chapter 4: Transition to Low-Carbon and Green Port Group</p> <p>[Special Column] Environmental Education Centers in Hualien and Kaohsiung</p>
SDG 14	Conserve and sustainably use the oceans, seas and marine resources for sustainable development	<p>14.1 Reduce marine pollution</p> <p>14.2 Protect and restore ecosystems</p>	<p>4.3 Friendly Natural Ecology</p> <p>6.2.1 Salute to the Sea</p>
SDG 15	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.	<p>15.4 Ensure conservation of mountain ecosystems</p> <p>15.5 Protect biodiversity and natural habitats</p>	<p>4.3 Friendly Natural Ecology</p>
SDG 16	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	<p>16.5 Substantially reduce corruption and bribery</p> <p>16.6 Develop effective, accountable and transparent institutions</p> <p>16.7 Ensure responsive, inclusive and representative decision-making</p> <p>16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements</p> <p>16.b Promote and enforce non-discriminatory laws and policies for sustainable development</p>	<p>2.1 Corporate Governance</p> <p>2.2 Operational Risk Management [Special Column] The Transparent Crystal Award received the "Excellent" honor in the "Overall Integrity Behavior" category.</p> <p>6.1.4 Workplace Diversity and Inclusion</p>
SDG 17	Strengthen the means of implementation and revitalize the global partnership for sustainable development	<p>17.16 Enhance the global partnership for sustainable development</p> <p>17.17 Encourage effective partnerships</p>	<p>3.1 Strengthening Information Security Protection</p> <p>2.4 Supplier Management</p>

Appendix III: SASB Sustainability Accounting Standard Content Index

SASB Industry: Professional & Commercial Service

Topics	Code	Activity Metric(s)	Nature	Content of the Report/ Summary of Description	Corresponding Chapter	Page
 Information Security	S V - P S - 230a.1	Description of approach to identifying and addressing data security risks	Discussion and Analysis	The risk assessment and management procedures of Information security management system (ISMS) are used to regulate the Company's data operation process to control information security risks.	3.1 Strengthening Information Security Protection	87
	S V - P S - 230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	<p>1.To respect customer privacy, TIPC adheres to the Personal Data Protection Act and the Cyber Security Management Act regarding the collection, processing, and use of customer information.</p> <p>2.Customer operations, such as warehouse services and billing, are increasingly digitalized. Our company's systems that involve customer transactions are governed by cyber security policies issued by Office of Information Technology and Information Security Management Committee to protect customer privacy.</p> <p>3.The Company has "Personal Information Protection Management Guidelines" to regulate personal data measures.</p>	3.1 Strengthening Information Security Protection	87
	S V - P S - 230a.3	<p>(1) Number of data breaches</p> <p>(2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII)</p> <p>(3) number of customers affected</p>	Quantitative	There were no verified incidents of information leakage, theft, or loss of customer information in 2024.	3.1 Strengthening Information Security Protection	87

 <p>Workforce Diversity and Engagement</p>	S V - P S - 330a.1	Percentage of gender and racial/ ethnic group representation for (1) executive management and (2) all other employees	Quantitative	3.In 2024, the number of managerial employees were 77 women (30.4%) and 176 men (69.6%) while the number of non-managerial employees were 818 women (44.6%) and 1,015 men (55.4%).	TIPC ESG Sustainability / ESG Report / Sustainability Information Disclosure / Friendly Interactive Information	--
	S V - P S - 330a.2	(1) Voluntary and (2) Involuntary turnover rate for employees	Quantitative	4.The total number of departures in 2024 was 164, with a resignation rate of 89%. As for involuntary departures, the rate was 11%. Voluntary departures include resignees and retirees whereas involuntary departures include employees on completion of work-study contracts, and so on.	TIPC ESG Sustainability / ESG Report / Sustainability Information Disclosure / Friendly Interactive Information	--
	S V - P S - 330a.3	Employee engagement (%)	Quantitative	<ul style="list-style-type: none"> • 93.77% of the respondents had a sense of belonging to the company. • 97.92% of the respondents were interested in continuing their career with the company. • 92.97% of the respondents indicated their sense of value and fulfillment in their work. • 95.73% of the respondents expressed their willingness to put in more effort to accomplish the company's goals. • Employees rated the company's overall DEI friendly workplace environment at 83.15 points, ahead of the market survey data of 59.6 points 	--	--

 Professional integrity	S V - P S - 510a.1	Description of approach to ensuring professional integrity	Discussion and Analysis	<ul style="list-style-type: none"> The directors shall comply with Article 22 of Taiwan International Ports Corporation Rules of Procedure of the Board of Directors of TIPC in handling the motions listed in the Board of Directors' meetings. The company complies with the 'Executive Yuan and Subordinated Entities Directions for Registration and Monitoring of Influence Lobbying' and 'Ethics Guidelines for Civil Servants' to secure the highest ethical standards for all employees in their operational activities. 	2.1 Corporate Governance 2.2 Operational Risk Management	63 69
	S V - P S - 510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative	There have been no monetary losses in 2024 as a result of legal proceedings associated with professional integrity	2.2 Operational Risk Management	69

Code	Activity Metric(s)	Nature	Content of the Report / Corresponding Chapter
SV-PS-000.A	Number of Employees (1) full-time employees and part-time employees. (2) temporary employees (3) Fixed-term contract employees	Quantitative	In 2024, there were 2,077 full-time employees and 9 part-time employees. In 2024, there were 52 temporary employees (on fixed-term contracts).
SV-PS-000.B	Employee hours worked, percentage billable	Quantitative	Working hours and overtime pay are managed in accordance with labor regulations.

Appendix IV: Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) Content Index

Core Elements	TCFD Recommended Disclosures	Corresponding Chapter	Page
Governance	a)Describe the board's oversight of climate-related risks and opportunities.	3.3 Climate Action	95
	b)Describe management's role in assessing and managing climate-related risks and opportunities.	3.3 Climate Action	95
Strategy	a)Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	3.3 Climate Action	95
	b)Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	3.3 Climate Action	95

Risk Management	a)Describe the organization's processes for identifying and assessing climate-related risks.	3.3 Climate Action	95
	b)Describe the organization's processes for managing climate-related risks	3.3 Climate Action	95
	c)Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	3.3 Climate Action	95
Metrics and Targets	a)Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	3.3 Climate Action	95
	b)Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	3.3 Climate Action	95
	c)Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	3.3 Climate Action	95

Appendix V: Disclosure of Climate-Related Information by TWSE and TPEx Listed Companies Content Index:

Item	Corresponding Chapter	Page	Omission/ Remarks
1.Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	3.3 Climate Action	95	
2.Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	3.3 Climate Action	95	
3.Describe the financial impact of extreme weather events and transformative actions.	3.3 Climate Action	95	
4.Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	3.3 Climate Action	95	
5.If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	3.3 Climate Action	95	
6.If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	3.3 Climate Action	95	
7.If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	--		The company has not yet formulated any plans.
8.If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	3.3 Climate Action	95	
9.Greenhouse gas inventory and assurance status (separately fill out in point 1-1 below).	3.3 Climate Action	95	

Appendix VI:External Verification Stateme



ASSURANCE STATEMENT

SGS TAIWAN LTD.’S REPORT ON SUSTAINABILITY ACTIVITIES IN THE TAIWAN INTERNATIONAL PORTS CORPORATION, LTD.’S ESG REPORT FOR 2024

NATURE AND SCOPE OF THE ASSURANCE

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by Taiwan International Ports Corporation, LTD. (hereinafter referred to as TIPC) to conduct an independent assurance of the ESG Report for 2024 (hereinafter referred to as the Report). The assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standardv3 Type 1 Moderate level during 2025/5/6 to 2025/6/9. Taiwan International Ports Corporation, Ltd. Taiwan and oversea operational and production orservice sites as disclosed in Taiwan International Ports Corporation, Ltd. 's ESG Report of 2024. The boundary is not the same as Taiwan International Ports Corporation, Ltd. 's consolidated financial statements. SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all TIPC’s Stakeholders.

RESPONSIBILITIES

The sustainability information in the TIPC’s ESG Report of 2024 and its presentation are the responsibility of the directors or governing body (as applicable) and management of TIPC. SGS has not been involved in the preparation of any of the material included in the ESG Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance based upon sufficient and appropriate objective evidence.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The assurance of this report has been conducted according to the AA1000 Assurance Standard (AA1000AS v3), a standard used globally to provide assurance on sustainability-related information across organizations of all types, including the evaluation of the nature and extent to which an organization adheres to the Account Ability Principles (AA1000AP,2018).

Assurance has been conducted at a type 1 moderate level of scrutiny.

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Reporting Criteria Options	
1	AA1000 Accountability Principles (2018)
2	GRI (In Accordance with)

- AA1000 Assurance Standard v3 Type 1 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2018) is conducted at a moderate level of scrutiny, and therefore the reliability and quality of specified sustainability performance information is excluded.
- The evaluation of the report against the requirements of GRI Standards, includes GRI 1, GRI 2, GRI 3, 200, 300 and 400 series claimed in the GRI content index as material and is conducted in accordance with the standards.

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews with relevant employees, superintendents, Sustainability committee members and the senior management in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant.

LIMITATIONS

Financial data drawn directly from independently audited financial accounts, Task Force on Climate-related Financial Disclosures (TCFD) and SASB related disclosure has not been checked back to source as part of this assurance process.

INDEPENDENCE AND COMPETENCE

SGS affirm our independence from TIPC, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

FINDINGS AND CONCLUSIONS

ASSURANCE OPINION

On the basis of the methodology described and the assurance work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the AA1000 AccountAbility Principles (2018).

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018)

INCLUSIVITY

TIPC has demonstrated a good commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, CSR experts, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns. For future reporting, TIPC may proactively consider having more direct two-ways involvement of stakeholders during future engagement.

MATERIALITY

TIPC has established effective processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders. The evolving sustainability, macroeconomic, geopolitical, and regulatory contexts and maturity of topics and concerns allowing for industry-related, geographical, cultural, and operational-level differences would be encouraged to be taken into account in the future.

RESPONSIVENESS

The report includes coverage given to stakeholder engagement and channels for stakeholder feedback.

It is recommended that the organization continuously develop its communication channels with stakeholders regarding sustainable development in the future.

IMPACT

TIPC has demonstrated a process on identify and fairly represented impacts that encompass a range of environmental, social and governance topics from wide range of sources, such as activities, policies, programs, decisions and products and services, as well as any related performance. Measurement and evaluation of its impacts related to material topic were in place at target setting with combination of qualitative and quantitative measurements. It is recommended that the organization continues to deepen its impact identification analysis and integrate it with its operational context in the future.

ADHERENCE TO GRI

The report, TIPC's ESG Report of 2024, is reporting with in accordance with the GRI Universal Standards 2021. The significant impacts were assessed and disclosed with in accordance with the guidance defined in GRI 3: Material Topic 2021 and the relevant 200/300/400 series Topic Standard related to the material topics claimed in the GRI content index. The report has properly disclosed information related to TIPC's contributions to sustainability development.

For future reporting, it is recommended to have more descriptions on how TIPC's major topics are related to the impact on the company's operations, and how to manage these impacts, and the general topic disclosures should be reported separately from major topic disclosures.

In addition, in response to the policies and commitments of each major topics, the medium and long-term goals of impact management should be appropriately disclosed.

Signed:

For and on behalf of SGS Taiwan Ltd.



Stephen Pao
Business Assurance Director
Taipei, Taiwan
08 July, 2025
WWW.SGS.COM



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