

**EVA AIRWAYS CORPORATION
MODERN SLAVERY ACT STATEMENT**

Introduction

This Modern Slavery Statement is made by EVA Airways Corporation ABN 62 051 852 183 (**EVA Airways**), in accordance with the *Modern Slavery Act 2018 (Cth) (Act)* and covers the relevant reporting period ending 31 December 2025.

EVA Airways was established in 1989 by the Evergreen Group Chairman and Founder Dr Chang Yung-Fa, who took the respected transportation heritage and tradition of quality service of sister company and container-shipping leader Evergreen Line into the skies.

Building on this commitment to quality service and safety for more than 30 years, EVA Airways is now rated as a 5-Star Airline by international quality rating organization SKYTRAX. This prestigious rating elevates EVA Airways into the ranks of the world's best airlines.

EVA Airways is committed to upholding strong corporate values and behaviours and is committed to respecting human rights (including those relating to anti-human trafficking and anti-slavery) in its interactions with its employees, customers, communities and suppliers.

EVA Airways has a zero-tolerance approach to modern slavery and is committed to maintaining the highest ethical standards as reflected by our regulations.

Modern Slavery

Modern slavery is a grave problem affecting many people around the world.

Modern slavery is a criminal offence and can occur in various forms, all of which involve the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. Slavery under the Act includes, inter alia, the following criminal activities:

- **Slavery** – where ownership or powers attaching to the right of ownership are exercised over an individual.
- **Servitude** – where an individual is coerced into providing services and is unable to refuse or leave.
- **Forced labour** – all work or service that is not voluntarily performed and is obtained from an individual under the threat of force or penalty.

- **Human trafficking** – arranging or facilitating the travel of another person with a view to exploiting them.
- **The worst forms of child labour** – the employment of children in work that is exploitative or is likely to be hazardous to, or interfere with, a child’s education, health (including mental health), physical wellbeing or social development.

EVA Airways recognises that modern slavery can occur across a wide range of industries and jurisdictions, particularly within complex global supply chains. As an international airline operating across multiple regions and engaging with numerous suppliers and service providers, EVA Air acknowledges the importance of taking steps to identify and address modern slavery risks within its operations and supply chains.

This statement reflects our commitment to preventing modern slavery within our business and improving collaboration with suppliers, business partners and governments to uphold our ethical obligations and respect for human rights.

Structure, Operations and Supply Chains

Structure and Operations

EVA Airways is a privately owned international airline headquartered in Taiwan and forms part of the Evergreen Group.

As at 31 December 2025, EVA Air:

- owns or operates 89 aircraft;
- serves 65 destinations across America, Oceania, Europe, Asia and Mainland China;
- employs approximately 11,749 employees globally; and
- carried approximately 13,326,018 passengers in 2025.

EVA Airways primary shareholder is the Evergreen Marine Corp. (Taiwan) Ltd (as at 31 December 2025).

EVA Airways is part of a broader group of affiliated companies collectively known as the Evergreen Group, which provides global aviation and transportation-related services.

Our affiliated companies are:

- Evergreen Aviation Technologies Corporation
- Evergreen Airline Services Corporation
- Evergreen Sky Catering Corporation
- Evergreen Air Cargo Services Corporation

- Evergreen Airways Service (Macau) Ltd
- Hsiang-Li Investment Corporation
- PT Perdana Andalan Air Service
- Sky Castle Investment Ltd
- EVA Flight Training Academy
- Everfamily International Foods Corporation

EVA Airways is part of the abovementioned group of companies that is a leading global provider of air and marine transportation services. These affiliated entities provide various aviation, catering, engineering, logistics and training services that support the broader operations of EVA Airways.

EVA Airways Australia Branch's registered office is located at Level 1, G32 International Terminal, Brisbane Airport, QLD 4008 Australia, with our main operational hubs located in No. 376, Sec. 1, Xinnan Rd., Luzhu Dist., Taoyuan City, Taiwan (R.O.C.).

Supply Chains

EVA Airways relies on a broad network of suppliers and service providers, from Australia and internationally, to support its global airline operations. These suppliers provide goods and services across a range of operational areas necessary for the provision of passenger and cargo air transportation services.

EVA Air's principal aircraft suppliers include Airbus and Boeing, which provide aircraft and related components for the company's fleet.

Other suppliers supporting EVA Air's operations include (but are not limited to):

- **Microsoft** – Information technology systems and services.
- **Menzies Aviation (Ground Services) Australia Pty Ltd** – Airport ground handling services.
- **JETS Transport Express** – Logistics and freight services.
- **KPMG Australia** – Professional advisory and auditing services.
- **National Australia Bank** – Banking and financial services.

These suppliers operate across multiple jurisdictions and may themselves engage subcontractors or non-tier 1 supplier as part of their own supply chains.

EVA Airways recognises that complex global supply chains can present risks of modern slavery practices in certain industries or regions, particularly where labour-intensive activities or multi-tier supplier arrangements are involved. Accordingly, EVA Airways seeks to engage with suppliers that operate in a lawful and responsible manner and that share EVA Air's commitment to ethical business practices and respect for human rights.

Risks of Modern Slavery Practices in Our Operations and Supply Chains

Modern slavery risks may arise in connection with EVA Airways Corporation's business operations and supply chains and may be influenced by a range of factors, including (but not limited to) geographical and product-specific considerations.

As in previous years, EVA Airways considers the risk of modern slavery within its directly recruited workforce (including employees and contractors) to be low, having regard to the policies, training, monitoring and internal controls implemented by the company.

EVA Airways is committed to ensuring that there is no modern slavery or human trafficking within its operations or supply chains. All employees are required to act ethically and in accordance with all applicable legislations, including the *Modern Slavery Act 2018* (Cth), as well as EVA Airways' policies and standards.

EVA Airways conducts periodic risk assessments of its operational activities and suppliers, evaluating the likelihood and potential impact of known modern slavery risk factors. These assessments consider a number of key risk areas, including:

- (a) **Sector and industry risks** – Certain industries may present higher modern slavery risks due to the nature of their operations, labour intensity, or reliance on subcontracting arrangements.
- (b) **Product and service risks** – Certain goods or services may present higher modern slavery risks depending on how they are produced, provided or delivered.
- (c) **Geographic risks** – Some jurisdictions may present elevated modern slavery risks due to factors such as weak governance, inadequate labour protections, conflict, migration flows or poverty.
- (d) **Entity risks** – Certain suppliers or business partners may present higher modern slavery risks where there are concerns regarding governance practices, labour standards or prior human rights violations.

To identify and manage these risks, EVA Airways collects compliance-related information from suppliers prior to entering contractual relationships and periodically reviews existing suppliers and business partners. Potential non-compliance issues are managed through contract management processes, internal monitoring activities, periodic reviews and engagement with suppliers where appropriate.

In conducting these risk assessments, EVA Airways acknowledges that visibility of modern slavery practices in downstream supply chains may be limited. The company also recognises that modern slavery risks may evolve over time as operational

requirements change and as the company continues to improve its understanding of its supply chains.

All employees and contractors are required to comply with *EVA Airways Corporation Code of Conduct* and complete annual refresher training. This Code is reviewed periodically to ensure that it remains current and effective in promoting ethical business practices.

Actions Taken to Assess and Address Modern Slavery Risks

EVA Airways takes proactive steps to identify, assess and address modern slavery risks within its operations and supply chains.

EVA Airways' response to modern slavery risks is integrated into its broader governance, compliance and supplier management frameworks. These measures are designed to promote ethical business conduct and to minimise the risk of modern slavery practices occurring within the company's operations or supply chains.

EVA Airways' response and actions to assess and address modern slavery risks can broadly be categorised into the following areas:

- (a) Development and enforcement of policies
- (b) Training and awareness
- (c) Risk assessment and due diligence
- (d) Collaboration and stakeholder engagement
- (e) Remediation and continuous improvement

Development and Enforcement of Policies

EVA Airways has established the *EVA Airways Corporation Code of Conduct (Policies)*, which is designed to ensure that the company operates in accordance with the highest standards of ethical conduct and responsible business practices.

The Policies reflect EVA Airways' commitment to preventing modern slavery and human trafficking within its operations and supply chains and provide a clear framework for accountability across the organisation. This commitment is further supported by *EVA Airways Corporation Human Rights Policy Statement*, which addresses human trafficking and reinforces EVA Airways' approach to respecting human rights. The Policies set expectations for employees, contractors and business partners regarding compliance with applicable laws, ethical behaviour and responsible labour practices.

EVA Airways implements its Policies by publishing them within its internal communications network and ensuring they are accessible to relevant personnel. We also encourage employees to raise concerns regarding potential misconduct or non-

compliance. Reports relating to potential breaches of EVA Airways' Policies may be made through our whistleblower program, which provides a mechanism for employees and other stakeholders to report concerns confidentially. EVA Airways seeks to ensure that reports are handled in a manner that protects the identity of the individual making the report, in accordance with its Policies.

The whistleblower policy outlines procedures for reporting suspected breaches of company policies, including concerns relating to modern slavery risks. All reports made through the whistleblower program are treated confidentially and with due regard to the protection of the identity of the individual making the report. Where breaches or alleged breaches of EVA Airways' Policies are identified, appropriate investigations may be undertaken, and disciplinary action may be taken where necessary.

Training and Awareness

EVA Airways recognises the importance of ensuring that employees understand the risks of modern slavery and their responsibilities in identifying and addressing such risks. To support this objective, EVA Airways provides training and awareness programs designed to promote ethical conduct and compliance with applicable laws and company policies.

The company provides annual Behaviour Detection training to relevant operational teams, including flight crew, cabin crew, passenger operations personnel, aircraft security personnel and security screening personnel. These training programs help employees identify potential indicators of suspicious or exploitative activity and reinforce the importance of responsible conduct. Operational personnel are also encouraged to report and provide feedback on potential risks of modern slavery identified in the course of their duties.

Information obtained through operational feedback is considered as part of EVA Airways' ongoing risk assessment and monitoring processes, supporting the company's ability to identify potential risks and improve its modern slavery risk management framework.

EVA Airways is also developing an internal knowledge hub which will provide employees with access to resources and information relating to human rights issues, modern slavery risks and relevant compliance obligations.

Through these initiatives, EVA Airways seeks to strengthen internal awareness and support employees in identifying and responding appropriately to potential risks.

Risk Assessment and Due Diligence

EVA Airways conducts periodic risk assessments to identify and manage potential modern slavery risks within its operations and supply chains. During the reporting period, EVA Airways continued to strengthen its supply chain risk management processes and implemented measures to enhance its due diligence procedures. This

includes reviewing the company's supply chain sustainability management processes and updating relevant procedures where appropriate.

EVA Airways collects compliance-related information from suppliers prior to entering contractual relationships and may assess suppliers against a range of criteria, including legal compliance, ethical conduct and potential modern slavery risk factors.

EVA Airways also periodically reviews its existing suppliers and business partners to ensure they continue to meet the company's compliance expectations. Where appropriate, we may engage with suppliers to obtain additional information regarding their labour practices and may consider whether further due diligence measures are required.

EVA Airways continually monitors the effectiveness of its efforts to combat modern slavery and human trafficking and conducts periodic reviews to identify any issues or areas where improvements may be required.

Collaboration and Stakeholder Engagement

EVA Airways recognises the importance of engaging with suppliers and business partners to promote responsible business practices and improve supply chain transparency. To support this objective, EVA Airways has established a supplier management process aimed at promoting continuous improvement in the sustainability performance of its suppliers.

This process encourages suppliers to adopt responsible business practices and supports EVA Airways' objective of achieving mutual benefits through responsible supply chain management.

All suppliers are required to sign a Letter of Commitment relating to the *EVA Air Supplier Code of Conduct (SCoC)*, which sets out expectations regarding labour practices, workplace conditions and ethical business conduct. The SCoC places particular emphasis on maintaining safe and fair working conditions and respecting the rights of workers.

If a supplier is found to have violated EVA Airways' corporate sustainability policy or supplier standards, EVA Airways may require corrective action to be taken and reserves the right to terminate contractual relationships where violations are not rectified or where serious breaches occur.

Prior to entering commercial arrangements with suppliers, EVA Airways may also assess the legal and ethical conduct of the relevant party, including considering the nature of the services being provided and the jurisdiction in which the supplier operates. Where appropriate, EVA Airways may also conduct or consider conducting audits of suppliers as part of its ongoing risk assessment and due diligence processes.

Remediation and Continuous Improvement

EVA Airways is committed to respecting human rights throughout its operations and supply chains and to responding appropriately where modern slavery risks or issues are identified. Where EVA Airways becomes aware that it may be associated with modern slavery practices through the actions of third parties, appropriate steps will be taken in a timely manner to address the issue.

Such actions may include:

- Engaging with the relevant supplier or business partner to promote corrective action.
- Reviewing the relevant business relationship and implementing appropriate risk mitigation measures.
- Terminating the business relationship where serious breaches occur.
- Notifying relevant regulators or law enforcement agencies where appropriate.

EVA Airways also seeks to continually improve its approach to managing modern slavery risks. During the reporting period, EVA Airways continued to develop and implement initiatives aimed at strengthening its modern slavery risk management framework. These initiatives include:

1. Developing an enhanced modern slavery due diligence framework.
2. Reviewing due diligence procedures for higher-risk suppliers.
3. Strengthening grievance and investigation procedures.
4. Participating in modern slavery training programs and industry initiatives.

Through these actions, EVA Airways aims to continuously strengthen its ability to identify, prevent and address modern slavery risks within its operations and supply chains.

Assessing the Effectiveness of Actions

EVA Airways recognises the importance of regularly assessing the effectiveness of the actions taken to address modern slavery risks within its operations and supply chains. We monitor the effectiveness of our modern slavery risk management framework through a range of internal review and oversight processes. These processes are intended to ensure that the company's policies, procedures and supplier management practices remain effective in identifying and addressing potential modern slavery risks.

Internal Review and Monitoring

EVA Airways assesses the effectiveness of its policies and procedures relating to modern slavery through a structured internal review process. As part of this process,

EVA Airways conducts periodic internal reviews of its modern slavery risk management framework. These reviews involve relevant departments responsible for procurement, compliance and operational oversight.

The review process includes:

- Assessing whether existing policies and procedures continue to align with applicable legislations, including the *Modern Slavery Act 2018* (Cth).
- Reviewing supplier due diligence and risk assessment processes to determine whether they remain effective in identifying higher-risk suppliers or supply chain activities.
- Analysing any complaints, whistleblower reports or compliance concerns relating to labour practices or supplier conduct.
- Reviewing training participation and feedback from operational teams regarding the identification of potential modern slavery risks.

Findings from these reviews are considered by relevant management personnel and may result in updates to internal policies, due diligence procedures or supplier engagement practices. Where potential weaknesses or gaps are identified, EVA Airways may implement, including strengthening supplier screening processes, enhancing training programs or updating internal governance procedures.

Through this internal monitoring and review framework, EVA Airways seeks to ensure that its policies and procedures remain effective in identifying and addressing modern slavery risks across its operations and supply chains.

Supplier Oversight

EVA Airways monitors the effectiveness of its supplier management and due diligence processes through ongoing oversight of supplier relationships.

As part of this process, EVA Airways periodically reviews information relating to its suppliers' compliance with contractual obligations and applicable labour standards. This may include reviewing supplier declarations, compliance information provided through annual supplier assessments, including responses and supporting documentation submitted via our Sustainability Assessment Questionnaire (SAQ), as well as any concerns raised through internal reporting channels.

Suppliers that operate in higher-risk industries or jurisdictions may be subject to enhanced monitoring, including additional engagement with the supplier to obtain information regarding labour practices and workplace conditions. Where appropriate, EVA Airways may conduct or consider conducting targeted supplier reviews or audits to assess compliance with its SCoC and corporate sustainability standards.

Where potential risks or non-compliance are identified, EVA Airways may engage with the relevant supplier to implement corrective actions. EVA Airways also reserves the right to review or terminate supplier relationships where significant or ongoing non-

compliance is identified. Through these oversight processes, EVA Airways seeks to assess whether its supplier engagement and due diligence measures remain effective in identifying and addressing modern slavery risks within its supply chains.

EVA Airways also monitors the effectiveness of its modern slavery risk management measures through its supplier management processes. This includes reviewing supplier compliance information, monitoring supplier performance and considering whether additional due diligence measures are required for suppliers operating in higher-risk industries or jurisdictions.

Where potential risks or concerns are identified, EVA Airways may engage with the relevant supplier to obtain additional information, implement corrective actions or review the ongoing commercial relationship.

Monitoring of Training and Awareness

EVA Airways monitors the effectiveness of its training and awareness initiatives to ensure that employees understand the risks of modern slavery and their responsibilities in identifying and addressing such risks. Participation in relevant training programs, including Behaviour Detection training, is tracked to ensure that employees in higher-risk roles receive appropriate training.

EVA Airways also considers feedback from employees and operational teams regarding the effectiveness of training programs and the clarity of guidance provided in relation to identifying potential modern slavery risks.

Information obtained through training participation records, employee feedback and operational experience is used to assess whether additional training or awareness initiatives may be required. Where gaps in knowledge or understanding are identified, EVA Airways may update its training materials, develop additional guidance resources or expand training programs for employees involved in supplier engagement or operational risk areas.

Through these monitoring processes, EVA Airways seeks to ensure that its training and awareness initiatives remain effective in supporting employees to identify and respond to potential modern slavery risks.

Incident Reporting and Whistleblower Mechanisms

EVA Airways' whistleblower program and internal reporting channels form an important part of its framework for identifying and addressing potential modern slavery risks.

Employees and other stakeholders may report concerns relating to suspected misconduct, labour practices or potential breaches of EVA Airways' policies through the company's whistleblower program or other internal reporting mechanisms.

Reports received through these channels are reviewed in accordance with EVA Airways' internal procedures and may be investigated where appropriate. Relevant

departments assess the nature of the concern, the potential risk to workers or supply chains, and whether further action is required.

Information obtained through whistleblower reports, internal complaints or compliance concerns is periodically reviewed as part of EVA Airways' internal monitoring processes. This allows the company to identify patterns, emerging risks or areas where policies or procedures may require strengthening.

Where investigations identify potential non-compliance or modern slavery risks, EVA Airways may implement corrective actions, which may include engaging with relevant suppliers or business partners, strengthening internal controls or reviewing existing contractual relationships.

Through these reporting and review mechanisms, EVA Airways seeks to ensure that concerns relating to modern slavery risks can be identified and addressed in a timely and effective manner.

Continuous Improvement

EVA Airways recognises that modern slavery risks may evolve over time as its operations and supply chains develop.

Accordingly, the company conducts periodic internal reviews of its modern slavery risk management framework and considers opportunities to strengthen its approach to identifying and addressing modern slavery risks.

Through these ongoing monitoring and review processes, EVA Airways seeks to continuously improve the effectiveness of its actions in preventing and addressing modern slavery within its operations and supply chains.

Consultation with Controlled Entities

In preparing this Modern Slavery Statement, EVA Airways consulted with relevant internal departments responsible for procurement, compliance, operations and corporate governance.


EVA Airways also maintains meaningful and ongoing dialogue among entities within the Evergreen Group, including through segment guidelines, legal entity guidelines and business unit guidelines. Relevant matters concerning the Act and modern slavery risk management are included in briefings to the boards of the EVA Airways, as well as to key stakeholders and business unit leaders.

Through these consultation processes, EVA Airways seeks to ensure that its modern slavery risk management framework appropriately reflects the operations and activities of relevant entities within the company and its subsidiaries.

Other Relevant Information

In preparing this statement, we have consulted with key business functions that provided valuable input into this statement, including but not limited to supply chain, procurement, legal, enterprise risk and stakeholder teams.

This statement was presented to and approved by the principal governing body of EVA Airways, being the Board of Directors of EVA Airways on 13 May 2026 and is signed below by a responsible member of EVA Airways.

Signature: 

Name: Clay Sun

Position: President of EVA Airways Corporation ABN 62 051 852 183