

EVA Airways Corporation

Modern Slavery Act Statement

Introduction

This Statement is made by EVA Airways Corporation ABN 62 051 852 183 (**EVA Airways**), being a reporting entity pursuant to section 5 of the *Modern Slavery Act 2018 (Cth)* (**Act**) and covers the relevant reporting period ending 31 December 2024.

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 maintain the highest ethical standards as reflected by our regulations.

Modern Slavery

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

Modern slavery is a criminal offence and can occur in various forms, all of which have in common 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:

- (a) **Slavery**: where ownership is exercised over an individual.
- (b) **Servitude**: involves the obligation to provide service imposed by coercion.
- (c) **Forced labour**: all work or service, not voluntarily performed, which is obtained from an individual under the threat of force or penalty.
- (d) **Human trafficking**: involves arranging or facilitating the travel of another with a view to exploiting them.
- (e) **The worst form of child labour**: the employment of children 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.

This statement reflects our commitment to preventing modern slavery within our business and improving our collaboration with businesses and governments to uphold our moral and ethical obligations.

Structure, Operations and Supply Chains of EVA Airways

Structure and Operations

EVA Air is a privately-owned airline:

- (a) owning or operating 84 aircrafts;
- (b) serving 63 destinations across America, the Oceania, Europe, Asia and Mainland China;
- (c) employing approximately 11,182 employees; and
- (d) serving approximately 13,160,821 passengers in 2024.

Our primary stakeholder is the CAPITAL TIP CUSTOMIZED TAIWAN SELECT HIGH DIVIDEND EXCHANGE TRADED FUND (as of December 31, 2024.)

Our affiliated companies are:

- (a) Evergreen Aviation Technologies Corporation;
- (b) Evergreen Airline Services Corporation;
- (c) Evergreen Sky Catering Corporation;
- (d) Evergreen Air Cargo Services Corporation;
- (e) Evergreen Airways Service (Macau) Ltd;
- (f) Hsiang-Li Investment Corporation;
- (g) Pt Perdana Andalan Air Service;
- (h) Sky Castle Investment Ltd;
- (i) EVA Flight Training Academy; and
- (j) Everfamily International Foods Corporation

(collectively referred to as the **Evergreen Group**).

EVA Airways is part of the abovementioned group of companies that is a leading global provider of air and marine transportation services.

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 Chain

EVA Airway's and the Evergreen Group's supply chain consists of goods and services from suppliers and specialists from Australia and internationally.

EVA Airway's main suppliers are Airbus and Boeing. Other suppliers include (but are not limited to): Microsoft, Menzies Aviation (Ground Services) Australia Pty Ltd, JETS Transport Express, KPMG Australia and National Australia Bank.

Risks of Modern Slavery Practices in Our Operations and Supply Chain

Modern slavery risks and issues could arise as a result of EVA Airways' business operations and supply chain and could be influenced by a number of factors including (but not limited to) geographical and product specific issues.

As in previous year, EVA Airways consider the risk of modern slavery in our directly recruited team (employees and contracts) to be low, given the policies, training, monitoring and control put in place.

EVA Airways is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. All our staff are required to act ethically and in accordance with all relevant legislation (including the Modern Slavery Act) and our internal policies at all times.

EVA Airways conducts periodic risk assessment for operational activities and suppliers, evaluating the likelihood and impact of known modern slavery risk factors. The risk assessment includes (but is not limited to):

- (a) **Sector and industry risks.** Certain sectors and industries may have higher modern slavery risks because of their characteristics, products and processes.
- (b) **Product and services risks.** Certain products and services may have higher modern slavery risks because of the way they are produced, provided or used.
- (c) **Geographic risks.** Some countries may have higher risks of modern slavery due to poor governance, weak law, conflict, migration flows and poverty.
- (d) **Entity risks.** Some entities may have modern slavery risks because of poor governance structures, a record of treating workers poorly or a record of human rights violations.

EVA Airways focuses on identifying relevant risks by collecting compliance information concerning each supplier before entering into contractual relationships as well as regularly reviewing existing business partners. Non-compliance issues are prevented through contract management, regular internal audits, review and/or regular meetings.

In conducting its risk assessments, EVA Airways acknowledges that the visibility of modern slavery practices in its downstream supply chain is limited and risks to EVA Airways will change over time as operational requirements change and understanding of our supply chain improves.

All of our employees and contractors are required to abide by EVA Airways' Code of Conduct and complete annual refresher training. This code is reviewed regularly to ensure it remains up to date and effective.

Actions Taken to Assess and Address Modern Slavery Risk

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

EVA Airways response and action to assess and address modern slavery risks in our operations and supply chain can be broken down as follows:

- (a) Development and Enforcement of Policy.
- (b) Training.
- (c) Risk Assessment and Due Diligence.
- (d) Collaboration and Stakeholder Engagement.
- (e) Rectification.

Development and Enforcement of Policy

EVA Airways has established the *EVA Airways Corporation Codes of Conduct (Policies)* which are designed to ensure that we operate in line with the highest standards of ethics and reflect our continued commitment to ensure modern slavery is not taking place in our supply chains and provides a clear structure for accountability.

We implement our Policies by publishing them within our internal communications network. Reports can be made internally as well through our whistleblower program. Any breach or alleged breach of the Policies will be investigated and may result in disciplinary action being taken.

Our whistleblower policy provides a framework for the functioning of the program and details the procedure for disclosing any complaints which may result in a breach of EVA Airways Policies and any modern slavery requirements. All reports made through our whistleblower program are treated with confidentiality and with regard to the protection of the identity of the individual reporting the grievance.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide annual Behaviour Detection training to our flight crew, cabin crew, passenger operations personnel, aircraft security personnel and security screening personnel.

We are also developing an internal knowledge hub as a resource to our employees to allow readily access to a range of information on human rights and issues involving modern slavery.

Risk Assessment and Due Diligence

Over this reporting period, EVA Airways has made significant progress in implementing policies and actions to assist in addressing the modern slavery risks associated with our operations and supply chains. These include reviewing our supply chain sustainability management process and where necessary updating due diligence

procedures, engaging more with suppliers on modern slavery issues and intensifying screening and qualification procedures.

EVA Airways continually monitors the effectiveness of our efforts to combat modern slavery and human trafficking and carries out a review each year to identify any issue or areas for improvement.

Collaboration and Stakeholder Engagement

A supplier management process has been established to drive continuous improvement in our partner suppliers to enhance their sustainability performance and achieve the core value of mutual benefit.



If any supplier is found to have violated our corporate social responsibility policy, we have the right to demand improvement and reserve the right to terminate the contract if the violation is not improved or there is any major violation.

All our suppliers are required to sign a Letter of Commitment in relation to “EVA Air Supplier Code of Conduct (SCoC)”, which places great importance on the working conditions and environments of workers.

Prior to any commercial dealings, EVA Airways will assess the legality and ethical conduct of the other party, including assessing the risks involved with the particular service being provided, and the country in which the supplier is based. As part of our ongoing risk assessment and due diligence processes, we consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our Policies.

Remediation Process

We are committed to respecting human rights across our business and supply chain. In addition to requiring suppliers to provide good quality and meet delivery deadlines, EVA Airways also works directly with suppliers. Should EVA Airways discover that, through the actions of third parties, it is (or may be) associated with modern slavery violations, appropriate action will be taken in a timely manner. Actions may include notification to regulators and/or law enforcement agencies, engaging with the relevant parties to promote good practice and/or avoiding the business relationship.

In addition, as part of our learning culture, EVA Airways seeks to continuously improve on our modern slavery approach in 2024 and have developed various key initiatives, such as:

1. Develop an enhanced modern slavery due diligence framework.

2. Review due diligence procedure for all existing high-risk suppliers.
3. Develop training for high-risk category teams.
4. Emphasise grievance and investigation procedures.
5. Participate in modern slavery courses and training programs.

Consultation with Reporting Entities and Owned or Controlled Entities

EVA Airways has meaningful and ongoing dialogue amongst all the entities in the Group. This includes segment guidelines, as well as legal entity guidelines and business unit guidelines. In addition, any relevant topics regarding the Act are to be included in briefings for the boards of the Group as well as the key stakeholders and business unit leaders.

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 2025 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