

Evergreen Aviation Technologies Corporation

Human Rights Policy Statement

Evergreen Aviation Technologies Corporation (hereinafter referred to as "EGAT" or the "Company") believes that respect for human rights is the core value of sustainable development. In order to safeguard the basic human rights of employees, suppliers and partners, EGAT has established a human rights protection environment based on protection, respect and compensation, prohibiting any infringements and violations of human rights, which would allow everyone to be treated fairly and with dignity, namely the Evergreen Aviation Technologies Corporation Human Rights Policy Statement (hereinafter referred to as "the Policy").

The Policy is formulated in accordance with the International Bill of Human Rights (including the United Nations Universal Declaration of Human Rights (UDHR) and the two Covenants), the International Labor Organization-Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International human rights conventions such as the OECD Guidelines for Multinational Enterprises and the Ten Principles of the United Nations Global Compact (UNGC), in addition to abiding by the laws and regulations of the country where the company operates.

1. Scope of Application

- 1.1 Covers all the company's employees, suppliers (including contractors, subcontractors, service providers), customers and partners (such as subsidiaries, joint ventures, and local communities).

2. Human Rights Commitments

2.1 Prohibition of Forced Labor

It is forbidden to practice forced labor or bonded labor, or use imprisonment, violence or intimidation to make workers provide services.

All work must be voluntary and workers shall be free to leave work at any time or terminate their employment.

2.2 Prohibition of Child Labor

The employment or use of child labor (meaning anyone under the age of 16, or under the age of compulsory education, or the minimum age for employment in the country) is prohibited. Legal workplace study programs that comply with the statute are excluded.

Provide working terms and environment that meet the requirements of the laws and regulations for young workers under the age of 18 (including part-time students and interns).

2.3 Freedom of Association and Collective Bargaining

Respect the freedom of workers to form associations freely in accordance with the relevant laws and regulations of the place where they operate, and to choose to join or not join a trade union or the labor organization formed by the workers. While respecting the right of workers to bargain collectively, the workers should be able to communicate with employers or management about working conditions without fear, retaliation, threats, and harassment.

2.4 Diversity and Prohibition of Discrimination

Ensure Anti-Discriminatory policies on the use of human resources, including safeguarding the labor rights of disadvantaged or marginalized groups such as indigenous peoples, women, migrant workers, indentured persons and persons with disabilities.

Implement fairness in employment, salary and benefits, training, evaluation and promotion opportunities. Provide an effective and appropriate grievance mechanism. Avoid any measures that endanger employees' rights and interests. Respond to situations that endanger the rights and interests of employees. Strive to create a working environment that is equal in employment and free from discrimination and harassment.

Adopt a zero tolerance policy for any form of harassment in the work environment, including any form of sexual harassment, sexual assault, corporal punishment, mental or physical oppression, or verbal abuse; nor the threats of carrying out any such conduct.

Prohibition of any discriminatory treatment or slanderous or offensive language, attitude and behavior based on birthplace, race, color, age, gender, sexual orientation, gender identity and expression, ethnicity, class, nationality, disability, history of diseases, pregnancy, language, ideology, religion, belief, political party affiliation, political view, social group background, previous union membership status, marital status, appearance, facial features, other personal characteristics or any other factors subject to the local laws and regulations where operations are located.

2.5 Equal Remuneration

The wages paid by the employer to the employees shall comply with the relevant salary laws and regulations of the place of operation, including the

protection of the minimum basic wage, extended working hour wages and statutory benefits. The employees should be paid fair and full wages on time, and be provided with the salary details to explain the legal deductions. Payment shall not be differentiated due to gender or sexual orientation. Employees with the same job shall receive the same amount of payment. Differential payments based on seniority, rewards and penalties, and performance as well as legitimate reasons other than gender or sexual orientation are exceptions.

2.6 Working Conditions

Employees' working hours should not exceed the maximum hours specified by the local laws and regulations of the country where the Company operates. Aiming to provide employees with a "zero-risk" working environment, and in accordance with the occupational safety and health laws and regulations of the place of operation, the employees should be provided with a safe and healthy working environment and necessary health and first aid measures. Establish an Occupational Safety and Health Information System (OSHIS) to eliminate hazards in the work environment that may affect employees' safety and health. Ensure the proper implementation of health management work to reduce the risk of occupational disasters.

2.7 Environmental Protection

Based on the goals of corporate social responsibility and sustainable management, the Company adheres to the concepts of energy conservation, carbon reduction and pollution prevention, implements a greenhouse gas inventory system that meets international standards, and effectively mitigates environmental impacts through the formulation of relevant operating procedures and the implementation of action plans.

Set control or improvement targets for waste, wastewater, waste gas and energy consumption, noise pollution generated in various maintenance services or product manufacturing processes, and improve the performance of environmental protection, energy conservation and carbon reduction with specific management plans, so as to improve the quality of life and leave a clean earth for future generations.

2.8 Privacy Protection

The Company shall comply with the Personal Data Protection Act and local regulations of the territories where it operates to protect privacy of its employees, customers and suppliers.

Security and control measures shall be adopted to application systems, databases, networks, computers, and storage media that are required for business operations. Personal data shall be adequately managed and maintained during collection, processing, storage, retrieval, or transfer to ensure privacy protection.

3. Management Mechanism

3.1 Advocacy and training

Continuously promote the Policy internally and externally. Provide human rights education and training for the Company’s internal personnel and suppliers to raise the awareness of human rights issues.

3.2 Reporting

In order to prevent and avoid any behaviors that may violate or endanger human rights, the Company encourages internal and external personnel to report any violations of the Policy through the following channels:

Mailbox for Sustainability Committee Executive Team	egatesg@egat.com.tw
Mailbox for Ethics Consultation and Violations Reporting	egathrd@egat.com.tw
Workplace unlawful infringement appeal channel	<p>Dayuan Maintenance Business : Tel : 03-3519980 Mailbox : 9980@egat.com.tw</p> <p>Guanyin Manufacturing Business : Mailbox : egatgSHE@egat.com.tw</p>
Sexual harassment appeal channel	<p>Dayuan Maintenance Business : Tel : 03-3519437 Mailbox : ameliasung@egat.com.tw</p> <p>Guanyin Manufacturing Business : Tel : 03-2826030 Mailbox : susanlin@egat.com.tw</p>

3.3 Acceptance, investigation and handling measures in reporting

The Corporate Sustainability Development Div., Human Resources Div., Occupational safety and health Div., Pilot and Cabin Crew Administration Dept. of the Company shall be the main units to accept reporting cases. After acceptance, the case shall be handled or investigated by the responsible unit in accordance with the nature and content of the case.

After investigation, if it is found that there is a violation of human rights protection, the Company will take the relevant actions and remedial measures, including punishment, system adjustment, counseling and necessary improvement measures, and enable victims of rights violations to obtain corresponding and effective relief or compensation.

4. The Policy will be publicly disclosed on the Company's internal and external websites, and regularly on the Company's ESG Report.

The History of “Human Rights Policy Statement”

1. The Policy was made on July 1, 2024.