

# 年報

113年度



2024  
ANNUAL  
REPORT

2024 ANNUAL REPORT

EVERGREEN AVIATION TECHNOLOGIES CORP.

# 年報

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2024  
ANNUAL  
REPORT

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**Name of overseas exchange where securities are listed, and the methods for inquiring about the foreign-listed securities: None.**

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**At EGAT,  
We Do It Right,  
For Flights!**

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# One. Letter to Shareholders

## I. Preface

Thanks to the support and trust of all shareholders and customers, along with the dedicated efforts of all employees, the Company's revenue reached a new record in 2024.

## II. 2024 Business Report

- (I) The 2024 operating revenue was NT\$16.285 billion, an increase of NT\$1.503 billion or 10.17% from the previous year.
  - 1. According to Taoyuan International Airport's statistics, the flight cycles in 2024 have been increased compared to the previous year. Benefiting from the recovery of airline traffic, the number of aircraft maintenance and line maintenance has increased, and it has also driven the business growth of component maintenance.
  - 2. In 2024, the number of global aircraft orders continued to increase, and the number of orders for single-aisle aircraft in particular has increased significantly. In order to meet the customer's order demand and increase the delivery target, the demand for orders for LEAP engine-related products has increased.
- (II) 2024 budget implementation
  - 1. The estimated operating revenue in 2024 was NT\$14.966 billion, the actual operating revenue was NT\$16.285 billion, and the achievement rate was 108.81%.
  - 2. The estimated profit before tax in 2024 was NT\$2.585 billion, and the actual profit before tax was NT\$2.293 billion, with an achievement rate of 88.70%.
- (III) 2024 Profitability Analysis
  - Gross margin: 19.16%
  - Operating margin: 14.93%
  - Profit margin before tax: 14.08%
  - Return on equity: 14.03%
  - Return on assets: 7.99%

#### (IV) Research and Development

1. The 737-8/-8200/-9 Base Maintenance capability at TPE was approved by the Civil Aviation Administration (CAA).
2. The Company has acquired an order for two products: optical lens detectors and heat exchangers, from ASML, and completed the first delivery in Q4.
3. The Company has acquired the supplier qualification for the surveillance unmanned aerial vehicle from the Ministry of National Defense.
4. The Company has acquired the supplier qualification of Spirit Aerosystem, a U.S.-based company.

### **III. 2025 Business Plan**

- (I) With global inflation under control and economic development on the right track, airline companies have also initiated fleet renewal plans to purchase new types of passenger and cargo aircraft to meet the long-term growth trend of passenger and cargo demand for fuel-efficient and carbon-reducing sustainable operations.
- (II) In 2025, the overall maintenance demand has grown steadily, and the aircraft maintenance business has been almost fully loaded by customers. Limited remaining capacity is under discussion with potential customers. EGAT also made prompt actions and slot adjustment in response to rising maintenance demand from customers in North America and Northeast Asia regions. The Company is also planning to build a maintenance capability for the new generation aircraft B737MAX and A350, to increase the Company's revenue.
- (III) The demand for narrow-body aircraft is booming by manufacturing customers. It is expected that the shipment of the LEAP engine, the main product for narrow-body aircraft, will continue to increase after the material supply chain is gradually improved. The order demand in the short and medium term will maintain a positive growth.

### **IV. Business Development Strategy**

- (I) The market prospects for aircraft maintenance and repair are promising EGAT will continue to recruit and train aviation technicians on the basis of its current main customers and develop new technologies, increase investment in facilities and equipment and the application of production capacity, and actively develop potential customers, mainly focusing on international business opportunities, and continue to develop the manufacturing services to

the wide-body aircraft and its engines and maintenance services for global major airlines. We aim to increase the value of production capacity, and pave the way for future revenue growth.

- (II) Improve production efficiency: Increase investment in the construction of facilities and equipment in the four existing aircraft hangars to improve maintenance efficiency. More meticulous arrangements were made for aprons required for aircraft maintenance to shorten the time spent in the hangar and release more space for capacity utilization. This measure has shown results in 2024, and the output value will continue to increase in 2025.
- (III) To expand the space for maintenance and utilization: The plan is to rent the aprons in front of the existing first to fourth hangars, and increase the parking capacity of 3rd party aircraft for the precise control of the arrivals and departures the use of manpower, and improve the convenience for customers.
- (IV) New customers of the new aircraft models: Construction of the airframe maintenance capacity for the new A350 and B737 MAX to accommodate the fleet changes and acquire new customers. Our capacity for the B737 MAX has been certified by the Civil Aviation Administration. We expect to continue expanding our maintenance capacity for A350 and obtain maintenance certification in key countries in 2025 to open up business sources. At the end of 2023, the Company successfully obtained the UKCAA certification for B777, B787, and A330 airframes. In 2024, British-registered aircraft began entering the Company's hangar.
- (V) Among the existing customers, the Company will continue to strive for new product tenders to upgrade the level of manufacturing capabilities. For other customers, we will also seek tenders from major manufacturers such as Airbus as well as expand the sources of business and evaluation of the related rating certifications and tenders.
- (VI) The Company will continue expanding into new businesses and branch out into the production of other types of products such as electronic equipment and flight vehicle components, expand business scope, develop customer and product diversity, and continue to evaluate investment in processing machinery and equipment and special facilities to increase stability of production capacity and revenue.

## **V. Impact of External Competitive Environment, Regulatory Environment and Overall Operating Environment**

### **(I) External competitive environment**

During the pandemic, the aviation industry's supply chain has changed, and there has been a considerable loss of airport employees, manufacturing, and maintenance technical manpower. During this period, EGAT continued to maintain a considerable proportion of its business in freighter maintenance and modification of products. In terms of operations, it maintained normal operations and accumulated capacity to gain a competitive advantage as soon as the market recovered. Although China and Southeast Asian countries have the advantage of lower labor costs, EGAT still has the advantage in terms of overall quality and the value of performance.

### **(II) Regulatory environment**

The Company undergoes an annual factory review conducted by the civil aviation authorities of our customers' respective countries and holds maintenance licenses issued by Civil Aviation Administration in various countries. Additionally, the Company obtained certification for ISO 9001 Quality Management System and AS9110 & AS9100 Aerospace Quality Maintenance Management System by improving our quality system to meet the most stringent standards over the world. As a result, the Company is recognized by international airlines.

### **(III) Overall business environment**

The aviation market is gradually recovering after the pandemic. It takes time to absorb the strong demand for passenger travel. The fuel-efficient new generation aircraft is also in line with the demand of various airline companies to reduce operating costs, save energy, and reduce carbon emissions. This phenomenon will be difficult to digest in the short term. The above factors are a stable and growth-friendly operating environment for the aviation industry, whether it is for manufacturing or maintenance.

## **VI. Conclusion**

We thank all customers and shareholders for their support, for recognizing our diligence in management, and for the efforts and dedication of all employees. EGAT has always adhered to the business philosophy of "safety first, quality first" to ensure flight safety, pursue technological innovation, continue providing customers with the best quality services, expand business, increase revenue, and create higher profits. We want to continue to give back to all shareholders who gave us their support.

We wish you good health, happiness, and peace.

**Chairman : Huang, Nan-Horang**

**March 31,2025**

## Two. Corporate Governance Report

### I. Directors and Management Team

#### (I) Directors

Mar 31, 2025

Position (Note 1)	Nationality or place of registration	Name	Gender/Age (Note 2)	Election (inauguration) Date	Term	Date first elected (Note3)	Shareholding when elected (Note 6)		Current shareholding (Note 6)		Current shareholding of spouse and minor children		Shares held through nominees		Education and experience (Note 4)	Concurrent duties in the Company and other companies	Spouse or relatives of the second degree or closer acting as manager, director, or supervisor		
							Shares	Shareholding percentage %	Shares	Shareholding percentage %	Shares	Shareholding percentage %	Shares	Shareholding percentage %			Position	Name	Relation
Chairman	Republic of China	EVA Airways Corporation	Not applicable	2022.01.12	3 years	1997.11.03	228,985,241	64.90	206,189,241	55.05	Not applicable		0	0	Not applicable	Not applicable	Not applicable		
	Republic of China	Representative: Huang, Nan- Horang	Male 61-70 years old	2022.01.12	3 years	2011.03.22	Not applicable		45,000	0.01	0	0	0	0	(Experience) President, Evergreen Aviation Technologies Corp. (Education) Department of Aircraft Engineering in a two-year program of academic ability appraisal of the Ministry of Education	Director: -GE Evergreen Engine Services Corp. -Spirit Evergreen Aftermarket Solutions Co., Ltd. -Ever Superior Technologies Corp.	None	None	None
Director	Republic of China	EVA Airways Corporation	Not applicable	2022.01.12	3 years	1997.11.03	228,985,241	64.90	206,189,241	55.05	Not applicable		0	0	Not applicable	Not applicable	Not applicable		
	Republic of China	Representative: Lin, Bou-Shiu	Male 71-80 years old	2022.01.12	3 years	2005.05.18 (Note5)	Not applicable		0	0	0	0	0	0	(Experience) Chairman, Evergreen Steel Corp. (Education) Bachelor of Computer Science and Information Engineering, Tamkang University	Chairman, EVA Airways Corp. Chairman, Hsiang-Li Investment Corp. Director: -UNI Airways Corp. -Evergreen Sky Catering Corp. -Evergreen Air Cargo Services Corp. -Evergreen Airline Services Corp. -Trade-Van Information Services Co. -GE Evergreen Engine Services Corp.	None	None	None

Position (Note 1)	Nationality or place of registration	Name	Gender/Age (Note 2)	Election (inauguration) Date	Term	Date first elected (Note3)	Shareholding when elected (Note 6)		Current shareholding (Note 6)		Current shareholding of spouse and minor children		Shares held through nominees		Education and experience (Note 4)	Concurrent duties in the Company and other companies	Spouse or relatives of the second degree or closer acting as manager, director, or supervisor		
							Shares	Shareholding percentage %	Shares	Shareholding percentage %	Shares	Shareholding percentage %	Shares	Shareholding percentage %			Position	Name	Relation
Director	Republic of China	Representative: Sun, Chia-Ming	Male 61-70 years old	2022.01.12	3 years	2018.01.01	Not applicable		1,679	0	0	0	0	0	(Experience) Executive Vice President of Passenger Management Div., EVA Airways Corp. (Education) Bachelor of International Trade, Chinese Culture University	Director and President, EVA Airways Corp. Director: -UNI Airways Corp. -Evergreen Air Cargo Services Corp.	None	None	None
Director	Republic of China	UNI Airways Corporation	Not applicable	2022.01.12	3 years	2022.01.12	50,847,721	14.41	50,847,721	13.57	Not applicable		0	0	Not applicable	Not applicable	Not applicable		
	Republic of China	Representative: Cheng, Ching- Fen	Female 61-70 years old	2022.10.20	2.23 years	2022.10.20	Not applicable		0	0	0	0	0	0	(Experience) President/Manger of International Business Branch (OIU), Central Reinsurance Corp. (Education) Master of Department of Industrial Engineering and Management, Chung Hua University	Director, Central Reinsurance Corp.	None	None	None
	Republic of China	Representative: Yeh, Jia-Chyuan	Male 71-80 years old	2022.10.20	2.23 years	2022.10.20	Not applicable		28,005	0.01	0	0	0	0	(Experience) - Executive Vice President of Finance Department and Corporate Governance Officer, Evergreen Steel Corp. -Supervisor, Evergreen International Storage & Transport Corp. (Education) Master of College of Management, Yuan Ze University	Chairman, Evergreen International Corp. Director, Evergreen International Storage & Transport Corp.	None	None	None
Director	Republic of China	Shun An Enterprise Corporation	Not applicable	2022.01.12	3 years	2022.01.12	50,000	0.01	50,000	0.01	Not applicable		0	0	Not applicable	Not applicable	Not applicable		

Position (Note 1)	Nationality or place of registration	Name	Gender/Age (Note 2)	Election (inauguration) Date	Term	Date first elected (Note3)	Shareholding when elected (Note 6)		Current shareholding (Note 6)		Current shareholding of spouse and minor children		Shares held through nominees		Education and experience (Note 4)	Concurrent duties in the Company and other companies	Spouse or relatives of the second degree or closer acting as manager, director, or supervisor			
							Shares	Shareholding percentage %	Shares	Shareholding percentage %	Shares	Shareholding percentage %	Shares	Shareholding percentage %			Position	Name	Relation	
Director	Republic of China	Representative: Chen, Cheng- Pang	Male 61-70 years old	2022.10.20	2.23 years	2022.10.20	Not applicable		0	0	0	0	0	0	(Experience) -Supervisor, Shun An Enterprise Corp. -Executive Vice President of Finance Department, Evergreen International Storage & Transport Corp. -Vice President, Italia Marittima S.p.A. (Education) Bachelor of Department of Accounting and Department of Economics, Soochow University		—	None	None	None
Independent Director	Republic of China	Hsu, Miao-Chiu	Female 61-70 years old	2022.01.12	3 years	2022.01.12	0	0	0	0	0	0	0	0	(Experience) -Independent Director, Nankang Rubber Tire Corp.,Ltd. -President/Senior VP and CFO, Nan Shan Life Insurance Co., Ltd. -Senior VP, CTBC Bank Co., Ltd. -Partner, PwC of Taiwan -Vice President of Accounting Department, Taipei branch of Credit Lyonnais -Grade 3 Specialist of Trust Division, Central Trust of China (Education) -MBA, St. John's University -Bachelor of Division of Banking of Department of Business of College of Law, National Taiwan University	Independent Director, TrueLight Corp. Director, CTBC Bank Co.,Ltd.	None	None	None	
Independent Director	Republic of China	Teng, Yean-Sen	Male 71-80 years old	2022.01.12	3 years	2022.01.12	0	0	0	0	0	0	0	0	(Experience) -Advisor of National Human Rights Commission, Control Yuan (incumbent) -Member of Human Rights Protection Subcommittee, Executive Yuan(incumbent)	—	None	None	None	

Position (Note 1)	Nationality or place of registration	Name	Gender/Age (Note 2)	Election (inauguration) Date	Term	Date first elected (Note3)	Shareholding when elected (Note 6)		Current shareholding (Note 6)		Current shareholding of spouse and minor children		Shares held through nominees		Education and experience (Note 4)	Concurrent duties in the Company and other companies	Spouse or relatives of the second degree or closer acting as manager, director, or supervisor			
							Shares	Shareholding percentage %	Shares	Shareholding percentage %	Shares	Shareholding percentage %	Shares	Shareholding percentage %			Position	Name	Relation	
															-Member of Human rights working group member, Ministry of Justice (incumbent) -Chief Arbitrator for Labor dispute, New Taipei City Government (incumbent) -Chair Professor of School of Law, Adjunct Professor of Department of Law, Soochow University (incumbent) -Member, Presidential Office Human Rights Consultative Committee -Chief Secretary, Soochow University -Full-time Professor of Department of Law, Soochow University (Education) -Master of Philosophy (MPhil), University of Nottingham, UK -Master of Laws (LLM), University of Nottingham, UK -Master of Department of Law, Soochow University					

Position (Note 1)	Nationality or place of registration	Name	Gender/Age (Note 2)	Election (inauguration) Date	Term	Date first elected (Note3)	Shareholding when elected (Note 6)		Current shareholding (Note 6)		Current shareholding of spouse and minor children		Shares held through nominees		Education and experience (Note 4)	Concurrent duties in the Company and other companies	Spouse or relatives of the second degree or closer acting as manager, director, or supervisor		
							Shares	Shareholding percentage %	Shares	Shareholding percentage %	Shares	Shareholding percentage %	Shares	Shareholding percentage %			Position	Name	Relation
Independent Director	Republic of China	Chou, Yon-Chun	Male 61-70 years old	2022.01.12	3 years	2022.01.12	0	0	0	0	0	0	0	0	(Experience) -Director/Professor/ Associate Professor of Institute of Industrial Engineering, National Taiwan University -Associate Professor/ Assistant Professor of Department of Industrial Engineering and Operations Research, University of Massachusetts (Education) -Ph.D. in Industrial Engineering, Purdue University -Master of Industrial and Systems Engineering, The Ohio State University -Bachelor of Department of Industrial Engineering and Engineering Management, National Tsing Hua University	Independent director, Horizon Fixture Group Co., Ltd.	None	None	None

Note 1: For a corporate shareholder, the name of the corporate shareholder and its representative shall be listed separately (when listing the representative of a corporate shareholder, the name of the corporate shareholder shall also be noted), and Table 1 below shall also be completed.

Note 2: Please state the actual age, or, alternatively, state the age interval into which the actual age falls, e.g., 41~50 years, 51~60 years.

Note 3: Specify the time the person first began to serve as a director or supervisor of the Company. If there has been any break within a term or between terms, add a note specifying the circumstances.

Note 4: Specify experience and qualifications related to the current position. If during a period specified above the person has served in a position at a CPA firm that serves as external auditor/attestor, specify the position held and the duties for which the person was responsible.

Note 5: Mr. Lin, Bou-Shiu served as a director of the Company from 2005.05.18 to 2012.03.12 and 2016.03.15 till present.

Note 6: The total number of issued shares when the current session of directors were elected (2022.01.12) was 352,806,962 shares; the total number of issued shares as of the book-closure date of the 2025 annual general shareholders' meeting (2025.03.31) was 374,570,962 shares.

Note 7: Where the chairperson of the board of directors and the general manager or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (e.g., increasing the number of independent directors and ensuring that a majority of directors do not concurrently serve as an employee or managerial officer):  
None.

Note 8: Diversity policy of Board of Directors: Please refer to pp. 18-19.

Table 1: Major shareholders of corporate shareholders

Mar 31, 2025

Name of Corporate Shareholder (Note 1)	Major Shareholder of Corporate Shareholder (Note 2)
EVA Airways Corporation	Capital Tip Customized Taiwan Select High Dividend Exchange Traded Fund (8.57%) Evergreen Marine Corp. (Taiwan) Ltd. (7.43%) Evergreen International Corp. (7.13%) Yuanta/P-shares Taiwan Dividend Plus ETF (4.80%) Evergreen Steel Corp. (3.63%) Hua Nan Commercial Bank, Ltd. in custody for Yuanta Taiwan Value High Dividend ETF (2.55%) Chang, Yung-Fa (2.44%)(Deceased) New Labor Pension Fund (2.05%) Taiwan Business Bank, Ltd. in custody for United Taiwan High Dividend Recovery 30 ETF (1.55%) KGI Taiwan Premium Selection High Dividend 30 ETF (1.33%)
UNI Airways Corporation	Evergreen International Corp. (23.48%) Starlux Investments Ltd. (19.90%) Starway Developing Investments Ltd. (19.90%) Evergreen Steel Corp. (14.99%) EVA Airways Corp. (9.98%) Evergreen International Storage & Transport Corp. (4.17%) Tian-Hsin Co., Ltd. (3.26%) New Taiwan Co., Ltd. (0.37%) Chairworks Development Ltd. (0.25%) Ruentex Industries Ltd. (0.18%)
Shun An Enterprise Corporation	Evergreen International Storage & Transport Corp. (100%)

Note 1: If a director or supervisor is a representative of a corporate shareholder, fill in the name of that corporate shareholder.

Note 2: Fill in the names of the corporate shareholder's major shareholders (those with a shareholding ratio ranking among the top 10) and their shareholding ratios. If any of the major shareholders is a corporate/juristic person, also complete Table 2 below.

Note 3: If a corporate/juristic person shareholder is not organized as a company, the shareholder names and shareholding ratios required to be disclosed as mentioned above shall be the names of the capital contributors or donors (for further information, please refer to the announcements of the Judicial Yuan) and their capital contribution or donation rates, respectively. If a donor has died, please further note "deceased."

Note 4: Information is provided by corporate shareholders, Department of Commerce MOEA or Market Observation Post System (MOPS).

Table 2: Major shareholders of corporate shareholders in Table 1 who are legal entities

Mar 31, 2025

Name of Legal Entity (Note 1)	Name of Legal Entity (Note 2)	Major Shareholder of Legal Entity (Note 3)
EVA Airways Corporation	Capital Tip Customized Taiwan Select High Dividend Exchange Traded Fund	Not applicable
	Evergreen Marine Corp. (Taiwan) Ltd.	Cathay United Bank Trust Account –Chang, Kuo-Hua (7.71%) Capital Tip Customized Taiwan Select High Dividend Exchange Traded Fund (7.15%) Chang, Sheng-En (4.12%) Yuanta/P-shares Taiwan Dividend Plus ETF (3.48%) Chang, Yung-Fa (3.20%) (deceased) Cathay United Bank Trust Account – Yang, Mei-Chen (2.11%) Hua Nan Commercial Bank, Ltd. in custody for Yuanta Taiwan Value High Dividend ETF (1.79%) Chang, Kuo-Hua (1.50%) New Labor Pension Fund (1.4%) Taiwan Business Bank, Ltd. in custody for United Taiwan High Dividend Recovery 30 ETF (1.24%)
	Evergreen International Corp.	Chang Yung-Fa Foundation (28.86%) Shine Glow Investments Ltd. (18%) Chang, Kuo-Ming (17.99%) Chang, Kuo-Hua (12.9%) Trust Account by Lee, Yu-Mei (Hua Nan Bank) (6.99%) Chang Yung-Fa Charity Foundation (5%) Chang, Yung-Fa (5%) (Deceased) Yang, Mei-Chen (4.6%) Scept Corporation (0.5%) Lee, Yu-Mei (0.15%)
	Yuanta/P-shares Taiwan Dividend Plus ETF	Not applicable
	Evergreen Steel Corp.	Evergreen Marine Corp. (Taiwan) Ltd. (19.00%) Chang, Kuo-Hua (6.18%) Continental Engineering Corporation (6.15%) Chang Yung-Fa Foundation (6.00%) Shine Glow Investments Ltd. (6.00%) Yang, Mei-Chen (4.87%) Chang, Sheng-En (4.78%) Yuanta Taiwan High Dividend Low Volatility ETF Account (3.20%) Wei-Dar Development Co., Ltd. (3.07%) TSRC Corporation (2.91%)
	Hua Nan Commercial Bank, Ltd. in custody for Yuanta Taiwan Value High Dividend ETF	Not applicable
	New Labor Pension Fund	Not applicable
	Taiwan Business Bank, Ltd. in custody for United Taiwan High Dividend Recovery 30 ETF	Not applicable
	KGI Taiwan Premium Selection High Dividend 30 ETF	Not applicable
	UNI Airways Corporation	Chang Yung-Fa Foundation (28.86%) Shine Glow Investments Ltd. (18%) Chang, Kuo-Ming (17.99%) Chang, Kuo-Hua (12.9%) Trust Account by Lee, Yu-Mei (Hua Nan Bank) (6.99%) Chang Yung-Fa Charity Foundation (5%) Chang, Yung-Fa (5%) (Deceased) Yang, Mei-Chen (4.6%)

Name of Legal Entity (Note 1)	Name of Legal Entity (Note 2)	Major Shareholder of Legal Entity (Note 3)
		Scept Corporation (0.5%) Lee, Yu-Mei (0.15%)
	Starlux Investments Ltd.	Chang, Kuo-Wei (59.48%) Chang, Sheng-Hung (20.26%) Chang, Sheng-Wei (20.26%)
	Starway Developing Investments Ltd.	Chang, Kuo-Wei (50.96%) Chang, Sheng-Hung (24.52%) Chang, Sheng-Wei (24.52%)
	Evergreen Steel Corp.	Evergreen Marine Corp. (Taiwan) Ltd. (19.00%) Chang, Kuo-Hua (6.18%) Continental Engineering Corporation (6.15%) Chang Yung-Fa Foundation (6.00%) Shine Glow Investments Ltd. (6.00%) Yang, Mei-Chen (4.87%) Chang, Sheng-En (4.78%) Yuanta Taiwan High Dividend Low Volatility ETF Account (3.20%) Wei-Dar Development Co., Ltd. (3.07%) TSRC Corporation (2.91%)
	EVA Airways Corp.	Capital Tip Customized Taiwan Select High Dividend Exchange Traded Fund (8.57%) Evergreen Marine Corp. (Taiwan) Ltd. (7.43%) Evergreen International Corp. (7.13%) Yuanta/P-shares Taiwan Dividend Plus ETF (4.80%) Evergreen Steel Corp. (3.63%) Hua Nan Commercial Bank, Ltd. in custody for Yuanta Taiwan Value High Dividend ETF (2.55%) Chang, Yung-Fa (2.44%) (Deceased) New Labor Pension Fund (2.05%) Taiwan Business Bank, Ltd. in custody for United Taiwan High Dividend Recovery 30 ETF (1.55%) KGI Taiwan Premium Selection High Dividend 30 ETF (1.33%)
	Evergreen International Storage & Transport Corp.	Evergreen Marine Corp. (Taiwan) Ltd. (40.36%) Chang, Kuo-Hua (3.52%) Yang, Mei-Chen (2.80%) Chang, Kuo-Cheng (2.80%) Wang, Zhuang-Yan (2.18%) Chang, Sheng-En (2.15%) Chang, Kuo-Ming (1.76%) Wang, Sheng-Min (1.02%) Chang, Yung-Fa (0.95%) (Deceased) Citibank (Taiwan) Limited. as Custodian Norges Bank Investment Account (0.92%)
	Tian-Hsin Co., Ltd.	Tseng, Chiung-Hui (31.85%)
	New Taiwan Co., Ltd.	Chu, Shao-Hua (26.74%) Chu, Che-Yen (20.11%)
	Chairworks Development Ltd.	Tsai, Lu-Hai (5.71%) Chu, Shao-Hua (2.86%)
	Ruentex Industries Ltd.	Ruentex Development Co., Ltd. (14.28%) ChangCuan Investment Co., Ltd. (4.55%) Ruentex Engineering & Construction Co., Ltd. (4.55%) Yi Tai Investment Co., Ltd. (4.24%) Huei Hong Investment Co., Ltd. (4.02%) P-shares Taiwan Dividend Plus ETF, Yuanta (4.02%) Gin-Hong Investment Co., Ltd. (3.31%) Sheng Cheng Investment Co., Ltd. (3.18%) Yingjia Investment Co., Ltd. (3.14%)

Name of Legal Entity (Note 1)	Name of Legal Entity (Note 2)	Major Shareholder of Legal Entity (Note 3)
		Ruen Hua Dyeing & Weaving Co., Ltd. (1.88%)
Shun An Enterprise Corporation	Evergreen International Storage & Transport Corp.	Evergreen Marine Corp. (Taiwan) Ltd. (40.36%) Chang, Kuo-Hua (3.52%) Yang, Mei-Chen (2.80%) Chang, Kuo-Cheng (2.80%) Wang, Zhuang-Yan (2.18%) Chang, Sheng-En (2.15%) Chang, Kuo-Ming (1.76%) Wang, Sheng-Min (1.02%) Chang, Yung-Fa (0.95%) (Deceased) Citibank (Taiwan) Limited. as Custodian Norges Bank Investment Account (0.92%)

Note 1: Name of corporate shareholder in Table 1.

Note 2: If any major shareholder in Table 1 above is a corporate/juristic person, fill in the name of that corporate/juristic person.

Note 3: Fill in the names of the corporate/juristic person's major shareholders (those with a shareholding ratio ranking among the top 10) and their shareholding ratios.

Note 4: If a corporate/juristic person shareholder is not organized as a company, the shareholder names and shareholding ratios required to be disclosed as mentioned above shall be the names of the capital contributors or donors (for further information, please refer to the announcements of the Judicial Yuan) and their capital contribution or donation rates, respectively. If a donor has died, please further note "deceased."

Note 5: Information is provided by corporate shareholders, Department of Commerce MOEA or Market Observation Post System (MOPS).

1. Disclosure of professional qualifications of directors and independence of independent directors

Criteria	Professional Qualifications and Experience (Note 1)	Independence Status (Note 2)	Number of other public companies for which the director concurrently serving as an independent director or a remuneration committee member
Name and Title			
Chairman EVA Airways Corporation Representative: Huang, Nan-Horang (Convener of Sustainability Committee)	Currently the Chairman of the Company, and once served as the President of the Company.	Not applicable	0
Director EVA Airways Corporation Representative: Lin, Bou-Shiu	Currently the Chairman of EVA Airways Corporation and a director of Trade-Van Information Services Co., and once served as the Chairman of Evergreen Steel Corporation.	Not applicable	0
Director EVA Airways Corporation Representative: Sun, Chia-Ming	Currently a Director and the President of EVA Airways Corporation, and once served as the Executive Vice President, Passenger Management Div. of EVA Airways Corporation.	Not applicable	0
Director UNI Airways Corporation Representative: Cheng, Ching-Fen	Currently a Director of Central Reinsurance Corporation, and once served as the President/Manager of International Business Branch (OIU) of Central Reinsurance Corporation.	Not applicable	0
Director UNI Airways Corporation Representative: Yeh, Jia-Chyuan	Currently the Chairman of Evergreen International Corporation and a Director of Evergreen International Storage & Transport Corporation, and once served as the Executive Vice President of Finance Department and Corporate Governance Officer of Evergreen Steel Corporation, and a Supervisor of Evergreen International Storage & Transport Corporation.	Not applicable	0
Director Shun An Enterprise Corporation Representative: Chen, Cheng-Pang	Once served as a Supervisor of Shun An Enterprise Corporation, and the Executive Vice President of Finance Department of Evergreen International Storage & Transport Corporation, and a Vice President of Italia Marittima S.p.A.	Not applicable	0

Criteria Name and Title	Professional Qualifications and Experience (Note 1)	Independence Status (Note 2)	Number of other public companies for which the director concurrently serving as an independent director or a remuneration committee member
Independent director Hsu, Miao-Chiu (Convener of Audit Committee, Remuneration Committee member, Sustainability Committee member)	Qualified as a CPA in Taiwan and the U.S.A. Currently an Independent Director of TrueLight Corp. and a Director of CTBC Bank Co., Ltd.. Once served as an Independent Director of Nankang Rubber Tire Corp.,Ltd., President/Senior VP and CFO of Nan Shan Life Insurance Co., Ltd., Senior VP of CTBC Bank Co., Ltd., Partner of PwC Taiwan, Vice President of Accounting Department of Taipei branch of Credit Lyonnais, and Grade 3 specialist of Trust Division of Central Trust of China.		1
Independent director Teng, Yean-Sen (Convener of Remuneration Committee, Audit Committee member, Sustainability Committee member)	Currently an advisor of National Human Rights Commission of Control Yuan, Member of Human Rights Protection Subcommittee of Executive Yuan, Member of Human rights working group of Ministry of Justice, Chief Arbitrator for labor dispute of New Taipei City Government, Chair Professor of School of Law and Adjunct Professor of Department of Law of Soochow University. Once served as a member of Presidential Office Human Rights Consultative Committee, Chief Secretary of Soochow University, and Full-time Professor of Department of Law of Soochow University.	The three independent directors meet the independence requirements of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies". (Note 4)	0
Independent director Chou, Yon-Chun (Audit Committee member, Remuneration Committee member, Sustainability Committee member)	Currently an Independent Director of Horizon Fixture Group Co., Ltd.. Once served as a Director/Professor/Associate Professor of Institute of Industrial Engineering of National Taiwan University, and Associate Professor/Assistant Professor of University of Massachusetts.		1

Note 1: Professional qualifications and experience: Specify the professional qualifications and experience of each director and supervisor. If a member of the Audit Committee, specify their accounting or finance background and work experience. Additionally, specify whether any circumstance under any subparagraph of Article 30 of the Company Act exists with respect to a director or supervisor.

Note 2: Describe the status of independence of each independent director, including but not limited to the following: did they or their spouse or any relative within the second degree serve as a director, supervisor, or employee of the Company or any of its affiliates? ; specify the number and ratio of shares of the Company held by the independent director and their spouse and relatives within the second degree (or through nominees); do they serve as a director, supervisor, or employee of any company having a specified relationship with the Company (see Article 3, paragraph 1, subparagraphs 5 to 8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies)?; specify the amount(s) of any pay received by the independent director for any services such as business, legal, financial, or accounting services provided to the Company or any affiliate thereof within the past 2 years.

Note 3: None of the directors were involved in the circumstances listed in Article 30 of the Company Act.

Note 4: The Company regularly (once a year) reviews the qualifications of independent directors, the details are as follows:

Name and Title	Criteria	Professional Qualifications and Experience (Note 1)	Independence Status (Note 2)	Number of other public companies for which the director concurrently serving as an independent director or a remuneration committee member
		None of the three independent directors themselves, their spouses, relatives within the second degree of kinship, and lineal relative within the third degree of kinship are natural-person shareholders who holds shares in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings, or directors, supervisors or employees of the Company or any of its affiliates. In addition, the independent directors have not served as directors, supervisors or employees of companies as specified in Subparagraphs 5 to 8 of Paragraph 1 of Article 3 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies”. Besides, they have not provided auditing services for the Company except as independent directors and members of functional committees. Therefore, our three independent directors all meet the independence requirements.		

## 2. Board of Directors' diversity and independence:

### (1) Diversity of Board of Directors:

- A. According to Paragraph 3, Article 23 of the Company’s “Corporate Governance Best Practice Principles”, the composition of the Board of Directors shall take diversity into consideration; Paragraph 4 of the same Article stipulates that the members of the Board of Directors shall generally have the knowledge, skill and ability required to perform their duties. The directors of the Company have expertise in various fields such as business management, aerospace industry, transportation management, finance /accounting, Insurance, law and etc., which will enhance the professionalism of the Board of Directors in decision making and benefit the operation and long-term development of the Company.
- B. The Company’s Board of Directors consists of 9 directors, 3 of whom are independent directors (accounting for 33.33%), and all directors have domestic citizenship.
- C. The Company values gender equality in the composition of the Board of Directors. Currently, the target ratio for female directors is set more than over 20%. In the current term, the Board of Directors consists of 7 male directors and 2 female directors, with female directors accounting for 22.22% of the total seats. To align with international trends and further enhance and implement gender diversity in the composition of the Board of Directors, the Company will evaluate the possibility of increasing board seats for different genders to meet the Company's operational needs and sustainable development goals, and achieve the target of having at least one-third of the board seats held by directors of either gender.

D. The status of the Company's implementation of the diversity policy of the board members is as follows:

Title and Name	Composition						Business Management	Aerospace Industry	Transportation Management	Finance/ Accounting	Insurance	Law	Information Technology	Risk Management	Government and Supervision	
	Nationality	Gender	As an Employee	Age		Independent directors with three terms or less										
				61 - 70	71 - 80											
Chairman Huang, Nan-Horang	Republic of China	Male	None	✓			✓	✓								
Director Lin, Bou-Shiu	Republic of China	Male	None		✓		✓	✓	✓				✓			
Director Sun, Chia-Ming	Republic of China	Male	None	✓			✓	✓	✓							
Director Cheng, Ching-Fen	Republic of China	Female	None	✓			✓				✓	✓				
Director Yeh, Jia-Chyuan	Republic of China	Male	None		✓		✓			✓	✓					
Director Chen, Cheng-Pang	Republic of China	Male	None	✓			✓			✓	✓					
Independent director Hsu, Miao-Chiu	Republic of China	Female	None	✓		✓	✓				✓	✓		✓		
Independent director Teng, Yean-Sen	Republic of China	Male	None		✓	✓						✓				✓
Independent director Chou, Yon-Chun	Republic of China	Male	None	✓		✓							✓			

(2) Independence of the Board of Directors:

- A. The Company's Board of Directors consists of 9 directors, 3 of whom are independent directors, accounting for 33.33% of the Board of Directors seats. In order to improve the independence and operational efficiency of the Board of Directors, the Company has established the "Rules Governing the Duties of Independent Directors ", with which the independent directors comply to perform their duties. During their tenure, none of the independent directors have established relationships that would be detrimental to the Company's interests or would impair their judgment with management or related parties of the Company, and their performance is justifiable. All three independent directors are able to independently and effectively supervise the operations of the Board of the Directors.
- B. None of the directors have spousal relationships or are second-degree relatives. To ensure that the Board of Directors can perform its duties in an independent and objective manner, if a director or a juristic person represented by the director is an interested party with respect to any proposals listed in a board meeting, the director shall state the important content of such interest at that board meeting. If it may harm the interests of the Company, the director cannot participate in the discussion and voting, and shall excuse him/herself from the discussion and voting. He/she also cannot act as another director's proxy to exercise voting rights on that matter.

(II) President, Executive Vice President, Vice President and Heads of various departments and branches

Mar 31, 2025; Unit: shares

Position (Note 1)	Nationality	Name	Gender	Date of inauguration	Shareholding		Shareholding of spouse and minor children		Shares held by through nominees		Education and experience (Note 2)	Concurrent positions in other companies	Spouses or relatives of the second-degree or closer acting as managers			Remarks (Note 3)
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relation	
President	Republic of China	Shieh,Shin- Wen	Male	2011.1.1	30,000	0.01%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Executive Vice President of Manufacturing Division (Education) Bachelor's degree from Department of Electrical Engineering at NTUST	Director of Spirit Evergreen Aftermarket Solution Co. Ltd	None	None	None	None
Chief Executive Vice President	Republic of China	Wang, Cheng- Hsien	Male	2014.1.1	42,000	0.01%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Executive Vice President of Base Maintenance Division (Education) National Central University EMBA	None	None	None	None	None
Business co- ordination Division Executive Vice President	Malaysia	Chong, Kin Hung	Male	2006.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Maintenance Control Department of Base Maintenance Division (Education) Ph.D. in thermodynamics, University of Cambridge, UK	None	None	None	None	None
Base Maintenance Division Executive Vice President	Republic of China	Hwang, Cheng-Hui	Male	2014.7.1	12,000	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Base Maintenance Division (Education) National Cheng Kung University Bachelor's degree from Department of Aeronautics and Astronautics	None	None	None	None	None
Aircraft Modification Division Executive Vice	Republic of China	Hung, Shih- Chung	Male	2013.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp.	None	None	None	None	None

Position (Note 1)	Nationality	Name	Gender	Date of inauguration	Shareholding		Shareholding of spouse and minor children		Shares held by through nominees		Education and experience (Note 2)	Concurrent positions in other companies	Spouses or relatives of the second-degree or closer acting as managers			Remarks (Note 3)
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relation	
President											Vice President of Structure Repair Department of Modification Division (Education) Department of Aircraft Repair and Maintenance of Army Academy					
Line Maintenance Division Executive Vice President	Republic of China	Liu, Wen- Jang	Male	2024.7.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Line Maintenance Department of Line Maintenance Division (Education) Bachelor's degree from Department of Electrical Engineering at NTUST	None	None	None	None	None
Supply Division Executive Vice President	Republic of China	Lin, Jiunn- Liang	Male	2008.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Supply Department of Supply Division (Education) National Cheng Kung University Bachelor's degree from Department of Aeronautics and Astronautics	None	None	None	None	None
Business Co- ordination Division Vice President	Republic of China	Chen, Hsing-Yi	Male	2008.1.1	18,000	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Structure Assembly Department of Aircraft Modification Division (Education) National Cheng Kung University Master's degree from Department of Aeronautics and Astronautics	None	None	None	None	None
Occupational Safety and Health Division	Republic of China	Lin, Yuan-Pin	Male	2008.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies	None	None	None	None	None

Position (Note 1)	Nationality	Name	Gender	Date of inauguration	Shareholding		Shareholding of spouse and minor children		Shares held by through nominees		Education and experience (Note 2)	Concurrent positions in other companies	Spouses or relatives of the second-degree or closer acting as managers			Remarks (Note 3)
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relation	
Vice President											Corp. Vice President of Line Maintenance Department of Line Maintenance Division (Education) University of Leicester MBA					
Auditing Division Vice President (Chief Auditor)	Republic of China	Lin, Chia- Chen	Female	2022.1.1	32,000	0.01%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Manager of Auditing Division (Education) Bachelor's degree Department of Accounting at Feng Chia University	None	None	None	None	None
Finance Department Vice President (Financial/Accounting/ Corporate Governance Officer)	Republic of China	Chen, Chi- Ming	Male	2014.1.1	12,000	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Finance Department (Education) B.A. in Department of Public Finance at National Chengchi University.	Supervisor of Spirit Evergreen Aftermarket Solution Co., Ltd. Supervisor of Ever Superior Technologies Corporation	None	None	None	None
Human Resources Division Vice President	Republic of China	Chien, Ming-Ho	Male	2012.1.1	5,000	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Human Resources Division (Education) B.A. in Department of Political Science at Chinse Culture University	None	None	None	None	None
Computer Department Vice President	Republic of China	Chen, Ming- Trong	Male	2018.1.1	32,000	0.01%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Manager of Computer Department (Education) B.A. in Department of Information Engineering and Computer Science of Feng Chia University	None	None	None	None	None

Position (Note 1)	Nationality	Name	Gender	Date of inauguration	Shareholding		Shareholding of spouse and minor children		Shares held by through nominees		Education and experience (Note 2)	Concurrent positions in other companies	Spouses or relatives of the second-degree or closer acting as managers			Remarks (Note 3)
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relation	
Quality Assurance Department Vice President	Republic of China	Chien, Hsien-Jung	Male	2020.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Base Maintenance Department of Base Maintenance Division (Education) National Taiwan Ocean University Bachelor's degree from Department of Marine Engineering	None	None	None	None	None
Training Department Vice President	Republic of China	Cheng, Wei- Ho	Male	2016.1.1	4,000	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Quality Assurance Department (Education) B.A. in Department of Aerospace Engineering at Tamkang University	None	None	None	None	None
Base Maintenance Division Base Maintenance Department Vice President	Republic of China	Wang, Ko- Ming	Male	2022.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Manager of Base Maintenance Department of Base Maintenance Division (Education) Bachelor's degree from Department of Mechanical Engineering at NTUST	None	None	None	None	None
Base Maintenance Division Aircraft Avionics Maintenance Department Vice President	Republic of China	Liu, Yung- Pin	Male	2018.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Base Maintenance Department of Base Maintenance Division (Education) Bachelor's degree from the Department of Electronic and Computer Engineering at NTUST	None	None	None	None	None
Base Maintenance	Republic of	Lai, Sze-Hon	Male	2012.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen	None	None	None	None	None

Position (Note 1)	Nationality	Name	Gender	Date of inauguration	Shareholding		Shareholding of spouse and minor children		Shares held by through nominees		Education and experience (Note 2)	Concurrent positions in other companies	Spouses or relatives of the second-degree or closer acting as managers			Remarks (Note 3)
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relation	
Division Maintenance Control Department Vice President	China										Aviation Technologies Corp. Vice President of Aircraft Avionics Maintenance Department of Base Maintenance Division (Education) Radio and Television Engineering at Hong Kong Southeast Radio Academy					
Base Maintenance Division Facility & Equipment Control Department Vice President	Republic of China	Lin, Chang- Hsien	Male	2024.7.1	4,000	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Manager of Supply Department of Supply Division (Education) Bachelor's degree from Department of Electronic and Computer Engineering at NTUST	None	None	None	None	None
Aircraft Modification Division Structure Repair Department Assistant Vice President	Republic of China	Chen, Ren-Ji	Male	2022.1.1	2,000	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Manager of Structure Repair Department of Aircraft Modification Division (Education) Bachelor's degree from department of Engineering Science and Ocean Engineering at NTU	None	None	None	None	None
Aircraft Modification Division Structure Assembly Department Vice President	Republic of China	Jong, Ming- Chiang	Male	2019.1.1	3,000	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Storage Control Department of Supply Division (Education) Department of Naval Architecture and Ocean Engineering at National Kaohsiung University of Science and Technology	None	None	None	None	None
Aircraft Modification	Republic of	Cheng,	Male	2013.1.1	1,000	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen	None	None	None	None	None

Position (Note 1)	Nationality	Name	Gender	Date of inauguration	Shareholding		Shareholding of spouse and minor children		Shares held by through nominees		Education and experience (Note 2)	Concurrent positions in other companies	Spouses or relatives of the second-degree or closer acting as managers			Remarks (Note 3)
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relation	
Division Airframe Interior Maintenance Department Vice President	China	Chwan- Tzong									Aviation Technologies Corp. Vice President of Facility & Equipment Control Department of Base Maintenance Division (Education) B.A. in Department of Marine Engineering at National Taiwan Ocean University					
Aircraft Modification Division Airframe Interior Maintenance Department Vice President	Republic of China	Yang, Yung- Hsiang	Male	2022.1.1	10,000	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Maintenance Control Department of Base Maintenance Division (Education) Bachelor's degree from department of Mechanical Engineering at National Yunlin University of Science and Technology	None	None	None	None	None
Line Maintenance Division Line Maintenance Department Vice President	Republic of China	Tzeng, Jiann- Cherng	Male	2015.1.1	6,000	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Storage Control Department of Supply Division (Education) Department of Electrical Engineering at Hwa Hsia University of Technology	None	None	None	None	None
Line Maintenance Division Cabin and Cargo Maintenance Department Vice President	Republic of China	Lin, Wen- Chi	Male	2023.1.1	7,000	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Airframe Interior Maintenance Department of Aircraft Modification Division (Education) Bachelor's degree from department of Aerospace and Systems Engineering of Feng Chia University	None	None	None	None	None

Position (Note 1)	Nationality	Name	Gender	Date of inauguration	Shareholding		Shareholding of spouse and minor children		Shares held by through nominees		Education and experience (Note 2)	Concurrent positions in other companies	Spouses or relatives of the second-degree or closer acting as managers			Remarks (Note 3)
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relation	
Line Maintenance Division TSA Maintenance Depart ment Vice President	Republic of China	Tsay,Jiann- Pyng	Male	2024.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Manager of TSA Maintenance Department of Line Maintenance Division (Education) Bachelor's degree from Department of Electronic Engineering at Feng-Chia University	None	None	None	None	None
Supply Division Procurement Department Vice President	Republic of China	Li, Wen-Tsai	Male	2024.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Manager of Procurement Department of Supply Division (Education) Bachelor's degree from Department of Business Administration of Soochow University	None	None	None	None	None
Supply Division Storage Control Department Vice President	Republic of China	Hwang, Feng-Chao	Male	2017.1.1	35,000	0.01%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Line Maintenance Department of Line Maintenance Division (Education) Bachelor's degree from Department of Electrical Engineering at NTUST	None	None	None	None	None
Supply Division Component Maintenance Department Vice President	Republic of China	Hsu, Chih- Ping	Male	2020.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Base Maintenance Engineering Department of Base Maintenance Division (Education) Bachelor's degree from Department of Electrical Engineering at Chung Yuan Christian University	None	None	None	None	None

Position (Note 1)	Nationality	Name	Gender	Date of inauguration	Shareholding		Shareholding of spouse and minor children		Shares held by through nominees		Education and experience (Note 2)	Concurrent positions in other companies	Spouses or relatives of the second-degree or closer acting as managers			Remarks (Note 3)
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relation	
Manufacturing Division Technologies Development Department Vice President	Republic of China	Lin, Ren- Kwo	Male	2024.1.1	0	0.00%	0	0.00%	0	0.00%	Experience) Evergreen Aviation Technologies Corp. Vice President of Production Control Department of Manufacturing Division (Education) Master degree from department of Mechanical Engineering, National Central University	None	None	None	None	None
Manufacturing Division Production Control Department Vice President	Republic of China	Tsai, Nai- Ching	Male	2022.1.1	22,000	0.01%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Technologies Development Department of Manufacturing Division (Education) Bachelor's degree from Department of Industrial Engineering and Management of Yuan Ze University	None	None	None	None	None
Manufacturing Division Special Process Department Vice President	Republic of China	Hung, Hsien- Hsiang	Male	2023.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Manufacturing Department of Manufacturing Division (Education) Bachelor's degree from Department of Mechanical Engineering at Feng Chia University	None	None	None	None	None
Manufacturing Division Assembly Department Vice President	Republic of China	Liu, Shih-Te	Male	2022.1.1	0	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Manager of Sales Department (Education) Master degree from Department of Industrial Engineering and Management at Yuan Ze University	None	None	None	None	None

Position (Note 1)	Nationality	Name	Gender	Date of inauguration	Shareholding		Shareholding of spouse and minor children		Shares held by through nominees		Education and experience (Note 2)	Concurrent positions in other companies	Spouses or relatives of the second-degree or closer acting as managers			Remarks (Note 3)
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Position	Name	Relation	
Manufacturing Division Quality Assurance Department Vice President	Republic of China	Chiu, Der- Chih	Male	2019.3.1	5,000	0.00%	0	0.00%	0	0.00%	(Experience) Evergreen Aviation Technologies Corp. Vice President of Manufacturing Department (Education) Department of Mechanical Engineering and Design at Minghsin University of Science and Technology	None	None	None	None	None

Note 1: Shall include the information on the President, Executive Vice President, Vice President and Heads of various departments and branches, and those whose positions are equivalent to the president, executive vice presidents or vice presidents shall also be disclosed, regardless of the position name.

Note 2: Previous experience related to the current position. If the person in the most recent year has held a position at a CPA firm of a CPA or an affiliated company, please state the position name and the tasks the person is responsible for.

Note 3: In the event that the Company's Chairman and president or a position of the same level (top-level managerial officer) are the same person, spouse or a first-degree relative, relevant information such as the reasons, rationality, necessity and future improvement measures must be disclosed (such as adding the seat number of independent directors, and over half of the directors do not take concurrent positions as employees or managers).

## II. Remuneration paid to Directors, President, and Vice Presidents in the latest year

### (I) Remuneration to general directors and independent directors

2024; Unit: NT\$ thousand

Position	Name	Directors' Compensation						Sum of A, B, C, and D as a percentage of net income after tax (Note 8)	Compensation Received as an Employee						Sum of A, B, C, D, E, F, and G as a percentage of net income (Note 8)	Compensation from the parent company or business investments other than subsidiaries (Note 9)		
		Base compensation (A) (Note 2)		Retirement pay and pensions (B)	Compensation to directors (C) (Note 3)	Expenses and perquisites (D) (Note 4)	Base compensation, bonuses, and special disbursements (E) (Note 5)		Retirement pay and pensions (F)		Employee profit-sharing compensation (G) (Note 6)							
		The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)		The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)		
Chairman	EVA Airways Corporation Representative: Huang, Nan-Horang	5,955	5,955	-	-	2,000	2,000	60	60	8,015/ 0.44%	8,015/ 0.44%	-	-	-	-	8,015/ 0.44%	8,015/ 0.44%	None
Director	EVA Airways Corporation Representative: Lin, Bou-Shiu	-	-	-	-	1,000	1,000	36	36	1,036/ 0.06%	1,036/ 0.06%	-	-	-	-	1,036/ 0.06%	1,036/ 0.06%	12,389
Director	EVA Airways Corporation Representative: Sun, Chia-Ming	-	-	-	-	1,000	1,000	36	36	1,036/ 0.06%	1,036/ 0.06%	-	-	-	-	1,036/ 0.06%	1,036/ 0.06%	8,205
Director	UNI Airways Corporation Representative: Cheng, Ching-Fen	-	-	-	-	1,000	1,000	30	30	1,030/ 0.06%	1,030/ 0.06%	-	-	-	-	1,036/ 0.06%	1,036/ 0.06%	None
Director	UNI Airways Corporation Representative: Yeh, Jia-Chyuan	-	-	-	-	1,000	1,000	36	36	1,036/ 0.06%	1,036/ 0.06%	-	-	-	-	1,036/ 0.06%	1,036/ 0.06%	None
Director	Shun An Enterprise Corporation Representative: Chen, Cheng-	-	-	-	-	1,000	1,000	36	36	1,036/ 0.06%	1,036/ 0.06%	-	-	-	-	1,036/ 0.06%	1,036/ 0.06%	None

Position	Name	Directors' Compensation				Sum of A, B, C, and D as a percentage of net income after tax (Note 8)	Compensation Received as an Employee				Sum of A, B, C, D, E, F, and G as a percentage of net income (Note 8)	Compensation from the parent company or business investments other than subsidiaries (Note 9)						
		Base compensation (A) (Note 2)	Retirement pay and pensions (B)	Compensation to directors (C) (Note 3)	Expenses and perquisites (D) (Note 4)		Base compensation, bonuses, and special disbursements (E) (Note 5)	Retirement pay and pensions (F)	Employee profit-sharing compensation (G) (Note 6)									
		The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)	The Company	All companies included in the financial statements (Note 7)							
	Pang																	
Independent Director	Hsu, Miao-Chiu	960	960	-	-	-	108	108	1,068/ 0.06%	1,068/ 0.06%	-	-	-	-	-	1,068/ 0.06%	1,068/ 0.06%	None
Independent Director	Teng, Yean-Sen	960	960	-	-	-	108	108	1,068/ 0.06%	1,068/ 0.06%	-	-	-	-	-	1,068/ 0.06%	1,068/ 0.06%	None
Independent Director	Chou, Yon-Chun	960	960	-	-	-	108	108	1,068/ 0.06%	1,068/ 0.06%	-	-	-	-	-	1,068/ 0.06%	1,068/ 0.06%	None

1. Please state the policy, system, standard and structure of remuneration payments to independent directors, and describe the relationship between the responsibility, risk, time committed to the organization and other factors and the amount of remuneration to them.

(1) According to the "Payment Regulation of Directors", independent directors receive a monthly salary and also receive an attendance fee for each board meeting they attend. In addition, independent directors who also serve as members of functional committee (Audit Committee, Remuneration Committee and Sustainability Committee) receive an additional attendance fee for each committee meeting they attend.

(2) The Company regularly reviews the payment standard and structure of independent directors' remuneration based on factors such as the Company's operating performance, future operational risks, and their participation in and contribution to the Company's operations.

2. Other than what was disclosed in the above table, compensation received by directors for providing services to all companies included in the financial statements in the most recent year: None.

Note 1: The names of directors should be separately listed (corporate shareholders should have the names and representatives listed separately), and the payment to each director and independent director should be summarized and disclosed. If a director takes a concurrent position as the president or vice president, please fill out this Table and (3) below.

Note 2: Refers to the remuneration of directors in the most recent year (including the salary, differential pay for the job, severance pay, various rewards, bonuses and others).

Note 3: Fill in the remuneration amount allocated to directors approved by the board meeting in the most recent year.

Note 4: Refers to the related business implementation expenses of directors in the most recent years (including transportation, special disbursement, various allowance, housing, cars and other tangibles). In the case of the provision of housing, cars and other forms of transportation or personal expenditure, disclose the nature and cost of the assets provided and the rent, gasoline and other payments paid at the actual or the fair market price. If a driver is assigned to the executive, please note the Company's payment to the driver, which is not included in the remuneration here.

Note 5: Refers to the salary, differential pay for the job, severance pay, various rewards, bonuses, transportation, special disbursement, various allowances, housing, cars and other tangibles for the directors taking concurrent positions as employees (including as the President, Vice President, other department managers or employees). In the case of the provision of housing, cars and other forms of transportation or personal expenditure, disclose the nature and cost of the assets provided and the rent, gasoline and other payments paid at the actual or the fair market price. If a driver is assigned to the executive, please note the Company's payment to the driver, which is not included in the remuneration here. The salary expenses recognized in accordance with IFRS 2 Share-based Payment, including obtaining employee stock options, restricted stock awards, and participation in new share issuance through cash capital increase, should be included in the remuneration.

Note 6: Refers to those directors taking concurrent positions as employees (including as the president, vice presidents, other managerial officers or employees) and receiving employee compensation (including stocks and cash) in the most recent year, to whom the allocated employee compensation approved by the board shall be disclosed. If the amount cannot be estimated, calculate the amount for this year based on the actual allocated amount last year and then fill out Table (4).

Note 7: The total amount of remunerations paid to directors of the Company by all companies (including the Company) shall be disclosed in the consolidated report.

Note 8: Net income after tax refers to the net income after tax of the parent company-only or individual financial statements for the most recent year.

Note 9:

- a. This field should clearly state the amount of remuneration paid to directors from non-consolidated affiliates or the parent company. (Please fill in "None", if there is none).
- b. If a director of the Company receives remuneration from non-consolidated affiliates or the parent company, the amount shall be included in Field I of the appropriate range grade, and the field name should be changed to "Parent company and all non-consolidated affiliates".
- c. Remunerations refer to remuneration, compensation (including employee, director and supervisor compensation) and allowance for business operations received by the directors of the Company who serve as directors, supervisors or managing executives of the other non-consolidated affiliates that are not subsidiaries or the parent company.

◆ This table is for information disclosure purposes only and is not intended to be used for tax purposes, as the remuneration disclosed in this table differs from the concept of income under the Income Tax Act.

(II) Remuneration to President and Executive Vice Presidents

2024; Unit: NT\$ thousand

Position	Name	Salary (A) (Note 1)		Retirement pay and pensions (B)		Bonuses, and Allowances (C) (Note 2)		Employee remuneration (D) (Note 3)				Sum of A, B, C and D as a percentage of net income (%) (Note 5)	Compensation from the parent company or business investments other than subsidiaries (Note 6)	
		The Company	All companies included in the financial statements (Note 4)	The Company	All companies included in the financial statements (Note 4)	The Company	All companies included in the financial statements (Note 4)	The Company		All companies included in the financial statements (Note 4)				
President	Lee, Wei-Chang Date of retirement 2024.12.31	3,625	3,625	0	0	1,414	1,414	187	0	187	0	0.28	0.28	None
Chief Executive Vice President	Wang, Cheng-Hsien	3,224	3,224	60	60	1,320	1,320	177	0	177	0	0.26	0.26	None
Executive Vice President	Chong, Kin Hung	3,234	3,234	60	60	1,448	1,448	185	0	185	0	0.27	0.27	None
Executive Vice President	Hyu, Chuanq-Yuh Date of retirement 2024.01.31	241	241	5	5	0	0	0	0	0	0	0.01	0.01	None
Executive Vice President	Fang, Tian-Hwai Date of resignation 2024.11.01	2,490	2,490	50	50	1,126	1,126	185	0	185	0	0.21	0.21	None
Executive Vice President	Shieh, Shin-Wen	3,090	3,090	108	108	1,302	1,302	186	0	186	0	0.26	0.26	None
Executive Vice President	Lin, Jiunn-Liang	3,022	3,022	108	108	1,280	1,280	167	0	167	0	0.25	0.25	None
Executive Vice President	Hung, Shih-Chung	3,023	3,023	56	56	1,280	1,280	167	0	167	0	0.25	0.25	None
Executive Vice President	Hwang, Cheng-Hui	2,990	2,990	55	55	1,262	1,262	143	0	143	0	0.24	0.24	None

Note 1: Refers to the salary, differential pay for the job and severance of the president and vice president in the most recent year.

Note 2: Refers to the various rewards, bonuses, transportation, special disbursement, various allowances, housing, cars and other tangibles and other remunerations of the president and vice president in the most recent year. In the case of the provision of housing, cars and other forms of transportation or personal expenditure, disclose the nature and cost of the assets provided and the rent, gasoline and other payments paid at the actual or the fair market price. If a driver is assigned to the executive, please note the Company's payment to the driver, which is not included in the remuneration here. The salary expenses recognized in accordance with IFRS 2 Share-based Payment, including obtaining employee stock options, restricted stock awards, and participation in new share issuance through cash capital increase, should be included in the remuneration.

Note 3: Refers to the employee remuneration (including stocks and cash), approved by the board, to be allocated to the president and vice president in the most recent year. If the amount cannot be estimated, calculate the amount for this year based on the actual allocated amount last year and then fill out Table (1-3) below.

Note 4: The total amount of remunerations paid to the president and vice president of the Company by all companies (including the Company) shall be disclosed in the consolidated report.

Note 5: The net income after tax refers to the number in the individual financial reports.

Note 6:

- This field should clearly state the amount of remuneration paid to the president and vice president from non-consolidated affiliates or the parent company. (Please fill in "None", if there is none).
- If the president or vice president of the Company receives remuneration from non-consolidated affiliates or the parent company, the amount shall be included in Field E of the appropriate grade range, and the field name should be changed to "The parent company and all non-consolidated affiliates".
- Remunerations refer to remuneration, compensation (including employee, director and supervisor compensation) and allowance for business operations received by the president and vice president of the Company who serve as directors, supervisors or managing executives of the other non-consolidated affiliates that are not subsidiaries or the parent company.

◆ This table is for information disclosure purposes only and is not intended to be used for tax purposes, as the remuneration disclosed in this table differs from the concept of income under the Income Tax Act.

(III) Names of managers who are given employee compensation and the status of distribution

2024; Unit: NT\$ thousand

Position	Name	Amount paid in shares	Amount paid in cash	Total	As a % of net income after tax
President	Lee, Wei-Chang				
Executive Vice President	Wang, Cheng-Hsien				
Executive Vice President	Chong, Kin Hung				
Executive Vice President	Hwang, Cheng-Hui				
Executive Vice President	Hung, Shih-Chung				
Executive Vice President	Lin, Jiunn-Liang				
Executive Vice President	Shieh, Shin-Wen				
Executive Vice President	Fang, Tian-Hwai				
Vice President	Chen, Hsing-Yi				
Vice President (Chief Auditor)	Lin, Chia-Chen				
Vice President	Chen, Kuo-Ming				
Vice President (Financial/Accounting/ Corporate Governance Officer)	Chen, Chi-Ming				
Vice President	Chien, Ming-Ho				
Vice President	Chen, Ming-Trong				
Vice President	Chien, Hsien-Jung				
Vice President	Cheng, Wei-Ho				
Vice President	Wang, Ko-Ming				
Vice President	Li, Chang-Yu				
Vice President	Liu, Yung-Pin				
Vice President	Lai, Sze-Hon				
Vice President	Cheng, Chwan-Tzong				
Vice President	Chen, Ren-Ji				
Vice President	Jong, Ming-Chiang				
Vice President	Yang, Yung-Hsiang				
Vice President	Hwang, Feng-Chao				
Vice President	Lin, Yuan-Pin				
Vice President	Lin, Wen-Ji				
Vice President	Tzeng, Jiann-Cherng				
Vice President	Hsu, Chih-Ping				
Vice President	Tsai, Nai-Ching				
Vice President	Jang, Shang				
Vice President	Hung, Hsien-Hsiangh				
Vice President	Chiu, Der-Chih				
Vice President	Li, Wen-Tsai				
Vice President	Tsay, Jiann-Pyng				
Vice President	Lin, Ren-Kwo				
Vice President	Lin, Chang-Hsien				
Vice President	Liu, Shih-Te				

Note 1: Names and titles can be disclosed separately and the profit distribution can be summarized in an aggregated amount.

Note 2: Refers to the employee remuneration (including stocks and cash), approved by the board, to be allocated to the managerial officers in the most recent year. If the amount cannot be estimated, calculate the amount for this year based on the actual allocated amount last year. Net income after tax refers to the net income of the most recent fiscal year. If IFRS has been adopted, net income after tax refers to the net income after tax of standalone or individual financial reports in the most recent year.

Note 3: The applicability for managerial officers is based on Document No. 0920001301 of Tai-Cai-Zheng-San-Zi announced by the Financial Supervisory Commission on March 27, 2003.

- (1) President and the equivalent position levels.
- (2) Executive Vice presidents and the equivalent position levels.
- (3) Vice President and the equivalent position levels.
- (4) Head of the Finance Department.
- (5) Head of the Accounting Department.
- (6) Other people who manage matters for and sign on behalf of the Company.

Note 4: For the directors, president and vice president who receive employee remuneration (including stocks and cash), this Table will be to be filled out in addition to Tables (1) and (2).

(IV) Analysis of the ratio taken by the gross total of profit sharing from earnings paid by the Company and all firms disclosed in the consolidated financial statements to the directors, supervisors, presidents and vice president of the Company to the net earnings after tax over the past two years, including a description of the policies, criteria and composition of profit sharing from earnings; the procedures to determine profit sharing from earnings, and their interrelations with business performance and future risks.

1. Analysis of the total remuneration paid, as a percentage of net income, to directors of the board, supervisors, the president and executive vice president during the most recent two years:

Position	The Company		All companies included in the financial statements	
	2023	2024	2023	2024
Director	0.85%	0.89%	0.85%	0.89%
President and Executive Vice President	1.96%	2.03%	1.96%	2.03%

2. The remuneration policies, standards and packages, the procedures for determining remuneration and their relationship to the Company's operating performance and future risks:

According to the "Articles of Incorporation" and the "Payment Regulation of Directors", if the Company is profitable for the year, no more than 2% of the profit is appropriated as directors' remuneration. The remuneration to each director paid from the total remuneration for directors takes into account each director's participation in and contribution to the Company's operations. The remuneration of directors is based on their level of participation in and contribution to the Company's operation. The remuneration follows the standard among industry peers. The aforementioned directors' participation in and contribution to the Company's operations are based on the results of performance appraisal of individual directors and the Board of Directors as a whole (including directors' attendance and continuing education, participation in the Company's operations, interaction with the management team, promotion of sustainable development, implementation of corporate governance, etc.). The remuneration of directors shall be reviewed by the Company's Remuneration Committee and approved by the Board of Directors.

In accordance with the Company's Articles of Incorporation, if the Company makes a profit in a year, no less than one percent of the profit shall be set aside as employee profit-sharing remuneration. Remuneration for managerial officers shall be governed by the regulations governing the remuneration of Company's managerial officers, which shall consist of fixed remuneration and variable remuneration, with fixed remuneration containing salary and allowances. Job titles are determined in accordance with the Company's organizational structure, business nature, and job nature. Salary standards for each rank are established with reference to internal and external factors. Various remuneration includes year-end bonuses and employee profit-sharing remuneration.

Year-end bonuses for managerial officers is based on performance evaluation, which includes job performance, leadership, responsiveness, creativity, knowledge and experience, planning and cost concepts, etc. Salary adjustments and bonus amounts are reviewed by the Remuneration Committee of the Company and submitted to the Board of Directors for approval.

### III. Implementation of Corporate Governance

#### (I) Operation of the Board of Directors

The Board of Directors held 6 meetings in 2024 (A), and the attendance record of the directors was as follows:

Position	Name (Note 1)	Number of In-person Attendance (B)	Number of Proxy Attendance	In-person Attendance Rate (%) (B/A)] (Note 2)	Remarks
Chairman	EVA Airways Corporation Representative: Huang, Nan-Horang	6	0	100	None
Director	EVA Airways Corporation Representative: Lin, Bou-Shiu	6	0	100	None
Director	EVA Airways Corporation Representative: Sun, Chia-Ming	6	0	100	None
Director	UNI Airways Corporation Representative: Cheng, Ching-Fen	5	1	83.33	None
Director	UNI Airways Corporation Representative: Yeh, Jia-Chyuan	6	0	100	None
Director	Shun An Enterprise Corporation Representative: Chen, Cheng-Pang	6	0	100	None
Independent director	Hsu, Miao-Chiu	6	0	100	None
Independent director	Teng, Yean-Sen	6	0	100	None
Independent director	Chou, Yon-Chun	6	0	100	None

Other information required to be disclosed:

- I. If any of the following circumstances exists, specify the board meeting date, meeting session number, content of the motion(s), the opinions of all the independent directors, and the measures taken by the Company based on the opinions of the independent directors:
  - (I) Any matter under Article 14-3 of the Securities and Exchange Act: The Company has established an Audit Committee, and Article 14-3 of the Securities and Exchange Act does not apply. For the explanation of the matters listed in Article 14-5 of the Securities and Exchange Act, please refer to the information on pp. 80-84 (major resolutions of the

<p>Board of Directors and the Functional Committees).</p> <p>(II) In addition to the matters referred to above, any dissenting or qualified opinion of an independent directory that is on record or stated in writing with respect to any board resolution: None.</p>	
<p>II. The status of implementation of recusals of directors with respect to any motions with which they may have a conflict of interest: specify the director's name, the content of the motion, the cause for recusal, and whether and how the director voted: Please refer to pp. 80-84 for details (major resolutions of the Board of Directors and the Functional Committees).</p>	
<p>III. Implementation status of self-evaluation of the Board of Directors:</p>	
Evaluation cycle (Note 1)	Once a year
Evaluation Period (Note 2)	The 2024 annual performance evaluation period was from January 1, 2024 to December 31, 2024, and the evaluation results were reported to the board meeting on March 10, 2025.
Evaluation Scope (Note 3)	The Board, the Board members and the functional committees.
Evaluation Method (Note 4)	Internal self-evaluation of the Board, the Board members, the functional committees (Audit Committee, Remuneration Committee and Sustainability Committee) were conducted through the completion of questionnaire by Directors and functional committee members.
Evaluation Indexes (Note 5)	<p>1. Self-evaluation of performance of the Board:</p> <p>The overall performance evaluation of the Board of Directors is conducted by each director, and includes 6 items such as Participation in the operation of the Company, Quality of the Board of Directors' decision making, Composition and structure of the Board of Directors, Election and continuing education of the directors, Implementation of sustainable management (ESG) and Internal control.</p> <p>2. Self-evaluation of performance of Board members:</p> <p>The self-performance evaluation is conducted by each director, and includes 6 items such as Alignment of goals and missions of the Company, Awareness of the duties of a director, Participation in the operation of the Company, Management of internal relationship and communication, Director's professionalism and continuing education, and Internal control.</p> <p>3. Self-evaluation of performance of the functional committees (Audit Committee, Remuneration Committee and Sustainability Committee):</p> <p>The performance evaluation of the functional committees is conducted by each functional committee member, and includes 5 items such as Participation in the operation of the Company, Awareness of the duties of the committee, Quality of decisions made by the committee, Composition of the committee and election of its members, and Internal control.</p>
Evaluation Results (Full score 5)	<p>1. Self-evaluation of performance of the Board: Excellent, the average score is 4.99.</p> <p>2. Self-evaluation of performance of Board members: Excellent, the average score is 4.99.</p> <p>3. Self-evaluation of performance of the Audit Committee:</p>

	<p>Excellent, the average score is 5.00.</p> <p>4. Self-evaluation of performance of the Remuneration Committee: Excellent, the average score is 5.00.</p> <p>5. Self-evaluation of performance of the Sustainability Committee: Excellent, the average score is 5.00.</p>
	<p>Note 1: Fill in the cycle on which the board evaluations are performed, for example: performed once per year.</p> <p>Note 2: Fill in the period covered by the board evaluation, for example: An evaluation was performed of the performance of the board of directors from 1 January 2024 to 31 December 2024.</p> <p>Note 3: The scope of the evaluation should cover the performance of the board as a whole, the individual directors, and the functional committees.</p> <p>Note 4: The performance evaluation methods may include internal evaluation by the board, self-evaluations by individual board members, peer evaluations by board members, external organizations or experts engaged for that purpose, or other suitable method.</p> <p>Note 5: The evaluation content shall include at least the following based on the scope of the evaluation:</p> <p>(1) Evaluation of the performance of the board should include at least the following: degree of the board's participation in the operation of the company; the quality of the board's decision making; composition and structure of the board; election and continuing education of the directors; internal control.</p> <p>(2) Evaluation of the performance of individual directors should include at least the following: familiarity with the goals and missions of the company; awareness of the duties of a director; participation in the operation of the company; management of internal relationships and communication; the director's professionalism and continuing education; internal control.</p> <p>(3) Evaluation of the performance of the functional committees: degree of participation in the operation of the company; awareness of the duties of the functional committee; quality of decisions made by the functional committee; makeup of the functional committee and election of its members; internal control.</p>
IV.	<p>Give an evaluation of the targets that were adopted for strengthening of the functions of the board during the current and immediately preceding fiscal years (e.g., establishing an audit committee, increasing information transparency, etc.) and the measures taken toward achievement thereof:</p> <p>(I) The Company participated in the 11th Corporate Governance Evaluation for the first time in 2024, and was the ranked in the 21~35% of all listed companies.</p> <p>(II) The Company has 3 independent directors, and has formulated the "Rules Governing the Duties of Independent Directors" to facilitate the independent directors exercising their authority, and the Company has established an Audit Committee since January 12, 2022 to strengthen the Board of Directors function. The Company also has formulated the "Audit Committee Charter" to specify the authority and rules of procedure of the Audit Committee and the resources to be provided by the Company when the Committee exercises its authority, so as to effectively supervise the implementation of the Company's internal control and the preparation of financial statements.</p> <p>(III) In accordance with the provisions of Article 14-6 of the Securities and Exchange Act, the Company has formulated the "Remuneration Committee Charter" to specify the composition, number of members, and authority of the Remuneration Committee. The Remuneration Committee was formed on January 13, 2022. The committee members are composed entirely of independent directors, which aims to help formulate and regularly review the policies, systems, standards, and structure of directors and managerial officers' performance evaluation and remuneration and regularly review and</p>

set their salary and remuneration.

(IV) To fulfill corporate social responsibility and achieve the goal of sustainable operation, the Company has established the Sustainability Committee on November 7, 2023. More than half of the committee members are independent directors. The committee shall assist in reviewing corporate sustainability (including risk management) policies, strategies, goals or management guidelines, corporate sustainability annual plans and other related matters.

(V) The Company has purchased liability insurance policies for directors, supervisors and key employees to manage legal liability risks of directors and improve the Company's corporate governance capabilities.

(VI) To enhance the professional ability of directors as well as implement corporate governance, the Company has invited lecturers for directors to attend training courses twice a year. All directors of the Company have completed the 2024 continuing training in accordance with "Directions for the Implementation of Continuing Education for Directors of TWSE Listed and TPEx Listed Companies". Please refer to the Company's website and the Market Observation Post System (MOPS) for training information.

(VII) In order to implement corporate governance, strengthen the functions of the Board of Directors and set performance goals to improve Board of Directors effectiveness, the Company has formulated the "Regulations Governing the Board Performance Evaluation" in accordance with Article 37 of the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies", which evaluate the performance of board members based on the alignment of the goals and missions of the Company, awareness of the duties of a director, participation in the operation of the Company, management of internal relationship and communication, the director's professionalism and continuing education and internal control.

(VIII) In order to enhance information transparency, The Company voluntarily publishes major resolutions of the Board of Directors and set up "Corporate Governance Section", "Corporate Sustainability Section" and "Investor Section" on the Company's website.

Note 1: For a director or supervisor that is a juristic person (corporate entity), disclose the name of the corporate shareholder and the name of its representative.

Note 2:

(1) If any director or supervisor left office before the end of the fiscal year, specify the date that they left office in the Remarks column. Their in-person attendance rate (%) should be calculated based on the number of board meetings held and the number they attended in person during the period they were in office.

(2) If any by-election for directors or supervisors was held before the end of the fiscal year, the names of the new and old directors and supervisors should be filled in the table, with a note stating whether the director or supervisor left office, was newly serving, or was serving consecutive terms, and the date of the by-election. The in-person attendance rate (%) should be calculated based on the number of board meetings held and the number attended in person during the period of each such person's actual time in office.

## (II) Operation of the Audit Committee

1. The Audit Committee of the Company is composed of three independent directors, whose major duties are to supervise and review the financial reports, accounting and internal control system, the major asset transactions, endorsements and guarantees, and the offering or issuance of securities.
2. Annual Tasks of the Audit Committee in 2024:

(1) Review financial reports

The Company's annual business report, financial reports, and earnings distribution proposals were all reviewed by the Audit Committee and submitted to the Board for discussion. After being approved by the board meeting, the proposals were presented to the annual general shareholders' meeting for acknowledgement.

In addition, each quarterly financial report was reviewed by the Audit Committee and submitted to the board meeting for discussion.

(2) Assess the effectiveness of the internal control system

The self-assessment of internal control systems and the implementation of the Company are completed by the internal units. And the audit unit reports the audit results to Audit Committee on a regular basis and submits the amendment of internal control system and internal control system statement to Audit Committee for confirmation. Besides, the Audit Committee and the audit unit have at least 4 closed-door communication meetings every year to enable the Committee to understand the financial status, operational effectiveness, risk management, information security, the compliance with regulations, and to evaluate the effectiveness of internal control system of the Company.

(3) Appointment the Company's Certified Public Accountants

The Audit Committee annually refers to the Audit Quality Indicators (AQIs) and assesses the professional, independence, suitability, and audit quality of CPAs. The proposal of appointing Ms. Chen, Ya-Ling and Mr. Cheng, Po-Jen, the CPAs of KPMG, as the Company's CPAs for 2025 was reviewed by Audit Committee on the 6<sup>th</sup> meeting of 2024 and approved by Board Meeting. Besides, CPAs have at least 4 closed-door communication meetings with the Audit Committee every year to communicate matters related to financial reports.

3. The Audit Committee held 6 (A) meetings in 2024, and the attendance of the committee members was as follows:

Position	Name	Number of In-person Attendance (B)	Number of Proxy Attendance	In-person Attendance Rate (%) (B/A)(Note)	Remarks
Independent director (Convener)	Hsu, Miao-Chiu	6	0	100	None
Independent director	Teng, Yean-Sen	6	0	100	
Independent director	Chou, Yon-Chun	6	0	100	

Other information required to be disclosed:

I. If any of the following circumstances exists, specify the audit committee meeting date, meeting

session number, content of the motion(s), the content of any dissenting or qualified opinion or significant recommendation of the independent directors, the outcomes of audit committee resolutions, and the measures taken by the Company based on the opinions of the audit committee: (I) Any matter under Article 14-5 of the Securities and Exchange Act: Please refer to pp. 80-84 (major resolutions of the Board of Directors and the Functional Committees).

(II) In addition to the matters referred to above, any matter that was not approved by the audit committee but was approved by a two-thirds or greater majority resolution of the board of directors: None.

II. Implementation of recusals of independent directors with respect to any motions with which they may have a conflict of interest: specify the independent director's name, the content of the motion, the cause for recusal, and whether and how the independent director voted: Please refer to pp. 80-84 (major resolutions of the Board of Directors and the Functional Committees).

III. Communication between the independent directors and the chief internal audit officer and the CPAs that serve as external auditor (including any significant matters communicated about with respect to the state of the company's finances and business and the method(s) and outcomes of the communication.):

(I) Communication with the chief internal audit:

1. Methods of communication

Independent directors and the chief internal auditor hold at least four closed-door meetings a year. In 2024, independent directors and the chief internal auditor have held six closed-door meetings. The chief internal auditor reported on the implementation of the Company's internal audit and operation of internal control.

2. Summary of previous communications in 2024:

No.	Date	Communication Content	The Company's Response
1	03.08 Communication meeting	1. Internal audit implementation key point report for July to December 2023. 2. Chief Auditor discussed and communicated with independent directors on matters inquired by independent directors.	No opinion.
2	03.11 Audit Committee	Internal audit report for October to December 2023.	Reported to the board meeting.
3	05.06 Audit Committee	Internal audit report for January to March 2024.	Reported to the board meeting.
4	08.06 Communication meeting	1. Internal audit implementation key point report for January to June 2024. 2. Chief Auditor discussed and communicated with independent directors on matters inquired by independent directors.	No opinion.
5	08.07 Audit Committee	Internal audit report for April to June 2024.	Reported to the board meeting.
6	11.11 Audit Committee	Internal audit report for July to September 2024.	Reported to the board meeting.

(II) Communication with the CPAs:

1. Methods of communication:

Independent directors and CPAs hold at least four closed-door meetings a year. In case of major abnormal events, meetings can be called at any time. In 2024, independent directors and CPAs have held four closed-door meetings. The CPAs reported to the independent directors on the Company's financial situation and audits, and fully communicated whether

there are material adjustment entries or regulator amendments that have a material impact on the Company.

2. Summary of previous communications in 2024:

No.	Date	Communication Content	The Company's Response
1	03.08 Communication meeting	1. CPA's report: 2023 financial reports audit scope and results and important regulatory updates. 2. CPAs discussed and communicated with independent directors on questions raised by independent directors.	Reported to the board meeting.
2	05.06 Communication meeting	1. CPA's report: Q1 2024 financial reports review scope and results and important regulatory updates. 2. CPAs discussed and communicated with independent directors on questions raised by independent directors.	Reported to the board meeting.
3	08.06 Communication meeting	1. CPA's report: Q2 2024 financial reports review scope and results and important regulatory updates. 2. CPAs discussed and communicated with independent directors on questions raised by independent directors.	Reported to the board meeting.
4	11.11 Communication meeting	1. CPA's report: Q3 2024 financial reports review scope and results, planning of audit of 2024 financial reports and important regulatory updates. 2. CPAs discussed and communicated with independent directors on questions raised by independent directors.	Reported to the board meeting.

Note:

a.If any of the independent directors has resigned before the end of the year, the date of his/her resignation should be stated in the remarks column. The actual attendance rate (%) should be based on the number of committee meetings held during his/her tenure and the actual number of his/her attendance.

b.If any of the independent directors has been re-elected before the end of the year, both the information of current and former members should be filled in the table, and the status and the re-election date should also be specified in the remarks column. The actual attendance rate (%) should be based on the number of committee meetings held during his/her tenure and the actual number of his/her attendance.

**(III) Operation of the Remuneration Committee**

**1. Information on the members of the Remuneration Committee**

All members of the Remuneration Committee are independent directors. Please refer to page 17 for information on their professional qualifications and experience, status independence, and the number of other public companies for which the directors concurrently serve as remuneration committee members.

**2. The responsibility of the Remuneration Committee is to make recommendations on the following matters and submit them to the Board of Directors for resolution:**

- (1). Formulate and regularly review the performance, compensation policies, systems, standards and structure of directors and managers.
- (2). Regularly evaluate and formulate the compensation of director and manager.

**3. Annual Tasks of the Remuneration Committee in 2024:**

- (1). The Remuneration Committee reviewed the Company's employees' compensation and directors' remuneration and submitted to the Board of Directors for discussion. After

being approved by the Board of Directors, the resolutions were reported to the annual general shareholders' meeting.

(2). The year-end bonuses and the compensation adjustments for the Chairman and managers, attendance fees for board meetings and functional committee meetings, amendments to the "Payment Regulation of Directors" and the attachment "Salary and Compensation Structure for Managers' Ranks" of the "Payment Regulation of Managers Compensation" were reviewed by the Remuneration Committee and submitted to the board meeting for resolution.

#### 4. Information on the operation of the Remuneration Committee

(1). The Remuneration committee of the Company consists of 3 members.

(2). The current term of office is from January 13, 2022 to January 11, 2025.

(3). The Remuneration Committee held 2 (A) meetings in 2024. Please refer to pp. 80-84 (major resolutions of the Board of Directors and the Functional Committees) for resolutions of the Remuneration Committee, and the attendance of the committee members was as follows:

Position	Name	Number of In-person Attendance (B)	Number of Proxy attendance	In-person Attendance Rate (%) (B/A)(Note)	Remarks
Independent director (Convener)	Teng, Yean-Sen	2	0	100	None
Independent director	Hsu, Miao-Chiu	2	0	100	
Independent director	Chou, Yon-Chun	2	0	100	

Other information required to be disclosed:

- I. If the board of directors does not accept, or amends, any recommendation of the remuneration committee, specify the board meeting date, meeting session number, content of the recommendation(s), the outcome of the resolution(s) of the board of directors, and the measures taken by the Company with respect to the opinions given by of the remuneration committee (e.g., if the salary/compensation approved by the board is higher than the recommendation of the remuneration committee, specify the difference(s) and the reasons): None.
- II. With respect to any matter for resolution by the remuneration committee, if there is any dissenting or qualified opinion of a committee member that is on record or stated in writing, specify the remuneration committee meeting date, meeting session number, content of the motion, the opinions of all members, and the measures taken by the Company with respect to the members' opinion: None.

Note:

- a. If any remuneration committee member left the committee before the end of the fiscal year, specify the date that they left the committee in the Remarks column. Their in-person attendance rate (%) should be calculated based on the number of remuneration committee meetings held and the number they attended in person during the period they were on the committee.
- b. If any by-election for remuneration committee members was held before the end of the fiscal year, the names of the new and old committee members should be filled in the table, with a note stating whether the member left office, was newly

serving, or was serving consecutive terms, and the date of the by-election. The in-person attendance rate (%) should be calculated based on the number of remuneration committee meetings held and the number attended in person during the period of each such person's actual time on the committee.

#### (IV) Operation of the Sustainability Committee

##### 1. Information on the members of the Sustainability Committee

The Sustainability committee is composed of five members including the Chairman, three Independent Directors and the President. More than half of the members are Independent Directors, the Chairman serves as the convener, and the President serves as the vice convener.

##### 2. The responsibility of the Sustainability Committee is as follows:

- (1). Review and formulate policies, strategies, objectives, and management guidelines related to corporate sustainability of the Company.
- (2). Review the corporate sustainability annual work plan.
- (3). Supervise and track the progress, results and related matters.
- (4). Review the ESG Report.

##### 3. Information on the operation of the Sustainability Committee

- (1). The Sustainability Committee of the Company consists of 5 members.
- (2). The Company has established the Sustainability Committee since November 7, 2023. The current term of office is from November 7, 2023 to January 11, 2025.
- (3). The Sustainability Committee held 4 (A) meeting in 2024. The attendance of the committee members and major resolutions of the Committee was as follows:

Position	Name	Professional qualifications and experience	Number of In-person Attendance (B)	Number of Proxy Attendance	In-person Attendance Rate (%) (B/A)(Note)	Remarks
Chairman (Convener)	Huang, Nan-Horang	Please refer to pp. 16-20 “Disclosure of professional qualifications of directors and independence of independent directors” and “Board of Directors’ diversity and independence”.	4	0	100	None
Independent director	Hsu, Miao-Chiu		4	0	100	
Independent director	Teng, Yean-Sen		4	0	100	
Independent director	Chou, Yon-Chun		4	0	100	
President (Vice Convener)	Lee, Wei-Chang	1. Professional qualifications: Business Management and Aerospace Industry. 2. Experience: Executive Vice President of Manufacturing Division, Evergreen Aviation	4	0	100	

Position	Name	Professional qualifications and experience	Number of In-person Attendance (B)	Number of Proxy Attendance	In-person Attendance Rate (%) (B/A)(Note)	Remarks
		Technologies Corp. 3.Educations: Bachelor of Systems and Naval Mechatronic Engineering, National Cheng Kung University.				

Meeting Date	Major Proposals
2024.03.11	Approved the 2024 sustainable development work progress report. ●After being approved by the Sustainability Committee members, the proposal was presented to the board meeting for report on March 11, 2024.
2024.05.06	1. Approved the 2024 sustainable development work progress report. ●After being approved by the Sustainability Committee members, the proposal was presented to the board meeting for report on May 6, 2024. 2. Approved the 2023 ESG report.
2024.08.07	Approved the 2024 sustainable development work progress report. ●After being approved by the Sustainability Committee members, the proposal was presented to the board meeting for report on August 7, 2024.
2024.12.26	1. Approved the implementation of corporate sustainability development. (1). The 2024 sustainable development work progress report. (2). Implementation of communication with stakeholders. (3). The execution of risk management. ●After being approved by the Sustainability Committee members, the proposal was presented to the board meeting for report on December 26, 2024. 2. Formulated the “2025 sustainable development work plan”. ●After being approved by the Sustainability Committee members, the proposal was presented to the board meeting for report on December 26, 2024. 3. Amended the “Sustainability Committee Charter”.

Except for the proposals were presented to the board meeting for report, the other proposals were presented to the board meeting for discussion after being approved by the Sustainability Committee members. Please refer to pp. 80-84 (major resolutions of the Board of Directors and the Functional Committees).

Note:

- If any of the Sustainability Committee members has resigned before the end of the year, the date of his/her resignation should be stated in the remarks column. The actual attendance rate (%) should be based on the number of committee meetings held during his/her tenure and the actual number of his/her attendance.
- If any of the Sustainability Committee members has been re-elected before the end of the year, both the information of current and former members should be filled in the table, and the status and the re-election date should also be specified in the remarks column. The actual attendance rate (%) should be based on the number of Sustainability Committee meetings held during his/her tenure and the actual number of his/her attendance.

(V) Corporate governance implementation status and deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons

Evaluation item	Implementation status (Note 1)			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
I. Has the Company established and disclosed its corporate governance principles based on the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?	V		The Board of Directors has approved the “Corporate Governance Best Practice Principles” and which is disclosed both on the Company’s website ( <a href="https://www.egat.com.tw/zh-hant/corporate-governance/company-rules/">https://www.egat.com.tw/zh-hant/corporate-governance/company-rules/</a> ) and Market Observation Post System (MOPS).	No difference.
II. Shareholding structure and shareholders' rights				
(I) Does the Company have internal operation procedures for handling shareholders' suggestions, concerns, disputes, and litigations matters. If yes, have these procedures been implemented accordingly?	V		The Finance Department is responsible for handling shareholders' suggestions, doubts and disputes pursuant to internal procedures.	No difference
(II) Does the Company know the identity of its major shareholders and the parties with ultimate control of the major shareholders?	V		The charge is taken by related department(s).	No difference
(III) Has the Company built and implemented risk management system and a firewall between the Company and its affiliates?	V		The risk control measures are established in the internal control operating procedures of the Company.	No difference
(IV) Has the Company established internal rules prohibiting insider trading of securities based on undisclosed information?	V		1. The Company's Board of Directors has approved to formulate the “Procedures for Prevention of Insider Trading and Handling Material Inside Information”, which clearly stipulates that directors shall not trade in the Company's equity based securities during the closed period (30 days before the announcement of the annual financial report and 15 days before the announcement of the quarterly financial report), and the insiders of the Company shall not trade the securities by utilizing the undisclosed information in the market. Prior to the start of the aforementioned period, the Company notified directors closed period of transaction of the Company's equity based securities by email and reminded	No difference

Evaluation item	Implementation status (Note 1)			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
			<p>directors to be mindful of relevant regulations.</p> <p>In addition, “Management of the Prevention of Insider Trading” is established in the internal control operating procedures to regulate the securities trading of behavior of insiders.</p> <p>2. In addition to reminding insiders of important regulations on equity transfers every month, the Company also provides “Questions and Answers on Prohibition Against of Insider Trading” to directors and managers, while forwarding the promotional letters and orders of “Prevention of Insider Trading” from the competent authority from time to time, to enable directors and managers to grasp the relevant regulations of insider trading instantly and comprehensively.</p> <p>3. The Company organizes pre-employment education and training on “Ethical Management and Ethical Code of Conduct” for new employees when they come onboard, also regularly organize relevant online courses for in-service personnel, and discloses the relevant provisions in the “Ethical Management Column” on the employee portal website. A total of 3,175 employees and in-service personnel completed the 2024 Insider Trading Prevention Course, collectively accumulating 952.5 hours.</p>	
III. Composition and responsibilities of the board of directors				
(I) Have a diversity policy and specific management objectives been adopted for the board and have they been fully implemented?	V		Please refer to pp. 18-19 for the diversity policy, specific management objectives and implementation of the composition of the Company's Board of Directors.	No difference
(II) Has the Company voluntarily established other functional committees in addition to the remuneration committee and the audit committee?	V		In addition to setting up the Remuneration Committee and the Audit Committee in accordance with the law, in order to fulfill corporate social responsibility and achieve the goal of sustainable	No difference

Evaluation item	Implementation status (Note 1)			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
(III) Has the Company established rules and methodology for evaluating the performance of its Board of Directors, implemented the performance evaluations on an annual basis, and submitted the results of performance evaluations to the board of directors and used them as reference in determining salary/compensation for individual directors and their nomination and additional office terms?	V		<p>operations, the Company has set up the “Sustainability Committee” under the Board of Directors through the resolution of the Board of Directors on November 7, 2023, and more than half of the members are Independent Directors. The Committee is in charge of reviewing and formulating policies, strategies, objectives, and management guidelines related to corporate sustainability (including risk management) of the Company and the corporate sustainability annual work plan.</p> <p>1. The Board of Directors has approved the “Regulations Governing the Board Performance Evaluation” and which is disclosed both on the Company’s website (<a href="https://www.egat.com.tw/zh-hant/corporate-governance/company-rules/">https://www.egat.com.tw/zh-hant/corporate-governance/company-rules/</a>) and Market Observation Post System (MOPS).</p> <p>2. “Regulations Governing the Board Performance Evaluation” specify that the Company shall conduct an internal board performance evaluation at least once every year, and may conduct an external board performance evaluation once every three years.</p> <p>3. The 2024 evaluation results of the performance of the Board of Directors (please refer to Note 1) was reported to the Board of Directors on March 10, 2025.</p> <p>4. The annual evaluation results of the performance of the Board of Directors may serve as the basis for remunerations and nomination of individual directors.</p>	No difference
(IV) Does the Company regularly evaluate its external auditors' independence?	V		<p>1. The CPAs assigned by the Company are not the directors, supervisors, managers, employees, or shareholders; they have been confirmed not the stakeholders and thus meet the</p>	No difference

Evaluation item	Implementation status (Note 1)			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons
	Yes	No	Summary description	
			<p>requirement of independence judgment by the competent authority. (Please refer to Note 2 for the CPA Independence Assessment Form).</p> <p>2. The Company's the Audit Committee evaluates the independence and competency of CPAs every year. In addition to require CPAs to provide the "Declaration of Independence" and "Audit Quality Indicators (AQI)", and The Company's the Audit Committee evaluated in accordance with the standards of Note 2 and 13 AQI items. It has been confirmed that the CPAs and the Company are not related in terms of other financial interests or business except for attestation of financial statements and non-audit service cases. After referring to the AQIs data, it has also been confirmed that the CPAs and the firm have all pulled ahead of the average level among industry peers in terms of their audit experience, and have continued to introduce digital auditing tools to improve audit quality. The evaluation results of the most recent year was approved by the Audit Committee on December 26, 2024, and was submitted to the Board of Directors for resolution to approval the assessment of the independence and competency of the CPAs on December 26, 2024.</p>	
IV. Does the TWSE/TPEx listed company have in place an adequate number of qualified corporate governance officers and has it appointed a chief corporate governance officer with responsibility corporate governance practices (including but not limited to providing information necessary for directors and supervisors to perform their duties, aiding directors and supervisors in complying with laws and regulations, organizing board meetings and annual general meetings of shareholders as	V	(I)	<p>the Board of Directors on March 11, 2022 appointed, Vice President Chen, Chi-Ming, the head of the Finance Department as the Corporate Governance Officer and allocated sufficient professional corporate governance personnel to protect the rights and interests of shareholders and strengthen the functions of the Board of Directors. The Corporate Governance Officer of the Company has been in a managerial position of the public company for at least three years in financial affairs and is qualified as the regulation requires.</p>	No difference

Evaluation item	Implementation status (Note 1)			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
required by law, and compiling minutes of board meetings and annual general meetings)?			<p>(II) The major duties of the Corporate Governance officer are as follows:</p> <ol style="list-style-type: none"> <li>1. Handling the board meetings and shareholders' meetings according to laws.</li> <li>2. Producing minutes of the board meetings and shareholders' meetings.</li> <li>3. Assisting in onboarding and continuous education of directors.</li> <li>4. Furnishing information required for business execution by directors.</li> <li>5. Assisting directors with legal compliance.</li> <li>6. Reporting the results to the Board of Directors or reviewing the qualifications if Independent Directors comply with relevant regulations when nomination, election and during their tenure.</li> <li>7. Handling matters related to the change of directors.</li> <li>8. Other matters set out in the Articles of Incorporation or contracts.</li> </ol> <p>(III) The operation in 2024 was as follows:</p> <ol style="list-style-type: none"> <li>1. Furnishing information and regulations required for business execution by directors and arranging their continuing education: <ul style="list-style-type: none"> <li>(1) Furnishing the latest laws and regulations related to corporate governance to each director from time to time.</li> <li>(2) Furnishing company information required for business execution by directors, and maintaining the smooth communications between the directors and each department.</li> <li>(3) Arranging more than four closed-door communication meetings to enable independent directors to</li> </ul> </li> </ol>	

Evaluation item	Implementation status (Note 1)			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
			<p>communicate face-to-face with the chief internal auditor and CPAs, and to deeply understand the Company's audit, financial status.</p> <p>(4) Holding two training courses (each three hours) for directors.</p> <p>2. Handling matters relating to functional committee meetings, board meetings and shareholders' meetings according to laws:</p> <p>(1) Notify the meeting agendas to directors at least seven days prior to a board meeting, remind the director not to participate in discussion or voting on the agenda item if he/she is an interested party with it and send the meeting minutes to each director within 20 days after a board meeting.</p> <p>(2) Assist in releasing material information related to major resolutions after a board meeting, while ensuring the legitimacy and accuracy of the material information, to protect the investment information of investors.</p> <p>(3) Registering the date of the shareholders' meeting according to laws, producing meeting notices, meeting handbooks, and meeting minutes.</p> <p>3. Handling of matters related to the change of directors:</p> <p>(1) Regularly (once a year) reviews the qualifications of independent directors for compliance with relevant laws and regulations.</p> <p>(2) When changing a director, provide the information required for the change of director and handle various announcements according to laws.</p> <p>(IV) Please refer to page 78 for information on the continuing education of the Corporate Governance Officer in 2024.</p>	
V. Has the Company established channels for	V		The Company has set up a stakeholder contact area on its website	No difference

Evaluation item	Implementation status (Note 1)			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reasons
	Yes	No	Summary description	
communicating with its stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.) and created a stakeholders' section on its company website? Does the Company appropriately respond to stakeholders' questions and concerns on important corporate social responsibility issues?			( <a href="https://www.egat.com.tw/zh-hant/corporate-social-responsibility/stakeholder-contact/">https://www.egat.com.tw/zh-hant/corporate-social-responsibility/stakeholder-contact/</a> ). It provides two-way communication channels for stakeholders such as investors, suppliers, customers, and employees. The Company also reports "Communication with stakeholders" to the Board of Directors once a year, please refer to the Stakeholder Engagement and Communication in Chapter One of the 2023 ESG Report for more details( <a href="https://www.egat.com.tw/zh-hant/corporate-social-responsibility/building-sound-governance/stakeholder/">https://www.egat.com.tw/zh-hant/corporate-social-responsibility/building-sound-governance/stakeholder/</a> ).	
VI. Has the Company appointed a professional shareholder services agent to handle matters related to its shareholder meetings?	V		The Company has appointed the professional shareholder service agency, "Shareholder Service Agency Department, KGI Securities Co. LTD." to handle shareholders' meetings.	No difference
VII. Information disclosure (I) Has the Company established a corporate website to discloses information regarding its financials, business, and corporate governance status?	V		1. Disclosure of financial and business information: Relevant personnel are responsible for maintaining the company's website ( <a href="https://www.egat.com.tw/">https://www.egat.com.tw/</a> ) and disclosing operational, marketing, financial, and business-related information to provide consumers, suppliers, and shareholders with detailed and accurate information. 2. Disclosure of corporate governance information: The Company has set up a corporate governance area on its website ( <a href="https://www.egat.com.tw/">https://www.egat.com.tw/</a> ) to disclose the related information such as the board of directors, functional committees, organization and execution of internal audit, the operation of corporate governance, corporate governance officer and major company regulations. It's help stakeholders understand the operation of corporate governance.	No difference
(II) Does the Company use other information disclosure channels (e.g., maintaining an English-language website, designating staff to handle information	V		The Company has set up an English version of its website ( <a href="https://www.egat.com.tw/en/">https://www.egat.com.tw/en/</a> ), and appointed personnel is responsible for the collection and disclosure of corporate	No difference

Evaluation item	Implementation status (Note 1)			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons
	Yes	No	Summary description	
collection and disclosure, appointing spokespersons, webcasting investors conference etc.)?				
(III) Does the company publish and report its annual financial report within two months after the end of the fiscal year, and publish and report its financial reports for the first, second, and third quarters as well as its operating statements for each month before the specified deadlines?	V		<p>information, and establishes a spokesperson system. In addition, investor conference information of the Company held or been invited to over the years is disclosed on the its website.</p> <p>The Company shall announce and report its annual financial statements within the prescribed deadline, and shall announce and report the first, second and third quarterly financial statements and the operation status of each month before the prescribed deadline. For the disclosure of the above information, please refer to the Market Observation Post System (MOPS).</p>	Although the Company did not announce and report its financial statements and operation status in advance, it nevertheless complied with the deadlines required for announce and report.
VIII. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices?				
(I) Employee Rights and Wellness	V		<p>Please refer to the description of Labor Relations in Chapter Four of the Company's Annual Report.</p>	No difference
(II) Investor Relations	V		<p>The Company has set up an "Investor Section" on its website ( <a href="https://www.egat.com.tw/">https://www.egat.com.tw/</a> ) to provide investors with operational and financial information.</p>	No difference
(III) Supplier Relations and Rights of Stakeholders	V		<p>Please refer to the description of "Implementation Of Sustainable Development" in Chapter Two of the Company's Annual Report.</p>	No difference
(IV) Directors' continuing education	V		<p>The directors of the Company have completed the continuing training in accordance with the "Directions for the Implementation of Continuing Education for Directors of TWSE Listed and TPEx Listed Companies". The content of the continuing education of the directors has been disclosed on the Company's website(<a href="https://www.egat.com.tw/zh-hant/corporate-governance/board-of-directors/">https://www.egat.com.tw/zh-hant/corporate-governance/board-of-directors/</a>) and the Market Observation Post System (MOPS).</p>	No difference
(V) The implementation of risk management policies	V		<p>Please refer to the description of Risk Assessment in Chapter Five</p>	No difference

Evaluation item	Implementation status (Note 1)			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons
	Yes	No	Summary description	
and risk evaluation standards (VI) Purchasing liability insurance for directors and supervisors	V		of the Company's Annual Report. Since 2022, the Company has purchased liability insurance for all the directors.	No difference
IX. Please describe improvements that have already been made based on the Corporate Governance Evaluation results released for the most recent fiscal year by the Corporate Governance Center, Taiwan Stock Exchange, and specify the priority enhancement objectives and measures planned for any matters still awaiting improvement:  The Company participated in the Corporate Governance Evaluation for the first time in 2024. The implementation status in 2024 was as follows: 1.The Company has reported the distribution of directors' remuneration at the 2024 Annual General Shareholders' Meeting. 2.The video of the 2024 Annual General Shareholders' Meeting has been uploaded to the Company's website ( <a href="https://www.egat.com.tw/zh-hant/investor-services/investor-section/shareholders-meeting/">https://www.egat.com.tw/zh-hant/investor-services/investor-section/shareholders-meeting/</a> ). 3.The Company's 2023 ESG Report was approved by the Sustainability Committee and the Board of Directors on May 6, 2024. 4.The Company has formulated the "Intellectual Property Management Policy" and the "Intellectual Property Management Plan." The implementation of intellectual property management in 2024 was reported to the Board of Directors on December 26, 2024, and relevant information has been disclosed on the Company's website ( <a href="https://www.egat.com.tw/zh-hant/corporate-governance/business-integrity/corporate-governance-system/">https://www.egat.com.tw/zh-hant/corporate-governance/business-integrity/corporate-governance-system/</a> ). 5. The Company has formulated the "Succession Planning for Board Members and Senior Management", and has disclosed it on the Company's website( <a href="https://www.egat.com.tw/zh-hant/corporate-governance/board-of-directors/">https://www.egat.com.tw/zh-hant/corporate-governance/board-of-directors/</a> ).				

Note 1: The Evaluation Results of Board of Directors of 2024

Item	Self-Evaluation of Performance of the Board	Self-Evaluation of Performance of the Board members	Self-Evaluation of Performance of the Audit Committee	Self-Evaluation of Performance of the Remuneration Committee	Self-Evaluation of Performance of the Sustainability Committee
Average score (Full Score: 5)	4.99	4.99	5.00	5.00	5.00
Results	Excellent	Excellent	Excellent	Excellent	Excellent

Note 2: CPA Independence Assessment Form

No.	Item	Evaluation results	Independence of CPA
1	Whether the CPAs have a direct or significant indirect financial interest relationship with the Company?	No such situation.	Conformed
2	Whether the CPAs have engaged in financing or guarantee activities with the Company or the directors of the Company?	No such situation.	Conformed
3	Whether the CPAs have a close business relationship and potential employment relationship with the Company?	No such situation.	Conformed
4	Whether the CPAs and members of their audit team are currently holding, or have held in the past two years, a position in the company as a director, managerial personnel, or in a position that significantly influences audit procedures?	No such situation.	Conformed
5	Whether the CPAs have provided non-audit services to the company that could have a direct impact on audit work?	No such situation.	Conformed
6	Whether the CPAs have acted as intermediaries for the issuance of stocks or other securities by the company?	No such situation.	Conformed
7	Whether the CPAs have served as legal representatives for the company or have represented the company in coordinating conflicts with third parties?	No such situation.	Conformed
8	Whether the CPAs have family relationships with directors, executives, or personnel with significant influence on audit matters within the company?	No such situation.	Conformed

(VI) The implementation of sustainable development and Deviations from the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and reasons:

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
I. Has the Company established a governance framework for promoting sustainable development, and established an exclusively (or concurrently) dedicated unit to be in charge of promoting sustainable development? Has the board of directors authorized senior management to handle related matters under the supervision of the board?	V		<p>To fulfill corporate social responsibility and achieve the goal of sustainable operations, EGAT has set up the Sustainability Committee (“the Committee”) under the Board of Directors through the resolution of the Board of Directors on 7 November 2023, with chairman serving as the convener and president serving as the deputy convener.</p> <p>According to the Company’s “Sustainability Committee Charter”, the Committee shall meet at least twice per year, and is in charge of reviewing and formulating policies, strategies, objectives, and management guidelines related to corporate sustainability (including risk management) of the Company; reviewing the corporate sustainability annual work plan; supervising and tracking the progress, results and related matters, and submitting them to the Board of Directors for resolutions or reporting to them. Please refer to pages 46 to 47 for more details of the operations of the Committee.</p> <p>The executive team is set up under the Committee and has various groups which are responsible for promoting and implementing the resolutions of the Committee. The executive team is composed of the heads of departments with the president serving as the chief executive. The chief executive serves as</p>	None

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>the convener of the meeting and convenes the team which is composed of the heads of departments at least twice per year to jointly review the Company's core operational capabilities. The executive team set up four topic groups, including Environmental Protection Group, Social Prosperity Group, Corporate Governance Group and Product and Service Group, to promote the sustainable development plan and execute resolutions approved by the Committee.</p>	
II. Has the Company conducted a risk assessment on environmental, social, and corporate governance issues that are relevant to its operations and implemented risk management policies or strategies based on principles of materiality? (Note 2)	V		<p>In promoting sustainability initiatives, EGAT shall consider the rights and interests of stakeholders. While pursuing sustainable operations and profits, EGAT has considered the environment, social and corporate governance, and has integrated those issues into its corporate management guidelines and business operations.</p> <p>The Committee has conducted risk assessments on the environment, social and corporate governance issues related to our operations in accordance with the materiality principle. On 18 December 2023, the Board of Directors approved the formulation of the "Risk Management Policies and Procedures".</p> <p>The Committee is responsible for coordinating and supervising the management of various risks, including reviewing risk management policies, procedures and structures, verifying the implementation of risk management, making</p>	None

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			necessary improvement suggestions, and reporting to the Board of Directors at least once per year. On 26 December 2024, a report on the operation of risk management was submitted to the Board of Directors, explaining risk identification, risk assessment results, risk control measures and operation status.	
III. Environmental issues (I) Has the Company set an environmental management system designed to industry characteristics?	V		Our environmental protection operations follow the "Air Pollution Control Act" and the "Toxic and Concerned Chemical Substances Control Act". Air pollution controlling equipment has obtained a permit from the Environmental Protection Bureau. Regular declaration is made to the Environmental Protection Bureau system for paying air pollution control fees; the toxic chemicals are declared to the Environmental Protection Bureau for approval, and the import, use, and balance data are declared to the Environmental Protection Bureau system per month.	None
(II) Does the Company endeavor to use energy more efficiently and to use renewable materials with low environmental impact?	V		<ol style="list-style-type: none"> <li>1. To improve the efficiency of energy utilization and save electricity expenses, the optimum capacity of TPC's contract is flexibly adjusted depending on the changes in seasonal temperature and the power demands for production activities.</li> <li>2. EGAT has been committed to the development of renewable energy for many years and has completed the installation of a solar power system. As of 2024, the total power generation</li> </ol>	None

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			capacity was 1,694 kilowatts. EGAT will continue to add solar power generation equipment systems in 2025.	
(III) Has the Company evaluated the potential risks and opportunities posed by climate change for its business now and in the future and adopted relevant measures to address them?	V		<p>In view of the importance of climate change issues, the Environmental Protection Group under the executive team of the Committee is responsible for the management of climate issues and the formulation of response strategies. EGAT regularly reviews climate change strategies and goals, manages climate change risk and opportunity actions, reviews the implementation status and plans and reports to the Board of Directors yearly. The risks and opportunities of climate change have been evaluated in accordance with the TCFD proposal framework published by the Financial Stability Board. EGAT completed our latest climate risk assessment at the end of 2024, which focused on the following four items:</p> <ol style="list-style-type: none"> <li>1. Changes in the measures and supervision of the carbon rights market.</li> <li>2. Uncertainty in power supply during energy transition.</li> <li>3. Unrealized climate goals.</li> <li>4. Extreme weather impacts.</li> </ol> <p>The financial impact of the two key risks, changes in the measures and supervision of the carbon rights market, and extreme weather impacts, was quantitatively assessed. For a detailed description</p>	None

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>of the quantitative impact, please refer to the 2024 ESG Report.</p> <p>We also identified three potential opportunities that climate change brings to EGAT:</p> <ol style="list-style-type: none"> <li>1. Improvement of energy efficiency.</li> <li>2. Development of circular economy.</li> <li>3. Renewable energy development.</li> </ol> <p>The financial impact of the key opportunity in renewable energy development was quantitatively assessed. For a detailed description of the quantitative impact, please refer to the 2024 ESG Report.</p> <p>Our response measures:</p> <p>Add plans for green operations, energy management, carbon information disclosure, implement measures to strengthen infrastructure and build sustainable operation capabilities.</p> <p>For a detailed explanation of our analysis of climate change risks and opportunities, please refer to the 2024 ESG Report, which will be released in mid-2025 after obtaining the third-party verification.</p>	
(IV) Did the company collect data for the past two years on greenhouse gas emissions, volume of water consumption, and the total weight of waste, and establish policies for	V		<p>1. All factory sites of EGAT completed the ISO 14064-1:2018 Scope 1 and Scope 2 inventory and third-party verification in 2024, and we set 2023 as the base year.</p>	None

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies						
	Yes	No	Summary							
greenhouse gas reduction, reduction of water consumption, or management of other wastes?			<p><b>Greenhouse gas emissions in 2023:</b></p> <p>Unit: Metric tons CO<sub>2</sub>e/year</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Category 1</th> <th>Category 2</th> </tr> </thead> <tbody> <tr> <td>2023</td> <td>2,978.911</td> <td>14,975.6703</td> </tr> </tbody> </table> <p>The total Scope 1 and 2 GHG emissions in 2023 was 17,954.5813 metric tons CO<sub>2</sub>e, mainly from the electricity emissions in Scope 2, accounting for 83.4% of the abovementioned emissions, while Scope 1 accounting for 16.6% of the emissions.</p> <p>For details of the 2024 GHG emissions and GHG reduction policies and related carbon reduction actions, please refer to the 2024 ESG Report, which will be released in mid-2025 after obtaining third-party verification.</p> <p>2. EGAT has implemented several water conservation measures, including purchasing water-saving labeled products, conserving water and recycling rainwater for cooling towers or plant watering, etc. Starting from comprehensively implementing water conservation in daily life, the available water resources can be used to achieve greater benefits.</p> <p><b>2023 /2024 water consumption:</b></p>	Year	Category 1	Category 2	2023	2,978.911	14,975.6703	
Year	Category 1	Category 2								
2023	2,978.911	14,975.6703								

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies															
	Yes	No	Summary																
			<p style="text-align: center;"><b>Unit: Metric tons/year</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Year</th> <th>Total water consumption</th> </tr> </thead> <tbody> <tr> <td>2023</td> <td>242,376</td> </tr> <tr> <td>2024</td> <td>231,804</td> </tr> </tbody> </table> <p>3. EGAT has committed to environmental protection and has continued to promote waste classification and reduction. Through good waste management, we are able to track the generation and flow of waste and reduce waste output as much as possible.</p> <p style="text-align: center;"><b><u>2023/2024 waste output:</u></b></p> <p style="text-align: center;"><b>Unit: Metric tons/year</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Year</th> <th>Hazardous waste</th> <th>Non-hazardous waste</th> </tr> </thead> <tbody> <tr> <td>2023</td> <td>186.761</td> <td>1,354.066</td> </tr> <tr> <td>2024</td> <td>241.132</td> <td>1,607.134</td> </tr> </tbody> </table> <p>Note: Due to changes in statistical scope and classification definitions, the waste output in 2023 was recalculated.</p>	Year	Total water consumption	2023	242,376	2024	231,804	Year	Hazardous waste	Non-hazardous waste	2023	186.761	1,354.066	2024	241.132	1,607.134	
Year	Total water consumption																		
2023	242,376																		
2024	231,804																		
Year	Hazardous waste	Non-hazardous waste																	
2023	186.761	1,354.066																	
2024	241.132	1,607.134																	
IV. Social issues (I) Has the company formulated relevant management policies and procedures in accordance with relevant laws and regulations and international human	V		<p>1. Our management policies and procedures have complied with the law of the Ministry of Labor to protect the legitimate rights and interests of internal employees. We respect the</p>	None															

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
rights conventions?			<p>internationally recognized basic labor human rights principles, and child laborers have never been employed.</p> <p>2. To prevent sexual harassment in the workplace and maintain gender equality in employment and personal dignity, the “Procedures for Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace” is formulated pursuant to the “Regulations for Establishing Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace”, and the “Sexual Harassment Investigation Team” is established to handle related complaints.</p> <p>EGAT strictly conforms to the requirements of the “People with Disabilities Rights Protection Act” to employ physically and mentally disabled persons with employability. Also, we protect and respect the employment and related rights of indigenous. The international human rights conventions are fully complied with, and human rights are respected with no discrimination.</p>	
(II) Has the Company established and implemented reasonable employee welfare measures (including salary/compensation, leave, and other benefits), and are business performance or results appropriately	V		<p>1. EGAT has established an employee welfare committee to plan and provide high-quality benefits for colleagues, such as employee birthday cash gifts, marriage subsidies, funeral grant, annual festival gift certificates, etc.</p>	None

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
reflected in employee salary/compensation?			<p>2. EGAT has an employee restaurant, convenience stores, medical office, sports and leisure center, parking lots, etc. to provide services for all employees. In addition, free fixed-point transportation services are provided for employees to commute to and from get off work.</p> <p>3. Recreation and leisure activities: EGAT allocates a budget every year, and each department plans and organizes departmental travel activities on its own. At the same time, we provide discounted international scheduled flights for employees and their families, allowing employees to relax their bodies and minds by arranging overseas travel after work. To balance work and life, each department will hold family day activities from time to time for employees' relatives to visit the company, so that the family members can understand the working environment of employees and enhance employees' cohesion. Moreover, regularly hold annual parties and lucky draw activities at the end of the year.</p> <p>4. Employee health care: EGAT's medical office provides professional medical consultation, general medical treatment and regular free health checks as required by law. Various ball games are also held at the sports and leisure center from time to time, to encourage</p>	

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>employees to develop a habit of exercise after work and promote physical and mental health.</p> <p>5. EGAT issues year-end bonuses and employee remuneration based on the overall operating conditions, allowing employees to share the company's profits. To motivate employees and retain talent, EGAT has formulated the Rules for Employee Share Subscription, providing employee share purchases and cash capital increase share subscriptions, etc.</p>	
(III) Does the Company provide employees with a safe and healthy working environment, and implement regular safety and health education for employees?	V		<p>1. EGAT has established corresponding plans in accordance with the Occupational Safety and Health Act and relevant guidelines announced by the Ministry of Labor and confirmed the effectiveness of the plans through implementation and annual performance evaluation. Labor safety and health education and training are all conducted pursuant to the Rules of Occupational Safety and Health Education and Training. Because there are many types of training, the expirations of personnel's re-training are controlled by an electronic system to automatically notify the Occupational Safety Office and the employees who are involved three months prior to the due date, for the Occupational Safety Office to arrange re-training to ensure the validity of the training.</p> <p>2. EGAT has established the Occupational Safety</p>	None

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			<p>and Health Management Rules and officially obtained the ISO 45001 occupational safety and health management system certification issued by BV (certification agency) on 17 March 2022. In addition to our internal inspections of the implementation status of each unit from time to time, ISO 45001 auditors also conduct annual audits for the above operations.</p> <p>3. In accordance with the Occupational Safety and Health Facilities Rules, EGAT provides full body harnesses that meet the national standard CNS 14253-1 for maintenance colleagues who use aerial lifts, fuselage stands, tail stands, and other workplaces above five meters.</p> <p>4. In accordance with the Occupational Safety and Health Facilities Rules, the machinery and equipment for coiling, rolling, cutting, etc. in our processing plants are equipped with protective covers, shields and other relevant safety protection measures, and the effectiveness of relevant safety protection measures is regularly reviewed.</p>	
(IV) Has the Company established effective career development training programs for employees?	V		<p>1. EGAT provides various education and training, including recruitment orientations, general training, professional training (required by the operations or the education and training arranged for specific activities), and management training.</p>	None

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			2. The education and training courses are planned every year to allow employees to attend internal or external professional training courses related to their own jobs. Through relevant professional training, employees not only improve their professional capabilities, but also assist EGAT in obtaining projects, contracting qualifications and professional certifications. With the help of diversified learning resources, employees are assisted to improve their professional capabilities and develop their potential, while strengthening their continuous improvement functions.	
(V) Does the company comply with the relevant laws and international standards with regard to customer health and safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies?	V		1. EGAT formulates relevant procedures pursuant to the civil aviation regulations of civil aviation agencies and the specifications of airline customers, including the confidentiality and retention period of maintenance records.  2. EGAT implements the customer appeal operation and customer satisfaction survey procedures to ensure the customers complaints are handled and responded in a timely manner. Based on customer needs, a dedicated committee is set up to deal with any aircraft problems immediately, regular and long-term monitoring are both part of product safety services.	None
(VI) Has the company formulated supplier management policies requiring suppliers to comply with relevant	V		1. In accordance with the requirements of civil aviation laws and regulations, EGAT has formulated the measures of supplier review	None

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
regulations on issues such as environmental protection, occupational safety and health, or labor rights, and what is the status of their implementation?			<p>management, specifying the qualifications and conditions that each type of supplier must have.</p> <p>2. New suppliers must read and sign the Supplier Code of Conduct formulated by EGAT when applying, which includes specific requirements for labor rights, business ethics, environmental protection, occupational safety and health, and sustainable supply chain management among other things, to confirm their compliance with relevant regulations.</p> <p>3. The Supplier Code of Conduct is issued to tier 1 suppliers every three years, and suppliers are required to sign after discussion to ensure that their actions continue to comply with our relevant regulations.</p>	
V. Does the Company prepare a sustainability report or any report of non-financial information based on international reporting standards or guidelines? Are the abovementioned reports supported by the assurance or opinion of a third-party certifier?	V		<p>EGAT prepares the 2024 ESG Report in accordance with the “Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports”, “Global Reporting Initiative (GRI) Standards”, “Sustainability Accounting Standard Board (SASB) Standards” and “Task Force on Climate-related Financial Disclosures (TCFD) International Standards”. We disclose and identify ESG information on key issues such as environmental protection, social inclusion, corporate governance and products and services, etc. The 2023 ESG Report has passed the AA1000 AS v3 Type I medium-level assurance standard verified</p>	None

Evaluation item	Implementation (Note 1)			Deviation and causes of deviation from Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			by Bureau Veritas Certification (Taiwan) Co., Ltd. The third-party verification statement can be found in the appendix of the 2023 ESG Report. The 2024 ESG Report is expected to obtain a third-party verification statement in mid-2025.	
VI. If the Company has established its own sustainability principles based on the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, please describe any discrepancy between the policies and their implementation in the Company: The Board of Directors of EGAT approved the formulation of the "Sustainable Development Best Practice Principles" to strengthen the implementation of corporate social responsibility on 11 March 2022. We regularly review the implementation in accordance with the principles and make improvements accordingly. There has been no difference in the implementation so far.				
VII. Other information useful to the understanding of the implementation of sustainable development: Please refer to the relevant information on Implementation of Corporate Governance.				

Note 1: If "Yes" is ticked in the "Implementation status" column, please concretely describe the major policies, strategies, and measures adopted and the status of their implementation. If "No" is ticked in the "Implementation status" column, please explain the deviations and the reasons in the "Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons" column and explain the Company's plans for adoption of related policies, strategies, and measures in the future.

Note 2: The principle of materiality refers to issues related to the environment, society and corporate governance that have a significant impact on investors and other stakeholders.

Note 3: Regarding the method for disclosure, please refer to the "SAMPLE ANNUAL REPORT" page on the website of the Taiwan Stock Exchange Corporate Governance Center.

(VII) Implementation index of TWSE listed companies' climate-related information

Item	Implementation status
1. Describe the board of directors' and management's oversight and governance of climate related risks and opportunities.	<p>To actively strengthen the corporate governing function of sustainable operations and sustainable environment, EGAT established the "Sustainability Committee" on 7 November 2023. The Committee is composed of the chairman as the convener, the president as the deputy convener, and three independent directors. An executive team is set up under the Committee, with the president serving as the chief executive. It is committed to integrating climate-related operating policies, management systems and business processes into the company's existing governance structure.</p> <p>EGAT's climate change issues are handled by the Environmental Protection Group under the executive team of the Committee, which is responsible for formulating and implementing action plans such as identifying climate-related impacts, evaluating climate-related risks and opportunities, and providing relevant response measures. The Committee regularly reports to the Board of Directors on the implementation status and effectiveness of relevant issues each year, to reduce the impact of climate issues on EGAT's operations and enhance the company's operational resilience.</p>
2. Describe how the identified climate risk and opportunities affect the business strategy, and finances of the business (short, medium, and long term).	EGAT has identified 3 transition risks, 1 physical risk, and 3 opportunities, and developed appropriate responses to reduce the financial impact and seize the opportunities. Please refer to the 2024 ESG Report for details.
3. Describe the financial impact of extreme weather events and transformative actions.	Please refer to the 2024 ESG Report for details.
4. Describe how climate risk identification, assessment, and management process are integrated into the overall risk management system.	The climate risk management process is consistent with the company's overall risk management system and approved by the Board of Directors in order to comply with the company's overall risk management process and regulations.
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.	EGAT conducted scenario analysis and quantitative calculation of the financial impact on two key climate risks and one key opportunity. The relevant results are detailed in the 2024 ESG Report.
6. If there is a transition plan for managing climate-related risks,	EGAT has reviewed the existing and future implementation strategies for two

<p>describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</p>	<p>key climate risks, and reviewed the indicators and targets required for managing climate risks. For details of the relevant results, please refer to the 2024 ESG Report.</p>
<p>7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.</p>	<p>EGAT has not implemented an internal carbon pricing mechanism for the current year.</p>
<p>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.</p>	<p>EGAT has set Scope 1 and Scope 2 emission targets covering the same organizational scope as the financial reporting. Please refer to the 2024 ESG Report for details on the progress and timeline.</p>
<p>9. Greenhouse gas inventory, assurance status, carbon reduction goals, strategies and action plans.</p>	<p>1. EGAT has conducted GHG inventory and verification. Please refer to the 2024 ESG Report for details.</p> <p>2. EGAT has set emission targets for Scope 1 and Scope 2: 1.05 tCO2e/NT\$ million in revenue in 2026, and 1.00 tCO2e/NT\$ million in revenue in 2030. For detailed strategies and specific action plans, please refer to the 2024 ESG Report.</p>

(VIII) Status of the Company's practice of ethical management and differences from the Ethical Corporate Management Best Practice Principles for the Listed Companies and reasons for the differences

Assess Criteria	Implementation Status (Note)			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
I. Establish corporate conduct and ethics policy and implementation measures (I) Does the company establish ethical management policies approved by the board and have bylaws and publicly available documents addressing its corporate conduct and ethics policy and measures and the commitment regarding the implementation of such policy from the board and the executive management team?	V		We have formulated the Ethical Corporate Management Best Practice Principles in accordance with the board resolution, and stipulated the compliance with ethical corporate management on the company website and the MOPS. We also require all units to actively fulfill their rights and responsibilities in line with the principles of ethics and mutual benefit when performing duties.	No difference.
(II) Has the Company established a risk assessment mechanism against unethical conduct, analyzed and assessed on a regular basis business activities within their business scope which are at a higher risk of being involved in unethical conduct, and established prevention programs accordingly which at least cover the prevention measures against the conducts listed in Paragraph 2 of Article 7 of the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies?	V		We have formulated the Ethical Corporate Management Best Practice Principles which prohibit our personnel from engaging inappropriate transactions, such as offering or accepting bribes, providing illegal political contributions, inappropriate charitable donations or sponsorships, unreasonable gifts, gratuity or other inappropriate benefits, etc. The head of each unit shall formulate preventive measures for at-risk unethical behaviors within the scope of business they are responsible for and incorporate them into various internal control systems to effectively implement and strengthen self-management, under the supervision and control of relevant authority management units. In November 2024, we restated the relevant regulations on ethical management operations in the electronic document system. We completed the corruption risk assessment of each department, and no major corruption risks were identified.	No difference.
(III) Has the Company defined operating procedures, conduct guidelines, disciplinary penalties and grievance processes in the program preventing unethical conduct and put them in practice, and regularly reviewed and amended the program?	V		We have established the "Ethical Corporate Management Procedure and Code of Conduct" pursuant to the board resolution to actively prevent unethical behaviors. There are also management rules which require managers at all levels to promote a business philosophy of integrity, transparency and responsibility and establish a corporate culture of ethical management. The punishment for violating the ethical management regulations and the grievance filing system are	No difference.

Assess Criteria	Implementation Status (Note )			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
			handled in accordance with the management rules and grievance filing procedures.	
II. Enforcement of business integrity				
(I) Does the company assess the ethics records of whom it has business relationships and include business conduct and ethics-related clauses in the business contracts?	V		<p>In order to pick out qualified and excellent suppliers, the Company has formulated work instructions on vendor review management, performance management, etc., and assigned responsible units to prudently evaluate the relevant provisions of supplier's qualifications, quality, and ethical management requirements. Suppliers whose evaluation results meet the standard are included in the "Qualified Supplier List" as a reference for procurement and outsourcing works.</p> <p>Newly-added suppliers have been asked, in the vendor review application documents, to ensure that they will not engage in unethical and illegal behaviors which provide, promise or pay any commissions, kickbacks or, inappropriate benefits in business activities.</p>	No difference.
(II) Has the Company established a dedicated unit under the board responsible for the promotion of corporate ethics management, which regularly (at least once a year) reports policies on ethical operations, programs on prevention of unethical conduct and the status of supervision to the board?	V		<p>Our personnel department is responsible for supervising the implementation status of each unit, assisting the board of directors and the management team to check and evaluate whether the preventive measures established in the implementation of ethical management are operating effectively, assessing the compliance status of relevant business processes, producing a report to be submitted to the board of directors once a year.</p>	No difference.
(III) Does the Company establish policies to prevent conflict of interests, provide appropriate communication and complaint channels and implement such policies properly?	V		<p>In order to prevent conflicts of interest and provide appropriate reporting channels, the Company has formulated the "Ethical Corporate Management Procedure and Code of Conduct" and "Procedures for Ethical Operations Management and Guidelines for Conduct" and implemented the above policies through the Company's auditing system and various internal management measures.</p>	No difference.
(IV) Does the company have effective accounting and internal control systems in place to enforce ethical corporate management? Does the internal audit unit follow the results of unethical conduct risk assessments and devise audit plans to audit compliance with the systems to prevent unethical	V		<p>In order to ensure the implementation of ethical management, the Company has established an effective accounting system and internal control system. Internal auditors regularly check compliance with the abovementioned system in accordance with the audit plan,</p>	No difference.

Assess Criteria	Implementation Status (Note )			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
conduct or hire outside CPAs to perform the audits?			prepare audit reports to be submitted to the board, and may appoint CPAs to perform the audit. When necessary, professional assistance may be entrusted.	
(V) Does the Company provide internal and external ethical management training programs on a regular basis?	V		<ol style="list-style-type: none"> <li>1. The "Code of Ethical Conduct", "Ethical Corporate Management Best Practice Principles", and "Ethical Corporate Management Procedure and Code of Conduct" are all continuously used as pre-job training courses for new employees of the company and are announced on the company website.</li> <li>2. Since 2023, we have included relevant standards of ethical behavior and integrity management into the E-learning courses for all employees, which include "Code of Ethical Conduct", "Ethical Corporate Management Best Practice Principles", "Ethical Corporate Management Procedure and Code of Conduct" and "Prevention of Insider Trading".</li> <li>3. In 2024, a total of 3,175 new employees and in-service employees completed training, with a completion rate of 100%.</li> </ol>	No difference.
III. Whistleblowing system (I) Does the Company establish specific complaint and reward procedures, set up conveniently accessible complaint channels, and designate responsible personnel to handle the complaint received?	V		We have formulated the Codes of Ethical Conduct pursuant to the board resolution, which guides the behavior of our personnel to comply with ethical standards, and clearly stipulates that those who have violations of ethical management will be reported in writing or orally. An independent website for filing grievances is also set up on the Company's website and can be used by internal and external personnel. Our "Ethical Corporate Management Procedure and Code of Conduct" have assigned the personnel and relevant departments to be responsible for investigation and verifying facts.	No difference.
(II) Does the Company establish standard operating procedures for investigating the complaints received, follow-up measures to be adopted and the related confidentiality measures after investigation?	V		Our "Ethical Corporate Management Procedure and Code of Conduct" have stipulated the measures for handling grievances, and stated that we will keep the whistleblowers' identity and contents of information confidential. The Company also promises to protect the whistleblowers from improper treatment due to their whistle-blowing actions.	No difference.
(III) Does the Company adopt measures to protect whistleblowers from improper treatment as a result of whistleblowing?	V			

Assess Criteria	Implementation Status (Note )			Deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary	
IV. Enhanced information disclosure Does the Company disclose its Ethical Corporate Management Best Practice Principles as well as information about the implementation of such guidelines on its website and the Market Observation Post System?	V		We have formulated the Ethical Corporate Management Best Practice Principles in accordance with the board resolution, and stipulated the compliance with ethical corporate management on the company website and the MOPS.	No difference.
V. If the company has established its own Ethical Corporate Management Best Practice Principles based on the Ethical Corporate Management Best Practice Principles for the Listed Companies, please describe any difference between the policies and their implementation in the Company:None.				
VI. Other important information to facilitate a better understanding of the Company's corporate conduct and ethics compliance practices: (Such as reviewing and amending the Company's existing Ethical Corporate Management Best Practice Principles) None.				

(IX) Other material information that will provide a better understanding of the status of the Company's implementation of corporate governance:

1. Managerial officers participating in continuing education and training related to corporate governance:

Name and Title	Date of Class	Professional Training Institution	Training Classes and Hours	Number of Hours
Wang, Cheng-Hsien Chief Executive Vice President	2024.07.19	Taiwan Corporate Governance Association	The Trend in Labor-Capital Relations from an ESG Perspective-The Approach for Taiwanese Enterprises	3 hours
Vice President Chen, Chi-Ming (Financial/Accounting/Corporate Governance Officer)	2024.03.01	Taiwan Corporate Governance Association	How the Audit Committee interprets and applies the Audit Quality Indicators	3 hours
	2024.03.22	Taiwan Stock Exchange Corporation &BCSD Taiwan	CDP Taiwan Forum—Empowering the Carbon Era with Sustainable Knowledge Seminar	3 hours
	2024.06.03	Securities and Futures Institute	Institutional Investor Perspectives Forum	3 hours
	2024.07.19	Taiwan Corporate Governance Association	The Trend in Labor-Capital Relations from an ESG Perspective-The Approach for Taiwanese Enterprises	3 hours
	2024.10.15	Taiwan Corporate Governance Association	Global Economic Trends and Industry Outlook	1.5 hours
	2024.10.15	Taiwan Corporate Governance Association	Global Risks in Future & Opportunities of Sustainability Transitions	1.5 hours

2. Professional training courses for chief internal audits and accounting officers:

(1). Chief of internal audit

Name and Title	Date of Class	Professional Training Institution	Training Classes and Hours	Number of Hours
Vice President Lin, Chia-Chen	2024.01.30	Internal Audit Association	How to Prevent Material Financial Fraud (hollow out, insider trading, benefits transfer, stock price manipulation, non-arm's length transaction, financial statement fraud, etc.)	6 hours
Vice President Lin, Chia-Chen	2024.05.22	Internal Audit Association	How to Utilize Big Data to Strengthen Audit Operations	6 hours
Vice President Lin, Chia-Chen	2024.10.25	Internal Audit Association	Analysis of Government Policy on Sustainability Disclosure and Key Discussion on Internal Audit and Internal Control Practices	6 hours

(2). Accounting Officer

Name and Title	Date of Class	Professional Training Institution	Training Classes and Hours	Number of Hours
Vice President Chen, Chi-Ming	2024.09.20	Securities and Futures Institute	Case Study on Non-Arm's Length Transactions	3 hours
Vice President Chen, Chi-Ming	2024.09.24	Securities and Futures Institute	Legal Elements of Special Breach of Trust in Corporate Fraud Cases and Case Analysis	3 hours
Vice President Chen, Chi-Ming	2024.09.27	Securities and Futures Institute	Common Deficiencies in Financial Statement Review and Analysis of Practice of Important Internal Control Regulations	6 hours

(X) Status of implementation of the Company's internal control protocols:

1. The Statement on Internal Control: Please refer to p. 85
2. Where a CPA has been hired to carry out a special audit of the internal control system, furnish the CPA audit report: Not applicable.

(XI) Major resolutions of shareholders' meetings and Board of Directors held in the most recent year and up to the date of this annual report:

1. Major Shareholders' Meeting Resolutions in 2024:

Date of meeting	Summary of Important Proposals	Execution
2024.05.31	Approved 2023 earnings distribution.	The cash dividend for shareholders was NT\$4.5 per share with a total amount of NT\$1,685,569,329, and the distribution was completely distributed on July 31, 2024.
	Amended the "Rules and Procedures of Shareholders' Meeting".	Relevant tasks have been performed in accordance with the amended "Rules and Procedures of Shareholders' Meeting".
	Amended the "Regulations for Electing Directors".	Relevant tasks have been performed in accordance with the amended "Regulations for Electing Directors".

2. Major Resolutions of Board of the Director and the Functional Committees (Audit Committee, Remuneration Committee and Sustainability Committee):

Date of Board Meeting	Major Proposals	Date, Independent Directors' Opinions, Resolution of the Functional Committees and the Company's Response to the Opinions
2024.03.11 (1st)	1. Resolution on the 2023 employees' compensation. 2. Resolution on the 2023 directors' remuneration. 3. Amended the "Payment Regulation of Directors". 4. Resolution of attendance fees for independent directors to attend board meetings and directors who concurrently serve as functional committee members to attend meetings of various committees.	2024.03.11 1st meeting of the Remuneration Committee in 2024 1. Results of deliberation: Approved unanimously by Remuneration Committee members. 2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.
	5. Approved the 2023 business report. 6. Approved the 2023 financial report. 7. Approved the 2023 earnings distribution. 8. Approved the 2023 "Statement on Internal Control". 9. Amended the "Charter of Audit Committee".	2024.03.11 1st meeting of the Audit Committee in 2024 1. Results of deliberation: Approved unanimously by Audit Committee members. 2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.
	10. Amended the "Rules and Procedures of Shareholders' Meeting". 11. Amended the "Regulations for Electing Directors". 12. Amended the "Rules of Procedure for Board of Directors Meetings". 13. Amended the "Corporate Governance Best Practice Principles". 14. Changed the authorized personnel for	-

Date of Board Meeting	Major Proposals	Date, Independent Directors' Opinions, Resolution of the Functional Committees and the Company's Response to the Opinions
	derivative transactions. 15. Resolution on convening the 2024 annual general shareholders' meeting.	
2024.05.06 (2nd)	1. Approved the Q1 2024 financial reports.	2024.05.06 2nd meeting of the Audit Committee in 2024 1. Results of deliberation: Approved unanimously by Audit Committee members. 2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.
	2. Approved the 2023 ESG report.	2024.05.06 2nd meeting of the Sustainability Committee in 2024 1. Results of deliberation: Approved unanimously by Sustainability Committee members. 2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.
2024.07.12 (3rd)	Changed the rent of the land lease with "Taoyuan International Airport".	2024.07.12 3rd meeting of the Audit Committee in 2024 1. Results of deliberation: Approved unanimously by Audit Committee members. 2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.
2024.08.07 (4th)	1. Approved the Q2 2024 financial reports. 2. Amended the "Internal Control System" and the "Internal Audit Implementation Rules".	2024.08.07 4th meeting of the Audit Committee in 2024 1. Results of deliberation: Approved unanimously by Audit Committee members. 2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.
2024.11.11 (5th)	1. Approved the Q3 2024 financial reports. 2. Amended the "Internal Control System" and	2024.11.11 5th meeting of the Audit Committee in 2024

Date of Board Meeting	Major Proposals	Date, Independent Directors' Opinions, Resolution of the Functional Committees and the Company's Response to the Opinions
	<p>the “Internal Audit Implementation Rules”.</p> <p>3. Changed the accounting personnel of the Company.</p> <p>4. Changed the authorized personnel for derivative transactions.</p>	<p>1. Results of deliberation: Approved unanimously by Audit Committee members.</p> <p>2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.</p> <p>-</p>
2024.12.26 (6th)	<p>1. Amended the attachment “Salary and Compensation Structure for Managers’ Ranks” of the “Payment Regulation of Managers”.</p> <p>2. Amended the “Payment Regulation of Directors”.</p> <p>3. Resolution on the compensation for the new President.</p> <p>4. Resolution on the compensation for the new Manager of the Guanyin Branch.</p> <p>5. Resolution on the 2024 year-end bonus for Managers.</p> <p>6. Resolution on the adjustment of the 2025 compensation for Managers.</p> <p>7. Resolution on the 2024 year-end bonus for the Chairman.</p> <p><u>Status on directors' recusal from conflict of interest and voting on proposal:</u></p> <ul style="list-style-type: none"> <li>● Chairman Huang, Nan-Horang recused himself from voting due to his conflict of interest with the proposal.</li> <li>● Except for the director who recused himself from the discussion and resolution, the remaining 8 directors present approved the proposal without objection.</li> </ul> <p>8. Resolution on the adjustment of the 2025 compensation for the Chairman.</p> <p><u>Status on directors' recusal from conflict of interest and voting on proposal:</u></p> <ul style="list-style-type: none"> <li>● Chairman Huang, Nan-Horang recused himself from voting due to his conflict of interest with the proposal.</li> <li>● Except for the director who recused himself from the discussion and resolution, the remaining 8 directors present approved the proposal without objection.</li> </ul>	<p>2024.12.26 2nd meeting of the Remuneration Committee in 2024</p> <p>1. Results of deliberation: Approved unanimously by Remuneration Committee members.</p> <p>2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.</p>

Date of Board Meeting	Major Proposals	Date, Independent Directors' Opinions, Resolution of the Functional Committees and the Company's Response to the Opinions
	9. Amended the "Policy for Pre-Approval of Non-assurance Services by CPA Firm". 10. Appointed CPAs for 2025 and resolved their remuneration.	2024.12.26 6th meeting of the Audit Committee in 2024 1. Results of deliberation: Approved unanimously by Audit Committee members. 2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.
	11. Amended the "Sustainability Committee Charter".	2024.12.26 4th meeting of the Sustainability Committee in 2024 1. Results of deliberation: Approved unanimously by Sustainability Committee members. 2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.
	12. Formulated the "Intellectual Property Management Policy" and the "Intellectual Property Management Plan". 13. Appointed the new president of the Company. 14. Appointed the new manager of the Guanyin Branch. 15. Appointed a supplement member to the Sustainability Committee. 16. Formulated the "2025 Internal Audit Plan". 17. Approved the "2025 Operation Plan and Budget".	-
2025.03.10 (2025 1st)	1. Resolution on the 2024 employees' compensation. 2. Resolution on the 2024 directors' remuneration. 3. Amended the "Payment Regulation of Managers".	2025.03.10 1st meeting of the Remuneration Committee in 2025 1. Results of deliberation: Approved unanimously by Remuneration Committee members. 2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.
	4. Approved the 2024 business report. 5. Approved the 2024 financial report. 6. Approved the 2024 earnings distribution. 7. Approved the 2024 "Statement on Internal Control".	2025.03.10 1st meeting of the Audit Committee in 2025 1. Results of deliberation: Approved unanimously by Audit Committee members.

Date of Board Meeting	Major Proposals	Date, Independent Directors' Opinions, Resolution of the Functional Committees and the Company's Response to the Opinions
	<p>Committee members.</p> <p>2. Content of any dissenting or qualified opinion or significant recommendation of the independent directors and the Company's response to the opinions: None.</p> <p>8. Amended the "Articles of Incorporation".</p> <p>9. Defined the scope of non-executive employees in the amended Paragraph 1 of Article 27 of the "Articles of Incorporation".</p> <p>10. Amended the "Regulations Governing Subsidiaries".</p> <p>11. Resolution on electing the Directors at the Annual General Shareholders' Meeting.</p> <p>12. Resolution on approving the release of restrictions of competitive activities of the Directors to be elected at the Annual General Shareholders' Meeting.</p> <p>13. Nominated 9 directors (including 3 independent directors) candidates.</p> <p>14. Resolution on convening the 2025 annual general shareholders' meeting.</p>	<p>-</p>

(XII) Where, during the most recent fiscal year and up to the date of this annual report, a director or supervisor has expressed a dissenting opinion with respect to a material resolution passed by the board of directors, and said dissenting opinion has been recorded or prepared as a written declaration, disclose the principal content thereof: None.

**Evergreen Aviation Technologies Corp.**  
**Internal Control System Statement**

**Date : March 10, 2025**

The Company states the following with regard to its internal control system during fiscal year 2024, based on the findings of a self-assessment :

1. The Company is fully aware that establishing, operating, and maintaining an internal control system are the responsibility of its Board of Directors and management. The Company has established such a system aimed at providing reasonable assurance of the achievement of objectives in the effectiveness and efficiency of operations (including profit, performance, and safeguard of asset security), reliability, timeliness, transparency, and regulatory compliance of our reporting, and compliance with applicable laws, regulations, and bylaw.
2. An internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system can provide only reasonable assurance of accomplishing the three goals mentioned above. Furthermore, the effectiveness of an internal control system may change along with changes in environment or circumstances. The internal control system of the Company contains self-monitoring mechanisms, however, and the Company takes corrective actions as soon as a deficiency is identified.
3. The Company judges the design and operating effectiveness of its internal control system based on the criteria provided in the Regulations Governing the Establishment of Internal Control Systems by Public Companies (herein below, the "Regulations"). The internal control system judgment criteria adopted by the Regulations divide internal control into five elements based on the process of management control: (1)control environment (2)risk assessment (3)control activities (4)information and communications (5)monitoring. Each element further contains several items. Please refer to the Regulations for details.
4. The Company has evaluated the design and operating effectiveness of its internal control system according to the aforesaid criteria.
5. Based on the findings of the evaluation mentioned in the preceding paragraph, the Company believes that as of December 31, 2024 its internal control system, encompassing internal controls for knowledge of the degree of achievement of operational effectiveness and efficiency, reliability, timeliness, transparency and regulatory compliance of reporting, and compliance with applicable laws, regulations and bylaw, is effectively designed and operating, and reasonably assures the achievement of the above-stated objectives.
6. This statement will become a major part of the content of the Company's Annual Report and Prospectus, and will be made public. Any falsehood, concealment, or other illegality in the content made public will entail legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
7. This statement has been passed by the Board of Directors Meeting of the Company held on March 10, 2025, with none of the nine attending directors expressing dissenting opinions, and the remainder all affirmed the content of this Statement.

#### IV. Professional Fees to CPA

##### (I) Information on CPA fees

Name of CPA firm	Name of CPAs	CPA'S Audit Period	Audit fees	Non-audit fees	Total	Remarks
KPMG Taiwan	Chen, Ya-Ling	2024	NT\$5,180 thousand	NT\$1,540 thousand	NT\$6,720 thousand	Non-audit fees include tax certification 、 Information review about salary of full-time employees who are not in a managerial position 、 transfer pricing 、 business tax certification and and inventory count service.
	Huang, Ming-Hung	2024				

Note: If the Company has changed its CPAs or CPA firm this year, the audit periods should be listed separately, and the reason for the change should be explained in the Remarks field. The audit and non-audit fees paid should also be disclosed in order. Non-audit fees should be accompanied by a note explaining the content of services.

- (II) When the Company changes its CPA firm and the audit fees paid for the fiscal year in which such change took place are lower than those for the previous fiscal year, the amounts of the audit fees before and after the change and the reasons shall be disclosed: Not applicable.
- (III) When the audit fees paid for the current fiscal year are lower than those for the previous fiscal year by 10% or more, the reduction in the amount of audit fees, reduction percentage, and reason(s) therefore shall be disclosed: None.

**V. Information on Replacement of CPAs**

No such situation.

**VI. Where the company's Chairman, general manager, or any managerial officer in charge of finance or accounting matters has in the most recent year held a position at the CPA firm of its CPAs or an affiliated enterprise of such CPA firm, the name and position of the person, and the period during which the position was held, shall be disclosed.**

No such situation.

**VII. Changes in the transfer or pledge of shares by directors, managerial officers, and shareholders holding over 10% of the outstanding shares in the previous year and by the date of report publication**

(I) Changes in shareholding of directors, officers and major shareholders

Title (Note 1)	Name	2024		As of Mar 31, 2025	
		Increase (Decrease) in Shares Held	Increase (Decrease) in Shares Pledged	Increase (Decrease) in Shares Held	Increase (Decrease) in Shares Pledged
Chairman	EVA Airways Corporation	0	0	0	0
	Representative: Huang, Nan-Horang	0	0	0	0
Director	EVA Airways Corporation	0	0	0	0
	Representative: Lin, Bou-Shiu	0	0	0	0
Director	EVA Airways Corporation	0	0	0	0
	Representative: Sun, Chia-Ming	0	0	0	0
Director	UNI Airways Corporation	0	0	0	0
	Representative: Cheng, Ching-Fen	0	0	0	0
Director	UNI Airways Corporation	0	0	0	0
	Representative: Yeh, Jia-Chyuan	0	0	0	0
Director	Shun An Enterprise Corporation	0	0	0	0
	Representative: Chen, Cheng-Pang	0	0	0	0
Independent director	Hsu, Miao-Chiu	0	0	0	0
Independent director	Teng, Yean-Sen	0	0	0	0
Independent director	Chou, Yon-Chun	0	0	0	0
Major shareholder	EVA Airways Corporation	0	0	0	0
Major shareholder	UNI Airways Corporation	0	0	0	0
President	Shieh, Shin-Wen	0	0	0	0
Chief Executive Vice President	Wang, Cheng-Hsien	0	0	0	0
Business co-ordination Division Executive Vice President	Chong, Kin Hung	0	0	0	0
Base Maintenance Division Executive Vice President	Hwang, Cheng-Hui	(3,000)	0	(2,000)	0
Aircraft Modification Division Executive Vice President	Hung, Shih-Chung	0	0	0	0
Line Maintenance Division Executive Vice President	Liu, Wen-Jang	0	0	0	0
Supply Division Executive Vice President	Lin, Jiunn-Liang	0	0	0	0
Business Co-ordination Division Vice President	Chen, Hsing-Yi	0	0	0	0
Occupational Safety and Health Division	Lin, Yuan-Pin	0	0	0	0

Title (Note 1)	Name	2024		As of Mar 31, 2025	
		Increase (Decrease) in Shares Held	Increase (Decrease) in Shares Pledged	Increase (Decrease) in Shares Held	Increase (Decrease) in Shares Pledged
Vice President					
Auditing Division Vice President (Chief Auditor)	Lin, Chia-Chen	0	0	0	0
Finance Department (Financial/Accounting/ Corporate Governance Officer)	Chen, Chi-Ming	0	0	(5,000)	0
Vice President					
Human Resources Division Vice President	Chien, Ming-Ho	0	0	0	0
Computer Department Vice President	Chen, Ming-Trong	0	0	0	0
Quality Assurance Department Vice President	Chien, Hsien-Jung	0	0	0	0
Training Department Vice President	Cheng, Wei-Ho	0	0	0	0
Base Maintenance Division Base Maintenance Department Vice President	Wang, Ko-Ming	0	0	0	0
Base Maintenance Division Aircraft Avionics Maintenance Department Vice President	Liu, Yung-Pin	(5,000)	0	0	0
Base Maintenance Division Maintenance Control Department	Lai, Sze-Hon	(2,000)	0	0	0
Base Maintenance Division Facility & Equipment Control Department Vice President	Lin, Chang-Hsien	0	0	0	0
Aircraft Modification Division Structure Repair Department Vice President	Chen, Ren-Ji	(1,000)	0	0	0
Aircraft Modification Division Structure Assembly Department Vice President	Jong, Ming-Chiang	0	0	0	0
Aircraft Modification Division Airframe Interior Maintenance Department Vice President	Cheng, Chwan- Tzong	0	0	0	0
Aircraft Modification Division Airframe Interior Maintenance Department Vice President	Yang, Yung-Hsiang	0	0	0	0
Line Maintenance Division	Tzeng, Jiann-Cherng	0	0	0	0

Title (Note 1)	Name	2024		As of Mar 31, 2025	
		Increase (Decrease) in Shares Held	Increase (Decrease) in Shares Pledged	Increase (Decrease) in Shares Held	Increase (Decrease) in Shares Pledged
Line Maintenance Department Vice President					
Line Maintenance Division Cabin and Cargo Maintenance Department Vice President	Lin, Wen-Chi	0	0	0	0
Line Maintenance Division TSA Maintenance Department Vice President	Tsay, Jiann-Pyng	0	0	0	0
Supply Division Procurement Department Vice President	Li, Wen-Tsai	0	0	0	0
Supply Division Storage Control Department Vice President	Hwang, Feng-Chao	0	0	0	0
Supply Division Component Maintenance Department Vice President	Hsu, Chih-Ping	0	0	0	0
Manufacturing Division Technologies Development Department Vice President	Lin, Ren-Kwo	0	0	0	0
Manufacturing Division Production Control Department Vice President	Tsai, Nai-Ching	0	0	0	0
Manufacturing Division Special Process Department Vice President	Hung, Hsien-Hsiang	(7,000)	0	0	0
Manufacturing Division Assembly Department Vice President	Liu, Shih-Te	0	0	0	0
Manufacturing Division Quality Assurance Department Vice President	Chiu, Der-Chih	0	0	0	0

(II) Information on transfer of equity: Not applicable.

(III) Information on the stock pledge: Not applicable.

## VIII. Relationships among the Top 10 shareholders

Mar 31, 2025

Name (Note 1)	Shares held in own name		Shareholding of Spouse and Minor Children		Shares held through nominees		Title, name and relationship to any of the other top ten shareholders which is a related party or has a relationship as a spouse or blood relative within the second degree. (Note 3)		Remarks
	Shares	Shareholding Percentage %	Shares	Shareholding Percentage %	Shares	Shareholding Percentage %	Title (Or Name)	Relationship	
EVA Airways Corporation	206,189,241	55.05	Not applicable		0	0	UNI Airways Corporation	EVA Airways Corporation is a director of UNI Airways Corporation	None
Representative: Lin, Bou-Shiu	0	0	0	0	0	0	UNI Airways Corporation	Director	None
UNI Airways Corporation	50,847,721	13.57	Not applicable		0	0	EVA Airways Corporation	Director of UNI Airways Corporation	None
Representative: Lin, Jyh-Jong	0	0	0	0	0	0	Lin, Bou-Shiu	Director of UNI Airways Corporation	
TransGlobe Life Insurance Inc.	3,173,000	0.85	Not applicable		0	0	None	None	None
Representative: Lin, Wen-Hui			Data cannot be obtained						None
Delta Electronics Capital Company	2,390,000	0.64	Not applicable		0	0	None	None	None
Representative: Liu, Liang-Fu			Data cannot be obtained						None
Mega Securities Co., Ltd.	1,907,000	0.51	Not applicable		0	0	None	None	None
Representative: Chen, Pei-Jun							Data cannot be obtained		
Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds	1,644,000	0.44	Not applicable		0	0	None	None	None
Taiwan Incubator SME Development Corporation	1,576,000	0.42	Not applicable		0	0	None	None	None
Representative: Li, Cheng-Jia			Data cannot be obtained						None
Chang, Kuo-Cheng	1,511,452	0.40	Data cannot be obtained						None
Core Pacific-Yamaichi International(H.K.) Limited-Client A/C	1,465,000	0.39	Not applicable		0	0	None	None	None
Vanguard Emerging Markets Stock Index Fund, a series of Vanguard International Equity Index Funds	1,461,000	0.39	Not applicable		0	0	None	None	None

Note 1: All of the top 10 shareholders should be listed, and the names of corporate/juristic person shareholders and their representatives should be listed separately.

Note 2: The shareholding ratio (%) is calculated as the total numbers of shares respectively held by the shareholder, their spouse and minor children, or through nominees.

Note 3: Disclose the relationships among the above-listed shareholders, including corporate/juristic person shareholders and natural person shareholders, in accordance with the provisions of the Regulations Governing the Preparation of Financial Reports by Securities Issuers.

## **IX. The total number of shares and total equity stake held in any single enterprise by the Company, its directors and supervisors, managerial officers, and any companies controlled either directly or indirectly by the Company.**

Mar 31, 2025

Investee enterprise (Note)	Held by the Company		Ownership by Directors, Supervisors, Managerial Officers and Directly/Indirectly Owned Entities of the Company		Aggregate Ownership	
	Shares (thousand shares)	Shareholding Percentage	Shares (thousand shares)	Shareholding Percentage	Shares (thousand shares)	Shareholding Percentage
GE Evergreen Engine Services Corp.	203,285	49.00%	0	0%	203,285	49.00%
Spirit Evergreen Aftermarket Solutions	11,155	49.00%	0	0%	11,155	49.00%
Ever Superior Technologies Corporation	6,300	35.00%	0	0%	6,300	35.00%

Note: Long-term investment by the Company accounted for using the equity method.

### Three. Capital Raising

#### I. Capital and shares

##### (I) Source of capital

Unit: thousand shares; Unit: NT\$ thousand

Year/ Month	Issued Price	Authorized Capital		Paid-up Capital		Sources of Share Capital	Remarks	
		Shares	Amount	Shares	Amount		Paid in Properties Other than Cash	Approval Date and No.
1997.11	NT\$10 per share	500,000	5,000,000	250,000	2,500,000	Cash	None	1997.11.10 Jing (86)-Shang No. 122545
2003.01	NT\$10 per share	500,000	5,000,000	260,000	2,600,000	Converted the earnings to increase the capital for NT\$100,000 thousand	None	2003.01.13 Jing-Shou-Shang-Zi No. 09201010540
2003.10	NT\$10 per share	500,000	5,000,000	280,000	2,800,000	Converted the earnings to increase the capital for NT\$200,000 thousand	None	2003.10.20 Jing-Shou-Shang-Zi No. 09201292000
2004.11	NT\$10 per share	500,000	5,000,000	300,000	3,000,000	Converted the earnings to increase the capital for NT\$200,000 thousand	None	2004.11.08 Jing-Shou-Shang-Zi No. 09301212490
2005.10	NT\$10 per share	500,000	5,000,000	320,100	3,201,000	Converted the earnings to increase the capital for NT\$201,000 thousand	None	2005.10.13 Jing-Shou-Shang-Zi No. 09401199570
2006.06	NT\$10 per share	500,000	5,000,000	340,100	3,401,000	Converted the earnings to increase the capital for NT\$200,000 thousand	None	2006.06.20 Jing-Shou-Shang-Zi No. 09501119030
2007.06	NT\$10 per share	500,000	5,000,000	374,110	3,741,100	Converted the earnings to increase the capital for NT\$340,100 thousand	None	2007.06.22 Jing-Shou-Shang-Zi No. 09601136410
2008.09	NT\$10 per share	500,000	5,000,000	394,110	3,941,100	Converted the earnings to increase the capital for NT\$200,000 thousand	None	2008.09.11 Jing-Shou-Shang-Zi No. 09701233700
2010.10	NT\$10 per share	500,000	5,000,000	413,816	4,138,155	Converted the earnings to increase the capital for NT\$197,055 thousand	None	2010.10.19 Jing-Shou-Shang-Zi No. 09901235340
2011.10	NT\$10 per share	500,000	5,000,000	434,506	4,345,063	Converted the earnings to increase the capital for NT\$206,908 thousand	None	2011.10.19 Jing-Shou-Shang-Zi No. 10001239580
2012.10	NT\$10 per share	500,000	5,000,000	477,957	4,779,569	Converted the earnings to increase the capital for NT\$434,506 thousand	None	2012.10.17 Jing-Shou-Shang-Zi No. 10101216050
2013.07	NT\$10 per share	750,000	7,500,000	525,753	5,257,526	Converted the earnings to increase the capital for NT\$477,957 thousand	None	2013.07.30 Jing-Shou-Shang-Zi No. 10201144750
2014.07	NT\$10 per share	750,000	7,500,000	578,328	5,783,279	Converted the earnings to increase the capital for NT\$525,753 thousand	None	2014.07.28 Jing-Shou-Shang-Zi No.10301148380
2015.09	NT\$10 per share	750,000	7,500,000	636,161	6,361,607	Converted the earnings to increase the capital for NT\$578,328 thousand	None	2015.09.02 Jing-Shou-Shang-Zi No. 10401186520
2019.04	NT\$10 per share	750,000	7,500,000	652,807	6,528,070	Consolidated swap of shares of Evergreen Aviation Precision Corporation for NT\$ 166,463 thousand	None	2019.04.03 Jing-Shou-Shang-Zi No. 10801030120
2021.01	NT\$10 per share	850,000	8,500,000	352,807	3,528,070	Decreased the capital for NT\$3,000,000 thousand	None	2021.01.04 Jing-Shou-Shang-Zi No. 10901245550
2023.04	NT\$10 per share	850,000	8,500,000	374,571	3,745,710	Capital increase in cash by NT\$217,640 thousand for IPO	None	2023.04.06 Jing-Shou-Shang-Zi No. 11230051740

Share Category	Authorized Capital			Remarks
	Outstanding Shares	Unissued Shares	Total	
Registered Common Shares	374,571	475,429	850,000	Stock of TWSE listed company

## (II) List of major shareholders

Mar 31, 2025

(Book-closure date of the annual general shareholders' meeting)

Name of Major Shareholder	Shares	Number of Shares Held	Shareholding Percentage
EVA Airways Corporation		206,189,241	55.05%
UNI Airways Corporation		50,847,721	13.57%
TransGlobe Life Insurance Inc.		3,173,000	0.85%
Delta Electronics Capital Company		2,390,000	0.64%
Mega Securities Co., Ltd.		1,907,000	0.51%
Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds		1,644,000	0.44%
Taiwan Incubator SME Development Corporation		1,576,000	0.42%
Chang, Kuo-Cheng		1,511,452	0.40%
Core Pacific-Yamaichi International(H.K.) Limited-Client A/C		1,465,000	0.39%
Vanguard Emerging Markets Stock Index Fund, a series of Vanguard International Equity Index Funds		1,461,000	0.39%

## (III) The Company's dividend policy and implementation thereof

### 1. The dividends policy specified in the Articles of Incorporation

If the Company reports a surplus at the year end, after clearing taxes, the Company shall first offset losses from previous years (if any), then set aside 10% of the balance as the statutory surplus reserve, and set aside or reverse special surplus reserve per the provisions. After that, the Board of Directors shall propose a surplus distribution plan of the balance plus the retained earnings accrued from prior years, submit the distribution plan to the shareholders' meeting for approval, and then distribute it. The dividends can be distributed wholly or partly in cash only after a resolution has been adopted by a majority vote at a meeting of the board of directors attended by two-thirds of the total number of directors; and in addition thereto a report of such distribution shall be submitted to the shareholders' meeting.

Where the special surplus reserve set aside in the preceding paragraph belongs to a part not fully set aside accrued from prior years, the same amount thereof shall be set aside for the special surplus reserve from the retained earnings accrued from prior years. If the special surplus reserve is still insufficient, the amount from the net income after taxes for the current period plus the items other than the net income after taxes for the current period shall be included in the amount of the retained earnings for the current period to be set aside for such a purpose.

The Company is in the steady growth period. To match up with the Company's operation plan and consider the shareholders' right and interest, the Board of Directors shall propose a surplus distribution plan according to the following principles:

(1) The Company shall set aside an amount of no less than 50% of the profit after tax as the shareholder dividends every year.

(2) The dividends may be distributed either in full in cash, or in the combination of cash and stocks, however the cash dividends shall not be less than 50% of the total amount of dividends.

2. The dividends distribution resolved by the shareholders' meeting of the year

The Company approved to distribute of NT\$4.5 per share from the 2024 distributable earnings upon the resolution adopted in the board meeting on March 10, 2025, for a total of NT\$1,685,569,329; the proposal is to be reported to the annual general meeting for resolution on May 29, 2025, and will be carried out in accordance with relevant regulations.

(IV) Effect upon business performance and earnings per share of any stock dividends distribution proposed this year: Not applicable.

(V) Compensations of employees, directors and supervisors

1. The percentages or ranges with respect to compensations of employees, directors, and directors, as set forth in the Company's Articles of Incorporation:

If the Company makes profit in a fiscal year, employees' compensation, no less than 1% of the profit, and directors' remuneration, no more than 2% of the profit, shall be set aside. However, in case the Company has accumulated losses, the Company shall reserve an amount to offset accumulated losses beforehand. The employees' compensation and directors' remuneration shall be set aside afterwards according to the principles mentioned above. The profit in preceding paragraph refers to profit before tax without deducting employees' compensation and directors' remuneration. The employees' compensation shall be distributed in the form of stock or cash; while the directors' remuneration shall be distributed only in the form of cash.

2. The basis for estimating the amount of employee, director, and supervisor profit-sharing compensation, for calculating the number of shares to be distributed as employee profit-sharing compensation and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period:

The Company's distribution of employees', directors', and supervisors' compensations based on the percentage specified in the Articles of Incorporation, which is the basis for estimation and such is listed as operating costs and operating expenses for the current year. Where a discrepancy between the actual distribution amount and the estimated amount

exists, it shall be treated as a change in accounting estimate and the discrepancy is to be recognized as profit or loss for the year of resolution.

3. Information on any approval by the board of directors of distribution of profit-sharing compensation:

(1)The amount of any employee profit-sharing compensation and director profit-sharing compensation distributed in cash or stocks. If there are any discrepancies between that amount and the estimated figure for the fiscal year these expenses are recognized, the discrepancy, its cause, and the status of treatment shall be disclosed:

The Company's proposal for 2024 employees' compensation and directors' compensation distribution was approved by the Board on March 10, 2025. The employees' compensation was NT\$175,679,817, and the directors' compensation was NT\$7,000,000, all paid in cash. There was no discrepancy between the amount of employees' compensation and the compensation of directors approved by the Board and the estimated amount in the 2024 financial report.

(2)Proportion of the amount of employees' compensation distributed in shares to the net profit after tax of the current period and the total amount of employees' compensation:  
None.

4. Actual distribution of employees', directors' and supervisors' compensations in the previous year (including the number of shares distributed, amount and share price):

The Company's proposal for 2023 employees' compensation and directors' and supervisors' compensation distribution was approved by the Board on March, 2024. The employees' compensation was NT\$152,388,212, and the directors' and supervisors' compensation was NT\$7,000,000, all paid in cash. There was no discrepancy between the amount of employees' compensation and the compensation of directors and supervisors approved by the Board and the estimated amount in the 2023 financial report.

(VI) Status of a company repurchasing its own shares: No such situation.

## **II. Issuance of corporate bonds (overseas corporate bonds included)**

No such situation.

## **III. Preferred shares**

No such situation.

## **IV. Issuance of Global Depository Receipts (GDR)**

No such situation.

**V. Employee stock options**

No such situation.

**VI. New issuance of employee-restricted shares**

No such situation.

**VII. Issuance of new shares in connection with mergers or acquisitions or with acquisitions of shares of other companies**

No such situation.

**VIII. Implementation of the Company's capital allocation plans**

No such situation.

## Four. Operations Highlights

### I. Company Operation

#### (I) Business activities

##### 1. Business scope

###### (1) The Company's main business

The main business scope includes maintenance of airframes, components, and engines, manufacturing, processing and sales of airframes, engines, and components, and civil aviation training.

Code of business	Business item
CD01060	Aircraft and Parts Manufacturing
F114070	Wholesale of Aircraft and Component Parts Thereof
F214070	Retail Sale of Aircraft and Component Parts Thereof
F401010	International Trade
I103060	Management Consulting
JA02990	Other Repair
J201051	Approved Training Organizations
ZZ99999	All business activities that are not prohibited or restricted by law, except those that are subject to special approval.

###### (2) Sales percentage of the main products

Unit: NT\$ thousand; %

Services	2023		2024	
	Revenue Amount	Sales Amount	Sales Amount	Percentage (%)
Maintenance of aircrafts	11,386,468	77.03%	12,966,483	79.62%
Manufacturing and selling of aircraft's related components	3,395,330	22.97%	3,318,017	20.38%
Total	14,781,798	100%	16,284,500	100%

###### (3) The business activities provided by EGAT

- ① Airframe maintenance: line maintenance, heavy maintenance, airframe modification, and structure repair.
- ② Engine maintenance: GE GE90 and T700.
- ③ Parts and component maintenance: navigation, electronics, electrical, navigator, hydraulics, machinery, composite materials, and evacuation devices.
- ④ Parts manufacturing: mechanical processing, aluminum alloy processing, and special process.
- ⑤ Airframe assembly: structure, wiring harness, composite materials assembly.
- ⑥ Others: aviation material supply, and AOG manpower support.

After an aircraft is introduced from the original manufacturer (Boeing or Airbus) to the airline to ensure flight safety and airworthiness, maintenance work must be performed regularly or from time to time, and the maintenance operations of the airframe, engine, and parts and accessories are derived. Aerospace maintenance business mainly includes maintenance, repair, and overhaul or MRO repair station in short; the main business activities describes as follows:

- Maintenance and service: mainly to maintain aircraft based on the procedures and schedule specified in the equipment manufacturer's original maintenance manuals.
- Repair: mainly to replace components or outsource repairs; the capabilities of inspection, repair, assembly, balance, and calibration are required.
- Overhaul: mainly to improve or restore the performance of system components, and the required technical level is higher.

Currently, the Company possesses the maintenance certification of the Civil Aviation Administration (hereinafter referred to as "CAA"), as well as certifications from the civil aviation institutions of major countries, such as Federal Aviation Administration (hereinafter referred to as "FAA"), European Union Aviation Safety Agency (hereinafter referred to as "EASA"), Japan Civil Aviation Bureau (hereinafter referred to as "JCAB") and Ministry of Land, Infrastructure and Transport, Republic of Korea (hereinafter referred to as "MOLIT") and UK Civil Aviation Authority (hereinafter referred to as "UK CAA"). The business from existing international customers accounts for about 70% of the total turnover. The domestic business primarily provides fleet service for EVA Airways and UNI Airways.

The current maintenance performance of the Company is detailed below:

- More than 4,300 aircraft visits for heavy maintenance.
- Modification of extra-large cargo aircraft, B747-400LCF, the world's only extra-large cargo freighter modification of Boeing; a total of four aircrafts were modified and delivered from 2005 to 2010, the LCF carry the fuselage section and wing structure of the Boeing Dreamliner B787.
- Completed passenger-to-freighter conversion for 10 Boeing 767-300 aircrafts.

The Company has also been recognized many times in the ratings of Aviation Week, and has also been recognized multiple times as an excellent airline partner in the past. EGAT has demonstrated technological competence and leadership in the market and is currently increasing its visibility in international maintenance platforms, seeking to expand its market

share.

Based on aircraft and engine maintenance, the Company has also simultaneously expanded the services into the fields of R&D and manufacturing of parts and components, in producing aircraft/engine parts and components, airframe structure assembly and more under the original equipment manufacturing (OEM) approvals such as Boeing and General Electric Company (GE). The Company's current production and sales performance of components is detailed as follows:

- Qualified AS9100D & ISO9001 Quality Management system
- NADCAP certified shop for Special Processes.
- Customers certified shop for Processes.
- Rigid Cargo Barrier for Boeing converted freighter.
- The main product is the combustion chamber of the engines.
- The Company is the sole source global supplier of several engine products to GE.
- One-step shop service: start from product design, process development, continue manufacturing, assembly, till packaging and shipment handling.

(4) New products (services) planned to be developed:

In support of the 33 new-generation A350 and A321 NEO aircrafts, which will be gradually introduced by EVA Airways Corporation starting in 2027, the Company has initiated preparations for developing maintenance capabilities for the new-generation aircraft, including the Airbus A350, in order to sustain the revenue stream and has also contacted potential customers.

## 2. Industry Overview

(1) Industry Overview and Development

Aircrafts are nowadays the transportation mainstream in terms of passenger traveling and freight shipping, with an irreplaceable market position. The aviation industry covers the design, manufacturing and maintenance service industries focused on aircrafts. The aerospace industry is a typical capital-intensive, technology-intensive, experience-intensive, and labor-intensive industry, featured with high values added and considerable industrial correlations. As the development of the aviation industry affects the national economic competence, the strength of national defense security, and the technological improvement of basic industries significantly, governments all over the world are prompted to support

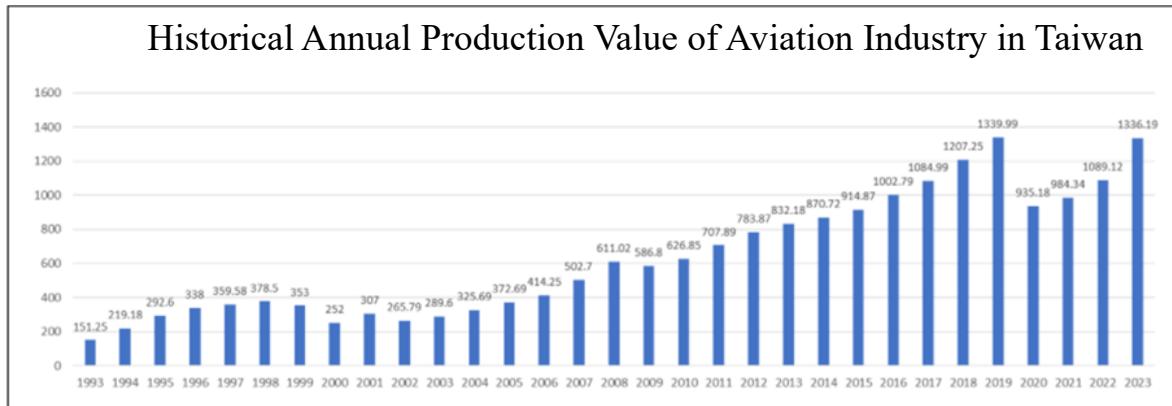
the sustainable development of the aviation industry without spare. The scope of the aviation sector covers the aviation industry, military aviation industry, aviation service industry, aviation maintenance industry, and aviation sports and leisure industry. The manufacturing processes are quite complicated and require close cooperation among various industries. With the long-term governmental support for the domestic aviation industry, the domestic players have high-level aviation manufacturing and maintenance technologies, quality management, and delivery quality and have become important partners of major international aviation manufacturers (such as Boeing, Airbus, Bombardier, and GE, etc.) and increasingly important in the global aviation supply chain in terms of market position, which will drive technologies of related industries, increase market competitiveness and derive benefits. The manufacturing supply chain of the domestic aerospace industry can be categorized as follows and described below:

By Industry	Company	Business Activities
Aviation Maintenance	25 companies, including <b>EGAT</b> , China Airlines, Aerospace Industrial Development, Air Asia, Asian Compressor	Wide-body/narrow-body passenger aircrafts, military aircrafts, helicopters and other airframes, engines, accessories, navigation instruments and avionics maintenance, and modification of passenger aircrafts to cargo aircrafts.
Engines	40 companies, including Aerospace Industrial Development, <b>EGAT</b> , Chaheng Precision, Magnate, Aero Win, Chen Full, Drewloong Precision, and National Aerospace Fasteners.	Compression sections, combustion chambers, casings, blades, diffusers, ring-shaped parts, fasteners, and pipe, among other things.
Airframe structure	55 companies, including Aerospace Industrial Development, <b>EGAT</b> , Chen Full, Drewloong Precision and Magnate	Various metal and compound structural systems/ parts and components such as airframe structures of military aircrafts, fuselage sections of single-aisle aircrafts, tail sections of commercial aircrafts, helicopter cockpit sections, aircraft doors, flight control interfaces, engine pylons, parts and components of aircraft landing gears.
Avionics	22 companies, including Garmin International, Crane Electronics, Becker Electronics, Aerovision Avionics, Innolux and Pyras	Cockpit display panels, power converters, cabin infotainment systems, microelectronic circuits, connectors, touch panels, cabin wireless intelligent control systems and aircraft antennas.
Aircraft interior	30 companies, including Aerospace Industrial Development, Topkey, Fuchitex, Taiwan Fylin, and GaleMed	Aircraft cabin seats, seat structures, cabin fabrics, aviation containers/pallets/cargo nets and oxygen masks.

Source: Committee for Aviation and Space Industry Development (CASID), MOEA

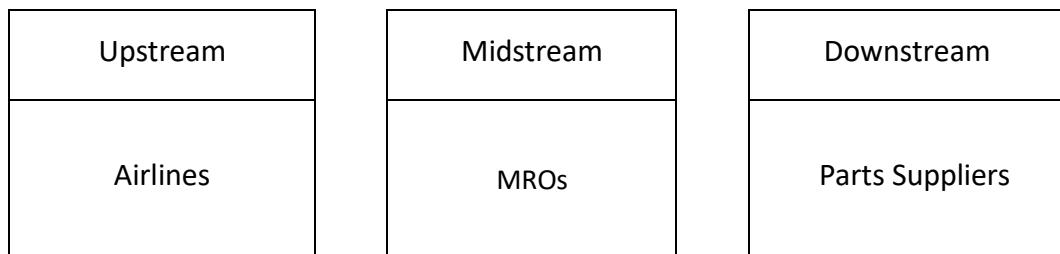
Taiwan's aviation industry has established a supply chain system of related civil aviation products, and has established partnerships with world-renowned major aerospace manufacturers such as Boeing, Airbus, Bombardier, GE, Pratt and Whitney and Snecma. As

demand for air passenger transportation began rebounding in 2021, the production value in 2022 increased by 18.6% compared to 2021. This growth continued in 2023, with a year-on-year increase of 22.7%. In 2024, revenue reached a new high as growth persisted.

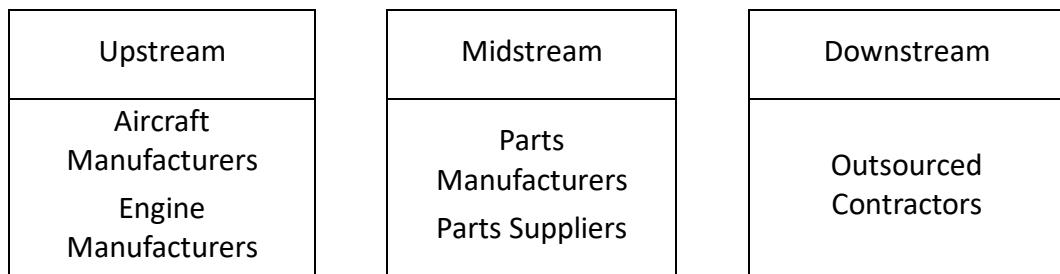


**(2) Links between the upstream, midstream, and downstream segments of the industry**

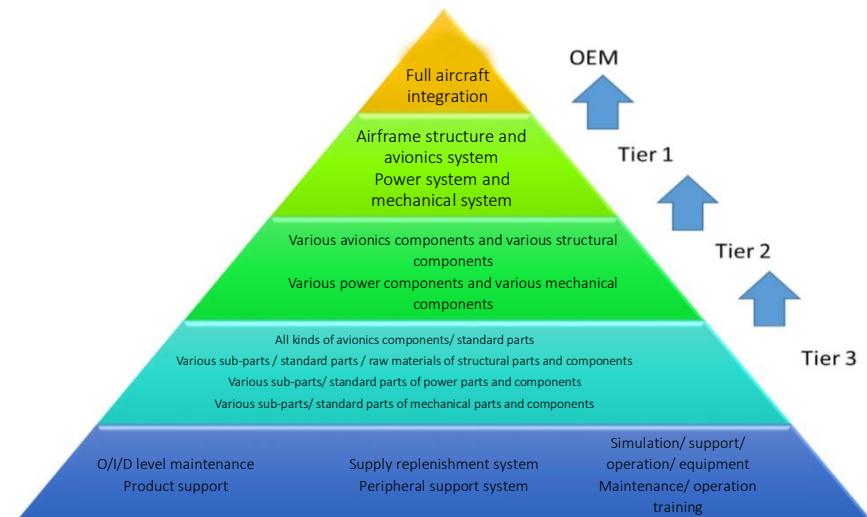
**① Maintenance of aircraft:**



**② Manufacturing and sales of aircraft parts and components:**



The diagram below demonstrates the complex structure of the Aerospace & Defense Supply Chain



Currently, most of the commercial aircraft orders in the world are controlled by Boeing Company from the United States and Airbus Company from France, which handle the integration of the entire aircraft. The manufacturing of the aircraft airframe structures of the two major aircraft manufacturers are mainly contracted to SPIRIT and STELIA ; engines are contracted to engine manufacturers such as CFM, a joint venture between SAFRAN AIRCRAFT ENGINES and GE Aerospace, GE Aviation itself, Rolls-Royce, Safran Group, Pratt and Whitney and Honeywell. The Company's main products are aircraft maintenance services and manufacturing and sales of aircraft parts and components, belonging to the midstream and downstream industries.

(3)Development trends and competition for the Company's products

A. Development trends for the Company's products

① Composite technologies for compound materials are synchronized with the latest models

To cope with environmental protection, energy saving, weight reduction, fuel saving and the trend of diverse applications of composite materials for the next generation of aircrafts, EGAT has built a maintenance capability for composite materials of new-generation aircrafts, including airframes and large parts of composite materials. In addition, Evergreen Aviation's manufacturing business has built high-performance machines and capacity meeting customers' specifications, such as clean rooms, Autoclave, and automated ultrasonic penetration testing, among other things, for the production process of large composite material parts for the airframes.

② Asia has become an important hub of the global aviation industry

In recent years, airlines in Europe and America have delivered their aircrafts to aircraft repair stations in Asia in consideration of cost reduction on MROs. There are nearly 20 major aircraft repair stations for MROs in Asia. There are independent aircraft repair stations in China, Hong Kong, Singapore, Vietnam and the Philippines. EGAT expends its own airframe capability following the fleet development of its parent company, EVA Airways, to expand the aircraft model-specific maintenance capacities; the maintenance capability is strengthened by combining the accumulated experience of the aviation fleet and execution opportunities with other customers. The main considerations for airlines to choose an MRO repair station are quality, cost and turnaround time (TAT), as well as geographical location, airline alliance and other factors. Compared to other MROs, the Company has advantages.

### ③ Globally aerospace industry supply chain strategy

Aircraft manufacturers have established a global supply chain system to achieve a cost-out policy. At present, with the support of their governments, emerging countries can compete for markets with lower prices, causing the threat of low-price competition. In order to avoid the low-price competition from emerging countries, the Company actively strives for products with higher added value such as assembly parts, optimization operation, and continuously cost down to increase market competitiveness.

## B. Competition:

In the aviation manufacturing sector, each company is facing fierce competition. The Company has the following competitive advantages:

- ① The Company possesses key technical resources, engine technology, and automated processes, which can enhance product performance and reduce production costs.
- ② Our system resource integration capability effectively integrates various resources (such as supply chain, R&D, and production processes) to improve operational efficiency and shorten the product development timeline.
- ③ Innovation ability: Continuous investment in research and development enables us to develop innovative processes to satisfy ever-changing market needs.
- ④ The Company has maintained good interaction with aircraft manufacturers and established a stable cooperative relationship, ensuring access to important market information and technical support, as well as enhancing the market competitiveness of its products.

## C. Globalization strategy:

With a comprehensive procurement supply chain, the Company expands its business scope and increases market share by leveraging its global supply chain and market.

## 3. Technologies and Research /Development Overview

- (1) The amount invested on the research and development by the Company in recent year and by the printed date of annual report is NT\$76,878 thousands.

Note: The company's research and development expenses refer to the costs of process development for the manufacturing of aircraft components.

- (2) The Technical and Research/Development:

The capabilities: Product development, Precision Machining, Heat Treatment of metal materials, Surface Treatment, Special Processing, Non-Destructive Testing, Precision Measurement, Structural Assembly and Material Testing, etc.,

The Approval: EGAT has more than 65 certifications of Aerospace Special Processes from NADCAP,

The Product Development and Production Management System:

Utilized the same operation system (PLM, SAP) can connect with OEMs such as BOEING, AIRBUS, GE, PW, and RR to adopt the Product Development and Production operations.

#### Automated AI Production:

EGAT has also invested in smart manufacturing technologies, such as automatic electric discharge machining used for EDM and the automatic riveter used for fasteners installation on large airframe structures; AI, IOT, and visual production management technologies are introduced to the production lines, etc.

#### (3) R & D team education and experience:

The Company has set up the Engineering Development Department, which is responsible for the development and optimization of aerospace parts and components production.

Below the chart is the Education background distribution

Education background distribution	Number	Percentage (%)
Master's degree	10	32.3%
Bachelor's degree	21	67.7%
Total	31	100%

#### (4) Record for Technologies or Products developed in the past five years:

Year	Technologies or Products
2020	Automatic production technologies usage for Electrical Discharge Machining. Phosphoric Acid Anode surface treatment set up. Metal bonding technologies. UT C-scan ultrasonic Non-Destructive Inspection technologies. Product Development of Metal Composite Rigid Cargo Barrier for Boeing 767 freighter.
2021	Completion of the product development for the GE9X diffuser assembly. Automatic machine use on Large Assembly of airframe structure. Capability for Dissimilar Metal welding. Capability for partial Heat Treatment operation. Capability for Zinc-Nickel plating.
2022	Thermal spraying technologies. High-Precision Bearing installation. Completion of the product development for four components of the Leap engine mount assembly. Completion of the product development for the PP20 engine combustion chamber assembly. Approval from the customer for Chromic Acid Anodizing.
2023	Obtained customer certification for aerospace grade solid film lubricant manufacturing process. Obtained customer certification for aerospace-grade aluminum-silicon-polyester plasma spray coating process. Completed the establishment of Electrochemical Machining (ECM)

Year	Technologies or Products
	technology. Completed the development of land-based surveillance and reconnaissance single rotor UAV.
2024	Construction of solid film lubricant automated production line. Construction of automated welding production lines.

4. Long- and short-term business development plans

(1) Short-term business development plans

A. Maintenance of aircraft:

① Technical capabilities competence:

Continue to maintain a long-term and close cooperative relationship with the original manufacturers, *i.e.*, Boeing/GE. In terms of composite repair technology, invest and deepen the technical development of professional talents and enhance the leading technological competitiveness. The Company has initiated the preparation for the maintenance capability of the new generation aircraft including the Boeing 737MAX and the Airbus A350, in order to sustain the revenue stream. The Company introduced the first A321NEO aircraft for maintenance and repair in 2024. In support of the 33 new-generation A350 and A321 NEO aircrafts, which will be gradually introduced by EVA Airways Corporation starting in 2027, the Company has initiated preparations for developing new capabilities and has contacted potential customers.

② Continue to gain a customer base from the international market:

Move toward the directions of the international maintenance market, expanding the production capacity and investing in high value-added technologies. In 2023, the Company completed the layout of the B787 C CHECK for the European market and expanded its B787 maintenance services to European airline operators in 2024.

B. Manufacturing and sales of aircraft parts and components:

① Refined the technical capabilities:

By continuously optimizing the process and automating production, the Company seeks to reduce production costs and aims to meet market competitiveness.

② Continue to develop the international market:

Maintain the market share of existing mass production orders, while striving for business from other aircraft manufacturers, including Airbus, Rolls-Royce, and others.

(2) Business development plans-Long-term

A. Business development plan for Maintenance Repair Overhaul:

Continuously develop industry with local partners with accumulated maintenance experience and professional resources, strive for reinvestment opportunities and create more profits. Looking ahead to next year, market demand is expected to remain stable, and the Company will continue to hire additional manpower annually to increase the production value of its airframe business.

B. Business development plan for Manufacturing:

- ① Continue to accumulate experience with existing orders, and develop the European Aerospace market, to expand the business landscape of the global market.
- ② Supply chain integration, working together with partners, and diversity, to enhance the competitiveness of the market.

(II) Overview of market and production

1. Market analysis:

(1) Geographic areas where the main products (services) of the company are provided (supplied):

Sales regions	year		2024	
	Sales amount	Percentage (%)	Sales amount	Percentage (%)
Domestic sales	6,420,970	43.44%	6,765,050	41.54%
Export sales	8,360,828	56.56%	9,519,450	58.46%
Total	14,781,798	100%	16,284,500	100%

(2) Market share

A. Maintenance of aircraft

Evergreen Aviation Technologies Corp. is a key player in the international aircraft maintenance market. Holding maintenance license from 16 countries, serving 50 major customers worldwide, and performing maintenance on 300 aircraft frames annually, the Company was ranked 8th in the 2023 Aviation Week survey for airframe maintenance capacity. In terms of individual maintenance products, the market for the maintenance of the Boeing 747 airframe is substantial in size, accounting for over 50% of the total operating aircraft in customer fleets.

B. Manufacturing and sales of aircraft parts and components:

The Company focuses on manufacturing parts and components for civil aircraft and possesses complete process certification along with strong production capacity. The Company's main customers are aircraft and engine manufacturers. Its market share and supply capacity depend on the sales performance of its customers' products, and there is no available projected market share data in the aviation sector for reference.

(3) Marketing status

Boeing's quality issue and its 8-week production line shutdown at the beginning of 2024 caused delays in production and delivery. As a result of the impact on its supply chain, Airbus announced a decrease in the number of new aircraft supplied. IATA revised its estimate of aircraft manufacturers' deliveries downward by 11% for the year. Therefore, the airlines' fleet capacity needs were affected, and the retirement plan for the senior fleet was postponed. The increasing demand for maintenance of the wide-body aircraft drove the demand for MRO maintenance. Material supply chain difficulties and manpower shortages cause impacts across the world. These are both challenges and opportunities for transformation for the repair stations.

(4) Demand and supply conditions for the market in the future; the market's growth potential

A. Maintenance of aircraft:

① Demand and supply conditions

Due to the impact of geopolitical conflicts and the new tariff policy imposed by the new U.S. government on the goods transportation industry, the global supply chain is facing new challenges and undergoing restructuring, which will affect global economic growth and inflation. As a result of these factors, demand and supply uncertainty increase.

② Market's growth potential

The main momentum for the future growth of the aerospace maintenance industry chain grows with the development of airlines' passenger and cargo traffic and the growth of fleets. Global air passenger traffic has grown rapidly in recent years, with a growth rate of about 7-8%. With the boom of e-commerce in recent years, global air cargo has a growth rate of about 3-4%.

B. Manufacturing and sales of aircraft parts and components:

① Demand and supply conditions

According to market expectations, with the recovery of the global economy and the increase in travel demand, airlines operators' demand for new aircraft continues to pick up and aircraft manufacturers continue to increase production capacity to meet market demand. In particular, the demand for narrow-body aircraft is particularly strong, and as a result, orders for the core product continue to grow.

② Market's growth potential

According to Boeing's "Civil Aviation Market Forecast" released in 2024, the aviation market will be driven by the growth of low-cost airlines, the flexibility of flight operations, the optimization of cabin configurations, and the need to reduce carbon emissions, with future GDP growth forecast at 2.6% per annum, and with passenger traffic expected to grow at an average of 6.1% per annum over the 20-year period from 2024 through 2043. In this context, the demand for new aircraft will continue to grow. Demand for commercial aircraft is expected to reach 48,575 over the next 20 years, with significant growth in demand for narrow-body passenger aircraft in particular, with growth in the aerospace maintenance and manufacturing sector is expected to be around 4% per annum.

(5)Competitive Basis

A. The Company's customers are more than 40 airlines around the world and they deeply trust the Company.

The Company has established long-term cooperative relationships or short- to medium-term airframe maintenance contracts with international airlines. The maintenance customers cover all continents of the world, such as Asia, Asiana Airlines from Korea, All Nippon Airways, and Skymark Airlines from Japan and in the Americas, including UPS and Atlas Airlines, as well as European, including Austrian Airlines, TUI Airways and British Airways. The Company continues to move toward the direction of the international maintenance market, with the expansion of advantages in production capacity and high value-added technologies.

B. High-quality employees with rich professional experience

To cultivate aerospace science and technology professionals, the Company continues to maintain a long-term close cooperative relationships with Boeing/GE, to deepen the technical cultivation of professional talents, and strengthen the leading competitiveness of technologies. Cooperate with world-renowned manufacturers such as Boeing, GE, and Spirit, to invest in machines, tools and equipment, send engineers abroad for training, build a supply chain of maintenance parts and components, obtain the recognition of the original manufacturers, to improve the technical maintenance capabilities.

C. Superior Maintenance Experiences

The Company has delivered more than 4,300 aircrafts for major airframe maintenance since 1991. In addition, to cope with the next generation of aircraft models and the trend of diversified application of aircraft compound materials, the Company has established the maintenance capabilities for the new generation of aircraft compound materials; meanwhile, in pursuit of stable flight safety, ground safety and human safety, by relying on professional and standardized maintenance operations and active, competent and well-trained disciplined employees, customers are provided with professional technologies and high-quality maintenance services for aircrafts, engines, and parts and components, as well as part and component manufacturing and parts and components assembly.

D. In 2023, the Company was awarded the global best MRO ranking by the global international aviation magazine, Aviation Week, and ranked 8th in terms of aircraft maintenance and overall production hours.

The maintenance of airframes, engines and parts and components must be recognized

by the original manufacturers and approved by the aviation authorities before the maintenance operation can be implemented. In addition to being certified by the Civil Aviation Administration (CAA) of Taiwan, the Company has also obtained certifications from major national civil aviation institutions, such as the United States (FAA), the European Union (EASA), Japan (JCAB), United Kingdom (UK CAA) and South Korea (MOLIT). The Company's operating scale has been ranked among the top ten airframe maintenance MROs in the world, and has been recognized as the best aircraft maintenance MRO in Asia by AVIATION WEEK many times. Under the premise of pursuing quality and safety, the Company has accumulated knowledge of various maintenance professional know-how to improve maintenance technologies and quality.

E. The ability to modify extra-large cargo aircrafts

The Company maintains cutting-edge technology in the maintenance business, and retains close technological cooperation with aircraft and engine manufacturers. From 2005 to 2010, it successively completed the Boeing large cargo freighter modification with Boeing company. Four modified aircrafts were delivered to carry the fuselage sections and wing structures of the Dreamliner B787; from 2017 to 2019, 10 Boeing 767-300 passengers to freighter modifications were successfully completed, one of the leading pioneers in the Taiwan aerospace industry, and stepping into the field of passenger to cargo aircraft modification. In addition, the Company also works with GE Engine to complete the modification of flying engine test bed aircraft modified from a 747-400 aircraft to provide an engine for in-air verification.

(6) Positive and negative factors and countermeasures for a development outlook

A. Positive factors:

① Maintenance of aircraft:

- a. The line maintenance is gradually resuming and has returned to the pre-pandemic level by the year 2024.
- b. Aeronautics materials are developing towards the direction of high performance, multi-function, low cost and integration of structure and function. In response to the trend of lightweight and fuel-efficient applications of aircraft composite materials, the airlines will continue to increase the number of new-generation aircraft in the future.
- c. As EVA Airways will gradually introduce 33 new-generation A350 and A321NEO aircrafts starting in 2027, the Company has initiated preparations for developing

new capabilities and has contacted potential customers.

② Manufacturing of aircraft parts and components:

- a. The aviation industry has been listed by Taiwan Government as a key development program and promoted the integration of complementary capacities among local manufacturers. The domestic aviation manufacturers have cooperated with EGAT as partners to create more value while promoting Taiwan to become an important aviation industry hub in the Asia-Pacific region.
- b. EGAT manufactured a variety of products, there are products in demand for commercial aircraft, as well as products for cargo aircraft, which are all key items for future market development. According to current estimates from aircraft manufacturers, global demand for air passenger and cargo transportation will grow over the next 20 years, with a rapid increase in demand for new aircraft. The Company has prepared various production capacity equipment in advance, waiting for the market to mature and take off.
- c. We shall expand the application of technology and production capacity, utilizing the internationally certified and mature technological capabilities of the aviation manufacturing industry to benefit other domestic industries, and providing services through technology transfer, knowledge sharing, quality management and supply chain management, so as to jointly enhance national production technology capabilities, product quality and market position, and to achieve common prosperity and maximize benefits.

B. Negative factors:

① Maintenance of aircraft:

The intensification of geopolitical and regional conflicts have created turmoil in the world. Oil prices have remained high and flight routes have amended as a result. In addition to increasing the cost of air transportation, these events have also disrupted world economic development. In 2025, U.S. President Trump's policy of increasing tariffs after taking office has greatly increased uncertainties, which is the challenge for all operators. The relationship between China, the U.S. and Taiwan has placed Taiwan in between the potential conflict, which increases the cost and risk considerations for the airline operators to outsource maintenance to Taiwan.

② Manufacturing of aircraft parts and components:

Affected by the epidemic, caused a shortage of raw materials, and the cost has risen sharply, which has created more uncertain factors for future operations.

C. The Company's response:

① Maintenance of aircraft:

- a. The maintenance business of passenger aircrafts and cargo aircrafts developed in a balanced manner.
- b. Global customers have expanded to Asia, North America, and Europe, to prevent the regional political and economic factors from affecting the overall business due to changes.
- c. The Company will continue to hire additional manpower annually to stably increase the production value of its airframe business.

② Manufacturing of aircraft parts and components:

Communications with aircraft/engine manufacturers and material suppliers for forecast and demand to plans in advance.

2. Usage and manufacturing processes for the company's main products

(1) Usage for the main products:

A. Maintenance of aircraft:

The main business of the Company is to provide maintenance and modification of aircraft and related equipment. After an aircraft is introduced from the original manufacturer (Boeing or Airbus), to ensure flight safety and airworthiness, maintenance work must be performed regularly or from time to time and the maintenance operations of the airframe, engine and parts and accessories are derived, aiming to maintain the protection of flight safety of aircrafts, mainly.

B. Manufacturing of aircraft parts and components:

- a. Main products of airframe assembly: Rigid Cargo barriers (RCBs) for freighters, Main Deck cargo doors and Strakelets.
- b. Main products of engine parts: Combustor Diffuser Nozzle, Diffuser, Outer/Inner Supports, Misc. parts, Ti-panel.

(2) The capabilities for manufacturing:

**A. Maintenance of aircraft:**

Maintenance, repair and overhaul of airframes, engines and accessories must go through the following procedures: preliminary test - dismantling - inspection - parts replacement or repair - reassembly - operation and test - issuance of airworthiness document.

**B. Manufacturing and sales of aircraft parts and components:**

Raw materials procurement → mechanical processing and manufacturing → special process processing → manual operations of assembly → packaging and delivery.

**3. Status of Supply of Main Materials**

**(1) Maintenance of aircraft:**

Main Raw Materials	Major Suppliers	Supply Status
Parts of aircraft maintenance	Boeing	Good

**(2) Manufacturing and selling of aircraft's related components:**

Main Raw Materials	Major Suppliers	Supply Status
Aluminum alloy	Designated supplier of Boeing	Good
Forgings/castings	Designated supplier of GE	Good

4. Major suppliers and customers in the last two calendar years

(1) Main suppliers who account for over 10% of total purchases in the recent 2 years and their procurement amounts and shares and explain the reasons for the increase and decrease:

Unit: NT\$ thousand

Item	2023				2024			
	Title	Amount	Percentage of annual net purchases (%)	Relationship with the Company	Title	Amount	Percentage of annual net purchases (%)	Relationship with the Company
1	A	460,623	10.06	None	A	523,654	10.45	None
2	Others	4,116,506	89.94	None	Others	4,487,008	89.55	None
	Net purchase	4,577,129	100.00		Net purchase	5,010,662	100.00	

Reason for change: None.

(2) Main customers who account for over 10% of total sales in recent 2 years and their individual sales amounts and shares and explain the reasons for increase and decrease:

Unit: NT\$ thousand

Item	2023				2024			
	Title	Amount	Percentage of annual net sales (%)	Relationship with the Company	Title	Amount	Percentage of annual net sales (%)	Relationship with the Company
1	EVA Airways	4,576,576	30.96	Parent company	EVA Airways	5,177,285	31.79	Parent company
2	B	1,960,181	13.26	None	B	2,185,123	13.42	None
3	Others	8,245,041	55.78	None	Others	8,922,092	54.79	None
	Net sales	14,781,798	100		Net sales	16,284,500	100	

Reason for change: None.

(III) Human Resources

Item	Year		2023	2024	As of Mar 31, 2025
	Number of employees	Average age			
Number of employees	Male	38.8	2,796	2,975	3,036
	Female	38.6	185	200	198
	Total	37.1	2,981	3,175	3,234
Average years of service	12.6	10.9	12.4	10.49	10.44
Education(%)	Ph.D.	0.10	0.09	0.09	0.09
	Masters	5.00	5.04	4.95	4.95
	Bachelor's Degree	85.31	86.24	86.43	86.43
	Senior high school	9.49	8.54	8.44	8.44
	Below senior high school	0.10	0.09	0.09	0.09

(IV) Environmental protection expenditures

1. Countermeasures and Improvements for current and future environmental protection:

To utilize the use of rooftops in various plants and facilities and realize the sustainable green energy value of the enterprise, EGAT has begun to plan the installation of solar photovoltaic systems in phases. In 2022, a total of 696.52 kW of solar photovoltaic systems were installed on the rooftops of the new engine factory and the fourth floor of the manufacturing business's plant. In 2023, a 499 kW solar photovoltaic system was installed and interconnected to the grid on the roof of the fourth aircraft maintenance hangar.

To further enhance carbon reduction benefits, in 2024, EGAT adjusted its solar photovoltaic development strategy and switched to a self-generation and self-consumption model, installing a 499.29kW solar photovoltaic system on the rooftop of the third floor of the manufacturing business's plant, allowing renewable energy to directly supply the plants and facilities' electricity needs. The total amount of solar photovoltaic capacity in 2024 reached 325,280.00 kWh, of which the proportion of self-generation and self-consumption of renewable energy increased to 19.00%.

2. Investment in major equipment for environmental pollution control, its usage and possible benefits:

2024.12.31; Unit: NT\$ thousand

Equipment Name	Quantity	Acquisition Date (mm/yyyy)	Investment Cost	Un-Deducted Balance	Usage and Expected Benefits
Expansion and improvement project of the sewage treatment plant /B12007000100001	1	2020/07	2,640	264	Increase storage capacity/accelerate sewage treatment

3. The loss or penalty caused by environmental pollution during the latest year and up to the printed date of this annual report, and the disclosure of its future countermeasures (including improvement measures) and possible expenditures: None.
4. Current environmental pollution and improvements for current and future environmental protection thereof on the Company's earnings, competition, and capital expenditure and any environmental protection capital expenditure expected in the next two years: None

(V) Labor relations

1. List any employee benefit plans, continuing education, training, retirement systems, and the status of their implementation and the status of labor-management agreements and measures for preserving employees' rights and interests:

(1) Employee benefit plans and implementation:

- A. The Company has established the Employee Welfare Committee to organize and provide various benefits to employees, such as birthday gift vouchers, wedding subsidies, funeral subsidies, and festival gift vouchers.
- B. The Company has an employee cafeteria, convenience stores, medical rooms, a gymnasium, parking lots, and other facilities to serve all employees. In addition, it offers free transportation services for employees commuting to and from work.
- C. Amusement and recreational activities: The Company allocates a budget each year for each department to plan and organize its own departmental trips. Meanwhile,

it provides employees and their families with discounts on fares for international scheduled flights, allowing employees to relax and balance their family life through arranging overseas travel outside of work hours. In addition, various departments hold family days for employees occasionally, enabling employees' families to visit the Company and become familiar with the working environment, thereby fostering a stronger sense of connection and loyalty. The Company also holds year-end banquets and periodic lucky draws.

D. Employee health: The Company's medical room provides professional medical consultations, general medical services, and free regular health examination as required by laws. It also organizes various sports competitions at the gym from time to time, encouraging employees to develop the habit of exercising outside of work to promote both physical and mental health.

In addition, the Company offers year-end bonuses and employee remuneration based on its overall operating performance, allowing employees to share in the Company's profits. To encourage employees and retain talent, the Company has established employee share subscription procedures, offering employees shares, subscription for cash capital increase, and other benefits.

**(2) Employees' continuing education and training and implementation thereof:**

To cultivate professional talents in aerospace technology, the Company has formulated the "Regulations Governing Education and Training" for employees, to enable employees to receive appropriate training depending on their duties and functions, to improve their professional functions and productivity for better work efficiency. Employees are also encouraged to participate in external training to enhance professionalism at work; in addition, to encourage employees to improve their English proficiency, a free online English learning platform is also provided to facilitate language training and enhance the Company's competitiveness. The Company's relevant employee continuing education and training in 2024 are described below:

Serial Number	Training Category	Total Number of People Trained	Total Training Hours
1	Training for recruits	946	86,188
2	On-the-job safety and health education and training	3,720	4,380
3	Aviation security training	1,867	3,734
4	Professional competence training	4,652	37,115
5	Regulations and Procedures	7,561	13,561
6	Client Procedures	24,337	37,117
Total		43,083	182,095

(3) Retirement system and its implementation:

To secure employees' livelihoods after retirement, the Company has established labor retirement regulations in accordance with the law and formed the Committee of Labor Retirement Reserve for the Labor Pension Act. In addition, the Company contributes 2% of the total monthly salary expense to a pension reserve and deposits it in a pension reserve account at the Bank of Taiwan, safeguarding the rights and interests of employees. Since July 1, 2005, the Company has adopted the government's new pension system. Under the new system, the Company contributes 6% of employees' salaries to their individual pension accounts. For employees who voluntarily contribute to their pensions, the Company deducts voluntary contributions from their monthly salaries at a rate determined by the employees and transfers these contributions to their individual pension accounts at the Bureau of Labor Insurance.

The provisions of the Labor Pension Act applicable to the Company are as follows:

A. Voluntary retirement:

A worker may apply for voluntary retirement under any of the following conditions: (those who have opted for the Labor Pension Act shall be governed by the same Act)

- ① Where the worker attains the age of 55 and has worked for 15 years.
- ② Where the worker has worked for more than 25 years.
- ③ Where the worker attains the age of 60 and has worked for 10 years.

B. Forced retirement:

An employer shall not force a worker to retire unless any of the following situations has occurred:

- ① Where the worker attains the age of 65.
- ② Where the worker is unable to perform his/ her duties due to disability.

A business entity may request the central competent authority to adjust the retirement age prescribed in subparagraph 1 of the preceding paragraph if the specific job entails risk, requires substantial physical strength, or is otherwise of a special nature; provided, however, that the retirement age shall not be reduced below 55.

C. The criteria for payment of worker pensions:

- ① The criteria for the payment of worker pensions for seniority, both before and after

the application of the Labor Standards Act, as well as the seniority of employees who choose to be continuously covered by the retirement mechanism in the “Labor Standards Act” in accordance with the Labor Pension Act or who reserve their seniority prior to the application of the Labor Pension Act, shall be determined in accordance with Article 84-2 and Article 55 of the Labor Standards Act.

- ② An additional 20% on top of the amount calculated according to Subparagraph 2, Paragraph 1, Article 55 of the Labor Standards Act shall be given to an employee who possesses the seniority prescribed in the preceding paragraph and is forced to retire due to a physical or mental disability incurred in the execution of their duties in accordance with Subparagraph 2 of Article 54 of the Labor Standards Act.
- ③ (3) For employees who are covered by the retirement mechanism in the Labor Pension Act, the Company contributes 6% of their monthly salaries to their individual pension accounts.

#### D. Pension payment:

The Company shall pay employees their pension within 30 days from the day of their retirement.

### (4) Status of labor-management agreements and measures for preserving employees' rights and interests:

#### A. Status of labor-management agreements

To create harmonious labor relations, the Company has established complaint-filing channels such as labor-management meetings and a mailbox for employees' complaints. In addition, each department also holds regular meetings to make the channel for employees to file complaints smooth. Therefore, the labor relations have been harmonious since the incorporation of the Company.

#### B. Measures for preserving employees' rights and interests:

In addition to formulating the Employee's Work Manual pursuant to laws and regulations, to specify various labor conditions and protect employees' rights and interests, the Company has also established labor-management meetings, the Employee Welfare Committee, and employee complaint-filing mailbox pursuant to laws and regulations. The employees may access fair and reasonable treatment for their rights and interests through these aforesaid channels.

### 2. List any losses suffered by the company in the most recent fiscal year and up to the 2024

annual report publication date due to labor disputes and disclose an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken: None.

(VI) Information security management

1. Information security risk management framework

To achieve comprehensive protection of information assets, the “Information Security Management Division” was established to focus on developing and overseeing policies and guidelines for information security management and personally identifiable information. Meanwhile, the “Information Security Steering Committee” guarantees that resources are allocated and utilized appropriately to operate the ISMS effectively and efficiently, minimizing risks to an acceptable level.

(1) Information Security Management Division

is responsible for formulating information security policies, reviewing procedures and controls for personally identifiable information, promoting cyber security awareness, and managing incident response activities to improve the company's information security posture.

(2) Information Security Steering Committee

Since 2024, the Information Security Steering Committee has been established and holds meetings annually. The committee is chaired by the President and is responsible for reviewing the company's information security policies and its implementation effectiveness. This ensures that the security objectives in confidentiality, integrity, and availability comply with the business strategy, applicable laws and regulations, and customer requirements.

2. Information security policy

To cope with the rapid development of information technology and the ever-evolving cyber threat landscape which could lead to business disruptions, negatively impacting company performance and competitive advantages, we have built information security policies and related management procedures as the basis for daily operations and maintenance, with a regularly review and revise. Furthermore, we continue to strengthen cyber security protection and deploy numerous protection measures including firewalls, antivirus for emails, spam filtering, and endpoint protection software, to enhance the security of the overall information environment. In recent years, we have continuously improved employees' awareness of cyber

security by various internal disseminations and training, developing a culture that instills everyone from top to bottom secure practices all throughout our daily routine.

### 3. Concrete management programs, and investments in information security management

[Concrete management programs]

#### (1) Information security management system

To comply with international information security standards and domestic cybersecurity regulations, we initiated and implemented the ISO/IEC 27001:2022 certified Information Security Management System in 2024. This system strengthens business resilience by establishing systematic policies and procedures for managing information security, ensuring improvement through consistent evaluation and updating within the PDCA (Plan-Do-Check-Act) management cycle.

#### (2) Information Security Protection Mechanism Summary

Protection Area	Protection Mechanism
M.M.A.E. Program	<ul style="list-style-type: none"><li>Monitor and measure the information security controls in protecting information assets to verify if controls are operating as intended.</li><li>Analysis the data collected and evaluate the result to ensure the effectiveness of the ISMS controls.</li></ul>
Information Security Incident Management	<ul style="list-style-type: none"><li>Establish a homogenous process for reporting information security events and establishing a main point of contact for all such events to be reported to.</li><li>Formulate an incident response procedure that enable relative department to assess and respond to incidents.</li></ul>
Business Continuity Management	<ul style="list-style-type: none"><li>Plan and document procedures to restore normal business operations following a disruptive or disastrous event.</li><li>Periodically execute mock disruption scenarios and apply the plans against these scenarios to validate the effectiveness of business continuity plans and improve response capabilities.</li></ul>
Network security	<ul style="list-style-type: none"><li>Advanced technologies are introduced to perform computer scanning and system software updates.</li><li>The border firewalls and network access control are enhanced to detect and block suspicious connections.</li><li>The network system security is regularly evaluated or tested, identified risks and vulnerabilities of the operating environment are repaired in a timely manner.</li><li>User behavior analytics and content filtering solution are deployed to control internet access, enhancing network security by preventing access to inappropriate or unsafe web content, control bandwidth usage and limit employee access to specific sites that are unrelated to work.</li></ul>

Protection Area	Protection Mechanism
	<ul style="list-style-type: none"> <li>● SOC-as-a-Service was implemented to take in telemetry from across IT infrastructure (Firewall, Intrusion Prevention System, AD server...etc.), correlating every event logged to identify, categorize, prioritize, and remediate security alerts, ensure a rapid response to any emerging cyber threats around the clock and help business maintain good cyber resilience.</li> </ul>
Device security	<ul style="list-style-type: none"> <li>● Network access control is deployed to prevent unauthorized devices from accessing cooperate network.</li> <li>● Antivirus solution is installed on endpoint devices to enhance malware detection.</li> <li>● Strengthen cyber resilience by implement managed detection and response service, multidimensional conducting a 7/24 endpoints security inventory including program memory forensics and network traffic analysis to rapidly perform threat analysis.</li> <li>● Reclaim endpoint administrator privilege to prevent improper use of privileged accounts and curb the possibility of malicious software distribution and installation.</li> </ul>
Application system security	<ul style="list-style-type: none"> <li>● Based on the principle of least privilege, system users are given the minimum essential access to perform their duties depending on the business functions, and the accesses are revoked when no longer required such as user resigns, being transferred or rotated from the position.</li> <li>● Regularly conduct source code inspections to find out security vulnerabilities of webpage, to ensure the security of system services.</li> <li>● Implement the operations of system account password change, access monitoring, and log checking, to prevent accounts from being stolen by people with bad intentions.</li> </ul>
Data protection security	<ul style="list-style-type: none"> <li>● Establish processing regulations for managing and storing classified and sensitive data, set up appropriate protective measures such as outgoing mail control, access permissions, data encryption and masking.</li> <li>● Enhance the control over portable media, rules and regular review mechanism to prevent intentional data loss, theft, or malicious invasion.</li> <li>● Formulate media sanitization and disposal policy, effectively removed sensitive or private data from storage media via physically destroy before IT assets retirement, to prevent hidden personal information and trade secrets leakage risk.</li> </ul>
Contingency and recovery mechanism	<ul style="list-style-type: none"> <li>● Regular review of incident response plans.</li> <li>● Test critical system recovery plan every year to ensure continuity of critical business functions.</li> <li>● Forming backup strategy including remote backup architecture, monitor backup performance and regularly check the logs for data lapses.</li> </ul>

### (3) Investments in resources for cyber security management

- ✓ Participated in 19 cyber security conferences.

- ✓ A total 27 cyber security related events were posted, keeping employees updated with hot topics at any time.
- ✓ Conducted a 3,405 participants awareness training program in 2024, including extensive information security training session for employees on board and online course for remaining employees. The training consists of the latest cyber security threat trends, basic concepts of information security, and the Company's information security policies.
- ✓ Completed a total of 776 hours of information security training for IT personnel.
- ✓ Information security specialist completed a total 182 hours cybersecurity-related training courses through external expert-led lectures.
- ✓ Annually conduct a 3,218 participants social engineering assessment to evaluate how susceptible we are to deception-based attacks targeting human vulnerabilities rather than technical systems, strengthen employees' security awareness and stay vigilant against phishing emails.
- ✓ Complete the information assets inventory and risk assessment.

4. List any losses suffered by the company in the most recent fiscal year and up to the annual report publication date due to significant cyber security incidents, the possible impacts therefrom, and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided:

No cyber security incident took place in the most recent fiscal year.

## II. Major contracts

### Important contracts

Date: Mar 31, 2025

Company name	Nature of Contract	Counterparty	Starting and ending dates of contracts	Important Information	Restrictive clauses
Evergreen Aviation Technologies Corp.	Borrowing contract	Bank Of Taiwan	2015.07~2030.07	Building Mortgage Loan	-
		Taiwan Cooperative Bank	2016.01~2031.01		-
		Hua Nan Commercial Bank	2019.10~2034.10		-
		Bank Of Taiwan	2022.04~2037.04		
		The Export-Import Bank of the Republic of China	2024.02~2029.02	Credit loan	-
		The Export-Import Bank of the Republic of China	2024.09~2029.09		
		Sunny Bank	2023.01~2026.01		-
		Cathay United Bank	2024.08~2027.02		-
		E-Sun Commercial Bank	2023.11~2026.11		-
		Far Eastern International Bank	2023.03~2026.01		
		Bank Of Kaohsiung	2022.03~2027.03		-
		Bank Of Taiwan	2020.02~2025.02		-
		Bank Of Taiwan	2023.11~2028.11		
		Shin Kong Bank	2023.11~2026.11		
		Taishin Bank	2023.12~2026.12		
		Yuanta Bank	2024.04~2027.04		
	Maintenance contract	EVA Airways Corporation	2008/09/01(Note)	Maintenance service	-
	Lease contract	Taoyuan International Airport Corporation	2021/01/01-2030/12/31	Lease contract	-
	Lease contract	Taoyuan International Airport Corporation	2023/01/01-2025/12/31	Lease contract (Land-C9-C10 apron)	-
	Lease contract	Taoyuan International Airport Corporation	2023/01/01-2025/12/31	Lease contract (office)	-
	Lease contract	Taoyuan International Airport Corporation	2017/06/29 -2032/06/30	Lease contract (Land No. 242 and 250)	-
	Research contract	National Formosa University	2023/09/01 -2025/06/30	Design and Manufacture of 25kg VTOL UAV	
	Research contract	National Formosa University	2024/11/1~2025/10/31	Sub-Commissioned Research Project on Gimbal Vibration Modal Analysis	
	Joint venture contract	GE Aerospace	2013/12/30 - Consensual termination	Formation of a joint venture	-
	Joint venture contract	SPIRIT AEROSYSTEMS INTERNATIONAL HOLDINGS, INC.	2021/3/30 - Consensual termination	Formation of a joint venture	Non-competition clause
	Joint venture contract	Amulaire Thermal Technology, Inc. Superior Plating Technology Co., Ltd.	2021/11/22 - Consensual termination	Formation of a joint venture	-

Note: contracts are automatically extended if no party involves objects.

## Five. Review of Financial Condition, Financial Performance, and Risk Management

### I. Financial Position

Unit: NT\$ thousand

Item	Year	2024	2023	Difference	
				Amount	%
Current assets		11,781,989	11,396,805	385,154	3.38
Investments accounted for using the equity method		1,536,767	2,044,576	(507,809)	(24.84)
Property, plant and equipment		5,836,578	6,133,431	(296,853)	(4.84)
Right-of-use asset		2,277,628	1,978,057	299,571	15.14
Intangible assets		28,145	38,585	(10,440)	(27.06)
Other assets		1,539,317	1,417,687	121,630	8.58
Total assets		23,000,424	23,009,141	(8,717)	(0.04)
Current liabilities		3,303,053	3,305,694	(2,641)	(0.08)
Non-current liabilities		6,458,778	6,744,523	(285,745)	(4.24)
Total liabilities		9,761,831	10,050,217	(288,386)	(2.87)
Capital stock		3,745,709	3,745,709	0	0.00
Capital surplus		2,131,649	2,131,649	0	0.00
Retained earnings		7,325,172	7,097,921	227,251	3.20
Other equity		36,063	(16,355)	52,418	(320.50)
Total equity		13,238,593	12,958,924	279,669	2.16

Description of significant changes (for the amount changed by more than 20% and exceeded NT\$10 million):

- (1) Investments accounted for using the equity method: Mainly due to the recognition of losses of investees in the current period.
- (2) Intangible assets: Mainly due to a decrease in capital expenditures in the current period compared to the previous period.
- (3) Other equity: Mainly due to the appreciation of USD against NTD and the recognition of gains arising from exchange differences on translation of foreign financial statements.

## II. Financial performance

Unit: NT\$ thousand

Item	Year	2024	2023	Increase (Decrease)	Change (%)
Operating revenue		16,248,500	14,781,798	1,466,702	9.92
Operating costs		13,164,239	12,141,693	1,022,546	8.42
Gross profit		3,120,261	2,640,105	480,156	18.19
Operating expenses		689,541	721,859	(32,318)	(4.48)
Net operating income		2,430,720	1,918,246	512,474	26.72
Non-operating income and expenses		-138,176	320,613	(458,789)	(143.10)
Profit before tax		2,292,544	2,238,859	53,685	2.40
Income tax expenses		455,440	405,827	49,613	12.23
Profit (Loss)		1,837,104	1,833,032	4,072	0.22
Description of significant changes (for the amount changed by more than 20% and exceeded NT\$10 million):					
(1) Increase in net operating income: Mainly due to a continuous increase in demand for aircraft maintenance, driving revenue growth, and a decrease in expected credit losses in the current period compared to the previous period.					
(2) Decrease in non-operating income and expenses: Mainly due to the recognition of investment losses in the current period.					

### III. Cash flow

#### (I) Analysis of the changes in cash flow in the most recent year

Unit: NT\$ thousand

Item	Year	2024	2023	Increase (decrease)	Change (%)
Cash and cash equivalents at the beginning of the year		5,330,034	4,241,715	1,088,319	25.66
Net cash flows from (used in) operating activities		1,867,821	2,063,525	(195,704)	(9.48)
Net cash from (used in) investing activities		63,575	61,134	2,441	3.99
Net cash from (used in) financing activities		(2,790,051)	(1,036,340)	(1,753,711)	169.22
Cash and cash equivalents at the end of the year		4,471,379	5,330,034	(858,655)	(16.11)
1. Analysis of percentage increase/decrease over 20%:					
(1) Financing activities: Mainly due to the cash capital increase in the previous period.					
2. Improvement plan for liquidity shortfall: Not applicable.					

#### (II) Cash flow analysis for the coming year (2025)

Unit: NT\$ thousand

Cash and cash equivalents at the beginning of the year	Net cash flow from operating activities for the year	Cash flow generated from (used in) investing activities for the year	Cash flow generated from (used in) financing activities for the year	Estimated amount of cash surplus	Remedy for insufficient cash	
					for the next year	Financing plan
4,471,379	3,837,792	(879,243)	(2,538,758)	4,891,170	-	-
1. Analysis of changes in cash flow (1) Operating activities: mainly due to cash inflow from profit increase. (2) Investment activities: mainly due to the cash outflow for the purchase of equipment and tools and the cash inflow for the collection of dividends. (3) Financing activities: mainly due to cash outflow for loan repayment, dividend distribution, and cash inflow for cash capital increase. 2. Remedy for the estimated cash shortfalls: Not applicable.						

### IV. The impact of any material capital expenditures over the most recent year upon the Company's financial and operating condition

None.

## V. Company's investment policy for the most recent fiscal year, main causes for profits or losses, improvement plans, and investment plans for the coming year

Unit: NT\$ thousand

Investee	Investment gains (losses) recognized for 2024	Main businesses and products	Main Causes Contributing to the Profit or Loss	Improvement Plan	Investment plan for the coming year
GE Evergreen Engine Services Corp.	(423,089)	Maintenance, manufacturing and sales of airframe, engine and engine parts	Quality control issues led to a decrease in production capacity.	Optimize the quality control process.	None
Spirit Evergreen Aftermarket Solutions Co., Ltd.	24,502	Maintenance, repair and overhaul of aircraft, and spare parts	Profit growth due to growth in the maintenance business	None	None
Ever Superior Technologies Corporation	(8,659)	Chemical processing on the metal product surface	Customer demand did not meet expectations.	Continuously optimize technology and expand business.	Capital increase in cash

## VI. Assessment of risks by the Company in the most recent fiscal year and by the printed date of the annual report

(I) Effects of changes in interest rates and foreign exchange rates and inflation on the Company's profit and loss and the future response measures:

### 1. Interest rate

Most of the Company's borrowings are based on floating interest rates, and there is no case of engaging interest rate swap contracts. If the interest rate increases or decreases by 1%, while all other variables are held constant, the Company's 2024 profit before tax changes by NT\$53,648 thousand. The Company's measures in responding to the risk of interest rate changes mainly involve regular assessment of borrowing rates, and good relationships with financial institutions to lessen financing costs. At the same time, it strengthens working capital management to reduce dependence on bank loans and diversify the risk of interest rate fluctuations.

### 2. Exchange rate

The Company's exchange rate risk mainly comes from cash and cash equivalents, notes receivable, accounts receivable (including related parties), accounts payable (including related parties) and other payables denominated in foreign currencies, etc., which generate exchange gains or losses from translation of foreign currencies. When the New Taiwan Dollar depreciates or appreciates 1% against the US Dollar, while all other variables held constant, the Company's

2024 profit before tax changes by NT\$35,221 thousand. The Company adopts a prudent and conservative approach in the management of foreign currency funds and risk aversion strategies. The exchange rates and the trends are monitored at all times, which helps mitigate the risks generated by the foreign currency position.

### 3. Inflation

The Company takes inflation into account when quoting to its customers, and adopts immediate and flexible adjustment measures in response to market fluctuations, so the impact on its profit is limited. Although various price indices have risen in recent years, there is still no pressure from inflation. The Company has not experienced a significant impact on its profit or loss caused by inflation.

(II) Policies, main causes of profit or loss and future countermeasures with respect to high-risk, high-leverage investments, lending or endorsements and guarantees and derivative transactions as well as:

1. The Company does not engage in high-risk or highly leveraged investments.
2. The Company does not lend funds or provide endorsement or guarantee to others, the relevant operations are subject to The Company's policy "Procedures for Funds Lending, Endorsement and Guarantee".
3. The Company currently does not engage in any derivatives trading. All derivatives transactions in the future shall proceed according to the "Handling Procedures for Derivatives Transactions".

(III) Future R&D projects and expected budget:

#### 1. Future R&D projects:

The Company has set up the Engineering Development Department, which is responsible for the development and optimization of aerospace parts and components production. In the near future, The Company will continue to improve the quality of current products, and optimize the efficiency of the manufacturing process, thereby achieving the cost reduction. Furthermore, the Company aims to become a specialized, high value-added and intelligent manufacturing hub of aerospace industries through the implementation of thorough technical capacities and Artificial Intelligence.

#### 2. Projected R&D expenses:

In recent years, the Company has been developing high-value-added products, and the relevant research and development projects and progress are all on schedule. In 2024, R&D expenses accounted for 0.40% of revenue. The Company continues budgeting these projects phase to phase, largely for personnel, equipment, and new technology to maintain advantages.

(IV) Impacts of important domestic/foreign policies and changes of laws on the financial business of the company and countermeasures:

The daily operations of the Company are conducted in accordance with domestic and international laws and regulations. The Company also pays attention to the development trends of domestic and overseas policies and regulatory changes to respond to changes in the market. All the information relevant to technological and trend changes in the industry is to be provided as a reference for decision-making for management, so that we can adjust our business strategies and formulate corresponding measures. In 2024, we did not encounter changes in domestic and foreign policies and laws which might have major adverse effects on our finances.

(V) Effects on the company's finance and business operations in technology (including cybersecurity risk) and industrial changes, and measures to be taken in response:

We pay attention to changes in the industry and technology and gather information relevant to technological and trend changes in the industry to be provided as a reference for decision-making for our management, so that we can adjust our business strategies and formulate corresponding measures. In 2024, we did not encounter changes in technology and industry that might have major adverse effects on our finance and business operations.

(VI) Effects on the Company's crisis management from changes in the Company's corporate image, and measures to be taken in response:

In pursuit of stable flight safety, ground safety and human safety, we rely on professional and standardized maintenance operations and active, competent and well-trained employees, and customers are provided with professional technologies and high-quality maintenance services for aircrafts, engines and components, as well as parts manufacturing and components assembly. Strengthen internal management, improve quality and performance, and strive to maintain a good corporate image. Uphold the company's quality and safety policy of "Safety first. Quality first" to provide customers with the best service and protection.

EGAT has obtained the ISO45001 Occupational Safety and Health Management System certification in Taiwan, complies with occupational safety and health laws and regulations and fulfills relevant responsibilities and obligations. We continuously improve the work environment and implement testing of the operating environment and inspection of dangerous machinery and equipment. We provide employees with occupational safety and health education and training and related certification to eliminate workplace hazards, reduce false alarms, and prevent occupational disasters. We also actively promote activities to boost employees' physical and mental health, taking extra steps to move toward the goals of workplace health and safety.

In terms of environmental protection, prevention and control management, our sewage treatment, air pollution prevention and equipment updates and maintenance, application and approval of legal operating permits, payment of air pollution control fee, waste removal and reuse, environmental protection personnel, etc., have been functioning normally for years, and we continue to fulfill our social responsibility of environmental protection.

In 2024, there was no change in the corporate image resulting in a corporate crisis. In the event of a corporate crisis, we will continue to comply with various corporate governance requirements and propose relevant contingency plans to reduce the impact of the corporate crisis on our finance and business operations.

- (VII) Expected benefits and possible risks associated with any merger and acquisitions, and mitigation measures being or to be taken: We currently have no plans for mergers and acquisitions.
- (VIII) Expected benefits and possible risks associated with any factory expansion, and mitigation measures being taken or to be taken: We will conduct evaluations in accordance with business development.
- (IX) Risks associated with excessive concentration of purchasing sources and excessive customer concentration, and mitigation measures being taken or to be taken:

#### 1. Maintenance Plant:

##### (1) Purchase concentration risk:

Our maintenance shop purchases supplies needed for the maintenance of aircraft, engines and spare parts, including aircraft components, raw materials, chemicals, maintenance equipment and tools, etc., and we have established safety stocks of commonly-used supplies to reduce temporary shortage risk. The main sources of purchase are aircraft manufacturers such as Boeing and Airbus, engine manufacturers such as GE, or their authorized component manufacturers that can provide airworthiness documents authorized by the civil aviation authority. At present, most of the aircraft that customers entrust us to repair are the main models used in the existing market, such as 777 and A330, and the spare parts and components of airlines are also released to the market during the aircraft model conversion, so there is no risk of shortage of materials and supplies. In the event of an emergency shortage of materials, the needed materials can also be obtained through the emergency materials supply agencies established by Boeing and Airbus. In 2024, we did not encounter purchase concentration risks, and there was no shortage or interruption of supplies that affected our business.

##### (2) Sales concentration risk:

Our maintenance shop is entrusted by customers to perform aircraft maintenance/modification

or component maintenance services, and the industry requires certification from the relevant civil aviation authorities. Our maintenance clients are in different continents of the world, such as EVA Airways and Asiana Airlines in Asia, UPS, Atlas Air in the US and others in Europe. The concentration sales risk in 2024 was due to the Company's excellent service quality which earned customer trust, leading to an increase in orders. In order to reduce the sales concentration risk, the Company regularly evaluates the credit status of customers to ensure that all risks are under management's control. The Company's maintenance business is steadily growing, and the Company continues to actively expand its customer base to increase its revenue.

## 2. Manufacturing Plant:

### (1) Purchase concentration risk:

The manufacturing plant focuses on manufacturing aerospace products. Due to the nature of the industry, the products require high quality and stability. Customers have strict requirements for product safety standards. We are required to purchase materials from qualified suppliers designated by our customers. The delivery status from the relevant suppliers is considered good. Therefore in 2024, we did not encounter purchase concentration risks, there were no shortages or interruptions of supply that affected our business.

### (2) Sales concentration risk

Due to the fact that the aerospace industry is considered an oligopolistic market, the sales of the manufacturing plant tend to concentrate on a few major international manufacturers, which is a common phenomenon in the industry. Aerospace products require rigorous certification and the industry has high barriers to entry. The development time can take one to two years. Most of the customers offer long-term mass production orders that can last four to five years. Aerospace products have a long service life, stable demand, and high visibility. It is normal for customers to extend contracts. In the future, we will continue to actively develop new markets and new customers at home and abroad, and maintain good and stable cooperative relations with existing customers.

- (X) The impact and risks relating to massive share transfer or change in shareholdings by directors, supervisors, or shareholders with shareholdings of over 10%, and mitigation measures being or to be taken: None.
- (XI) Effects upon and risks to the Company associated with any change in management rights, and mitigation measures being or to be taken: None.
- (XII) For litigation or non-litigation matters that involve the Company and/or any director, supervisor,

president, person in charge, any principal shareholder with shareholdings of over 10% and/or any subsidiary company and of which the results may have a significant impact on the Company's shareholders' equity or the securities price, the facts at issue, amount of the subject matter, the start date of litigation, the main parties involved and the current status as of the publication date of the annual report shall be disclosed: None.

(XIII) Other important risks, and mitigation measures being or to be taken: None.

**VII. Other material issues**

None.

## **Six. Special disclosure**

### **I. Information on affiliated companies**

Please refer to the appendix: Affiliation Report.

### **II. Private placement securities in the most recent years**

None.

### **III. Other supplementary information**

None.

### **IV. Events regulated in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act that have impacts on shareholders' equity or the price of securities until the printing date of the annual report**

None.

## **Review Opinion of the Affiliation Report by the CPAs**

To Evergreen Aviation Technologies Corporation,

For the 2024 Affiliation Report prepared by Evergreen Aviation Technologies Corporation pursuant to the “Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises” (hereinafter referred to as “the Criteria”), the related financial information has been reviewed by us against the information disclosed in the notes of the financial report for the aforesaid period, and this review opinion is presented pursuant to the Criteria.

In our view, the 2024 Affiliation Report of Evergreen Aviation Technologies Corporation is not materially inconsistent with the information disclosed in the notes of the financial report for the aforesaid period, nor with any violation of the Criteria.

Sincerely yours,

Evergreen Aviation Technologies Corporation

**KPMG Taiwan**

**Chen, Ya-Ling**  
**CPA**  
**Huang, Ming-Hung**

**March 10, 2025**

**Evergreen Aviation Technologies Corporation**  
**2024 Affiliation Report**

**I. Overview of relationship between the subordinate and controlling company**

December 31, 2024

Name of controlling company	Reasons for control	Shares held and pledged by the controlling company			Directors, supervisors, or managerial officers appointed by the controlling company	
		Number of shares held	Shareholding ratio %	Number of shares pledged	Position	Name
EVA Airways Corporation	Parent company with control over the Company	206,189,241 shares	55.05%	-	Chairman	Huang, Nan-Horang
					Director	Lin, Bao-Shiu
					Director	Sun, Chia-Ming

## II. Transaction status

### 1. Purchase and sale transactions

December 31, 2024 Unit: NT\$ thousand; %

Transactions with controlling company			Transaction terms and conditions with controlling company	General transaction terms and conditions	Reasons of difference	Accounts and notes receivable (payable)	Overdue accounts receivable	Remarks					
Purchase (sale)	Amount	Gross profit on sale	Unit price (NT\$)	Credit period		Balance	Amount						
Purchase	83,409	0.63%	-	-	60 days	-	Note 1	14,099	2.34%	-	-	-	None
Sales	5,177,285	31.79%	1,965,716	-	60 days	-	Note 2	1,110,934	28.49%	-	-	-	None

Note 1: The purchase price varies due to differences in product specifications, and therefore cannot be directly compared with the general transaction price.

Note 2: The sales price and transaction terms are determined according to the market competition in each sales area, and they do not differ significantly from general sales in terms of sales price, transaction terms, and payment conditions.

## 2. Property transactions

December 31, 2024 Unit: NT\$ thousand

		Other agreed matters		None	
		The specific purpose of the acquisition or disposal and the usage status		Note 2	
		Reference basis upon which the price was determined		Note 2	
Method by which the transaction was decided upon		Information on previous transfer (Note 2)		Note 1	
		Amount		Note 1	
Acquisition	Components for maintenance	Occurred successively in 2024	109,565	60 days	Paid
	Aviation spare parts/tools	Occurred successively in 2024	27	60 days	Received
Dollar amount of the transaction		Company operational needs		Company operational needs	
Date of transaction or date of occurrence					
Name of property					
Transaction type (acquisition or disposal)					

Note 1: In accordance with the “Regulations Governing the Delegation of Authorization and Responsibilities for the Company’s Operations”.

Note 2: In line with the Company’s operational needs.

3. Financing: None.

4. Asset leasing: None

5. Other significant transactions: None.

6. Endorsements/guarantees: None

7. Other matters with a significant effect on the Company’s finances and business: None.