

EVA Occupational Safety and Health Policy

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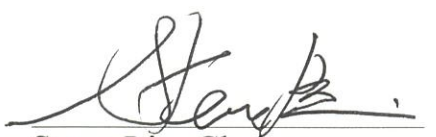
Since its establishment in April 1989, EVA Air has adhered to the core philosophy of its founder, "Employees are the group's most important asset." Starting from the concept of "Occupational safety starts from the heart, ensuring peace of mind for my family," the company has deeply cultivated a culture of occupational safety and health. EVA Air has implemented the ISO 45001 and CNS 45001 occupational health and safety management systems, continuously improving through the PDCA cycle.

We are committed to achieving the vision of "EVA takes off with safety and health, starting from the heart, to achieve excellence in occupational safety" creating a harmonious work environment of "Zero Tolerance, No Discrimination, Mutual Respect, Mutual Acceptance," and striving for the ultimate goal of "Zero Violations, Zero Accidents, and Health for All."

This policy statement applies to all workers, including but not limit to all domestic and overseas employees and business partners involved in company operations, contractors and other cooperating partners. We make the following commitments:

- **Compliance with and Exceeding Legal Requirements:** Comply with national occupational safety & health regulations, as well as international standards.
- **Hazard Identification and Risk Control:** Continuously execute hazard identification, prioritize improvements and develop action plans according to risk assessment results
- **Enhancing Worker Participation and Communication:** Consult and participate with worker and their representatives through channels such as safety reports and occupational safety and health committees, ensuring open communication.
- **Performance Monitoring and Reporting:** Establish quantitative targets for improving occupational safety and health performance, and regularly report to Board of Directors
- **Improvement of the Management System and Continuous Improvement:** Continually improve the performance of occupational safety and health management system and its management effectiveness
- **Education, Training, and Health Promotion:** Provide sufficient occupational safety and health training and encourage health habits.
- **Adapting to the Times and Keeping Up with Changes:** In response to the challenges of low birth rates and an aging population, we continue to fulfill social responsibilities, create a competitive and physically and mentally healthy workplace environment, and attract and retain talented individuals

A healthy workforce is the foundation for the sustainable operation of a business. We look forward to all employees working together in unity, strictly adhering to operational discipline, and effectively implementing standard operating procedures. Together, we aim to build a safe, healthy, and prosperous company that contributes to the sustainable development of both the organization and society.



Steve Lin, Chairman
EVA Airways Corporation



Clay Sun, President
EVA Airways Corporation