

EVA AIRWAYS CORPORATION

STOCK OWNERSHIP GUIDELINES FOR MANAGERS WHO HOLD DIRECTOR POSITIONS

Article 1

These Guidelines are established to implement corporate governance, and to link the interests of managers who hold Director positions (hereinafter referred to as “Director Managers”) with the Company’s long-term operation performance and shareholders’ interests.

Article 2

The minimum amount of common stock in the Company that a Director Manager himself/herself, his/her spouse, and minor children shall hold in total is 100,000 shares.

Article 3

A Director Manager shall maintain the minimum level of common shares ownership throughout his/her term of office. If a Director Manager’s number of common shares held falls below the minimum level, said Director Manager shall handle the matter in accordance with the following requirements:

1. If a person does not hold the minimum number of shares at the time he/she becomes a Director Manager, then the minimum level must be met within six months of the day that the person becomes a Director Manager.
2. If a person does not hold the minimum number of shares due to a share transfer, then the minimum level must be met within six months of the day that the transfer takes effect.
3. If a person does not hold the minimum number of shares due to an amendment to these Guidelines, then the minimum level must be met within six months of the day that the amendment takes effect.

Article 4

The Company shall regularly review the common share ownership status of Director Managers. If a violation of these Guidelines occurs, the Company shall inform the

Director Manager to rectify the situation within the period specified in Article 3. If the matter is not rectified by the specified deadline, the Company may, via a resolution approved by the Board of Directors, retain said Director Manager's payment from variable remuneration until the Director Manager rectify the situation.

Article 5

The term "variable remuneration" mentioned in the preceding Article refers to year-end bonuses awarded in accordance with the Company's operation status, individual performance evaluation results, and other relevant regulations, as well as employees' compensation or directors' remuneration distributed in accordance with the Company's Articles of Incorporation.

Article 6

These Guidelines shall take effect once they are reviewed by the Remuneration Committee, then submitted to and approved by the Board of Directors. The same shall apply to any amendments.

The History of "STOCK OWNERSHIP GUIDELINES FOR MANAGERS WHO HOLD DIRECTOR POSITIONS"

1. These Guidelines were enacted on March 19, 2020.