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## Continuous Support for TALENT in Taiwan

To strengthen the sustainable competitiveness of talents in Taiwanese society and support the talents with global companies, CAL announced that we will continue to support "TALENT in Taiwan" on March 6, 2023 to jointly promote sustainable talent development with "Common Wealth Learning" and multiple companies in Taiwan. CAL is committed to strengthening company products and services, continuing to provide professional training that covers all fields of expertise, and passing on the Company's culture and values based on the Company's business strategy. In support of the "diversity, equity, and inclusion" initiative advocated by TALENT in Taiwan in 2023, CAL's annual training focuses on "sustainability, care, and harmony". We planned courses related to inter-generational harmony in hopes of encouraging employees of all generations to work and prosper together, maximize teamwork, and support the Company's sustainable development. We hope to use the project of hope for talent development to develop every worker, strengthen their professional skills, and create better career development and a brighter future.



CAL joins TALENT in Taiwan

### 2-4-4 Employee Rights (GRI 2-21, 2-30, 201-3, 401-2, 401-3, 402-1, 405-2)

CAL attaches great importance to the opinions and well-being of our employees. In addition to regular reviews of employees' salary and benefit and labor-management meetings, CAL has established a number of communication channels and activities to enhance cohesion. CAL also respects the independence of labor unions in accordance with the law and promotes positive communication with labor unions.

#### Employee Care

##### Salary and Benefits

CAL firmly believes that employees are the most valuable assets and that it is important to protect both employee benefits and shareholders' equity. For these

reasons, CAL provides competitive salaries and benefits for all employees. The salary and benefit package of each employee will not differ according to gender, race, religion, political affiliation, or marital status. Whenever the minimum wage of a particular global location is raised, we promptly review our salary standards and make necessary adjustments in a timely manner. In 2022, CAL's average salary increase was 4.4%. Employees who are required to work overtime due to the nature of their employment received reasonable overtime pay in accordance with regulations. No employee was forced to work against his or her will.

### Male / Female Salary Ratio of CAL Group in 2022 (Female Salary is 1)

Company	Category	Base Salary	Bonus	Remuneration
	Business Operations	1.17	1.05	1.09
	Flight and Cabin Crews	1.12	1.00	1.05
	Maintenance Personnel	1.09	1.00	1.03
	Others	1.16	1.02	1.08
	Business Operations	1.02	1.13	1.08
	Flight and Cabin Crews	1.56	3.49	2.77
	Maintenance Personnel	1.32	1.68	1.50
	Others	1.11	1.26	1.18
	Business Operations	1.30	1.57	1.37
	Flight and Cabin Crews	3.4	2.49	3.19
	Maintenance Personnel	1.31	3.69	1.72
	Others	1.39	2.06	1.60

**Note 1:** Remuneration = base salary + bonus

**Note 2:** Female salary is 1 in this Salary Ratio Table.

**Note 3:** Flight and cabin crews: Flight and cabin crews include pilots and flight attendants, pilots were mostly male, while flight attendants were mostly female. Pilots' salaries are higher than flight attendants', resulting in a large difference in the male / female salary ratios. Others: others include executives higher than the rank of vice president, auditors, accountants, information technology personnel, and other employees that are not within the aforesaid categories.

**Note 4:** Base salary: Basic pay; bonus: pay outside base pay.