

【Stock Code:2702】

HOLIDAY GARDEN
G R O U P
HOTELS & RESTAURANTS

Holiday Garden Hotel Co., Ltd

2025 Annual Report

Annual Report Access Website:

<https://mops.twse.com.tw/mops/#/web/home>

Company Website:

<https://www.hotelhg.com.tw/>

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None
Information on overseas marketable securities: None
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I. Report to Shareholders

Dear Shareholders,

We would like to express our sincere appreciation for your long-term support and trust in the Company.

Amid heightened global economic volatility, persistent inflationary pressures, ongoing adjustments to monetary policies in major economies, and rising geopolitical risks—including regional conflicts and supply chain realignments—the overall operating environment remains uncertain. Under such circumstances, the continued support of our shareholders serves as a vital foundation for the Company’s steady development.

As Taiwan’s tourism market continues to recover steadily, supported by government initiatives promoting tourism revitalization and sustainable development, the Company remains committed to its “customer-centric” business philosophy. We have continued to enhance both our facilities and service quality, actively advance digital transformation, and improve operational efficiency, while expanding diversified distribution channels to strengthen our overall competitiveness and market penetration.

In international markets, although the United States has been affected by slower economic growth and rising labor and operating costs, demand for lodging and leisure services has remained on a steady growth trajectory. In particular, demand for sustainable tourism, health and safety, and high-quality service experiences continues to increase. The Company will continue to leverage its local operational strengths while flexibly adjusting pricing and product strategies in response to market changes. In addition, due to exchange rate fluctuations, gains related to foreign currency-denominated assets decreased compared to the prior period, which had a certain impact on the Company’s profitability for the year.

In response to global climate change, Taiwan's 2050 net-zero emissions policy, and regulatory requirements for sustainability disclosures by listed companies, the Company has continued to implement ESG-related initiatives. These include energy conservation and carbon reduction, resource recycling, and the enhancement of employee care programs. We are also progressively introducing sustainability management mechanisms to enhance long-term corporate value and operational resilience. Meanwhile, the Company continues to strengthen its internal control and risk management systems to address potential impacts arising from geopolitical developments and changes in the global market.

Looking ahead, the Company will continue to closely monitor global economic conditions, industry trends, and policy developments, and will flexibly adjust its operating strategies. We remain committed to steadily advancing our business operations, further enhancing our brand value and service quality, improving overall operating performance, and delivering sustainable returns to our shareholders in appreciation of their continued support and confidence..

I. Operating Results for 2025

(I) Results of Business Plan Implementation

The Group's consolidated operating revenue for 2025 amounted to NT\$1,409,133 thousand, representing a decrease of NT\$32,694 thousand, or 2.27%, compared to NT\$1,441,827 thousand in 2024. Net loss after tax for 2025 was NT\$54,265 thousand, representing a decrease of NT\$94,771 thousand, or 233.97%, compared to net income after tax of NT\$40,506 thousand in 2024.

(II) Budget Implementation

The Company did not publicly disclose any financial forecasts for 2025; therefore, this item is not applicable.

(III) Analysis of Financial Performance and Profitability

Unit: NT\$ thousand; %

Analysis Item		Year		
		2025	2024	
Financial Performance	Operating Revenue	1,409,133	1,441,827	
	Gross Profit	1,226,767	1,243,104	
	Net Income (Loss) After Tax	-54,265	40,506	
Profitability	Return on Assets (%)	1.58	3.55	
	Return on Equity (%)	-1.65	1.22	
	Percentage of paid-in capital (%)	Operating Income	7.03	6.94
		Income Before Tax	-6.95	4.68
	Net Profit Margin (%)	-3.85	2.81	
	Earnings Per Share (NT\$)	-0.35	0.26	

(IV) Research and Development Status

As the Company is engaged in the general hotel industry, this item is not applicable.

II. Business Plan Summary for 2026

(I) To develop distinctive hotel themes and establish a new hospitality landscape.

(II) To continuously cultivate marketing talent and enhance brand visibility.

(III) To expand business operations and develop new customer sources.

(IV) To continue expanding overseas operating locations to increase revenue.

(V) To optimize procurement methods in order to reduce operating costs.

(VI) To ensure flexible capital allocation and maintain a sound financial structure.

III. Projected Sales Volume and Basis for Projection

Overall revenue is expected to maintain low single-digit growth. The domestic travel market in Taiwan is characterized by shorter-duration and higher-frequency trips, with rapidly changing consumption patterns, resulting in continued uncertainty in overall demand. In overseas markets, as international travelers gradually return, both tourism and business travel demand are steadily recovering, with a relatively diversified and stable customer base.

Although the market structures differ between domestic and overseas markets, through integrated operational strategies, the Company aims to expand diversified customer segments, mitigate seasonal fluctuations, and continuously enhance overall operational resilience and growth momentum..

IV. Future Development Strategies

The Company's future development strategies include enhancing local cultural experiences and providing differentiated services to attract international travelers, while strengthening collaboration with partners in the tourism industry. Investments will be made in digital technologies to reinforce the Company's online brand presence, offer convenient booking processes, and deliver personalized services. In addition, through data analytics and membership management, the Company aims to enhance customer relationship management and operational efficiency.

The Company will provide unique accommodation experiences, such as themed suites and cultural activities, along with flexible pricing strategies to attract diverse customer segments. It will also adopt green technologies and management practices, including solar energy systems, energy-efficient equipment, and waste recycling programs. In alignment with the government's 2050 net-zero emissions policy and global sustainability trends, the Company will progressively strengthen its sustainability management framework and related disclosures.

Furthermore, the Company will enhance cleaning and sanitation procedures, strengthen employee training in health and safety practices, and establish medical assistance and emergency response measures. Compliance with labor regulations will be ensured, alongside the provision of fair compensation and benefits, and continued investment in employee training and development.

To respond to economic fluctuations, the Company will implement flexible pricing strategies and package offerings, while strengthening its value proposition to attract cost-conscious consumers. By building strong brand credibility, delivering excellent customer service, and proactively responding to customer feedback, the Company aims to enhance consumer confidence. The Company will also promote sustainable tourism practices by collaborating with local communities and cultural institutions to provide educational and culturally enriching travel experiences.

In response to changing economic conditions, the Company will continue to adjust and refine its strategies, actively pursue transformation, and diversify its business development to enrich its operational model and meet evolving customer needs. Through strategic planning and adaptability, the Company aims to effectively respond to external environmental changes,

maintain its competitive advantage, and achieve business growth, while continuously monitoring global political and economic developments and geopolitical dynamics to strengthen operational resilience and risk management capabilities.

Holiday Garden Hotel Co., Ltd.

Chairman: Tseng-Tung, Chen

II. Corporate Governance Report

I. Information on Directors, President, Vice Presidents, Assistant Vice Presidents, Department Heads, and Branch

Managers

(I) Information on Directors and Independent Directors

1. Directors and Independent Directors

March 31, 2026

Title	Nationality or Registered Location	Name	Gender Age	Date of (Re)election	Term	Date First Elected	Shares Held at Time of Election		Current Shareholding		Shareholding by Spouse and Minor Children		Shares Held Under Others' Names		Major Academic /Professional Background	Current Positions Held in This Company and Other Companies	Other Executives, Directors, or Supervisors with Spouse or Second-Degree Kinship			Note
							Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Position	Name	Relationship	
Chairman	TW	YENJUAN INTERNATIONAL CO., LTD.	-	2025.05.22	3 yrs	1965	30,373,305	19.39%	30,373,305	19.39%	-	-	-	-	-	-	-	-	-	-
	TW	Representative Tseng-Tung, Chen	Male 41-50	2025.05.22	3 yrs	1965	-	-	9,795,628	6.25%	260,000	0.17%	0	0	University of Southern California	Note 1	Note 4			-
Director	TW	YENJUAN INTERNATIONAL CO.,	-	2025.05.22	3 yrs	1965	30,373,305	19.39%	30,373,305	19.39%	-	-	0	0	-	-	-	-	-	-

Title	Nationality or Registered Location	Name	Gender Age	Date of (Re)election	Term	Date First Elected	Shares Held at Time of Election		Current Shareholding		Shareholding by Spouse and Minor Children		Shares Held Under Others' Names		Major Academic /Professional Background	Current Positions Held in This Company and Other Companies	Other Executives, Directors, or Supervisors with Spouse or Second-Degree Kinship			Note
							Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Position	Name	Relationship	
		LTD.																		
	TW	Representative Hai-Ni, Chen	Female 71-80	2025.05.22	3 yrs	1965	-	-	693,120	0.44	367,811	0.23%	0	0	Tamkang University	Note 2	Note 4			-
Director	TW	YENJUAN INTERNATIONAL CO., LTD.	-	2025.05.22	3 yrs	1965	30,373,305	19.39%	30,373,305	19.39%	-	-	0	0	-	-	-	-	-	-
	TW	Representative Shu-Hui, Lin	Female 71-80	2025.05.22	3 yrs	1965	-	-	367,811	0.23%	693,120	0.44%	0	0	Tamkang University	Note 3	Note 4			-
Independent Director	TW	Te-Chu, Lee	Female 51-60	2022.06.15	3 yrs	2016	0	0%	0	0%	-	-	0	0	Providenc e University	Note 5	-	-	-	Note 6
Independent Director	TW	Ching-Lin, Lee	Male 51-60	2025.05.22	3 yrs	2019	0	0%	0	0%	-	-	0	0	Tunghai University	Note 7	-	-	-	-
Independent Director	TW	Kuo-Ying, Lu	Male 61-70	2025.05.22	3 yrs	2019	22,603	0.01%	22,603	0.01%	1,680	0.002%	0	0	Yushan Senior High	Note 8	-	-	-	-

Title	Nationality or Registered Location	Name	Gender Age	Date of (Re)election	Term	Date First Elected	Shares Held at Time of Election		Current Shareholding		Shareholding by Spouse and Minor Children		Shares Held Under Others' Names		Major Academic /Professional Background	Current Positions Held in This Company and Other Companies	Other Executives, Directors, or Supervisors with Spouse or Second-Degree Kinship			Note
							Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Position	Name	Relationship	
														School						
Independent Director	TW	Tien-Tsai, Chien	Male 51-60	2025.05.22	3 yrs	2023	0	0%	0	0%	-	-	0	0	EMBA, National Sun Yat-sen University	Note 9	-	-	-	-
Independent Director	TW	Chia-Hung, Wu	Male 41-50	2025.05.22	3 yrs	2025	0	0%	0	0%	-	-	0	0	Master's in International Securities and Investment, University of Reading, UK	Note 10	-	-	-	Note 11

Note 1 : Tseng-Tung, Chen: Chairman of the Company and concurrently Director of YENJUAN INTERNATIONAL CO., LTD.

Note 2 : Hai-Ni, Chen: Director of the Company; concurrently serves as Chairman of YENJUAN INTERNATIONAL CO., LTD.

Note 3 : Shu-Hui, Lin: Vice President of the Company; concurrently serves as Director of YENJUAN INTERNATIONAL CO., LTD.

Note 4 : Chairman Tseng-Tung, Chen, Director Hai-Ni, Chen, and Director Shu-Hui, Lin, are in a first-degree kinship relationship. The Company increased the number of independent directors by one seat starting from 2023 and currently has four independent directors, each possessing expertise in business, finance, and industry-related fields.

Note 5 : Te-Chu, Lee: Independent Director of the Company; concurrently Responsible Person of Liang De CPAs, Convener of the Company's Remuneration Committee, and Member of the Audit Committee.

Note 6 : Te-Chu, Lee: erm expired on May 21, 2025.

Note 7 : Ching-Lin, Lee: Independent Director of the Company; Convener of the Company's Remuneration Committee and Member of the Audit Committee.

Note 8 : Kuo-Ying, Lu: Independent Director of the Company and Convener of the Company's Audit Committee.

Note 9 : Tien-Tsai, Chien: Chairman of Tien-Tsai Catering Co., Ltd., Tien-Tsai Food Co., Ltd., Tien-Yu Catering Co., Ltd., Tien-Yu Food Co., Ltd., and Tien-Chen Development Co., Ltd.; Supervisor of Bo-Tian-Cheng Co., Ltd.; and Chairman of Tien-Tsai Investment Management Consultant Co., Ltd.

Note 10 : Chia-Hung, Wu : Independent Director of the Company; Member of the Company's Remuneration Committee and the Audit Committee.

Note 11 : Chia-Hung, Wu : Elected and assumed office as an Independent Director of the Company at the Annual General Meeting held on May 22, 2025.

2. Major Shareholders of Institutional Shareholders March 31, 2026

Name of Institutional Shareholder	Major Shareholder of the Institutional Shareholder	
YENJUAN INTERNATIONAL CO., LTD.	Hai-Ni, Chen	100%

3. Where the Major Shareholder is a Legal Entity: Not Applicable

4. Disclosure of Directors' Professional Qualifications and Information on Independent Directors' Independence

Name	Professional Qualifications and Experience	Independence Status	Number of Other TWSE/TPEX-Listed Companies Serving as Independent Director
Tseng-Tung, Chen	<ul style="list-style-type: none"> ▪ Master's degree, University of Southern California ▪ Currently serves as Vice President of HOLIDAY GARDEN U.S. ▪ Possesses leadership, management, crisis response, and international market expertise. 	Not subject to any of the conditions specified in Article 30 of the Company Act.	0
Hai-Ni, Chen	<ul style="list-style-type: none"> ▪ Bachelor's degree in International Trade, Tamkang University ▪ Currently serves as Chairman of Holiday Garden Hotel Co., Ltd. ▪ Possesses extensive knowledge of the hospitality industry, leadership, decision-making, business management, crisis response, and international market expertise. 	Not subject to any of the conditions specified in Article 30 of the Company Act.	0
Shu-Hui, Lin	<ul style="list-style-type: none"> ▪ Bachelor's degree in 	Not subject to any of the	0

	<p>International Trade, Tamkang University</p> <ul style="list-style-type: none"> ▪ Currently serves as Deputy General Manager of Holiday Garden Hotel Co., Ltd. ▪ Possesses extensive knowledge of the hospitality industry, operational judgment, and management capabilities. 	<p>conditions specified in Article 30 of the Company Act.</p>	
Te-Chu, Lee	<ul style="list-style-type: none"> ▪ Bachelor’s degree in Accounting, Providence University ▪ Currently the Managing Partner of Liang-De CPAs ▪ Formerly Associate Director at PwC Taiwan ▪ Extensive experience in accounting, financial reporting, and tax audit. 	<p>1. Meets the qualifications for independent directors.</p> <p>2. Fully compliant with independence requirements:</p> <p>(1) Neither the individual nor their spouse or relatives within the second degree of kinship serve as a director, supervisor, or employee of the Company or any affiliated entity.</p> <p>(2) Neither the individual nor their spouse or relatives within the second degree of kinship hold shares in the Company.</p> <p>(3) Has not had any of the circumstances set forth in Paragraph 1, Article 3 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies” during the two years prior to and during the term of office.</p>	0
Ching-Lin, Lee	<ul style="list-style-type: none"> ▪ Bachelor’s degree in Accounting, Tunghai University ▪ Currently an Independent Director of Holiday Garden Hotel Co., Ltd. ▪ Extensive experience in 	<p>1. Meets the qualifications for independent directors.</p> <p>2. Fully compliant with independence requirements:</p> <p>(1) Neither the individual nor their spouse or relatives within</p>	0

	<p>accounting, financial reporting, and tax audit.</p>	<p>the second degree of kinship serve as a director, supervisor, or employee of the Company or any affiliated entity.</p> <p>(2) Neither the individual nor their spouse or relatives within the second degree of kinship hold shares in the Company.</p> <p>(3) Has not had any of the circumstances set forth in Paragraph 1, Article 3 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies” during the two years prior to and during the term of office.</p>	
Kuo-Ying, Lu	<ul style="list-style-type: none"> ▪ Graduate of Yushan Senior High School ▪ Currently an Independent Director of Holiday Garden Hotel Co., Ltd. ▪ Possesses extensive knowledge of the hospitality industry, leadership, decision-making, and business management. 	<p>1. Meets the qualifications for independent directors.</p> <p>2. Fully compliant with independence requirements:</p> <p>(1) Neither the individual nor their spouse or relatives within the second degree of kinship serve as a director, supervisor, or employee of the Company or any affiliated entity.</p> <p>(2) Neither the individual nor their spouse or relatives within the second degree of kinship hold shares in the Company.</p> <p>(3) Has not had any of the circumstances set forth in Paragraph 1, Article 3 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies”</p>	0

		during the two years prior to and during the term of office.	
Tien-Tsai, Chien	<ul style="list-style-type: none"> ▪ EMBA, National Sun Yat-sen University ▪ Certified Public Accountant, Green Mountain CPA Firm ▪ Professional background and extensive experience in the restaurant industry. 	<p>1. Meets the qualifications for independent directors.</p> <p>2. Fully compliant with independence requirements:</p> <p>(1) Neither the individual nor their spouse or relatives within the second degree of kinship serve as a director, supervisor, or employee of the Company or any affiliated entity.</p> <p>(2) Neither the individual nor their spouse or relatives within the second degree of kinship hold shares in the Company.</p> <p>(3) Has not had any of the circumstances set forth in Paragraph 1, Article 3 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies” during the two years prior to and during the term of office.</p>	0
Chia-Hung, Wu	<ul style="list-style-type: none"> ▪ MSc in International Securities Investment and Banking, University of Reading, UK ▪ Currently serving as a Certified Public Accountant at Green Mountain CPA Firm ▪ Extensive experience in accounting, financial reporting, and tax audit. 	<p>1. Meets the qualifications for independent directors.</p> <p>2. Fully compliant with independence requirements:</p> <p>(1) Neither the individual nor their spouse or relatives within the second degree of kinship serve as a director, supervisor, or employee of the Company or any affiliated entity.</p> <p>(2) Neither the individual nor their spouse or relatives within the second degree of kinship</p>	0

		<p>hold shares in the Company. (3) Has not had any of the circumstances set forth in Paragraph 1, Article 3 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies” during the two years prior to and during the term of office.</p>	
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5. Board Diversity and Independence

(1) Implementation of Board Diversity Policy

The Company adopts a “candidate nomination system” for director elections, as explicitly stipulated in the Articles of Incorporation. In accordance with the “Corporate Governance Best Practice Principles” and the “Director Election Regulations,” the composition of the Board of Directors shall take diversity principles into account. The Company has established a diversity policy based on its business model and future development needs, encompassing the following two aspects:

1. Basic attributes and values: including diversity in gender, age, nationality, and cultural background.
2. Professional knowledge and expertise: covering backgrounds, skills, and industry experience from various professional fields to ensure that the Board possesses the competencies required for corporate development.

At present, the Company’s Board of Directors comprises more than seven members, which is determined based on the Company’s scale and the structure of major shareholders. The Company also stipulates that no more than one-third of the Board seats may be held by directors who concurrently serve as managerial officers, thereby preserving the Board’s independence and oversight function.

To strengthen the overall function and decision-making quality of the Board, directors shall possess the following capabilities: 1. Operational judgment, 2. Accounting and financial analysis, 3. Leadership, 4. Business management, 5. Crisis response, 6.

Industry knowledge and experience,7. Global market perspective,8. Decision-making ability

Furthermore, in the selection of the list of director candidates, the Company adheres to applicable laws and relevant internal regulations, and conducts qualification reviews to ensure that, in the event of changes in the composition of the Board or plans to increase the number of seats, suitable candidates can be promptly and effectively appointed, thereby continuing to strengthen the Board's professionalism and diversity. For details regarding the professional expertise of the directors, please refer to pages 45-46 of the Annual Report.

(2) Implementation of Board Diversity

The Company's current Board of Directors consists of seven directors. The composition of the Board is as follows:

1. Gender Distribution: One female director(14%)and six male directors(86%).
2. Age Distribution: Two directors aged 41 – 50(29%); two directors aged 51 – 60(29%); zero directors aged 61 – 70 (0%); and three directors aged 71 – 80 (43%).

The Company places great importance on the diversity of its Board members. In addition to gender and age, consideration is also given to professional background, industry experience, and management capabilities, in order to enhance the overall effectiveness of the Board. The Company has established a gender diversity target for the Board, aiming for female directors to account for at least 30% of its members.

Where the proportion of directors of either gender does not reach one-third of the total number of board seats, the Company shall disclose the reasons and the measures to be taken to enhance gender diversity on the Board. The current Board was elected at the shareholders' meeting held on May 22, 2025, and includes one female director. Although this complies with applicable laws and regulations, it has not yet met the target that either gender should account for at least one-third of the Board. This is primarily due to industry characteristics, under which there is a relatively limited pool of senior female management talent, making it more challenging in the short term to identify suitable candidates with

relevant industry experience and professional expertise.

To further enhance gender diversity on the Board, the Company has planned to adopt the following measures:

1. To broaden the sources of director candidates by actively recruiting female professionals not only from the hospitality industry but also from fields such as tourism, food and beverage, brand marketing, finance, law, and corporate governance.
2. To establish a pool of female director candidates through external professional institutions and diversified recommendation channels, thereby increasing flexibility in the selection process.

(3) Assessment of Board Independence

1. In accordance with Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act, in the Company's 21st Board of Directors, the Chairman, Chen Tseng-Tung, and Directors Chen Hai-Ni and Lin Shu-Hui are first-degree relatives of one another.
2. Proportion of Independent Directors: Of the seven members of the current Board, four are independent directors, representing 57% of the Board. Among them, two have served for less than three years (50%), and two have served for between three to six years (50%).
3. Overall Board Independence: In the Company's 21st Board of Directors, two directors concurrently serve as managerial officers of the Company, representing 29% of the Board. Overall, the Board is considered to maintain an appropriate level of independence.

(II) Information on President, Vice Presidents, Assistant Vice Presidents, and Department and Branch Managers

March 31, 2026

Title	Nationality	Gender	Name	Date of Appointment	Shares held		Shares Held by Spouse & Minor Children		Shares Held Under Others' Names		Major Experience / Education	Concurrent Positions in Other Companies	Related Executives (Spouse or Second Degree Kinship)			Note
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Title	Name	Relationship	
Chairman & President	R.O.C.	Male	Tseng-Tung Chen	2025.12.16	9,795,628	6.25%	260,000	0.17%	0	0	Chairman of Holiday Garden Hotel Co., Ltd.	-	Note 1			Note 2
Vice President	R.O.C.	Female	Shu-Hui, Lin	92.07.01	367,811	0.23%	693,120	0.44%	0	0	Vice President of Holiday Garden Hotel Co., Ltd.	-	Note 1			-

Note 1: Chairman and President Tseng-Tung Chen and Vice President Shu-Hui, Lin are first-degree relatives. At the shareholders' meeting held on May 30, 2023, one additional independent director was elected, bringing the number of independent directors to four, each with expertise in business, finance, or the hospitality industry.

Note 2: Chairman Tseng-Tung Chen has extensive industry experience and strategic vision, with deep insight into hotel operations, market trends, and customer needs. Given the need for rapid market response and efficient decision-making, he concurrently serves as President to enhance decision-execution integration, improve performance, and maintain brand consistency. The Company adopts a competency-based Board structure, establishes independent functional committees, and strengthens disclosure and oversight to ensure the appropriateness and risk control of the dual role.

Specific measures are as follows:

The Company's Board comprises four independent directors, representing more than one-third of the total Board seats, who possess the expertise and independence necessary to effectively fulfill their oversight role. The Audit Committee and Compensation Committee have been established, each chaired by an independent director, to oversee the implementation of internal control systems and review the remuneration of senior executives. Regular performance evaluations are conducted for both the Board and management, and the timeliness of financial and operational information disclosure and external audits is reinforced. The Company will continue to enhance its corporate governance framework to ensure operational stability, strengthen governance effectiveness, and protect the interests of all stakeholders.

II. Remuneration of Directors, President, and Vice Presidents in the Most Recent Fiscal Year

(I) Remuneration of Directors and Independent Directors (Individual Disclosure by Name and Remuneration Type)

Title	Name	Remuneration of Directors								Total (A)+(B)+(C)+(D)	Total Amount of Items A, B, C, and D and Their Percentage of Net Income After Tax		Compensation Received by Directors Also Serving as Employees								Total (A)+(B)+(C)+(D)+(E) +(F)+(G)	Total Amount of Items A, B, C, D, E, and G and Their Percentage of Net Income After Tax		Any Compen sation Receiv ed from Investe e Compa nies Other Than Subsidi aries	Note		
		Remuneration (A)		Retirement Pension (B)		Directors' Compensation (C)		Business Execution Expenses (D)					Salaries, Bonuses and Special Expenses (E)		Retirement Pension (F)		Employees' Compensation (G)										
		Parent Company	All Entities Included in the Financial Statemen ts	Parent Company	All Entities Included in the Financial Statemen ts	Parent Company	All Entities Included in the Financial Statemen ts	Parent Company	All Entities Included in the Financial Statemen ts				Parent Company	All Entities Included in the Financial Statemen ts	Parent Company	All Entities Included in the Financial Statemen ts	Parent Company		All Entities Included in the Financial Statements							Parent Company	All Entities Included in the Financial Statemen ts
												Cash Amount	Stock Amount	Cash Amount	Stock Amount												
Director	Tseng-Tung Chen	0	0	0	0	0	0	120	120	120	120	(0.22%)	(0.22%)	2,700	2,700	0	0	0	0	0	0	2,820	2,820	(5.20%)	(5.20%)	None	-
Director	Hai-Ni, Chen	0	0	0	0	0	0	120	120	120	120	(0.22%)	(0.22%)	1,350	1,350	0	0	0	0	0	0	1,470	1,470	(2.71%)	(2.71%)	None	-
Director	Shu-Hui, Lin	0	0	0	0	0	0	120	120	120	120	(0.22%)	(0.22%)	810	810	0	0	0	0	0	0	930	930	(1.71%)	(1.71%)	None	-
Independent	Te-Chu, Lee	0	0	0	0	0	0	47	47	47	47	(0.09%)	(0.09%)	0	0	0	0	0	0	0	0	48	47	(0.09%)	(0.09%)	None	Note 1
Independent	Ching-Lin, Lee	0	0	0	0	0	0	120	120	120	120	(0.22%)	(0.22%)	0	0	0	0	0	0	0	0	120	120	(0.22%)	(0.22%)	None	-

Independent	Kuo-Ying, Lu	0	0	0	0	0	0	120	120	120	120	(0.22%)	(0.22%)	0	0	0	0	0	0	0	0	0	0	120	120	(0.22%)	(0.22%)	None	-
Independent	Tien-Tsai, Chien	0	0	0	0	0	0	120	120	120	120	(0.22%)	(0.22%)	0	0	0	0	0	0	0	0	0	0	120	120	(0.22%)	(0.22%)	None	-
Independent	Chia-Hung, Wu	0	0	0	0	0	0	73	73	73	73	(0.13%)	(0.13%)	0	0	0	0	0	0	0	0	0	0	73	73	(0.13%)	(0.13%)	None	Note 2

1. Remuneration Policy, System, Standards, and Structure for Independent Directors

The remuneration of directors primarily includes compensation, profit-sharing bonuses, and transportation allowances for attending board and committee meetings. During their term of office, directors may receive transportation allowances on a monthly basis. The determination of director compensation is authorized by the Board of Directors and is based on the level of participation in the Company's operations and the value of their contributions, with reference to prevailing industry standards.

2. Remuneration for Services Rendered by Directors Other Than Those Disclosed Above

None of the directors received remuneration in the most recent fiscal year for providing services such as serving as consultants (non-employee roles) to the Company, any entity included in the financial statements, or any investee companies

Note 1 : Te-Chu, Lee: term expired on May 21, 2025.

Note 2 : Chia-Hung, Wu : Elected and assumed office as an Independent Director of the Company at the Annual General Meeting held on May 22, 2025.

(II) Compensation of President and Vice Presidents

Title	Name	Salary (A)		Retirement Pension (B)		Bonus & Special Allowances (C)				Employee Compensation (D)		Total (A)+(B)+(C)+(D)		Total of A, B, C & D and % of Net Income After Tax		Remuneration from Investee Companies Other Than Subsidiaries
		Parent Company	All Entities Included in the Financial Statements	Parent Company	All Entities Included in the Financial Statements	Parent Company	All Entities Included in the Financial Statements	Parent Company		All Entities Included in the Financial Statements		Parent Company	All Entities Included in the Financial Statements	Parent Company	All Entities Included in the Financial Statements	
								Cash Amount	Stock Amount	Cash Amount	Stock Amount					
Chairman & President	Tseng-Tung, Chen	2,400	2,400	0	0	300	300	0	0	0	0	2,700	2,700	(4.98%)	(4.98%)	None
Vice President	Shu-Hui, Lin	720	720	0	0	90	90	0	0	0	0	810	810	(1.49%)	(1.49%)	None

(III) Compensation of the Top Five Highest-Paid Executives

Title	Name	Salary(A)		Retirement Pension (B)		Bonus & Special Allowances (C)		Employee Compensation (D)				Total (A)+(B)+(C)+(D)		Total of A, B, C & D and % of Net Income After Tax		Remuneration from Investee Companies Other Than Subsidiaries
		Parent Company	All Entities Included in the Financial Statements	Parent Company	All Entities Included in the Financial Statements	Parent Company	All Entities Included in the Financial Statements	Parent Company		All Entities Included in the Financial Statements		Parent Company	All Entities Included in the Financial Statements	Parent Company	All Entities Included in the Financial Statements	
								Cash Amount	Stock Amount	Cash Amount	Stock Amount					
Chairman & President	Tseng-Tung, Chen	2,400	2,400	0	0	300	300	0	0	0	0	2,700	2,700	(4.98%)	(4.98%)	None
Vice President	Shu-Hui, Lin	720	720	0	0	60	60	0	0	0	0	780	780	1.93%	1.93%	None

(IV) Names of Managerial Officers Receiving Employee Remuneration and the Distribution Details

For the current fiscal year, all employee remuneration was distributed to non-managerial employees; therefore, this item is not applicable.

(V) Comparative Analysis of Total Compensation Paid to Directors, President, and Vice Presidents of the Company and All Entities Included in the Consolidated Financial Statements Over the Past Two Years, as a Percentage of Net Income After Tax per the Parent Company Only Financial Statements, and Explanation of the

Company’s Compensation Policy, Standards, Structure, Determination Procedures, and the Correlation with Business Performance and Future Risks

1. Analysis of the Total Compensation Paid to Directors, President, and Vice Presidents of the Company as a Percentage of Net Income After Tax in the Parent Company Only Financial Statements Over the Past Two Years

Title	Percentage of Net Income After Tax – 2025 (%)		Percentage of Net Income After Tax – 2024 (%)	
	The Company	All Entities in Consolidated FS	The Company	All Entities in Consolidated FS
Directors, President, and Vice Presidents	(10.50%)	(10.50%)	13.63%	13.63%

2. Remuneration Policy, Standards, and Composition

The Company has established a clear remuneration policy for directors and managerial officers, primarily based on their roles, responsibilities, actual contributions to the Company's operations, prevailing industry practices, and the Company's overall performance.

Director remuneration is determined pursuant to Article 24-1 of the Company's Articles of Incorporation, and is resolved by the Board of Directors with reference to the director's level of involvement in operations, individual contributions, and industry standards. In addition, the Board may, in accordance with Article 31 of the Articles of Incorporation, allocate no more than 1% of the pre-tax profits as director compensation, subject to Board resolution and shareholder meeting reporting.

The remuneration package for managerial officers includes fixed salary (such as base salary and allowances), year-end bonuses, retirement benefits, and other incentive plans. The amount of compensation is adjusted based on market levels, peer comparison, and individual performance. The remuneration structure is designed to be flexible, with the aim of attracting and retaining top talent.

3. Procedure for Determining Remuneration

The remuneration for directors and managerial officers is reviewed by the Remuneration Committee in accordance with internal regulations, and submitted to the Board of Directors for resolution. Director compensation is determined in accordance with the Articles of Incorporation and takes into account annual performance evaluations.

As for managerial officers, the Human Resources Department proposes compensation based on job grade, expertise, and

performance. The proposal must be approved by the immediate supervisor and the Chairman, and subsequently submitted to the Remuneration Committee and the Board of Directors for final approval and implementation.

Performance evaluations are conducted regularly and include both financial metrics (such as revenue, profit, and return on equity) and non-financial metrics (such as corporate governance performance, KPI achievement, meeting attendance, and turnover rates). These evaluations serve as the basis for year-end bonuses and salary adjustments.

4. Correlation Between Business Performance and Future Risk

The Company's remuneration system is closely tied to business performance. In addition to assessing individual and departmental goal achievement, the Company considers its overall financial condition and long-term operating results to avoid incentives based solely on short-term financial gains.

Performance evaluation indicators are reviewed and adjusted annually to ensure alignment with actual performance and potential risks.

To control risks, the Company takes into account internal and external environmental factors (such as market volatility and human resource competition) to avoid overemphasizing short-term targets in incentive mechanisms. This ensures that the compensation policy supports sound management and sustainable development.

III. Corporate Governance Practices

(I) Board of Directors Operatio

In 2025, the Board of Directors convened 8 meetings. The attendance of directors is detailed as follows:

Title	Name	Meetings Attended (B)	Attendance by Proxy	Attendance Rate(%) 【 B / A 】	Note
Chairman	YENJUAN INTERNATIONAL CO., LTD. Representative: Tseng-Tung, Chen	8	0	100%	-
Director	YENJUAN INTERNATIONAL CO., LTD. Representative: Hai-Ni, Chen	7	1	88%	-
Director	YENJUAN INTERNATIONAL CO., LTD. Representative: Shu-Hui, Lin	7	1	88%	-
Independent Director	Te-Chu, Lee	3	0	100%	Note 1
Independent Director	Ching-Lin, Lee	8	0	100%	-
Independent Director	Kuo-Ying, Lu	8	0	100%	-
Independent Director	Tien-Tsai, Chien	5	2	63%	-

Independent Director	Chia-Hung, Wu	5	0	100%	Note 2
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Note 1 : Te-Chu, Lee: erm expired on May 21, 2025.

Note 2 : Chia-Hung, Wu : Elected and assumed office as an Independent Director of the Company at the Annual General Meeting held on May 22, 2025.

Other Disclosures:

I. If any of the following situations occurred in the operation of the Board of Directors, the company shall disclose the meeting date, meeting term, agenda items, opinions of all independent directors, and how the company handled such opinions:

(I) Matters specified in Article 14-3 of the Securities and Exchange Act: Not applicable. The Company has established an Audit Committee, and therefore the provisions of Article 14-3 of the Securities and Exchange Act are not applicable. For relevant information, please refer to pages 29-31 regarding the operation of the Audit Committee.

(II) Other resolutions, aside from the aforementioned, in which independent directors expressed opposition or reserved opinions that were recorded or stated in writing: None.

II. Execution of abstention by directors in matters involving conflicts of interest: The Company shall disclose the name(s) of the director(s), the subject of the proposal, the reason for required abstention, and participation in voting.

Date	Proposal	Directors Required and Recused from Voting			Independent Directors Required and Recused from Voting					Resolution Result
		Tseng-Tung, Chen	Shu-Hui, Lin	Hai-Ni, Chen	Te-Chu, Lee	Ching-Lin, Lee	Kuo-Ying, Lu	Tien-Tsai, Chien	Chia-Hung, Wu	
2025/08/07	Proposal for Determining the Remuneration of Audit Committee Members and Independent Directors for 2025					V	V	V	V	Approved by the Board excluding recused directors
2025/08/07	Proposal for Determining the Remuneration of Directors for 2025	V	V	V						Approved by the Board

										excluding recused directors
2025/12/16	Proposal for Determining the Remuneration of Independent Directors for 2026					V	V	V	V	Approved by the Board excluding recused directors
2025/12/16	Proposal for Determining the Remuneration of Directors for 2026	V	V	V						Approved by the Board excluding recused directors
2025/12/16	Proposal for Determining the Compensation of Managerial Officers for 2026	V	V	V						Approved by the Board excluding recused directors

III. Board Performance Evaluation: Evaluation Cycle, Period, Scope, Method, and Content

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Content
Conducted annually	2025.01.01 ~ 2025.12.31	1.The Board of Directors 2.Individual Board Members 3 Functional Committees	1. Board self-evaluation 2. Self-evaluation by individual Board members	1. Board Self-Evaluation: Participation in the Company's operations, enhancement of the quality of board decision-making, composition and structure of the board, selection and continuing education of directors, and internal control. 2. Individual Board Member Self-Evaluation: Understanding of the Company's goals and missions, awareness of board responsibilities, participation in the Company's operations,

			3. Self-evaluation by functional committees	internal relationship management and communication, professional qualifications and continuing education of directors, and internal control. 3. Functional Committee Self-Evaluation: Participation in the Company's operations, awareness of committee responsibilities, enhancement of the quality of committee decision-making, composition and selection of committee members, and internal control.
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IV. Goals and Evaluation of Enhancing Board Functionality in the Current and Most Recent Years (e.g., Establishment of the Audit Committee, Enhancement of Information Transparency, etc.):

The operation of the Company's Board of Directors complies with the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies."

(I) The operation of the Board of Directors is conducted in accordance with the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies."

(II) To enhance information transparency and protect shareholders' rights and interests, the Company promptly discloses significant board resolutions on the Company's website after each board meeting.

(II) Audit Committee Operations

In 2025, the Audit Committee convened 7 meetings (A). The attendance of each Audit Committee member is summarized as follows:

Title	Name	Actual Attendance (B)	Proxy Attendance	Attendance Rate (%) (B / A)	Note
Independent Director	Te-Chu, Lee	3	0	100%	Note 1-
Independent Director	Ching-Lin, Lee	7	0	100%	-

Independent Director	Kuo-Ying, Lu	7	0	100%	-
Independent Director	Tien-Tsai, Chien	4	2	57%	-
Independent Director	Chia-Hung, Wu	4	0	100%	Note 2

Note 1 : Te-Chu, Lee: erm expired on May 21, 2025.

Note 2 : Chia-Hung, Wu : Elected and assumed office as an Independent Director of the Company at the Annual General Meeting held on May 22, 2025.

Other Required Disclosures:

I. If any of the following situations occurred during Audit Committee operations, the meeting date, term, agenda items, dissenting or qualified opinions or major recommendations made by independent directors, the resolutions adopted by the Audit Committee, and the Company's handling of the Committee's opinions shall be disclosed:

(I) Matters specified under Article 14-5 of the Securities and Exchange Act:

Meeting Date/ Meeting Date	Agenda Items	Resolution	Audit Committee Opinion	Company's Response to Independent Director Opinion
2025.03.05 2nd Term, 18th Meeting	1. Proposal for the Company's 2024 Parent Company Only and Consolidated Financial Statements 2. Proposal for the Distribution of Earnings for 2024 3. Proposal for the Company's 2024 Internal Control System Statement 4. Proposal for the Company's Participation in the Capital Increase of Its Subsidiary, Holiday Garden International Ltd. 5. Proposal for the Capital Increase of Overseas Subsidiary Holiday Garden International Ltd.	Approved without objection by all members present	No dissenting or qualified opinions	Not applicable
2025.04.10 2nd Term, 19th	1. Proposal for the Appointment of the Company's Attesting CPAs	Approved without objection by all members present	No dissenting or qualified opinions	Not applicable

Meeting				
2025.05.06 2nd Term, 20th Meeting	1.Proposal for the Company's Consolidated Financial Report for the First Quarter of 2025	Approved without objection by all members present	No dissenting or qualified opinions	Not applicable
2025.05.22 3rd Term, 1st Meeting	1.Proposal for the Election of the Convener of the 3rd Audit Committee	Approved without objection by all members present	No dissenting or qualified opinions	Not applicable
2025.08.07 3rd Term, 3rd Meeting	1.Proposal for the Company's Consolidated Financial Report for the Second Quarter of 2025	Approved without objection by all members present	No dissenting or qualified opinions	Not applicable
2025.11.06 3rd Term, 3th Meeting	1.Proposal for the Company's Consolidated Financial Report for the Third Quarter of 2025	Approved without objection by all members present	No dissenting or qualified opinions	Not applicable
2025.12.16 3rd Term, 4th Meeting	1.Proposal for Establishing the Company's 2026 Internal Audit Plan.	Approved without objection by all members present	No dissenting or qualified opinions	Not applicable

(II) Other Resolutions Not Approved by the Audit Committee but Passed by at Least Two-Thirds of All Directors: None.

II. Recusal of Independent Directors Due to Conflicts of Interest: None.

III.Communication Between Independent Directors and Internal Audit Officer and Certified Public Accountants:

Independent directors regularly review audit reports and financial statements. They may contact the internal audit officer or certified public accountants at any time if necessary.

(III) Corporate Governance Practices and Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies

Evaluation Item	Implementation Status			Deviations and Reasons for Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Y	N	Executive Summary	
I. Does the Company establish and disclose its Corporate Governance Best-Practice Principles in accordance with the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”?	V		The Company has established its “Corporate Governance Best-Practice Principles” as approved by the Board of Directors on December 5, 2016, and disclosed them on the Company’s website (www.hotelhg.com.tw) and the Market Observation Post System (MOPS).	No differences.
II. Shareholding Structure and Protection of Shareholders' Rights (I) Has the Company established internal procedures for handling shareholder suggestions, inquiries, disputes, and litigation, and implemented them accordingly?	V		(I) The Company has appointed a spokesperson, deputy spokesperson, and a dedicated stock affairs unit to handle shareholder suggestions, inquiries, disputes, and legal matters, all in accordance with internal	No differences.

Evaluation Item	Implementation Status			Deviations and Reasons for Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Y	N	Executive Summary	
(II) Does the Company identify its major shareholders and their ultimate controllers?	V		procedures. (II) The Company identifies its major shareholders and their ultimate controllers based on the shareholder register provided by its stock transfer agent and regularly files reports on insider shareholding changes in accordance with applicable laws.	No differences.
(III) Has the Company established and implemented risk control and firewall mechanisms with affiliated enterprises?	V		(III) Transactions between the Company and its affiliates are handled in accordance with relevant laws and regulations, and the Company has implemented appropriate risk control and firewall mechanisms within its internal control system.	No differences.
(IV) Has the Company established internal policies to prohibit insiders from trading securities using undisclosed material information?	V		(IV) The Company has adopted its “Procedures for Handling Material Internal Information,” which applies to all directors, managerial officers, and employees, and strictly prohibits insiders	No differences.

Evaluation Item	Implementation Status			Deviations and Reasons for Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies											
	Y	N	Executive Summary												
			from trading in securities using undisclosed material information.												
III.Composition and Responsibilities of the Board of Directors (I) Has the Board of Directors established a diversification policy, set specific management objectives, and ensured its implementation?	V		(I) The Company has stipulated in its "Corporate Governance Best Practice Principles" that the Board of Directors shall consider diversity and formulate appropriate diversification policies based on the Board's operations, business model, and development needs, and ensure effective implementation. The overall Board members possess capabilities as outlined in Note 1. <table border="1" data-bbox="1070 1225 1751 1374"> <thead> <tr> <th colspan="2">Item</th> <th>Seats</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Gender</td> <td>Female</td> <td>1</td> <td>14%</td> </tr> <tr> <td>Male</td> <td>6</td> <td>86%</td> </tr> </tbody> </table>	Item		Seats	Percentage	Gender	Female	1	14%	Male	6	86%	No differences.
Item		Seats	Percentage												
Gender	Female	1	14%												
	Male	6	86%												

Evaluation Item	Implementation Status				Deviations and Reasons for Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies																					
	Y	N	Executive Summary																							
<p>(II) In addition to the legally required Compensation Committee and Audit Committee, has the Company voluntarily established other functional committees?</p> <p>(III) Has the Company established a performance evaluation method for the Board of Directors, conducted regular annual</p>			<table border="1"> <tr> <td rowspan="4">Age</td> <td>41–50 years old</td> <td>2</td> <td>29%</td> </tr> <tr> <td>51–60 years old</td> <td>2</td> <td>29%</td> </tr> <tr> <td>61–70 years old</td> <td>0</td> <td>0%</td> </tr> <tr> <td>71–80 years old</td> <td>3</td> <td>43%</td> </tr> <tr> <td rowspan="2">Independent Director Tenure</td> <td>Less than 3 years</td> <td>2</td> <td>50%</td> </tr> <tr> <td>3–6 years</td> <td>2</td> <td>50%</td> </tr> </table>		Age	41–50 years old	2	29%	51–60 years old	2	29%	61–70 years old	0	0%	71–80 years old	3	43%	Independent Director Tenure	Less than 3 years	2	50%	3–6 years	2	50%	<p>(II) The Company has established a Compensation Committee and, following the full re-election of the Board at the Annual General Meeting on June 19, 2019, also established an Audit Committee. The Company will consider establishing other functional committees as needed based on business requirements.</p> <p>(III) The Company adopted the “Board Performance Evaluation Rules” as approved by the Board of</p>	<p>The Company will proceed according to the plan.</p> <p>No differences.</p>
Age	41–50 years old	2	29%																							
	51–60 years old	2	29%																							
	61–70 years old	0	0%																							
	71–80 years old	3	43%																							
Independent Director Tenure	Less than 3 years	2	50%																							
	3–6 years	2	50%																							

Evaluation Item	Implementation Status			Deviations and Reasons for Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Y	N	Executive Summary	
<p>assessments, reported the results to the Board, and used the evaluation outcomes as a reference for individual directors' compensation and reappointment nominations?</p> <p>(IV) Does the Company regularly assess the independence of its certified public</p>	V		<p>Directors on March 21, 2018. Performance evaluations are conducted regularly on an annual basis, including assessments of directors' attendance rates. The results are reviewed periodically by the Remuneration Committee, and its recommendations are submitted to the Board of Directors for discussion.</p> <p>For 2025, based on self-evaluations by individual directors, as well as performance evaluations of the Board of Directors, the Audit Committee, and the Remuneration Committee, the overall performance indicators were calculated using a weighted average. The weighted average score for directors, along with the self-evaluation scores of the Board of Directors, Audit Committee,</p>	

Evaluation Item	Implementation Status			Deviations and Reasons for Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Y	N	Executive Summary	
accountants (CPAs)?			<p>and Remuneration Committee, was 88. The results indicate that the overall performance of the Board members, the Board of Directors, and all committees was excellent.</p> <p>(IV) The Company's Board of Directors, at its meeting held on December 16, 2025, approved the independence evaluation of the Company's attesting CPAs for 2025 (Note 2). The Company has obtained written independence declarations and has assessed the independence and professional competence of the attesting CPAs with reference to the Audit Quality Indicators (AQIs).</p> <p>Based on the Company's evaluation, no circumstances were identified that may affect the independence or suitability of CPA Liao, A-</p>	No differences.

Evaluation Item	Implementation Status			Deviations and Reasons for Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Y	N	Executive Summary	
			Shen and CPA Wu, Chien-Chih of PricewaterhouseCoopers, Taiwan. Accordingly, they are deemed qualified to serve as the Company's attesting CPAs.	

Evaluation Item	Implementation Status			Deviations and Reasons for Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Y	N	Executive Summary	
IV. Does the Company appoint an appropriate number of qualified corporate governance officers and designate a corporate governance officer responsible for related matters (including but not limited to providing directors and supervisors with necessary information for performing their duties, handling matters related to Board and shareholders' meetings in accordance with the law, processing company registration and amendment filings, preparing minutes of Board and shareholders' meetings, etc.)?	V		The Company's Board of Directors approved on May 9, 2023 the appointment of Ms. Su-Ling Yu, Manager of the Finance Department, as the new Corporate Governance Officer. She is responsible for handling matters related to corporate governance, including processing requests from directors, legally managing Board and shareholders' meetings, preparing minutes of such meetings, assisting with changes in Board members, facilitating continuing education, and ensuring compliance with relevant laws and regulations. Ms. Yu has more than six years of experience in financial accounting for listed and OTC companies.	No differences.

Evaluation Item	Implementation Status			Deviations and Reasons for Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Y	N	Executive Summary	
V. Does the Company establish communication channels with stakeholders (including but not limited to shareholders, employees, customers, and suppliers) and provide a stakeholder section on the Company's website to appropriately respond to stakeholders' material concerns regarding corporate social responsibility?	V		The Company has established dedicated contact channels for stakeholders, including employees, consumers, suppliers, and neighboring communities, and maintains open communication through designated points of contact. A stakeholder section has also been set up on the Company's website.	No differences.
VI. Does the Company engage a professional stock affairs agent to handle shareholder meeting matters?	V		The Company has engaged Stock Affairs Department of IBF Financial Holdings Co., Ltd. to handle its shareholder meetings and stock-related affairs.	No differences.
VII. Information Disclosure				
(I) Does the Company maintain a website to disclose financial, operational, and corporate governance information?	V		(I) The Company has established an official website to disclose relevant information. Company website: www.hotelhg.com.tw	No differences.
(II) Does the Company adopt other means of information disclosure (such as establishing	V		(II) The Company has appointed designated personnel for information collection and	No differences.

Evaluation Item	Implementation Status			Deviations and Reasons for Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Y	N	Executive Summary	
<p>an English website, appointing dedicated personnel for information collection and disclosure, implementing a spokesperson system, posting investor conference materials on the Company's website, etc.)?</p> <p>(III) Does the Company announce and file its annual financial report within two months after the end of the fiscal year, and file its first, second, and third quarterly financial reports as well as monthly operating results in advance of the statutory deadlines?</p>		V	<p>disclosure, and has implemented a spokesperson system in accordance with applicable regulations.</p> <p>Company website: www.hotelhg.com.tw</p> <p>(III) The Company currently complies with Article 36 of the Securities and Exchange Act, as follows:</p> <ol style="list-style-type: none"> 1. Within three months after the end of each fiscal year, the Company announces and files the annual financial report audited and certified by CPAs and approved by the Board of Directors. 2. Within 45 days after the end of the first, second, and third quarters of each fiscal year, the Company announces and files the quarterly financial reports reviewed by CPAs and submitted to the Board. 	The Company will proceed according to the plan.

Evaluation Item	Implementation Status			Deviations and Reasons for Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Y	N	Executive Summary	
			3. By the 10th of each month, the Company announces and files the operating results for the previous month.	
VIII.Does the Company have any other important information that helps to understand the implementation of corporate governance (including but not limited to employee rights, employee care, investor relations, supplier relations, stakeholder rights, continuing education of directors and supervisors, implementation of risk management policies and risk metrics, customer policy implementation, and liability insurance for directors and supervisors)?	V		<p>1. Employee Rights The Company actively cultivates tourism professionals, strictly complies with labor laws, and safeguards employee rights by enrolling employees in labor and health insurance programs and arranging regular health check-ups.</p> <p>2. Employee Care Open communication channels such as departmental meetings and suggestion boxes are provided to facilitate effective problem-solving and promote harmonious labor relations.</p>	No differences.

Evaluation Item	Implementation Status			Deviations and Reasons for Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Y	N	Executive Summary	
			<p>3. Investor Relations An investor contact section is available on the Company's official website, providing a direct communication channel between the Company and its investors.</p> <p>4. Supplier Relations The Company maintains sound relationships with its suppliers.</p> <p>5. Stakeholder Rights The Company has established designated contact points and communication channels for stakeholders, including banks, employees, consumers, and suppliers, to protect their rights and interests.</p> <p>6. Continuing Education for Directors and Supervisors Directors and supervisors are periodically</p>	

Evaluation Item	Implementation Status			Deviations and Reasons for Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Y	N	Executive Summary	
			<p>assigned to attend professional development programs organized by institutions such as the Chinese Corporate Governance Association, the Taiwan Stock Exchange, and the Securities and Futures Institute. For details on continuing education activities, please refer to pages 76-77.</p> <p>7. Implementation of Risk Management Policies and Metrics The Company adopts preventive strategies for risk management, with internal audit conducting regular and ad hoc audits. In addition, the Company maintains relevant insurance coverage, including public liability insurance, fire insurance, and other business-related policies.</p> <p>8. Implementation of Customer and Consumer</p>	

Evaluation Item	Implementation Status			Deviations and Reasons for Differences from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies
	Y	N	Executive Summary	
			Protection Policies Proceeds from gift voucher sales are fully secured by a performance guarantee issued by Cathay United Bank.	

IX. Description of Improvements Based on the Most Recent Corporate Governance Evaluation Results Published by the Taiwan Stock Exchange Corporate Governance Center, and Priority Enhancement Measures for Items Yet to Be Improved (Not applicable to companies not included in the evaluation):

1. The Company has strengthened the continuing education hours of its directors by enhancing access to educational resources and actively promoting participation in relevant training programs.
2. The Company has improved the timely disclosure of English versions of shareholder meeting notices, agenda handbooks, and supplemental materials at least 30 days prior to the meeting.
3. The Company has enhanced its disclosure practices by uploading the English version of the annual report at least 14 days before the date of the shareholders' meeting.
4. The Company continues to maintain and update the corporate governance section of its official website to provide investors with up-to-date information on operational and governance matters.

Note 1: Implementation of Board Diversity among Board Members

Diversity Indicators Director Name	Gender	Operational Judgment	Accounting & Financial Analysis	Business Management	Crisis Management	Industry Knowledge	International Market Perspective	Leadership	Decision-Making Ability
Hai-Ni, Chen	Male	V	V	V	V	V	V	V	V
Shu-Hui, Lin	Female	V	V	V	V	V	V	V	V
Tseng-Tung,	Male	V	V	V	V	V	V	V	V
Ching-Lin, Lee	Male	V	V	V	V	V	V	V	V
Kuo-Yin, Lu	Male	V		V	V	V	V	V	V
Tien-Tsai, Chien	Male	V		V	V	V	V	V	V
Chia-Hung, Wu	Male	V	V	V	V	V	V	V	V

Note 2: Independence Assessment Criteria for Certified Public Accountants

Assessment Item	Assessment Result	Meets Independence
1. Does the CPA have any direct or material indirect financial interest in the	N	Y
2. Has the CPA engaged in financing or guarantee transactions with the Company or its directors?	N	Y
3. Does the CPA have any close business relationship or potential employment relationship with the Company?	N	Y
4. Has the CPA or any audit team member held a position as a director, manager, or any role with significant influence over the audit in the Company	N	Y

currently or in the past two years?		
5. Has the CPA provided non-audit services that may directly affect the audit work for the Company?	N	Y
6. Has the CPA acted as an agent for the issuance of the Company's stock or other securities?	N	Y
7. Has the CPA served as legal counsel for the Company or represented the Company in resolving conflicts with third parties?	N	Y
8. Does the CPA have any family relationship with the Company's directors, managers, or individuals holding positions with significant influence over the audit engagement?	N	Y

(IV) Remuneration Committee Operations

1. Remuneration Committee Members' Information

March 31, 2026

Identity category	Name	Professional Qualifications and Experience	Independence Status	Number of Concurrent Memberships in Remuneration Committees of Other Public Companies
Remuneration Committee Member	Te-Chu, Lee	<ul style="list-style-type: none"> ▪ Bachelor’s degree in Accounting, Providence University ▪ Currently the Managing Partner of Liang-De CPAs ▪ Formerly Associate Director at PwC Taiwan ▪ Extensive experience in accounting, financial reporting, and tax audit. 	<p>1. Meets the independence criteria for Remuneration Committee members.</p> <p>2. Fully satisfies independence requirements:</p> <p>(1) Neither the member, their spouse, nor relatives within the second degree of kinship hold any position as a director, supervisor, or employee of the Company or its affiliates.</p> <p>(2) Neither the member, their spouse, nor relatives within the second degree of kinship hold shares in the Company.</p> <p>(3) The member has not had any of the situations outlined in Article 3, Paragraph 1 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies” within the two years prior to appointment or during the term.</p>	0

<p>Remuneration Committee Member (Convener)</p>	<p>Ching-Lin, Lee</p>	<ul style="list-style-type: none"> ▪ Bachelor’s degree in Accounting, Tunghai University ▪ Currently an Independent Director of Holiday Garden Hotel Co., Ltd. ▪ Extensive experience in accounting, financial reporting, and tax audit. 	<p>1. Meets the independence criteria for Remuneration Committee members.</p> <p>2. Fully satisfies independence requirements:</p> <p>(1) Neither the member, their spouse, nor relatives within the second degree of kinship hold any position as a director, supervisor, or employee of the Company or its affiliates.</p> <p>(2) Neither the member, their spouse, nor relatives within the second degree of kinship hold shares in the Company.</p> <p>(3) The member has not had any of the situations outlined in Article 3, Paragraph 1 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies” within the two years prior to appointment or during the term.</p>	<p>0</p>
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<p>Remuneration Committee Member</p>	<p>Chi-Chun, Chiu</p>	<ul style="list-style-type: none"> ▪ Doctor of Laws, University of Tübingen, Germany ▪ Currently Managing Partner at Classic and Superior Attorneys at Law ▪ Extensive experience in civil and criminal litigation and corporate legal advisory services 	<p>1. Meets the independence criteria for Remuneration Committee members.</p> <p>2. Fully satisfies independence requirements:</p> <p>(1) Neither the member, their spouse, nor relatives within the second degree of kinship hold any position as a director, supervisor, or employee of the Company or its affiliates.</p> <p>(2) Neither the member, their spouse, nor relatives within the second degree of kinship hold shares in the Company.</p> <p>(3) The member has not had any of the situations outlined in Article 3, Paragraph 1 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies” within the two years prior to appointment or during the term.</p>	<p>0</p>
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Remuneration Committee Member	Chia-Hung, Wu	<ul style="list-style-type: none"> ▪ MSc in International Securities Investment and Banking, University of Reading, UK ▪ Currently serving as a Certified Public Accountant at Green Mountain CPA Firm ▪ Extensive experience in accounting, financial reporting, and tax audit. 	<p>1. Meets the independence criteria for Remuneration Committee members.</p> <p>2. Fully satisfies independence requirements:</p> <p>(1) Neither the member, their spouse, nor relatives within the second degree of kinship hold any position as a director, supervisor, or employee of the Company or its affiliates.</p> <p>(2) Neither the member, their spouse, nor relatives within the second degree of kinship hold shares in the Company.</p> <p>(3) The member has not had any of the situations outlined in Article 3, Paragraph 1 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies” within the two years prior to appointment or during the term.</p>	0
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2. Operation of the Remuneration Committee

(1) The Company’s Remuneration Committee consists of three members.

(2) Current term of the committee: From August 07, 2025 to May 21, 2028.

In 2025, the Remuneration Committee held 3 meetings (A), and the attendance of each member is as follows:

Title	Name	Meetings Attended (B)	Meetings Attended by Proxy	Attendance Rate (B/A)	Note
Member	Te-Chu, Lee	1	0	100%	Note 1

Member (Convener)	Ching-Lin, Lee	3	0	100%	-
Member	Chi-Chun, Chiu	2	1	67%	-
Member	Chia-Hung, Wu	2	0	100%	Note 2

Note 1 : Te-Chu, Lee: term expired on May 21, 2025.

Note 2 : Chia-Hung, Wu : Elected and assumed office as an Independent Director of the Company at the Annual General Meeting held on May 22, 2025.

Other Disclosures:

I.If the Board of Directors does not adopt or modifies the recommendations of the Remuneration Committee, the Company shall disclose the date, term, agenda items, resolution results of the Board meeting, and how the Board handled the Remuneration Committee's recommendations (e.g., if the Board-approved compensation is more favorable than that recommended by the Remuneration Committee, the difference and reasons must be explained): None.

II.Where any member of the Remuneration Committee has expressed dissenting or qualified opinions on the resolutions of the Committee and such opinions are recorded or stated in writing, the Company shall disclose the date, term, agenda items of the Remuneration Committee meeting, all members' opinions, and how such opinions were handled: None.

(V) Implementation of Sustainable Development and Differences with the “Corporate Sustainable Development Best

Practice Principles for TWSE/TPEX Listed Companies”

Promotion Item	Implementation Status			Differences with the Corporate Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Y	N	Executive Summary	
I. Has the company established a governance structure for promoting sustainable development, designated dedicated (or concurrent) units for sustainability efforts, and authorized senior management to handle related matters under the supervision of the Board of Directors?		V	The Company established a Sustainability Task Force in February 2025 as the dedicated unit responsible for advancing sustainability-related initiatives. Furthermore, the Company plans to establish a Sustainability Development Committee in the third quarter of 2025 to enhance the governance structure and implement a mechanism whereby senior management executes sustainability matters under the authorization and supervision of the Board of Directors.	The Company will proceed according to the plan.
II. Has the company, based on the principle of materiality,		V	The Company has not yet established relevant risk management policies or procedures.	The Company will proceed according to

Promotion Item	Implementation Status		Executive Summary	Differences with the Corporate Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Y	N		
<p>industry?</p> <p>(II) Has the company made efforts to improve energy efficiency and utilize renewable materials with low environmental impact?</p>			<p>(II) The Company is committed to improving the efficiency of resource utilization through the following measures:</p> <ol style="list-style-type: none"> 1. Implementing air conditioning temperature controls and replacing lighting with LED fixtures to effectively conserve energy. 2. Conducting regular maintenance of all equipment by the Engineering Department to enhance the efficiency of electricity, water, and gas usage. 3. Procuring energy-saving equipment. 4. In 2024, the Company achieved a reduction in energy intensity compared to 2023, primarily due to the replacement of energy-efficient chiller units and the introduction of an AI smart energy management system, which significantly reduced the use of purchased electricity. 	No differences.

Promotion Item	Implementation Status		Executive Summary	Differences with the Corporate Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons																																										
	Y	N																																												
			<p>Energy Consumption Analysis Table (Unit: Gigajoules, GJ)</p> <table border="1"> <thead> <tr> <th colspan="2" rowspan="2">Energy Item</th> <th colspan="3">Energy Consumption (Note)</th> <th colspan="3">Energy Consumption Percentage</th> </tr> <tr> <th>2023</th> <th>2024</th> <th>2025</th> <th>2023</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Purchased Non-renewable Energy</td> <td>Fossil Fuels</td> <td>67</td> <td>65</td> <td>90</td> <td>1.59%</td> <td>1.87%</td> <td>2.51%</td> </tr> <tr> <td>Purchased Electricity</td> <td>4154.688</td> <td>3418.848</td> <td>3502.368</td> <td>98.41%</td> <td>98.13%</td> <td>97.49%</td> </tr> <tr> <td colspan="2">Total Energy Consumption</td> <td>4211.688</td> <td>3483.848</td> <td>3592.368</td> <td colspan="3" rowspan="2">Note: The calorific values are based on the latest unit heat value table of energy products published by the Bureau of Energy, Ministry of Economic Affairs. Energy</td> </tr> <tr> <td colspan="2">Total Energy Consumption (GJ per NT\$1 million revenue)</td> <td>4110.51</td> <td>4460.08</td> <td>3739.4</td> </tr> </tbody> </table>	Energy Item		Energy Consumption (Note)			Energy Consumption Percentage			2023	2024	2025	2023	2024	2025	Purchased Non-renewable Energy	Fossil Fuels	67	65	90	1.59%	1.87%	2.51%	Purchased Electricity	4154.688	3418.848	3502.368	98.41%	98.13%	97.49%	Total Energy Consumption		4211.688	3483.848	3592.368	Note: The calorific values are based on the latest unit heat value table of energy products published by the Bureau of Energy, Ministry of Economic Affairs. Energy			Total Energy Consumption (GJ per NT\$1 million revenue)		4110.51	4460.08	3739.4	
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Promotion Item	Implementation Status					Differences with the Corporate Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Y	N	Executive Summary			
(III) Has the company evaluated the potential risks and opportunities posed by climate change to its current and future operations, and adopted relevant response measures?	V				consumption is calculated by multiplying the amount of energy used by its unit heat value and converting it to gigajoules (GJ).	No differences.
			(III) The Company recognizes that climate change may have an impact on its operations. Accordingly, it has implemented various energy-saving and carbon reduction measures, including temperature control of air conditioning systems throughout the premises, promotion of paperless office operations, replacement of lighting equipment with LED fixtures, and procurement of energy-efficient equipment. In January 2024, the chiller system was replaced with a Class 1 energy-efficient chiller. In January 2024, an upgraded AI-powered intelligent central monitoring system was implemented. In January 2024, two outdated heat pump units were replaced with Class 1 energy-efficient heat pumps.			

Promotion Item	Implementation Status			Executive Summary	Differences with the Corporate Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons																											
	Y	N																														
(IV) Has the company compiled statistics over the past two years on its greenhouse gas emissions, water consumption, and total waste volume, and formulated policies to reduce greenhouse gas				<p>In June 2024, all curtains were replaced with full blackout curtains to reduce solar heat transmission and alleviate the load on the air conditioning system.</p> <p>In November 2024, all guest room lighting was replaced with LED energy-saving bulbs through the phase-out of traditional lighting fixtures.</p> <p>The above measures contribute to the reduction of greenhouse gas emissions.</p> <p>(IV) The Company has compiled data on greenhouse gas (GHG) emissions, water consumption, and total waste volume for the past year</p> <p>1. Statistics on emissions of the seven major greenhouse gases</p> <table border="1"> <thead> <tr> <th>Item</th> <th>CO2</th> <th>CH4</th> <th>N2O</th> <th>HFCs</th> <th>PFCs</th> <th>SF6</th> <th>NF3</th> <th>Total GHG Emissions</th> </tr> </thead> <tbody> <tr> <td>Emissions Equivalent (tCO2e/year)</td> <td>520.1195</td> <td>4.0793</td> <td>0.0034</td> <td>63.5171</td> <td>0</td> <td>0</td> <td>0</td> <td>587.7193</td> </tr> <tr> <td>Percentage (%)</td> <td>88.498</td> <td>0.694</td> <td>0.001</td> <td>10.807</td> <td>0</td> <td>0</td> <td>0</td> <td>100</td> </tr> </tbody> </table>	Item	CO2	CH4	N2O	HFCs	PFCs	SF6	NF3	Total GHG Emissions	Emissions Equivalent (tCO2e/year)	520.1195	4.0793	0.0034	63.5171	0	0	0	587.7193	Percentage (%)	88.498	0.694	0.001	10.807	0	0	0	100	The Company will proceed according to the plan.
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Promotion Item	Implementation Status		Executive Summary	Differences with the Corporate Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons																											
	Y	N																													
emissions, water usage, or other waste management initiatives?			<p>2. Water Consumption (Unit: Thousand Cubic Meters / Million Liters)</p> <table border="1"> <thead> <tr> <th rowspan="2">Item</th> <th>2024</th> <th>2025</th> </tr> <tr> <th>All Regions</th> <th>All Regions</th> </tr> </thead> <tbody> <tr> <td>Total Water Withdrawal</td> <td>11,667</td> <td>11,559</td> </tr> <tr> <td>Total Water Discharge</td> <td>11,667</td> <td>11,559</td> </tr> </tbody> </table> <p>3. Waste Disposal Volume</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Unit</th> <th>2024</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>General Waste</td> <td>Metric Tons</td> <td>27.83</td> <td>12.72</td> </tr> <tr> <td>Kitchen Waste</td> <td>Metric Tons</td> <td>7.45</td> <td>6.75</td> </tr> <tr> <td>Waste Cooking Oil</td> <td>Liters</td> <td>20</td> <td>30</td> </tr> </tbody> </table>	Item	2024	2025	All Regions	All Regions	Total Water Withdrawal	11,667	11,559	Total Water Discharge	11,667	11,559	Category	Unit	2024	2024	General Waste	Metric Tons	27.83	12.72	Kitchen Waste	Metric Tons	7.45	6.75	Waste Cooking Oil	Liters	20	30	
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Kitchen Waste	Metric Tons	7.45	6.75																												
Waste Cooking Oil	Liters	20	30																												
IV.Social Issues (I) Has the company established relevant management policies and procedures in accordance with	V		(I) The Company actively cultivates tourism talent, complies with labor laws, protects employee rights, and, in accordance with the Act of Gender Equality in Employment and other applicable regulations, has established a non-discriminatory employment policy. This ensures equality in remuneration, employment terms, training, and promotion opportunities.	No differences.																											

Promotion Item	Implementation Status		Executive Summary	Differences with the Corporate Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Y	N		
<p>applicable laws and international human rights conventions?</p> <p>(II) Has the company formulated and implemented reasonable employee welfare measures (including compensation, leave, and other benefits), and appropriately reflected business performance or results in employee compensation?</p>	V		<p>(II) The Company determines employee compensation based on industry standards and job positions. It has also established the “Work Rules,” which are provided to employees upon onboarding. Additionally, it has implemented the “Employee Performance Appraisal Regulations” and “Employee Reward and Disciplinary Measures,” which clearly stipulate the relevant procedures.</p>	<p>No differences.</p> <p>No differences.</p>

Promotion Item	Implementation Status		Executive Summary	Differences with the Corporate Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Y	N		
<p>(III) Does the company provide employees with a safe and healthy working environment, and conduct regular safety and health education for employees?</p> <p>(IV) Has the company established effective career development and training programs for employees?</p> <p>(V) In terms of customer health and safety, customer privacy,</p>	V		<p>(III) In accordance with regulations, the Company provides labor and health insurance, conducts regular employee health checkups, and holds regular occupational safety and health training courses to promote internal safety guidelines.</p> <p>(IV) The Human Resources Department is responsible for employee career development planning and arranges training courses to nurture future managerial talent.</p> <p>(V) The Company complies with all relevant regulations and international standards in its marketing and labeling of products and services. It also provides complaint channels on its website and designates relevant personnel to deliver the best customer service.</p>	<p>No differences.</p> <p>No differences.</p>

Promotion Item	Implementation Status		Executive Summary	Differences with the Corporate Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Y	N		
<p>marketing, and labeling regarding its products and services, does the company comply with relevant regulations and international standards, and establish policies and complaint procedures to protect consumer or customer rights?</p> <p>(VI) Has the company formulated supplier management policies that require suppliers to comply with relevant</p>	V		<p>(VI) In accordance with internal regulations, the Company upholds integrity in supplier selection. Prior to establishing partnerships, it evaluates suppliers for any past records of environmental or social violations.</p>	No differences.

Promotion Item	Implementation Status		Executive Summary	Differences with the Corporate Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Y	N		
standards on environmental protection, occupational safety and health, or labor and human rights, and how are these policies implemented?				
V.Has the company prepared sustainability reports or other reports disclosing non-financial information with reference to internationally recognized reporting standards or guidelines? Have such		V	The Company expects to complete the preparation of its 2025 Sustainability Report by the third quarter of 2026.	The Company will proceed according to the plan.

Promotion Item	Implementation Status			Differences with the Corporate Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Y	N	Executive Summary	
reports been assured or verified by a third-party organization?				
<p>VI.If the company has established its own sustainability guidelines in accordance with the “Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies,” please explain the implementation status and any material differences from the established guidelines: The Company has adopted the “Sustainability Best Practice Principles” to implement various corporate social responsibility initiatives. There are no material differences between its actual implementation and the prescribed guidelines.</p>				
<p>VII. Other material information helpful for understanding the implementation of corporate social responsibility:</p> <p>(I) Consumer Rights: The Company places great emphasis on consumer rights by fully disclosing information regarding its products and services on the corporate website. All gift certificates sold are covered by adequate performance guarantees. In addition, complaint channels are provided on the website, and relevant departments are assigned to deliver optimal customer service.</p> <p>(II) Employee Rights: In accordance with the Act of Gender Equality in Employment and the Employment Service Act, the Company has established a non-discriminatory hiring policy and ensures equality in compensation, employment terms, training, and promotion opportunities.</p>				

(VI) Climate-Related Information

1. Implementation of Climate-Related Measures

Evaluation Item	Implementation Status										
	Y	N	Executive Summary								
I. Describe the oversight and governance of climate-related risks and opportunities by the Board of Directors and management.	V		A Climate Change Response Task Force has been established to formulate the Company’s climate vision, strategy, and targets, and to implement corresponding actions. The task force is led by the Chairman, who serves as the highest-level responsible person, and coordinates with heads of all departments to ensure the effective execution of climate-related management tasks. Progress and key matters are reported to the Board of Directors.								
<p>II. Explain how identified climate-related risks and opportunities affect the company’s business, strategy, and financial planning (short, medium, and long term).</p> <p>III. Disclose the financial impacts of extreme weather events and transition-related actions.</p> <p>IV. Describe how the processes for identifying, assessing, and managing climate-related risks are integrated into the overall risk management framework.</p> <p>V. If scenario analysis is used to assess climate resilience, specify the scenarios, parameters, assumptions, analytical factors, and key financial impacts.</p>	V		<p>Analysis of Climate-related Risks and Opportunities Based on Duration and Impact Level</p> <table border="1"> <thead> <tr> <th>Risk</th> <th>Impact</th> <th>Timeframe</th> <th>Response Measures</th> </tr> </thead> <tbody> <tr> <td>Natural disasters (e.g., earthquakes, flooding)</td> <td>Operational disruption, revenue decline, asset losses</td> <td>Short to medium term</td> <td> <ul style="list-style-type: none"> Establish disaster contingency plans and conduct regular emergency drills. Enhance disaster prevention facilities and conduct routine monitoring and maintenance to ensure effective emergency response. </td> </tr> </tbody> </table>	Risk	Impact	Timeframe	Response Measures	Natural disasters (e.g., earthquakes, flooding)	Operational disruption, revenue decline, asset losses	Short to medium term	<ul style="list-style-type: none"> Establish disaster contingency plans and conduct regular emergency drills. Enhance disaster prevention facilities and conduct routine monitoring and maintenance to ensure effective emergency response.
Risk	Impact	Timeframe	Response Measures								
Natural disasters (e.g., earthquakes, flooding)	Operational disruption, revenue decline, asset losses	Short to medium term	<ul style="list-style-type: none"> Establish disaster contingency plans and conduct regular emergency drills. Enhance disaster prevention facilities and conduct routine monitoring and maintenance to ensure effective emergency response. 								

Evaluation Item	Implementation Status					
	Y	N	Executive Summary			
VI. If the company has a transition plan to address and manage climate-related risks, disclose the content of the plan, as well as the indicators and targets used to identify and manage physical and transition risks.			Resource shortages	Increased operating costs	Short term	<ul style="list-style-type: none"> • Adjust product pricing and production methods in response to rising raw material costs; collaborate with suppliers on transition strategies. • Replace energy-intensive equipment and install new energy-efficient systems and smart management tools to reduce energy consumption.
			Customer base shifts	Changes in consumer preferences leading to revenue loss	Short to medium term	<ul style="list-style-type: none"> • The Operations Department closely monitors market trends, adjusts marketing strategies accordingly, and actively develops new customer segments.

Evaluation Item	Implementation Status					
	Y	N	Executive Summary			
			Opportunity	Impact	Timeframe	Response Measures
			Sustainable tourism	Diversified consumption, low carbon emissions, increased revenue	Short to medium term	<ul style="list-style-type: none"> Promote sustainable tourism models that emphasize environmental protection and social responsibility to attract climate-conscious travelers. Implement plastic reduction initiatives and pursue eco-hotel certifications.
			Product innovation	Sustainable diets, reduced carbon footprint, increased revenue	Short to medium term	<ul style="list-style-type: none"> Utilize locally sourced ingredients to maintain authentic flavors and ensure food safety through natural and healthy ingredients.
			Improved energy efficiency	Reduced electricity costs	Short term	<ul style="list-style-type: none"> Install energy-saving equipment and energy management

Evaluation Item	Implementation Status		
	Y	N	Executive Summary
			systems to monitor energy consumption in real time.
VII. If internal carbon pricing is used as a planning tool, explain the basis for price setting.		V	The Company does not currently utilize internal carbon pricing as a planning tool.
VIII. If climate-related targets have been set, specify the covered activities, GHG emission scopes, target timeline, and annual progress. If carbon offsets or renewable energy certificates (RECs) are used to meet such targets, disclose the sources and volumes of offsets or RECs. IX. Greenhouse gas (GHG) inventory and assurance status, reduction targets, strategies, and specific action plans.			<p>Mid- to Long-Term Goals:</p> <ol style="list-style-type: none"> 1. Complete greenhouse gas (GHG) inventory for Taiwan business locations in 2025 and obtain third-party assurance. 2. Plan to complete GHG inventories for all subsidiaries by 2027; achieve ISO 14064-1 verification for GHG inventories covering all domestic and overseas operations by 2029. <p>Concrete Carbon Reduction Actions:</p> <ol style="list-style-type: none"> 1. Use of low-carbon, eco-friendly branded toiletries at business locations; bulk dispensers replace single-use amenities as part of plastic reduction efforts. Implement temperature control for air conditioning; install water dispensers to reduce bottled water usage; provide EV charging stations and EasyCard incentives to promote public transportation use. 2. Since 2021, participate in the “Earth Hour” global lights-off campaign. Most recently, the Company joined the event on March 23, 2024, at 8:30 PM, and will continue to support the initiative in the future. 3. In 2023, replaced outdated and energy-intensive equipment and installed an energy management system. <p>Estimated Total Carbon Reduction Benefit: 167.95 metric tons CO₂e</p>

Evaluation Item	Implementation Status		
	Y	N	Executive Summary
			<p>per year.</p> <p>4. Nominated for the 2023 Energy Saving Benchmark Recognition.</p> <p>5. Awarded the Silver Award of the Energy Saving Benchmark by the Ministry of Economic Affairs in 2024.</p> <p>(For more information, please visit the official website : https://www.hotelhg.com.tw/esg/)</p>

2. Greenhouse Gas (GHG) Inventory and Assurance Status for the Most Recent Two Years

(1) Greenhouse Gas Inventory Information

The table below presents the GHG emissions (in metric tons of CO₂e), intensity (in metric tons of CO₂e per NT\$1 million), and data coverage for the past two years.

Year	Scope 1 (metric tons CO ₂ e)	Scope 2 (metric tons CO ₂ e)	Total Emissions (metric tons CO ₂ e)	Emissions Intensity (metric tons CO ₂ e / NT\$ million)	Coverage Scope
2025	71.0958	512.9661	587.7193	8.4669	Headquarters Office+Holiday Garden Hotel Kaohsiung Taroko Park
2024	64.7641	504.1190	568.8831	8.68	Headquarters Office+Holiday Garden Hotel Kaohsiung Taroko Park

(2) Greenhouse Gas Assurance Information

As of the date of this annual report, the Company has not yet undergone external assurance for its greenhouse gas inventory for the most recent two fiscal years.

The Company is currently in the process of conducting GHG inventory and assurance, as it is classified as a company with paid-in capital of less than NT\$5 billion.

3. GHG Reduction Targets, Strategies, and Action Plans

Please disclose the base year and data for GHG reduction, targets, strategies, specific action plans, and progress toward achieving the reduction goals.

The Company is currently implementing GHG inventory procedures, as it is classified as a company with paid-in capital of less than NT\$5 billion.

(VII) Implementation of Ethical Corporate Management and Differences Between the Company’s Ethical Corporate Management Guidelines and the TWSE/TPEX Guidelines

Evaluation Item	Implementation Status			Differences from the TWSE/TPEX Ethical Corporate Management Best Practice Principles and Reasons
	Y	N	Executive Summary	
I. Establishment of Ethical Corporate Management Policies and Programs				
(I) Has the company formulated an ethical corporate management policy approved by the board of directors, and clearly disclosed the policy and practices in its internal regulations and external documents, along with the board and senior management’s commitment to implementing the policy?	V		(I) The Company adopted its “Ethical Corporate Management Best Practice Principles” by resolution of the Board of Directors on December 5, 2016, to serve as the standard of conduct for directors, managerial officers, and employees. The Company upholds an attitude of integrity in management and takes full responsibility toward shareholders, customers, employees, and the investing public.	No differences.
(II) Has the company established a	V		(II) The Company has established sound	No differences.

Evaluation Item	Implementation Status			Differences from the TWSE/TPEX Ethical Corporate Management Best Practice Principles and Reasons
	Y	N	Executive Summary	
<p>mechanism for assessing risks of unethical conduct, regularly analyzed and assessed business activities with higher risks of unethical behavior, and developed preventive programs accordingly, which at least include the preventive measures set forth in Article 7, Paragraph 2 of the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies”?</p> <p>(III) Does the company clearly define operational procedures, behavioral guidelines, disciplinary measures, and grievance mechanisms in its prevention programs for unethical conduct, and ensure effective implementation with regular reviews and updates?</p>	V		<p>corporate governance, internal control mechanisms, and internal regulations to prevent the circumstances listed under Article 7, Paragraph 2 of the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies.”</p> <p>(III) To prevent unethical conduct, the Company has formulated an “Employee Code of Conduct,” which is distributed upon onboarding. Regular training sessions are conducted to reinforce the ethical values and behavior aligned with integrity management.</p>	No differences.
<p>II. Implementation of Ethical Corporate Management</p> <p>(I) Does the company evaluate the integrity records of counterparties and explicitly</p>	V		<p>(I) Prior to engaging in transactions, the Company’s Procurement Department verifies</p>	No differences.

Evaluation Item	Implementation Status			Differences from the TWSE/TPEX Ethical Corporate Management Best Practice Principles and Reasons
	Y	N	Executive Summary	
<p>include clauses on ethical conduct in contracts signed with transaction counterparties?</p> <p>(II) Has the company established a dedicated unit under the board of directors to promote ethical corporate management, and does the unit regularly (at least once a year) report to the board on the implementation of the ethical corporate management policy, the prevention programs against unethical conduct, and the oversight results?</p> <p>(III) Has the company formulated a policy to prevent conflicts of interest, provided appropriate reporting channels, and ensured effective implementation?</p>		V	<p>the integrity records of counterparties through the internal database and includes clauses related to ethical conduct in contractual agreements.</p> <p>(II) The Company has not yet established a dedicated (full-time or part-time) unit responsible for promoting ethical corporate management.</p> <p>(III) According to the Company's Rules of Procedure for Board Meetings, any director who has a conflict of interest in a matter under discussion or voting must refrain from participating and shall not act on behalf of other directors. Communication channels such as departmental meetings are available to facilitate sufficient communication between</p>	<p>The Company will proceed according to the plan.</p> <p>No differences.</p>

Evaluation Item	Implementation Status			Differences from the TWSE/TPEX Ethical Corporate Management Best Practice Principles and Reasons
	Y	N	Executive Summary	
(IV) To implement ethical corporate management, has the company established effective accounting and internal control systems, and has the internal audit unit formulated relevant audit plans based on the assessment of risks of unethical conduct and conducted audits accordingly, or engaged certified public accountants to conduct such audits?	V		<p>the Company and its employees.</p> <p>(IV) The Company has an accounting system and a dedicated accounting unit in place. Its financial statements are audited by independent certified public accountants to ensure fair presentation. The Internal Audit Department comprises two personnel (including the supervisor) and conducts audits of operational units monthly in accordance with the audit plan. Audit reports are submitted to the Chairperson and Supervisors by the end of the following month. The head of internal audit attends Board meetings to deliver reports. An “Internal Control System Statement” is issued annually by the Internal Audit Department.</p>	No differences.
(V) Does the company regularly conduct internal and external training on ethical corporate management?	V		<p>(V) The Company upholds the principle of integrity in fulfilling customer needs in hospitality services. It regularly conducts employee training and has implemented various anti-</p>	No differences.

Evaluation Item	Implementation Status			Differences from the TWSE/TPEX Ethical Corporate Management Best Practice Principles and Reasons
	Y	N	Executive Summary	
			fraud measures.	
<p>III. Operation of the Whistleblowing System</p> <p>(I) Has the company established a concrete whistleblowing and reward system, provided accessible whistleblowing channels, and designated appropriate personnel to handle reported cases?</p> <p>(II) Has the company established standard operating procedures for the investigation of reported matters, post-investigation follow-up actions, and relevant confidentiality mechanisms?</p> <p>(III) Has the company adopted protective measures to ensure that whistleblowers do not suffer improper treatment as a result of reporting?</p>	V		<p>(I) The Company has established an employee grievance mechanism and formulated employee reward and disciplinary regulations, which serve as the basis for imposing disciplinary action for violations of ethical conduct regulations.</p> <p>(II) While the Company has implemented an employee grievance mechanism, it has not yet established standard operating procedures for handling whistleblower cases or related confidentiality mechanisms.</p> <p>(III) The Company has not yet implemented relevant protective measures for whistleblowers.</p>	<p>No differences.</p> <p>The Company will proceed according to the plan.</p> <p>The Company will proceed according to the plan.</p>
<p>IV. Enhanced Information Disclosure</p> <p>Does the company disclose the content and implementation status of its Ethical Corporate</p>	V		The Company adopted the “Ethical Corporate Management Best Practice Principles” by	No differences.

Evaluation Item	Implementation Status			Differences from the TWSE/TPEX Ethical Corporate Management Best Practice Principles and Reasons
	Y	N	Executive Summary	
Management Best Practice Principles on its website and the Market Observation Post System (MOPS)?			resolution of the Board of Directors on December 5, 2016, and has disclosed the policy on its official website (www.hotelhg.com.tw).	
<p>V. If the company has established its own Ethical Corporate Management Best Practice Principles based on the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies,” please explain its implementation and any differences: The Company adopted its “Ethical Corporate Management Best Practice Principles” through a resolution of the Board of Directors on December 5, 2016. The Company currently complies with all relevant internal regulations and procedures, which are aligned with the core principles of the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies.”</p>				
<p>VI. Other important information to enhance understanding of the company’s ethical corporate management practices (e.g., revision and review of the company's ethical corporate management principles): The Company regards “ethical corporate management” as its fundamental and guiding principle and promotes its implementation throughout all aspects of corporate governance, aiming to reinforce stakeholder confidence—including that of investors, employees, customers, and suppliers—in the Company’s commitment to integrity and ethical conduct.</p>				

(VIII) Other Important Information Enhancing Understanding of Corporate
Governance Practices

1. Director Training Records

Title	Name	Date of Appointment	Training Date		Organizer	Course Title	Hours	Total Annual Hours
			Start	End				
Representative of Corporate Director	Tseng-Tung, Chen	2025/05/22	2025/07/09	2025/07/09	Taiwan Stock Exchange Corporation	2025 Cathay Sustainable Finance and Climate Change Summit	6	6
Representative of Corporate Director	Hai-Ni, Chen	2025/05/22	2025/07/09	2025/07/09	Taiwan Stock Exchange Corporation	2025 Cathay Sustainable Finance and Climate Change Summit	6	6
Representative of Corporate Director	Shu-Hui, Lin	2025/05/22	2025/07/09	2025/07/09	Taiwan Stock Exchange Corporation	2025 Cathay Sustainable Finance and Climate Change Summit	6	6
Independent Director	Ching-Lin, Lee	2025/05/22	2025/07/09	2025/07/09	Taiwan Stock Exchange Corporation	2025 Cathay Sustainable Finance and Climate Change Summit	6	6
Independent Director	Kuo-Yin, Lu	2025/05/22	2025/08/22	2025/08/22	Chinese National Association of Industry and Commerce	2025 Taishin-Shin Kong Net Zero Summit	3	6
			2025/10/03	2025/10/03	Securities and Futures Institute	2025 Insider Trading Prevention Seminar	3	

Title	Name	Date of Appointment	Training Date		Organizer	Course Title	Hours	Total Annual Hours
			Start	End				
Independent Director	Tien-Tsai, Chien	2025/05/22	2025/07/09	2025/07/09	Taiwan Stock Exchange Corporation	2025 Cathay Sustainable Finance and Climate Change Summit	6	9
			2025/10/03	2025/10/03	Securities and Futures Institute	2025 Insider Trading Prevention Seminar	3	
Independent Director	Chia-Hung, Wu	2025/05/22	2025/07/09	2025/07/09	Taiwan Stock Exchange Corporation	2025 Cathay Sustainable Finance and Climate Change Summit	6	12
			2025/09/26	2025/09/26	Securities and Futures Institute	2025 Insider Trading Prevention Seminar	3	
			2025/11/06	2025/11/06	National Federation of CPA Associations of the R.O.C.	November 6 (Kaohsiung): National Risk Assessment Results and Evaluation Planning for Anti-Money Laundering, Counter-Terrorism Financing, and Counter-Proliferation Financing	3	

(IX) Implementation Status of the Internal Control System

1. Statement on Internal Control System

Holiday Garden Hotel Co., Ltd.

Date: March 4, 2026

Based on the results of our self-assessment, we hereby declare the Statement on Internal Control System for the fiscal year 2025 as follows:

- I. The Company acknowledges that the establishment, implementation, and maintenance of an internal control system is the responsibility of the Board of Directors and management. The Company has already established such a system. Its purpose is to provide reasonable assurance regarding the achievement of objectives in the following areas: operational effectiveness and efficiency (including profitability, performance, and safeguarding of assets), the reliability, timeliness, and transparency of reporting, and compliance with applicable regulations and laws.
- II. An internal control system has inherent limitations. Regardless of how well designed, even an effective internal control system can only provide reasonable assurance regarding the achievement of the aforementioned objectives. Moreover, the effectiveness of an internal control system may change due to evolving circumstances. However, the Company's internal control system includes a self-monitoring mechanism. Any identified deficiencies are promptly corrected.
- III. The Company evaluates the design and operational effectiveness of its internal control system based on the criteria set forth in the "Regulations Governing the Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as the "Regulations"). The internal control evaluation framework prescribed in the Regulations classifies the internal control system into five components in accordance with the process of management control: (1) Control Environment, (2) Risk Assessment, (3) Control Activities, (4) Information and Communication, and (5) Monitoring Activities. Each component includes several evaluation items as detailed in the Regulations.
- IV. The Company has adopted the above criteria to assess the design and operational effectiveness of its internal control system.
- V. Based on the results of the aforementioned evaluation, the Company concludes that, as of December 31, 2025, its internal control system (including supervision and management of subsidiaries), covering operational effectiveness and efficiency, reliability, timeliness, and transparency of reporting, and compliance with applicable regulations and laws, was effectively designed and implemented to provide reasonable assurance regarding the achievement of the stated objectives.
- VI. This Statement will be included as a key section in the Company's Annual Report and Public Disclosure, and will be publicly disclosed. Any misrepresentation, concealment, or other unlawful act in connection with the disclosed contents shall bear the legal consequences

stipulated in Articles 20, 32, 171, and 174 of the Securities and Exchange Act.

VII. This Statement has been approved by the Board of Directors in the meeting held on March 4, 2026. Of the seven directors in attendance, none raised any objection, and all agreed with the contents of this Statement.

Holiday Garden Hotel Co., Ltd.
Chairman: Tseng-Tung, Chen

2. If a CPA was engaged to conduct a special review of the internal control system, the CPA's review report shall be disclosed: None.

(X) Significant Resolutions of the Most Recent Shareholders' Meeting and Board Meetings up to the Date of Publication of the Annual Report

1. Significant Resolutions of the 2025 Shareholders' Meeting and Implementation Status

Meeting Title	Date Held	Significant Resolutions	Implementation Status
2025 Annual Shareholders' Meeting	May 22, 2025	1. Approval of the 2024 financial statements	Approved as proposed and implemented accordingly.
		2. Approval of the 2024 earnings distribution proposal	
		3. Amendment to the Company's "Articles of Incorporation"	
		4. Election of the 21st Board of Directors (including Independent Directors)	Hai-Ni, Chen; Shu-Hui, Lin; and Tseng-Tung, Chen were elected as Directors of the Company. Kuo-Yin, Lu; Ching-Lin, Lee; Tien-Tsai, Chien; and Chia-Hung, Wu were elected as Independent Directors of the Company.

2. Significant Resolutions of the Board of Directors in the Most Recent Year and up to the Date of Publication of the Annual Report

Meeting Title	Meeting Date	Significant Resolutions
20th Board, 19th Meeting	2025.03.05	01. Proposal for the Distribution of Employees' Compensation and Directors' Remuneration for 2024
		02. Proposal for the Company's 2024 Financial Statements
		03. Proposal for the Distribution of Earnings for 2024
		04. Proposal for the Company's 2024 Internal Control System Statement
		05. Proposal for the Renewal and New Financing Arrangements with Financial Institutions
		06. Proposal for the Company's Participation in the Capital Increase of Its Subsidiary, Holiday Garden International Ltd.
		07. Proposal for the Capital Increase of Holiday Garden International Ltd.

Meeting Title	Meeting Date	Significant Resolutions
		08. Proposal for the Comprehensive Re-election of Directors (including Independent Directors)
		09. Proposal for Lifting Non-compete Restrictions on Newly Elected Directors (including Independent Directors) and Their Representatives
		10. Proposal for Amendments to Certain Provisions of the Company's Articles of Incorporation
		11. Proposal for Convening the 2025 Annual General Meeting
		12. Proposal for Establishing Procedures for Shareholders Holding More Than 1% of Shares to Exercise Proposal Rights
		13. Proposal for Establishing Procedures for Shareholders Holding More Than 1% of Shares to Exercise Director Nomination Rights
		14. Proposal for Defining the Scope of Grassroots Employees
		15. Proposal for Amendments to Certain Provisions of the Corporate Governance Best Practice Principles
		16. Proposal for Amendments to Certain Provisions of the Regulations Governing the Establishment of Internal Control Systems
20th Board, 20th Meeting	2025.04.10	01. Proposal for the Appointment of the Company's Attesting CPAs
		02. Proposal for Nominating Candidates for Directors (including Independent Directors)
		03. Proposal for the Merger between the Company and Its Wholly-owned Subsidiary, Holiday Garden Development Co., Ltd.
		04. Proposal for the Establishment of Branch Offices
		05. Proposal for Amendments to Certain Provisions of the Company's Articles of Incorporation
20th Board, 21st Meeting	2025.05.06	01. Proposal for the Company's Consolidated Financial Report for the First Quarter of 2025
		02. Proposal for New Financing Arrangements with Financial Institutions
21st Board, 1st Meeting	2025.05.22	01. Proposal for the Election of the Chairman
21st Board, 2nd Meeting	2025.08.07	01. Proposal for the Company's Consolidated Financial Report for the Second Quarter of 2025
		02. Proposal for the Appointment of Members of the 6th Remuneration Committee
		03. Proposal for the Company's 2024 Sustainability Report

Meeting Title	Meeting Date	Significant Resolutions
21st Board, 3rd Meeting	2025.08.07	01. Proposal for Determining the Remuneration of Audit Committee Members, Directors, and Independent Directors for 2025
21st Board, 4th Meeting	2025.11.06	01. Proposal for the Company's Consolidated Financial Report for the Third Quarter of 2025
		02. Proposal for the Renewal of Directors' and Officers' Liability Insurance
21st Board, 5th Meeting	2025.12.16	01. Proposal for the Dismissal and Appointment of the General Manager
		02. Proposal for Determining the Remuneration of Directors and Independent Directors and the Compensation of Managerial Officers for 2026
		03. Proposal for Determining Year-end Bonuses for Managerial Officers for 2025
		04. Proposal for Establishing the Company's 2026 Internal Audit Plan
		05. Proposal for Establishing the Company's 2026 Business Plan
		06. Proposal for the Independence Evaluation of the Attesting CPAs
		07. Proposal for the Election of a New Chairman
21st Board, 6th Meeting	2026.03.04	01. Proposal for the Distribution of Employees' Compensation and Directors' Remuneration for 2025
		02. Proposal for the Company's 2025 Financial Statements
		03. Proposal for the Distribution of Earnings for 2025
		04. Proposal for the Company's 2025 Internal Control System Statement
		05. Proposal for the Renewal of Financing Agreements with Financial Institutions
		06. Proposal for the Company's Participation in the Capital Increase of Its Subsidiary, Holiday Garden International Ltd.
		07. Proposal for the Capital Increase of Overseas Subsidiary Holiday Garden International Ltd.
		08. Proposal for the Appointment of the Company's Attesting CPAs
		09. Proposal for the Pre-approval of Non-assurance Services to be Provided by the Attesting CPAs, Their Firm, and Affiliated Entities
		10. Proposal for Convening the 2026 Annual General Meeting
		11. Proposal for Establishing Procedures for Shareholders Holding More Than 1% of Shares to Exercise Proposal Rights

Meeting Title	Meeting Date	Significant Resolutions
		12. Proposal for Defining the Scope of Grassroots Employees

(XI) Any Dissenting Opinions or Written Statements by Directors on Significant Resolutions Passed by the Board of Directors in the Most Recent Year and up to the Date of Publication of the Annual Report:None.

IV. Audit Fees Paid to Certified Public Accountants

(I) Audit Fees

Name of CPA Firm	Name of CPA	Audit Period	Audit Fees (NT\$ thousand)	Non-audit Fees (NT\$ thousand)	Total Fees (NT\$ thousand)	Note
PricewaterhouseCoopers Taiwan (PwC)	A-Shen, Liao	2025.01.01	3,280	0	3,280	-
	Chien-Chih, Wu	to 2025.12.31				

(II) If the CPA Firm Was Changed and the Audit Fees Paid for the Year of the Change Were Lower Than Those Paid for the Previous Year, the Amount, Percentage of Decrease, and Reason Shall Be Disclosed: Not applicable.

(III) If the Audit Fees Decreased by More Than 10% Compared to the Previous Year, the Amount, Percentage of Decrease, and Reason Shall Be Disclosed: Not applicable.

V. Information on Change of CPA

(I) Regarding the Former CPA

Date of Change	Not applicable
Reason and Explanation for Change	Not applicable

Explanation of Whether the Engagement Was Terminated by the Appointer or the CP	Parties Involved	CPA	Appointer
	Circumstance		
	Voluntary termination of engagement	Not applicable	
	Discontinued acceptance of the engagement		
Any Audit Reports Issued with Opinions Other than Unqualified Opinions in the Last Two Years and Reasons	None		
Any Disagreements with the Issuer	Yes	Not applicable	Accounting Principles or Practices
		Not applicable	Disclosure in Financial Statements
		Not applicable	Scope or Procedures of the Audit
		Not applicable	Others
	None	V	
	Explanation		
Other Disclosures (Items 1.4 to 1.7 of Article 10, Paragraph 6 of the Regulations)	None		

(II) Information on the Successor CPA

Name of CPA Firm	PricewaterhouseCoopers, Taiwan
Names of CPAs	CPA A-Shen, Liao and CPA Chien-Chih, Wu
Date of Appointment	Approved by the Board of Directors on April

	10, 2025
Consultations conducted prior to appointment regarding accounting treatment of specific transactions or accounting principles and the resulting opinions on financial statements	None
Written opinions from the successor CPA regarding disagreements with the predecessor CPA	None

(III) Reply from the Predecessor CPA regarding the matters under Article 10, Paragraph 6, Subparagraphs 1 and 2 of these Guidelines: Not applicable.

VI. Disclosure of Any Directors, President, or Managers Responsible for Financial or Accounting Matters Having Worked at the CPA Firm or Its Affiliates in the Most Recent Year : There are no such instances.

VII. Share Transfers and Changes in Share Pledging by Directors, Managerial Officers, and Shareholders Holding More Than 10% of the Company’s Shares for the Most Recent Fiscal Year and up to the Date of Publication of the Annual Report

(I) Changes in Shareholding of Directors, Managers, and Major Shareholders

Title	Name	2025		as of April 10, 2026	
		Change in Shares Held in	Change in Pledged Shares	Change in Shares Held in	Change in Pledged Shares
Chairman	YENJUAN INTERNATIONAL CO., LTD. Representative: Tseng-Tung, Chen	0	0	0	7,000,000
Director	YENJUAN INTERNATIONAL CO., LTD. Representative: Hai-Ni, Chen	0	0	0	0

Director	YENJUAN INTERNATIONAL CO., LTD. Representative: Shu-Hui, Lin	0	0	0	0
Independent Director	Ching-Lin, Lee	0	0	0	0
Independent Director	Kuo-Yin, Lu	0	0	0	0
Independent Director	Tien-Tsai, Chien	0	0	0	0
Independent Director	Chia-Hung, Wu	0	0	0	0
Chairman & President	Hai-Ni, Chen	1,970,967	0	1,970,967	0
Vice President	Shu-Hui, Lin	(157,419)	0	(157,419)	0

(II) Share Transfers

Name	Reason for Share Transfer	Transaction Date	Counterparty	Relationship with the Company, Directors, Managers, or Shareholders with More Than 10% Ownership	Number of Shares	Transaction Price(NTD)
Hai-Ni, Chen	Gift	2025/03/12	Tseng-Tung, Chen	First-degree relative	1,970,967	15.50
Shu-Hui, Lin	Gift	2025/03/12	Shih-Yi, Chen	First-degree relative	157,419	15.50

(III) Pledged Shares:

Name	Reason for Change in Pledge	Date of Change	Counterparty	Relationship of Counterparty with the Company, Directors, Managerial Officers, and Shareholders Holding More Than 10% of Shares	Number of Shares	Shareholding Ratio	Pledge Ratio	Pledge (Redemption) Amount
YENJUAN INTERNATIONAL CO., LTD.	Share Pledge	2026/01/20	E.SUN Commercial Bank, Ltd.	Not applicable	7,000,000	19.39%	4.47%	Not applicable

VIII. Information on Relationships Among Top Ten Shareholders, Including Related Parties or Spousal/Second-Degree Kinship

Name	Shares Held in Own Name		Shares Held by Spouse and Minor Children		Shares Held Under Others' Names		If any of the top ten shareholders are related parties as defined under Statement of Financial Accounting Standards No. 6, or are spouses or relatives within the second degree of kinship, please provide their names and relationships.		N o t e
	Number of Shares	Shareholding Percentage %	Number of Shares	Shareholding Percentage %	Number of Shares	Shareholding Percentage %	Name of Related Party	Relationship	
YENJUAN INTERNATIONAL CO., LTD.	30,373,305	19.39	—	—	—	—			
Representative: Tseng-Tung, Chen	9,795,628	6.25	260,000	0.17%	—	—	Wei-Yu, Chen	Are second-degree relatives of each other	—
HSBC (Taiwan) Commercial Bank Co., Ltd. as Trustee for the Investment Account of Z.P. INVESTMENT CORPORATION	15,462,772	9.87	—	—	—	—	—	—	—
HSBC (Taiwan) Commercial Bank Co., Ltd. as Trustee for the Investment Account of S & D.C. CO., LTD.	14,862,966	9.49	—	—	—	—	—	—	—
HSBC (Taiwan) Commercial Bank Co., Ltd. as Trustee for the Investment Account of ZOTO HOLDINGS LIMITED	14,687,124	9.38	—	—	—	—	—	—	—
HSBC (Taiwan) Commercial Bank Co., Ltd. as Trustee for the Investment Account of TOZAI HOLDINGS LIMITED	12,401,650	7.92	—	—	—	—	—	—	—

Name	Shares Held in Own Name		Shares Held by Spouse and Minor Children		Shares Held Under Others' Names		If any of the top ten shareholders are related parties as defined under Statement of Financial Accounting Standards No. 6, or are spouses or relatives within the second degree of kinship, please provide their names and relationships.		N o t e
	Number of Shares	Shareholding Percentage %	Number of Shares	Shareholding Percentage %	Number of Shares	Shareholding Percentage %	Name of Related Party	Relationship	
Tseng-Tung, Chen	9,795,628	6.25	260,000	0.17%	—	—	Wei-Yu, Chen	Are second-degree relatives of each other	—
LANSIN INVESTMENT CO., LTD.	6,127,747	3.91	—	—	—	—	—	—	—
Wei-Yu, Chen	2,458,095	1.57	—	—	—	—	YENJUAN INTERNATIONAL CO., LTD. Tseng-Tung, Chen	A first-degree relative of the Company's representative Are second-degree relatives of each other	—
Zhen-Hua, Yu	1,462,922	0.93							
Yu-Ping, Yang	1,116,840	0.71							

IX. The number of shares and combined shareholding percentage held in the same investee company by the Company, its directors, supervisors, managers, and enterprises directly or indirectly controlled by the Company

Unit: Shares; %

Investee Company	Investment by the Company		Investment by Directors, Supervisors, Managers, and Controlled Entities		Combined Investment	
	Number of Shares	Shareholding Percentage %	Number of Shares	Shareholding Percentage %	Number of Shares	Shareholding Percentage %
HOLIDAY GARDEN INTERNATIONAL LTD. (Note 1)	12,000	100.00	—	—	12,000	100.00

Note 1: This is a long-term investment of the Company.

III. Capital Raising Status

I. Sources of Capital Stock

April 10, 2026

Year/Month	Issue Price	Authorized Capital		Paid-in Capital		Note		
		Shares	Amount (NT\$)	Shares	Amount (NT\$)	Source of Capital	Contribution in Kind (Non-cash Assets)	Other
2014.09	NT\$10	93,787,066	937,870,660	90,079,444	900,794,440	Capitalized earnings of 2,623,674 shares	None	MOEA Approval No. 10301193390 dated Sep. 18, 2014
2015.10	NT\$10	150,000,000	1,500,000,000	94,583,417	945,834,170	Capitalized earnings of 4,503,973 shares	None	MOEA Approval No. 10401183470 dated Sep. 1, 2015
2016.10	NT\$10	150,000,000	1,500,000,000	98,366,754	983,667,540	Capitalized earnings of 3,783,337 shares	None	MOEA Approval No. 10501221110 dated Sep. 8, 2016
2017.09	NT\$10	150,000,000	1,500,000,000	102,301,424	1,023,014,240	Capitalized earnings of 3,934,670 shares	None	MOEA Approval No. 10601131090 dated Sep. 15, 2017
2019.09	NT\$10	150,000,000	1,500,000,000	110,485,538	1,104,855,380	Capitalized earnings of 8,184,114 shares	None	MOEA Approval No. 10801125480 dated Sep. 16, 2019
2022.09	NT\$10	250,000,000	2,500,000,000	149,155,476	1,491,554,760	Capitalized earnings of 38,669,938 shares	None	MOEA Approval No. 11101178370 dated Sep. 21, 2022
2023.09	NT\$10	250,000,000	2,500,000,000	156,613,249	1,566,132,490	Capitalized earnings of 7,457,773 shares	None	MOEA Approval No. 11230176840 dated Sep. 18, 2023

April 10, 2026

Type of Shares	Authorized Capital			Note
	Outstanding Shares (Listed)	Unissued Shares	Total	
Common Shares	156,613,249 shares	93,386,751 shares	250,000,000 shares	-

Information on the Consolidated Reporting System: Not Applicable.

II. List of Major Shareholders

April 25, 2025

Shareholding Name of Major Shareholder	Number of Shares Held	Shareholding Percentage
YENJUAN INTERNATIONAL CO., LTD.	30,373,305	19.39%
HSBC (Taiwan) Commercial Bank Co., Ltd. as Trustee for the Investment Account of Z.P. INVESTMENT CORPORATION	15,462,772	9.87%
HSBC (Taiwan) Commercial Bank Co., Ltd. as Trustee for the Investment Account of S & D.C. CO., LTD.	14,862,966	9.49%
HSBC (Taiwan) Commercial Bank Co., Ltd. as Trustee for the Investment Account of ZOTO HOLDINGS LIMITED	14,687,124	9.38%
HSBC (Taiwan) Commercial Bank Co., Ltd. as Trustee for the Investment Account of TOZAI HOLDINGS LIMITED	12,401,650	7.92%
Tseng-Tung, Chen	9,795,628	6.25%
LANSIN INVESTMENT CO., LTD.	6,127,747	3.91%
Wei-Yu, Chen	2,458,095	1.57%
Zhen-Hua, Yu	1,462,922	0.93%
Yu-Ping, Yang	1,116,840	0.71%

III. Dividend Policy and Its Execution

(I) Dividend Policy as Stipulated in the Articles of Incorporation

Given the dynamic nature of the industry in which the Company operates and that the Company is currently in a stable growth stage of its business life cycle, the Board of Directors, when formulating proposals for earnings distribution, shall take into consideration the Company's future capital expenditure budget and funding requirements, and evaluate the necessity of using retained earnings to meet such funding needs. Based on such considerations, the Board shall determine the amount of earnings to be retained or distributed, as well as the amount of cash dividends or bonuses to be distributed to shareholders.

If the Company records a profit in its annual financial statements, it shall first pay all applicable business income taxes in accordance with the law and offset any accumulated losses from prior years. If a balance remains, 10% thereof shall be appropriated as the legal reserve, unless the legal reserve has reached the Company's paid-in capital. Thereafter, special reserves shall be appropriated or reversed in accordance with applicable laws and regulations. The remaining balance, together with the beginning unappropriated retained earnings, shall constitute the accumulated distributable earnings available to shareholders. The Board of Directors shall then prepare a proposal for earnings distribution and submit it to the shareholders' meeting for approval.

Of the distributable earnings referred to in the preceding paragraph, no less than 10% shall be allocated for the distribution of dividends and shareholders' bonuses, of which cash dividends shall account for no less than 10% of the total amount of dividends and shareholders' bonuses.

With the attendance of two-thirds or more of the directors and the approval of a majority of the directors present, the Board of Directors may resolve to distribute all or part of the dividends and bonuses, capital surplus, or legal reserve in cash, and report such distribution to the shareholders' meeting. In such cases, the provisions of the preceding paragraph requiring submission to the shareholders' meeting for resolution shall not apply.

(II) Proposed Earnings Distribution for This Shareholders' Meeting

The Board of Directors of the Company, at its meeting held on March 4, 2026, approved the earnings distribution proposal for 2025. No dividends will be distributed for the year.

IV. Impact of the Proposed Capital Increase by Earnings on Business Performance and Earnings Per Share: Not applicable.

V. Employee and Director Remuneration

(I) Provisions in the Articles of Incorporation Regarding Employee and Director Remuneration

The Company shall allocate employee compensation at a rate ranging from 0.1% to 1% of the Company's profit for the current year, of which no less than 50% shall be distributed to grassroots employees. In addition, directors' remuneration shall be allocated at a rate not exceeding 1% of the Company's profit for the current year. However, if the Company has accumulated losses, such losses shall first be offset.

Employee compensation may be distributed in the form of shares or

cash. Recipients of such shares or cash may include employees of controlled or affiliated companies who meet certain conditions.

The term “profit for the current year” as referred to in the first paragraph shall mean the profit before tax for the current year prior to the deduction of employee compensation and directors’ remuneration.

The allocation of employee compensation and directors’ remuneration shall be resolved by the Board of Directors with the attendance of two-thirds or more of the directors and the approval of a majority of the directors present, and shall be reported to the shareholders’ meeting.

(II) Basis for Estimating Employee Compensation and Directors’/Supervisors’ Remuneration, Basis for Determining the Number of Shares for Stock-based Employee Compensation, and Accounting Treatment for Differences Between Estimated and Actual Amounts

If there is any difference between the amounts proposed by the Board of Directors for distribution and the amounts estimated for the current year, such difference shall be treated as a change in accounting estimate and recognized in profit or loss in the subsequent year.

(III) Remuneration Distribution Approved by the Board of Directors

Unit: NT\$

Item	Amount Approved by the Board	Amount Recognized as Expense	Difference	Method of Distribution
Employee Remuneration	0	0	0	Not applicable
Director Remuneration	0	0	0	Not applicable

(IV) Actual Distribution of Employee and Director Remuneration for the

Previous Year

Unit: NT\$

Item	Amount Approved by the Board	Amount Recognized as Expense	Difference	Method of Distribution
Employee Remuneration	207,625	0	207,625 (Note 1)	Cash
Director Remuneration	0	0	0	Not applicable

Note 1: The difference is due to estimation variance, which was accounted for as a change in accounting estimate and recognized in the following year's profit or loss.

VI. Repurchase of Company Shares: Not applicable.

VII. Corporate Bonds Issuance: Not applicable.

VIII. Preferred Shares Issuance: Not applicable.

IX. Issuance of Overseas Depositary Receipts: Not applicable.

X. Issuance of Employee Stock Warrants: Not applicable.

XI. Issuance of New Restricted Employee Shares: Not applicable.

XII. Issuance of New Shares for Mergers or Acquisitions of Other Companies' Shares: Not applicable.

XIII. Status of Implementation of Capital Utilization Plans: Not applicable.

IV. Business Overview

I. Business Activities

(I) Scope of Business

1. Primary Business Activities

(1) Hotel operations, restaurant services, retail sale of food, groceries, and beverages.

(2) In addition to licensed businesses, the Company may also engage in businesses not prohibited or restricted by law.

2. Revenue Composition

Unit: NT\$ thousands; %

Item	2025	
	Sales Amount	Sales Percentage
Room Revenue	1,395,383	99.02%
Food & Beverage Revenue	8,885	0.63%
Other Revenue	4,865	0.35%
Total	1,409,133	100%

3. Current Services and Planned New Services: Hotel room rental and food and beverage services.

(II) Industry Overview

1. Current Status and Development of the Industry

In recent years, the global tourism market has continued to develop, with overall travel activities stabilizing and demand maintaining steady momentum. However, the overall market environment remains uncertain due to factors such as the slowdown in global economic growth, inflationary pressures, and geopolitical risks.

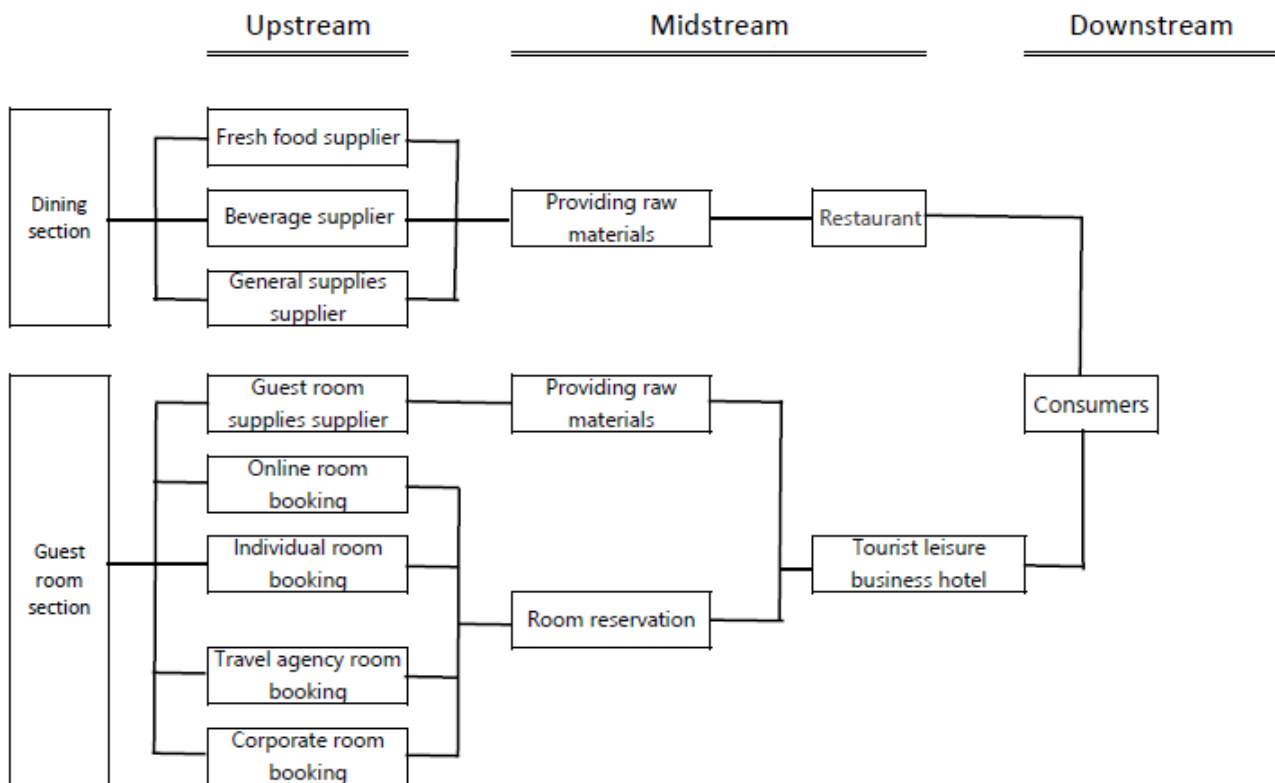
From an industry perspective, as the tourism market enters a stage of normalized development, competition within the hospitality sector has intensified, with increasing market supply and correspondingly higher operational pressures on industry participants. In Taiwan's hospitality market, domestic travel demand remains stable; however, consumer behavior has become more cautious, and market competition continues to intensify. Inbound tourism has also experienced adjustments in visitor composition in response to changes in the international landscape.

In addition, rising interest rates, exchange rate fluctuations, and increasing labor and operating costs have continued to place pressure on overall operating expenses in the hospitality industry, posing challenges to profitability. In terms of consumption patterns, travel demand is shifting toward shorter-duration and higher-frequency trips, with greater emphasis on price reasonableness and the quality of accommodation experiences.

Overall, the hospitality industry has entered a stage of stable development; nevertheless, market competition and changes in the external environment remain key challenges. Industry participants must continue to optimize their operating models and adjust strategies in order to enhance operating performance and resilience..

2. Relationship Among Upstream, Midstream, and Downstream Segments of the Industry

The Company operates in the hospitality industry, primarily providing accommodation and dining services. In terms of industry value chain analysis, the Company is positioned in the midstream segment of the industry.



3. Product Development Trends and Competitive Landscape

(1) Development Trends

As the tourism market enters a stage of normalized development, business models in the hospitality industry continue to evolve. The key development trends are as follows:

- **Enhancement of thematic and experience-oriented services:** In addition to basic accommodation needs, travelers increasingly value overall experiences, including family-friendly interactive facilities, incorporation of local cultural elements, and themed spatial design, thereby driving the development of distinctive hospitality offerings.
- **Steady growth in demand from family and parent-child segments:** With the growing prevalence of family-oriented travel, demand for family-friendly accommodation services continues to rise. Operators are strengthening differentiation through recreational

facilities, activity planning, and spatial design to enhance attractiveness and customer retention.

- **Advancement of digital services and operational efficiency:** The hospitality industry continues to adopt online booking systems, mobile services, and data analytics tools to optimize reservation processes, enhance customer experience, and improve operational efficiency.
- **Increased price sensitivity and flexible pricing mechanisms:** Amid the broader economic environment, consumers have become more price-sensitive. Operators are leveraging dynamic pricing strategies and promotional programs to improve occupancy rates and revenue performance.
- **Balanced focus on sustainable operations and cost control:** In response to energy-saving, carbon reduction, and ESG trends, operators are progressively implementing energy-efficient equipment and operational optimization measures. At the same time, they are strengthening cost control capabilities to address rising labor and energy costs.

(2) Competitive Landscape

- **Intensifying regional market competition:** The supply of hospitality accommodations in the Kaohsiung area continues to increase year by year, with both international and domestic brands entering the market, resulting in a diversified competitive landscape. Competition is particularly intense in the mid-scale and boutique segments.
- **Diversified competition in accommodation formats:** In addition to traditional hotels, homestays and shared accommodation platforms continue to expand, offering flexible pricing and a variety

of lodging options, thereby exerting competitive pressure on the traditional hospitality sector.

- Growing influence of online booking platforms: Online travel agency (OTA) platforms have become one of the primary booking channels and exert a certain degree of influence over room pricing and sales strategies. Operators must strike a balance between channel dependency and revenue management.
- Human resource competition and service quality challenges: Due to declining birth rates and labor shortages in the service sector, the hospitality industry faces challenges in talent recruitment and retention, which in turn affect service quality and operational efficiency.

(III) Technology and R&D Overview: Not applicable.

(IV) Short- and Long-term Business Development Plans

1. Short-term Development Plan (within 1 – 2 years)

(1) Optimization of facilities and enhancement of the lodging experience:

Continue to maintain and upgrade guest rooms and public areas, strengthen family-oriented themed facilities and accommodation experiences, and enhance overall service quality and customer satisfaction, thereby increasing the likelihood of repeat visits.

(2) Strengthening direct channels and diversified marketing deployment:

Continuously optimize the official website and booking process to increase the proportion of direct bookings and reduce reliance on third-party booking platforms. Enhance brand visibility and expand target customer segments through social media and digital advertising, while leveraging the characteristics of family-oriented travelers to develop group-buying and group booking channels,

thereby expanding family and group travel markets.

(3)Capitalizing on regional events to drive accommodation demand:

Located in Kaohsiung City, the Company benefits from the increasing number of large-scale concerts, exhibitions, and tourism events held in recent years, which have driven regional visitor growth. The Company will launch tailored accommodation packages and marketing initiatives aligned with event schedules to increase occupancy rates and overall revenue performance.

(4)Enhancement of revenue management and pricing strategies:

In response to changes in market demand and consumer behavior, the Company will adopt flexible pricing and promotional strategies, strengthen its ability to manage peak and off-peak seasons, and improve overall revenue and occupancy efficiency.

(5)Strengthening cost control and operational efficiency:

In light of rising labor, energy, and operating costs, the Company will continue to optimize internal processes and resource allocation to improve operational efficiency and control costs, thereby maintaining a stable operating foundation.

(6)Promotion of sustainable operations initiatives:

Gradually introduce energy-efficient equipment and resource management measures, strengthen environmentally friendly practices, and enhance employee and guest awareness of and participation in sustainability initiatives.

2. Mid- to Long-term Development Plan (within 3 – 5 years)

(1)Strengthening thematic operations and brand differentiation:

Integrate local cultural characteristics and family-oriented travel needs to develop themed accommodation products and experiential

offerings, thereby enhancing brand identity and market competitiveness.

(2) Prudent evaluation of expansion opportunities for operating locations:

Taking into account the overall economic environment and market development trends, carefully assess investment opportunities in both domestic and international markets, with the objective of improving operating performance and capital utilization efficiency.

(3) Deepening sustainable development and management mechanisms:

Gradually promote energy management, carbon emissions inventory, and improvement measures, and, where appropriate, evaluate the application for relevant sustainability or green certifications to enhance long-term corporate value.

(4) Enhancing talent development and organizational effectiveness:

Continue to implement internal training programs and professional capability development to strengthen service quality and management effectiveness, while improving operational flexibility through organizational optimization.

(5) Advancing data utilization and operational decision-making capabilities:

Leverage operational data analysis and market intelligence to continuously optimize product mix and pricing strategies, thereby enhancing decision-making efficiency and responsiveness to market changes.

II. Market and Sales Overview

(I) Market Analysis

The tourism industry is a multi-objective, cross-disciplinary integrated service sector, encompassing diverse functions such as accommodation, food and beverage, leisure and entertainment, and cultural experiences. As the tourism market enters a stage of normalized development and consumer demand continues to evolve, the Company leverages its long-standing experience and established brand presence in the hospitality industry to continuously enhance both hardware and software facilities, as well as service quality, in order to respond to market changes and strengthen its competitiveness.

- Domestic Market Overview:

Domestic travel demand has stabilized, with consumption patterns shifting toward shorter-duration and higher-frequency trips, alongside increased emphasis on travel experiences and price reasonableness. As international visitors gradually return, the number of tourists from Japan and South Korea visiting Taiwan has increased, with travel itineraries extending to central and southern regions, thereby supporting accommodation demand in the Kaohsiung area.

In recent years, Kaohsiung City has actively promoted harbor tourism and large-scale exhibitions and events, driving regional visitor inflows and boosting accommodation demand. The Company is located in an area with convenient transportation access, providing a geographical advantage. It will continue to capitalize on regional tourism and event-driven opportunities, focusing primarily on family-oriented and leisure travel segments to enhance occupancy rates and market competitiveness.

- International Market Overview:

In the United States hospitality market, demand remains relatively stable despite a slowing economic growth environment and rising

operating costs; however, market competition and operational pressures have intensified. In addition, rising interest rates and exchange rate fluctuations have exerted a certain degree of impact on capital costs and operating performance.

The Company's existing operations in the United States continue to operate normally. Going forward, the Company will prudently evaluate investment opportunities in light of the overall economic environment and market development trends, balancing risk management with long-term development objectives.

(II) Primary Products, Uses, and Production Process

The Company's core operations include room rentals, food and beverage services, and provision of meeting venues. These services are designed to deliver the highest level of customer satisfaction.

(III) Key Raw Material Supply

The Company primarily operates in room rental and food and beverage services. Major raw materials include guest supplies and fresh ingredients, which are currently in stable supply.

(IV) Customers Accounting for Over 10% of Total Purchases or Sales in the Past Two Fiscal Years

1. Major Purchase Clients: Not applicable as no single supplier accounted for over 10% of purchases.
2. Major Sales Clients: Not applicable as no single customer accounted for over 10% of sales

III. Employee Overview for the Past Two Fiscal Years and as of the Date of the Annual Report

Year		2025	2024	As of March 31, 2026
Number of Employees	Direct Labor	28	34	31
	Indirect Labor	21	31	22
	Total	49	65	53
Average Age		44	40	44
Average Years of Service		6	4	6
Educational Background Distribution	Doctorate	0	0	0
	Master's Degree	3	4	3
	Bachelor's Degree	32	42	36
	High School	10	16	11
	Below High School	4	3	3

IV. Environmental Protection Expenditures

(I) Losses Incurred Due to Environmental Pollution in the Most Recent Fiscal Year and as of the Date of the Annual Report: None.

(II) Estimated Amounts That May Occur Currently or in the Future and Response Measures: Not applicable.

V. Labor Relations

(I) Employee Welfare Measures:

The Company has established an Employee Welfare Committee, composed of representatives nominated by each department. A fixed amount is deducted monthly from employees' salaries to serve as a fund for organizing various employee welfare activities.

The Company's current welfare programs are as follows:

- Compensation and allowances: Salaries are adjusted based on individual annual performance evaluations, with reference to industry salary levels and the consumer price index. Various allowances are also provided, including position, technical, certification, and duty allowances.
- Annual health check-ups: Regular employee health examinations are arranged each year.
- Annual domestic travel: Domestic trips are organized annually for employees.
- Life event benefits: Cash gifts or presents are provided for employees' birthdays, marriages, bereavements, and childbirth.
- Year-end banquet and raffle: A year-end gathering is held, featuring a grand raffle with a wide range of prizes.
- Bonuses and employee compensation: Year-end bonuses and employee compensation are granted based on the Company's operating performance.

(II) Employee Training, Development, and Retirement System and Implementation Status:

1. To ensure hotel safety and enhance service quality, the following training programs were conducted during the year:

Completed programs:

- ESG-related courses

- Personal Data Protection Act training
- Information security-related courses
- Periodic refresher training for licensed chefs
- Continuing professional education for accounting supervisors
- Continuing professional education for internal audit supervisors/personnel

Planned Training Programs (Scheduled for 2026) :

- High-performance teams and goal management
- Strategic leadership and organizational management for mid- to senior-level managers
- Competency framework development, learning roadmap, and application
- Prevention of workplace misconduct and sexual harassment
- Effective communication skills enhancement course
- Practical training on digital branding and social media content development
- Interview Skills for Competency-Based Recruitment

2. Since July 1, 2005, the Company has adopted a defined contribution retirement plan in accordance with the Labor Pension Act, applicable to employees with ROC nationality. The Company contributes no less than 6% of the employee's monthly salary to their individual pension account with the Bureau of Labor Insurance. Retirement payments are made either in monthly installments or as a lump sum based on the accumulated amount and investment earnings in the employee's account.

(III) Losses Due to Labor Disputes in the Most Recent Year and as of the Date of the Annual Report, Estimated Amounts That May Occur, and Response Measures:

The Company has established sound management and welfare systems, as well as open communication through the Welfare Committee. Any

issues are promptly coordinated and resolved. Therefore, no labor disputes have arisen in the past two years.

VI. Information Security Management

(I) Information Security Risk Management Framework

To safeguard customer data and ensure the security of the Company's operations, a dedicated information security team has been established to oversee the implementation, supervision, and continuous update of information security policies. The Company adheres to the Regulations on the Security Maintenance of Personal Data Files to ensure that customer data is protected against unauthorized access, alteration, or disclosure. During the year, internal management mechanisms were continuously employed to monitor various risks, ensuring that control measures remain up to date.

(II) Information Security Policy

To strengthen information security management and ensure the availability, integrity, and confidentiality of information, while protecting against intentional or accidental internal and external threats, the Company has established the following objectives:

1. Information security governance and dedicated management: Maintain the operation of a dedicated team and ensure effective oversight of information security policies.
2. Enhancement of information resilience infrastructure: Upgrade defensive architecture to improve response capabilities against emerging and unknown threats.
3. Implementation and monitoring of security measures: Conduct daily and quarterly inspections to ensure stable system operations.

- 4.Data protection and leakage prevention: Strengthen backup verification and data loss prevention (DLP) rules to safeguard core corporate assets.
- 5.Business continuity assurance: Ensure the effectiveness of disaster recovery (DR) mechanisms to maintain uninterrupted operations.
- 6.Dynamic risk detection and continuous improvement: Conduct professional assessments as needed and implement continuous improvement based on the PDCA (Plan-Do-Check-Act) cycle.

(III) Specific Management Measures and Resources Allocated for Information Security

- 1.Endpoint Detection and Response (EDR): Deploy AI-based behavioral detection systems to proactively block unknown threats, replacing traditional passive defense mechanisms.
- 2.Real-time threat notification mechanism: Provide timely alerts and awareness campaigns regarding prevalent phishing emails (e.g., fraudulent logistics or invoice-related emails) to enhance employee vigilance.
- 3.Veeam backup verification: Perform backups of critical data and regularly conduct restoration verification to ensure data recoverability.
4. Forti firewall monitoring: Monitor internal and external traffic in real time and enhance log analysis to block abnormal connection attempts.
- 5.NAS synchronization monitoring: Conduct daily real-time checks on data synchronization status to ensure data consistency and integrity.
- 6.Server room inspection management: Implement daily environmental inspections and record-keeping to prevent hardware failures and ensure stable operation of critical equipment.
- 7.Uninterruptible Power Supply (UPS): Regularly test power loads and battery performance to ensure system continuity during unexpected

power outages.

8. Automated environmental monitoring: Strictly control temperature, humidity, and fire protection conditions in server rooms to maintain optimal equipment performance.

9. Virtual machine (VM) protection: Maintain high-frequency backups and operational monitoring of virtualization platforms to ensure high availability of business systems.

10. Data Loss Prevention (DLP): Regularly optimize filtering rules for sensitive data to comprehensively prevent leakage of confidential information.

11. Firewall rule optimization: Conduct quarterly reviews and clean up redundant access control lists (ACLs) to reduce potential attack surfaces.

12. AutoFax service maintenance: Ensure stable internal and external electronic fax communications to support smooth business operations.

(IV) Major Information Security Incidents and Losses in the Most Recent Year and as of the Annual Report Publication Date: Not applicable.

V. Financial Condition and Operating Performance

I. Financial Condition

Unit: NT\$ Thousands; %

Item	2025	2024	Difference	
			Amount	%
Current Assets	2,444,654	3,469,276	(1,024,622)	(29.53)
Property, Plant and Equipment	3,350,441	3,673,018	(322,577)	(8.78)
Other Assets	885,514	1,118,983	(233,469)	(20.86)
Total Assets	6,680,609	8,261,277	(1,580,668)	(19.13)
Current Liabilities	1,154,275	1,468,023	(313,748)	(21.37)
Non-current Liabilities	2,292,196	3,461,916	(1,169,720)	(33.79)
Capital Stock	1,566,133	1,566,133	0	0
Capital Surplus	2,169	2,169	0	0
Retained Earnings	1,609,602	1,663,867	(54,265)	(3.26)
Other Equity	56,234	99,169	(42,935)	(43.29)
Total Equity	3,234,138	3,331,338	(97,200)	(2.92)
Material Explanations:				
During 2025, the scale of both assets and liabilities decreased concurrently, primarily due to loan repayments and adjustments in capital allocation. Although this had a short-term impact on asset size and cash positions, it contributed to reducing leverage and financial risk. In addition, affected by exchange rate fluctuations and increased financing costs, the Company reported a loss for the year, resulting in a slight decrease in equity.				

II. Financial Performance

Unit: NT\$ Thousands; %

Item	2025	2024	Difference	
			Amount	%
Operating Revenue	1,409,133	1,441,827	(32,694)	(2.27)
Operating Costs	182,366	198,723	(16,357)	(8.23)
Gross Profit	1,226,767	1,243,104	(16,337)	(1.31)
Operating Expenses	1,116,592	1,134,457	(17,865)	(1.57)
Operating Income (Loss)	110,175	108,647	1,528	1.41
Non-operating Income and	(219,024)	(35,291)	(183,733)	520.62

Expenses				
Income Tax Benefit (Expense)	54,584	(32,850)	87,434	266.16
Net Income (Loss) After Tax	(54,265)	40,506	(94,771)	(233.97)
Material Explanations:				
Operations remained stable, with operating income showing a slight improvement compared to the prior period. However, due to exchange rate fluctuations, foreign currency assets were remeasured into losses. Coupled with a decline in interest income and persistently high financing costs, non-operating losses increased significantly, which was the primary reason for the net loss for the year.				

- Projected Sales Volume and Basis for Projection

Sales are expected to maintain low single-digit growth. Taiwan's domestic tourism market is characterized by short-duration and high-frequency travel, with rapidly evolving consumption patterns and continued uncertainty in overall demand. In overseas markets, as international travelers gradually return, both leisure and business travel demand are recovering steadily, with a more diversified and relatively stable customer base.

Although the market structures of the two regions differ, the integration of operational strategies is expected to expand diversified customer segments, mitigate seasonal fluctuations, and continuously enhance overall operational resilience and growth momentum.

III. Cash Flows

(I) Analysis of Changes in Cash Flows in the Most Recent Fiscal Year

Unit: NT\$ Thousands; %

Beginning Cash Balance	Net Cash Inflows from Operating Activities	Net Cash Outflows from Investing and Financing Activities	Ending Cash Balance	Remedial Measures for Cash Shortfalls	
				Investment Plan	Financial Plan
2,457,532	126,506	(1,111,950)	1,265,751	-	-

(II) Analysis of Cash Flow Changes in the Last Two Fiscal Years

Unit: NT\$ Thousands; %

Item	2025	2024	Difference	Change Rate
Operating Activities	126,506	320,266	(193,760)	(60.50)
Investing Activities	131,436	83,390	48,046	57.62
Financing Activities	(1,243,386)	(467,395)	(775,991)	166.02

Changes Between the Two Periods: The primary cause of the decrease in cash was the repayment of borrowings under financing activities. In addition, cash inflows from operating activities declined due to the Company incurring a loss for the current period and a decrease in interest income. Although investing activities generated partial cash inflows, these were insufficient to meet the funding requirements of financing activities, resulting in an overall decline in cash balances.

(III) Remedial Measures for Cash Shortfalls and Liquidity Analysis:
Not applicable.

(IV) Cash Liquidity Analysis for the Coming Year

Unit: NT\$ Thousands; %

Beginning Cash Balance (1)	Estimated Annual Net Cash Inflows from Operating Activities (2)	Estimated Annual Cash Outflows (3)	Ending Cash Surplus (Deficit) (1) + (2) - (3)	Remedial Measures for Cash Shortfall	
				Investment Plan	Financial Plan
1,265,751	383,627	169,726	1,479,652	—	—

IV. Impact of Major Capital Expenditures in the Most Recent Year on Financial and Operating Results

The Company's recent major capital expenditures have primarily been

funded through operating capital and bank financing. Related financial risks have been properly planned and regularly monitored, and thus have not had any material impact on the overall financial position of the Company.

V. Investment Policy, Major Causes of Gains or Losses from Long-term Investments, Improvement Plans, and Investment Plans for the Coming Year

Item	Amount	Policy	Primary Causes of Profit or Loss	Improvement Plan	Investment Plan for the Next Year
Holiday Garden International Ltd.	(88,233) (2025)	Overseas holding company	Net operating loss from hotels invested in by the Company's U.S.-based sub-subsidiaries through Holiday Garden International, including the Clementine Hotel & Suites Anaheim in California	The Company will continue to implement stringent management controls and adjust its financial structure with the objective of achieving profitability	No significant investment plans at present

VI. Risk Factors - The following matters for the most recent fiscal year and up to the date of publication of this annual report are analyzed and assessed as follows:

(I) Impact of interest rate fluctuations, exchange rate movements, and inflation on the Company's profit or loss, and corresponding countermeasures

The Company's short-term and long-term borrowings are primarily subject to floating interest rates. Accordingly, fluctuations in market interest rates will affect the effective interest rates of such borrowings. The Company adjusts its capital allocation in a timely manner and maintains strong relationships with its banking partners to secure favorable lending terms, thereby minimizing the impact of interest rate fluctuations on interest

expenses.

Although the exchange rates of the U.S. dollar and Japanese yen are relatively volatile, the majority of the Company's customers are domestic travelers; therefore, exchange rate fluctuations have a limited impact on the Company's operating activities.

In response to rising inflationary pressures, the Company adopts multi-source procurement comparisons and price negotiations, along with suitability assessments, to reduce costs and minimize waste. At the same time, it adjusts its pricing and sales strategies to mitigate the effects of inflation.

(II) Policies on high-risk or high-leverage investments, lending of funds, endorsements/guarantees, and derivatives trading; main causes of profit or loss; and future countermeasures

The Company has consistently adopted a prudent financial management approach and has not engaged in high-risk or highly leveraged investment activities. With respect to the lending of funds to others, endorsements and guarantees, and derivatives transactions, all activities are conducted in accordance with the Company's internal policies, including the Procedures for Acquisition or Disposal of Assets and the Procedures for Lending of Funds and Endorsements/Guarantees. Relevant risks are fully assessed prior to execution, and appropriate risk control measures are implemented as necessary to safeguard the Company's overall financial stability and sound operations.

(III) Future research and development plans and expected R&D expenditures

As the Company operates in the general hospitality industry, there are currently no such plans.

(IV) Impact of significant domestic and international policy or regulatory

changes on the Company's financial operations and corresponding measures

As of the date of publication of this annual report, no significant domestic or international policy or regulatory changes have had a material impact on the Company's financial condition or operations. All business activities are conducted in compliance with applicable laws and regulations. The Company continues to monitor changes in policies, regulations, and market conditions, and will assess potential impacts and adopt appropriate countermeasures as necessary. When appropriate, the Company also seeks professional advice from legal and accounting experts to ensure regulatory compliance and mitigate potential risks to its financial position and operations.

(V) Impact of Technological Changes (Including Information Security Risks) and Industry Developments on the Company's Financial Operations, and Corresponding Countermeasures

1. Potential impacts of technological changes and information security risks on the Company:

(1) Increased risk of customer data breaches: The hospitality industry relies heavily on membership management and online transaction systems. Inadequate information security management may result in unauthorized access to or leakage of customer data, thereby undermining brand trust and potentially leading to penalties and litigation.

(2) Operational disruptions due to system failures: Cybersecurity incidents (such as ransomware attacks) or abnormalities in data center environments may disrupt reservation, payment, or customer service systems, resulting in revenue losses.

2. Countermeasures

- (1) Establishment of a comprehensive information security management framework: A dedicated information security team has been established to implement security policies, with regular risk assessments and updates to management measures.
- (2) Implementation of technical protection and monitoring mechanisms: Key technologies such as Veeam backup solutions, Forti firewalls, and data loss prevention (DLP) systems have been deployed to ensure data security and uninterrupted operations.
- (3) Enhancement of operational resilience and continuity: Through virtual machine backups, uninterruptible power supply (UPS) systems, and data center inspection mechanisms, the Company strengthens its response capabilities to unexpected incidents.
- (4) Optimization of IT investment and benefit evaluation: When introducing new technologies and information security solutions, the Company conducts prudent evaluations of their effectiveness in enhancing operational efficiency and customer experience, while maintaining financial prudence.

(VI) Impact of Changes in Corporate Image on Crisis Management, and Corresponding Countermeasures

The Company has consistently upheld its core philosophy of “friendly service and customer-first,” striving to provide a warm, safe, and culturally enriched accommodation experience, which has earned strong recognition from guests. In today’s rapidly evolving media environment and real-time consumer feedback landscape, maintaining corporate image has become an essential component of crisis management.

The Company regards a strong corporate image as the foundation for

stable operations and sustainable growth. Going forward, it will continue to strengthen risk prevention and brand resilience, while safeguarding shareholders' interests and fulfilling corporate social responsibility, with the aim of advancing toward more transparent, credible, and sustainable corporate governance.

(VII) Expected benefits, potential risks, and corresponding measures for mergers and acquisitions: None.

(VIII) Expected benefits, potential risks, and corresponding measures for plant expansion: None.

(IX) Risks arising from concentration in procurement or sales and corresponding measures: None.

(X) Impact, risks, and corresponding measures related to significant transfers or changes in shareholdings by directors, supervisors, or major shareholders holding more than 10%: None.

(XI) Impact, risks, and corresponding measures related to changes in management control: None.

(XII) Litigation or non-litigation matters: None.

(XIII) Other significant risks and corresponding measures: None.

VII. Other Important Matters: None.

VI. Special Disclosures

I. Information on Affiliates

Please refer to the Market Observation Post System (MOPS) via the following path:

MOPS > Individual Company > Electronic Documents Download > Affiliate Disclosures Section.

II. Private Placement of Securities for the Most Recent Year and Up to the Date of Annual Report Publication: None.

III. Other Required Supplementary Disclosures: None.

VII. Significant Matters Occurred During the Most Recent Year and Up to the Date of Annual Report Publication That May Have a Material Impact on Shareholders' Equity or Securities Prices as Specified in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act

None.

HOLIDAY GARDEN
GROUP
HOTELS & RESTAURANTS

Holiday Garden Hotel Co., Ltd.



Chairman : Tseng-Tung, Chen

