Stock Code: 5706

PHOENIX TOURS™
鳳凰旅遊

Phoenix Tours International, Inc.

2025
Annual Report

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Website to query annual report: Market Observation Post System at http://mops.twse.com.tw

Company website: http://travel.com.tw

Phoenix Tours International, Inc.

I. Spokesperson and deputy spokesperson

Spokesperson name: Benjamin Pien
Title of spokesperson: General Manager
Telephone: (02)2537-8123

Email address: benjamin.pien@phoenix.com.tw
Deputy spokesperson: Stanley Shao
Title of spokesperson: Deputy General Manager of Department of Operations
Telephone: (02)2537-0038
Email address: stanley.shao@phoenix.com.tw

II. Address and phone number of the headquarters and branch offices

Address of headquarters:	Floor 4 and 5, No.25, Section 1, Chang-An East Road, Taipei City	Telephone: (02)2537-0000
Address of branch in Taoyuan:	Room B, 11th Floor, No. 927, Zhongzheng Road, Taoyuan City	Telephone: (03)302-6636
Address of branch in Hsinchu:	12th Floor, No. 196, Minsheng Road, Hsinchu City	Telephone: (03)533-9119
Address of branch in Taichung:	Room A, 12th Floor, No. 540, Section 1, Wenxin Road, Taichung City	Telephone: (04)2321-0705
Address of branch in Chiayi:	No. 1, You-Ai Road, Chiayi City	Telephone: (05)323-3557
Address of branch in Tainan:	Floor 3-1, No. 281, Section 2, Fuqian Road, Tainan City	Telephone: (06)295-7257
Address of branch in Kaohsiung:	Floor 17-1, No. 112, Sanduo 4th Road, Kaohsiung	Telephone: (07)335-0017
Factory address:	None	

III. Name, address, website and telephone of stock services

Name: Shareholder Services Department of SinoPac Securities Corporation
Address: 3rd Floor, No. 17, Bo-Ai Road, Taipei City
Website: http://www.sinotrade.com.tw
Telephone: (02)2381-6288

IV. Name of auditors of the latest audited financial report, and name, address, telephone and website of CPA firm

Accountant name: CPA Arnico Tseng, CPA Tina Tseng
Name of CPA Firm: Diwan & Company
Address of CPA Firm: 9th Floor, No. 185, Gangqian Road, Neihu District, Taipei City
Website of CPA Firm: http://www.diwan.com.tw
Telephone of CPA Firm: (02)8751-6006

V. Name of overseas exchange where securities are listed, and the methods for inquiring the foreign-listed securities: NA.

VI. Company website: http://travel.com.tw

VII. Board of directors list

1. Director: William Chang, Jimmy K. M. Chang, Joe T. H. Chiu, Eric Kai, Jonny Tseng, Pei Wen Wu
2. Independent Director:

Name	Nationality	Experience
L.C. Kuo	Republic of China	Vice President of Service Industry Financing Division of Taishin International Bank
T.S. Chen	Republic of China	Accountant of Dong-Sheng Accounting Firm
Alan J.T. Chien	Republic of China	Founding partner of Wiseteam Law Firm

3. Name, title, phone, and email of domestic designated representative: Not applicable

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One. Letter to Shareholders

Greetings to all of our valued shareholders,

Taiwan has led the way in the artificial intelligence industry and its economy has flourished as a result, but challenges remain for the tourism sector due to tariff issues, geopolitical volatility, and the diminishing effects of the post-pandemic recovery. In the face of high fares, a tight labor market, and persistent inflation driving up operating costs, Phoenix Tours has demonstrated strong resilience and adaptability. Instead of competing on price, we have strategically expanded our global product lines, secured a first-mover advantage in new destinations, and enhanced our itineraries with emerging trends, focusing precisely on the high-value group travel market. This strategy allowed us to maintain overall revenue momentum last year despite a slight decline in tourist numbers, successfully maximizing corporate profits and demonstrating strong financial resilience.

Phoenix Tours has once again been honored with the 34th TTG Asia Travel Awards, a prestigious recognition presented by the authoritative Asian travel media outlet TTG Asia, in 2025. This marks the company's 17th win of this international award, continuing to set a new record for the Taiwanese travel industry. Meanwhile, Phoenix Tours Group distinguished itself at the "Golden Trip Awards," hosted by the Taiwan Quality Assurance Association, by winning 8 Golden Trip Awards and 1 Excellent Trip Selection. This achievement secured the company's leading position nationwide in terms of awards received, demonstrating its leadership in product development and service quality. These endorsements from authoritative domestic and international institutions are not only honors but also a core asset in earning customer trust in a highly competitive market.

I. 2025 business results:

Unit: In Thousands of New Taiwan Dollars

Items \ Year		2024	2025
Financial income	Operating revenue	3,144,520	3,136,124
	Operating income	230,357	230,046
	Net profit (loss) before tax	374,101	351,486
Profitability	Return on equity (%)	18.58	15.28
	Pre-tax income to paid-in capital (%)	46.14	41.39
	Earnings per share (NT$)	3.57	3.39

II. Summary of business plan for the current year

The Company has continued to optimize its product structure and market layout based on regional market characteristics, flight availability, and tourism trends. The Europe line has successfully extended its sales cycle by leveraging its rich cultural and natural resources, along with seasonal tours, railway tourism, and experiences featuring the Northern Lights and snow activities. It has also maintained stable growth by coordinating with new airline routes and increased flight frequency to offer a diverse range of itineraries. The Australian market remains focused on major cities in Eastern Australia. The Company has increased tour group volume through flexible flight scheduling and partnerships with other operators. In New Zealand, the Company features extended, in-depth nature itineraries, leveraging its long-standing relationships with airlines to secure seating, and enhancing product competitiveness with unique themed tours.

In response to the launch of new routes in the U.S., the Company has planned itineraries with varied entry and exit points to broaden its product offerings. It also combines sporting events and unique themed content to attract customers, and continues to prioritize in-depth national park experiences and seasonal scenery tours as key sales drivers.

Cruise products primarily focus on short-haul voyages departing from Taiwan home ports, with newly added Kaohsiung voyages expanding service coverage. Flight Cruise products offer long-haul cruise itineraries in Asia, Europe, and the United States, and feature premium and scarce voyages to cater to diverse travel needs. Türkiye's plentiful flights, high-value products, and rich cultural experiences have resulted in stable sales throughout the year.

Japan remains the most popular international destination for Taiwanese travelers. To capitalize on this trend, the Company's strategy focuses on high-quality, differentiated in-depth itineraries, and the Company has strengthened product offerings with charter flights and new routes. Demand for MINI small group tours and semi-independent travel packages to South Korea has grown steadily, supported by increased destinations and diversified flight options. Domestic tourism has been affected by natural disasters, and demand for outbound travel continues to increase. Coupled with high accommodation costs, the group travel market has remained relatively conservative. The company has continued to promote high-end products such as European river cruises, successfully attracting the high-end tourism and incentive travel markets and further increasing the added value of its overall offerings.

(I) Achievements of business plan

The Company's total consolidated operating revenue for 2025 was NT$3,136.12 million, a decrease of NT$8.40 million, or 0.27%, from NT$3,144.52 million in 2024. Consolidated operating profit was NT$230.05 million, a decrease of NT$0.31 million, or 0.13%, from NT$230.36 million in 2024. Consolidated net non-operating income was NT$121.44 million, a decrease of NT$22.30 million, or 15.51%, from NT$143.74 million in 2024. Net profit attributable to owners of the parent was NT$287.66 million, with earnings per share after tax of NT$3.39.

(II) Status on research and development

1. In alignment with ESG sustainability goals, the Company has been certified by the Environmental Protection Administration as a Silver-Class Eco-Label Travel Agency, meeting corporate green procurement standards. The Company integrates green and sustainable concepts into both the work environment and product design, and continues to expand its offerings of eco-friendly travel itineraries to provide consumers with more sustainable options. The Company has completed the preparation of its sustainability report and is taking practical actions to implement its sustainability goals.

2. The Company continues to develop new travel itineraries and enhance existing ones by incorporating fresh elements, offering travelers a broader and more diverse selection. At the Golden Travel Award itinerary evaluation organized by the Travel Quality Assurance Association, Phoenix Tours Group once again received the honor of 8 Golden Travel Awards and 1 Excellent Travel Selection. Quality products and services are also the best tools for facing competition.

(III) Impact of the external environment

In the face of a changing external environment, the tourism industry has always faced challenges with maximum resilience and recovered as soon as possible after overcoming adversity. Phoenix Tours adheres to our service philosophy and professionalism to continuously improve our operators in response to changes, and tries to diversify its operating risks through global product deployment and diversified operations.

Looking ahead, Phoenix Tours remains committed to its core management philosophy of “setting industry benchmarks and building brand reputation,” leveraging its strong management capabilities and extensive professional experience to transform market changes into opportunities for growth. By leveraging high-quality itineraries and services to build brand premium, the Company ensures that it can continue to create long-term and stable value returns for all shareholders in the evolving global political and economic environment. We are confident that, with the support and encouragement of shareholders, the Company will continue to leverage the scale and brand advantages of a listed company and move forward steadily amid intense competition in the tourism market.

Yours sincerely,
our best wishes to you

Gallop into success!

William Chang, Chairman

Respectfully yours.

Two. Corporate Governance

I. Introduction members of Board of directors

(I) Information of board members

April 7, 2026

Title	Nationality or registration place	Name	Gender and age	Election / Appointment Date	Term Duration	Initial Elected Date	Number of Shares Held at Time of Election		Number of Shareholding Currently Held		Shareholding of Spouse and Minor Children		Shares Held in the Name of Others		Main Work Experience or Education Background	Concurrent Position in the Company or other Companies	Other managers, directors of supervisors who are spouse or blood relatives within the second degree			Notes
							Number of Shares	Shareholding Percentage (%)	Number of Shares	Shareholding Percentage (%)	Number of Shares	Shareholding Percentage (%)	Number of Shares	Shareholding Percentage (%)			Title	Name	Relationship with the Company	
Chairman	Taiwan	William Chang	Male 51	2023.06.19	3 years	2005.06.14	6,317,131	8.56	7,938,336	9.35	0	0	0	0	Master's degree from the Graduate Institute of National Development of National Taiwan University Phoenix Tours	Chairman of the Company Director of Taiwan Orchid Express Inc. Director of China Express Co., Ltd. Chairman of Phil-Am Express Travel Service Co., Ltd. Chairman of Taiwan Orchid Insurance Agency Co., Ltd. Chairman of SHANG HAI HUAXIA INTERNATIONAL TRAVEL SERVICE CO.,LTD. Director of Travelarena Int'l Co., Ltd. Director of VIP BUS Int'l Inc. Chairman of Phoenix Travel Press Co., Ltd. Responsible person of Chuanliu Publishing Director of Yu Lin Travel Service Co., Ltd. Chairman of Pan Asia Express Limited Chairman of Park Joy Co., Ltd. Chairman of Park Castle Co., Ltd. Chairman of Fitnexx Co., Ltd. Director of Taiwan Visitors Association Vice Chairman of International Cruise Council Taiwan Director of Phoenix Tour Foundation	Director	Jimmy K. M. Chang	Father-son	

Title	Nationality or registration place	Name	Gender and age	Election / Appointment Date	Term Duration	Initial Elected Date	Number of Shares Held at Time of Election		Number of Shareholding Currently Held		Shareholding of Spouse and Minor Children		Shares Held in the Name of Others		Main Work Experience or Education Background	Concurrent Position in the Company or other Companies	Other managers, directors of supervisors who are spouse or blood relatives within the second degree			Notes
							Number of Shares	Shareholding Percentage (%)	Number of Shares	Shareholding Percentage (%)	Number of Shares	Shareholding Percentage (%)	Number of Shares	Shareholding Percentage (%)			Title	Name	Relationship with the Company	
Director	Taiwan	Jimmy K. M. Chang	Male 79	2023.06.19	3 years	1999.08.08	12,135,521	16.45	14,296,451	16.84	0	0	0	0	Doctoral degree from the Department of Marketing and Tourism Management of National Chiayi University, Doctoral degree from EU Business School, EMBA from the College of Management of NSYSU, Department of Tourism Management of Chinese Culture University, manager of the Tourism Department at Golden Dragon Shipping Co., Ltd., sales representative of Malaysia Airlines, adjunct professor-level professional personnel at Chinese Culture University, Director of Taiwan Visitors Association, Vice Chairman of Taiwan Tourism Interchange Association	Director of China Express Co., Ltd. Director of Taiwan Orchid Insurance Agency Co., Ltd. Chairman of Tianhe Air Cargo Co., Ltd. Director of Phoenix Travel Press Co., Ltd. Chairman of Phoenix Tour Foundation	Chairman	William Chang	Father-son	
Director	Taiwan	Joe T. H. Chiu	Male 67	2023.06.19	3 years	2011.04.29	176,757	0.24	204,153	0.24	0	0	0	0	Department of Chemical Engineering of Tamkang University Sales representative of Northwest Airlines, KLM Taiwan Area Manager	Director of China Express Co., Ltd. Director of Phil-Am Express Travel Service Co., Ltd.	-	-	-	
Director	Taiwan	Eric Kai	Male 61	2023.06.19	3 years	2020.06.15	0	0	0	0	0	0	0	0	Department of Tourism Management of Chinese Culture University Manager of Hsinchu Branch, Phoenix Tours International, Inc. Deputy Assistant General Manager, Operation Division, Phoenix Tours International, Inc.	Senior Tour Leader of Phoenix Tours International, Inc.	-	-	-	
Director	Taiwan	Jonny Tseng	Male 49	2023.06.19	3 years	2005.06.14	1,891,259	2.56	2,184,403	2.57	0	0	0	0	Department of Tourism Management of Chinese Culture University Director of Les Enphants Co., Ltd.	Director of Les Enphants Co., Ltd.	-	-	-	
Director	Taiwan	Pei Wen Wu	Female 46	2023.06.19	3 years	2014.06.17	379,754	0.51	438,615	0.52	0	0	0	0	Master's degree from the Department of Management Science at National Chiao Tung University, Systems Engineering and Naval Architecture at National Taiwan Ocean University	Assistant Manager at Yuanta Securities Assistant Manager at Yuanta Futures	-	-	-	

Title	Nationality or registration place	Name	Gender and age	Election / Appointment Date	Term Duration	Initial Elected Date	Number of Shares Held at Time of Election		Number of Shareholding Currently Held		Shareholding of Spouse and Minor Children		Shares Held in the Name of Others		Main Work Experience or Education Background	Concurrent Position in the Company or other Companies	Other managers, directors of supervisors who are spouse or blood relatives within the second degree			Notes
							Number of Shares	Shareholding Percentage (%)	Number of Shares	Shareholding Percentage (%)	Number of Shares	Shareholding Percentage (%)	Number of Shares	Shareholding Percentage (%)			Title	Name	Relationship with the Company	
Independent Director	Taiwan	Alan J.T. Chien	Male 52	2023.06.19	3 years	2020.06.15	0	0	0	0	0	0	0	0	Master of Law, Soochow University Bachelor, Department of Law, National Taipei University Adjunct Assistant Professor, Department of Law, Soochow University Deputy General Manager of Sinopac Financial Holdings Company	Director of Wiseteam Law Firm Chairman of Yingjui Capital Investment Co., Ltd.	-	-	-	
Independent Director	Taiwan	L.C. Kuo	Male 61	2023.06.19	3 years	2012.06.18	0	0	0	0	0	0	0	0	EMBA from the College of Management of NSYSU Department of Business Administration at Fu Jen Catholic University, TC Bank	Vice President of Service Industry Financing Division of Taishin International Bank Vice President of Overseas Operation Division of Taishin International Bank Director of Taiwan Asset Management Corporation Director of Taishin Securities Investment Trust	-	-	-	
Independent Director	Taiwan	T.S. Chen	Male 67	2023.06.19	3 years	2015.06.22	0	0	0	0	0	0	0	0	Department of Accounting at Soochow University Accountant of Dong-Sheng Accounting Firm	Accountant of Dong-Sheng Accounting Firm Director of Phoenix Tour Foundation	-	-	-	

1. Principal corporate shareholders: None.
2. Principal corporate shareholders who are representatives of corporate shareholders: None.
3. Professional qualifications of directors and independence of independent directors:

Professional qualifications of directors and independence of independent directors:

Conditions Name and title	Professional qualifications and experience	Independence of independent directors	Concurrently serving as an independent director in other publicly listed companies
William Chang, Chairman	For the professional qualifications and experience of directors, please refer to the annual report, "II. Introduction members of Board of directors" (p. 4-13) No director is a person under any of the conditions defined in Article 30 of the Company Act. (Note 1)	Not applicable	None
Jimmy K. M. Chang, Director			None
Joe T. H. Chiu, Director			None
Jonny Tseng, Director			None
Pei Wen Wu, Director			None
Eric Kai, Director			None
L.C. Kuo, Independent Director		All independent directors have met the following conditions: 1. Comply with the relevant provisions of Article 14-2 of the Securities and Exchange Act and the Securities and Exchange Act promulgated by the Financial Supervisory Commission. (Note 2) 2. The person (or in the name of others), spouse and minor children do not hold any shares of the Company 3. No remuneration has been received in the most recent two years from providing the Company or its affiliates with business, legal, financial, accounting, or other services.	None
T.S. Chen, Independent Director			None
Alan J.T. Chien, Independent Director			None

Note 1: A person under any of the circumstances listed below shall not serve as a managerial officer. If the person has been appointed as such, such person shall be dismissed:

1. Having committed an offense as specified in the Statute for Prevention of Organizational Crimes and subsequently convicted thereof, and has not started serving the sentence, has not completed serving the sentence, or five years have not elapsed since completion of serving the sentence, expiration of probation, or pardon.

2. A person who has been convicted of fraud, breach of trust, or embezzlement and sentenced to imprisonment for a term of more than one year. The sentence has not been executed, has not been fully executed, or two years have not elapsed since completion of execution, expiration of probation, or pardon.
3. Having committed an offense as specified in the Anti-Corruption Act and subsequently convicted thereof, and has not started serving the sentence, has not completed serving the sentence, or two years have not elapsed since completion of serving the sentence, expiration of probation, or pardon.
4. Having been adjudicated bankrupt or ordered by a court to commence liquidation proceedings, and having not been reinstated.
5. Having been refused dealings due to dishonored negotiable instruments, and the period thereof has not expired.
6. Having no legal capacity, or limited legal capacity.
7. Having been placed under assistance and such assistance has not been revoked.

Note 2: 1. Not a government agency, juristic person, or its representative as defined in Article 27 of the Company Act.
2. Concurrently serving as an independent director in no more than 3 public companies.
3. None of the following circumstances existed during the two years before election and during the term of office:
(1) An employee of the Company or any of its affiliates.
(2) A director or supervisor of the Company or any of its affiliates.
(3) A natural-person shareholder who, together with such person's spouse, minor children, or shares held in others' names, holds an aggregate of 1% or more of the total number of issued shares of the Company, or ranks among the top ten shareholders.
(4) A spouse, relative within the 2nd degree of kinship, or lineal relative within the 3rd degree of kinship of the managerial officer listed in (1) or any of the persons listed in (2) and (3).
(5) A director, supervisor, or employee of a corporate shareholder that directly holds 5% or more of the total number of issued shares of the Company, ranks among the top five shareholders, or appoints a representative to serve as a director of the Company in accordance with Article 27 of the Company Act.
(6) A director, supervisor, or employee of another company in which a majority of the board seats or voting shares are controlled by the same person as those of the Company.
(7) A director, supervisor, or employee of another company or institution whose chairman, General Manager, or person holding an equivalent position is the same person as, or the spouse of, the Chairman or General Manager of the Company.
(8) A director, supervisor, managerial officer, or shareholder holding 5% or more of the shares of a specified company or institution that has financial or business dealings with the Company.
(9) A professional individual, or a proprietor, partner, director, supervisor, managerial officer, or spouse thereof of a sole proprietorship, partnership, company, or institution that provides auditing services or commercial, legal, financial, accounting, or related services to the Company or any affiliate thereof, and whose accumulated compensation therefrom in the most recent two years has not exceeded NT$500,000. However, this shall not apply to a member of the Company's Remuneration Committee.

Board Diversity Policy and Implementation

I. Board Diversity and Independence

The Company's Board of Directors consists of nine directors, three of whom are independent directors, representing 33.33% of the total board seats. All independent directors have maintained their independence in the performance of their duties and fulfilled their responsibilities in accordance with applicable laws and regulations and corporate governance principles, without any material conflicts of interest with the Company, thereby ensuring the objectivity and fairness of the operation of the Board of Directors.

The Company places great importance on diversity and gender equality in the composition of the Board of Directors. The nomination and selection of directors are based on a comprehensive assessment of multiple factors, including professional competence, management experience, industry knowledge, and expertise in corporate governance, while also taking into account the overall operation of the Board of Directors and the Company's long-term development needs. At present, the composition of the Board of Directors has been formed based on the Company's operational development and the results of previous director reelections, resulting in neither gender currently accounting for one-third of the board seats.

The current Board of Directors includes one female director, representing 11.11% of the total board seats. In the future, the Company will continue to incorporate gender diversity as an important consideration in the nomination and selection of directors, and will actively seek female talent with professional competence and industry experience for inclusion in the list of director candidates, gradually increasing the proportion of female directors, with the medium- to long-term goal of achieving one-third of board seats for either gender, so as to strengthen board diversity and enhance corporate governance effectiveness.

The Board of Directors respects the professional opinions of all directors. Directors are able to fully express their views and provide constructive suggestions during board meetings, ensuring that the discussion and decision-making of all proposals are based on objective and independent judgment. The Chairman and the General Manager are held by different persons, enabling the Board of Directors to effectively supervise the operations of management and guide the Company's strategic development, so as to safeguard the interests of the Company and all shareholders.

In addition, none of the directors of the current session is subject to any of the circumstances set forth in Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act.

II. Board Diversity Policy

The Company has established a board diversity policy based on corporate governance practices and operational development needs. The composition of the Board of Directors shall take into account diverse backgrounds and professional perspectives in order to enhance the overall quality of board decision-making and governance effectiveness.

The considerations for board diversity include, but are not limited to, gender, age, nationality, culture, educational background, professional background (such as law, accounting, finance, industry, and marketing), professional skills, and industry experience. In selecting directors, the Company also places importance on integrity and honesty, professional reputation, and professional achievements and experience in relevant fields, and directors must possess the ability to participate in corporate decision-making and provide strategic recommendations, so as to make substantial contributions to corporate governance and operational development.

If serving as independent directors, their qualifications shall comply with applicable laws and regulations to ensure the independence and oversight functions of the Board of Directors.

III. Board Diversity Management Objectives

To implement the board member diversity policy and strengthen the governance effectiveness of the Board of Directors, the Company has established the following specific management objectives for board diversity:

1. Continue to enhance gender diversity on the Board of Directors. In future director reelections, the Company will actively select female candidates with professional competence and industry experience for inclusion in the list of director candidates, and gradually increase the proportion of female directors, working toward the goal of either gender accounting for one-third of the board seats.
2. Board members should possess professional expertise in different fields, including business management, financial accounting, law, industry expertise, and corporate governance, to ensure that the Board of Directors has sufficient professional judgment in corporate strategic planning, risk management, and oversight mechanisms.
3. Board members should possess industry experience relevant to the Company's operations, including tourism, air transportation, and related service industries, to facilitate the Board of Directors in providing professional advice on industry development trends and operational strategies.
4. The composition of the Board of Directors shall take into account different age groups and experience backgrounds, so as to promote the exchange of perspectives among different generations and enhance the overall quality of board decision-making.

The Company will regularly review the composition of the Board of Directors and continue to make plans and adjustments toward the above diversity objectives during director reelections.

IV. Implementation of Board Diversity

The current Board of Directors of the Company consists of nine directors, with backgrounds covering professional fields such as corporate strategy and management, finance, accounting, and law, including three independent directors (33%), one internal director with employee status (11%), and one female director (11%).

All board members are nationals of the Republic of China, and their age distribution is as follows:

Zero person aged 41 to 45, two aged 46 to 50, two aged 51 to 55, two aged 56 to 60, two aged 66 to 70, and one aged 76 to 80, indicating that the Board of Directors possesses professional experience and perspectives from different generations.

Title	Chairman	Director					Independent Director		
Name	William Chang	Jimmy K. M. Chang	Jonny Tseng	Pei Wen Wu	Joe T. H. Chiu	Eric Kai	L.C. Kuo	T.S. Chen	Alan J.T. Chien
Gender	Male	Male	Male	Female	Male	Male	Male	Male	Male
Nationality	Republic of China	Republic of China	Republic of China	Republic of China	Republic of China	Republic of China	Republic of China	Republic of China	Republic of China
Age	51	79	49	46	67	61	61	67	52
Con-current Position as Employee of the Company	V	V				V			

The board members' professional backgrounds and industry experience encompass tourism, aviation, law, and finance. For example, Directors Jimmy K. M. Chang, William Chang, Jonny Tseng, and Eric Kai have experience in the travel industry; Director Joe T. H. Chiu has a background in aviation; Independent Director Alan J.T. Chien has legal expertise; Independent Directors L.C. Kuo and T.S. Chen have financial expertise. Director Pei Wen Wu also possesses relevant professional qualifications.

Overall, the Company's Board of Directors demonstrates diversity in professional backgrounds, industry experience, and age structure, aligning with the Company's board diversity policy.

V. Directors' Professional Competencies and Experience

To strengthen the Board of Directors' functions, the Company's Board of Directors members possess diverse professional backgrounds and industry experience. Each director leverages such expertise to provide professional advice to the Company on a range of matters, including operational strategy, financial oversight, and risk management. The directors' professional competencies and experience, as well as the Company's industry experience and diversity, are shown in the table below:

Professional knowledge and skills

Business	★	★	★	★	★	★	★	★	★
Technology									
Finance/Accounting	★	★		★			★	★	
Laws									★
Marketing	★	★	★		★	★	★	★	★
Information security				★					
Others	Innovation/ R&D Education/ Training	Innovation/ R&D Education/ Training	R&D Education/ Training	R&D Education/ Training	Innovation/ R&D Education/ Training	Innovation/ R&D Education/ Training	Innovation/ R&D Education/ Training	Innovation/ R&D Education/ Training	Innovation/ R&D Education/ Training

Capability and experience

Leadership	★	★	★	★	★	★	★	★	★
Decision-making	★	★	★	★	★	★	★	★	★
Vision of the global market	★	★	★	★	★	★	★	★	★
Industry Knowledge	★	★	★	★	★	★	★	★	★
Financial management	★	★	★	★	★	★	★	★	★
Operations and manufacturing	★	★	★	★	★	★	★	★	★
Sales development	★	★	★	★	★	★	★	★	★
Risk management/Crisis handling	★	★	★	★	★	★	★	★	★
Environmental sustainability	★	★	★	★	★	★	★	★	★
Social participation	★	★	★	★	★	★	★	★	★

(II) Profile of General Managers, Deputy General Managers, Assistant Presidents, and heads of departments and branches

April 7, 2026

Title	Nationality	Name	Gender	Election / Appointment Date	Shareholding		Shareholding of Spouse and Minor Children		Shares Held in the Name of Others		Main Work Experience or Education Background	Concurrent Position in Other Companies	Managerial officers who are Spouse or Blood Relatives Within the Second Degree		
					Number of Shares	Shareholding Percentage (%) (%)	Number of Shares	Shareholding Percentage (%) (%)	Number of Shares	Shareholding Percentage (%) (%)			Title	Name	Relationship with the Company
General Manager	Taiwan	Benjamin Pien	Male	2015.09.11	169,588	0.20%	0	0	0	0	EMBA from the College of Management of NSYSU Department of Tourism Management of Chinese Culture University Phoenix Tours	Supervisor of Taiwan Orchid Express Inc., China Express Co., Ltd., SHANG HAI HUAXIA INTERNATIONAL TRAVEL SERVICE CO.,LTD., Phil-Am Express Travel Service Co., Ltd., VIP BUS Int'l Inc., Yu Lin Travel Service Co., Ltd., Taiwan Orchid Insurance Agency Co., Ltd., Travelarena Int'I Co., Ltd., Phoenix Travel Press Co., Ltd., Park Castle Co., Ltd., and Fitnexx Co., Ltd.	-	-	-
Tour Operation Division General Manager	Taiwan	Camille Chen	Female	2011.03.01	111,208	0.13%	0	0	0	0	EMBA from the College of Management of NSYSU Department of French Language at Chinese Culture University Phoenix Tours	Manager of Taiwan Orchid Express Inc.	-	-	-
Tour Operation Division Deputy General Manager	Taiwan	Rex Huang	Male	2006.01.05	12,349	0.01%	0	0	0	0	Department of Tourism Management of Chinese Culture University Phoenix Tours	Director of Taiwan Orchid Express Inc.	-	-	-
Tour Operation Division Deputy General Manager	Taiwan	Jessica Lin	Female	2014.01.06	46,802	0.06%	0	0	0	0	Department of Business Administration at Hsing Wu University Phoenix Tours	None	-	-	-
Tour Operation Division Deputy General Manager	Taiwan	Stanley Shao	Male	2011.03.01	67,791	0.08%	5,677	0.01%	0	0	EMBA from the College of Management of NSYSU CHAFFEY COLLEGE Department of Tourism at Tamsui Vocational High School Phoenix Tours	Director of SHANG HAI HUAXIA INTERNATIONAL TRAVEL SERVICE CO.,LTD. Director of Fitnexx Co., Ltd. Director of Travelarena Int'I Co., Ltd. Director of Phoenix Tour Foundation	-	-	-

Title	Nationality	Name	Gender	Election / Appointment Date	Shareholding		Shareholding of Spouse and Minor Children		Shares Held in the Name of Others		Main Work Experience or Education Background	Concurrent Position in Other Companies	Managerial officers who are Spouse or Blood Relatives Within the Second Degree		
					Number of Shares	Shareholding Percentage (%) (%)	Number of Shares	Shareholding Percentage (%) (%)	Number of Shares	Shareholding Percentage (%) (%)			Title	Name	Relationship with the Company
Tour Operation Division Deputy General Manager	Taiwan	Yi-Chun Lin	Female	2024.10.02	13,041	0.02%	0	0	0	0	Department of Business Administration, National Taipei University of Business GLORIA TRAVEL SERVICE CO., LTD. Phoenix Tours	None	-	-	-
Branch in Chiayi Deputy General Manager	Taiwan	Michael Li	Male	2006.10.01	20,888	0.02%	0	0	0	0	Sieh Chih Vocational High School Phoenix Tours General Manager of Ming-Sheng International Travel Agency	None	-	-	-
Information and Finance Division Deputy General Manager	Taiwan	Annie Chou	Female	2013.02.01	58,646	0.07%	0	0	0	0	Master of Science in Accountancy, Soochow University Department of Tourism at Providence University Phoenix Tours	Director of Taiwan Orchid Express Inc. Director of Fitnexx Co., Ltd. Director of Park Castle Co., Ltd. Director of Park Joy Co., Ltd. Director of Phoenix Tour Foundation	-	-	-
Associate of the Audit Office	Taiwan	Chin Yu Chen	Female	2018.03.26	55,650	0.07%	4,200	0.00%	0	0	Major of General Business at Yu Da High School of Commerce and Home Economics Phoenix Tours International, Inc.	Director of Phoenix Tour Foundation	-	-	-

Note: In situations where the general manager or equivalent position (managerial officer at the highest level) is a spouse or first-degree relative of the Chairman: None.

(III) Remuneration paid to Directors, the General Manager, and Deputy General Manager

1. Remuneration to the Directors (including Independent Directors

Unit: NT$

Title	Name	Directors' remuneration												Remuneration for concurrent position as an employee														Whether remuneration was received from investee enterprises other than subsidiaries or the parent company
		Base Compensation (A)		Severance Pay and Pensions (R)		Actual directors' remuneration – AGM resolution (B)		Business execution expenses (C)		Total amount of A, R, B, and C		Ratio of the total amount of A, R, B, and C to net profit after tax (X)		Salaries, bonuses, and allowances, etc. (D)		Severance Pay and Pensions (S)		Employee bonuses from earnings (E)				Number of shares that may be subscribed through employee stock options (H)		Ratio of the total amount of A, R, B, C, D, S, and E to net profit after tax		Ratio of the total amount of A, R, B, C, D, S, and E to net profit after tax		
		The Company	All Companies in the Financial Report	The Company	All Companies in the Financial Report	The Company	All Companies in the Financial Report	The Company	All Companies in the Financial Report	The Company	All Companies in the Financial Report	The Company	All Companies in the Financial Report	The Company	All Companies in the Financial Report	The Company	All Companies in the Financial Report	The Company		All Companies in the Financial Report		The Company	All Companies in the Financial Report	The Company	All Companies in the Financial Report	The Company	All Companies in the Financial Report	
																		Cash dividends	Stcok dividends	Cash dividends	Stcok dividends							
Chairman	William Chang	0	0	0	0	588,623	675,308	60,000	120,000	648,623	795,308	0.23%	0.27%	56,412	1,828,270	0	0	0	0	198,200	0	0	0	705,035	2,821,778	0.25%	0.97%	None
Director	Jimmy K. M. Chang	0	0	0	0	588,623	618,595	60,000	80,000	648,623	698,595	0.23%	0.24%	371,261	371,261	0	0	25,000	0	25,000	0	0	0	1,044,884	1,094,856	0.36%	0.38%	None
Director	Joe T. H. Chiu	120,000	120,000	0	0	588,623	604,103	60,000	80,000	768,623	804,103	0.27%	0.28%	0	0	0	0	0	0	0	0	0	0	768,623	804,103	0.27%	0.28%	None
Director	Pei Wen Wu	120,000	120,000	0	0	588,623	588,623	60,000	60,000	768,623	768,623	0.27%	0.26%	0	0	0	0	0	0	0	0	0	0	768,623	768,623	0.27%	0.26%	None
Director	Jonny Tseng	120,000	120,000	0	0	588,623	588,623	60,000	60,000	768,623	768,623	0.27%	0.26%	0	0	0	0	0	0	0	0	0	0	768,623	768,623	0.27%	0.26%	None
Director	Eric Kai	120,000	120,000	0	0	588,623	588,623	60,000	60,000	768,623	768,623	0.27%	0.26%	0	0	0	0	0	0	0	0	0	0	768,623	768,623	0.27%	0.26%	None
Independent Director	Alan J.T. Chien	120,000	120,000	0	0	588,623	588,623	130,000	130,000	838,623	838,623	0.29%	0.29%	0	0	0	0	0	0	0	0	0	0	838,623	838,623	0.29%	0.29%	None
Independent Director	L.C. Kuo	120,000	120,000	0	0	588,623	588,623	130,000	130,000	838,623	838,623	0.29%	0.29%	0	0	0	0	0	0	0	0	0	0	838,623	838,623	0.29%	0.29%	None
Independent Director	T.S. Chen	120,000	120,000	0	0	588,623	588,623	130,000	130,000	838,623	838,623	0.29%	0.29%	0	0	0	0	0	0	0	0	0	0	838,623	838,623	0.29%	0.29%	None
	Total	840,000	840,000	0	0	5,297,603	5,429,741	750,000	850,000	6,887,603	7,119,741	2.3944%	2.4430%	427,673	2,199,531	0	0	25,000	0	223,200	0	0	0	7,340,276	9,542,472	2.5517%	3.2743%	

Director Remuneration Grade Table

Remuneration Paid to Directors	Name of Director			
	Total Remuneration from the First Four Items (A+B+C+D)		Total Remuneration from the First Seven Items (A+B+C+D+E+F+G)	
	The Company	All Companies in the Financial Report	The Company	All Companies in the Financial Report
Below NT$1,000,000	William Chang, Jimmy K. M. Chang, Joe T. H. Chiu, Jonny Tseng, Pei Wen Wu, Eric Kai, L.C. Kuo, T.S. Chen, Alan J.T. Chien	William Chang, Jimmy K. M. Chang, Joe T. H. Chiu, Jonny Tseng, Pei Wen Wu, Eric Kai, L.C. Kuo, T.S. Chen, Alan J.T. Chien	William Chang, Joe T. H. Chiu, Jonny Tseng, Pei Wen Wu, Eric Kai, L.C. Kuo, T.S. Chen, Alan J.T. Chien	Joe T. H. Chiu, Jonny Tseng, Pei Wen Wu, Eric Kai, L.C. Kuo, T.S. Chen, Alan J.T. Chien
NT$1,000,000 to NT$2,000,000			Jimmy K. M. Chang	Jimmy K. M. Chang
NT$2,000,000 to NT$3,500,000	-			William Chang
NT$3,500,000 to NT$5,000,000	-	-	-	-
NT$5,000,000 to NT$10,000,000	-	-	-	-
NT$10,000,000 to NT$15,000,000	-	-	-	-
NT$15,000,000 to NT$30,000,000	-	-	-	-
NT$30,000,000 to NT$50,000,000	-	-	-	-
NT$50,000,000 to NT$100,000,000	-	-	-	-
Equal to or greater than NT$100,000,000	-	-	-	-
Total	-	-	-	-

2. Remuneration to General Manager and Deputy General Managers

Unit: NTD thousand

Title	Name	Salary (A)		Severance Pay and Pensions (B)		Bonuses and Allowances (C)		Employees' Profit Sharing Bonus (D)				Total Remuneration (A+B+C+D) as a % of the Net Income (%)		Whether receive remuneration from non-consolidated affiliates
		The Company	All Companies in the Financial Report	The Company	All Companies in the Financial Report	The Company	All Companies in the Financial Report	The Company		All Companies in the Financial Report		The Company	All Companies in the Financial Report	
								Amount of Cash	Amount of stock	Amount of Cash	Amount of stock			
General Manager	Benjamin Pien	5,762	5,951	0	0	5,076	5,076	1,692	0	1,692	0	4.36%	4.36%	None
General Manager of Operation Division, Europe Line	Camille Chen													
Deputy General Manager of Tour Operation Division	Rex Huang													
Deputy General Manager of Tour Operation Division	Stanley Shao													
Deputy General Manager of Tour Operation Division	Jessica Lin													
Deputy General Manager of Tour Operation Division	Ken Lin (Note 1)													
Deputy General Manager of Chiayi Branch	Michael Li													
Deputy General Manager of Finance and Accounting Department	Annie Chou													
Deputy General Manager of Tour Operation Division	Yi-Chun Lin (Note 1)													

Note 1: Ken Lin resigned on 2025.03.31; Yi-Chun Lin became an insider on 2025.10.04

3. Remuneration Grade Table for General Manager and Deputy General Managers

Remuneration Paid to the General Manager and Deputy General Manager	Name of General Manager and Deputy General Managers	
	The Company	All Companies in the Financial Report
Below NT$1,000,000	Ken Lin (Note 1), Michael Li, Yi-Chun Lin (Note 1)	Ken Lin (Note 1), Michael Li, Yi-Chun Lin (Note 1)
NT$1,000,000 to NT$2,000,000	Benjamin Pien, Stanley Shao, Rex Huang, Annie Chou	Benjamin Pien, Stanley Shao, Rex Huang, Annie Chou
NT$2,000,000 to NT$3,500,000	Camille Chen, Jessica Lin	Camille Chen, Jessica Lin
NT$3,500,000 to NT$5,000,000	-	-
NT$5,000,000 to NT$10,000,000	-	-
NT$10,000,000 to NT$15,000,000	-	-
NT$15,000,000 to NT$30,000,000	-	-
NT$30,000,000 to NT$50,000,000	-	-
NT$50,000,000 to NT$100,000,000	-	-
Equal to or greater than NT$100,000,000	-	-
Total	-	-

Note 1: Ken Lin resigned on 2025.03.31; Yi-Chun Lin became an insider on 2025.10.04

4. Names of managerial officers who are assigned employee remuneration and the status of assignment

December 31, 2025/In NT$ thousands

Title		Name	Amount of stock	Amount of Cash	Total	Total as % of the Net Income
Managerial officers	General Manager	Benjamin Pien	0	1,946	1,946	0.68%
	General Manager of Operation Division, Europe Line	Camille Chen				
	Deputy General Manager of Tour Operation Division	Rex Huang				
	Deputy General Manager of Tour Operation Division	Stanley Shao				
	Deputy General Manager of Tour Operation Division	Jessica Lin				
	Deputy General Manager of Tour Operation Division	Ken Lin				
	Deputy General Manager of Chiayi Branch	Michael Li				
	Deputy General Manager, Finance and Accounting Office, Finance Department	Annie Chou				
	Deputy General Manager of Tour Operation Division	Yi-Chun Lin				
	Associate of the Audit Office	Chin Yu Chen				

(IV) The ratio taken by the gross total of profit sharing from earnings paid by the Company to the directors, general manager and deputy general managers to the net earnings after tax over the past two years, including a description of the policies, criteria and composition of profit sharing from earnings; the procedures to determine profit sharing from earnings, and their interrelations with business performance and future risks:

Analysis of the total remuneration paid, as a percentage of net income, to directors, the general manager and deputy general managers during the most recent two years:

Title	2025 total remuneration of the Company and all companies in the Consolidated Financial Statements as % of net income after tax	2024 total remuneration of the Company and all companies in the Consolidated Financial Statements as % of net income after tax
Director	3.27	3.19
General Manager and	4.36	4.63

1. Remuneration policies, standards and packages

   Directors' remuneration is subject to Article 17 of the Company's Articles of Incorporation. The remuneration to the general manager and deputy general managers is in accordance with the provisions of Article 29 of the Company Act, and determined by the board with reference to the industry standard. compensation to the board members and employees is subject to Article 21 of the Articles of Incorporation, and bonus is based on the Company's overall operating performance and individual performance achievement rate as reference for payment.
2. Procedures for determining remuneration

   The remuneration for directors and managerial officers is evaluated and determined by the Compensation Committee in accordance with regulations, and submitted to the Board of directors for approval.
3. Correlation with business performance

   The directors' remuneration has fully taken the Company's operating objectives, financial position and directors' responsibilities into consideration. The standard for remuneration of general manager and deputy general managers fully considers their professional capacity, the Company's operation and financial position, as well as their personal performance target management and work evaluation.
4. Correlation to future risks

   The Company's management make important decisions after weighing various risk factors. The performance of important decisions will be reflected in the profitability, and then tied to the salary of the management, that is, the remuneration of the Company's directors, general manager and deputy general managers is closely related to the performance of future risk control.

II. Implementation of corporate governance

(I) Operation of the Board of directors:

The Board of directors had 6 (A) meetings in 2025, and the attendance of directors is shown as follows:

Title	Name	Actual Attendance in Person(B)	Attendance by Substitution	Percentage of Actual Attendance(%) (B/A)	Notes
Chairman	William Chang	6	0	100	
Director	Jimmy K. M. Chang	6	0	100	
Director	Joe T. H. Chiu	6	0	100	
Director	Eric Kai	6	0	100	
Director	Jonny Tseng	6	0	100	
Director	Pei Wen Wu	6	0	100	
Director	Alan J.T. Chien	6	0	100	
Independent Director	L.C. Kuo	6	0	100	
Independent Director	T.S. Chen	6	0	100	

Other issues to be recorded:

I. The date, session, proposal content, and resolution specified and the opinion expressed by independent directors shall be specified under any one of the following circumstances:

(I) Matters specified in Article 14-3 of the Securities and Exchange Act:

Session and Date of the Board of directors	Content of Motions	Resolutions	Matters specified in Article 14-3 of the Securities and Exchange Act	Opinions of independent directors	Company's handling of independent directors' opinions
12th meeting of the 23rd session 2025.03.07	Submitted the 2024 Statement on Internal Control for deliberation.	Unanimous vote by all attending directors to approve the Statement after the chairperson consulted with the board.	V	None	None
16th meeting of the 23rd session 2025.11.06	1. Amend the Company's "Internal Control System" and "Detailed Rules for Internal Audit Implementation". 2. The proposal for the appointment of the Company's CPAs and assessment of independence was submitted for deliberation.	1. After the Chairperson consulted all attending directors and no objections were raised, the proposal was Approved. 2. For this proposal, CPAs Kevin Chang, Arnico Tseng, and Jimmy Tsao of Diwan & Company recused themselves in accordance with the law due to conflicts of interest. After the Chairman consulted all attending directors and no objections were raised, the proposal was Approved.	V	None	None

(II) Other BOD resolutions to which objections or qualified opinions for the record or in writing are expressed by independent directors: None.

II. For the recusal of directors due to conflicts of interest, please describe the name of the director, the proposal content, the reason for recusal and the participation in voting.

Session and Date of the Board of directors	Name of Director	Content of Motions	Reasons for Recusal	Voting situation
11th meeting of the 23rd session 2025.01.16	William Chang	2024 year-end bonus for the Company's managerial officers.	Chairman concurrently serving as a managerial officer	Chairman William Chang, Annie Chou, and Jin-Yu Chen recused themselves from this motion in accordance with the law due to conflicts of interest, and the motion was Approved as proposed after Acting Chairperson Jimmy K. M. Chang first consulted all attending directors and no objections were raised.

III. Execution of Board of directors appraisal

Evaluation cycle	Evaluation period	Scope of evaluation	Assessment methods	Assessment contents
Once a year	2025/01/01 - 2025/12/31	Board of directors as a whole and each individual director	Peer evaluation	Includes the participation in the operation of the Company, improvement of the quality of the Board of directors' decision making, composition and structure of the Board of directors, election and continuing education of the directors and internal control.
Once a year	2025/01/01 - 2025/12/31	Board of directors as a whole and each individual director	Self-evaluation of directors	The alignment of the goals and missions of the Company, awareness of the duties of a director, participation in the operation of the Company, management of internal relationship and communication, the director's professionalism and continuing education and internal control.
Once a year	2025/01/01 - 2025/12/31	Each functional committee	Self-evaluation of directors and committee members	The participation in the operation of the Company, awareness of the duties of the functional committee, improvement of quality of decisions made by the functional committee, makeup of the functional committee and election of its members and internal control.

IV. An evaluation of targets (such as establishing an audit committee, improving information transparency and others) and performance for strengthening the functional competence of the Board of directors during the current and the most recent years:

The Company has Approved the “Rules for Performance Evaluation of Board of Directors” at the Board of Directors meeting on 2015/08/11, and completed the performance evaluation of the Board of Directors (and functional committee members) and each board member on 2026/01/16.

(II) Information regarding Audit Committee operation:

1. The Audit Committee of the Company held 5 meetings (A) in 2025, and the attendance of independent directors is shown as follows:

Title	Name	Actual Attendance in Person (B)	Attendance by Substitution	Percentage of Actual Attendance (%) (B/A)	Notes
Independent Director	L.C. Kuo	5	0	100	
Independent Director	Alan J.T. Chien	5	0	100	
Independent Director	T.S. Chen	5	0	100	

Other issues to be recorded:

I. The date, session and proposal content of Audit Committee meetings, objection, qualified opinions and content of significant recommendations of independent directors, the Audit Committee’s resolutions and the Company's handling of the Audit Committee's comments shall be specified under any one of the following circumstances.

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

Session and Date of the Audit Committee Meeting	Content of Motions	Resolutions	Matters specified in Article 14-5 of the Securities and Exchange Act	Audit Committee Opinions	Company's handling of Audit Committee's opinions
9th meeting of the 5th session 2025.01.16	1. Submitted the proposal for the Company's 9th repurchase of treasury shares for transfer to employees for deliberation.	Following legal recusal by Chairman William Chang, Annie Chou, and Chin-Yu Chen, the attending committee members Approved the motion unanimously and submitted it to the Board of Directors for resolution.	V	None	None
	2. Submitted the Company's 2024 Board of Directors performance evaluation report for deliberation.	Unanimous vote by all attending committee members to approve the motion and submit it to the Board of directors for resolution.	V	None	None
	3. Submitted the proposal to apply for a credit facility from Yuanta Bank for deliberation.	Unanimous vote by all attending committee members to approve the motion and submit it to the Board of directors for resolution.	V	None	None
	4. Submitted the proposal to apply for a credit facility from Mega International Commercial Bank for deliberation.	Unanimous vote by all attending committee members to approve the motion and submit it to the Board of directors for resolution.	V	None	None
	5. Submitted the proposal to apply for an additional NT$30 million credit facility from Taipei Fubon Bank to meet the Company's funding needs, for deliberation.	Unanimous vote by all attending committee members to approve the motion and submit it to the Board of directors for resolution.	V	None	None
	6. Submitted the proposal to apply to banks for lines of credit and an extension of the repayment period for deliberation. Submitted the proposal for additional construction budget for the hotel development project at land lot No. 286, Baisha Section, Liuqiu Township, Pingtung County (Liuqiu Hotel Investment) for deliberation.	Unanimous vote by all attending committee members to approve the motion and submit it to the Board of directors for resolution.	V	None	None

Session and Date of the Audit Committee Meeting	Content of Motions	Resolutions	Matters specified in Article 14-5 of the Securities and Exchange Act	Audit Committee Opinions	Company's handling of Audit Committee's opinions
10th meeting of the 5th session 2025.03.07	1. Submitted the Company's 2024 business report and financial statements for deliberation.	Unanimous vote by all attending committee members to approve the motion and submit it to the Board of directors for resolution.			
	2. Submitted the Company's 2024 earnings distribution for deliberation.	Unanimous vote by all attending committee members to approve the motion and submit it to the Board of directors for resolution.			
	3. Submitted the proposal for capitalization of earnings by issuing new shares for deliberation.	Unanimous vote by all attending committee members to approve the motion and submit it to the Board of directors for resolution.			
	4. Submitted the Company's 2024 "Statement on Internal Control" for deliberation.	Unanimous vote by all attending committee members to approve the motion and submit it to the Board of directors for resolution.			
	5. Submitted the proposal to amend the Company's Articles of Incorporation for deliberation.	Unanimous vote by all attending committee members to approve the motion and submit it to the Board of directors for resolution.			
	6. Submitted the proposal to apply to CTBC Bank for credit facilities and extensions for deliberation.	Unanimous vote by all attending committee members to approve the motion and submit it to the Board of directors for resolution.			
11th meeting of the 5th session 2025.05.12	1. Submitted the Company's Q1 2025 Consolidated Financial Statements for deliberation.	Unanimous vote by all attending committee members to approve the motion and submit it to the Board of directors for resolution.	V	None	None
	2. Submitted the proposal to amend the Company's management system for deliberation.	Unanimous vote by all attending committee members to approve the motion and submit it to the Board of directors for resolution.	V	None	None
	3. Submitted the proposal to apply for an NT$600 million credit facility from Mega Bills Finance Co., Ltd. to meet the Company's funding needs.	Unanimous vote by all attending committee members to approve the motion and submit it to the Board of directors for resolution.	V	None	None

Session and Date of the Audit Committee Meeting	Content of Motions	Resolutions	Matters specified in Article 14-5 of the Securities and Exchange Act	Audit Committee Opinions	Company's handling of Audit Committee's opinions
12th meeting of the 5th session 2025.08.01	1. Submitted the Company's H1 2025 Consolidated Financial Statements for deliberation.	Unanimous vote by all attending committee members to approve the motion and submit it to the Board of directors for resolution.	V	None	None
	2. Submitted the proposal to apply for bank credit facilities and renewals for deliberation.	Unanimous vote by all attending committee members to approve the motion and submit it to the Board of directors for resolution.	V	None	None
13th meeting of the 5th session 2025.11.06	1. Submitted the Company's Consolidated Financial Statements for the first three quarters of 2025 for deliberation.	Unanimous vote by all attending committee members to approve the motion and submit it to the Board of directors for resolution.	V	None	None
	2. Submitted the proposal to apply for the total transaction limit for derivatives in 2026 for deliberation.	Unanimous vote by all attending committee members to approve the motion and submit it to the Board of directors for resolution.	V	None	None
	3. Submitted the proposal for the appointment of the Company's CPAs and independence assessment for deliberation.	For this proposal, CPAs Kevin Chang, Arnico Tseng, and Jimmy Tsao of Diwan & Company recused themselves in accordance with the law due to conflicts of interest. After the Chairman consulted all attending directors and no objections were raised, the proposal was Approved as submitted and submitted to the Board of Directors for resolution.	V	None	None
	4. Submitted the proposal to amend the Company's "Internal Control System" and "Detailed Rules for Internal Audit Implementation" for deliberation.	After the Chairperson consulted all attending committee members and no objections were raised, the proposal was Approved as submitted and submitted to the Board of Directors for resolution.	V	None	None
	5. Submitted the Company's 2026 audit plan for deliberation.	After the Chairperson consulted all attending committee members and no objections were raised, the proposal was Approved as submitted and submitted to the Board of Directors for resolution.	V	None	None

(II) Except for the abovementioned matters, others which have not been passed by the Audit Committee but have been approved by more than two-thirds of all directors: Not this situation.

II. For avoidance of conflict of interest by independent directors, the name of independent directors, details of proposals, reasons for avoidance and voting results shall be stated: None.

III. The status of communication between independent directors and internal auditing officers and CPAs: (Should include the material matters, methods and results of communication on the Company's financial and business status, etc.

(I) The Company's head of internal audit produces an internal audit report at the quarterly audit committee meeting. As of the publication date of this annual report, there is no special situation. The audit committee and the head of internal audit maintain good communication.

(II) The Company's certified public accountants report the audit results of the current year's financial report during the audit committee's annual meetings, and communicate on the audit status of the financial report of the current year and requirements by related laws and regulations. If special situations arise, the CPA will report to the audit committee immediately. For 2025 and as of the printing date of this annual report, the Company's Audit Committee has maintained good communication with the certifying CPAs, and there have been no special circumstances.

The communication is described as follows:

The Audit Committee is composed of three independent directors. The head of internal audit attends the quarterly Audit Committee meetings to report the results of audit and the implementation of follows-ups. The status and effectiveness of the audit implementation have been fully communicated with the independent directors.

Date	Key points
2025/03/07	1. Report on the implementation status of internal audits conducted in 2024 in accordance with the audit plan. 2. Approved the 2024 Statement on Internal Control.
2025/05/12	Report on the implementation status of internal audits conducted in 2024 in accordance with the audit plan.
2025/08/01	Report on the implementation status of internal audits conducted in 2024 in accordance with the audit plan.
2025/11/06	Report on the implementation status of internal audits conducted in 2024 in accordance with the audit plan.
2026/03/05	1. Report on the implementation status of internal audits conducted in 2025 in accordance with the audit plan. 2. Approved the 2025 Statement on Internal Control.

The Company arranges independent directors to communicate with accountants at least twice a year to discuss matters related to the Company's financial reports and review and audit conducted by the accountants.

Date	Key points
2025/03/07	1. Type and description of review report. 2. Analysis of financial statements. 3. Participants raised questions and discussed various matters.
2025/11/06	1. Method and scope of review. 2. Review and plan the significant risks identified. 3. Preliminary communication on key audit matters. 4. Participants raised questions and discussed various matters.
2026/03/05	1. Type and description of review report. 2. Analysis of financial statements. 3. Participants raised questions and discussed various matters.

2. Composition and responsibilities of the Audit Committee:

The Audit Committee is to assist the Board of directors to carry out its supervisory duties and to be responsible for the tasks entrusted by the Company Act, Securities and Exchange Act and other relevant laws and regulations. The deliberations include: Financial statements, company auditing and accounting policies and procedures, internal control systems, material asset or derivatives transactions, offering or issuing securities, appointment, dismissal or remuneration of certified accountants, and appointment and dismissal of heads finance, accounting or internal audit.

The Audit Committee has the right to conduct any appropriate audits and investigations within the scope of its responsibilities, and has direct communication with the Company's internal auditors, certified accountants and all employees. Currently, the Audit Committee is composed of all three independent directors, and has formulated the Audit Committee Organizational Charter.

(III) Status of corporate governance implementation and the differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the reasons:

Issues to be Assessed	Implementation Status			Differences from the Corporate Governance Best Practice Principles
	Yes	No	Summary description	
I. Does the Company follow "Corporate Governance Best Practice Principles" to establish and disclose its corporate governance practices?	V		The Company has approved its Corporate Governance Best Practice Principles; Rules of Procedure for Shareholders Meetings; Rules for Election of Directors; Ethics and Code of Conduct; Risk Control Management Measures; Ethical Corporate Management Best Practice Principles, etc. based on the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and disclosed them on the Market Observation Post System and the Company's website.	No difference
II. Shareholding structure and shareholders' equity (I) Does the Company have internal operating procedures for handling shareholders' suggestions, concerns, disputes and litigation matters. If yes, have these procedures been implemented accordingly?	V		(I) The Company has handled shareholder-related matters in accordance with the ISO procedures. In addition to the shareholder services agent, a spokesperson system has been established in accordance with the regulations to handle shareholder suggestions or disputes. Their contact information is also disclosed in the "Investor Relations" page on the Company's website.	No difference
(II) Does the Company possess a list of major shareholders and beneficial owners of these major shareholders?	V		(II) The Company has followed the regulations of Article 25 of the Security and Exchange Act to report the changes in the shareholdings of insiders to the Market Observation Post System designated by the Securities and Futures Bureau on a monthly basis.	No difference

Issues to be Assessed	Implementation Status			Differences from the Corporate Governance Best Practice Principles
	Yes	No	Summary description	
(III) Has the Company built and executed a risk management system and "firewall" between the Company and its affiliates?	V		(III) The Company refer to the internal control system and relevant laws and regulations to regulate matters such as purchase and sales transactions, acquisition or disposal of assets, endorsement and guarantees, and lending of funds to others among related companies.	No difference
(IV) Has the Company established internal rules prohibiting insider trading on undisclosed information?	V		(IV) We have formulated the "Ethics and Code of Conduct" and "Ethical Corporate Management Best Practice Principles," and reminded the insiders with the rules by email every quarter to improve the promotion and regulation of relevant works that the insiders should abide by.	No difference
III. Composition and responsibilities of the Board of directors (I) Has the Board of directors established a diversification policy and specific management objectives for the composition of the board and has it been implemented accordingly?	V		(I) Diversity policy: 1. In order to reinforce corporate governance and promote the sound development of the composition and structure of the board, the Company formulated the Corporate Governance Best Practice Principles. Article 20 of the Principles stated that board members should be diverse in a manner that supports the Company's operations, business activities and growth. The diversity policy should be based on, but is not limited to basic criteria and values (gender, age, nationality, culture, etc.), professional knowledge and skills (such as law, accounting, industry, finance, marketing or technology) and experience in the industry. 2. Specific management objectives: The Company's board guides the Company's strategy and supervises the management, and is responsible to the Company and shareholders. In terms of the operation and arrangement of the corporate governance system, the board exercises its powers in accordance with laws and regulations, the Articles of Incorporation or the resolutions of the shareholder meetings. In order to meet the Company's business development	No difference

Issues to be Assessed	Implementation Status			Differences from the Corporate Governance Best Practice Principles
	Yes	No	Summary description	
			needs, the board should be composed of experts and scholars with industry, finance and accounting, management, etc. experience; the board must have at least one person in each of the professional fields such as innovation, business experience, legal affairs, finance, and accounting. 3. Implementation of diversity of board members: The current session of board of directors consists of 9 directors, which includes 3 independent directors and 6 directors. The relevant information on the education, work experience and the professional skills of each director has been disclosed on the Company's official website at https://holder.travel.com.tw/holder_2-2-4.html. The Corporate Governance Best Practice Principles have considered the diversity policy needed for the composition of board members. Standard of two aspects, professional knowledge and skills.	
(II) In addition to the Remuneration Committee and the Audit Committee established in accordance with law, has the Company voluntarily set up other functional committees?	V		(II) We have included them in the evaluation.	No difference
(III) Has the Company established its Board Performance Appraisal Measures and the evaluation methods, conducted the performance appraisal regularly every year and provided the results to the board as the reference for directors' remuneration and nomination and renewal?	V		(III) We have formulated the Board Performance Appraisal Measures to clearly stipulate the evaluation methods. On 2026/01/29, the 2025 performance evaluation of the Board of Directors (including functional committees) and the assessment of Board of Directors members were reviewed and Approved by the Audit Committee, and then submitted to the Board of Directors for Approved. The board used the evaluation results as a reference for salary reporting and renewal.	No difference
(IV) Does the Company regularly evaluate the independence of attesting CPAs?	V		(IV) Pursuant to Article 29 of the Company's "Corporate Governance Best Practice Principles", the Company shall assess the independence and suitability of the CPAs at regular intervals (at least once a year). The Company's evaluation of the CPAs and their audit service units covers the aspects of financial interests,	No difference

Issues to be Assessed	Implementation Status			Differences from the Corporate Governance Best Practice Principles
	Yes	No	Summary description	
			financing and guarantees, business relationships, family and personal relationships, employment relationships, gifts and special incentives, rotation of CPAs, and non-audit services, and has obtained the statement of independence issued by the CPAs, and the assessment results were submitted to the Board of Directors as the basis for whether to hire or re-appoint CPAs. As of December 31, 2025, the CPAs were assessed by the Board of Directors on November 6, 2025, and their independence and suitability (eligibility) met the Company's independence assessment standards.	
IV. Has the Company allocated qualified and sufficient number of personnel and appointed managers in charge of corporate governance affairs (including but not limited to furnishing information required for business execution by directors, assisting directors to comply with laws, handling matters related to board meetings and shareholder meetings according to laws, recording minutes of board meetings and shareholder meetings, etc.)?	V		The company has appointed a chief governance officer to be responsible for corporate governance related matters.	No difference
V. Has the Company established communication channels with stakeholders (including, but not limited to, shareholders, employees, customers, and suppliers) and set up an area dedicated to stakeholders on the Company website and does the Company respond appropriately to corporate social responsibility issues that stakeholders consider important?	V		The Company has established a dedicated section on the official website for stakeholders (http://holder.travel.com.tw/holder_4-21.html), and has set up a point of contact for stakeholders to discuss the suggestions, disputes or concerns addressing ESG to make appropriate responses.	No difference
VI. Has the Company designated an agent specializing in the handling of stock affairs to handle shareholder meeting affairs?	V		Professional shareholder services agent appointed by the Company: Shareholder Services Department of SinoPac Securities Corporation.	No difference
VII. Information disclosure (I) Has the Company established a public website to disclose operational, financial, and corporate governance information?	V		(I) The Company has set up "Investor Relations" and "Corporate Governance" areas on the official website, and disclosed the handling of relevant businesses and finance on the Market Observation Post System regularly or from time to time, which can also be found at http://holder.travel.com.tw	No difference

Issues to be Assessed	Implementation Status			Differences from the Corporate Governance Best Practice Principles
	Yes	No	Summary description	
(II) Has the Company adopted other means of information disclosure (such as setting up an English website, appointing dedicated personnel responsible for the collection and disclosure of Company information, implementing a spokesperson system, posting the Company's earnings calls on its website, etc.)?	V		(II) 1. Appoint dedicated personnel responsible for the collection and disclosure of the Company's information: The Finance Information Division and the Office of Planning separately appointed dedicated personnel responsible for the collection and disclosure of information. 2. Implementation of the spokesperson system: The Company has a spokesperson and an acting spokesperson. 3. Disclosure of institutional investor conference materials: The proceedings of the Company's institutional investor conferences, including audio and video recordings, are available on the Company's website under the "Corporate Governance" section (http://holder.travel.com.tw), and can also be accessed via the Market Observation Post System in accordance with Taiwan Stock Exchange regulations.	No difference
(III) Has the Company published and reported its annual financial report within two months after the end of a fiscal year, and published and reported its financial reports for the first, second and third quarters as well as its operating status for each month before the specified deadline.		V	(III) The Company has announced and submitted the quarterly financial report and the monthly status of operations before the prescribed deadline, but has not announced and submitted the annual financial report within two months after the end of the fiscal year.	
VIII. Does the Company have other important information to facilitate better understanding of the Company's corporate governance practices (including, but not limited to current status of employee rights, employee care, investor relations, supplier relations, stakeholder rights, director and supervisor training regimes, risk management policies, and risk measurement standards as well as the implementation of client policies and the Company's purchase of liability insurance for its directors and supervisors)?	V		(I) The company website has a "Corporate Governance" section, and the important information on the status of corporate governance can be accessed at http://holder.travel.com.tw (II) Establish an employee welfare committee, implement a pension system, encourage employees to participate in various domestic and overseas training courses and technical seminars, value labor relations, and provide equal employment opportunities. (III) There are dedicated units responsible for the responses to and communication with suppliers and clients, and the implementation is good. The	No difference

Issues to be Assessed	Implementation Status			Differences from the Corporate Governance Best Practice Principles
	Yes	No	Summary description	
			performance of rights and obligations with banks comply with the requirements of contracts and relevant regulations, and adhere to the good faith principle and requirements of a good communication channel to protect the rights and interests of both parties. (IV) The Company's directors all have professional backgrounds, and they participate in continuing education courses offered by professional institutions as required in accordance with the Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEx Listed Companies issued by the Taiwan Stock Exchange Corporation, which can be accessed at: http://mops.twse.com.tw (V) The Company's internal control system covers all operating activities. It is divided into ten internal control cycles by transaction type, and puts the Company's internal audit operations into practice to reinforce the supervision and management of each unit. (VI) The internal and external factors of the overall risk change with management activities, domestic and foreign political, economic, and social factors, and the Company timely revises management decisions, organizational structure, and duties to eliminate unfavorable factors. (VII) The Company has analyzed and responded to high-possibility and high-impact risk events related to operational objectives, financial reporting accuracy, and fraud prevention and control during operations, and the Company's audit unit has recorded, tracked and systematically managed them to reinforce the corporate governance and establish sound risk management operations. (VIII) Customers who participate in the Company's group travel plans are required to purchase liability insurance in accordance with the regulations of the competent authority. We understand	

Issues to be Assessed	Implementation Status			Differences from the Corporate Governance Best Practice Principles
	Yes	No	Summary description	
			customers' feedback through survey forms, and have a dedicated customer complaint handling team. (IX) The status of directors' continuing education has been fully disclosed in the annual report. (X) The Company has begun to purchase liability insurance policies for each directors since the end of 2019.	
IX. Please explain improvements that have been made as well as priorities to improve the results of the Corporate Governance Evaluation issued by the Taiwan Stock Exchange Corporate Governance Center:	V		The improvements after the 2024 evaluation are as follows: (1) Does the Company report to the general shareholders' meeting on the remuneration received by directors, including the remuneration policy, individual remuneration content and amount? (2) Are there any independent directors whose consecutive sessions of office do not exceed three sessions? (3) Has the Company formulated human rights protection policies and specific management plans with reference to international human rights conventions, and disclosed the relevant policies and implementation status on its website or in its annual report?	(1) The relevant information will be reported at the 2026 Annual General Meeting. (2) This situation will be improved at the time of the 2026 re-election. (3) The Company has established a human rights policy and disclosed it on its official website https://holder.travel.com.tw/holder_2-5.html

(IV) Composition, responsibilities and operations of the Compensation Committee:

The Compensation Committee aims to assist the board in implementing and evaluating the Company's overall remuneration and welfare policies, which include the remuneration of directors and managerial officers. Currently, the Compensation Committee is composed of all three independent directors, and the Compensation Committee Organizational Charter has been formulated.

1. Information on members of the Compensation Committee:

<table>
<tr><th>Conditions
Name and title</th><th>Professional qualifications and experience</th><th>Independence</th><th>Concurrently serving as an independent director in other publicly listed companies</th></tr>
<tr><td>L.C. Kuo, Independent Director</td><td rowspan="3">The Remuneration Committee of the Company is composed of all three independent directors. Please refer to p.6(?) of this annual report for their professional qualifications and experience.</td><td rowspan="3">All committee members have met the following conditions:
1. Conform to the relevant rules of Article 14-6 of the Securities and Exchange Act and the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Stock Exchange or Traded Over the Counter.
2. The person (or in the name of others), spouse and minor children do not hold any shares of the Company.
3. No remuneration has been received in the past two years for providing business, legal, financial, accounting, or other services to the Company or its affiliated enterprises.</td><td>0</td></tr>
<tr><td>T.S. Chen, Independent Director</td><td>0</td></tr>
<tr><td>Alan J.T. Chien, Independent Director</td><td>0</td></tr>
</table>

2. Information on the operations of the Remuneration Committee:
   (1) The Compensation Committee has 3 members.
   (2) Session of office for this session: June 19, 2023 to June 18, 2026. The Committee has held 2 meetings (A)in the most recent fiscal year (2025), and the qualifications and attendance of the members are shown as follows:

Title	Name	Actual Attendance in Person (B)	Attendance by Substitution	Percentage of Actual Attendance(%) (B/A)	Notes
Convener	T.S. Chen	2	0	100	
Committee member	L.C. Kuo	2	0	100	
Committee member	Alan J.T. Chien	2	0	100	

Other issues to be recorded:

I. If the board of directors does not adopt or amend the recommendations from the Compensation Committee, it shall clarify the date, session, proposal content and resolution of the board and how the Company handles the recommendations of the Committee (such as that the salary and remuneration approved by the board are better than what the Committee recommended, and the differences and reasons should be clarified): None.

II. If the Compensation Committee members have objections or reservations and there are records or written statements from the meetings, the date, term, proposal content, opinions of all members and the handling of their opinions shall be clearly stated: None.

3. Meeting dates, the session and the contents of motions of the Compensation Committee meetings:

Session and Date of the Compensation Committee Meeting	Proposal Content and Follow-up Implementation	Resolutions	Company's handling of Salary and Remuneration Committee's opinions
5th meeting of the 5th session 2025.01.16	1. Submitted the proposal for the 2024 retention bonus of managerial officers for deliberation. 2. Submitted the proposal for the Company's 9th repurchase of treasury shares for transfer to employee share subscription for deliberation.	1. Chairperson William Chang and Annie Chou recused themselves as required by law, and after the Chairperson consulted all members and no objection was raised, the proposal was Approved as proposed and submitted to the Board of Directors for resolution. 2. Chairperson William Chang and Annie Chou recused themselves as required by law, and after the Chairperson consulted all members and no objection was raised, the proposal was Approved as proposed and submitted to the Board of Directors for resolution.	None
6th meeting of the 5th session 2025.03.07	Submitted the proposal for the 2024 remuneration of directors and employees for deliberation.	Unanimous vote by all attending committee members to approve the motion and submit it to the Board of directors for resolution.	None

(V) Status of promotion of sustainable development and its difference from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the reasons:

Issues to be Assessed	Implementation Status			Differences from the Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies and reasons for discrepancies.
	Yes	No	Summary description	
I. Has the Company established a governance structure to promote sustainable development, and set up a dedicated (or one holding concurrent positions) unit to promote sustainable development, with the board authorizing the senior management to manage the organization which is supervised by the board?	V		In 2024, the Company established a sustainability governance structure. The Board of Directors serves as the highest oversight body, and a Sustainable Development Committee was formed under the Board of Directors to serve as the dedicated unit for promoting the Company's sustainable development. This committee is responsible for planning, resolving on, and supervising governance strategies for major ESG issues, policy implementation, and target achievement. The organizational regulations of the Sustainable Development Committee have been Approved by the Board of Directors. The General Manager serves as convener, and committee members include members of the Board of Directors, the General Manager, Deputy General Managers, department heads, and representatives from relevant business units. The committee also includes a Sustainable Development Promotion Team, as well as working groups focused on environmental sustainability, customer management, corporate governance, responsible supply chains, employee development, and community prosperity. These working groups have been driving various sustainability projects according to their respective areas of responsibility. The committee convenes at least twice a year, and the review results are submitted to the Board of Directors for incorporation into the Company's overall strategic planning and annual work goals. In 2025, the Sustainable Development Committee held 2 meetings, with an average attendance rate of 100%. During the year, a total of 6 major sustainability matters were communicated and reported to the Board of Directors. All proposals were discussed by the Board of Directors and approved for record; additionally, the information disclosed in the Company's sustainability report was also reviewed by the Sustainable Development Committee before final submission to the Board of Directors for approval and release. Through the operation of the Sustainable Development Committee, the Board of Directors oversees the Company's sustainable development management policies, promotion strategies, and annual goals. The Board of Directors regularly receives reports on major issues, greenhouse gas inventories, materiality analysis, and the content of the sustainability report, reviews implementation, and urges improvements to continuously enhance the effectiveness of sustainability governance.	No difference

<table>
<tr><th rowspan="2">Issues to be Assessed</th><th colspan="3">Implementation Status</th><th rowspan="2">Differences from the Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies and reasons for discrepancies.</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td></td><td></td><td></td><td>Communication from the 2025 Sustainable Development Committee to the Board of Directors
<table>
<tr><th>Meeting date</th><th>Communication items</th><th>Resolutions</th></tr>
<tr><td>August 1, 2025</td><td>Confirmation of the Sustainability Report’s visual design.
Identification of stakeholders and determination of material topics in 2025.
2025 Greenhouse Gas Inventory.</td><td>Approved</td></tr>
<tr><td>November 6, 2025</td><td>Stakeholder identification for 2025 included the addition of “financial institutions.”
2025 materiality determination.
The Company’s greenhouse gas inventory management procedures.</td><td>Approved</td></tr>
</table></td><td></td></tr>
<tr><td>II. Has the Company conducted risk assessments on environmental, social and corporate governance issues related to the Company’s operations in accordance with the materiality principle, and formulated relevant risk management policies and strategies?</td><td>V</td><td></td><td>The Company regularly conducts risk assessments on environmental, social and corporate governance issues related to its operations in accordance with the materiality principle, and formulates relevant management policies and response strategies. The boundary of this risk assessment aligns with the disclosure boundary for subsequent environmental and social issues outlined in this Attachment. The scope is limited to Phoenix Tours’ Taiwan operations, including Taipei Headquarters and its branches in Taoyuan, Hsinchu, Taichung, Chiayi, Tainan, and Kaohsiung, and excludes subsidiaries included in the Consolidated Financial Statements.
In terms of materiality identification and risk assessment, the Company followed the AA1000 accountability principles and GRI 3: Material Topics 2021 to establish a materiality analysis framework. The evaluation process included understanding the organizational context, identifying impacts and assessing significance, prioritizing impacts, and determining material topics. In the evaluation process, the Company referenced the GRI Standards, SASB, SDGs, and other relevant criteria and frameworks to compile 17 sustainability topics. These were then combined with stakeholder questionnaire results, topic impact analysis, and internal senior executive questionnaires to assess and prioritize the positive and negative impacts and likelihood of each topic. This allowed the Company to identify the material issues most relevant to the Company’s operations.</td><td>No difference</td></tr>
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<table>
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<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td></td><td></td><td></td><td>Through the aforementioned materiality analysis process, the Company identified 8 material topics for 2025, including: Information Security and Customer Privacy, Service Quality, Sustainable Product Innovation and Development, Social Investment and Participation, Talent Attraction and Retention, Employee Rights and Diversity and Equal Opportunity, Employee Training and Development, and Occupational Health and Safety. For each material topic, the Company formulates corresponding management policies, goals, and action plans through the relevant responsible units, and regularly tracks implementation through the Sustainable Development Committee and various working groups. Regarding overall risk management, the Company has established a risk management mechanism and has integrated climate issues into its existing corporate risk management framework. The Environmental Sustainability Team coordinates the identification, evaluation, and management of climate-related risks and opportunities. The evaluation results and management measures are submitted annually to the Sustainable Development Committee for review, and then forwarded to the Board of Directors to inform subsequent strategy adjustments and resource allocation.
<u>Performance Indicators and Results of Material Topic Management</u>
The Company establishes corresponding performance indicators based on the management strategies for each material topic to track implementation effectiveness, and conducts reviews through annual internal controls, audits, and management meetings to ensure the management mechanism delivers the benefits of continuous improvement.
<table>
<tr><th>Materiality Issues</th><th>Key management measures</th><th>Representative Performance Indicators</th><th>Results and tracking approaches</th></tr>
<tr><td>Company service quality</td><td>Strengthen customer feedback.
Optimize the Phoenix Mobile Cloud App.</td><td>Customer satisfaction: Maintain a rate of 95% or higher.</td><td>Discuss and follow up on improvements for poor service during meetings.</td></tr>
<tr><td>Information security and customer privacy</td><td>Strengthen cybersecurity defenses.</td><td>Number of major information security incidents: Target 0.</td><td>Present a review and evaluation at each monthly information meeting.
Report on the implementation status at the annual year-end meeting.</td></tr>
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<table>
<tr><th rowspan="2">Issues to be Assessed</th><th colspan="3">Implementation Status</th><th rowspan="2">Differences from the Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies and reasons for discrepancies.</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><td>Sustainable Tourism Innovation and Development</td><td>Develop green tourism itineraries.</td><td>Number of green tourism itineraries: 6 have been launched, with additional itineraries introduced each year.
Number of annual green tours: 9 tours in 2025 with 315 participants, with a target of annual growth.</td><td>The Company analyzes passenger feedback on sustainable products through surveys to gauge satisfaction and repurchase intent, and combines it with operational data as a basis for continuous improvement and strategic adjustment.</td></tr>
<tr><td>Talent attraction and retention</td><td>Strengthen recruitment processes, enhance compensation and benefits, and establish a transparent promotion system.</td><td>New hire and attrition rates maintained within a reasonable range</td><td>Monthly HR meetings review recruitment and attrition, and compensation and benefits are reviewed annually.</td></tr>
<tr><td>Occupational health and safety</td><td>Regular health checkups and occupational safety and health training</td><td>Occupational safety incidents: 0.</td><td>Regularly review occupational safety incidents and improvement measures.</td></tr>
<tr><td>Employee rights and diversity and equality</td><td>Implement diversity and inclusion policies and treat individuals of different genders, nationalities, ages, ethnicities, and persons with disabilities fairly.</td><td>Percentage of female senior managers: to increase to 20% by 2030.
Percentage of women in STEM positions: target of 0.5% by 2030.</td><td>Disclose annual diversity statistics.</td></tr>
<tr><td>Employee training and development</td><td>Provide professional training, internal and external courses, and talent development mechanisms.</td><td>Average annual training hours per employee: 18.73 hours.</td><td>Conduct satisfaction surveys after employees participate in training. Propose improvements and evaluations for employee training courses.</td></tr>
<tr><td>Social investment and participation</td><td>Promote charitable activities and support local communities and culture</td><td>Number of charitable activities participated in and volunteer hours</td><td>Summarize the results of charitable activities annually.</td></tr>
</table>
</td><td></td></tr>
</table>

Issues to be Assessed	Implementation Status			Differences from the Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies and reasons for discrepancies.
	Yes	No	Summary description	
III. Environmental issues (I) Has the Company established an appropriate environmental management system based on its industry characteristics?	V		(I) The Company has not yet implemented an external environmental management system certification such as ISO 14001, but has established an appropriate environmental management system tailored to its industry characteristics and operating model. The Company operates in the tourism service industry, primarily through office locations and tourism service management. As it has no manufacturing processes or high-pollution operations, it has established an environmental management system focused on energy conservation and carbon reduction, water management, waste minimization, resource recycling, green procurement, and supply chain environmental management – all in accordance with industry characteristics and relevant regulations. Each unit implements daily environmental management measures according to its responsibilities, while the head office management unit coordinates and oversees these efforts. The Company has reduced the environmental impact of its operations through initiatives such as paperless workflows, upgrades to energy-efficient equipment, water management, waste sorting and recycling, and supplier environmental assessments. In addition, the company incorporates environmental and sustainability considerations into itinerary planning and supplier selection. It prioritizes partners who meet environmental standards to promote green tourism services. In addition, the Company has obtained the “Silver-Level Eco-Friendly Travel Agency” certification from the Ministry of Environment, demonstrating a certain foundation in environmental management, green procurement, low-carbon travel itinerary planning, energy-saving measures in office areas, and waste management.	No difference
(II) Is the Company committed to improving resource efficiency and using renewable materials with low environmental impact?	V		(II) The Company is committed to improving resource efficiency and promoting paperless operations, energy and water conservation, and the use of environmentally friendly materials, tailored to its industry characteristics. The Company has continuously improved energy and water resource efficiency through measures including air-conditioning temperature management, replacement of energy-saving equipment, drinking fountains entering sleep mode during holidays, automatic shutdown of chilled water chillers, upgrades to energy-efficient air-conditioning in the IT equipment room, and the installation of sensor-activated faucets and water-saving toilets. In addition, the Company has promoted digitalization of office operations and replaced paper briefing manuals and pre-trip materials with the “Phoenix Mobile Cloud App.” The Company	No difference

<table>
<tr><th rowspan="2">Issues to be Assessed</th><th colspan="3">Implementation Status</th><th rowspan="2">Differences from the Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies and reasons for discrepancies.</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td></td><td></td><td></td><td>has prioritized the use of environmentally friendly materials and reduced disposable items during tour services, and has implemented waste sorting and recycling. Regarding targets, with 2025 as the base year, the procurement volume of photocopy paper is expected to decrease by 1% in 2027 and by 3% in 2030 compared to 2025. Several energy-saving improvements and digitization measures were completed in 2025, and efforts to improve resource efficiency have continued.</td><td></td></tr>
<tr><td>(III) Has the Company assessed the current and future potential risks and opportunities arising from climate change and taken measures to address climate-related issues?</td><td>V</td><td></td><td>(III) The Company has assessed the potential risks and opportunities posed by climate change to the business, both currently and in the future, and has taken relevant countermeasures based on its assessment results. Please refer to Appendix 2-2-3 of this annual report for details regarding the assessment method, assessment results, and countermeasures related to climate change risks and opportunities.</td><td>No difference</td></tr>
<tr><td>(IV) Has the Company compiled greenhouse gas emissions, water consumption, and total waste weight for the past two years, and established policies for energy conservation and carbon reduction, greenhouse gas reduction, water reduction, or other waste management?</td><td>V</td><td></td><td>(IV) The Company has gradually established a system for tracking and managing greenhouse gas emissions, water usage, and total waste weight, and has implemented related management policies and initiatives. Unless otherwise specified, the statistical boundaries for each environmental data item are based on the Taiwan operating locations of Phoenix Tours International, Inc., including the Taipei head office and the Taoyuan, Hsinchu, Taichung, Chiayi, Tainan, and Kaohsiung branches, excluding subsidiaries included in the Consolidated Financial Statements.
(1) Greenhouse gas emissions statistics (tCO2e)
<table>
<tr><th>Items</th><th>2024 (as originally reported)</th><th>2024 (baseline year, restated)</th><th>2025</th></tr>
<tr><td>Scope 1: Direct emissions</td><td>41.7267</td><td>1.6087</td><td>2.0512</td></tr>
<tr><td>Scope 2: Indirect energy emissions</td><td>166.6734</td><td>159.6024</td><td>158.3895</td></tr>
<tr><td>Scope 3: Other indirect emissions</td><td>-</td><td>37.5098</td><td>37.8225</td></tr>
<tr><td>Total greenhouse gas emissions</td><td>208.4001</td><td>161.211</td><td>198.263</td></tr>
<tr><td>Emission intensity (tCO2e per million NT$ revenue)</td><td>0.069</td><td>0.0531</td><td>0.066</td></tr>
<tr><td colspan="4">Note: Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulfur hexafluoride, nitrogen trifluoride, and other gases announced by the central competent authority.</td></tr>
</table></td><td>No difference</td></tr>
</table>

<table>
<tr><th rowspan="2">Issues to be Assessed</th><th colspan="3">Implementation Status</th><th rowspan="2">Differences from the Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies and reasons for discrepancies.</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td></td><td></td><td></td><td>Starting in 2025, the Company adopted the GHG Protocol standards for greenhouse gas inventories and included scope 3 for the 1st time; 2025 also served as the base year for current reduction management, establishing goals to reduce total scope 1 and 2 emissions by 5% by 2030 and 25% by 2050. The initiatives include continued purchases of sustainable aviation fuel (SAF) in collaboration with Lufthansa Group, promoting the “Phoenix Personal Cloud APP” to replace paper briefing materials, implementing an automatic shut-off system for air-conditioning units, and continuing to promote office energy-saving measures.
(2) Water Consumption Statistics
<table><tr><th>Items</th><th>2025</th></tr><tr><td>Total water withdrawal (m³)</td><td>3,213.5</td></tr><tr><td>Water use intensity (cubic meters per NT$1 million revenue)</td><td>311.187</td></tr></table>The Company has established a water consumption tracking system for its Taiwan operations. Water consumption data for 2025 have been finalized, but 2024 data are not yet complete. Therefore, they were not included in the two-year comparison. Subsequently, we will continue to refine the water consumption data collection mechanism at each location, providing a foundation for subsequent annual disclosure and management.
(3) Waste statistics (tonnes)
<table><tr><th>Waste Types
Treatment method</th><th>2024</th><th>2025</th></tr><tr><td>General waste</td><td>3</td><td>3</td></tr><tr><td>Hazardous waste</td><td>0</td><td>0</td></tr><tr><td>Total waste volume</td><td>3</td><td>3</td></tr><tr><td>Intensity (tons per million NT$ revenue)</td><td>0.0010</td><td>0.0010</td></tr></table>In terms of waste management, the Company is a non-manufacturing enterprise, and waste is primarily general household waste generated from office operations, with no hazardous waste. The waste reporting boundary is limited to the Company’s head office. As waste is collected and removed uniformly by the building management unit, the Company is unable to directly obtain actual waste generation data. Therefore, based on industry characteristics, the estimated waste volume is calculated using the annual waste removal ceiling of 3 metric tons agreed with the contracted waste removal service provider as the basis.
After collection and removal, household waste is incinerated, while recyclable materials such as paper and PET bottles are collected and recycled. The Company</td><td></td></tr>
</table>

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			continues to promote paperless operations, waste segregation, and recycling. In terms of waste management policy, 2025 has been set as the base year, with targets to reduce photocopy paper procurement by 1% by 2027 and by 3% by 2030 compared with 2025. The Company will continue to reduce waste generation through digitalization, recycling management, and source reduction measure. (4) Verification status Based on the currently disclosed information, no third party has been engaged to conduct external verification or assurance to date; environmental data are collected and compiled by the internally responsible department and confirmed by the department head.	
IV. Social Issues (I) Does the Company establish policies and procedures in compliance with relevant regulations and international human rights conventions?	V		(I) The Company has established human rights protection policies and management procedures in compliance with relevant regulations and international human rights conventions. The Company has established a Human Rights Policy with reference to the Universal Declaration of Human Rights, the United Nations Global Compact, the UN Guiding Principles on Business and Human Rights (UNGPs), the International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work, and relevant labor laws and regulations in Taiwan. The policy was announced after being signed and approved by the chairman of the board to demonstrate the Company’s commitment to human rights protection. The Company’s human rights policy applies to all employees, job applicants, dispatched personnel, suppliers, contractors, and business partners. The administrative office is responsible for implementing and overseeing the policy, including promotion and education, risk prevention, grievance handling, and follow-up tracking. The policy addresses the elimination of discrimination, the prohibition of forced labor and child labor, respect for freedom of association and employees’ right to expression, the maintenance of workplace dignity and safety, and care for vulnerable groups and fair treatment. The Company also educates employees on human rights policies, labor rights and relevant laws and regulations, complaint and whistle-blowing channels, workplace sexual harassment prevention measures, and the principle of non-retaliation during the onboarding process and in daily management. Furthermore, it conducts related training and explains procedures in accordance with the Act of Gender Equality in Employment to mitigate human rights risks. The Company maintains multiple,	No difference

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<tr><td></td><td></td><td></td><td>
confidential channels for lodging complaints, including a sexual harassment reporting mailbox, the option to submit statements to a direct supervisor, and a dedicated point of contact within Human Resources. These mechanisms ensure timely receipt and resolution of related matters. The Company's detailed human rights policy has been disclosed on its official website: https://holder.travel.com.tw/holder_2-5.html.
<u>Human Rights Due Diligence</u>
The Company's due diligence process is primarily based on the EU Corporate Sustainability Due Diligence Directive and the OECD Due Diligence Guidance for Responsible Business Conduct. The Company has established human rights due diligence procedures through which it identifies and assesses human rights risks, designs risk management and mitigation measures, and implements improvements and follow-up actions to effectively reduce the impact of those risks.
Scope of investigation: all employees of the Company and Tier 1 suppliers.
■ The steps for conducting human rights due diligence are as follows:
<table>
<tr><td>I. Identification and Assessment</td><td>Identify negative human rights impacts in operations and supply chains.</td></tr>
<tr><td>2. Termination and Prevention</td><td>Mitigating and remedying adverse impacts on human rights.</td></tr>
<tr><td>3. Tracking</td><td>Track implementation and results.</td></tr>
<tr><td>4. Communication</td><td>Information disclosure</td></tr>
</table>
Drawing on international human rights standards and best practices among domestic and international peers, the Company has identified the following human rights issues:
■ For the Company's employees, the Company identified the following human rights issues in 2025:
1.Reasonable working hours 2. Health and safety 3. Privacy
■ For Tier 1 suppliers, the Company identified the following human rights issues in 2025:
1.Reasonable working hours 2. Privacy
Based on the human rights issues identified above, the Company distributed questionnaires to its employees and Tier 1 suppliers to conduct surveys and assessments, and prepared a risk matrix based on the questionnaire results to identify the likelihood and severity of occurrence as the basis for prioritizing the handling of human rights issues. The Company will give priority to high-risk human rights issues with high likelihood and significant impact.
According to the risk matrix, for the Company's employees as the target group of concern, the assessed high-risk human rights issues, in order, are "Health and Safety," "Wages and Working Hours," and "Privacy."
</td><td></td></tr>
</table>

<table>
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<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td></td><td></td><td></td><td>For Tier 1 suppliers as the target group of concern, the assessed high-risk human rights issues, in order, are “Wages and Working Hours” and “Privacy.” The Company’s mitigation and remedy measures for the aforementioned high-risk human rights issues are detailed below.
Mitigation and remediation measures: In 2025, the Company assessed human rights risks related to all employees and Tier 1 suppliers, and after ranking them by degree of impact, proposed mitigation and remediation measures for high-risk human rights issues to reduce human rights risks.
<table>
<tr><th>Human rights target groups</th><th>High-risk issues</th><th>Remedial measures</th><th>Risk mitigation</th></tr>
<tr><td rowspan="3">Employees</td><td>Health and safety</td><td>Strengthen inspections and enhance education and training in work areas with a high risk of occupational injuries to prevent incidents and work towards a “zero occupational injuries” goal.</td><td>1. Strengthen office environment safety inspections.
2. Conduct employee health checkups.</td></tr>
<tr><td>Reasonable working hours</td><td>Monitor employee overtime and collect feedback.</td><td>1. Regularly review employee overtime to assess the fairness of workload distribution.
2. Gather employee feedback through various communication channels.</td></tr>
<tr><td>Privacy</td><td>The Company has established a system for reporting and responding to information security incidents. In the event of a data breach, the Company will immediately initiate an investigation and take compensatory and corrective measures in accordance with relevant laws and regulations to minimize the impact.</td><td>The Company continues to promote regular information security training and simulation drills for employees to ensure that information processing, access, and storage comply with legal requirements. Permission controls and approval procedures are also in place for data access, internal sharing, and external transmission to effectively prevent data misuse and unauthorized disclosure.</td></tr>
<tr><td>Suppliers</td><td>Wages and working hours</td><td>If a supplier has not established effective working hour management, it will be required to improve its scheduling system in accordance with the Code of Conduct.</td><td>Review from time to time whether supplier scheduling, overtime, and leave comply with applicable laws and regulations.</td></tr>
</table>
</td><td></td></tr>
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<table>
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<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td></td><td></td><td></td><td><table><tr><td></td><td>Privacy</td><td>In the event of a personal data breach or improper use of passenger data by a supplier, a reporting mechanism shall be activated immediately, and the responsible unit shall classify the incident, confirm the scope of impact, and carry out follow-up handling.</td><td>Strengthen the review of “data security” and “privacy policy” in supplier evaluations.</td></tr></table>For follow-up on due diligence implementation, the Company discusses the effectiveness of mitigation and remediation measures annually and reports the results to the Sustainable Development Committee. The Company has established comprehensive grievance mechanisms and channels for employees, suppliers, and other stakeholders to report illegal acts and human rights violations.
Grievance contact: 02-25370008 / 02-25378243.</td><td></td></tr>
<tr><td>(II) Has the Company established and implemented reasonable employee welfare measures (including remuneration, leave, and other benefits) and appropriately reflected business performance or results in employee remuneration?</td><td>V</td><td></td><td>(II) The Company establishes a reasonable employee remuneration and welfare system in accordance with applicable laws and regulations and with reference to market levels. It continues to provide remuneration and welfare measures that are competitive in the market and exceed local statutory standards. In terms of employee benefits, the Company provides marriage leave, maternity leave, paternity leave for prenatal checkups and childbirth, unpaid parental leave, and family care leave as required by law. An employee welfare committee has been established in accordance with legal requirements, funded by contributions from both the Company and its employees. The committee manages bonuses (gifts) for the 3 major festivals, employee travel, year-end banquet and raffle activities, as well as providing support for weddings, funerals, illness and injury assistance, and emergency subsidies. Furthermore, the Company offers pre-employment and on-the-job training, and TOEIC examination preparation courses. The Company also continues to provide health checkups and a variety of employee activities to improve employee satisfaction and encourage retention.

Regarding workplace diversity and equality, the Company is committed to fair hiring and treatment practices. Salary decisions are not based on gender or other personal characteristics, and entry-level employee wages for both men and women are higher than the local minimum wage. In 2025, the Company had a total</td><td>No difference</td></tr>
</table>

Issues to be Assessed	Implementation Status			Differences from the Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies and reasons for discrepancies.
	Yes	No	Summary description	
			of 128 employees, over 70% of whom were female. Women held 69.81% of all management positions, demonstrating the Company's success in recruiting and developing female talent for leadership roles. The Company appropriately reflects operating performance and results in employee remuneration. The Articles of Incorporation stipulate that if the Company makes a profit in a year, it shall allocate no less than 2% of the profit as employee remuneration, with at least 1% allocated to frontline employees. The Company has formulated a competitive remuneration policy based on annual operational goal achievement and overall profitability, and determines reasonable compensation and rewards by comprehensively considering employees' years of service, education, professional skills, and individual performance. In 2025, in addition to distributing employee remuneration for 2024, the Company also reviewed long-service bonuses for managerial officers and a plan to transfer treasury shares to employees for subscription. Furthermore, the employee stock ownership trust system continued to be promoted, with an allocation of NT$389,000 in 2025, benefiting 112 employees, to reinforce the principle of sharing operating results with employees.	
(III) Has the Company provided employees with a safe and healthy working environment and regularly conducted safety and health education?	V		(III) The Company is committed to providing a safe and healthy work environment and to continuously promoting workplace wellness, risk management, and safety education. The specific measures include quarterly office disinfection, pest control, rodent control, and air conditioner filter cleaning; drinking water dispenser filters are replaced every six months; and the office security system is maintained to ensure a safe and hygienic working environment for employees. Additionally, health examination subsidies are provided to improve employee health management outcomes. The Company regularly provides safety and health education for employees. In 2025, employees accumulated 5 hours of occupational safety and health education and training, covering fire escape emergency response and CPR+AED. Additionally, the Company participates annually in fire safety drills with the building management committee, including hands-on training in fire extinguisher operation, sprinkler system usage, and emergency escape procedures, to enhance employees' emergency response capabilities. As of the annual report's publication date, the Company has not yet obtained international certification related to occupational safety and health. However, the Company continues to promote workplace safety and health	No difference

Issues to be Assessed	Implementation Status			Differences from the Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies and reasons for discrepancies.
	Yes	No	Summary description	
			management in accordance with domestic laws and regulations and its internal management mechanisms. In 2025, the Company recorded 0 occupational accidents and 0 persons affected by occupational accidents, representing 0% of its 128 employees. As no occupational accidents occurred, no significant improvement measures were necessary. In addition, there were 0 fire incidents and 0 fatalities or injuries in 2025, also representing 0% of total employees. As no fire incidents occurred, no significant improvement measures were necessary. However, the Company continued to strengthen preventive management through fire drills and equipment maintenance.	
(IV) Has the Company established an effective career development training program for employees?	V		(IV) The Company has established an employee career development training program that encompasses new hire training, professional training, and management training. This program is available to new hires, tour leaders, general employees, and supervisors at all levels. The Company continues to enhance employee professional skills, service capabilities, and management knowledge through department head guidance, a mentoring system, internal education and training for tour leaders, knowledge transfer from senior tour leaders, and an e-Learning digital learning platform. In 2025, the Company held a total of 6 external training and professional development courses, and employees completed 2,390 hours of education and training to enhance their career development and overall service quality.	No difference
(V) Has the Company complied with relevant regulations and international standards and formulated policies for the protection of consumers' or customers' rights and interests and grievance procedures with respect to customer health and safety, customer privacy, marketing, and labeling of products and services?	V		(V) With respect to customer health and safety, customer privacy, marketing, and labeling of products and services, the Company mainly complies with relevant regulations such as the Consumer Protection Act. In accordance with the regulations of the competent authority, group tour passengers are required to sign a travel contract before departure to safeguard the rights and responsibilities of both parties. At the same time, through the design and implementation of the "Customer Opinion Questionnaire," consumers are enabled to participate in quality control, and each group tour passenger personally rates Phoenix quality. If, after review, the score does not meet the standard, gratuities will be refunded to consumers to protect their rightful interests and to promptly identify areas for improvement in the itinerary. Customers can submit their complaints through the Company's website or in writing, and there are dedicated personnel responsible for handling their complaints.	No difference

Issues to be Assessed	Implementation Status			Differences from the Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies and reasons for discrepancies.
	Yes	No	Summary description	
(VI) Has the Company established supplier management policies requiring suppliers to comply with relevant regulations on environmental protection, occupational safety and health, or labor and human rights issues, and what is the implementation status?	V		(VI) The Company has established supplier management policies and evaluation mechanisms. These policies require suppliers to comply with relevant regulations regarding environmental protection, labor and human rights, ethical conduct, and personal data protection throughout the supplier selection and cooperation process. These requirements have been incorporated into supplier evaluations and ongoing follow-up management. The Company uses six key criteria – quality (Q), cost (C), delivery (D), service (S), management (M), and environmental protection (E) – to guide its procurement process. It selects partners by comprehensively assessing supplier advantages and risks in areas such as service quality, operational efficiency, price reasonableness, management capabilities, and environmental performance. In terms of implementation, the Company has established a supplier qualification determination process, annual qualification assessments, and an improvement tracking system. Each December or during the department's off-season, evaluation personnel re-evaluate suppliers using a "Qualification Evaluation Form." If a travel complaint is determined to be the supplier's responsibility, such supplier is required to submit a "Supplier Improvement Request Form" outlining proposed improvements and preventive measures, which are then recorded in the "Supplier Basic Information Form" for future management reference. In 2025, the Company completed annual sustainability audits for 3,890 suppliers, representing 100% of all suppliers. These audits covered sustainability indicators, anti-corruption, human rights issues, personal data protection, professionalism, payment terms, service efficiency, financial soundness, reasonable pricing, service quality, and complaint handling. All audit results met the Company's standards. Additionally, sustainability assessments were completed for 110 new suppliers, and regular performance reviews were conducted for 3,780 existing suppliers to continuously improve sustainability management performance throughout the supply chain. In 2025, no major violations by suppliers of environmental, human rights, or occupational safety regulations occurred that resulted in supply chain disruptions.	No difference
V. Has the Company referred to internationally accepted reporting standards or guidelines in preparing sustainability reports and other reports disclosing the Company's non-financial information? Have the abovementioned reports obtained the verification or	V		The Company referenced the 2021 GRI Sustainability Reporting Standards, the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-related Financial Disclosures (TCFD), and complied with the Taiwan Stock Exchange's "Regulations Governing the Preparation and Filing of Sustainability Reports by Listed Companies" in preparing its 2025 Sustainability Report, which was disclosed on the Company's official website. The	No difference

Issues to be Assessed	Implementation Status			Differences from the Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies and reasons for discrepancies.
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assurance opinions from third-party certification organizations?			Company plans to obtain third-party verification in the future.	

VI. If the Company has established its own sustainability code based on the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, please describe any discrepancy between the policies and their implementation in the Company: The Company has formulated the Sustainable Development Best Practice Principles to be committed to improving corporate governance, environmental sustainability, social welfare and information disclosure. The training courses for new hires and front-line managers have incorporated ethical corporate management, recusal from conflicts of interest and non-use of power to accept bribes into the improvements. The operations are not significantly different from the established code.

VII. Other important information for facilitating the understanding of sustainability and its implementation:

The Company continues to integrate its core tourism business with charitable resources and employee participation to promote diverse sustainability actions, including senior-friendly tourism, sports development, social welfare, and environmental conservation. To practice the concepts of travel equality and senior-friendly tourism, the Phoenix Tour Foundation sponsored the “Veterans Day Celebration Micro Travel One-Day Tour” held by the Tainan Jiali Veterans Home on October 27, 2025, accompanying 60 senior residents and staff members out of the residential area to visit the Huwei Sugar Factory in Yunlin, Jianguo Military Dependents’ Village, and the Château De Jourdeness in Chiayi, thereby enhancing social participation and physical and mental relaxation for the seniors. In addition, the Company has long paid attention to the development of grassroots sports and continues to sponsor the badminton team of Taipei Municipal Rixin Elementary School to support the diversified development of schoolchildren. The team again won the championship in the 16th MOYA Cup National Elementary School Age Group Badminton Championships in 2025, achieving back-to-back titles and demonstrating the concrete results of the Company’s continued investment in sports development.

In addition, the Company also encourages employees to participate in public welfare and environmental actions in person, thereby expanding the Company’s positive impact on society and the environment. On September 15, 2025, the “Phoenix Tour Blood Donation Event” was held, calling on employees and the public to participate. A total of 83 bags of blood were collected on that day, and the Taipei Blood Donation Center awarded a special certificate of appreciation. In terms of environmental protection, the Company organized the “LaoMei Green Reef Beach Cleanup Charity Event,” combining ecological education and team participation. A total of 30 employees were called on to conduct a beach cleanup along the coast, removing 110 kilograms of waste to reduce environmental impact through concrete action. The Company also participated in the Turkish TEMA Foundation afforestation program by donating 100 seedlings to the Istanbul Işıklar Memorial Forest to support ecological conservation and environmental sustainability.

In promoting industry sustainability, the Company has signed the Global Code of Ethics for Tourism and is committed to reducing the negative impacts of tourism activities on local culture and cultural assets, while promoting sustainable tourism, alleviating poverty, and enhancing international understanding. In addition, in 2023, the Company obtained approval from the Ministry of Environment and acquired the “Silver Eco-friendly Travel Agency” label, continuing to implement green tourism practices. In 2025, the Company also cooperated with Lufthansa Group of Germany to purchase sustainable aviation fuel (SAF), supporting tourism carbon reduction through concrete action, enhancing travelers’ awareness of green tourism, and gradually promoting the transformation of tourism services toward a low-carbon and sustainable direction. In the future, the Company will continue to work with the Phoenix Tour Foundation to promote various public welfare and environmental actions, putting into practice the core values of social participation, environmental responsibility, and sustainable tourism. Relevant sustainability information has also been disclosed on the Company’s website for stakeholders’ reference.

Annual Contributions and Gifts:

Date of donation	Donation list	Amount (NT$)
2025-01-07	Donation to Rixin National Elementary School, Datong District, Taipei City	97,440
2025-02-04	Donation to Taiwan Visitors Association	20,000
2025-02-07	Donation to Rixin National Elementary School, Datong District, Taipei City	69,600
2025-02-13	Donation to Rixin National Elementary School, Datong District, Taipei City	84,940

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2025-02-19	Donation to Toucheng Elementary School Parents' Association, Yilan County	49,500
2025-03-25	Donation to Parents' Association of Rixin National Elementary School, Datong District, Taipei City	58,520
2025-03-25	Donation to Taiwan International Tourism Assistance and Rescue Association	50,000
2025-05-05	Donation to United Power for Zhuoxi Township Public Welfare Charity Association, Zhuoxi Township, Hualien County.	100,000
2025-05-05	Donation to Cerebral Palsy Association	14,700
2025-07-22	Donation to Tai Li-Lin Culture and Arts Foundation	80,000
2025-10-20	Donation to Tainan Jiali Veterans Home	80,000
2025-10-27	Donation to Rixin National Elementary School, Datong District, Taipei City	120,284
2025-11-05	Donation to Rixin National Elementary School, Datong District, Taipei City	58,080

For other relevant information, please visit our website at http://travel.com.tw

(VI) Implementation of climate-related information:

	Items	Implementation status
1	Describe the supervision and governance of the Board of Directors and management on climate-related risks and opportunities.	♦ **Board of Directors** The Board of Directors serves as the highest oversight body for the Company's sustainable governance. It is responsible for reviewing sustainability policies and key ESG issues, overseeing significant impacts and risk management, approving major sustainability targets and resource allocation, and ensuring sustainability considerations are integrated into the Company's operational decisions and governance framework. To strengthen oversight and drive implementation, the Company established a "Sustainable Development Committee" under the Board of Directors as the highest dedicated unit responsible for promoting sustainability. The committee is convened by the General Manager, who coordinates the Company's sustainability strategies, ESG initiatives, and climate change-related strategies, and oversees major decision-making. The committee holds regular meetings – at least twice a year – to report to the Board of Directors on the progress and implementation of sustainability strategies, ensuring effective governance and supervision. ♦ **Sustainable Development Committee and Environmental Sustainability Working Group** At the operational level, the Sustainable Development Committee has established an "Environmental Sustainability Working Group" dedicated to promoting climate change risk identification, greenhouse gas inventories, and various energy conservation and carbon reduction projects.
2	Describe the identified climate risks and opportunities and how they affect the business, strategy and finance of the enterprise (short-term, medium-term and long-term).	Facing the increasingly severe challenges of climate change, Phoenix Tours has systematically assessed the potential impacts of climate-related risks and opportunities on its business and finance, as well as the relevant time horizons, in accordance with the international IFRS S2 and TCFD frameworks. Through an inventory and analysis of 16 climate risks, Phoenix Tours has developed forward-looking short-, medium-, and long-term response strategies. These strategies can effectively reduce potential financial impacts and also help enhance the Company's market competitiveness. For more details, please refer to Attachment 1.
3	Describe the financial impact of extreme climate events and transformation actions.	Through cross-departmental internal discussions and systematic inventory, the Company identified and analyzed a total of 16 climate-related risks. These risks were classified as short-, medium-, and long-term based on their nature of impact and potential timing of occurrence, with potential impacts on operations and finance and the affected periods taken into consideration. The resulting evaluation also served as a key basis for identifying climate opportunities and informing overall strategic planning, and is detailed in Attachment 1. To assess the potential resilience of the Company's strategy and business model under different climate scenarios, Phoenix Tours conducted scenario analysis in accordance with the TCFD framework. We adopted the Shared Socioeconomic Pathways (SSPs) proposed in the 6th assessment report (AR6) of the Intergovernmental Panel on Climate Change (IPCC), and selected the following two scenarios as the basis for our assessment: SSP2-4.5 (a moderate emissions scenario) and SSP5-8.5 (a high emissions scenario). **Financial impact of extreme climate events** The scenario analysis indicates that under the extreme high emissions scenario (SSP5-8.5), the intensity and frequency of mid- to long-term extreme weather events will increase, potentially amplifying the risk of operational disruptions and external supply or delivery disruptions, thereby causing the postponement or scale adjustment of some annual projects and leading to revenue fluctuations and pressure on gross profit margins. • For self-operated tour groups, typhoons, heavy rain, or high temperatures can directly cause itinerary cancellations, traffic delays, or limited accommodation availability. This necessitates increased investment in traveler safety management, operational contingency planning, remote/cloud backups, and information security, which drives up fixed costs and capital expenditure.

	Items	Implementation status
		In addition, if a client experiences operational and financial pressure due to physical damage, this may also increase the risk of delayed payments and accounts receivable, resulting in greater uncertainty for the Company's cash flow. Even under a moderate emissions scenario (SSP2-4.5), operations may still be affected by rising temperatures and more frequent extreme rainfall events over the long term, leading to a gradual increase in costs. Examples include: increased demand for air conditioning and cooling, investment in backup resources, and higher expenses for business travel and overtime pay. • For self-operated tour groups, the Company may need to adjust itineraries, enhance traveler safety management, and strengthen operational contingency measures to maintain service quality. The Company will continuously monitor climate conditions and the operations of its partners, proactively plan contingency measures, and adjust strategies based on different business models to mitigate financial impacts and maintain overall operational resilience. **Financial impact of transition actions** As net zero policies have advanced globally and disclosure requirements have become more stringent, demands related to carbon fees/emission pricing, product and service regulation, supply chain decarbonization, and information transparency will require the Company to invest resources in carbon management and disclosure mechanisms, creating mid- and long-term operational expenditure pressure. On the other hand, rising customer demand for sustainable procurement standards may also accelerate the replacement and upgrading of products and solutions, thereby accelerating the renewal and optimization of tourism products, accommodation, and transportation options. If the Company can plan low-carbon tourism initiatives early, improve energy-saving operations or green facilities, and collaborate with suppliers and partners to enhance the energy efficiency and sustainability value of tourism services, this will help it capitalize on business growth opportunities arising from transition demands. In summary, the Company will incorporate the results of scenario analysis into its annual review and strategy adjustment mechanism, reduce transition costs and uncertainties through rolling management, and steadily advance its low-carbon transition while maintaining compliance and competitiveness.
4	Describe how the identification, assessment and management procedures of climate risk can be integrated into the overall risk management system.	To effectively integrate climate-related risk identification, assessment, and management into its overall risk management framework, Phoenix Tours has incorporated climate issues into its existing corporate risk management framework. The Company has established a bottom-up risk reporting and governance mechanism coordinated by the Environmental Sustainability Working Group, which regularly inventories climate-related risks and opportunities. The results of these evaluations and associated management measures are reported annually to the Sustainable Development Committee for review, and then submitted to the Board of Directors as part of the Company's annual risk management report. In the event of major climate events or regulatory changes, senior management and the Board of Directors will also be immediately notified to facilitate responsive decision-making according to internal procedures. In terms of identification and assessment methods, the Company follows the IFRS S2 and TCFD frameworks, integrating internal operational experience with external climate trend information through cross-departmental collaboration within the Sustainable Development Committee. The identification stage focuses on climate variables highly relevant to the tourism service industry—including extreme weather events, regulatory changes, and shifts in consumer behavior—and incorporates climate scenario analysis and industry trend comparisons. The evaluation stage employs both qualitative and quantitative analysis methods to categorize risks based on their probability of occurrence and potential impact, serving as a key foundation for subsequent

<table>
<tr><th></th><th>Items</th><th>Implementation status</th></tr>
<tr><td></td><td></td><td>resource allocation, strategy development, and financial disclosure.
In the future, Phoenix Tours will continue to review climate risk assessments regularly, refine its data collection and analysis capabilities, strengthen its response and adaptation mechanisms, further enhance its overall climate resilience, and fulfill its sustainable governance commitments.
Climate Change Risk and Opportunity Assessment Process
1. Identification: Initially confirm climate-related risks and opportunities, define potential climate scenarios, and complete the risk and opportunity inventory.
2. Evaluation: Analyze the nature of risks and opportunities, and assess their probability and potential impact.
3. Prioritization: Prioritize risks and opportunities based on their potential impact and likelihood, develop appropriate response measures, and integrate them into the management process.
4. Monitoring and improvement: Continuously track management performance and constantly optimize governance and response strategies.</td></tr>
<tr><td>5</td><td>If a scenario analysis is used to evaluate the resilience in the face of climate change risks, the scenarios, parameters, assumptions, analysis factors and main financial impacts used shall be stated.</td><td>Under the TCFD framework, SSP 2-4.5 and SSP5-8.5, as outlined in the 6th assessment report by the IPCC (The Intergovernmental Panel on Climate Change), were used as the scenarios for assessing physical risks. The Company's scenario analysis references the Shared Socioeconomic Pathways (SSP) in the IPCC's 6th Assessment Report (AR6), and adopts SSP2-4.5 (a moderate emissions scenario) and SSP5-8.5 (an extreme high emissions scenario) as future simulation scenarios to assess changes in the climate risks faced by the Company and the major financial impacts, and to serve as the basis for planning resilience strategies and management practices.
The Company's transformation risk scenario analysis is as follows:
<table>
<tr><th>SSP Scenario</th><th>Transformation risk scenario assumptions</th><th>Estimated possible financial impact</th></tr>
<tr><td>SSP2-4.5</td><td>Global climate policies have progressed moderately, allowing for stable economic growth alongside a low-carbon transition, resulting in an estimated temperature rise of approximately 2.7°C.</td><td>As global and domestic carbon reduction policies, such as carbon pricing mechanisms, gradually advance, the Company's major suppliers—including the aviation and hospitality industries—will face rising carbon fees and compliance costs. These costs will ultimately be passed on, leading to higher prices for tourism products and potentially putting pressure on gross profit margins.

In addition, requirements for corporate ESG performance have been increasing both domestically and internationally. The Company needs to continue investing resources in carbon accounting, sustainable product development, and information disclosure, which will increase corresponding management costs. Failure to provide products that meet sustainability trends in a timely manner—such as the standards required for future eco-friendly travel industry labels—could affect market orders and brand competitiveness.
If greenhouse gas emission prices rise, businesses will incur higher carbon costs. Based on the government's policy of collecting a carbon fee of NT$1,200 to NT$1,800 per ton by 2030, and according to the Company's current estimate of Scope 1 and Scope 2 emissions totaling 160.441 tons, the estimated carbon fee is NT$192,529 to NT$288,793, which is expected to have a certain impact on the Company's overall cost of revenue.</td></tr>
</table></td></tr>
</table>

<table>
<tr><th></th><th>Items</th><th>Implementation status</th></tr>
<tr><td></td><td></td><td>
<table>
<tr><td>SSP5-8.5</td><td>Weak global cooperation, continued growth in fossil fuel use, and a lack of concrete emissions reduction efforts have led to a projected temperature rise of approximately 3.6°C.</td><td>In this context, although global pressure for mandatory carbon pricing remains relatively high, as climate disasters intensify, consumer, investor, and public awareness of corporate responsibility will increase rapidly. If the Company does not proactively strengthen its sustainability efforts—such as promoting SAF partnerships and digital transformation—it risks damaging its brand value, losing customers, and experiencing a decline in ESG ratings due to unmet stakeholders' expectations. This could negatively affect market evaluations and future financing conditions.</td></tr>
</table>
The Company's physical risk scenario analysis is as follows:
<table>
<tr><th>SSP Scenario</th><th>Physical risk scenario assumptions</th><th>Estimated possible financial impact</th></tr>
<tr><td>SSP2-4.5</td><td>Global climate policies have progressed moderately, allowing for stable economic growth alongside a low-carbon transition, resulting in an estimated temperature rise of approximately 2.7°C.</td><td>Under these circumstances, the Company's operations will face a decline in the attractiveness of some tourist destinations due to climate change, particularly in product lines vulnerable to warming trends—such as a shortened ski season impacting ski tours and heat waves affecting outdoor activities.
In addition, flight delays or cancellations caused by extreme weather events, such as typhoons, will become more frequent, which not only affects travel arrangements and customer experience but also puts pressure on the Company's revenue stability and crisis management costs. In response to this change, the Company needs to invest resources in adjusting its product portfolio, strengthening the development of alternative destinations (such as high-altitude ski resorts), and enhancing customer service responsiveness and itinerary contingency planning.</td></tr>
<tr><td>SSP5-8.5</td><td>Weak global cooperation, continued growth in fossil fuel use, and a lack of concrete emissions reduction efforts have led to a projected temperature rise of approximately 3.6°C.</td><td>Under a scenario of uncontrolled global warming, the Company's operating environment will face significant challenges. The increasing frequency of extreme weather events (such as strong typhoons and blizzards) will frequently disrupt tourism activities, leading to large-scale flight cancellations, traffic disruptions, or attraction closures, and may significantly decrease demand for the Company's specific high-risk product lines, such as island vacations and coral reef diving.</td></tr>
</table>
</td></tr>
<tr><td>6</td><td>If there is a transformation plan in response to the management of climate-related risks, describe the contents of the plan, and the indicators and targets used to identify and manage physical risks and transformation risks.</td><td>The Company is aligning with the government's "2050 net-zero emissions" pathway and has actively been promoting greenhouse gas emission reduction plans. Our goal is to achieve a 5% reduction in Scope 1 and Scope 2 greenhouse gas emissions by 2030, compared with the 2025 base year. To achieve this goal, the Company will continue to advance its energy management measures. (See Attachment 2) The Company's total absolute greenhouse gas emissions in scope 1 and scope 2 during the 2025 reporting period were 160.441 (tCO2e).</td></tr>
</table>

	Items	Implementation status
7	If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	To demonstrate the Company's commitment to climate change management and maintain robust financial performance, the Company intends to introduce an internal carbon pricing system. This system will serve as a key management tool for assessing capital expenditures and driving carbon reduction initiatives. It is designed to enhance carbon risk management capabilities, bolster climate resilience, and integrate climate considerations closely with the Company's core strategies and decision-making processes. When setting its internal carbon price, the Company has fully considered international carbon price trends and authoritative reports, including the International Energy Agency's (IEA) *World Energy Outlook* and the World Bank's *State and Trends of Carbon Pricing*. At the same time, the Company has drawn on industry pricing models and application strategies, and ultimately established an internal carbon price (ICP) of NT$1,500 per tonne, with reference to the Ministry of Environment's "Carbon Fee Collection Measures," and implemented an internal carbon fee mechanism.
8	If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	1. Phoenix Tours has established a greenhouse gas inventory system in accordance with the Greenhouse Gas Protocol (GHG Protocol) and uses the operational control approach to define its organizational boundary, gradually establishing a greenhouse gas inventory system that complies with international standards, and set 2025 as the base year for its GHG inventory, which serves as the foundation for subsequent emission management and reduction target setting. In 2025, the Company completed inventories for Scope 1, Scope 2, and Scope 3 emissions, reporting 2.0512 tCO_2e for Scope 1, 158.3895 tCO_2e for Scope 2, and 37.8225 tCO_2e for Scope 3; the inventory work was carried out in accordance with the GHG Protocol, and third-party assurance will be gradually introduced according to the competent authority's schedule to ensure the transparency and credibility of emission information. 2. The Company has not yet planned to use Renewable Energy Certificates (RECs) to achieve related goals.
9	Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2 below).	The Company's capital is less than NT$5 billion. According to the timeline outlined in the "Roadmap for the Sustainable Development of Publicly Listed Companies," the Parent Company Only shall disclose the parent company only inventory information and assurance information for 2027 in its 2028 annual report, and disclose the Consolidated Financial Statements inventory and assurance information for 2028 in its 2029 annual report. The Company will gradually promote greenhouse gas inventory and assurance operations in accordance with the prescribed timeline to enhance the transparency and credibility of emission information; for details on the Company's greenhouse gas inventory, assurance status, reduction targets, strategies, and specific action plans, please refer to the disclosures in 1-1-2.

1-1 The Company's greenhouse gas inventory and assurance status for the most recent year

1-1-1 Greenhouse gas inventory information

Specify greenhouse gas emissions (metric tons of CO2e), intensity (metric tons of CO2e/NT$1 million), and data coverage for the most recent two years.

Please specify the scope of information that publicly listed companies are required to disclose according to the Roadmap for the Sustainable Development of Publicly Listed Companies (for the relevant timeline planning, please refer to the roadmap website for publicly listed companies:):
1. The Parent Company Only shall begin inventorying in 2025.
2. The Consolidated Financial Statements shall begin inventorying in 2026.

In 2024, the Company conducted its greenhouse gas inventory in accordance with ISO 14064-1. In 2025, it transitioned to the Greenhouse Gas Protocol (GHG Protocol) to meet the requirements of the competent authority and prepare for future alignment with IFRS S1/S2. The inventory boundary covers all operating sites in Taiwan (Taipei Headquarters, Taoyuan, Hsinchu, Taichung, Chiayi, Tainan, and Kaohsiung branches), and the inventory scope includes Scope 1 (direct emissions), Scope 2 (energy indirect emissions), and Scope 3 (other indirect emissions); emission factors are based on the latest "Greenhouse Gas Emission Factor Management Table" published by the Ministry of Environment, and GWP values are based on data from the IPCC AR6 assessment report.

Year	Scope 1	Scope 2	Scope 3	Total	Emission intensity
2024 (Original)	41.7267	166.6734	N/A	208.400	0.0687
2024 (Restated)	1.6087	159.6024	37.5098	161.211	0.0531
2025	2.0512	158.3895	37.8225	160.441	0.0534

Restatement of 2024 Greenhouse Gas Emissions
To maintain comparability between the 2024 and 2025 greenhouse gas emissions data, the Company restated the 2024 emissions figures based on the calculation methodology adopted in the 2025 inventory. Refrigerant fugitive emissions were recalculated using consistent refrigerant classifications, emission factors, and global warming potential (GWP) values.

Note 1: Direct emissions (Scope 1, i.e. direct emissions from sources owned or controlled by the Company), energy indirect emissions (Scope 2, i.e. indirect greenhouse gas emissions resulting from imported electricity, heat, or steam), and other indirect emissions (Scope 3, i.e. emissions generated by the Company's activities, which are not energy indirect emissions but arise from sources owned or controlled by other companies).

Note 2: The Company's inventory scope covers Scope 1, Scope 2, and part of Scope 3; however, as presented in the "Report on Emissions by Category" of the report, Scope 3 for 2024 is shown as N/A (0.00%) in the table.

Note 3: Greenhouse gas inventory standards: the Greenhouse Gas Protocol (GHG Protocol) or ISO 14064-1 issued by the International Organization for Standardization (ISO).

Note 4: The intensity of greenhouse gas emissions may be calculated per unit of product/service or turnover; the Company will disclose, as required, at a minimum the data calculated based on turnover (NT$ million)

1-1-2 Greenhouse Gas Assurance Information

Describe the assurance status in the last two years including the scope of assurance, the assurance organization, the assurance standards and the assurance opinions.
Please describe the minimum coverage scope for which assurance shall be performed in accordance with the Sustainability Development Roadmap for TWSE/TPEx listed companies (for the relevant timeline planning, please refer to the exclusive roadmap website for TWSE/TPEx listed companies:): 1. The parent company only shall disclose the parent company only inventory information and assurance information for 2027 in the 2028 annual report. 2. The consolidated company shall disclose the 2028 inventory and assurance information in the 2029 annual report. The Company's greenhouse gas inventory has not yet undergone third-party assurance and will be conducted in accordance with the statutory timeline in the future.

Note 1: This shall be handled in accordance with the timeline prescribed under Article 4-1, paragraph 3 of these Operating Procedures.

Note 2: The assurance institution shall comply with the relevant regulations governing sustainability report assurance institutions prescribed by Taiwan Stock Exchange Corporation and Taipei Exchange.

Note 3: For the disclosure content, please refer to the best practice reference examples on the website of the Corporate Governance Center of Taiwan Stock Exchange.

1-2 Greenhouse gas reduction goals, strategies and concrete action plans

Specify the greenhouse gas reduction base year and its data, the reduction targets, strategy and concrete action plan, and the status of achievement of the reduction targets.
<u>Greenhouse Gas Reduction Base Year and Reduction Targets</u> To plan its greenhouse gas reduction strategies, the Company calculates emissions in accordance with the Greenhouse Gas Protocol (GHG Protocol) and has adopted 2025, the first year in which the greenhouse gas inventory was completed, as the base year for subsequent emissions reduction management. Scope 1 and Scope 2 emissions in the base year were 2.0512 tCO2e and 158.3895 tCO2e, respectively, using the operational control approach covering all operating sites in Taiwan. The Company has established a medium- to long-term decarbonization pathway and aims to achieve a 5% reduction in Scope 1 and Scope 2 emissions by 2030 compared with the base year, while also setting a long-term target of a 25% emissions reduction by 2050. Given the Company's service-oriented business model, direct emissions account for a relatively small proportion of total emissions. Going forward, the Company will continue to review and adjust its reduction targets based on Scope 3 inventory results and international climate trends, with the goal of steadily progressing toward its 2050 net-zero emissions target. **<u>Greenhouse Gas Reduction Strategies and Specific Action Plans</u>** In terms of greenhouse gas reduction strategies, the Company will continue to promote the replacement and upgrading of high energy-consuming equipment, including energy-efficient air-conditioning and lighting systems, strengthen energy efficiency management across office premises, and gradually introduce smart energy monitoring systems to improve overall energy use efficiency. At the same time, depending on operating conditions and market availability, the Company will evaluate options such as green electricity procurement and the adoption of renewable energy solutions.

Attachment 1:

Description of the current and anticipated impacts of climate-related risks and opportunities on the business model and value chain

The Company regularly reviews and examines significant long-term strategic objectives and, in line with the national 2050 net zero emissions policy, has established the two major visions of "achieving net zero emissions by 2050" and "promoting low-carbon transformation". Phoenix Tours will continue to systematically respond to climate-related risks and opportunities, and will further explain in subsequent sections the current and expected future directions of the Company's adjustments in business model, resource allocation, and operating strategies, so as to actively promote corporate sustainability and strengthen organizational resilience and competitiveness.

Risk/Opportunity Category		Risks/Opportunities Description	Impacts on the business model		Impacts on the value chain	
			Current	Expected	Current	Expected
Physical risks	Immediacy	Extreme shifts in climate patterns	The increasing frequency of extreme weather events has created greater uncertainty around specific tourism seasons and destinations, impacting product design and marketing planning.	More flexible tourism products, such as options for flexible refunds and changes, must be introduced, and destination portfolios diversified to reduce operational risks.	Upstream suppliers (airlines, hotels) face a higher risk of service cancellations or changes due to climate events, impacting the Company's service stability.	Priority should be given to partners demonstrating climate resilience, and a more robust emergency response and backup system should be jointly established.
Transition risk	Policies and regulations	Increased greenhouse gas emission pricing	The Company has taken initial steps to address carbon emissions, including partnerships with Lufthansa on sustainable aviation fuel (SAF) and the purchase of carbon credits. Currently, the impact of carbon costs remains limited.	The tour price may be subject to adjustment due to rising carbon costs, and the pricing strategy requires ongoing review.	Upstream airlines have not yet fully passed on carbon tax costs.	Collaboration with suppliers on carbon management needs to be strengthened, and partners with established low-carbon strategies prioritized.
		Product and service requirements and regulatory oversight	Currently, the Company complies with domestic and international tourism laws and regulations, transportation and accommodation safety standards, and personal data protection laws, and the impact on operations remains manageable.	It may be necessary to proactively develop tourism products that meet environmental regulations to align with evolving regulatory requirements.	Hotels and other suppliers are required to comply with current regulations, and the impact has been limited so far.	Suppliers will be required to comply with green standards or obtain relevant certifications.

Risk/Opportunity Category		Risks/Opportunities Description	Impacts on the business model		Impacts on the value chain	
			Current	Expected	Current	Expected
	Technology	Replacing existing products and services with low-carbon alternatives	The market for low-carbon tourism is still nascent, and its impact remains limited at this stage.	A low-carbon product line (such as carbon-neutral itineraries) will be gradually developed to address market trends.	Greater reliance on upstream suppliers to offer a wider range of environmentally friendly options is needed, and cooperation with certified partners should be gradually expanded.	A sustainable tourism core supply chain will be gradually established, and cooperation with environmentally certified partners expanded.
	Market	Rising raw material costs	Flight ticket and hotel accommodation costs have fluctuated with market supply, but this has had a limited impact on operations.	If upstream prices continue to rise, the company may need to adjust tour prices or optimize its product offerings to maintain profitability and competitiveness.	Fluctuations in upstream supplier prices could affect the Company's product pricing and profitability. Currently, these risks can be managed through contractual agreements and flexible product design.	Negotiations with suppliers will be strengthened and partners capable of cost control sought to enhance value chain stability.
	Reputation	Changes in consumer preferences	Consumer interest in low-carbon tourism has increased. The Company has obtained the Silver Environmental Label for the travel agency business, but its impact has been limited to date.	ESG-related services need to be further introduced to strengthen the brand's sustainable image.	Suppliers need to be urged to provide more services aligned with sustainability standards.	Upstream suppliers will gradually transition toward green lodging and low-carbon transportation.
	Reputation	Increased stakeholder concerns and negative feedback	Investors and consumers are demanding greater ESG information disclosure, which has led to increased management costs. However, this has not yet had a significant impact.	A comprehensive supplier sustainability assessment framework will be established to address external audit requirements.	It is essential to enhance information transparency in sustainable supply chains and ensure the entire value chain's sustainability performance aligns with stakeholders' expectations.	In the future, a more complete supplier sustainability assessment framework will be established to proactively address audit requests from stakeholders.
Opportunity	Products and services	Agency for low-carbon services and products	Collaborating with green accommodations, carbon-neutral airlines, and local sustainable ground handling services has, to date, had a limited impact.	It will gradually expand its low-carbon product lines (such as low-carbon itineraries) to meet market trends and consumer demands.	Upstream suppliers have limited sustainable options available, so continued partner development is needed.	Upstream suppliers will gradually provide more green options, forming a stable and sustainable supply chain.

Risk/Opportunity Category		Risks/Opportunities Description	Impacts on the business model		Impacts on the value chain	
			Current	Expected	Current	Expected
		Business diversification	Develop new tourism products, including ecotourism, community tourism, environmental education programs, and tourism industry digitization.	Launch a diverse range of products, expand into new markets, and grow revenue streams.	Collaborate with upstream suppliers and local partners on product development.	Strengthening partner capabilities allows for the joint development of more sustainable tourism services, enhancing value chain resilience.
		Enhancing Brand Sustainability Value	Enhance brand image and strengthen customer loyalty through green certification and transparent carbon disclosure.	Building a sustainable brand image has steadily enhanced market competitiveness and customer loyalty.	Upstream suppliers must provide services and certifications compliant with sustainability standards.	Strengthening supplier sustainability and ensuring the overall value chain meets sustainability standards enhances the overall brand image.

Impact of climate-related risks and opportunities on the financial position, financial performance, and cash flows during the reporting period

The risks and opportunities identified by the Company have impacted overall operations. These impacts vary in the short, medium, and long term. The financial impact assessment for the reporting period (2025) is as follows:

Risk/Opportunity Category		**Risk/Opportunity Description**	**Possible impact timeframe**			**Financial impact during the reporting period**
			Short-term	**Mid-term**	**Long-term**	
Physical risks	Immediacy	Extreme shifts in climate patterns	◎	◎	◎	This risk may affect the short, medium, and long term. The financial impact for this period is as follows: fire insurance premiums resulted in an expenditure of approximately NT$44,000
Transition risk	Policies and regulations	Increased greenhouse gas emission pricing		◎	◎	Such risk may affect the medium- and long-term, and no related financial impact has occurred in the current period.
		Product and service requirements and regulatory oversight		◎		This risk could affect the medium term, and no related financial impact has occurred in the current period.
	Technology	Replacing existing products and services with low-carbon alternatives		◎	◎	Such risk may affect the medium- and long-term, and no related financial impact has occurred in the current period.

Risk/Opportunity Category		Risk/Opportunity Description	Possible impact timeframe			Financial impact during the reporting period
			Short-term	Mid-term	Long-term	
	Market	Rising raw material costs		◎	◎	Such risk may affect the medium- and long-term, and no related financial impact has occurred in the current period.
	Reputation	Changes in consumer preferences		◎	◎	Such risk may affect the medium- and long-term, and no related financial impact has occurred in the current period.
	Reputation	Increased stakeholder concerns and negative feedback		◎		This risk could affect the medium term, and no related financial impact has occurred in the current period.
Opportunity	Products and services	Agency for low-carbon services and products	◎	◎	◎	This opportunity may have short-, medium-, and long-term impacts. Green tourism-related promotional advertising expenses for this period reached NT$30,000
		Business diversification		◎	◎	This opportunity may have medium- and long-term implications. There has been no related financial impact in the current period.
		Enhancing Brand Sustainability Value		◎	◎	This opportunity may have medium- and long-term implications. There has been no related financial impact in the current period.

Attachment 2:

The absolute total greenhouse gas emissions (tCO2e) generated by the Company during the 2025 reporting period for scope 1, scope 2, and scope 3 are listed as follows:

Table of Absolute Total Greenhouse Gas Emissions

Unit: metric tons of carbon dioxide equivalent

Emission category	Emission sources	Item subtotal	Total emissions by scope
Scope 1	Fixed emissions	0.0000	2.0512
	Mobile emissions	1.1721	
	Fugitive emissions	0.8791	
Scope 2	Purchased electricity	158.3895	158.3895
Scope 3	Fuel- and energy-related activities	37.8225	37.8225

Strategic goals for greenhouse gas emissions, along with corresponding indicators and targets

Strategic goals	Indicator				Base year (2025)	Target				
	Indicator name	Unit of measurement	Indicator type	Amount for the current period		Purpose of the target	Target scope	Target type	Target period	Milestone/Interim target
Net zero emissions by 2050	Total Scope 1 greenhouse gas emissions	Metric tons of carbon dioxide equivalent (tCO2e)	Quantification	2.0512	2.0512	Reduction of greenhouse gas emissions	Individual	Absolute target	Through 2050	Reduce Scope 1 and Scope 2 greenhouse gas emissions by 5% by 2030. Reduce Scope 1 and Scope 2 greenhouse gas emissions by 25% by 2050.
	Total Scope 2 greenhouse gas emissions	Metric tons of carbon dioxide equivalent (tCO2e)	Quantification	158.3895	158.3895	Reduction of greenhouse gas emissions	Individual	Absolute target	Through 2050	
	Total Scope 3 greenhouse gas emissions	Metric tons of carbon dioxide equivalent (tCO2e)	Quantification	37.8225	37.8225	Reduction of greenhouse gas emissions	Individual	Absolute target	Through 2050	
	Total greenhouse gas emissions for Scopes 1, 2, and 3 (combined)	Metric tons of carbon dioxide equivalent (tCO2e)	Quantification	198.263	198.263	Reduction of greenhouse gas emissions	Individual	Absolute target	Through 2050	

(VII) Status of the Company's practice of ethical corporate management and differences from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and reasons for discrepancies:

Issues to be Assessed	Implementation Status			Differences from the Ethical Corporate Management Best Practice Principles for the Listed Companies and reasons for discrepancies
	Yes	No	Summary description	
I. Establish corporate conduct and ethics policy and implementation measures. (I) Does the company establish ethical management policies approved by the board and have bylaws and publicly available documents addressing its corporate conduct and ethics policy and measures and the commitment regarding the implementation of such policy from the board and the executive management team?	V		(I) 1. The Company has established the “Ethical Corporate Management Best Practice Principles” and “Code of Ethical Conduct”, which can be viewed on the Market Observation Post System: http://mops.twse.com.tw, and the Company’s website: http://holder.travel.com.tw. 2. Directors and managerial officers have all signed the personal ethics statement.	No difference
(II) Has the Company established a risk assessment mechanism against unethical conduct, analyzed and assessed on a regular basis business activities within their business scope which are at a higher risk of being involved in unethical conduct, and established prevention programs accordingly which at least cover the prevention measures against the conducts listed in Paragraph 2, Article 7 of the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies?	V		(II) Employees shall not directly or indirectly accept any illegitimate benefits in the process of engaging in business activities, and the importance of ethics shall be emphasized in the training courses for new hires. Auditors may check at any time whether business activities are in compliance with the regulations, so as to prevent malpractices from happening in advance.	No difference

Issues to be Assessed	Implementation Status			Differences from the Ethical Corporate Management Best Practice Principles for the Listed Companies and reasons for discrepancies
	Yes	No	Summary description	
(III) Whether the Company has specified operating procedures, conduct guidelines, and disciplinary and complaint systems for violations in the plan to prevent unethical conduct and implemented the plan as well as regularly reviews and amends it?	V		(III) The Company shall not provide or promise any facilitation payments, and shall ask all personnel to avoid business transactions with an agent, supplier, customer, or other counterparty in commercial interactions that is involved in unethical conduct. When the counterparty or partner in cooperation is found to have engaged in unethical conduct, the personnel shall immediately cease dealing with the counterparty and blacklist it for any further business interactions. Serious circumstances shall be reported to the board for deliberation, and handled in accordance with the Company's relevant grievance filing procedures.	No difference
II. Practice ethical operations (I) Does the company assess the ethics records of whom it has business relationship with and include business conduct and ethics related clauses in the business contracts?	V		(I) The Company has set up relevant credit management procedures for business interactions with clients which establish clients' line of credit based on past transactions. For those who have a record of unethical behaviors, we do not conduct transactions with them, and the results of implementation are specified in the business contracts.	No difference
(II) Has the Company established a dedicated unit under the board responsible for the promotion of corporate ethics management, which regularly (at least once a year) reports policies on ethical operations, programs on prevention of unethical conduct and the status of supervision to the board?	V		(II) The General Management Department and the Office of Legal Affairs are responsible for auditing whether there is violation of ethics in the Company, and report the findings to the board on an annual basis or when necessary.	No difference
(III) Does the Company establish policies to prevent conflict of interests, provide appropriate communication and complaint channels and implement such policies properly?	V		(III) The Company has established the Ethics and Code of Conduct which is enforced by the dedicated personnel of the General Management Department and the Office of Legal Affairs, and there are email boxes available for employees and external parties to file complaints.	No difference
(IV) To implement relevant policies on ethical conducts, does the Company establish effective accounting and internal control systems that are periodically audited by internal auditors or CPA?	V		(IV) 1. We have established an effective accounting system, and revise it in response to the laws and regulations of the competent authority, the International Financial Reporting Standards, or actual business needs when necessary.	No difference

Issues to be Assessed	Implementation Status			Differences from the Ethical Corporate Management Best Practice Principles for the Listed Companies and reasons for
	Yes	No	Summary description	
			2. The internal auditors refer to the Regulations Governing Establishment of Internal Control Systems by Public Companies to examine whether the relevant operations are consistent with the internal regulations and control points established, and whether managerial officers and employees violate relevant laws and regulations, rules of the competent authority and the Company's internal regulations.	
(V) Does the Company regularly organize internal and external education and training on ethical corporate management?	V		(V) The General Management Department and the Office of Legal Affairs organize education and training sessions on ethical management every quarter or when necessary. High-quality professional consulting companies are also invited to the Company to provide internal education and training, and we also send related personnel to their companies for training.	No difference
III. Operations of the Company's grievance reporting system (I) Does the Company establish specific complaint and reward procedures, set up conveniently accessible complaint channels and designate responsible individuals to handle the complaint received?	V		(I) The Company has assigned dedicated personnel responsible for handling grievance filing cases through the “Investor Relations”, “Stakeholders” and “Corporate Governance” areas on the Company’s website, which can be accessed at: http://holder.travel.com.tw.	No difference
(II) Does the Company establish standard operating procedures for investigating the complaints received, follow-up measures to be adopted and the related confidentiality measures after investigation?	V		(II) We take the whistleblowing system seriously, and has incorporated the investigation standard and related confidentiality measures into the Measures for Filing Grievances Against Illegal and Immoral or Unethical Behaviors. The confidentiality measures are carried out at the same time as the subsequent protection measures.	No difference
(III) Does the Company adopt proper measures to shield a complainant from retaliation for filing complaints?	V		(III) We encourage the reporting of any illegal behaviors or violation of the code of ethics. Anyone can report such behaviors or violation to the Company's dedicated personnel or e-mail. We shall	No difference

<table>
<tr><th rowspan="2">Issues to be Assessed</th><th colspan="3">Implementation Status</th><th rowspan="2">Differences from the Ethical Corporate Management Best Practice Principles for the Listed Companies and reasons for</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td></td><td></td><td></td><td>do our best to keep the identity of the whistleblowers confidential and protect them from threats.</td><td></td></tr>
<tr><td>IV. Enhance information disclosure
Does the Company disclose its guidelines on business ethics as well as information about implementation of such guidelines on its website and the Market Observation Post System?</td><td>v</td><td></td><td>The Company has established the "Corporate Governance Best Practice Principles" and "Ethics and Code of Conduct", which have been disclosed on the Market Observation Post System (http://mops.twse.com.tw) and the Company's website (http://holder.travel.com.tw).</td><td>No difference</td></tr>
<tr><td colspan="5">V. If the Company has established its own ethical management principles based on the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies, please describe any discrepancy between the policies and their implementation in the Company:
In order to establish a corporate culture of ethics for better management, we refer to the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies to formulate our own Ethical Corporate Management Best Practice Principles. We abide by the Principles and there has been no discrepancy between the Principles and the way we operate.</td></tr>
<tr><td colspan="5">VI. Other important information to facilitate better understanding of the Company's corporate conduct and ethics compliance practices (such as reviewing and amending the Company's existing Ethical Corporate Management Best Practice Principles).
We formulated the Ethical Corporate Management Best Practice Principles on May 18, 2011 in accordance with regulations and the status of our actual operations. The 1st revision was done on June 18, 2012. The 2nd revision was done on March 20, 2015, and the 3rd revision was done on June 15, 2020.</td></tr>
</table>

(VIII) Other material information that will provide a better understanding of the state of the Company's implementation of corporate governance

1. The progress of directors' continuing education:

Title	Name	Date	Host	Course name	Course hours
Director	William Chang	2025/11/14	Securities and Futures Institute	Legal obligations and responsibilities of directors and supervisors regarding “financial accessibility, the Convention on the Rights of Persons with Disabilities, and the prevention of sexual harassment and workplace bullying”	3 hours
		2025/11/14	Securities and Futures Institute	Publication, Impact, and Responses to IFRS S1 and S2 Sustainability Disclosure Standards	3 hours
Director	Jimmy K. M. Chang	2025/11/13	Securities and Futures Institute, Taiwan Stock Exchange	Shareholders' Meetings, Management Rights, and Equity Strategy	3 hours
		2025/11/13	Securities and Futures Institute, ROC Corporate Sustainability Association	Latest Practical Analysis of Trade Secrets and Operational Risks for Directors, Supervisors, and managerial officers	3 hours
Director	Joe T. H. Chiu	2025/11/14	Securities and Futures Institute	Legal obligations and responsibilities of directors and supervisors regarding “financial accessibility, the Convention on the Rights of Persons with Disabilities, and the prevention of sexual harassment and workplace bullying”	3 hours
		2025/11/14	Securities and Futures Institute	Publication, Impact, and Responses to IFRS S1 and S2 Sustainability Disclosure Standards	3 hours
Director	Pei Wen Wu	2025/06/19	Chung-Hua Institution for Economic Research	U.S. Liberation Day? The U.S.’s reciprocal tariffs and Taiwan’s Impacts	3 hours
		2025/06/24	Chung-Hua Institution for Economic Research	Global and Taiwan Economic Outlook and Trump’s New Policies	3 hours
Director	Jonny Tseng	2025/07/09	Taiwan Stock Exchange	2025 Cathay Sustainable Finance Climate Change Summit	6 hours
Director	Eric Kai	2025/10/16	Financial Supervisory Commission	The 15th Taipei Corporate Governance Forum	6 hours
Independent Director	L.C. Kuo	2025/03/24 2025/03/25	Taiwan Academy of Banking and Finance	AML/CFT Personnel On-the-Job Workshop	12 hours
Independent Director	T.S. Chen	2025/03/27	National Federation of CPA Associations	New trends, cases, and preventive measures for anti-money laundering and emerging financial crimes	3 hours

Title	Name	Date	Host	Course name	Course hours
		2025/04/01	National Federation of CPA Associations	Carbon rights trading and verification procedures	3 hours
Independent Director	Alan J.T. Chien	2025/09/09	The Greater Chinese Financial Development Association	From Bitcoin to Stablecoins: Reshaping the Global Financial Landscape	1 hours
		2025/09/18	The Greater Chinese Financial Development Association	Stablecoins Denominated in NT$ and Regional Opportunities	1 hours
		2025/09/23	The Greater Chinese Financial Development Association	The impact of Bitcoin and stablecoins on the financial industry	1 hours
		2025/09/25	The Greater Chinese Financial Development Association	Cross-border payment and settlement with RAW/stablecoins	1 hours

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

Title	Name	Date	Host	Course name	Course hours
General Manager	Benjamin Pien	2025/11/27	BCSD Taiwan	Seminar on Observations of Natural Issues Following UNFCCC COP30 and Nature-Positive Transformation	3 hours
Deputy General Manager	Stanley Shao	2025/12/15	Taiwan Stock Exchange and FinTech Research Center, National Chengchi University	Comprehensive Sustainable Governance Forum for Enhancing Corporate Resilience	3 hours
Deputy General Manager	Annie Chou	2025/10/16 2025/10/17	Accounting Research and Development Foundation	Continuing Education for Accounting Officers	12 hours
Assistant President	Chin Yu Chen	2025/05/14	Accounting Research and Development Foundation	Legal Responsibility for Preparing Sustainability Reports	6 hours
		2025/07/29		Sustainability Information Preparation and Reporting in Practice	6 hours

3. The organization and operation of the Company's internal audit have been disclosed on the Company's website: http://travel.com.tw.

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

1. Statement on Internal Control

Phoenix Tours International, Inc.
Statement on Internal Control:

Date: March 5, 2026

Based on the findings of a self-assessment, the Company states the following with regard to its internal control system during the year of 2025:

I. The Company's Board of Directors and managerial officers are responsible for establishing, implementing and maintaining a proper internal control system, and the Company has already established such a system. The purpose thereof is to provide reasonable assurance regarding the achievement of objectives relating to the effectiveness and efficiency of operations (including profitability, performance and safeguarding of assets), the reliability of financial reporting and compliance with applicable laws and regulations.

II. An internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system can provide only reasonable assurance of accomplishing the abovementioned three objectives; moreover, the effectiveness of an internal control system may change with changes in the environment and circumstances. However, internal control system of the Company features a self-monitoring mechanism that enables immediate rectification of deficiencies upon discovery.

III. The Company evaluates whether the design and implementation of the internal control system are effective based on the criteria for judging the effectiveness of internal control systems prescribed in the Regulations Governing Establishment of Internal Control Systems by Public Companies (hereinafter referred to as the "Regulations"). The criteria adopted by the Regulations divide internal control into five components based on the process of managerial control: 1. Control environment, 2. Risk assessment and response, 3. Control activities, 4. Information and communication, and 5. Monitoring. Each component has its own items. Please see the Regulations for details.

IV. The Company has adopted the aforementioned internal control criteria to evaluate the effectiveness of the design and implementation of the internal control system.

V. Based on the results of the foregoing evaluation, the Company believes that its internal control system (including the supervision and management of subsidiaries) as of December 31, 2025, including internal controls relating to the degree of achievement of operational effectiveness and efficiency objectives, the reliability of financial reporting and compliance with applicable laws and regulations, is effectively designed and implemented and is sufficient to reasonably ensure the achievement of the aforementioned objectives. In addition, regarding the improvement suggestions made by the Taiwan Stock Exchange in its 2025 on-site review of internal controls, the Company has reviewed each item and completed improvements. After evaluation, there has been no material impact on the effectiveness of the internal control system.

VI. This Statement will become a major part of the Company's annual report and prospectus, and will be made public. Any falsehood, concealment or other illegality in the content made public will entail legal liability under Article 20, 32, 171 and 174 of the Securities and Exchange Act.

VII. This Statement was Approved by the Board of Directors on March 5, 2026, with 0 of the 9 directors present expressing dissenting opinions, and the remainder all agreeing to the content of this Statement.

Phoenix Tours International, Inc.

Chairman: 張金明
蘇耀

General Manager: 卞傑民

2. Where a CPA has been hired to carry out a special audit of the internal control system, furnish the CPA audit report: None.

(X) Material resolutions of a shareholders meeting or a board of directors meeting during the most recent fiscal year (2025) or during the current fiscal year up to the date of publication of the annual report:

1. Key resolutions from the shareholder meeting

Date of the Meeting	Key Resolutions	Review Implementation
2025.06.03	Ratification Topics: 1. Presenting the Company's 2024 business report and financial statements for ratification. 2. Presenting the Company's 2024 profit distribution for ratification.	1. The voting results showed the number of votes in favor of the motion exceeded the statutory amount, and the motion was approved. 2. The voting results showed the number of votes in favor of the motion exceeded the statutory amount, and the motion was approved.
	Discussion Topics: 1. Submitted the proposal for capitalization of earnings by issuing new shares for deliberation. 2. Submitted the proposal to amend the Company's Articles of Incorporation for deliberation.	1. The voting results showed the number of votes in favor of the motion exceeded the statutory amount, and the motion was approved. 2. The voting results showed the number of votes in favor of the motion exceeded the statutory amount, and the motion was approved.
	Extraordinary Motions: None	

2. Key resolutions from board meetings

Date of the Meeting	Key Resolutions
2025.01.16	1. Submitted the proposal for the 2024 year-end bonus of managerial officers for deliberation. 2. Submitted the proposal for the Company's 9th repurchase of treasury shares for transfer to employee share subscription for deliberation. 3. Submitted the 2024 board performance appraisal report for deliberation. 4. Submitted the proposal to apply for a credit facility from Yuanta Bank for deliberation. 5. Submitted the proposal to apply for a credit facility from Mega International Commercial Bank for deliberation. 6. the proposal to apply for an additional NT$30 million credit facility from Taipei Fubon Bank to meet the Company's funding needs, for deliberation. 7. Proposal regarding the dismissal and appointment of the manager of the Hsinchu Branch for deliberation. 8. Submitted the proposal for additional construction budget for the hotel development project at land lot No. 286, Baisha Section, Liuqiu Township, Pingtung County (Liuqiu Hotel Investment) for deliberation.
2025.03.07	1. Submitted the proposal for the 2024 remuneration of directors and employees for deliberation. 2. Submitted the proposal for the 2024 remuneration of directors and employees for deliberation. 3. Presented the Company's 2024 profit distribution for deliberation. 4. Submitted the proposal for a capitalization of profit by issuing new shares for deliberation. 5. Submitted the 2024 Statement on Internal Control for deliberation. 6. Submitted the amendment to the Articles of Incorporation for deliberation. 7. Submitted the proposal to apply to CTBC Bank for lines of credit and an extension of the repayment period for deliberation. 8. Submitted the proposal to apply to E.SUN Bank for lines of credit and an extension of the repayment period for deliberation. 9. Submitted the proposal to cancel treasury shares from the Company's ninth repurchase, which have not been transferred within five years of the repurchase date, and to set the base date for capital reduction. 10. Submitted the proposal to determine the date, location, agenda, and procedures for shareholder proposals for the 2024 Annual General Meeting for deliberation. 11. Submitted the proposal to apply to Yuanta Commercial Bank for a line of credit of NT$160 million for deliberation. 12. Submitted the proposal to apply for the total transaction quota of derivatives in 2024 for deliberation.
2025.05.12	1. Q1 2025 consolidated financial report. 2. Amendments to the Company's management system. 3. Submitted the proposal to apply for an NT$600 million credit facility from Mega Bills Finance Co., Ltd. to meet funding needs for deliberation. 4. The Company's definition of entry-level employees is submitted for discussion.
2025.06.03	1. Submitted the proposal for determination of the record date for capital increase, share allotment, and dividend distribution for deliberation. 2. The draft of the Company's sustainability report will be submitted to the Board of Directors for review to strengthen sustainability governance and enhance information transparency. 3. Considering business needs and future business development, the Company intends to apply to banks for an extension of the repayment period of the line of credit about to expire.

Date of the Meeting	Key Resolutions
2025.08.01	1. Submitted the proposal for the Company's H1 2025 Consolidated Financial Statements for deliberation. 2. Submitted the proposal to apply for bank credit facilities and renewals for deliberation.
2025.11.06	1. Submitted the Q1-Q3 2025 Consolidated Financial Statements for deliberation. 2. Submitted the proposal to apply for the total transaction quota of derivatives in 2026 for deliberation. 3. Submitted the proposal for the appointment of the Company's CPAs and independence assessment for deliberation. 4. Submitted the proposal to amend the Company's "Internal Control System" and "Detailed Rules for Internal Audit Implementation" for deliberation. 5. Submitted the 2026 audit plan for deliberation.
2026.01.29	1. Submitted the proposal for the 2025 year-end bonus of managerial officers for deliberation. 2. Submitted the proposal for the Company's 10th repurchase of treasury shares for transfer to employees for deliberation. 3. Submitted the 2025 board performance appraisal report for deliberation. 4. Submitted the proposal to apply for renewal of a credit facility from Yuanta Bank for deliberation. 5. Submitted the proposal to apply for renewal of a credit facility from Mega International Commercial Bank for deliberation. 6. Submitted the proposal to apply to Ta Ching Bills Finance for a line of credit of NT$150 million for deliberation.
2026.03.05	1. Submitted the proposal for the 2025 remuneration of directors and employees for deliberation. 2. Presented the Company's 2025 business report and financial report for deliberation. 3. Presented the Company's 2025 profit distribution for deliberation. 4. The Company amended its Regulations Governing the Transfer of Treasury Shares to Employees to align with recommendations from the Taiwan Stock Exchange Corporation's internal control review. 5. Submitted the 2025 Statement on Internal Control for deliberation. 6. Submitted the proposal to apply to CTBC Bank for renewal of the credit facility for deliberation. 7. Submitted the proposal to apply to E.SUN Bank for renewal of the credit facility for deliberation. 8. Proposed the re-election of board members for deliberation. 9. Proposed the nomination of board members and deliberated on the candidates of directors (including independent directors) for discussion. 10. Proposed the lifting of non-compete restrictions on directors for deliberation. 11. Amendments to certain provisions of the Company's "Rules for Election of Directors" are submitted for discussion. 12. Submitted the proposal to determine the date, location, shareholders' proposal procedures, and agenda for the 2026 Annual General Meeting for deliberation. 13. Dismissal and appointment of the managerial officer of the Chiayi Branch.

(XI) Where, during 2025 and up to the date of publication of the annual report, a director has expressed a dissenting opinion with respect to a key resolution passed by the Board of Directors, and the dissenting opinion has been recorded or prepared as a written declaration: None.

III. Auditor information

Audit fee of independent auditors

Unit: In Thousands of New Taiwan Dollars

Name of Accounting Firm	Name of Accountant	Audit Period	Audit Service	Non-Audit Service	Total	Notes
Diwan & Company	Arnico Tseng Tina Tseng	2025.01.01~2025.12.31	2,230	171	2,401	

(I) When the Company changes its accounting firm and the audit fees paid for the fiscal year in which such change took place are lower than those for the previous fiscal year, the amounts of the audit fees before and after the change and the reasons shall be disclosed: Not this situation.

(II) When the audit fees paid for the current fiscal year are lower than those for the previous fiscal year by ten percent or more, the reduction in the amount of audit fees, reduction percentage, and reason(s)

(III) Former CPA's reply to Point 2, Item 3 and Item 1, Subparagraph 5, Article 10 of the Guidelines: None.

IV. Information on the change of auditors in the last two years: None.

V. If the chairman, general manager and managerial officers in charge of the Company's finance and accounting operations held any positions within the Company's independent audit firm or its affiliates during the past one year: None.

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

(I) Changes in shareholding of directors, managerial officers and principal shareholders:

Title	Name	2025		As of April 3, 2026	
		Increase (decrease) in the number of shares held	Increase (decrease) in the number of pledged shares	Increase (decrease) in the number of shares held	Increase (decrease) in the number of pledged shares
Chairperson and CEO	William Chang	687,492	(600,000)	175,000	
Director Principal shareholder	Jimmy K. M. Chang	941,878		337,000	
Director	Joe T. H. Chiu	9,721			
Director	Pei Wen Wu	20,886			
Director	Jonny Tseng	104,019			
Director	Eric Kai				
Independent Director	T.S. Chen				
Independent Director	L.C. Kuo				
Independent Director	Alan J.T. Chien				
General Manager	Benjamin Pien	7,170			
General Manager	Camille Chen	15,295			
Deputy General Manager	Yi-Chun Lin	10,621			
Deputy General Manager	Michael Li	5,850			
Deputy General Manager CSO	Stanley Shao	13,228			
Deputy General Manager	Annie Chou	12,792			
Deputy General Manager	Rex Huang	10,588			
Deputy General Manager	Jessica Lin	12,228			
Assistant President	Chin Yu Chen	12,650			

(II) Stock trade with a related party: None.

(III) Stock pledge with a related party: None.

VII. Information on top ten shareholders and their mutual relationship

April 7, 2026

Name	Current Shareholding		Shareholding of Spouse and Minor Children		Shares Held in the Name of Others		Title, name and relationship of the top ten shareholders who have mutual relationship as spouse or blood relative within the second degree		Notes
	Number of Shares	Percentage of ownership	Number of Shares	Percentage of ownership	Number of Shares	Percentage of ownership	Title	Relationship with the Company	
Jimmy K. M. Chang	14,296,451	16.84%	0	0	0	0	William Chang Terry Chang	Father-son Father-son	None
William Chang	7,938,336	9.35%	0	0	0	0	Jimmy K. M. Chang Terry Chang	Father-son Brothers	None
Terry Chang	2,258,418	2.66%	0	0	0	0	Jimmy K. M. Chang William Chang	Father-son Brothers	None
Jonny Tseng	2,184,403	2.57%	0	0	0	0	None	None	None
Jie-Bo-Shun Investment Co., Ltd. Representative: Tai-Jung Wang	2,092,086	2.46%	0	0	0	0	None	None	None
	0	0%	2,258,418	2.66%	0	0	Terry Chang Jimmy K. M. Chang William Chang	Spouse Second-degree relative Second-degree relative	None
Kuo-Liang Fan	1,054,850	1.24%	0	0	0	0	None	None	None
Phoenix Tour Foundation	700,946	0.83%	0	0	0	0	None	None	None
Hsiu-Chih Kuo	480,225	0.57%	0	0	0	0	None	None	None
Yung-Yi Chang	467,659	0.55%	0	0	0	0	None	None	None
Pei Wen Wu	438,615	0.52%	0	0	0	0	None	None	None

VIII. Comprehensive shareholding ratio

March 31, 2026

Investee	Ownership by the Company		Ownership by directors, managerial officers and directly/indirectly owned subsidiaries		Total Ownership	
	Number of shares (thousand)	Percentage of ownership	Number of Shares	Percentage of ownership	Number of shares (thousand)	Percentage of ownership
Taiwan Orchid Express Inc.	18,954	99.76%	0	0	18,954	99.76%
Phoenix Travel Press Co., Ltd.	400	100.00%	0	0	400	100.00%
Park Joy Co., Ltd.	2,800	100.00%	0	0	2,800	100.00%
VIP BUS Int'l Inc.	1,651	33.02%	3,349	66.98%	5,000	100%
Fitnexx Co., Ltd.	760	76%	0	0	760	76%
Park Castle Co., Ltd.	8,200	82%	0	0	8,200	82%

Three. Capital Raising Activities

I. Capitals and shares

(I) Source of capital

1. Formation of capital stock:

Unit: shares; NTD

Year and Month	Issue Price	Authorized Share Capital		Paid-in Capital		Notes		
		Number of Shares	Amount	Number of Shares	Amount	Source of capital	Capital Increase by Assets Other than Cash	Others
2007.06	10	50,000,000	500,000,000	27,860,605	278,606,050	Cash capital increase	None	Note 1
2007.07	10	50,000,000	500,000,000	30,637,865	306,378,650	Capitalization of profit	None	Note 2
2008.07	10	50,000,000	500,000,000	32,130,708	321,307,080	Capitalization of profits and additional paid-in capital	None	Note 3
2008.07	10	50,000,000	500,000,000	35,130,708	351,307,080	Cash capital increase	None	Note 4
2009.08	10	50,000,000	500,000,000	36,817,193	368,171,930	Additional paid-in capital	None	Note 5
2009.09	10	50,000,000	500,000,000	39,817,193	398,171,930	Cash capital increase	None	Note 6
2011.06	10	80,000,000	800,000,000	61,456,500	614,565,000	Capitalization of profits and additional paid-in capital	None	Note 7
2012.02	10	80,000,000	800,000,000	61,060,500	610,605,000	Treasury stock cancelled	None	Note 8
2015.08	10	80,000,000	800,000,000	64,039,575	640,395,750	Capitalization of profits and additional paid-in capital	None	Note 9
2017.11	10	80,000,000	800,000,000	62,560,575	625,605,750	Treasury stock cancelled	None	Note 10
2018.11	10	80,000,000	800,000,000	61,060,575	610,605,750	Treasury stock cancelled	None	Note 11
2019.07	10	80,000,000	800,000,000	63,979,353	639,793,530	Capitalization of profit	None	Note 12
2019.07	10	80,000,000	800,000,000	61,294,353	612,943,530	Treasury stock cancelled	None	Note 13
2020.07	10	80,000,000	800,000,000	67,117,317	671,173,170	Capitalization of profit	None	Note 14
2022.08	10	100,000,000	1,000,000,000	73,766,948	737,669,480	Capitalization of profit	None	Note 15
2024.07	10	100,000,000	1,000,000,000	81,081,543	810,815,430	Capitalization of profit	None	Note 16

Year and Month	Issue Price	Authorized Share Capital		Paid-in Capital		Notes		
		Number of Shares	Amount	Number of Shares	Amount	Source of capital	Capital Increase by Assets Other than Cash	Others
2025.06	10	100,000,000	1,000,000,000	80,867,543	808,675,430	Treasury stock cancelled	None	Note 17
2025.07	10	100,000,000	1,000,000,000	84,910,920	849,109,200	Capitalization of profit	None	Note 18

Note 1: Reported a cash capital increase of NT$30,000 thousand on March 8, 2007, which was approved and recorded in the Jin-Guan-Zheng-Yi-Zhi Document #0960011671, dated March 26, 2007, issued by the Financial Supervisory Commission, Executive Yuan; Fu-Jian-Shang-Zhi Document #09685737920, dated June 23, 2007, issued by the City Government of Taipei; and Guan-Yeh-Zhi Document #0960015587, dated June 20, 2007, issued by the Tourism Bureau of the Ministry of Transportation and Communications.

Note 2: The cash capital increase of NT$27,772 thousand was approved and recorded in the Jin-Guan-Zheng-Yi-Zhi Document #0960034367, dated July 5, 2007, issued by the Financial Supervisory Commission, Executive Yuan; Fu-Jian-Shang-Zhi Document #09688394510, dated August 28, 2007, issued by the City Government of Taipei; and Guan-Yeh-Zhi Document #0960021897, dated August 24, 2007, issued by the Tourism Bureau of the Ministry of Transportation and Communications.

Note 3: The cash capital increase of NT$14,928 thousand was approved and recorded in the Jin-Guan-Zheng-Yi-Zhi Document #0970033279, dated July 3, 2008, issued by the Financial Supervisory Commission, Executive Yuan; Fu-Jian-Shang-Zhi Document #09789386700, dated September 19, 2008, issued by the City Government of Taipei; and Guan-Yeh-Zhi Document #0970023371, dated September 11, 2008, issued by the Tourism Bureau of the Ministry of Transportation and Communications.

Note 4: Reported a cash capital increase of NT$30,000 thousand on June 25, 2008, which was approved and recorded in the Jin-Guan-Zheng-Yi-Zhi Document #0970033573, dated July 23, 2008, issued by the Financial Supervisory Commission, Executive Yuan; Fu-Chan-Yeh-Shang-Zhi Document #09790689610, dated October 30, 2008, issued by the City Government of Taipei; and Guan-Yeh-Zhi Document #0973002650, dated October 21, 2008, issued by the Tourism Bureau of the Ministry of Transportation and Communications.

Note 5: The cash capital increase of NT$16,865 thousand was approved and recorded in the Jin-Guan-Zheng-Fa-Zhi Document #0980033149, dated July 3, 2009, issued by the Financial Supervisory Commission, Executive Yuan; Fu-Chan-Yeh-Shang-Zhi Document #09887723910, dated August 20, 2009, issued by the City Government of Taipei; and Guan-Yeh-Zhi Document #0980023223, dated August 14, 2009, issued by the Tourism Bureau of the Ministry of Transportation and Communications.

Note 6: Reported a cash capital increase of NT$30,000 thousand on August 26, 2009, which was approved and recorded in the Jin-Guan-Zheng-Fa-Zhi Document #0980044885, dated September 11, 2009, issued by the Financial Supervisory Commission, Executive Yuan; Fu-Chan-Yeh-Shang-Zhi Document #09891043320, dated December 8, 2009, issued by the City Government of Taipei; and Guan-Yeh-Zhi Document #0980035323, dated November 27, 2009, issued by the Tourism Bureau of the Ministry of Transportation and Communications.

Note 7: Reported capitalization of profits and additional paid-in capital of NT$216,393 thousand, which was approved and recorded in the Jin-Guan-Zheng-Fa-Zhi Document #1000022133, dated May 16, 2011, issued by the Financial Supervisory Commission, Executive Yuan; Jing-Shou-Shang-Zhi Document #10001127230, dated June 23, 2011, issued by the Ministry of Economic Affairs; and Guan-Yeh-Zhi Document #1000019310, dated June 17, 2011, issued by the Tourism Bureau of the Ministry of Transportation and Communications.

Note 8: Reported capital reduction of NT$3,960 thousand by cancellation of treasury stock, which was approved and recorded in the Jing-Shou-Shang-Zhi Document #10101022020, dated February 8, 2012, issued by the Ministry of Economic Affairs, and 2012 Guan-Yeh-Zhi Document #1010002679, issued by the Tourism Bureau of the Ministry of Transportation and Communications.

Note 9: Reported capitalization of profits of NT$29,791 thousand, which was approved and recorded in the Jin-Guan-Zheng-Fa-Zhi Document #1040030188, dated August 7, 2015, issued by the Financial Supervisory Commission, Executive Yuan; Jing-Shou-Shang-Zhi Document #10401192910, dated September 17, 2015, issued by the Ministry of Economic Affairs; and Guan-Yeh-Zhi Document #1040011666, dated September 10, 2015, issued by the Tourism Bureau of the Ministry of Transportation and Communications.

Note 10: Reported capital reduction of NT$14,790 thousand by cancellation of treasury stock, which was approved and recorded in the Jing-Shou-Shang-Zhi Document #10601158170, dated November 17, 2017, issued by the Ministry of Economic Affairs, and 2017 Guan-Yeh-Zhi Document #1060017278, issued by the Tourism Bureau of the Ministry of Transportation and Communications.

Note 11: Reported capital reduction of NT$15,000 thousand by cancellation of treasury stock, which was approved and recorded in the Jing-Shou-Shang-Zhi Document #10701148950, dated November 26, 2018, issued by the Ministry of Economic Affairs, and 2018 Guan-Yeh-Zhi Document #1070016559, issued by the Tourism Bureau of the Ministry of Transportation and Communications.

Note 12:Reported capitalization of profits of NT$29,188 thousand, which was reported to the Financial Supervisory Commission, Executive Yuan on July 3, 2019, and approved and recorded in Jing-Shou-Shang-Zhi Document #10801121240, dated August 12, 2019, issued by the Ministry of Economic Affairs, and 2019 Guan-Yeh-Zhi Document #1080013073 issued by the Tourism Bureau of the Ministry of Transportation and Communications.

Note 13: Reported capital reduction of NT$26,850 thousand by cancellation of treasury stock, which was approved and recorded in the Jing-Shou-Shang-Zhi Document #10801121240, dated August 12, 2019, issued by the Ministry of Economic Affairs, and 2019 Guan-Yeh-Zhi Document #1080013073, issued by the Tourism Bureau of the Ministry of Transportation and Communications.

Note 14: Reported capitalization of profits of NT$58,230 thousand, which was reported to the Financial Supervisory Commission, Executive Yuan on June 29, 2020, and approved and recorded in Jing-Shou-Shang-Zhi Document #10901150470, dated August 13, 2020, issued by the Ministry of Economic Affairs, and 2020 Guan-Yeh-Zhi Document #1090010362 issued by the Tourism Bureau of the Ministry of Transportation and Communications.

Note 15: Reported capitalization of profits of NT$66,496 thousand, which was reported to the Financial Supervisory Commission, Executive Yuan on July 11, 2022, and approved and recorded in Jing-Shou-Shang-Zhi Document #11201154200, dated August 12, 2022, issued by the Ministry of Economic Affairs, and 2022 Guan-Yeh-Zhi Document #1120006778 issued by the Tourism Bureau of the Ministry of Transportation and Communications.

Note 16: Reported capitalization of profits of NT$73,145 thousand, which was reported to the Financial Supervisory Commission, Executive Yuan on June 14, 2024, and approved and recorded in Jing-Shou-Shang-Zhi Document #11330133220, dated July 26, 2024, issued by the Ministry of Economic Affairs, and 2024 Guan-Yeh-Zhi Document #1130008452 issued by the Tourism Bureau of the Ministry of Transportation and Communications.

Note 17: Reported capital reduction of NT$2,140 thousand by cancellation of treasury stock, which was approved and recorded in the Jing-Shou-Shang-Zhi Document #11430071730, dated June 3, 2025, issued by the Ministry of Economic Affairs, and 2025 Guan-Yeh-Zhi Document #1140005064, issued by the Tourism Administration of the Ministry of Transportation and Communications.

Note 18: Reported capitalization of profits of NT$40,433 thousand, which was reported to and became effective upon filing with the Financial Supervisory Commission, Executive Yuan on June 12, 2025, and approved and recorded in Jing-Shou-Shang-Zhi Document #11430114870, dated July 25, 2025, issued by the Ministry of Economic Affairs, and 2025 Guan-Yeh-Zhi Document #1130008452 issued by the Tourism Administration of the Ministry of Transportation and Communications.

2. Type of shares

April 7, 2026

Type of Shares	Authorized Share Capital			Notes
	Shares outstanding	Un-issued Shares	Total	
Registered common stock	84,910,920 shares	15,089,080 shares	100,000,000 shares	-

3. Information on the shelf registration: None.

(II) List of principal shareholders (Name of shareholders who are ranked top ten of all shareholders)

April 7, 2026

Shares Name of Main Shareholders	Number of Shares Held	Percentage of ownership
Jimmy K. M. Chang	14,296,451	16.84%
William Chang	7,938,336	9.35%
Terry Chang	2,258,418	2.66%
Jonny Tseng	2,184,403	2.57%
Jie-Bo-Shun Investment Co., Ltd.	2,092,086	2.46%
Kuo-Liang Fan	1,054,850	1.24%
Phoenix Tour Foundation	700,946	0.83%
Hsiu-Chih Kuo	480,225	0.57%
Yung-Yi Chang	467,659	0.55%
Pei Wen Wu	438,615	0.52%

(III) Dividend policy and the implementation status

1. Dividend policy:

   The provisions of the Company's Articles of Incorporation regarding the dividend policy are as follows:

   Annual surpluses concluded by the Company are first subject to taxation and making up for previous losses, followed by a 10% provision for legal reserves; however, no further provision is needed when legal reserves have accumulated to the same amount as the Company's paid-in capital. Any surpluses remaining shall then be subject to provision or reversal of special reserves, as the laws or the competent authority may require. The residual balance can then be added to undistributed earnings carried from previous years per board resolution, and the shareholder meeting resolved to distribute shareholder bonus shares.

   The travel agencies are the mature industry currently in a phase of dramatic changes and development. The Company's dividend policy is based on the current and future development plans and considers the investment environment, capital needs, domestic and overseas competition and the interests of shareholders. At least 50% of the distributable earnings of the year shall be allocated as shareholder dividends. The annual cash dividends shall be at least 10%, and no more than 100%, of the total of cash and stock dividends distributed in the year.

2. Status of dividend distribution proposed at the shareholder meeting (approved by the board, but not yet approved by the shareholder meeting)

   The Company proposed its 2025 earnings distribution as follows: In addition to allocating 10% or NT$42,968,351 as legal reserve, cash dividends to shareholders of NT$4.50 per share are also proposed, and the remaining undistributed earnings at the end of the period are NT$90,259,629. This proposal will be processed in accordance with relevant regulations upon approval by the Annual General Meeting scheduled for June 1, 2026.

3. No material change is expected in the future dividend policy.

(IV) Impacts of Proposed Stock Dividends on the Company's Business Performance and Earnings per share (EPS): None.

(V) Remuneration for employees and directors

1. The percentages or ranges with respect to employees' and directors' remuneration specified in the Articles of Incorporation:

   If the Company is profitable in the fiscal year, no less than 2% of the profit shall be offered as remuneration for employees, of which no less than 1% shall be allocated as remuneration for grassroots employees, and no more than 1.5% of the profit shall be allocated as remuneration for directors. However, if the Company still has accumulated losses, an amount shall be reserved in advance to make up for the losses. The Company may, by a resolution adopted by a majority vote at a meeting of Board of Directors attended by two-thirds of the total number of directors, have the profit distributable as employees' compensation in the form of shares or in cash; and in addition, there to a report of such distribution is submitted to the shareholders' meeting. The abovementioned recipients of stock or cash distributed may include the employees of the subsidiaries whose shares the Company holds more than 50%.

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

   (1) The calculation basis for the amount of employee and director remuneration to be distributed in this period: If the Company is profitable in the fiscal year, no less than 2% of the profit shall be offered as remuneration for employees, of which no less than 1% shall be allocated as remuneration for base-level employees, and no more than 1.5% of the profit shall be allocated as remuneration for directors.

   (2) The basis for calculating the number of shares to be distributed as stock dividends: Not applicable.

   (3) Accounting treatment if there is a difference between the actual and planned distributed amounts: Recognized as the annual distribution expenses.

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

   (1) The Company has proposed to distribute NT$7,063,471 as employee remuneration and NT$5,297,603 as director remuneration in cash, representing 2.0% and 1.5% of the profits for 2025, respectively. Of the aforementioned employee remuneration, NT$5,297,603 (1.5% of the profit in 2025) was allocated for remuneration of base-level employees.

   (2) The amount of any employee remuneration distributed in stocks, and the size of that amount as a percentage of the sum of the after-tax net income stated in the standalone financial reports or individual financial reports for the current period and total employee remuneration: Not applicable.

4. The actual distribution of employee and director remuneration for 2025 (with an indication of the number of shares, monetary amount, and stock price, of the shares distributed), and, if there is any discrepancy between the actual distribution and the recognized employee and director remuneration, additionally the discrepancy, cause, and how it is treated: No difference.

(VI) Repurchase of the Treasury Stock

Stock buybacks of the Company (completed)

March 29, 2026

Session of share repurchase	8th Meeting	9th Meeting	10th
Purpose of share repurchase	Transfer shares to employees	Transfer shares to employees	Protect shareholders' rights and interests
Period of share repurchase	2016/03/21 to 2016/05/20	2021/03/24 to 2021/05/22	2026/1/30 to 2026/03/29
Price range of share repurchase	NT$37 to NT$57	NT$18 to NT$36	NT$45 to NT$55
Type and number of shares repurchased	2,685,000 shares/Common stock	621,000 shares/Common stock	1,143,000 shares/Common stock
Amount of share repurchased	NT$112,047,429	NT$18,282,647	NT$57,667,178
Percentage of volume repurchased over the estimated volume of share repurchase	89.5%	12.42%	57.15%
Volume of shares with completed offset and transfer	2,685,000 shares	621,000 shares	—
Accumulated number of shares held by the Company	—	—	1,143,000 shares
Percentage of accumulated number of shares held by the Company over the total number of issued shares (%)	—	—	1.35%

II. Issuance of corporate bonds (including overseas corporate bonds): None.

III. Issue of preferred stocks: None.

IV. Issue of depository receipt: None.

V. Status of employee stock option plan: None.

VI. New share issuance in connection with mergers and acquisitions: None.

VII. Implementation status for plan of utilization of capital: None.

Four. Business Overview

I. Description of Business

(I) Scope of business

1. Nature of business: Travel agencies.
2. Core services and their proportion of the overall business:

   Services:

   (1) Sell passenger tickets for domestic and foreign sea, land and air transportation businesses as an agent, or purchase passenger tickets and handle luggage for domestic and foreign tours on behalf of tourists.

   (2) Handle exit and entry and visa procedures on behalf of travelers.

   (3) Receive tourists in domestic and overseas tours, and arrange itineraries, meals and accommodation and tour guides.

   (4) Offer tour packages, independent travel groups, domestic and overseas sightseeing tours, meals and accommodation and related services.

   (5) Entrust Class-A travel agencies to solicit business in the preceding paragraph.

   (6) Entrust Class-B travel agencies to solicit domestic group tour business in Paragraph 4.

   (7) Acting as a travel agency for foreign companies to handle liaison, promotion, quotation and other businesses.

   (8) Other matters related to domestic and foreign travel approved by the central competent authority.

   Related travel products and their proportion of the overall business:

Unit: In Thousands of New Taiwan Dollars

Year / Main products	2025	
	Amount	Percentage of operation (%)
Asia tours	173,068	6%
Americas	118,981	4%
New Zealand and Australia	197,130	6%
Europe	1,596,184	51%
Cruise	349,842	11%
Northeast Asia	217,948	7%
China	259,583	8%
Domestic travel	21,887	1%
Others	201,501	6%
Total	3,136,124	100%

3. Operation planning for each product line

   A. Europe

   Europe boasts a wealth of tourism resources, with both its cultural heritage and natural landscapes holding significant appeal, and tourism demand has remained consistently high. Traditional seasonal attractions, from spring flower viewing to Christmas festivities in winter, along with culinary delights, scenic landscapes, rail travel, and luxury shopping, remain popular among travelers. In recent years, the pursuit of light or the northern hemisphere's snow has made Europe more interesting in the winter and extended the duration of travel in Europe. To support new routes and increased flight frequency from domestic and foreign airlines, we have designed a diverse product portfolio to meet market demands and drive growth.

B. New Zealand and Australia

Demand in Australia has primarily focused on traditional tours of major cities in Eastern Australia, such as Sydney, Melbourne, Brisbane, and the Gold Coast. Itineraries are adapted to suit available flights, and the Company has collaborated with other operators to jointly market Australia tour brands and increase tour volume. New Zealand, known for its pristine natural landscapes, has always been a key attraction for travelers. Due to its long and narrow geography, itineraries are mostly planned for 10 to 13 days, leveraging long-term cooperation with airlines to secure seats for sale. The innovative itinerary featuring the three famous hot springs of the South Island and the unique experience of soaking in hot springs in a snowy setting also received a Golden Trip Award.

C. US-Canada

In response to new U.S. routes, including Seattle and Phoenix, we have planned itineraries with diverse entry and exit points to expand our product offerings. The Company also plans new tours featuring different themes, such as MLB games and Hell’s Kitchen. Longer trips focused on national parks have proven effective in attracting travelers interested in immersive experiences, and seasonal activities like maple and flower viewing remain popular with consumers. The classic Canadian Rockies itinerary has once again received a Golden Trip Award, and a new itinerary combining the Rocky Mountains and Yellowknife for Northern Lights viewing has been planned, offering both experiences in one trip.

D. Cruise

Short-haul cruises are primarily offered through Costa Cruises, MSC Bellissima, and Star Cruises, with Keelung and Kaohsiung serving as their home ports. Costa Cruises underwent extensive renovations in October and now boasts a completely new look. In addition, Costa Cruises and Star Cruises have added extra sailings from Kaohsiung during the winter to better serve passengers in southern Taiwan, and the response has been positive. For fly-cruise products, short-haul options include Royal Caribbean International and StarDream Cruises departing from Singapore; long-haul options include cruises in Alaska, the Middle East, and Europe, offering diversified choices. In 2026, we will continue to offer premium chartered Antarctic cruises to cater to travelers seeking unique and scarce travel experiences.

E. Ancient civilizations

Türkiye has become increasingly popular with consumers in recent years, thanks to its ample flight availability, high-value tour packages, rich cultural heritage, and year-round marketability. Greece, Egypt, and Morocco have also proven popular destinations in the region, with tour group numbers consistently growing. Continue to optimize products and develop new itineraries to offer a wider selection.

F. Central Asia

Within the region, Nepal and Sri Lanka remain the primary focus for group tour sales. However, post-pandemic, increased competition from peers has led to market fragmentation. Direct flights to India have yet to resume. Currently, products are packaged via Hong Kong transfers on CX, but demand has not yet increased significantly. The Company continues to develop new travel routes, including Uzbekistan, Mongolia combined with Lake Baikal, Dubai mini group tours, and destinations in the Arab region, to meet diverse market demands and drive revenue growth.

G. China

As the ban on group tours to mainland China has not yet been lifted, only independent travel and inspection tours are currently available. However, a considerable number of travelers still express interest in visiting. However, due to the limited resumption of air routes, arrangements will be made flexibly based on individual traveler needs, and itineraries will incorporate extensions via high-speed rail. We hope the ban will be lifted soon, allowing the group travel market to return to normal, while safeguarding consumer rights.

H. Southeast Asia

Demand from independent travelers for Da Nang, Hanoi, and Phu Quoc Island in Vietnam has declined. To enhance product offerings and attract new customers, we are planning two-city tours combining North and Central Vietnam, and Central and South Vietnam. For other destinations—such as Bali, Bangkok, Singapore, and the Philippines—market demand is being met through semi-independent travel, mini group tours, and a wide range of products, including family-friendly travel, social media–oriented packages, honeymoons, golf vacations, and luxury hotel experiences. The Southeast Asian market offers abundant resources, diverse cultures, shorter flight distances, and more affordable total tour costs, making it the best target region for corporate charter groups and incentive tours. The Company will strive to secure more business to increase revenue.

I. Northeast Asia

Japan:

The Japanese tourism market experienced increased competition for tourism resources, both domestically and internationally, as a result of the Japanese yen's depreciation. Compounding this issue, a severe labor shortage and rising airfare costs have driven up catering and transportation expenses, keeping tour prices high. Furthermore, the growing popularity of independent travel and concerns surrounding the "2025 earthquake prediction" have led to a noticeable decline in bookings for summer group tours. In addition, the Osaka Expo's impact fell short of expectations. The strategy focuses on in-depth routes emphasizing "high quality and high experience," with key offerings including unique and high-value itineraries to destinations such as Hokuriku hidden gems, Tateyama Kurobe, and Tottori in Sanin, designed to attract specific customer segments. Route development and alliances: Tigerair's direct flights to Yonago and charter flights to Hanamaki and Sendai have increased the supply of products suitable for group tour packaging.

Korea:

Strong outbound travel demand to Korea and the expansion of flight routes between Taiwan and Korea, beyond the traditional popular destinations of Seoul and Busan, including new destinations such as Suncheon, Yeosu, Cheongju, Andong, Danyang, and Jeju, have also increased many new itinerary combinations to meet the needs of independent travelers. To meet evolving market needs, the Company has also introduced mini group and semi-independent travel products for Seoul, Busan, and Jeju.

J. Domestic

Tourism in Hualien and Taitung has been impacted by earthquakes and other natural disasters. Coupled with continued strong demand for outbound travel and perceptions of high accommodation prices for domestic travel, these factors have led to a decline in group traveler numbers. Sales of Taiwan High Speed Rail products have become a key component of domestic tourism, with continued growth in both packaged tour products and group ticket sales.

Continue to promote European river cruise products in cooperation with UNIWORLD, a top-tier European river cruise company, packaging popular routes such as the Rhine, the Danube, and the Rhône to meet demand in the high-end travel market. In addition to attracting tourists who love European culture and pursue good travels, it has also attracted the attention of top-level incentive tour organizers and put forward a demand for chartering boats.

(II) Industry overview

1. Status and responses of the industry

According to a report by UN Tourism, the global tourism industry experienced a strong recovery and reached a record high in 2025, with a total of 1.52 billion international tourist arrivals, a 4% increase over the previous year, and tourism export revenues of USD 1.9 trillion, a 5% increase. Europe and the Asia-Pacific region have seen a significant recovery, and a record number of Taiwanese travelers have visited Japan, indicating stable growth in consumer spending and demand for international tourism.

The following is a breakdown of the current situation of the country's tourism industry in terms of outbound travel, inbound travel, and domestic citizen travel:

I. Domestic citizens traveling abroad

According to the “Number of Outbound Trips and Growth Rate of R.O.C. Citizens from January to December 2025” statistics published by the Tourism Administration, MOTC, the post-pandemic rebound has continued to gain momentum, travel demand has continued to increase, and outbound travel has grown even more significantly. In 2024, the cumulative number of outbound travelers from Taiwan reached 18,944,436, representing a 12.4% increase compared to 2024.

◆ Statistics on the number of ROC citizens traveling abroad

Unit: Thousand people

Summary	2021	2022	2023	2024	2025
Number of People	359	1,482	11,795	16,849	18,944
Growth Rate	-84.59%	411.92%	795.49%	42.8%	12.4%

Source: Tourism Bureau of the Ministry of Transportation and Communications

II. Accepting tourists

According to the statistics titled “Number and Growth Rate of Travelers Coming to Taiwan from January to December 2025,” released by the Tourism Administration, Ministry of Transportation and Communications, Taiwan’s international visibility has been gradually increasing, welcoming visitors from around the world. In 2025, the total number of inbound travelers to Taiwan reached 8,574,547, representing a 9.1% increase compared to 2024.

Growth was primarily driven by increased flight routes, simplified visa procedures, successful celebrity endorsements, and effective promotional offers. However, Taiwan’s tourism market continues to face challenges from US tariffs and exchange rate uncertainty, the attractiveness of a weaker Japanese yen, visa liberalization by competitor nations, and their significant marketing investments and incentives. Furthermore, international travelers are increasingly seeking higher value, more unique, and immersive travel experiences, and remain mindful of Taiwan's susceptibility to earthquakes and typhoons, all of which continue to test the growth momentum of the inbound Taiwan market.

◆ Travelers coming to Taiwan over the years

Unit: Thousand people

Summary	2021	2022	2023	2024	2025
Number of People	140	895	6,486	7,857	8,574
Growth Rate	-89.8%	637.79%	724.02%	21.1%	9.1%

Source: Tourism Bureau of the Ministry of Transportation and Communications

III. Travel of domestic citizens

The main drivers of growth include: a shift toward more frequent, shorter micro-trips; a move in domestic consumer spending from retaliatory spending to strategic planning, such as traveling during off-peak seasons; and increased demand for immersive, localized experiences. In addition, the government has effectively retained domestic tourists by promoting its "Tourism as a Nation-Building Strategy" policy and integrating a "National Tourism Team" across multiple ministries, alongside enhanced dining options and a wider variety of attractions. Following the post-pandemic retaliatory spending in 2025, the domestic travel market has established a stable base of "daily" consumption. While consumers remain price-sensitive regarding high room rates, the industry is experiencing positive growth through diversification and enhanced experiences.

◆ Number of people in domestic sightseeing and recreation areas over the years

Unit: Thousand people

Summary	2021	2022	2023	2024	2025
Number of People	211,824	274,892	412,802	548,520	872,373
Growth Rate	-20.61%	129.77%	150.17%	32.88%	59.35%

Source: Tourism Bureau of the Ministry of Transportation and Communications

2. Product development trends

(1) Product value-added and innovation to expand benefits of brand management

Grasp new market trends and focus on value creation and innovation. Consumers prioritize quality, and our core value of "Brand. Quality. Professionalism" has placed "Industry benchmark. Brand reputation" the goals for everyone working in the company. We tie innovative thinking to our product development. From design innovation to service innovation, we try to create more value for our products, hoping to exceed customer expectations and create brand loyalty.

We cooperate with the government policy on "Making the technology industry more service-oriented. Making the service industry more technology-oriented". The everchanging technology and the Internet have greatly changed our life. Consumers can access a large amount of travel information through the Internet and various types of handheld devices, and complete transactions online. We should continue to apply technology to transform the travel industry and make services more convenient and user-friendly. The Phoenix Cloud App was launched in response to the smart travel initiative, which enabled travelers to easily grasp information of itineraries, meals, accommodation, tour leader and announcements of groups. During the journey, the company can also call the tour leader and map a location for the most immediate assistance. Innovative value-added services are provided by combining social media functions and member feedback.

With the availability of information and communication equipment and social media, the exposure of products has been done through the use of Facebook, LINE and other tools.

(2) Intra- and inter-industry alliances

The traditional marketing approaches adopted by the travel agencies mainly include print advertisement and product conferences. Applying modern technology and concepts, combined with traditional marketing methods, to maximize benefits has become one of the key directions for the development of marketing of travel agencies operators. The intra- and inter-industry collaboration for the travel agencies has long been common in travel products. In the future, business owners will expand channels to find more market opportunities, and the collaborative promotion through intra- and inter-industry alliances will be one of the key marketing strategies.

(3) Trends of theme differentiation of travel products

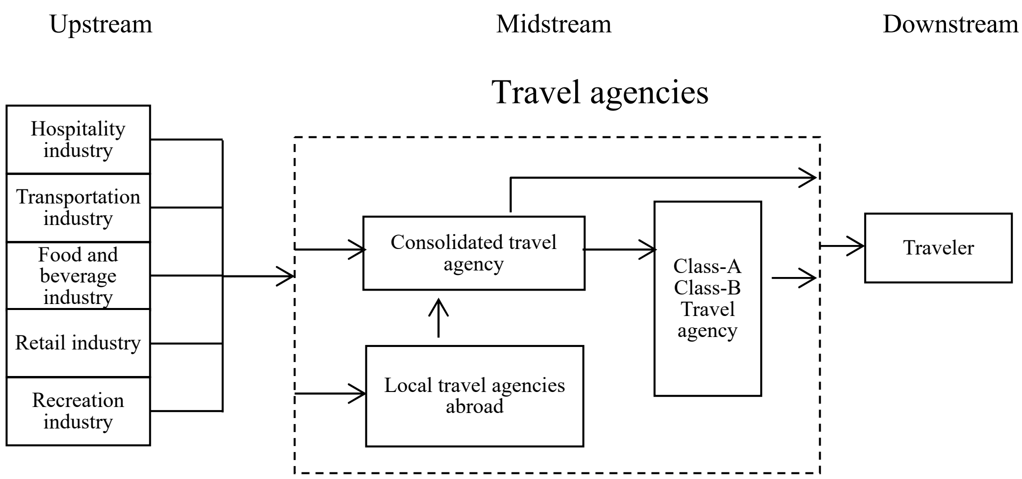
The traditional fast-paced, sightseeing-focused style of travel is no longer mainstream. Instead, itineraries with clear themes combined with in-depth, slow travel experiences are what capture consumers' attention. Popular themes include flower viewing, snow experiences, aurora chasing, special festivals, marathons, honeymoons, Michelin dining, vegetarian tours, European river cruises, and trips to the Arctic and Antarctic.

(4) Promote independent travel products

The availability of information and transportation vehicles has greatly developed the growth of flight and hotel combos of domestic citizen travel. Especially that short-distance destinations, shopping, gourmet food and vacationing itineraries in which groups can be composed with just a few people, without the limitations of date and scheduling. The casual arrangements attract many tourists who prefer making their own choices.

3. Relations between upstream, midstream and downstream of the industry

The travel agencies serve as an important link between tourism companies and tourists. In order to serve a large number of consumers and meet their tourism needs, the industry has obtained upstream resources such as transportation, food and beverage, accommodation and other tourism businesses, and packaged them into travel products to be used by tourists. Relations between the upstream, midstream and downstream of the industry:



4. Competition of products

The competition for travel products is fierce. Depending on the scale of companies, they can contact individual customers to recruit tour groups, and accept commissioning of companies to provide customized trips as company incentives or for meetings.

We specialize in tour packages and provide services related to independent travel groups and arrangement of domestic and overseas tourism for tourists. In recent years, we have actively helped companies organize their company incentive trips or accommodate groups. We also have formed intra- and inter-industry alliances to expand to different marketing channels and scopes of business, which is another strategy to improve product advantages.

As independent travel products become a trend of personal travel, airlines and reservation platforms have also become competitors from suppliers. We also actively develop more convenient flight and hotel combo reservation measures to draw independent travelers.

(III) Overview of technologies, research and development

1. Technical aspect of operations

We specialize in various travel packages, such as arrangement of itineraries (screening of scenic areas, selection of transportation vehicles, control of traveling time between destinations, consideration of accommodation locations, etc.), cost estimation (control of flight costs, stability of travel cost between destinations, the critical point of profit and loss for travel groups, etc.), and marketing (acceptance of customers, exclusion of customer sources, difficulty of product packaging, market positioning, etc.), and the degree of details and complexity to be considered is far more sophisticated than other industry peers, so that we can grasp the competitive advantages.

With our decades of experience and teamwork, we have become an industry benchmark and a pioneer of new itineraries, enabling us to fully grasp market trends to meet bigger business challenges at any time.

In recent years, airlines have strictly implemented revenue management. It is difficult to get group seating from them, or that group rates are even higher than individual rates. We will actively formulate new strategies to acquire seats in each route. We also have to reinforce the use of group seats of the airlines for which the subsidiary serves as a commission agent, and combine the packaging of itineraries and control of seats to elaborate on the synergy of vertical integration.

2. Itinerary planning and design

Our company is in the travel service industry, and we do not have a dedicated research and development department like other industries responsible for developing new itineraries or improving production technologies. However, due to the everchanging information of the tourism market and the constant introduction of new products from upstream suppliers, we need to have combos of new or existing travel products to meet consumer needs, so we now have a dedicated department responsible for the design and planning of travel products.

For the integrated development of work quality and cost considerations, the Tour Operation Division is responsible for coordinating the planning and design of itineraries of travel products and collection and analysis of market information. We also make good use of specialized travel experience accumulated the past few decades to actively develop unique travel products to cater to customers' needs and attract premium clients to further improve our revenue.

3. Products successfully developed

The Company is guided by market trends and collaborates with tourism promotion agencies from various countries—such as Tourism Australia, the Korea Tourism Organization, and the Tourism Authority of Thailand. Leveraging years of experience in travel services and the continuous collection of global destination insights, we design high-quality travel products that are both thematically distinct and diverse in content. Our offerings span destinations including Italy, seasonal and culturally rich itineraries in China, Oceania, the Americas, long- and short-haul cruises, Central Asia, South Africa, regions of ancient civilizations, Northeast Asia, and Southeast Asia. These products have consistently received strong acclaim from both the market and the industry, earning multiple Golden Travel Awards from the Taiwan Tourism Quality Assurance Association.

(IV) Long- and short-term business development plans

Based on the market trends of our observation, we have planned to establish the following future business development plans:

1. Short-term plan

(1) Based on the experience working on group tours, we actively explore diverse travel products to meet the different needs of customers. In addition to maintaining the existing customer base, we actively develop new markets. We use Facebook, LINE groups and social media tools, radio broadcasting, advertisements at MRT stations to display our product information and market the products to people who plan honeymoon, senior citizens, backpackers, etc. to expand the market acceptance.

(2) We have established independent travel departments responsible for developing and communicating with the customer base of independent travelers which has been growing. We offer travel packages for small groups, with the price of plane tickets slotted between the prices for group and individual travel, which provide group specials and the convenience for individual travelers.

(3) In response to the popularity of independent travel, we have improved our order process for flight and hotel combos and introduced the Phoenix flight+hotel Easy GO reservation system which offers immediate confirmation for available prices and seating, so that the more convenient order process can meet the needs of independent travelers.

(4) We have improved our operations to actively and efficiently customize trips that companies use for employee travel, hosting distributors, conferences and other services.

(5) The growth of cruise tours has been astonishing. Therefore, in addition to selling the existing routes in Europe, the US and Canada and the Middle East, we plan to adopt the charter cruise approach to sell tours to Japan and Korea from Keelung.

(6) We continue to recruit talents in the industry and provide systematic education and training to prepare for offering more comprehensive services for the ever-growing customer base.

(7) We embrace the era of smart tourism, and have launched the Phoenix Cloud App which consolidates information (such as itinerary, accommodation, tour leader's announcement, LINE group functions, photo sharing, etc.) needed during a trip to be distributed through information and communication devices to provide more attentive services. Further integrates group specials and reward point redeeming functions to improve customer loyalty.

2. Long-term plan

(1) We strive to obtain the Taiwan distributorship of foreign airlines, which can bring more revenue from air ticket sales and integrate with our travel product packages. The Integration of resources downstream and upstream can create more added value.

(2) "Industry benchmark. Brand reputation" have long been part of our corporate culture and the goals that our employees strive to pursue. In order to achieve the highest customer satisfaction, we will continue to improve the professional capabilities of employees, service quality, and customer support and trust in the Company, and build brand awareness.

(3) With the availability of handheld devices and mobile economy, we have followed the principle of "Mobile First" to develop a mobile version of our website to drive traffic. We also have continued to improve the proportion of sales through e-commerce websites and social networking sites such as Facebook and LINE groups to explore opportunities at all times. In recent years, domestic users have shifted from print media to e-commerce websites and even to mobile commerce when looking for travel information and products. We have improved our computer system to make the existing network more convenient and provide high-quality user experience tools.

(4) Seek key intra- or inter-industry alliances to promote faster growth of the Company to reach new directions in our business development. The travel agencies is people-oriented. As it is difficult to nurture talents quickly, we seek key intra-industry alliances to achieve faster growth of the Company. Through the inter-industry alliance approach, we actively rebuild the Phoenix Tours brand or a second brand to create more diversified marketing channels.

(5) In terms of our financial strategy, we continue to incorporate e-commerce operations into our intranet to improve the utilization of resources, timeliness and cost reduction and provide the management with immediate information for decision-making.

(6) The Company has taken steady steps toward business diversification by investing in the property management of HAUS FOOD Plaza, constructing a hotel in Liuqiu, investing in a fitness center, and investing in a container hotel project in Kaohsiung, which is operated by Cosmos Hotel Management.

II. Markets, production, and marketing

(I) Market analysis

1. Regions of distribution (provision) of major products (services)

Year / Sales regions	2025		2024	
	Amount	(%)	Amount	(%)
Taipei head office (Northern)	1,907,675	65.54	1,984,932	67.83
Taoyuan	130,765	4.49	124,638	4.26
Hsinchu	128,096	4.40	120,514	4.12
Taichung	272,337	9.36	284,956	9.74
Chiayi	65,607	2.25	75,281	2.57
Tainan	122,487	4.21	123,098	4.21
Kaohsiung	283,924	9.75	212,854	7.27
Total amount of income from group tours collected by the Company	2,910,891	100.00	2,926,273	100.00
Total number of travelers going abroad in groups	38,871		43,347	

2. Market share

According to the statistics compiled by the Tourism Bureau, the number of citizens traveling abroad post pandemic has shown a steady growth. The Company has been operating the business of overseas travel for a long time, has accumulated considerable experience, and has distributed products globally. We provide consumers with one-stop shopping services, which can diversify business risks. Our persistence in our product quality and the focus on the management travel products have helped us accumulate many loyal customers. We will continue to develop new products to meet the different needs of diverse customer groups and increase market share.

3. Future supply and demand of the market

In view of the huge business opportunities in the travel market, airlines have also continued to collaborate with tourism operators around the world to launch discounted package tours. In the increasingly competitive business environment, tourism operators promote corporate incentive itineraries to specific companies to win more customers, and continue to introduce promotional programs, hoping to offer diverse and rich itineraries or improve service quality of trips to attract more consumers. In addition, the booming cruise business and charter flights for short-term customized itineraries, which have certain entry barriers, can bring considerable profits. In the future, the travel agencies is bound to become more specialized, where big players will stay big, and the stronger companies live and the weaker companies are eliminated.

4. Competitive niche

(1) Control of travel service quality: In view of the difficulty in controlling the quality of travel services, we have successfully adopted the ISO9001 quality control system in 1994, and completed implementation of the new edition in 2010. We have incorporated the system into our group travel, cruise itineraries, independent travel packages, ticketing and certification to standardize our operations, further improving the quality of our travel services. The quality of employees is also a key factor causing quality variation. We have planned comprehensive education and training courses. In terms of training for new hires, we arrange department supervisors to introduce businesses of respective departments and serve as mentors to enable new hires to adapt to their new jobs under comprehensive training. Internal education and training courses for tour leaders: Regularly organize courses on the latest travel information, crisis management skills training, first aid training, and various aesthetics and art appreciation courses. Establish an e-learning platform in the computer system, so that employees can conduct self-directed learning at any time. We also arrange course sessions conducted by senior tour leaders from time to time, and provide those who are less experienced with opportunities to take their own tour groups, and there are also local guides who provide assistance in the training for tour leaders. We value customer input. All our tour groups recover tourist suggestion survey forms, which can ensure that the products and hardware and equipment we provide meet customer needs and the services provided by tour leaders and tour guides are properly reviewed so that they can improve their services in the future.

(2) Brand Recognition and Awareness: The Company has been honored as Asia’s Best Travel Agency by TTG Asia for ten consecutive years since 2010. We are proud to have been inducted into the Hall of Fame alongside prestigious brands such as Singapore Airlines, Singapore Changi Airport, Raffles Hotel, Regal Airport Hotel, Qatar Airways, Thai Airways, Banyan Tree Spa, and Sabre Asia Pacific. From 2012 to 2025, many of our products won the Golden Travel Agency Awards issued by the Travel Industry Quality Assurance Association. Consumers will carefully select excellent travel agencies with genuine brand assurance among many domestic travel agencies. The Company was established over sixty years ago and holds a significant position in the travel agency business. Through decades of dedicated operation, the Company has grown to serve not only individual tourists but also arrange meetings, inspection visits, and tour groups for government agencies, corporations, and organizations, building a substantial customer base.

In recent years, we have been recommended by the Taiwan Visitors Association, the Travel Agent Association, the Travel Quality Assurance Association, etc., and won the Excellent Travel Agency Award given by the Tourism Bureau of the Ministry of Transportation and Communications. We also have been affirmed by many domestic and foreign organizations, and have accumulated considerable brand reputation, which will be beneficial to the development of the Company's business.

(3) Application of computer network: In response to the trends of "Making the technology industry more service-oriented. Making the service industry more technology-oriented", we have established an internal network which can handle group itineraries, individual air tickets, accounting, etc. to fully integrate the Company's real-time information. In response to the emergence of the era of mobile commerce, we have published travel information and marketing materials in Chinese, and introduced the RWD of the mobile version of the Phoenix Tours website, mobile ticketing, Taiwan Orchid Insurance Agency (selling travel insurance policies) and other Apps, so that consumers can use various devices to check our products through the cloud, making the services more convenient to them. In response to the development of smart tourism, we have also launched Apps such as Phoenix Cloud and Phoenix Shopkeeper. The former provides travelers with easier and real-time access to group information such as itinerary, meals, accommodation, and group leader announcements. During the trip, users can also call the tour leader and map positioning for the most immediate assistance. The latter combines with the membership reward program to provide innovative value-added services. The Company has also established an online connection system with major flight companies, which enables the Company to provide convenient and fast booking services. In view of the fact that independent travel has become a trend, we have developed the Phoenix flight+hotel Easy GO reservation system to improve the reservation measures for independent travel, so that consumers can easily confirm their air tickets and hotel accommodation at the same time.

(4) Grasp upstream resources of travel products:

With years of operation, the Company has developed substantial operating experience and forged strong, long-term partnerships with major airlines, high-speed rail operators, cruise companies, and overseas local travel agencies with which the Company has cooperative relationships, all of which are major suppliers of travel transportation components. The subsidiary serving as a commission agent for airlines sells tickets for general individual passengers and group seats to be sold as packages based on the destinations to increase the supply and achieve the synergy of vertical integration and competitive advantages.

5. Factors favorable to the development

(1) The "little happiness" brought by long holidays, and people have more awareness of personal leisure, and traveling abroad is convenient.

As people have more holidays to use, such as personal paid holidays, annual leave, two-day weekend, long holiday, early retirement, etc., and the procedures for traveling abroad become simpler and many countries have started to offer visa-free entry, and people have more awareness of personal leisure, the needs for travel also grow.

(2) Taiwan has become a transit point for travel, and international travel operators value the importance of Taiwan market.

Inspired by the bullishness, international airlines continue to increase flights or add direct flights. In the future, they will use Taiwan as a transit point to China. The convenience will increase domestic citizens' willingness to travel. In recent years, the cruise market has boomed, and for large European and American cruise operators, the trips in Asia have grown exponentially. They also use Keelung as the entry and exit point for the Northeast Asia route, signifying the importance of the Taiwan market.

(3) Overseas tourism driving the development of domestic tourism

Many countries develop their tourism businesses domestically first. However, as Taiwan developed its domestic tourism facilities late, the development of tourism businesses started with overseas travel first, before driving the development of construction of domestic travel. The Tourism Bureau of the Ministry of Transportation and Communications has been active collaborating with local competent authorities in recent years, planning travel activities with local characteristics to drive the upsurge of local tourism. The government also has continued to promote the "Tourism Nation Active Plan" to actively improve the tourism industry and manpower, integrate and market products with local characteristics, incorporate the use of smart tourism, and encourage green and medical tourism to take the competitiveness of Taiwan's tourism to another level.

(5) Product diversity to reduce business risks

We chose to take on long-distance routes which presented the highest level of difficulty, such as the routes to Europe and the Americas, when we started our business in the travel market. In response to the ever-changing business environment, we have continued to develop and plan new itineraries and bring in innovative ideas. In addition to group tours to five continents, we have personalized private tours, flight and hotel combo independent travel, travel consultation services, etc. We also have established a cruise department to promote cruise trips, the first agency to do so in Taiwan, and the diverse product planning can meet the different needs of consumers and achieve the goal of diversifying the operating risks of each travel routes. Due to the pandemic, domestic travel has become more favored by consumers. In addition to the existing outlying islands, Hualien and Taitung areas for group tours, there are tours to remote indigenous tribal areas, cycling activities, KOL-recommended spots, which enable us to connect with new customers.

6. Factors unfavorable to the development, and countermeasures

(1) Unfavorable factor 1: Large OTA online travel agencies and budget airlines have entered the market, and travel products have become even more segmented, and the demand for independent travel has eroded the group travel market.

Large online platforms now provide special discounts and price comparison of rooms and flight seats, or even enable the arrangement of itineraries and tour guides, which have taken elements of tours apart to let tourists put together their own trips, and the market for traditional group travel has gradually been divided. Special discounts and flexible ticket prices from budget airlines have stimulated the willingness of many consumers to travel abroad.

◎Countermeasures:

Apply our experience in the richness of product packaging, and continue to introduce new elements to attract customers of group travel who wish to receive comprehensive services and can get more added value and shop with confidence and convenience from the group discounts. We also have actively established the flight and hotel Easy Go reservation process to help consumers arrange their independent travel itineraries.

(2) Unfavorable factor 2: Price-cutting competitors from the same industry and the businesses from other industries trying to come into the market of travel industry.

Due to the low barriers to entry in the industry, services without proper permits have emerged, resulting in fierce competition in and uneven quality in the industry. In order to gain market share, some operators do not hesitate to cut prices or even sell at a loss. The rise of the Internet and diversification of business of companies have led to common intra- and inter-industry vertical and horizontal integration, making the competition in the matured travel market even more intense.

◎Countermeasures:

We have adhered to our product positioning that values quality, not compromising on prices easily, in the competitive market where many industry peers adopt the price war approach. As our service quality is generally accepted by consumers, we have successfully established our position and have loyal customers, and we have continued to adhere to our principle amid the intense price war. In view of competition from players from different industries, we offer better quality and services to improve the added value and competitiveness of products.

(3) Unfavorable factor 3: The vague and uneasy relationship with airlines making the environment of ticketing business less ideal.

Airline seating is one of the most important components of travel products, and securing the sources of tickets is extremely important. Nowadays, as many industries try to stand out in a crowd of competitors, they continue to update their products and marketing methods. The phenomenon has gradually changed the relationship between airline and travel agency channels. The most apparent is that travel agencies have continued to see their commission on ticket sales of airline decline or being cancelled all together. This is due to the convenience of online ticketing. E-ticket also has become a new trend as it greatly reduces airlines' channel cost and improves their profitability, making the value of travel agencies' services less important. The competition among the aviation service providers has changed from a provider to an operator.

◎ Countermeasures:

The Company has always been one of the main and good partners of airline companies, and the Company focuses on overseas group travel products. Due to the demand for this large group air ticket, the airline companies will not give up this channel easily. Taiwanese people still rely on itinerary suggestions and consultations, as well as assured after-sales service from travel agencies, and cooperation with airline companies is an important tool for revenue generation and customer service.

(4) Unfavorable factor 4: Our business is susceptible to global warming and climate change factors, and the frequent occurrence of political and economic turmoil, protests, terrorist attacks, strikes, etc. in various countries around the world.

◎ Countermeasures:

We have diverse products, and our global strategic planning provides rich travel products for consumers to choose from, further reducing the impact of unfavorable factors in the regions on the Company's operations.

(5) Unfavorable factor 5: Large-scale infectious diseases such as the novel coronavirus pandemic (COVID-19) have been spreading around the world, and the lockdown of cities and countries have affected the economy, people's livelihood and medical systems, and the travel industry is hit almost the hardest.

◎ Countermeasures:

Streamline the organization and manpower internally, and cut cost. We have adopted vertical integration for years, and acting as an agent to airlines and cruise operators helps us obtain resources to our travel products. In recent years, we have tried to diversify our operations, and introduced measures such as setting up an insurance agency, food court management, investment in land properties, construction of a hotel in Liuqiu and gyms and other projects to spread business risks.

(6) Unfavorable factors 6: The service industry is facing a manpower gap, fewer children, and the retirement trend, which leads to insufficient labor force. All industries are facing a shortage of labor force.

◎ Countermeasures:

The Company has been adjusting its salary and benefits, and working with the National Taiwan University Hospital to learn about the industry's needs from the internship stage. The Company also has more opportunities to train talent. The Company also provides employee bonus and rewards. Employees who refer to the Company's operations and are interested in the Company's operations are welcome to join.

(II) Key uses and production process of main products

1. Key purposes of main products:

   Using the professional skills and experience accumulated and the information on transportation, dining, accommodation, sightseeing and entertainment in many countries around the world gathered, we have designed a variety of itineraries, and we also arrange dedicated personnel to explain the local customs, history, artifacts, local characteristics, etc. For consumers who are busy with their work or do not know where to start with their travel plans, they just have to decide the destination, and travel agencies will handle the rest. In addition to providing various travel itineraries, the Company also acts as an agent for the sale of airline tickets of major domestic and foreign airlines in connection with related travel services, and can complete reservation and ticketing procedures in real time, and has implemented the NDC integrated system to obtain the most favorable fares and ticket inventory. We can automatically search for hotels that have room and price availability on the global reservation system Expedia, and then simultaneously complete the reservation of plane seats and hotels, which saves time and is convenient. The specialized services are immediate and convenient to business travelers who frequently travel around the world or individual travelers.

2. Our company is in the tourism service industry, not a manufacturing business, so there is no manufacturing process.

   As for group travel, the Company's operating process is as follows: Understanding travel market trends → Obtaining seats on relevant routes → Developing and packaging domestic and overseas attractions → Seeking domestic and overseas subcontractors for collaboration and quotations → Obtaining relevant information on visas → Calculating travel costs and assessing market acceptance → Promoting to the consumer market.

(III) Supply status of main raw materials

Our company is in the tourism service industry, not a manufacturing business, so there are no raw materials for manufacturing.

The main sources of supply for the Company's products are the IATA ticketing center, major airlines, high-speed rail, cruise companies and overseas local travel agencies with cooperative relationships. For air tickets, the Company is a major agent of domestic and foreign airlines, and due to long-term close cooperation, the acquisition of airline seats is relatively stable; for overseas subcontractors, 2~3 high-quality local operators are selected for each route as the main partners for business cooperation, and regular evaluations and long-term cooperation are conducted to facilitate cost control and quality control.

(IV) List of main clients in the last two years

1. Amount and percentage of any customers accounting for 10% or more of the Company's total sales amount in the 2 most recent fiscal years:

   The counterparties of the final sales and service of our products are all unspecified consumers, and none of them account for more than 10% of the total amount, so it is not applicable.

2. Information on the main suppliers (top-ten in the year) the last two years

Unit: In Thousands of New Taiwan Dollars

Year	2024				2025			
Items	Title	Amount	Percentage of the net purchase of the year (%)	Relationship with the Company	Title	Amount	Percentage of the net purchase of the year (%)	Relationship with the Company
1	IATA	556,760	17.05	None	IATA	491,171	15.27	None
2	Others	2,708,936	82.95	None	Others	2,725,227	84.73	None
	Net purchase	3,265,696	100.00		Net purchase	3,216,398	100.00	

Note: We adopt the Billing and Settlement Plan (BSP) of the International Air Transport Association (IATA) to participate the ticketing, sales settlement, fund transfer and ticketing management between airlines and travel agencies. As the Association is the largest ticket supplier for domestic travel agencies, it is our top supplier in the last two years.

III. Information on employees for the most recent two years

Year		2024	2025	2025 and as of the publication date of the annual report
Number of Employees	Managers and above	43	46	45
	General employees	154	155	147
	Total	197	201	192
Average Age		46.38	44.76	45.53
Average Service Tenure		12.17	9.96	10.26
Distribution of Educational Background	Doctoral degree	0.5%	0.5%	0.52%
	Master’s degree	6.6%	6.47%	5.73%
	University	74.63%	78.10%	76.56%
	Senior high School	18.27%	14.93%	17.19%

IV. Environmental protection expenditure

(I) Amount of loss incurred due to pollution as of the most recent year and the date of publication of the annual report: None.

(II) Our countermeasures for future environmental protection issues:

1. Implement the environmental management and supervision practice:

   The Company promotes the environmental management and supervision practice. Each unit implements its environmental management separately, and the Management Department of the head office supervises at any time to ensure that environmental management is implemented in the fundamental operations of each unit.

2. Implement company-wide environmental education:

   In order to put the environmental policy and the environmental management operations into practice, we promote company-wide environmental education. The head office conducts training and education at the system and policy aspects, and each unit carries out the training and education on the operation aspect to help employees develop the Earth-loving environmental protection attitude and improve professional capacity.

3. Promote energy management:

   (1) Energy conservation: We pay attention to the temperature control of office air-conditioning at all times, and replace lighting that consumes lots of energy with energy-saving LED lighting to achieve energy saving and carbon reduction. In addition, we set the start and stop time of the air-conditioning system for effective use of electricity.

   (2) Water conservation: Following the two major directions of “increasing sources” and “reducing consumption”, equipment with water-saving labels is used, and the policy of water conservation is further promoted.

4. Recycling areas are set up, and the waste classification system is duly implemented. In addition to promoting waste reduction, recycled resources are reused to achieve the purpose of waste utilization.

(III) Disclose the RoHS (Restriction of Hazardous Substances Directive) information based on Tai-Cheng-Shang-Zhi Document #0950007006 dated April 13, 2006: We are in the tourism industry, and the RoHS is not applicable.

(IV) Expected environmental capital expenditure for the year and in the next three years: None.

(V) Impact of environmental protection expenditure on earnings: None.

(VI) Impact of environmental protection expenditure on competitive positioning:

Performance of environmental protection has become one of the important indicators for companies to demonstrate their social responsibilities. As green consumption becomes more popular, actively participating in environmental protection work is expected to have a positive impact on our competitive positioning and improve our image.

V. Labor relations

(I) Employee benefit plans, continuing education, training, retirement systems and the status of their implementation, as well as the status of labor-management agreements and measures for preserving employees' rights and interests.

1. Labor relations:

   We have spokespersons and a legal unit, which are responsible for handling employee grievances. The communication and relation between the labor and management are good, and in accordance with the Labor Standards Act and the Regulations for Implementing Labor-Management Meeting, we regularly hold labor-management meetings to coordinate the labor-management relation, promote collaboration and prevent various labor issues before they happen.

2. Preparation of retirement system and pension:

   Based on the Labor Standards Act, we formulate employee retirement measures and stipulate retirement criteria, pension payment standards and application to retirement. Every month, we allocate employees' retirement reserve funds to be deposited in a statutory financial institution based on the Regulations for the Allocation and Management of the Workers' Retirement Reserve Funds.

3. Starting July 1, 2005, employees who choose to apply for the pension system of the Labor Pension Act have 6% of their monthly salary allocated to the individual pension account of the Bureau of Labor Insurance.

4. Employer-employee agreement and maintenance measures for various employee rights:

   Employee-employer meetings are regularly held in accordance with the Regulations for Implementing Labor-Management Meeting to coordinate the relationship, promote collaboration and improve work efficiency. Employees who have opinions for improvement or grievances should report to their direct supervisors in writing, in addition to bringing them up at relevant meetings. Supervisors at all levels should consider whether the reasons are justified, and make necessary adjustment, so as to timely and effectively resolve the conflicts. The communication channels are functioning properly, and we have not had labor disputes.

5. Welfare measures:

   We have set up the Employee Welfare Committee, which allocates welfare funds in accordance with the law to organize various welfare activities.

   Bonuses (gifts) for the three main national festivals, employee trips, spring banquet and lucky draw activities, employee wedding, funeral and celebratory allowances, subsidies for injury, illness and emergency relief, comprehensive pre-employment and on-the-job training, promotion of related welfare activities, etc.

6. The promotion of various nurturing program and education and training courses encourages learning and improves employees' knowledge skills. We have adopted and planned systematic education and training courses:

   (1) Training of new hires: We arrange department supervisors to introduce businesses of respective departments and serve as mentors to enable new hires to adapt to their new jobs under comprehensive training.

(2) Internal education and training courses for tour leaders: Regularly organize courses on the latest travel information, crisis management skills training, first aid training, and various aesthetics and art appreciation courses.

(3) Establish an e-learning platform in the computer system, so that employees can conduct self-directed learning at any time.

(4) We arrange course sessions conducted by senior tour leaders from time to time, and provide those who are less experienced with opportunities to take their own tour groups, and there are also local guides who provide assistance in the training for tour leaders, so that every tour leader can provide travelers with comprehensive travel services.

(II) Protection measures for work environment and employees' personal safety:

1. Regularly carry out disinfection of the work environment:

   We hire professional companies to regularly conduct disinfection, elimination of insects and rodents, and cleaning of air-conditioning filters, etc., to keep the office environment comfortable and clean.

2. Regularly replace the filters of water dispensers:

   We have a contractor who regularly replace the filters of water dispensers in the office to provide employees with clean drinking water in the work environment.

3. Travel insurance:

   We increase the coverage amount of liability insurance policies in the travel agencies to help our tour leader feel more secured in their work.

4. Install security system:

   We have installed a security system to add more protection to our property and the personal safety of employees working at night or on holidays.

(III) Any loss sustained as a result of labor disputes and the estimate of losses incurred to date or likely to be incurred in the future in the most recent fiscal year and up to the date of the publication of the annual report: None.

VI. Cybersecurity management

(I) Cybersecurity risk management framework

The Company's Information Office is the designated unit responsible for information security. It is staffed with one Information Security Manager and five professional IT engineers. This team is responsible for formulating the Company's information security policies, planning and implementing related security measures, and promoting and enforcing the overall information security framework. Given the importance of cybersecurity, the responsible unit reports annually to the Board of Directors on the governance and implementation status of the Company's information security practices.

(II) Cybersecurity policy

1. Maintain continuous operation of various information systems
2. Prevent hacker and virus intrusion and damage
3. Prevent inappropriate or illegal use by intention
4. Prevent leakage of sensitive data
5. Prevent accidents caused by human errors
6. Maintain safety of physical environment

(III) Specific management solutions

1. Computer equipment safety management
   (1) We put our mainframe, application servers and other equipment in the dedicated computer room, and restrict personnel access. We maintain the records of necessary access by personnel.
   (2) The computer room has its own air-conditioning, and there is a gas fire extinguishing system to ensure the operation and safety of the equipment.
   (3) The room is fitted with uninterruptible power supply (UPS) and voltage regulation equipment, and is connected to the building's backup generator system. This setup prevents system crashes caused by sudden power outages from the utility provider and ensures that computer systems continue to operate during temporary power interruptions.
   (4) The Company maintains 24-hour monitoring of application performance and system status. In the event of an incident, server room personnel will immediately notify the relevant teams and implement appropriate response measures.
2. Network security management
   (1) The gateway connected to the external network is equipped with an enterprise-level firewall to prevent illegal intrusion by hackers.
   (2) Employees must apply for a VPN account to log in to the intranet to access system data remotely. Only through the secure method of SSL VPN can they log in, and all access records are kept for future audit.
   (3) Configure Internet behavior management and filtering equipment to control Internet access. Block access to network addresses and content that are harmful or not allowed by our policy. Strengthen network security and prevent bandwidth from being improperly occupied.
   (4) Use encrypted data to avoid illegal data access during data transmission.
   (5) Configure Internet behavior management and filtering equipment to control Internet access. Block access to network addresses and content that are harmful or not allowed by our policy. Strengthen network security and prevent bandwidth from being improperly occupied.

3. Virus protection and management
   (1) Endpoint protection software is installed in the server and employees' terminal computer equipment. The virus code is automatically updated to ensure that the system can block out the latest virus, and at the same time detect and prevent the installation of system execution files with potential threats.
   (2) The email server is equipped with mail anti-virus and spam filtering measures to prevent viruses or spam from entering users' PC.

   Overview of Operations

   (3) Install WAF (Web Application Firewall) to protect website applications, monitor and filter website transmission requests, compare network attacks such as viruses and malware, and reject suspicious and malicious traffic Safeguard the security of the website in the event of malicious attacks or data leakage.
4. System access control
   (1) Employees apply for the account and password they need for the access of each application system. After their appropriate authorization level is approved, the Department of Information creates the account and password for them, and then the system administrator allows them to have the access with the functions and authorization level they apply for.
   (2) Account and password are changed periodically. Before resigning (retiring) from the job, employees have to notify the Department of Information through an application form to delete their account on all systems.
5. Ensure continuous operation of the system
   (1) Perform regular backup of the system, and the backup data is stored separately to ensure the safety of the system and data.
   (2) Conduct disaster recovery drills once a year
6. Information security promotion and education and training
   (1) Reminder: Employees are required to change their system password periodically to maintain their account security.
   (2) Seminar: Offer cybersecurity-related education and training courses to employees every year.

(IV) Resources committed to cybersecurity management

Relevant measures currently implemented:

1. All computers in the Company are installed with anti-virus software to prevent viruses from infecting systems and files.
2. Control the list of people accessing the Internet and receiving external emails to reduce the chance of virus intrusion.
3. Strengthen network firewall and network control to prevent computer viruses.
4. Important data and servers are regularly backed, tested and restored.
5. Security filtering and antivirus scanning of emails.
6. In order to maintain information security, the Company has invested approximately NT$1,800 thousand - NT$2,200 thousand in network attacks each year in order to achieve the latest protection measures.
7. Information and safety meetings are held on a monthly basis.
8. The third-party information security unit scans for vulnerabilities and proposes information security improvement suggestions. And make improvements based on the recommendations.

Future continuous improvement:

1. Install MDR endpoint control to prevent malicious programs, ransomware and hackers from intruding the system and stealing files.
2. Practice restoring the entire system and data following a cybersecurity attack.
3. Build an integrated information security incident management platform.
4. Defense against email APT attacks and commercial fraud.
5. The losses and possible impacts suffered from major cybersecurity incidents and the countermeasures in the most recent year to the date of publication of the annual report: Not this situation.

VII. Important contracts

Nature of Contract	Counterparty	Contract Period	Important Information
Sabre reservation system contract	Sabre Travel Network	2022.12.01~2026.11.30	System connection, application system, equipment and software rental and lease contract
Information equipment service	Dwins Digital Service	2022.10.01~2028.09.30	Information equipment service contract
Insurance	CTBC Insurance Co., Ltd.	2025.10.01~2026.10.01	Travel liability insurance policy
Insurance	Cathay Century Insurance	2025.10.01~2026.10.01	Travel liability insurance policy
Insurance	Cathay Century Insurance	2026.01.23~2027.01.23	travel agencies performance bond insurance policy
Construction Contract	Ding-Hsin Construction Co., Ltd.	2020.11.20 until the construction project is completed	Construction of a hotel in Liuqiu
Commissioned Design Service Contract	Cosmos D&M Co., Ltd.	2021.04.12 until the construction project is completed	Design of the hotel in Liuqiu

Five. Review and Analysis of the Financial Position and Performance and Risk Management

I. Review and analysis of the financial position (consolidated)

(I) Comparison of financial position

Unit: In Thousands of New Taiwan Dollars

Items \ Year	2025	2024	Different in amount	Change in %
Current assets	1,962,891	2,257,453	-294,562	-13.05%
Property, plant and equipment	1,170,889	1,053,298	117,591	11.16%
Other assets	135,243	153,298	-18,055	-11.78%
Total assets	3,269,023	3,464,049	-195,026	-5.63%
Current liabilities	1,211,377	1,506,056	-294,679	-19.57%
Non-current liabilities	96,304	105,064	-8,760	-8.34%
Total Liabilities	1,307,681	1,611,120	-303,439	-18.83%
Share capital	849,109	810,815	38,294	4.72%
Capital surplus	191,613	183,081	8,532	4.66%
Retained earnings	802,543	635,679	166,864	26.25%
Others	67,703	191,438	-123,735	-64.63%
Treasury stock	0	-18,283	18,283	-100.00%
Non-controlling interests	50,374	50,199	175	0.35%
Total Equity	1,961,342	1,852,929	108,413	5.85%

(II) Analysis of percentage increase / decrease over 20%:

1. Other reductions in equity: Primarily due to changes in the market price of invested financial assets.
2. Decrease in treasury stock: This was due to transfers of treasury stock to employees and cancellations.

(III) The impact of material changes in long-term borrowings in the last two years and future response plans: Not this situation.

II. Review and analysis of the financial performance (consolidated)

(I) Comparison of operating results

Unit: In Thousands of New Taiwan Dollars

Items \ Year	2025	2024	Different in amount	Change in %
Operating revenue	3,136,124	3,144,520	-8,396	-0.27%
Operating cost	2,668,100	2,684,636	-16,536	-0.62%
Gross profit	468,024	459,884	8,140	1.77%
Operating expenses	238,710	230,259	8,451	3.67%
Operating income	230,046	230,357	-331	-1.40%
Non-operating income and expenses	121,440	143,744	-22,304	-15.52%
Net profit (loss) before tax from continuing operations	351,486	374,101	-22,615	-6.05%
Less: Income tax expense	-60,052	-65,734	5,682	-8.64%
Net profit (loss) after tax from continuing operations	291,434	308,367	-16,933	-5.49%

(II) Analysis and explanation of changes with increase/decrease ratio reaching 20%: None.

(III) Expected sales volume and the basis therefor: None.

(IV) Possible impact on the future financial position and the relevant response plan:

Continue to expand diversified travel products and new markets, optimize itinerary arrangements to improve operating efficiency; meanwhile, strengthen management of existing customers and increase airline seat capacity to achieve profit targets.

III. Cash flow

(I) Comparison of cash flow (consolidated)

Unit: In Thousands of New Taiwan Dollars

Items / Year	2025	2024	Different in amount	Change in %
Cash and cash equivalents at beginning of year	236,887	295,989	-59,102	-19.97%
Net cash generated by operating activities (outflow)	358,949	383,812	-24,863	-6.48%
Net cash generated by (used in) investing activities	121,082	-168,679	289,761	-171.78%
Net cash generated by (used in) financing activities	-526,188	-274,096	-252,092	91.97%
Exchange effect	466	-139	605	-435.25%
Cash and cash equivalents at end of year	191,196	236,887	-45,691	-19.29%

Analysis of percentage increase / decrease over 20%:

1. Increase in net cash inflow from investing activities: This was primarily due to a substantial decrease in investment outflows and increased cash receipts from the disposal of financial assets, leading to the higher net cash inflow.
2. Increase in net cash outflow from financing activities: Mainly due to the repayment of bank loans and the distribution of cash dividends.

(II) Remedy for insufficient cash this year (consolidated): None.

(III) Cash flow analysis for the coming year (parent-only):

The estimated cash flow used in 2026 is mainly for paying the construction project in Liuqiu and cash dividends, etc., which are covered by cash generated from operating activities.

IV. impact of major capital expenditures on financial operations in the most recent year: None.

V. Company's re-investment policy for the most recent fiscal year, the main reasons for the profits/losses generated thereby, the plan for improving re-investment profitability, and investment plans for the coming year: None.

VI. Analysis and assessment of risks in the most recent fiscal year and up to publication date of the annual report

(I) Impact of changes in interest rates and currency exchange and inflation on the Company's profit and loss and the response measures to be taken in the future:

Unit: In Thousands of New Taiwan Dollars

Summary description	2025	2024
Interest income and expense (net)	-1,269	-6,729
Exchange gain (net)	28,365	34,274

1. The working capital needed by the Company is mainly covered by internal funding, so interest rate fluctuations have no material impact on us. We adopt the principle of conservativeness and prudence for our capital planning, and the top priority is on safety and liquidity, and there are no high-risk investments.
2. Impact of interest rate on the Company's profit and loss and the future responsive measures:

   We adopt the net 30 days payment terms with our overseas collaborating partners, and we pay attention to the changes in foreign currency at all times, and purchase foreign currency in a timely manner to flexibly adjust to the exchange rate. We also adopt a more conservative quotation policy and adjust our product price in a timely manner to reduce losses.

(II) The Company's policy regarding high-risk investments, highly leveraged investments, loans to other parties, endorsements, guarantees and derivatives transactions are the main reason contributing to its profits and losses and the response measures to be taken in the future:

1. In order to control transaction risks, we have formulated the "Management Measures for Endorsement and Guarantee", "Operation Procedures for Lending Funds to Others", "Procedures for Handling Derivatives Transactions", "Procedures for Acquisition and Disposal of Assets" and "Risk Control Management Measures" in accordance with the regulations and rules of the Securities and Futures Bureau.
2. We have not engaged in high-risk or highly leveraged investments in recent years.
3. Risk management of derivative instruments trading:
   (1) Credit risk management: Our transaction counterparties are banks with whom the Company has long-term business dealings. The credit is good, and the possibility of credit risk is extremely small.
   (2) Market and risk management: Our derivative transactions are equity-linked instrument contracts, and the market price risk is linked to the closing price of the underlying contracts. We diversify risks in the form of investment portfolio. The transaction amount complies with the limit stipulated by our procedures for handling derivatives.
   (3) Liquidity risk management: Our derivative transactions are equity-linked instrument contracts, and are funded with our own funds within the contract period, so there is no significant liquidity risk.
   (4) Operational risk management: Subject to the laws and regulations of the authority and the Company's standards.
   (5) Legal risk management: The equity-linked instrument contracts currently signed are with financial institutions with good credit, so there is no legal risk problem.
   (6) Cash flow risk management: Our sources of funding for derivatives transactions are our own funds, and there is no cash flow risk problem.

(III) Future R&D projects and the projected R&D expenses: Not applicable.

(IV) Effect on the Company's financial operations of important policies adopted and changes in the legal environment at home and abroad, and measures to be taken in response:

The daily operations of the Company are handled in accordance with the domestic and foreign laws and regulations. The Company also pays attention to the development trends of the domestic and overseas policies and regulatory changes, and provide information to the management for decision and consult relevant professional experts to adjust the Company's operations strategy. In the most recent year and as of the publication date of the annual report, the Company has not experienced any impact to the financial operations caused by changes in major policies or regulations both at home and abroad.

(V) Effect on the Company's financial operations of developments in science and technology as well as industrial change, and measures to be taken in response:

Due to the rapid development of technology and the availability of the Internet, most of the travel products can be sold through online. We continue to pay attention to the technological changes related to cybersecurity, grasps technological trends, continuously improve the multi-level protection measures for regulatory compliance, and evaluate their impact on our operations to reduce the overall cybersecurity risk. In the most recent year and as of the publication date of the annual report, technological changes (cybersecurity risks) and industry changes have not had a significant impact on the Company's operations.

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

We adhere to the principles of honest and virtuous business management and customer first. We have continued to build a positive image and refine various service details, and actively participate in social welfare to fulfill our responsibility of corporate citizenship. In the event of false or negative news, information or incidents that affect our image, we respond and handle them immediately, including issuing press releases for clarification, etc., to minimize the negative impact.

(VII) Expected benefits and possible risks associated with any merger and acquisitions: None.

(VIII) Expected benefits and possible risks associated with any plant expansion: None.

(IX) Risks associated with any consolidation of sales or purchasing operations: None.

(X) Effect upon and risk to the Company in the event a major quantity of shares belonging to a director or principal shareholder holding greater than a 10% stake in the Company has been transferred or has otherwise changed hands: None.

(XI) Effect upon and risk to Company associated with any change in the management right: None.

(XII) Major litigation, non-litigation or administrative incidents that involve the Company and/or any director, the general manager, any person with actual responsibility for the firm, any principal shareholder holding a stake of greater than 10% and/or any other company or companies controlled by the Company and of which the results may have a significant impact on the Company's shareholders' interests or the securities prices.

The Company's current directors, principal shareholders holding a stake of greater than 10%, responsible person, the general manager or the person with actual control of the Company have no major litigation, non-litigation or administrative incidents in the most recent year and as of the publication date of the annual report.

(XIII) Other important risks: We have no other important risk matters as of the publication date of the annual report.

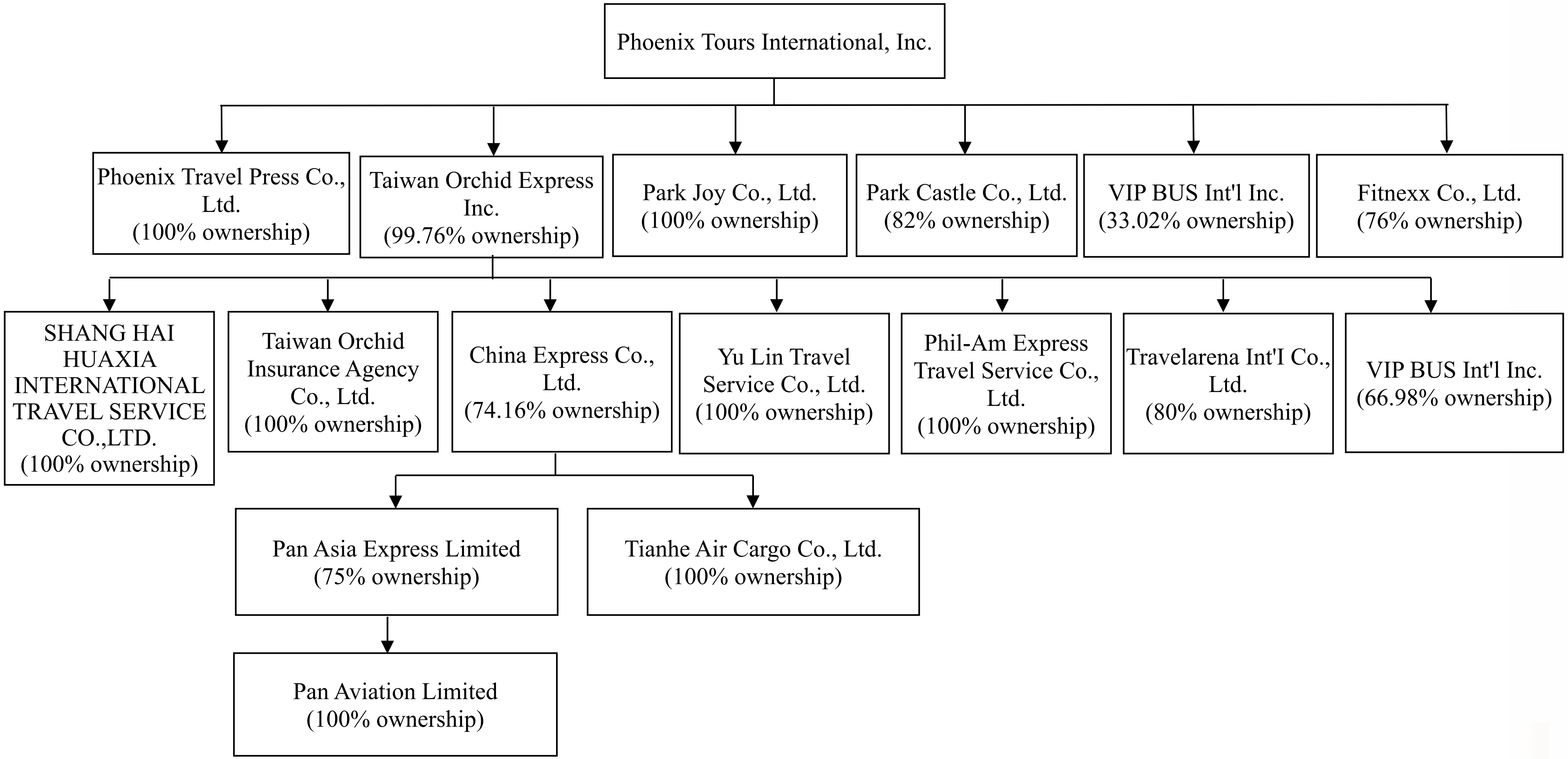
VII. Other important matters: Status of continuing education of personnel related to transparency of financial information

Title	Name	Date	Host	Course name	Course hours
Deputy General Manager	Annie Chou	2025/10/16 2025/10/17	Accounting Research and Development Foundation	Continuing Education for Accounting Officers	12 hours
Manager	Laura Tsai	2025/10/16 2025/10/17	Accounting Research and Development Foundation	Continuing Education for Accounting Officers	12 hours

Six. Special Items to be Included

I. Information related to the Company's affiliates

(I) Organizational chart of affiliates



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(II) Basic information of each affiliate

Unit: In Thousands of New Taiwan Dollars

Company Name	Date of Establishment	Address	Paid-in capital	Main business activities or products
Taiwan Orchid Express Inc.	1989.05.11	Floor 11, No. 25, Section 1, Chang-An East Road, Taipei City	190,000	Civil Air General agent, Air Freight Forwarder, Travel Agencies
Phoenix Travel Press Co., Ltd.	2006.12.11	Floor 4, No. 25, Section 1, Chang-An East Road, Taipei City	4,000	Press Release, Magazine Publishing, Book Publishing, Audio Publishing
Yu Lin Travel Service Co., Ltd.	1998.08.15	Floor 5, No. 25, Section 1, Chang-An East Road, Taipei City	6,000	Travel Agencies
SHANG HAI HUAXIA INTERNATIONAL TRAVEL SERVICE CO.,LTD.	1998.06.26	Floor 5, No. 25, Section 1, Chang-An East Road, Taipei City	6,000	Travel Agencies
China Express Co., Ltd.	1970.06.29	Floor 11, No. 25, Section 1, Chang-An East Road, Taipei City	35,000	Passenger transportation and freight forwarder
Phil-Am Express Travel Service Co., Ltd.	2002.02.25	Floor 11, No. 25, Section 1, Chang-An East Road, Taipei City	6,000	Travel Agencies
Tianhe Air Cargo Co., Ltd.	2003.07.15	Floor 11, No. 25, Section 1, Chang-An East Road, Taipei City	5,000	Freight forwarding
Travelarena Int'I Co., Ltd.	2004.09.27	Floor 11, No. 25, Section 1, Chang-An East Road, Taipei City	3,500	Information Software Services, Retail Sale of Computer Software, Retail Sale of Electronic Materials, Retail Sale of Computers and Clerical Machinery Equipment
Pan Asia Express Limited	2005.09.04	Block E, 15th Floor, No. 18, Caoxi North Road, Xuhui District, Shanghai	USD 1 million	Freight forwarding
Pan Aviation Limited	2008.03.04	Block E, 15th Floor, No. 18, Caoxi North Road, Xuhui District, Shanghai	RMB 5 million	Freight forwarding
VIP BUS Int'l Inc.	2003.09.02	Floor 11, No. 25, Section 1, Chang-An East Road, Taipei City	50,000	Tourist Bus Transportation Enterprise
Taiwan Orchid Insurance Agency Co., Ltd.	2009.09.07	Floor 11, No. 25, Section 1, Chang-An East Road, Taipei City	5,000	Property Insurance Agents
Park Joy Co., Ltd.	2015.12.07	B2, No. 210, Section 2, Xuefu Road, Tucheng District, New Taipei City	28,000	Wholesale and retail of food and general goods, daily necessities, medical equipment, food and beverage industry, other industrial and commercial services
Park Castle Co., Ltd.	2020.10.15	Floor 4, No. 25, Section 1, Chang-An East Road, Taipei City	100,000	Wholesale and retail of food and general goods, daily necessities, food and beverage industry, general hotels and other industrial and commercial services
Fitnexx Co., Ltd.	2020.09.14	2nd Floor, No. 137, Section 1, Anhe Road, Da-An District, Taipei City	10,000	Gym business

(III) Information on the controlling and subordinate companies presumably sharing the same shareholders: None.

(IV) Business sectors covered by other affiliates:

Main business or production items of each affiliate. Please refer to the above (II) Basic information of each affiliate.

(V) Mutual business relationship between the Company and each affiliate:

1. Purchase from affiliates:
   (1) Taiwan Orchid Express Inc. - Agency business for air tickets of foreign airlines such as Jin Air, STARFLYER and Egypt Air.
   (2) China Express Co., Ltd. is the agent for international air tickets of Air Koryo, Mongolian Airlines, and El Al Israel Airlines, and provides global international car rental services.
   (3) Yu Lin Travel Service Co., Ltd. - Air ticket payment.
   (4) Phil-Am Express Travel Service Co., Ltd. - Charter flight seats of Philippine Airlines and collaboration in group tours to Southeast Asia.
   (5) Taiwan Orchid Insurance Agency Co., Ltd. - Travel accident insurance, etc.
   (6) VIP BUS Int'l Inc. - Rental of domestic tour buses.
   (7) Park Joy Co., Ltd. - Personal dining arrangements.
   (8) Travelarena Int'l Co., Ltd. - Maintenance of information equipment and rental services of tour guide devices.
   (9) Fitnexx Co., Ltd. - Arrangement of personal or group fitness training.
2. Sales to affiliates:

   Taiwan Orchid Express, Yu Lin Travel, Phil-Am Express, China Express Co., Ltd. - Air ticket payment

(VI) Information on the directors, supervisors and general manager of each affiliate

(As of 2026/03/12)

Company name	Title	Name or Representative	Number of Shares	Percentage of ownership
Taiwan Orchid Express Inc.	Chairman	Phoenix Tours International, Inc.: Terry Chang	18,954,000	99.76%
	Director	Phoenix Tours International, Inc.: William Chang	18,954,000	99.76%
	Director	Phoenix Tours International, Inc.: Rex Huang	18,954,000	99.76%
	Director	Phoenix Tours International, Inc.: Li-Li Yang	18,954,000	99.76%
	Director	Phoenix Tours International, Inc.: Annie Chou	18,954,000	99.76%
	Supervisor	Benjamin Pien	0	0%
China Express Co., Ltd.	Chairman	Taiwan Orchid Express Inc.: Terry Chang	2,595,685	74.16%
	Director	Taiwan Orchid Express Inc.: Jimmy K. M. Chang	2,595,685	74.16%
	Director	Taiwan Orchid Express Inc.: Lily Yang	2,595,685	74.16%
	Director	Taiwan Orchid Express Inc.: Joe T. H. Chiu	2,595,685	74.16%
	Director	Taiwan Orchid Express Inc.: William Chang	2,595,685	74.16%
	Director	Taiwan Orchid Express Inc.: Nai-Kung Wang	2,595,685	74.16%
	Director	Pei-Jung Chen	700,000	20.00%
	Supervisor	Taiwan Orchid Express Inc.: Benjamin Pien	2,595,685	74.16%

Company name	Title	Name or Representative	Number of Shares	Percentage of ownership
VIP BUS Int'l Inc.	Chairman	Taiwan Orchid Express Inc.: Terry Chang	3,349,207	66.98%
	Director	Taiwan Orchid Express Inc.: Lily Yang	3,349,207	66.98%
	Director	Taiwan Orchid Express Inc.: William Chang	3,349,207	66.98%
	Supervisor	Phoenix Tours International, Inc.: Benjamin Pien	1,650,793	33.02%
SHANG HAI HUAXIA INTERNATIONAL TRAVEL SERVICE CO.,LTD.	Chairman	Taiwan Orchid Express Inc.: William Chang	600,000	100%
	Director	Taiwan Orchid Express Inc.: Terry Chang	600,000	100%
	Chairman	Taiwan Orchid Express Inc.: Stanley Shao	600,000	100%
	Supervisor	Taiwan Orchid Express Inc.: Benjamin Pien	600,000	100%
Phil-Am Express Travel Service Co., Ltd.	Chairman	Taiwan Orchid Express Inc.: William Chang	600,000	100%
	Director	Taiwan Orchid Express Inc.: Joe T. H. Chiu	600,000	100%
	Director	Taiwan Orchid Express Inc.: Terry Chang	600,000	100%
	Supervisor	Taiwan Orchid Express Inc.: Benjamin Pien	600,000	100%
Yu Lin Travel Service Co., Ltd.	Chairman	Taiwan Orchid Express Inc.: Terry Chang	600,000	100%
	Director	Taiwan Orchid Express Inc.: William Chang	600,000	100%
	Director	Taiwan Orchid Express Inc.: Tzu-Hui Li	600,000	100%
	Supervisor	Taiwan Orchid Express Inc.: Benjamin Pien	600,000	100%
Travelarena Int'I Co., Ltd.	Chairman	Taiwan Orchid Express Inc.: Terry Chang	280,000	80%
	Director	Taiwan Orchid Express Inc.: William Chang	280,000	80%
	Director	Taiwan Orchid Express Inc.: Stanley Shao	280,000	80%
	Supervisor	Benjamin Pien	0	0%
Taiwan Orchid Insurance Agency Co., Ltd.	Chairman	Taiwan Orchid Express Inc.: William Chang	500,000	100%
	Director	Taiwan Orchid Express Inc.: Jimmy K. M. Chang	500,000	100%
	Director	Taiwan Orchid Express Inc.: Terry Chang	500,000	100%
	Supervisor	Taiwan Orchid Express Inc.: Benjamin Pien	500,000	100%
Phoenix Travel Press Co., Ltd.	Chairman	Phoenix Tours International, Inc.: William Chang	400,000	100%
	Director	Phoenix Tours International, Inc.: Jimmy K. M. Chang	400,000	100%
	Director	Phoenix Tours International, Inc.: Terry Chang	400,000	100%
	Supervisor	Phoenix Tours International, Inc.: Benjamin Pien	400,000	100%
Tianhe Air Cargo Co., Ltd.	Director	China Express Co., Ltd.: Jimmy K. M. Chang	-	100%
Pan Asia Express Limited	Chairman	China Express Co., Ltd.: William Chang	-	75%
	Director	China Express Co., Ltd.: Kuan-Shuo Lin	-	75%
	Director	China Express Co., Ltd.: Nai-Kung Wang	-	75%
	Director	Charles Wijesundera	-	10%
	Supervisor	China Express Co., Ltd.: Chiu-Hsia Chao	-	75%
Pan Aviation Limited	Chairman	Pan Asia Express Limited: Nai-Kung Wang	-	100%
	Director	Pan Asia Express Limited: Jo-Hua Peng	-	100%
	Director	Pan Asia Express Limited: Ying Tung	-	100%
	Supervisor	Pan Asia Express Limited: Chiu-Hsia Chao	-	100%
Park Joy Co., Ltd.	Chairman	Phoenix Tours International, Inc.: William Chang	2,800,000	100%
	Director	Phoenix Tours International, Inc.: Benjamin Pien	2,800,000	100%
	Director	Phoenix Tours International, Inc.: Annie Chou	2,800,000	100%
	Supervisor	Phoenix Tours International, Inc.: Terry Chang	2,800,000	100%
Park Castle Co., Ltd.	Chairman	Phoenix Tours International, Inc.: William Chang	8,200,000	82%
	Director	Phoenix Tours International, Inc.: Annie Chou	8,200,000	82%
	Director	Jing-Fen Kuo	0	0%
	Supervisor	Benjamin Pien	0	0%
Fitnexx Co., Ltd.	Chairman	Phoenix Tours International, Inc.: William Chang	760,000	76%
	Director	Phoenix Tours International, Inc.: Stanley Shao	760,000	76%
Phil-Am Express Travel Service Co., Ltd.	Director	Phoenix Tours International, Inc.: Annie Chou	760,000	76%
	Supervisor	Benjamin Pien	0	0%
	Supervisor	Shao-Chun Wen	240,000	24%

(VII) Overview of the business operations of each affiliate

2025/12/31

Unit: In Thousands of NT$; Earnings per share (NT$)

Company name	Paid-in capital	Total assets	Total Liabilities	Net value	Operating revenue	Operating (loss) gain	Profit and loss for the period	Earnings per share
Taiwan Orchid Express Inc.	$190,000	$361,924	$25,592	$336,332	$8,379	$144	$28,230	$1.49
China Express Co., Ltd.	35,000	106,095	49,140	56,955	15,844	4,820	9,802	2.80
VIP BUS Int'l Inc.	50,000	48,407	1,661	46,746	11,173	(1,662)	(174)	(0.03)
Yu Lin Travel Service Co., Ltd.	6,000	12,648	5,665	6,983	2,239	(22,237)	459	0.76
Travelarena Int'I Co., Ltd.	3,500	7,755	595	7,160	5,520	2,039	1,687	4.82
SHANG HAI HUAXIA INTERNATIONAL TRAVEL SERVICE CO.,LTD.	6,000	6,906	5	6,901	-	(18)	95	0.16
Phil-Am Express Travel Service Co., Ltd.	6,000	5,120	5	5,115	-	(17)	66	0.11
Taiwan Orchid Insurance Agency Co., Ltd.	5,000	15,782	3,332	12,450	15,219	5,560	4,552	9.10
Phoenix Travel Press Co., Ltd.	4,000	4,347	645	3,702	4,816	378	334	0.83
Tianhe Air Cargo Co., Ltd.	5,000	4,841	13	4,828	-	(5)	57	0.11
Pan Asia Express Limited	32,802	70,302	10,027	60,275	18,520	7,600	7,063	-
Pan Aviation Limited	22,455	23,213	-	23,213	-	(22)	-	-
Park Joy Co., Ltd.	28,000	121,622	108,688	12,934	57,160	1,417	(1,039)	(0.37)
Fitnexx Co., Ltd.	10,000	6,365	4,106	2,259	3,546	(1,194)	(1,177)	(1.18)
Park Castle Co., Ltd.	100,000	96,946	1,216	95,730	-	(4,262)	(2,125)	(0.21)

Note 1: If an affiliate is a foreign company, the relevant figures are translated into NT$ using the exchange rate as of 2025.12.31, the end of the financial reporting period.

Note 2: Total assets, total liabilities, and net worth were calculated using an exchange rate of RMB 1 = NT$4.4910.

Operating revenue, operating profit or loss, and profit or loss for the period (after tax) were calculated using an exchange rate of RMB 1 = NT$4.3281.

Note 3: The financial statements of the above companies have been audited and certified by certified public accountants.

(VIII) Affiliated Enterprise Consolidated Financial Statements:

The relevant information that should be disclosed in the Consolidated Financial Statements of affiliates has been disclosed in the consolidated financial reports, and the Consolidated Financial Statements of affiliates will not be prepared separately.

(IX) Affiliation report: We are not a subsidiary of other companies, so there is no need to prepare an affiliation report.

II. Status of private placement of securities during the most recent fiscal year and up to the date of publication of the annual report: None.

III. Other supplementary explanatory notes: None

Seven. Matters with Significant Impact on Shareholder Equity or Share Price in the Most Recent Year and as of the Date of Publication of Annual Report: None.

Phoenix Tours International, Inc.

Chairman: William Chang

Printed Date: May 13, 2026