

The Company’s fulfillment of the integrity management situation and measures

Evaluation items	Operation situation			The Difference Situation and Reason to Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies
	Y	N	Summary	
<p>i. Establishing integrity management policies and programs</p> <p>(i) Does the Company express its commitment to integrity management policies and practices in its regulations and external documents, as well as the commitment of the Board of Directors and management to actively implement business policies?</p> <p>(ii) Does the Company adopt preventive measures for the situations in respective Subparagraphs in Paragraph 2, Article 7 of Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies or dishonest business operation with higher risk within the other business scope?</p> <p>(iii) Does the Company have a plan to prevent dishonesty, and specify operating procedures, behavioral guidelines, disciplinary and grievance systems for violations in each program?</p>	V		<p>(i) In order to implement the integrity management policy and actively guard against dishonesty, the Company has established the “Ethical Corporate Management Best Practice Principles”, “Integrity Operation Procedures and Conduct Guidelines” and “Ethical Code of Conducts” to specifically regulate the Board of Directors, management and all employees on matters to be aware of when performing business. On Sep. 4, 2024, the 1st session of the 10th Board of Directors has conducted publicity on ethical management to all Directors, and all Directors have also completed signing a statement on ethical management. We have also carried out courses for promoting corporate governance and ethical management with a total of 1,133 people participated. We have also included the ethical management principles in labor contracts and statement of ethical management so that all managerial personnel and all employees shall follow the ethical management principles.</p>	No significant difference
	V		<p>(ii) The Company’s Ethical Corporate Management Best Practice Principle has adopted preventive measures for the situations in respective Subparagraphs in Paragraph 2, Article 7 of Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies or dishonest business operation with higher risk within the other business scope. And establish an effective accounting system and internal control system, review from time to time, and ensure that the implementation of the system continues to be effective.</p>	No significant difference
	V		<p>(iii) The Company has established the “Ethical Corporate Management Best Practice Principles”, “Integrity Operation Procedures and Conduct Guidelines” and “Ethical Code of Conducts”, as well as operation procedures for precautions of dishonest behavior, which will be regularly reviewed and revised. The Company also does random training and makes announcements to employees.</p>	No significant difference
<p>ii. Implementation of integrity operation</p> <p>(i) Does the Company assess the integrity record of the person to whom it deals with, and specify the terms of good faith in its contract with the transaction partner?</p> <p>(ii) Does the Company set up a designated (part-time) unit that promotes corporate integrity management under the Board of Directors, and make it regularly (at least 1 time per year) report its implementation to the Board of Directors on ethical management policy and precaution plan on dishonest behavior and supervision of execution status?</p>	V		<p>(i) In accordance with the “Ethical Corporate Management Best Practice Principle”, of this Company, the legality and credibility of business counterpart shall be taken into consideration, in order to avoid transactions with person with disciplinary records. And the in the relevant contract, the doctrine of integrity behaviors shall be specified. If the counterpart involves an act of dishonesty, the contract may be terminated or cancelled at any time.</p>	No significant difference
	V		<p>(ii) In order to improve the management of integrity operation, Chairman’s Office of this Company is responsible for the formulation of the integrity operation policy and prevention plan, and is supervised and implemented by the auditing unit and regularly reports to the Board of Directors. This time reported the situation of execution to the Board of Directors on Dec. 17, 2024.</p> <p>In the year of 2024, we carried out courses for the ethical management of corporate governance to promote ethical management principles. Each session lasted 0.167 hours (10 minutes), in total 1,133 people and 189.211 hours.</p>	No significant difference

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(iii) Does the Company have a policy to prevent conflicts of interest, provide a proper presentation channel, and implement it?	V		(iii) This Company has already promulgated the “Ethical Corporate Management Best Practice Principle”, “Integrity Operation Procedures and Conduct Guidelines” and “Ethical Code of Conducts” to prevent conflicts of interest. The Company will set up an investor zone, a corporate governance zone, a corporate social responsibility zone and a stakeholder zone on the company's website to facilitate the reference of shareholders and stakeholders, and will set up a stakeholder contact platform as a solution for stakeholders’ communication channels for suggestions doubts and disputes to ensure the interests of stakeholders.	No significant difference
(iv) Has the Company established an effective accounting system and internal control system for the implementation of integrity management, and plan to establish related audit plan based on risk assessment of dishonest behavior checked by internal audit unit? And does the Company check the obedience of precaution plan on dishonest behavior or entrusted with CPAs to perform checks?	V		(iv) The Company has established an “Accounting System” and an “Internal Control System”, and the Audit Department has established and implemented an annual audit plan in accordance with relevant regulations, and continues to track improvements to implement integrity management.	No significant difference
(v) Does the Company regularly hold internal or external education training of integrity management?	V		(v) Through the departmental meeting, the Company promotes to employees and make them understand the Company's integrity management philosophy and norms.	No significant difference
iii. The operation status of company's whistle-blowing system				
(i) Does the Company have a specific whistle-blowing and reward system, and establish a convenient reporting channel, and assign appropriate personnel to the person being accused?	V		(i) The Company has a proper reporting channel for employees and related personnel to report any improper business practices, which are handled by the company management directly in person. Any violation of the company's ethical standards of employment will be severely punished according to the Company's rules for rewards and punishments.	No significant difference
(ii) Does the Company set the investigation standard operating procedures and related confidentiality mechanisms for accepting the report?	V		(ii) The Company has a Chairman's mailbox, an union's opinion mailbox and a designated personnel unit to handle employee's complaints. A reporter may report it by letters, emails and etc., and the designated person will handle it. The Company's website has set up a stakeholder liaison platform as a communication channel for handling stakeholder's suggestions, doubts and disputes. In addition, the Company has also established the “Whistle-blowing System” in Personnel Handbook Chapter 9, the internal control system- personal management system in Section 9 and Ethical Code of Conducts to protect the reporter and regulate the confidentiality mechanisms and reward/punishment mechanisms, in order to ensure the stakeholders’ right and interest. A rigorous reporting mechanism allows stakeholders to communicate messages in a safe and confidential manner.	No significant difference
(iii) Does the Company take measures to protect the reporter from improper disposal due to the report?	V		(iii) The Company provides reporting channels and takes appropriate protective measures in accordance with the laws to maintain the personal data and privacy of the reporter in confidential.	No significant difference
iv. Strengthen information disclosure Does the Company disclose its content of integrity management practices and promotion of effectiveness on its website and MOPS?	V		This Company has disclosed relevant information on the MOPS. The Company also set up website and the address is http://www.airasia.com.tw ; it includes corporate governance operation and discloses corporate governance operation status and company's important regulations, such as “Rules for Corporate Governance Practice”, “Ethical Corporate Management Best Practice Principle” and “Integrity Operation Procedures and Conduct Guidelines”.	No significant difference

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v. If the Company has established its own Ethical Corporate Management Best Practice Principle according to “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies”, please state difference between its operation and the Principles: This Company has established “Ethical Corporate Management Best Practice Principle”, all company’s operation complies with those Principles. No significant difference.				
vi. Other important information that helps to understand the Company's integrity management operations (such as the Company's review and revision of its established Ethical Corporate Management Best Practice Principle): The Company will pay attention to the development of the relevant norms of domestic or foreign integrity management at all times, and encourage the Directors, managers and employees to make suggestions to review and improve the Company's integrity management policies and measures in to enhance the implementation of the Company's integrity management. The Company’s ethnical management policy was revised and approved by Board of Directors on Feb. 20, 2021. The Company has also set up a corporate governance zone on the website; this Company will disclose the actual operation situation and relevant information to the Company's website and MOPS.				