

December 30, 2022

Dear Tan Holdings Family,

*Håfa Adai yan Tirow Wóómi!*

As we celebrate this holiday season, let me thank each one of you for helping us accomplish many of goals for our company and our community this 2022.

Your perseverance and commitment in performing your duties and responsibilities at work have allowed us to deliver services to our customers amid the countless challenges we have been facing as we continue to recover from the pandemic. The time and efforts you spent in volunteer work despite your busy schedule with your families and your job have made our island community a better place to live in. Thank you for showing the spirit of volunteerism and warm hospitality throughout the Pacific Mini Games, for taking an active role in our destination transformation and community improvement and beautification initiatives, and for engaging in health and wellness activities.

What we do as a company and as a member of the community will always have an impact to the NMI and its economy that is reliant on the tourism industry. While we see the visitors numbers picking up in the closing months of 2022, it will still take more time for our main economic driver to fully recover, but we're making progress, which brings great hope that we are on the right track. Let's continue to do our share in improving the lives of the people who call the NMI home.

On a personal note, I am proud that in 2022, Tan Holdings has reached another milestone—our 50th anniversary of doing business in the Marianas. Reflecting on this milestone, my Tan family have so many great memories of the company's humble beginnings and the relationships we are able to build to make it this far. We are deeply grateful to all of you for contributing to the success of Tan Holdings in the last five decades.

As we welcome the new year, we look forward to more significant events as we extend our 50th anniversary celebration in 2023. We will continue to share these important occasions with you and our partners in the community. TOGETHER, WE CAN accomplish so much for the betterment of the Marianas.

Again, thank you for your support. On behalf of the Tan family, I would like to wish you all a wonderful holiday season and happy new year filled with prosperity, peace, and good health

Sincerely,



Jerry Tan