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• Social Empowerment - Performance Highlight



★ Empower Youth to Take Innovative Sustainability Action

- Held the Cathay Climate Change Youth Forum for the third consecutive year, achieving over 90% participation in 2022 - empowering a total of 200 youths with climate knowledge
- Held Taiwan's first Impact Investment Campus Roadshow, visiting 6 universities and reaching 898 students



★ Establish diverse role models for women

- Provided long-term support for women's basketball and table tennis training, helping 87 female athletes to establish themselves on the sports field
- Held the first annual Women in Fintech conference



★ Called upon employees to assist diverse stakeholders grow and mature

- Offered our new online financial education platform Tutor CUB to 4 rural elementary schools with the support of over 400 volunteers
- Established four accessible Cathay Happy Farms and recruited 30 volunteers to help improve the physical and mental health of 100 older adults

• Sustainability Strategy Blueprint - Social Empowerment (Corresponding to Cathay's Material Issues: Youth Empowerment)

Strategy

Major Projects

Short-term Goals (2023)

Mid-term Goals (2025)

Long-term Goals (2030)

Strategy 1

Youth Empowerment

- Youth x Revolutionizing Education:
Provide children with more diverse educational resources to bridge urban-rural and wealth divides by working with educational start-ups

Collaborate with educational social enterprises and start-ups that share learning resources to raise awareness among students for life and environmental issues and to bridge the gap between rural and urban education

Empower over 25,700 rural students in 2023

Empower over 63,000 rural students in 2025

Empower over 170,000 rural students in 2030

- Youth x Sustainability:
Help youths develop unique perspectives, independent thinking, and the ability to make innovative breakthroughs by providing resources to encourage youth action and entrepreneurship to resolve social/environmental issues

Partner with the government, charity groups, and social enterprises to hold events that empower youths to monitor sustainable issues and prompt them to take action

Provide empowerment to youths 3,500 times in 2023

Provide empowerment to youths 4,000 times in 2025

Provide empowerment to youths 5,000 times in 2030

Over 70% of youths will report motivation to take action on a survey measuring their willingness to take action and future direction

- Youth x Workplace Competencies:
Help youths develop self-identity, consider career paths, and build necessary workplace soft/hard skills to facilitate workplace transition

Help students make key career decisions early on and provide matchmaking programs to help students enter the field of finance; facilitate the development of diverse skill sets and empower youths with workplace skills like banking program coding languages

Achieve a score of 3.5 and above in 2023 on willingness to pursue a career in the finance industry

Achieve a score of 4 and above on willingness to pursue a career in the finance industry

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4.2 Social Empowerment

Founder and Executive Chairman of the World Economic Forum (WEF) Klaus Schwab pointed out that inequality has a profound impact on society and the economy. The private and public sectors must work together to eradicate inequality to facilitate socio-economic mobility and forge new paths to ensure that we can begin at the same starting line and head towards success. Cathay exerts our core capacities to drive sustainable action and strive for an inclusive and equal society, reaching out to different stakeholder groups to empower them to elevate their own quality of life and ensure that everyone enjoys equal opportunity to develop. We particularly value the development of youth, women, and the underprivileged. Therefore, we are forging diverse strategic partnerships to support and empower these three groups with greater knowledge and skills so that they develop the ability to motivate themselves and others in the face of a rapidly changing society.

4.2.1 Youth Empowerment - Form strategic partnerships with industries, governments, and academia to ensure better quality education and career development for our future generations

Children and youths are important drivers of sustainable development and social progress. Education is the flint upon which we can ignite their growth and development. Here at Cathay, we've taken it upon ourselves to promote positive development of future generations in hopes that we can become facilitators for youths to innovate and resolve socio-environment issues. Therefore, we are providing diverse empowerment programs targeting different developmental stages of children and youths - cultivating the knowledge, attitude, and skills with which youths can face the future through revolutionizing education, sustainability, and workplace competencies. As we support them in resolving social and environmental issues, we can also facilitate workplace transition by building the necessary skills, bringing innovative change to the world.

Youth x Revolutionizing Education

Cathay recognizes that the future development of Taiwanese children is affected by factors such as family economic status and rural-urban education disparities. Therefore, we continue to strive for improvements in the learning environment and integrate diverse resources around children's needs. Through collaborations with educational startups, we provide after-school tutoring resources in remote areas, nurture influential teachers, and provide viewings of videos on life education. These efforts aim to optimize children's learning environments, broaden their perspectives and imagination, and ultimately narrow the educational gap between rural and urban areas. Our goal is to ensure that every child receives a quality education and achieves suitable development.

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Youth x Revolutionizing Education Overview

Project/ Event	Projected Goals	Resources and Actions	Achievements in 2022	
			Social/Environmental Influence	Business Influence
Community Empowerment Base Program	<ul style="list-style-type: none"> Addressing the issues of intergenerational parenting and caring for single-parent/underprivileged families Provide rural students with help and company when learning Enhance learning performance of rural students to enhance their confidence 	<ul style="list-style-type: none"> The Cathay Charity Group has supported multiple after-school class programs in rural areas since 2011. We supported three programs in 2022, including Sanxia District in New Taipei, Kouhu Township in Yunlin, and Xiulin Township in Hualien In 2022, we offered financial education on the "benefits of saving" as part of the "Let Love Fly" after-school class program in Xiulin Township, Hualien County 	<ul style="list-style-type: none"> Supported 1,440 students to learn after-school in the last four years As of the end of 2022, 24 students benefited from financial education courses under the Community Empowerment Base Program. 	<ul style="list-style-type: none"> A total of three employees volunteered for the financial education course in Hualien
Teach for Taiwan Training Program	<ul style="list-style-type: none"> Galvanize the power of the public to resolve educational inequalities Foster cross-disciplinary talents to maintain influence in other fields 	<ul style="list-style-type: none"> The Cathay Charity Group has been recruiting youth dedicated to education and with leadership potential for the Teach for Taiwan (TFT) program since 2016, providing them with comprehensive cross-disciplinary teacher training courses Send qualified teachers to high-demand areas to serve full-time for two years, collaborating with local schools and communities to provide high-quality education to students Connect with Cathay's talent exchange program to break through the industry and talent framework 	<ul style="list-style-type: none"> Cathay supported the development of 285 teachers of impact through TFT's third to ninth program Partnered with 80 rural elementary schools Empowered near 7,000 rural students 70% of students taught by TFT teachers exhibit higher than regional average learning abilities, and roughly 60% achieve standard or above standard levels of non-cognitive abilities 	<ul style="list-style-type: none"> Outreach to an average of 7,000 youths a year via the TFT program A total of eight Cathay and TFT employees applied for the "Cathay X TFT Talent Exchange Program," two of which successfully transferred to rural and financial careers, cumulatively creating over NT\$ 9.7 million in media value
Beautiful Taiwan 3D Film Tour Project - Film Series	<ul style="list-style-type: none"> Facilitate diverse learning for rural students, broaden their horizons to boost their confidence 	<ul style="list-style-type: none"> Cathay FHC joined the program in 2022, supporting Beautiful Taiwan NGO to bring the stories of Taiwan's oceans, landscapes, people, culture, traditions, and lives to rural areas through the 3D mobile cinema truck Each viewing is accompanied by a showing of Cathay's anti-drug and campus safety promotional video Recruited employees to serve as volunteers to familiarize rural students with diverse issues 	<ul style="list-style-type: none"> Visited 135 schools in 2022, impacting 20,415 students 	<ul style="list-style-type: none"> A total of 119 employees volunteered a cumulative total of 262 hours



Community Empowerment Base Program



Teach for Taiwan Training Program



Beautiful Taiwan 3D Film Tour Project - Film Series

Youth x Sustainability

An aging society and lowering birth rates are accelerating a paradigm shift in education. In the face of upcoming challenges, the skills required of future talents are increasingly diverse. The OECD pointed out three major future skills in their Skills for 2030 Report: cognitive and meta-cognitive skills, social and emotional skills, and practical and physical skills. To foster independent thinking, and the ability to make innovative breakthroughs, Cathay organizes student forums for sustainability issues, creative competitions, and educational events. We also provide diverse resources to encourage youths to take action against social/environmental issues in hopes of expanding their influence and bringing about overall improvement for society and the environment.

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Youth x Sustainability Overview				
Project/ Event	Projected Goals	Resources and Actions	Achievements in 2022	
			Social/Environmental Influence	Business Influence
Impact Investment Campus Roadshow	<ul style="list-style-type: none"> Promote impact investing and SDGs to elevate student understanding of sustainable issues, thereby fostering future talents versed in both investing and sustainability 	<ul style="list-style-type: none"> Cathay FHC has been working with the Taiwan Impact Investing Association (TIIA) since 2022, holding the Taiwan Sustainable Investment Forum (TWSIF) - the only one of its kind in Taiwan Senior executives returned to their alma maters to share their sustainability outlook, as well as practical experience in finance and their careers, with undergraduate students 	<ul style="list-style-type: none"> Toured a total of 6 university campuses, reached 80 departments, 30 clubs, and 898 undergraduate students 94.8% of students agree that the forum gave them a better understanding of impact investing, and 84.5% of students expressed willingness to begin impact investing, as well as other relevant actions for ESG and SDGs 	<ul style="list-style-type: none"> A total of 6 senior executives from various subsidiaries in charge of investment services, risk management, and product pricing visited students on campus Created over NT\$ 1.30 million in media value
Taiwan Climate Action Expo & Cathay Climate Change Youth Forum	<ul style="list-style-type: none"> Empower youth with climate knowledge and encourage them to use their creativity to solve these issues, creating sustainable business opportunities Build a climate talent pool for Taiwan through multiple means and prompt all of society to take climate action to reverse the impacts of climate change 	<ul style="list-style-type: none"> Cathay FHC has brought together the public, private, and academic sectors to hold the Cathay Climate Change Youth Forum for the third time in a row since 2020 Partnered with the International Climate Development Institute and NTU Biodiversity Research Center to hold the 2022 Taiwan Climate Action Exposition and Cathay Climate Change Youth Forum The Youth Forum partnered with the Ministry of Education (MOE) and the Circular Taiwan Network to showcase the results and achievements of the MOE Climate Change Innovation Competition and offer the Circular Economy Exploration Workshop 	<ul style="list-style-type: none"> Taiwan Climate Action Expo (TWCAE): Attended by a total of 32 organizations and institutions, reaching 20,000 participants, with 94% of participants expressing an increased understanding of climate issues after the event TWCAE Youth Forum: 90% participation rate with a total of 200 in-person attendees; 2,046 people joined online Circular Economy Exploration Workshop: A total of 36 participants 	<ul style="list-style-type: none"> A total of 37 employees volunteered a cumulative total of 400 hours Created over NT\$ 5.41 million in media value

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Project/ Event	Projected Goals	Resources and Actions	Achievements in 2022	
			Social/Environmental Influence	Business Influence
Taiwan Can - Sustainable Energy Creative Competition	<ul style="list-style-type: none"> Raise awareness for creating and conserving energy to foster energy and technology talents across multiple disciplines 	<ul style="list-style-type: none"> Cathay FHC began sponsoring cash prizes for the "Undergraduate Green Energy & Circular Economy Division" of the Sustainable Energy Creative Competition organized by the National Science and Technology Museum (NSTM) and co-organized by the Ministry of Education (MOE) Cathay executives served as keynote speakers and panel judges for the competition 	<ul style="list-style-type: none"> Received 464 creative proposals from the competition and prompted 1,963 teachers and students to register; 246 students participated in the online training camp The Undergraduate Green Energy & Circular Economy Division received 76 creative proposals and had 296 registered participants; a total of 6 entries belonging to 28 teachers and students received an award 	<ul style="list-style-type: none"> Two executives served as keynote speakers and panel judges for the competition Created over NT\$ 900,000 in media value
Lead For Taiwan - Promoting Critical Thinking	<ul style="list-style-type: none"> Guide youths to explore diverse topics in the future, gain independent thinking skills, build their own perspectives, and develop the ability to solve problems 	<ul style="list-style-type: none"> In 2022, Cathay FHC began supporting Lead For Taiwan in their events to promote critical thinking skills among the public Organized an undergraduate lecturer training program to guide university students in completing case studies on sustainability issues and acquiring teaching skills in critical thinking Organized critical thinking winter/summer camps to assess university student lecturers on their ability to guide high school students across Taiwan to engage in critical thinking Offer diverse critical thinking courses for high school/vocational school students and partnered with high schools across Taiwan to prompt exploration of future issues 	<ul style="list-style-type: none"> Undergraduate lecturer training program: Provided training to a total of 45 lecturers and produces 23 research reports, receiving a satisfaction score of 92 Critical thinking winter/summer camps: Organized a total of four sessions with 203 student participants Diverse critical thinking courses for high school students: Toured a total of 20 high schools/vocational schools and offered 69 courses, helping 1,359 students learn critical thinking skills 	



Impact Investment Campus Roadshow



Taiwan Climate Action Expo & Cathay Climate Change Youth Forum



Taiwan Can - Sustainable Energy Creative Competition



Lead For Taiwan - Promoting Critical Thinking

Youth x Workplace Competencies

The World Economic Forum released the 2020 Future of Jobs Report and mentioned that approximately 85 million jobs will disappear in 2025, but 97 million new jobs will be created. The emergence of new professions also highlights the importance of training new talents. Taiwan is plagued by the loss of professional talents and difficulties in transitioning from school to the workplace and is therefore in dire need of a more comprehensive talent cultivation strategy. Cathay aims to cultivate talents on campus for the fintech industry. We collaborate with high schools and universities across Taiwan to promote diverse talent development programs. These programs include practical professional training, comprehensive fintech courses, and camps to assist youth in self-exploration. Our goal is to nurture young professionals with the necessary skills to thrive in the workplace, while also guiding them in self-exploration and career reflection.

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Youth x Workplace Competencies Overview				
Project/ Event	Projected Goals	Resources and Actions	Achievements in 2022	
			Social/Environmental Influence	Business Influence
Financial Literacy Mini Courses for High School Students	<ul style="list-style-type: none"> Enhance the financial literacy of high school students and help them learn basic concepts in finance and investment analysis Guide youth to explore the financial sector and provide more information when selecting a major to facilitate future workplace transition Enhance youth's understanding of sustainable issues and prompt them to take action to resolve social and environmental issues 	<ul style="list-style-type: none"> Cathay partnered with the Taipei City Department of Education, the NTU Center for Regional Cooperation and Competitiveness, and Spark Taiwan to offer a mini-course on financial literacy for high school students in Taipei Cathay FHC, Cathay Life, and Cathay SITE each sent executives and staff to Taipei First Girls High School, Songshan Senior High School, and Taipei Municipal Jingmei Girls High School to serve as lecturers 	<ul style="list-style-type: none"> A total of 63 schools participated in 717 hours of classroom hours, empowering 8,148 high school students in Taipei with financial knowledge 	<ul style="list-style-type: none"> Cathay FHC, Cathay Life, and Cathay SITE sent a total of 22 executives and staff to lecture at high schools in Taipei
Career Diary	<ul style="list-style-type: none"> Introduce youths and students to a variety of professions to prompt self-exploration and uncover their own value 	<ul style="list-style-type: none"> Cathay Life has been partnering with City Wanderer since 2017 to organize the Career Diary challenge competition, conducting diverse interviews and experiential events 	<ul style="list-style-type: none"> Prompted 70 students across 19 disciplines from 31 schools to participate The event had a positive impact on students: The rating for "better understanding of different industry jobs" increased by 1.35 (out of 5); the rating for "I know my field of interest" increased by 0.56 (out of 5) 	<ul style="list-style-type: none"> Reached 1.018 million people via online media Cathay's Likability Factor reached 4.27, and Level of Understanding reached 4.02 (both out of 5) Satisfaction with the event reached 4.84, and the Likelihood of Recommendation reached 4.7 (both out of 5)

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Project/Event	Projected Goals	Resources and Actions	Achievements in 2022
			Business Influence
CIP / CAP Internship Program	<ul style="list-style-type: none"> Foster outstanding talents on campus to feed into the fintech industry and help students explore career options early on 	<ul style="list-style-type: none"> The Cathay Internship Program (CIP): Taiwan's first summer financial internship program, providing internship opportunities in nine diverse fields and empowering students with real corporate experience in advance The Cathay Agile Program (CAP): Began in 2018 to foster tech talents, the program runs through the school year and allows students the opportunity to be project managers 	<ul style="list-style-type: none"> The Cathay Internship Program (CIP): A total of 2,254 people registered for the program, among which 133 were accepted. A cumulative total of 262 participants were employed by Cathay FHC up to the current year, for a cumulative reemployment rate of 20.58% The Cathay Agile Program (CAP): A total of 330 people registered for the program, among which 33 were accepted. A cumulative total of 21 participants were employed by Cathay FHC up to the current year, for a cumulative reemployment rate of 14.48% <p>*Cumulative reemployment rate = (Number of participants employed by Cathay FHC up to the current year) / (Total cumulative number of individuals ever employed)</p>
Coding Class	<ul style="list-style-type: none"> Cultivate IT professionals to inject new blood and vitality into companies with the recent rise in popularity of IT 	<ul style="list-style-type: none"> CUB offered the Java for Finance Class in 2022 to job seekers interested in both financial services and programming; outstanding performers were tendered formal job offers The 14-week training consisted of a total of 8 classes, covering subjects such as SQL, Java, Spring Boot, and Scrum 	<ul style="list-style-type: none"> Prompted 22 job seekers to participate, 13 of which successfully became full-time CUB employees A total of 46 CUB executives and staff served as lecturers, TAs, CR personnel, and mentors Reached 4,300 people via social media



Financial Literacy Mini Courses for High School Students



Career Diary



CIP / CAP Internship Program