

# **Cathay Financial Holdings (Cathay FHC) Occupational Safety and Health Policy**

Approved by the Board of Directors on May, 2024  
Responsible Unit: Service Support Planning Department

## **Article 1 (Objective)**

Cathay Financial Holdings Co., Ltd. ("Cathay FHC"), in keeping with the values of "Integrity, Accountability and Innovation" and in accordance with international occupational safety and health standards (including but not limited to ISO 45001) and applicable domestic regulations, hereby establishes the Cathay Financial Holdings (Cathay FHC) Occupational Safety and Health Policy ("Policy") to ensure a healthy, safe and friendly workplace.

## **Article 2 (Scope of application)**

This Policy applies to the employees (including full-time employees and temporary workers) of Cathay FHC, its subsidiaries, and other affiliated enterprises (hereinafter collectively referred to as the "Companies") and to contractors (including subcontractors) assigned to Cathay FHC and its subsidiaries.

## **Article 3 (Responsible unit)**

The Companies' respective occupational safety and health departments shall consider specific industry characteristics and operational requirements when implementing this Policy.

## **Article 4 (Policy provision)**

In keeping with Cathay FHC's commitment to create a workplace with "zero harassment and discrimination, zero accidents, and zero disasters" as the paramount objective, Cathay FHC pledges to and implements the following:

1. Create a safe work environment to facilitate the physical and mental wellbeing of our employees.
2. Implement a risk management assessment mechanism to enhance occupational safety and health performance; manage occupational safety and health risks based on the following protocol to minimize hazards:
  - (1) Identification: Define material issues based on domestic and international occupational safety and health standards, regulations, and indicators, as well as the operational type and attributes of the enterprise.
  - (2) Assessment: Regular assessment by the occupational safety and health department of the extent to which employees are exposed to risks in the workplace.
  - (3) Action: Develop different action plans, establish quantitative targets, and implement mitigation measures based on the prioritization of assessed occupational safety and health risks. Issues with higher risks are prioritized for action and improvement measures.
  - (4) Monitoring and continuous improvement: Monitor the implementation and performance of

action plans and improvement efforts to ensure the effectiveness of continuous improvement.

3. Strengthen health and safety awareness and capabilities while ensuring employee consultation and participation
4. Comply with regulations and fulfill corporate social responsibilities by continuously improving the occupational health and safety system.
5. The Corporate Sustainability Committee, which reports to the board of directors, oversees the development of the occupational safety and health strategy. Each subsidiary's occupational health and safety department is responsible for planning and implement. Cathay FHC's Corporate Sustainability Office reports annually to the board of directors on the progress and effectiveness of the Policy's implementation.

#### **Article 5 (Disclosure)**

Cathay FHC shall disclose occupational safety and health actions through its sustainability report, annual shareholder report, and company website to inform key stakeholders.

#### **Article 6 (Implementation)**

The formulation, amendment, or repeal of this Policy shall be approved by the board of directors. This Policy shall come into effect upon the date of adoption. Amendments or abolishment shall follow the same procedure.