

Contents Message from the Chairman About Cathay FHC	• Autonomy & Self-Sufficiency: Combine existing products and services with core competencies to help women build financial literacy and independence, and continue to grow in their careers and life	Establish a Collaboration Cycle for Female Entrepreneurship: Support charities led by female entrepreneurs, set up a cooperative network for empowering women, help women achieve economic independence, and build a sense of achievement	Collaborate with one women-led business every year	Collaborate with two to three women-led business every year	Partner with women-led businesses to hold charity and specific events, encouraging female entrepreneurs to expand the ecosystem of empowered women and establish a positive cycle for support systems
Sustainability Awards and Recognition Sustainability Performance and Breakthroughs 01 Sustainability Strategies & Governance 02 Climate	• Self-Actualization: Build a comprehensive support system for women to allow them diverse and equal opportunities, assisting them with career and self-development	Provide long-term support for domestic athletes, as well as comprehensive practice facilities, dormitories, and benefits to establish a complete support system	 Women's basketball: Support one coaching team and train 50 female basketball players Women's table tennis: Support one coaching team and train 39 female table tennis players 	 Women's basketball: Continue to support one coaching team and train 50 female basketball players Women's table tennis: Continue to support one coaching team and train 39 female table tennis players 	Construct one table tennis hall that meets specifications for international competitions, and continue to support the development of women's basketball and table tennis
O3 Health	Strategy	Major Projects	Short-term Goals (2023)	Mid-term Goals (2025)	Long-term Goals (2030)
04 Empowerment	Supporting the under	erprivileged			
06 Sustainable Governance		Provide scholarship incentives, collect special proposals, and offer live- streaming of basic financial education courses to provide equal-opportunity and quality education to youths and students	Have at least 57 volunteers dedicating 435 hours in 2023	Have at least 178 volunteers dedicating 1480 hours in 2025	Combine and utilize Cathay's diverse resources and influence to help students in rural areas
07 Appendix	• Self-Affirmation: Eliminate social inequalities so that		Reach 25~30 rural schools by 2023	Reach 30~35 rural schools by 2025	
	every person has the power to improve their own quality of life.		Achieve a score of 3 or above on items related to financial literacy on a student self-evaluation questionnaire by 2023	Achieve a score of 3.5 or above on items related to financial literacy on a student self-evaluation questionnaire by 2025	
	 Community Involvement: Provide education, participation, 	Assist older adults and underprivileged groups through volunteer events and inspire the public to cherish what they have; cultivate a sense of belonging to the company by providing differential care to different underprivileged groups	Have at least 163 volunteers dedicating 386 hours in 2023	Have at least 210 volunteers dedicating 405 hours in 2025	Take the initiative and
	collaboration, and other diverse resources to help certain groups gain		Reach 20,000 people online and 2,000 people offline		collaborate with industries, governments, and academia to develop diverse service models
	the resources, confidence, and skills they need to participate in society and reach their potential.		Reach a score of 4 and above for items relate questionnaire		

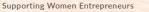


4.2.2 Female Empowerment - Empowering Women & Establishing Diverse Female Role Models

The Global Gender Gap Report 2022, published by the World Economic Forum, highlights that progress toward gender equality has nearly stalled worldwide due to factors such as the pandemic and conflicts like the war in Ukraine. The report indicates that achieving global gender equality will take approximately 132 years. Women continue to face challenges such as domestic violence, the gender pay gap, gender stereotypes, and unequal distribution of household chores. Cathay's vision is to establish a diverse, equal, and inclusive (DEI) society. Through empowerment that embraces gender equality, we encourage women to actively participate in society, break through gender barriers, assume leadership roles, and unleash their potential and influence. We aspire to provide every woman with the opportunity to be confident, independent, and accomplished in both work and life.

Conte	ents		Female Empowerment Overview					
Message from the Chairman About Cathay FHC		Project/	Projected Goals		Achievements in 2022			
		Event		Resources and Actions	Social/Environmental Influence	Business Influence		
Susta Recog Susta	inability Awards and gnition inability Performance treakthroughs Sustainability Strategies & Governance	Supporting Women Entrepreneurs	• Empower female entrepreneurs with financial knowledge and expand their business opportunities; foster a collaborative network and startup ecosystem for women	• Cathay Securities partnered with female social enterprises Tribake and iGoods to organize volunteer events for Halloween and Christmas	 Tribake Halloween Event: Help disabled persons gain baking skills iGoods Christmas Event: Raised 50 boxes of second-hand goods and gifted them to over 13 social welfare/underprivileged organizations across Taiwan 	 Tribake Halloween Event: A total of 30 employees volunteered iGoods Christmas Event: A total of 22 employees volunteered 		
02 03 104 05 06 07	Climate Health Empowerment Sustainable Finance and Its Impact Sustainable Governance Appendix	Supporting Women's Basketball and Table Tennis	 Break with traditional gender roles and bridge the gender disparity to foster more female professionals in various fields 	 Cathay's women's basketball and table tennis teams have been around for 53 and 20 years respectively. Cathay Life has long fostered female basketball and table tennis players in Taiwan, providing them with comprehensive training facilities and benefits Partnered with middle and high schools taking part in industry-education cooperation programs to train players, selecting outstanding athletes to join the team. Provide comprehensive training facilities and benefits to help teams participate in competitions. Teams may also represent the country to compete in international events 	 Cathay Women's Basketball Team: Sponsored 48 team players and one coaching team (consisting of 11 members) Cathay Women's Table Tennis Team: Sponsored 39 team players and one coaching team (consisting of ten members) 	 Cathay Life has been honored with the Sports Activist Award, a landmark award in the field of sports in Taiwan, for 14 consecutive years Cathay Women's Basketball Team: Created a team record of 29 consecutive championships and won the WSBL title 12 times Cathay Women's Table Tennis Team: Won Bronze in the 2022 World Team Table Tennis Championships 		
		Women in Fintech	 Break with traditional gender roles and bridge the gender disparity to foster diverse gender role models 	 Cathay FHC held the first annual Women in Fintech conference, honing in on four major topics for deeper discussion: women empowerment, digital, data, and technology 	 Invited over 25 influential female experts in the fields of technology, finance, startups, industry, government, and academia, to share their knowledge and innovative mindset on technology and advancements Attracted over 3,300 people to register online and broke 7,000 online views 	 Published the first report on a survey of 600 women working in fintech regarding their voice in the workplace 		





Supporting Women's Basketball and Table Tennis



Women in Fintech