

Strategy 2

Women's Empowerment

● 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

● 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

(1) Women's basketball: Support one coaching team and train 50 female basketball players

(2) Women's table tennis: Support one coaching team and train 39 female table tennis players

(1) Women's basketball: Continue to support one coaching team and train 50 female basketball players

(2) 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

Strategy



Major Projects



Short-term Goals (2023)



Mid-term Goals (2025)



Long-term Goals (2030)

Strategy 3

Supporting the underprivileged

● Self-Affirmation:

Eliminate social inequalities so that every person has the power to improve their own quality of life.

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

Reach 25~30 rural schools by 2023

Achieve a score of 3 or above on items related to financial literacy on a student self-evaluation questionnaire by 2023

Have at least 178 volunteers dedicating 1480 hours in 2025

Reach 30~35 rural schools by 2025

Achieve a score of 3.5 or above on items related to financial literacy on a student self-evaluation questionnaire by 2025

Combine and utilize Cathay's diverse resources and influence to help students in rural areas

● Community Involvement:

Provide education, participation, collaboration, and other diverse resources to help certain groups gain the resources, confidence, and skills they need to participate in society and reach their potential.

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

Reach 20,000 people online and 2,000 people offline

Reach a score of 4 and above for items related to self-reported inspiration on the questionnaire

Take the initiative and collaborate with industries, governments, and academia to develop diverse service models

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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.

Female Empowerment Overview				
Project/ Event	Projected Goals	Resources and Actions	Achievements in 2022	
			Social/Environmental Influence	Business Influence
Supporting Women Entrepreneurs	<ul style="list-style-type: none"> Empower female entrepreneurs with financial knowledge and expand their business opportunities; foster a collaborative network and startup ecosystem for women 	<ul style="list-style-type: none"> Cathay Securities partnered with female social enterprises Tribake and iGoods to organize volunteer events for Halloween and Christmas 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Tribake Halloween Event: A total of 30 employees volunteered iGoods Christmas Event: A total of 22 employees volunteered
Supporting Women's Basketball and Table Tennis	<ul style="list-style-type: none"> Break with traditional gender roles and bridge the gender disparity to foster more female professionals in various fields 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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) 	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Break with traditional gender roles and bridge the gender disparity to foster diverse gender role models 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Published the first report on a survey of 600 women working in fintech regarding their voice in the workplace



Supporting Women Entrepreneurs



Supporting Women's Basketball and Table Tennis



Women in Fintech