Cathay Financial Holdings

2025 Compensation Comparison by Gender

Cathay Financial Holdings is committed to creating an equal and inclusive workplace, ensuring that recruitment, promotion, and compensation processes are free from discrimination based on gender, age, ethnicity, or nationality. All employees are empowered to realize their potential and create value in a fair working environment.

In addition to disclosing the gender pay ratio for managerial positions, we further analyze compensation differences among non-managerial roles based on job responsibilities. These roles are categorized into senior professionals, professionals, and administrative staff. The 2025 analysis results indicate that, under equivalent roles and responsibilities, there are no statistically significant differences in pay between male and female employees.

Position Classification		2025 Compensation Comparison by Gender (Male to Female)
Executive level (base salary only) [Note1]		100:96
Executive level (base salary + other cash incentives) [Note2]		100:101
Management level (base salary only)		100:102
Management level (base salary + other cash incentives)		100:98
Non-management level (base salary only)	Overall	100:90 [Note3]
	Senior professionals	100:100
	Professionals	100:103
	Administration staff	100:99

Note 1: High-level manager exclude the President, with the President included, the ratio stands at 100:82.

Note 2: High-level manager exclude the President, with the President included, the ratio stands at 100:81.

Note 3: The pay gap at the overall non-management level is attributable to the uneven distribution of men and women across different job categories, rather than to pay differences between men and women performing equivalent roles.