



國泰綜合證券
Cathay Securities Corporation

2025 SUSTAINABILITY REPORT

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2025 Sustainability Achievements and Breakthroughs

Sustainability Governance

- 🏆 First recognized by the FSC as a **Top 25% Outstanding Institution** in the “Fair Customer Treatment Evaluation”
- 📄 Ranked among the **Top 25% securities firms** in the FSC “Sustainable Finance Evaluation” for two consecutive years
- 🏆 Recognized by the Taiwan Stock Exchange for three consecutive years on the “Stewardship Information Disclosure” **outstanding institution list**
- 🏆 Recipient of the 18th Golden Goblet Award – Outstanding **ESG Sustainability Award**

Sustainable Innovation

- 🏆 Recipient of the 18th Golden Goblet Award – Outstanding **Financial Innovation Award**
- 🌱 First in the industry to launch the “**Turn Everyday Rewards into Investments**” program, enabling Cathay Tree Points redemption for Taiwan stock recurring investment plans
- 📱 The Sustainability Section on the Cathay Securities App reached **540,000 users**

Inclusive Finance

- 👍 Recognized by the Taiwan Stock Exchange as an **Outstanding Institution** in the “**Anti-Fraud Evaluation**” for two consecutive years
- 💚 A total of **98** volunteer participations and **587** volunteer service hours contributed to public welfare initiatives throughout the year
- 🎓 Conducted **72** financial literacy and anti-fraud awareness programs, benefiting **3,323** participants

Well-being Workplace

- 🏆 Recipient of the **HR Asia Best Companies** to Work for in Asia Award for two consecutive years
- 👤 Recipient of the 18th Golden Goblet Award – **Outstanding Talent Development Award**
- 🏆 Winner of the Taiwan Sustainability Action Awards – SDG 3 **Good Health and Well-being Bronze Award**

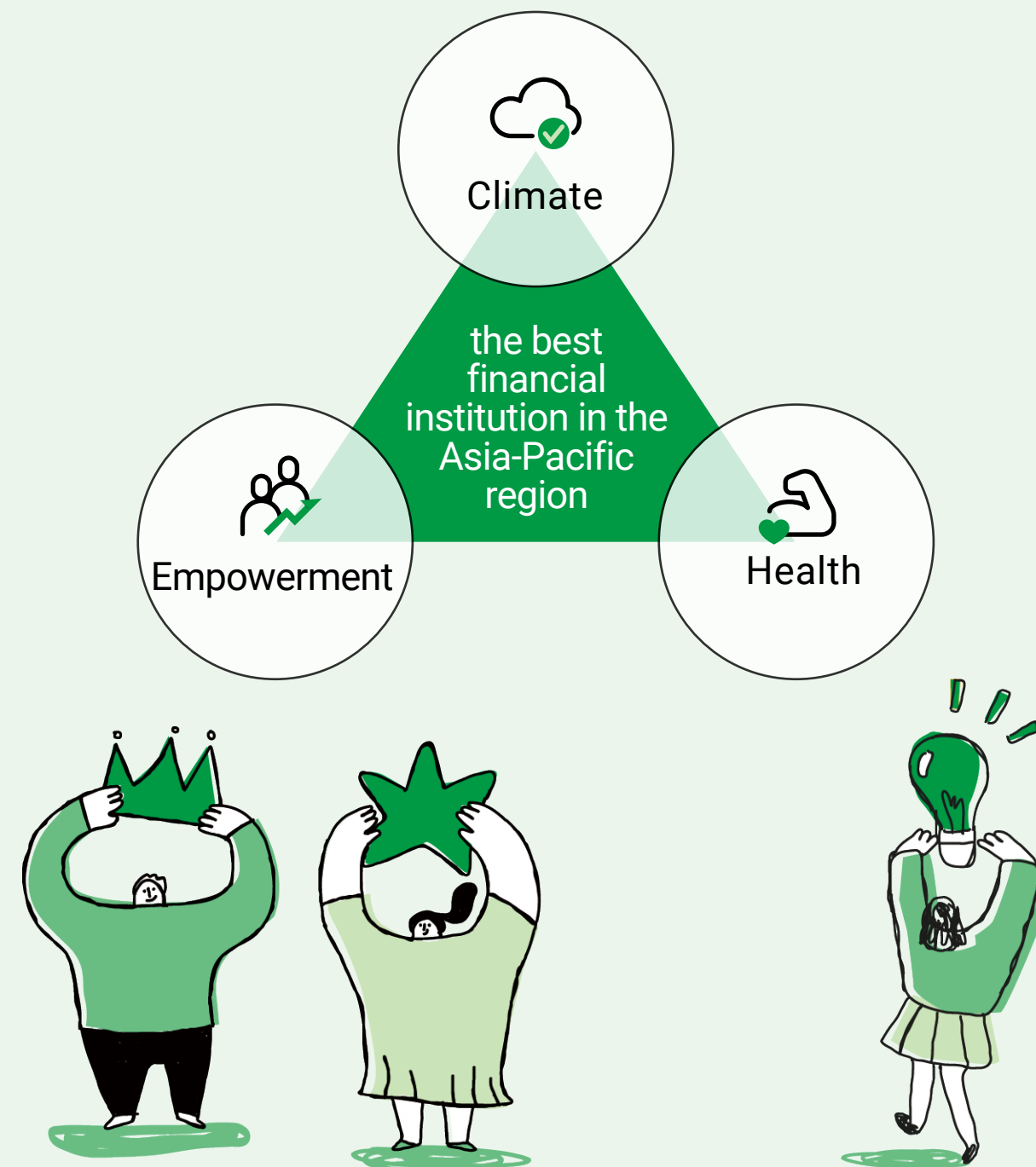
Climate Action

- 💬 Hosted the Cathay Sustainable Finance and Climate Change Summit Forum for **six** consecutive years
- ✅ Online services obtained the Ministry of Environment **Product Carbon Label Certification**
- 🌐 First securities firm in Taiwan to obtain **ISO 14068-1** Product Carbon Neutrality Certification for online services



About This Report

In response to the rapidly changing global financial environment, Cathay Securities Corporation (hereinafter "Cathay Securities") aligns with the 3 sustainability pillars of Cathay Financial Holdings (hereinafter "Cathay FHC"): "Climate, Health, and Empowerment." Leveraging its core competencies as a securities firm, Cathay Securities actively implements a comprehensive sustainability strategy, working in concert with Cathay FHC to realize the vision of becoming the best financial institution in the Asia-Pacific region.



Reporting Principles

The 2025 Cathay Securities Sustainability Report (hereinafter "this Report") is prepared in accordance with the 2021 GRI Standards issued by the Global Reporting Initiative (GRI) and aligns with the United Nations Sustainable Development Goals (SDGs). Cathay Securities actively supports the Financial Supervisory Commission's (hereinafter "FSC") Sustainable Development Roadmap for the Securities and Futures Industries, and complies with the Taipei Exchange's (hereinafter "TPEX") Rules Governing the Preparation and Filing of Sustainability Reports by Securities Firms, the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, and the disclosure recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) under the Financial Stability Board (FSB). The Report also refers to the SASB Standards issued by the Sustainability Accounting Standards Board (SASB).

All financial performance data in this Report has been audited by Deloitte Taiwan and disclosed in the shareholders' annual report. Non-financial performance data is based on information filed with financial regulators and affiliated institutions, or verified by third-party management system certification bodies.

Reporting Period

This Report covers the period from January 1 to December 31, 2025, and presents Cathay Securities' performance in Environmental, Social, and Governance (ESG) aspects during the year. It aims to help stakeholders gain a clear understanding of the Company's efforts and progress across material sustainability issues.

Reporting Scope

This Report focuses on Cathay Securities' operations and services in Taiwan, excluding overseas operations, subsidiaries, and affiliates. The financial performance data under the "[Business Overview](#)" section are an exception, compiled in accordance with the Regulations Governing the Preparation of Affiliated Enterprises' Consolidated Business Reports, Consolidated Financial Statements, and Affiliation Reports, and include consolidated data from Cathay Futures Co., Ltd., Cathay Securities (Hong Kong) Ltd., and Cathay Capital (Asia) Ltd.

All financial figures, unless otherwise noted, are presented in New Taiwan Dollars (NTD), and relevant statistics are based on internationally recognized indicators. Environmental data cover the Company's headquarters and all branches in Taiwan. Where quantitative indicators carry special significance, explanatory notes are provided. This Report presents practices and performance data across all ESG aspects, with no material differences from the previous edition. Any restatements due to changes in scope, methodology, or data sources are clearly indicated in the respective sections.

Report Management

Cathay Securities has established a Corporate Sustainability Task Force, which operates under the strategic framework of the Corporate Sustainability Committee of Cathay Financial Holdings. The Task Force is responsible for planning and driving cross-departmental sustainability strategies and implementation initiatives within the Company. This Report is compiled by the Business Operations & Planning Department, with all disclosed information reviewed and approved by the respective responsible departments. It has also undergone third-party assurance by certified public accountants and was approved by the President before being submitted to and approved by the Board of Directors for publication.

Assurance and Verification

Cathay Securities engaged PricewaterhouseCoopers Taiwan (PwC Taiwan) to conduct an independent limited assurance in accordance with ROC Assurance Standard No. 3000 – “Assurance Engagements Other Than Audits or Reviews of Historical Financial Information.” The scope of assurance covers the Company’s Sustainability Report prepared in accordance with the GRI Standards, the Taipei Exchange’s Guidelines for the Preparation and Filing of Sustainability Reports by Securities Firms, the Sustainability Disclosure Indicators for Securities Firms, and selected sustainability performance disclosures aligned with the SASB Standards. [The limited assurance report](#) is included in the appendix of this Report.

Standards and Assurance Bodies

Standard / Guideline		Verification / Certification Body
Financial Data	Audited in accordance with the Regulations Governing Auditing and Certification of Financial Statements by CPAs and Generally Accepted Auditing Standards	PwC Taiwan
Sustainability Data	ROC Attestation Standard No. 3000: Assurance Engagements Other than Audits or Reviews of Historical Financial Information	PwC Taiwan
	BS 10012:2017 Personal Information Management System	BSI Taiwan
	ISO 27001:2022 Information Security Management System	
	ISO 22301:2019 Business Continuity Management System	
	ISO 10002:2018 Customer Satisfaction Management System	SGS Taiwan
Environmental Data	ISO 14064-1:2018 Organizational GHG Inventory Standard ISO 14067:2018 Product Carbon Footprint Standard ISO 20400:2017 Sustainable Procurement Guidance ISO 14068-1:2023 Carbon Neutrality Verification Standard	BSI Taiwan
	ISO 14001:2015 Environmental Management System ISO 46001:2019 Water Efficiency Management System ISO 50001:2018 Energy Management System	



Contact Information

We welcome feedback or suggestions from all stakeholders and members of the public regarding this Report or Cathay Securities’ sustainability initiatives. Please feel free to contact us through the following channels:

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Department, Cathay Securities

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Taipei City, Taiwan

Phone
+886-2-7732-6888

Email
cs@cathaysec.com.tw

Corporate Sustainability Website
<https://www.cathaysec.com.tw/cathaysec/ESG/>



contact



Message from the Chairman and President

Looking back on 2025, the world continues to face intensifying climate change challenges. Following the successful conclusion of COP30 in Belém, Brazil, climate action has shifted from goal-setting to full-scale implementation. The European Union has recognized nuclear energy as transitional green energy, Taiwan has officially implemented its carbon fee system, and Cathay Financial Holdings has proposed the concept of a “Moore’s Law for Climate and Nature,” encouraging accelerated investment in climate and nature-related initiatives. Sustainability now stands at a critical crossroads. Amid growing uncertainties, Cathay Securities remains committed to the Group’s “BETTER TOGETHER” spirit by actively advancing low-carbon transformation to mitigate climate change, strengthening anti-fraud measures to safeguard client assets, and leveraging technology to promote inclusive finance, thereby creating positive environmental and social impact.

Advancing Low-Carbon Transformation to Address Climate Change

Despite varying global paces in responding to climate change, we continue moving forward alongside the Group. Through underwriting sustainable bonds and deepening engagement initiatives, we support the capital market’s transition while optimizing proprietary investment portfolios to reduce portfolio temperature and progressively fulfill our net-zero commitments. At the same time, we have steadily advanced green operations, with renewable energy usage surpassing 64.8%, and cumulative reductions in Scope 1 and Scope 2 greenhouse gas emissions reaching 60.6%. These achievements demonstrate our continued commitment amid uncertainty.

To deliver more responsible financial services, we implemented greenhouse gas reduction measures for our online services through three key approaches: energy conservation, energy transition, and equipment replacement. Remaining emissions were offset through carbon credits, enabling Cathay Securities to become the first securities firm in Taiwan to obtain the ISO 14068-1 international carbon neutrality certification, setting a new benchmark for sustainable transformation in the financial industry.

Promoting Inclusive Finance and Expanding Opportunities

Technology has transformed lives and created greater possibilities. Through digital innovation, Cathay Securities continues to lower investment barriers and improve service accessibility, enabling clients of diverse ages, backgrounds, and needs to access convenient financial services via digital platforms. We have further integrated the Group’s rewards ecosystem, allowing recurring Taiwan stock investments to be redeemed with reward points, lowering participation thresholds and empowering finance to become a force that supports the realization of dreams.

To better serve financially vulnerable groups, including seniors and persons with disabilities, we continue promoting accessible services, anti-fraud education, and financial literacy outreach in rural areas. In 2025, Cathay Securities was recognized for the first time among the top 25% of institutions in the FSC Fair Customer Treatment Evaluation, affirming our decade-long efforts in digital transformation and inclusive finance.

Building a Well-being Workplace and Advancing ESG Together

In 2025, Cathay Securities achieved record-high annual earnings, marked nine consecutive years of growth in Taiwan stock brokerage market share, and maintained the No.1 position in sub-brokerage market share for ten consecutive years. We firmly believe talent is the foundation of sustainability. Therefore, we provide competitive compensation and a healthy, inclusive workplace that empowers employees to pursue their ideal lifestyles. Winning the Golden Goblet Award for Outstanding Talent Development for two consecutive years is not only an honor, but also a reminder that the essence of a sustainable workplace lies not in how comprehensive, but whether employees truly feel supported, trusted, and valued.

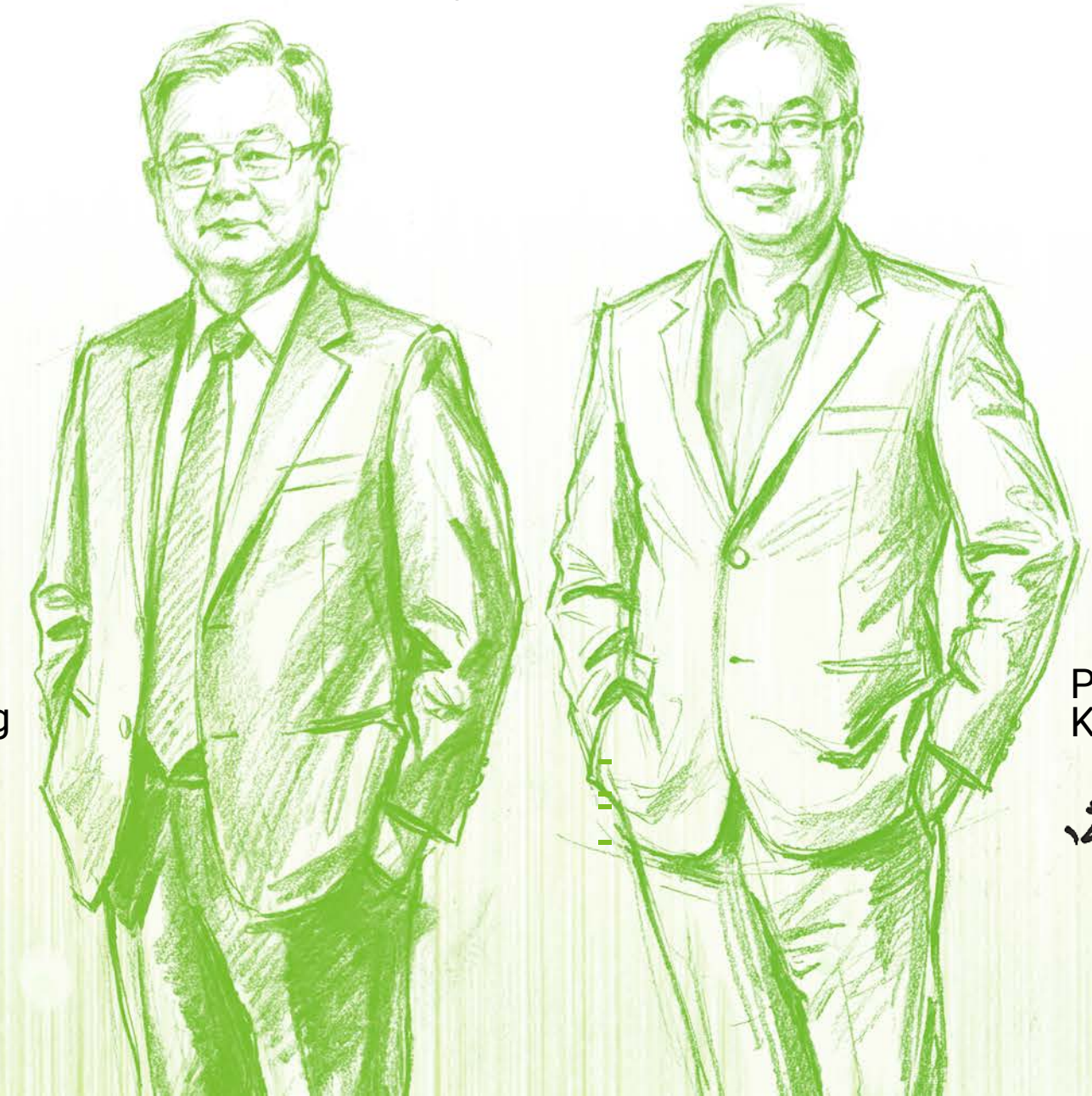
Recognizing that many vulnerable groups in society still face loneliness, aging, illness, and hardship, we provide paid volunteer

leave to encourage employees to engage with communities and practice financial inclusion with humility and gratitude. Through these efforts, we also reflect on how the securities industry can contribute to a better society, because we believe only through spreading positive impact can a company achieve sustainable long-term growth.

Anchoring Hope and Moving Toward the Future

Throughout our journey, Cathay Securities has remained steadfast in its commitment to sustainability. We have established a robust information security and personal data protection framework, adopting a forward-looking approach toward cybersecurity and operational resilience. At the same time, we integrate AI-powered digital financial technology with human-centered care to ensure every client can enjoy secure, convenient, and inclusive financial services.

We sincerely thank all partners who have accompanied us along the way. Moving forward, we will continue following the Group’s sustainability strategy blueprint centered on the three pillars of Climate, Health, and Empowerment, working hand in hand with all stakeholders to create a better, more resilient, and sustainable future together.



Chairman
Shun-Yu Chuang

莊順裕

President
Kuang-Cheng Chou

周冠成

Business Overview

About Cathay Securities

Cathay Securities Corporation (“Cathay Securities” or “the Company”) is a wholly owned subsidiary of Cathay Financial Holdings (“Cathay FHC”). Guided by the Group’s core values of Integrity, Accountability, and Innovation, Cathay Securities upholds Cathay FHC’s commitment to professionalism and quality, offering a full range of securities services including brokerage, underwriting, and proprietary trading. By leveraging group-wide marketing synergies, we provide clients with a seamless one-stop financial service experience.

45 billion

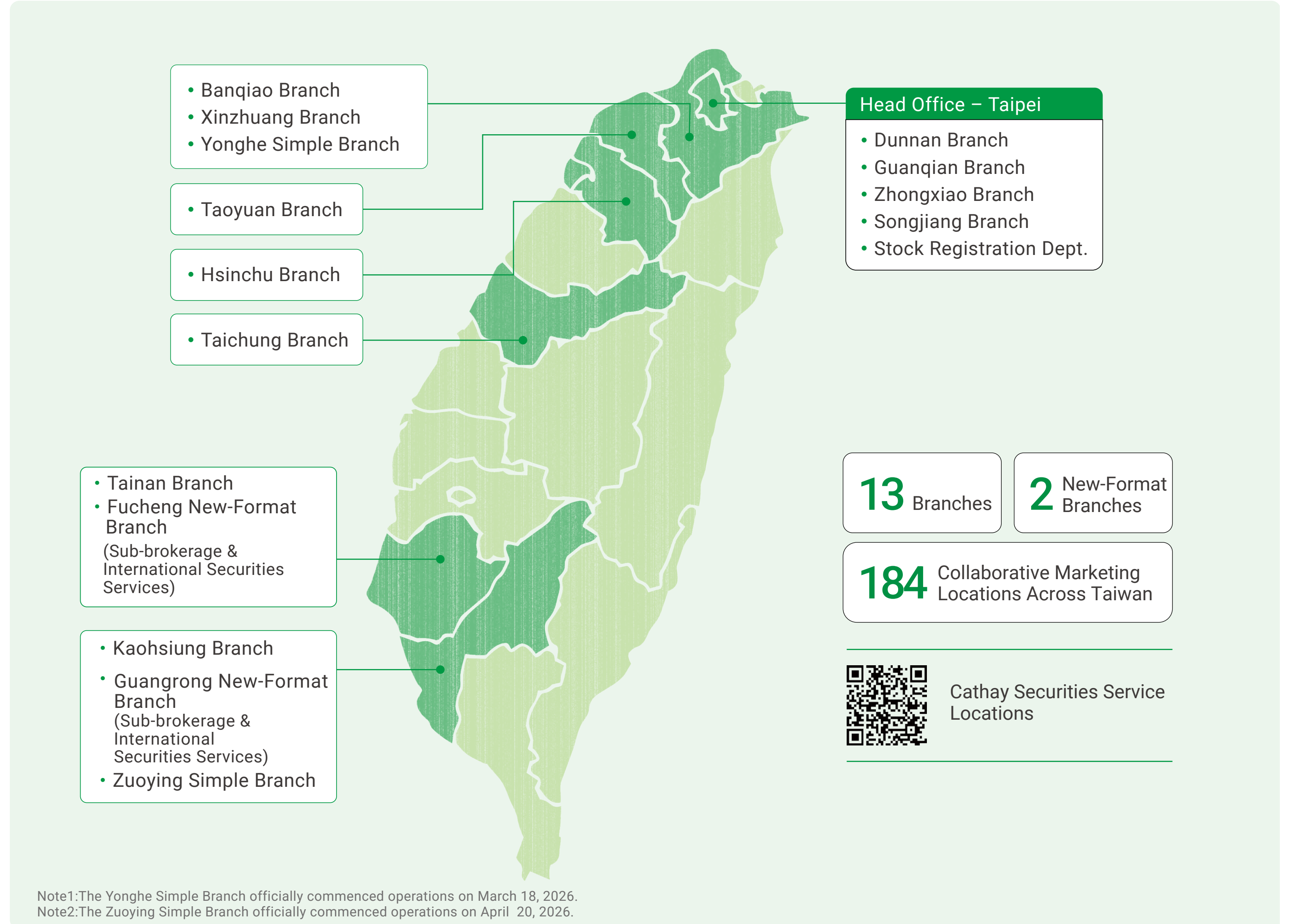
Annual net profit after tax reached a record high

Taiwan Equity Brokerage Ranked as the **5th** largest securities firm in Taiwan by brokerage volume

the **5** largest

Ranked No. **1** for **10** consecutive years

Overseas Securities Business (Sub-brokerage) Ranked **No.1** in market share for **10** consecutive years



Corporate Profile

Sustainability Pillars

Climate, Health, Empowerment

Main Service Areas

- Institutional Clients
- International Finance
- Capital Markets
- Digital Services
- Financial Trading

Core Values

Integrity,
Accountability,
Innovation

Key External Memberships

- FSC's Financial Information Sharing and Analysis Center (F-ISAC)
- Taiwan Securities Association
- Chinese National Futures Association
- Trust Association of R.O.C.
- Financial Governance & Compliance Association, R.O.C.
- Taiwan Stock Affairs Association (TWSAA)
- Taiwan Mergers & Acquisitions and Private Equity Council (MAPECT)
- Association of HR Executives in Full Service Securities Firms
- Taipei Nurses Association

Cathay Securities Corporation

Date of Establishment

May 12, 2004

Total Number of Employees

1,341

Industry Classification

Publicly Issued Securities
(Ticker: 000888)

Business Performance

In 2025, despite challenges arising from tariffs, inflation, and escalating geopolitical tensions, global financial markets demonstrated resilience and diversified growth momentum. The U.S. economy maintained steady performance, with the S&P 500 Index reaching a record high near 6,900 points, driven by the continued expansion of AI applications and strong technology sector performance. European markets gradually recovered following stabilization in energy prices, while Asia benefited from supply chain restructuring and rising consumer demand in emerging markets, delivering robust growth. Taiwan's TAIEX rose more than 25% for the year, closing at 28,964 points, with average daily turnover reaching NT\$530.9 billion, once again setting a new record.

Driven by the dedication and innovation of our employees, Cathay Securities delivered strong results amid a rapidly changing market environment. Taiwan stock brokerage market share reached 4.41%, ranking fifth in the market, while sub-brokerage services maintained the No.1 market share position for ten consecutive years. Annual net profit after tax exceeded NT\$4.5 billion, reaching another record high, and the customer base expanded to 2.44 million, further strengthening the Company's inclusive finance impact.

Looking ahead, the financial industry and global markets continue to face transformation driven by virtual assets, geopolitical developments, and supply chain restructuring. Rapid AI advancement is reshaping consumer behavior and creating new momentum for financial innovation. From generative AI enhancing investment research and intelligent customer services improving user experience, to strengthening risk management, compliance, and carbon tracking, AI is redefining the securities industry. Building on our successful digital transformation journey, Cathay Securities aspires to further evolve into the AI securities firm most trusted and chosen by investors.

Unit: NT\$ thousand

Item			2023	2024	2025
Financials	Operating Performance	Total Assets	68,853,201	101,673,024	130,337,202
		Operating Revenue	7,443,140	12,357,140	13,373,247
		Net Income After Tax	2,112,254	4,176,828	4,501,340
	Profitability	Return on Assets (ROA)	4.03%	4.90%	3.88%
		Return on Equity (ROE)	14.86%	24.06%	23.66%
		Earnings Per Share (NTD)	2.74	5.42	5.85
	Distributed Economic Value	Expenses and Costs	5,208,563	7,688,502	8,358,866
		Employee Compensation & Benefits	2,237,432	3,222,057	3,400,616
		Income Tax Expense	484,160	913,616	983,880

Note1: The above financial data are prepared on a consolidated basis in accordance with the "Regulations Governing the Preparation of Affiliated Enterprises' Consolidated Business Reports, Consolidated Financial Statements, and Affiliation Reports."

Affiliated Companies

Subsidiary Name	Year Acquired	Nature of Business	Shareholding Ratio (%)
Cathay Futures Co., Ltd.	2006	Futures Services	99.99
Cathay Securities (Hong Kong) Ltd.	2015	Securities-related Services	100
Cathay Capital (Asia) Ltd.	2020	Investment Services	100

Credit Ratings

Rating Agency	Latest Rating Date	Outlook	Credit Rating (Long-term / Short-term)
Taiwan Ratings	2025/10/27	Stable	twAA / twA-1+
S&P Global Ratings	2025/10/27	Stable	BBB+ / A-2

2025 Sustainability Awards & Recognitions



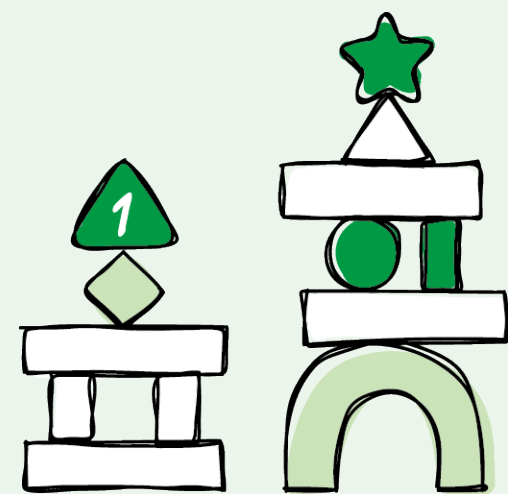
Sustainability Governance

- Financial Supervisory Commission (FSC)
 - Outstanding Institution for F-ISAC Intelligence Sharing
 - 2025 Fair Customer Treatment Principles Evaluation -Top 25% Outstanding Institution
 - 3rd Sustainable Finance Evaluation – Top 25% in the Securities Sector
- The 18th Golden Goblet Award – Outstanding ESG Sustainability Award
- Taiwan Stock Exchange (TSE)
 - Institutional Investor Stewardship Disclosure Excellence – Securities Firm
 - Excellence Award in the Securities Firm Anti-Fraud Evaluation



Sustainable Finance

- Taiwan Sustainable Investment Awards
 - Institutional Leadership Award – Model, Securities Group
 - Exemplary Case Impact Recognition – ESG Innovation Award, Silver Award



Digital Innovation

- The 18th Golden Goblet Award – Outstanding ESG Sustainability Award
- Commercial Times Digital Finance Awards, Securities and Futures Group
 - Digital Innovation Award, Premium Award
 - Digital Information Security Award, Premium Award
- The Asset Best Digital ESG Project– STO Trading Management Platform
- British Standards Institution (BSI)-Digital Trust Award
- DailyView Digital Economy Awards – Digital Securities Category, Strategy Excellence Award
- International Business Awards (IBA)
 - Gold Stevie Award for FinTech Solutions
 - Silver Stevie Award for Brand Experience of the Year



Environmental Sustainability

- British Standards Institution (BSI) ISO 14068-1 Carbon Neutrality Certification
- Taiwan Sustainability Action Awards, SDG 13 Climate Action – Bronze Award
- Commonwealth TRIPs Assessment for Alignment with the Paris Agreement Temperature Goal
- International Business Awards (IBA) – Gold Stevie Award for Sustainability Service of the Year in Asia



Social Prosperity

- The 18th Golden Goblet Award– Outstanding Talent Development Award
- HR Asia Best Companies to Work for in Asia
- Taiwan Corporate Sustainability Awards – Social Inclusion Leadership Award
- Want Want China Times Financial Services Awards – Senior-Friendly Service Award, Securities Sector
- Taiwan Sustainability Action Awards
 - SDG 10 Reduced Inequalities –Gold Award
 - SDG 3 Good Health and Well-being – Bronze Award
 - SDG 8 Decent Work and Economic Growth – Silver Award
- Fair Customer Treatment Survey – Outstanding Customer Experience Enterprise Award
- Wealth Magazine Financial Awards – No. 1 Recommended Securities Brand by Consumers
- International Business Awards (IBA) – Silver Stevie Award for CSR Program of the Year



Information Disclosure

- Taiwan Corporate Sustainability Awards - Corporate Sustainability Reporting Awards, Platinum Award for Finance and Insurance Industry (First Group)
- Taipei Golden Eagle Microfilm Festival – Sustainability Microfilm Bronze Award



Business Management

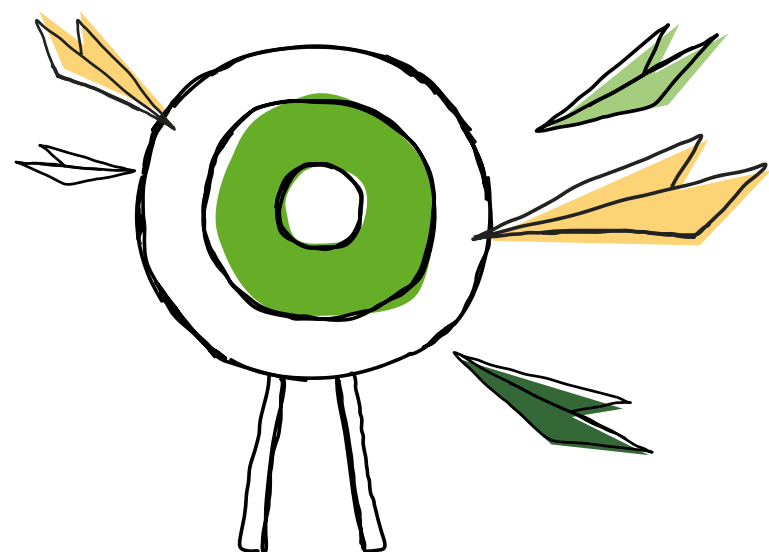
- The National Brand Yushan Award – Outstanding Enterprise Category
- Taiwan Service Industry Excellence Awards – Gold Award

1-1 Business Management

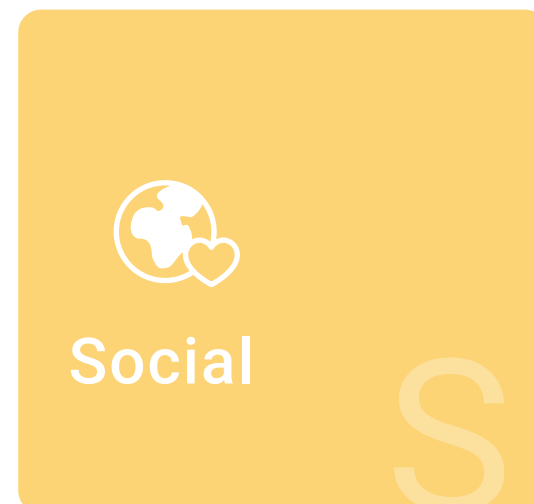
Establishing Dedicated Governance and a Management Cycle

Cathay Securities has designated the Operations & Planning Department as the dedicated unit responsible for promoting sustainable development, under the supervision of the Vice President and Head of the Strategic Development Division. To ensure clear accountability, the Company has formally defined the department's responsibilities Strategic for ESG-related strategy planning, target setting, and implementation, including sustainable development, fair customer treatment, and stewardship engagement.

Cathay Securities adopts the Plan-Do-Check-Act (PDCA) management cycle to strengthen its sustainability governance framework and accountability mechanisms. The Company regularly identifies and reviews stakeholders and material topics related to its operations to ensure sustainability initiatives align with external expectations and support long-term corporate value creation. International sustainability frameworks and regulatory initiatives, including the UN Sustainable Development Goals (SDGs), the FSC Green and Transition Finance Action Plan, and the Sustainable Development Roadmap for Listed Companies, are integrated into corporate strategy and core business decision-making. Annual sustainability KPI targets are approved by the Board of Directors, while the dedicated unit regularly reports implementation progress and results to the Board to enhance governance transparency and performance oversight. The implementation results of the 2025 sustainability initiatives were reported to the Board in 2026 as part of the Company's continuous efforts to strengthen sustainability governance.



Sustainability Goal	Annual KPI Target	Implementation Status	Annual Results
Scope 1 & 2 Carbon Reduction Target	Achieve a cumulative 25% carbon reduction by 2025 compared to the 2020 baseline	Completed	Achieved cumulative carbon reduction of approximately 60.6%
Renewable Energy Usage at Taiwan Operating Sites	At least 60% renewable energy usage across Taiwan operating locations	Completed	Renewable energy usage ratio reached approximately 64.8%

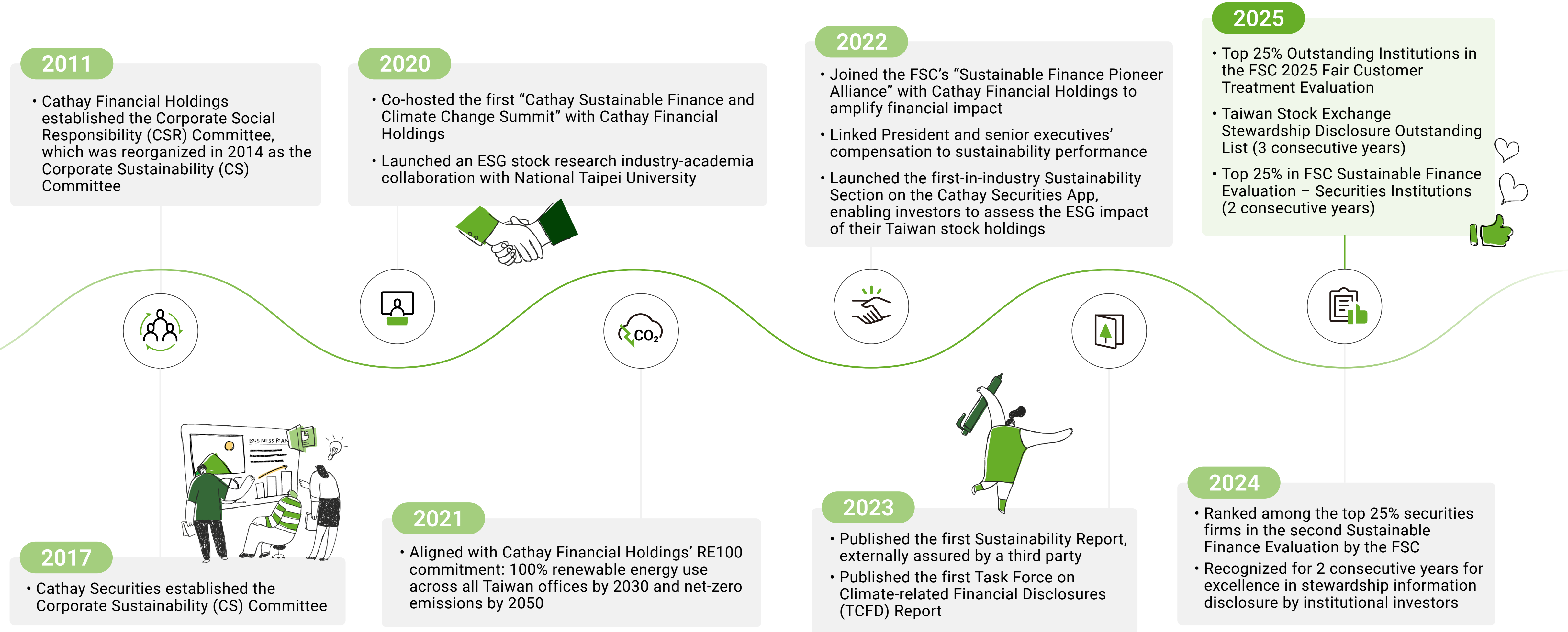


Sustainability Goal	Annual KPI Target	Implementation Status	Annual Results
Leverage digital technology to provide financial literacy education, strengthen investor protection, and create positive social impact	Reach 1 million participants through digital financial literacy initiatives based on customer needs and current events	Completed	Reached approximately 2.9 million participants
Proportion of individual electronic trading accounts	Maintain over 95% of individual trading accounts via electronic channels	Completed	Electronic trading account ratio reached approximately 99.6%



Sustainability Goal	Annual KPI Target	Implementation Status	Annual Results
Maintain the validity of ISO 27001 international certification	Complete ISO 27001 recertification audit in compliance with the latest international standards	Completed	Successfully passed third-party recertification audit, with certification remaining valid
Sustainable Talent Transformation Program	Continue providing ESG online training courses for all employees and organize sustainability-related expert seminars to strengthen sustainability awareness and knowledge sharing	Completed	Launched the company-wide online course "Analysis of Securities Fraud Cases" in September 2025 and hosted an expert seminar on "Key Elements and Investigation Procedures of Tax and Financial Criminal Cases"

Cathay Securities Sustainability Milestones



1-2 Sustainability Development Strategy and Blueprint

Facing the challenges and uncertainties arising from rapid changes in the external environment, Cathay Securities continues to stay ahead of trends and strengthen organizational resilience. Guided by Cathay Financial Holdings' three sustainability pillars — Climate, Health, and Empowerment — the Company has established a sustainability strategy blueprint, action plans, and phased targets. At the same time, Cathay Securities integrates sustainability into its core financial business, serving as a key bridge connecting stakeholders and capital markets while promoting digital transformation and inclusive finance as the foundation of its sustainable development strategy.

In implementing its sustainability strategy, Cathay Securities incorporates the SDGs, international sustainability initiatives, and national sustainability policies into the development of financial products and services as well as long-term proprietary investments. The Company is committed to generating positive impact across the Environmental (E), Social (S), and Governance (G) dimensions. Guided by Cathay Financial Holdings' core values of Integrity, Accountability, and Innovation, as well as its sustainability pillars, Cathay Securities has established short-, medium-, and long-term sustainability goals and action plans. These initiatives are overseen and supervised by the Corporate Sustainability Committee to ensure sustainability principles are embedded throughout operations and across the value chain.

Looking ahead, Cathay Securities will continue to deepen sustainable financial products and services, leveraging its financial influence to promote positive environmental and social impact. Together with stakeholders, the Company will realize sustainable value under the vision of "BETTER TOGETHER".

Mission

Continuously delivering sustainable and inclusive financial solutions for the investment ecosystem

Core Values

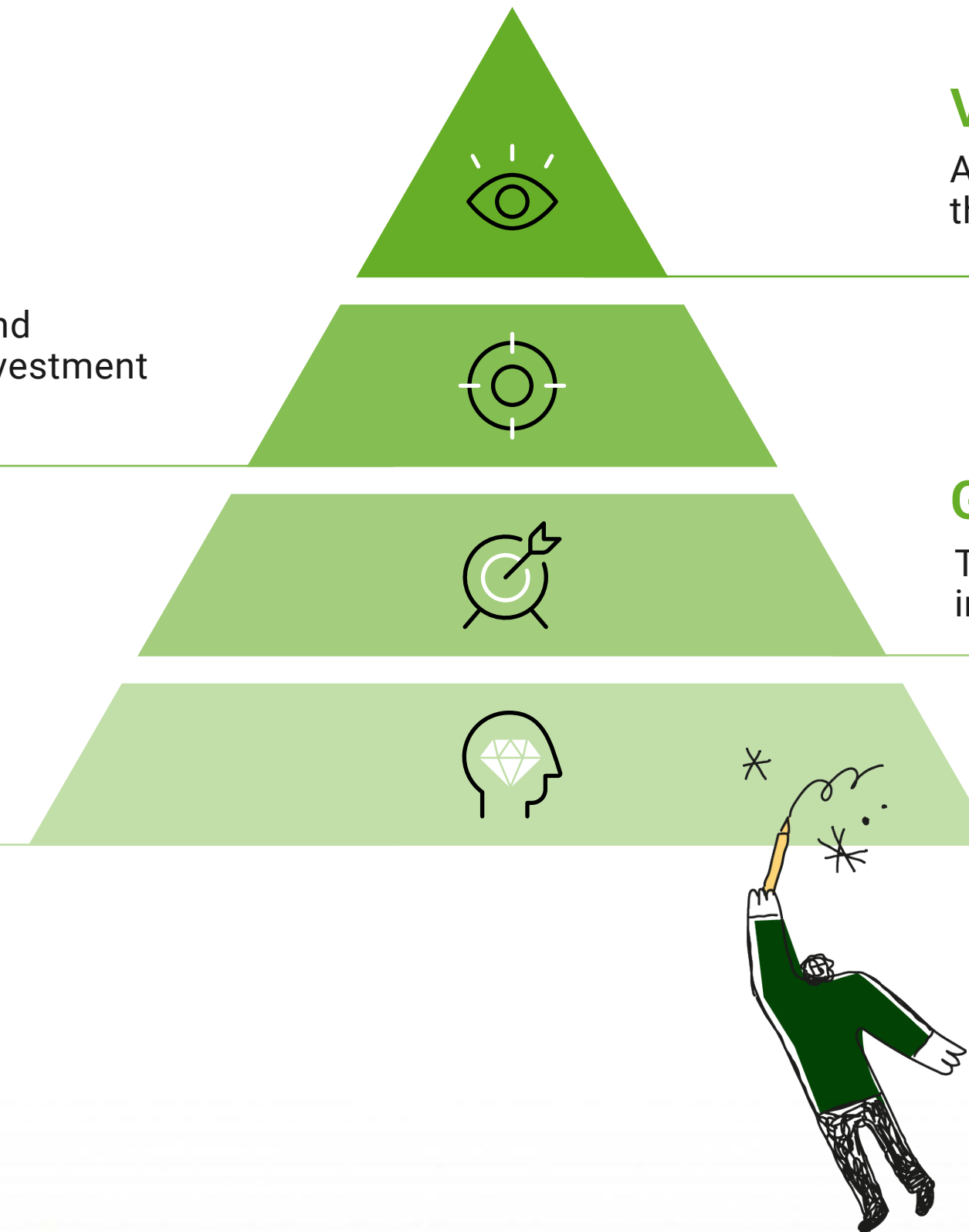
Integrity, Accountability, Innovation

Vision

Achieving Social Co-Prosperity through Financial Inclusion

Goal

To Become a Sustainability Benchmark in the Industry



Responding to International Initiatives

Cathay Securities actively collaborates with the Group in supporting international sustainability initiatives and commitments. Through participation in global frameworks and responsible finance actions, the Company continues to strengthen sustainability governance, enhance information transparency, and align its sustainability efforts with international standards, demonstrating its commitment and responsibility as a financial institution in advancing sustainable development.

Participation in and Endorsement of International Initiatives

Category	Initiative / Standard	Achievement
Sustainability Reporting	• GRI Standards / SDGs / SASB Investment Banking Standard	2025 Sustainability Report
Climate & Nature Risk Management	• TCFD / TNFD	2025 Climate and Natural Risk Management Report
Sustainable Finance	• ICMA Green Bond Principles (GBP)	Underwrote Natixis dual-listed green bonds on the Taipei and Luxembourg Stock Exchanges
	• PCAF Global GHG Accounting and Reporting Standard	Measured portfolio carbon emissions and established decarbonization pathways

Supporting Initiatives Together with the Group

Initiative / Standard	Achievement
Principles for Responsible Investment (PRI)	Implemented the Group's Responsible Investment Policy in alignment with PRI principles
Renewable Energy 100 (RE 100)	Supported Cathay Financial Holdings' RE100 commitment and established renewable energy targets
Science Based Targets initiative (SBTi)	Developed decarbonization targets for operations and financed emissions, and established portfolio temperature tracking and target management mechanisms
Asia Investor Group on Climate Change (AIGCC)	Cathay Financial Holdings actively participates in these initiatives and incorporates relevant sustainability frameworks into subsidiary sustainability planning and implementation
Asian Utilities Engagement Program (AUEP)	
Climate Action 100+	
Nature & Biodiversity Platform	
Business for Nature	
Ceres Valuing Water Finance Initiative (CVWFI)	

Following Group Sustainability Policies

In response to increasingly complex sustainability risks, Cathay Securities follows Cathay Financial Holdings' sustainability policies and closely monitors global sustainability trends. Through concrete actions, the Company continues to strengthen operational resilience and integrate sustainability principles into internal policies, operational frameworks, and implementation practices, demonstrating Cathay's commitment to sustainability.

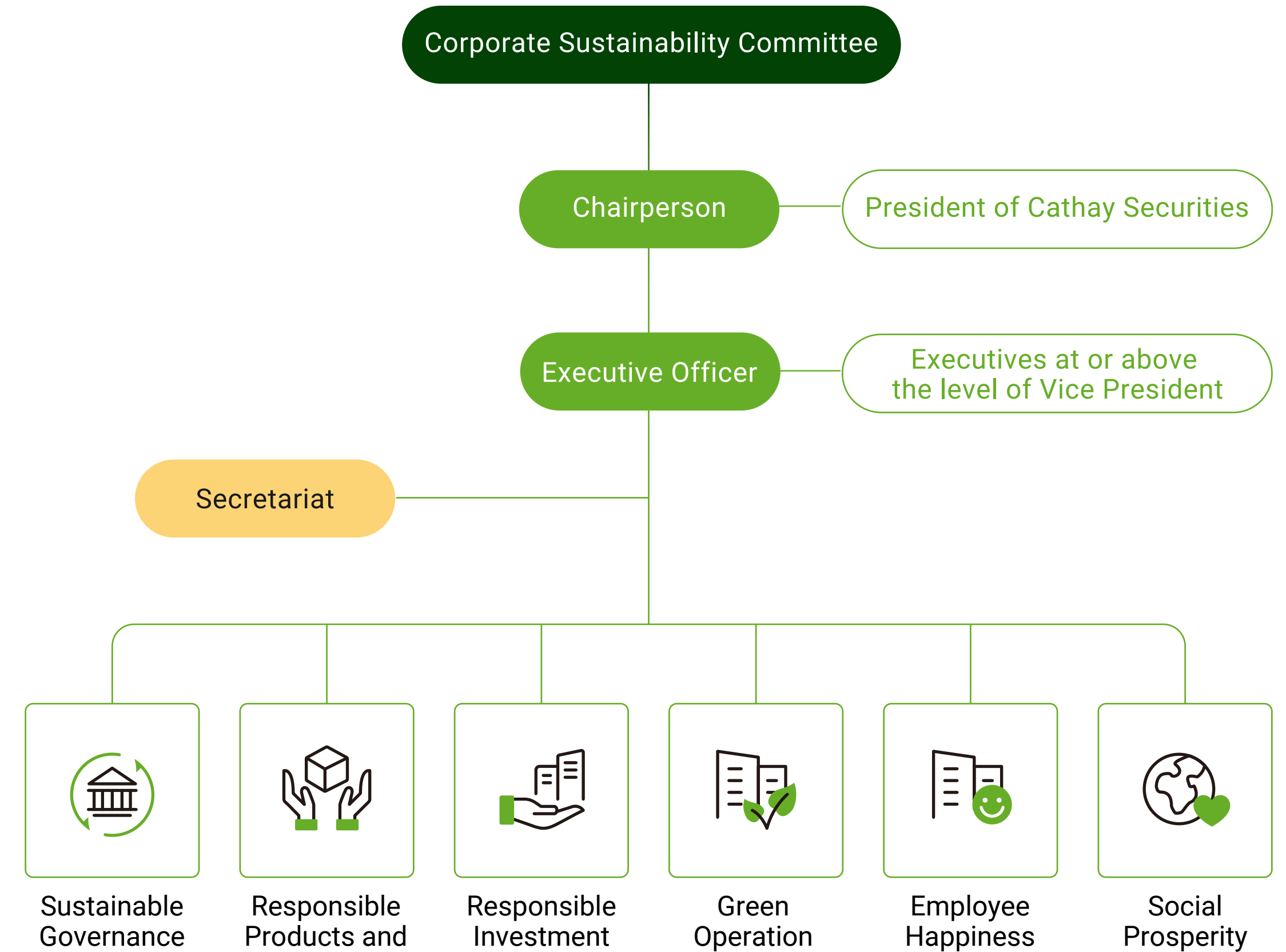
Aspect	Cathay Financial Holdings Policies Followed
Sustainable Investment & Engagement	Responsible Investment and Lending Exclusion Policy / Engagement Policy
Sustainable Products & Services	Financial Inclusion Policy / Social Co-Prosperity Policy
Climate Change Response	Environmental and Energy Policy

Establishing a Sustainability Governance Structure

Cathay Securities aligns with Cathay Financial Holdings' Corporate Sustainability Development Committee, the Group's highest sustainability governance body, and actively participates in the ESG Strategy Committee to ensure close alignment between the Company's sustainability initiatives and the Group's strategic direction. The President of Cathay Securities serves as a member of the Group ESG Strategy Committee and participates in quarterly meetings to stay informed of sustainability trends, implementation progress, and best practices.

To strengthen sustainability governance, Cathay Securities has established a cross-functional Corporate Sustainability Committee, supervised directly by the President. The Committee consists of six working groups covering Sustainability Governance, Responsible Products and Services, Responsible Investment, Green Operation, Employee Happiness, and Social Prosperity. Through cross-department collaboration and professional expertise, ESG principles are systematically integrated into operational strategies and sustainability action plans.

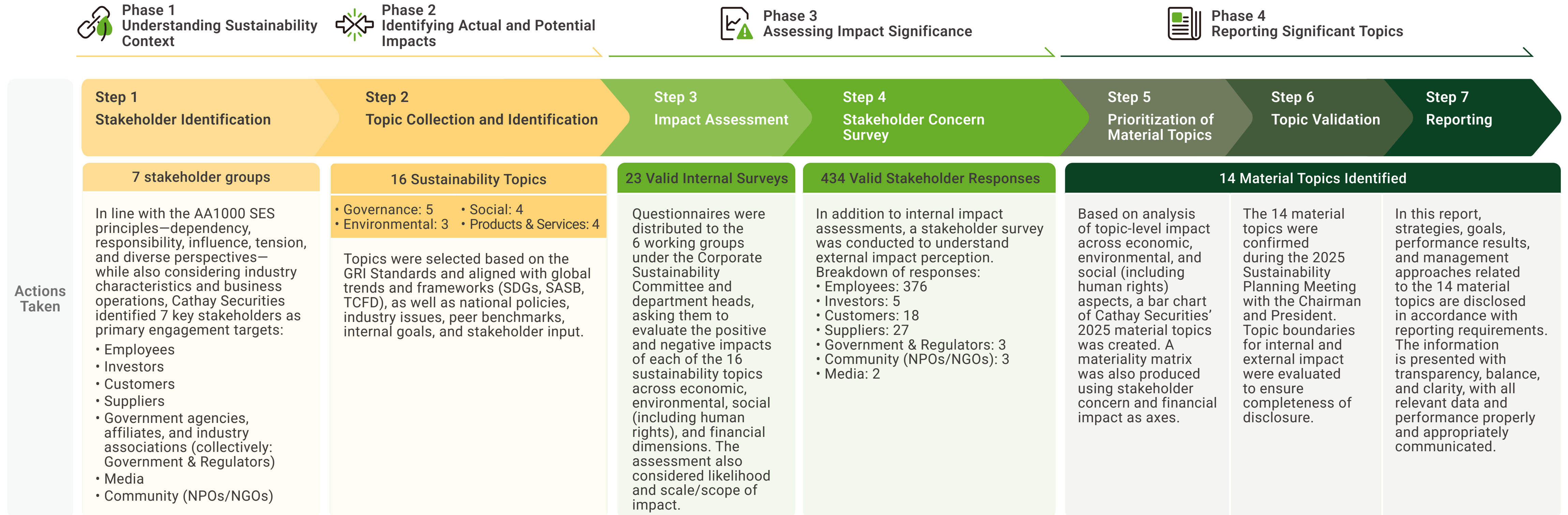
In addition, members of the Corporate Sustainability Committee reflect diversity in gender, professional background, and functional expertise, enabling broader perspectives and more comprehensive sustainability solutions. Through continuous collaboration with the Group and participation in sustainability initiatives, Cathay Securities continues to enhance governance effectiveness, strengthen organizational resilience, and advance long-term sustainable development goals.



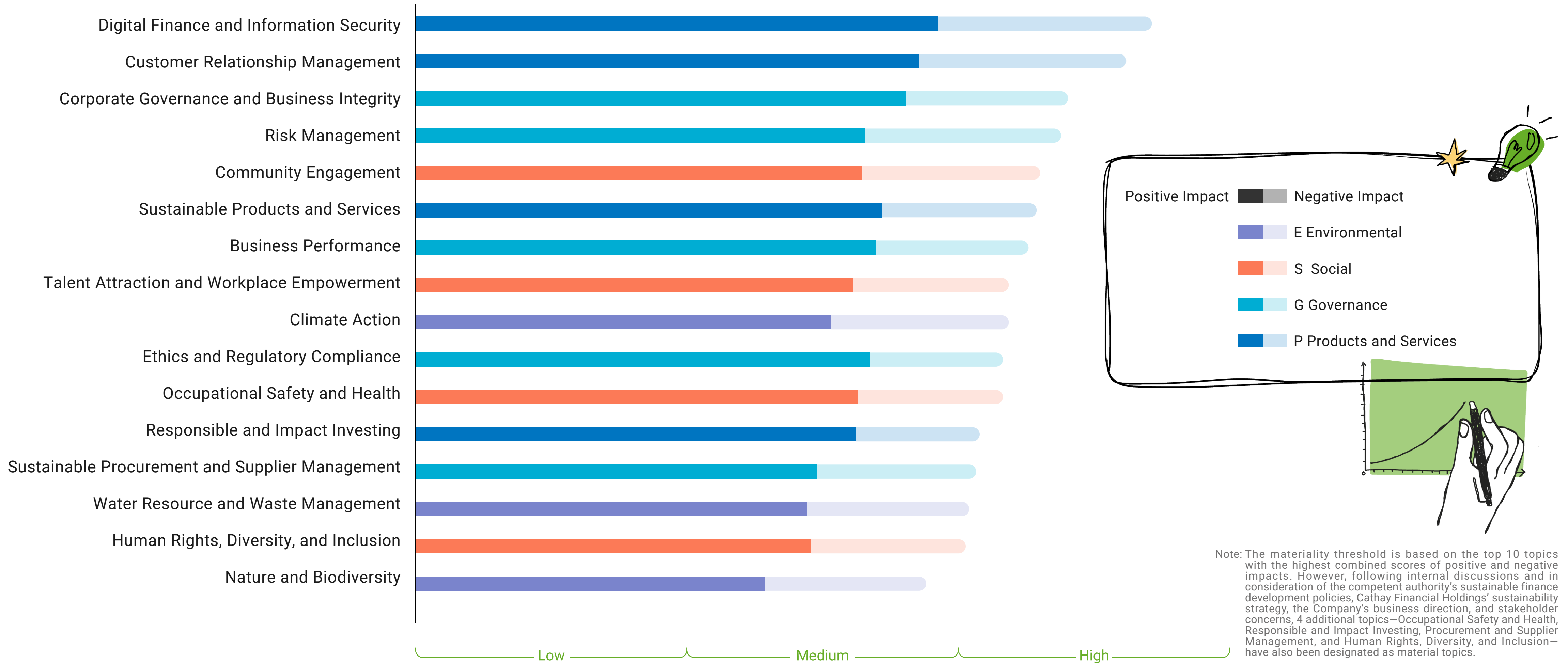
1-3 Materiality Assessment and Stakeholder Engagement

Materiality Assessment Process

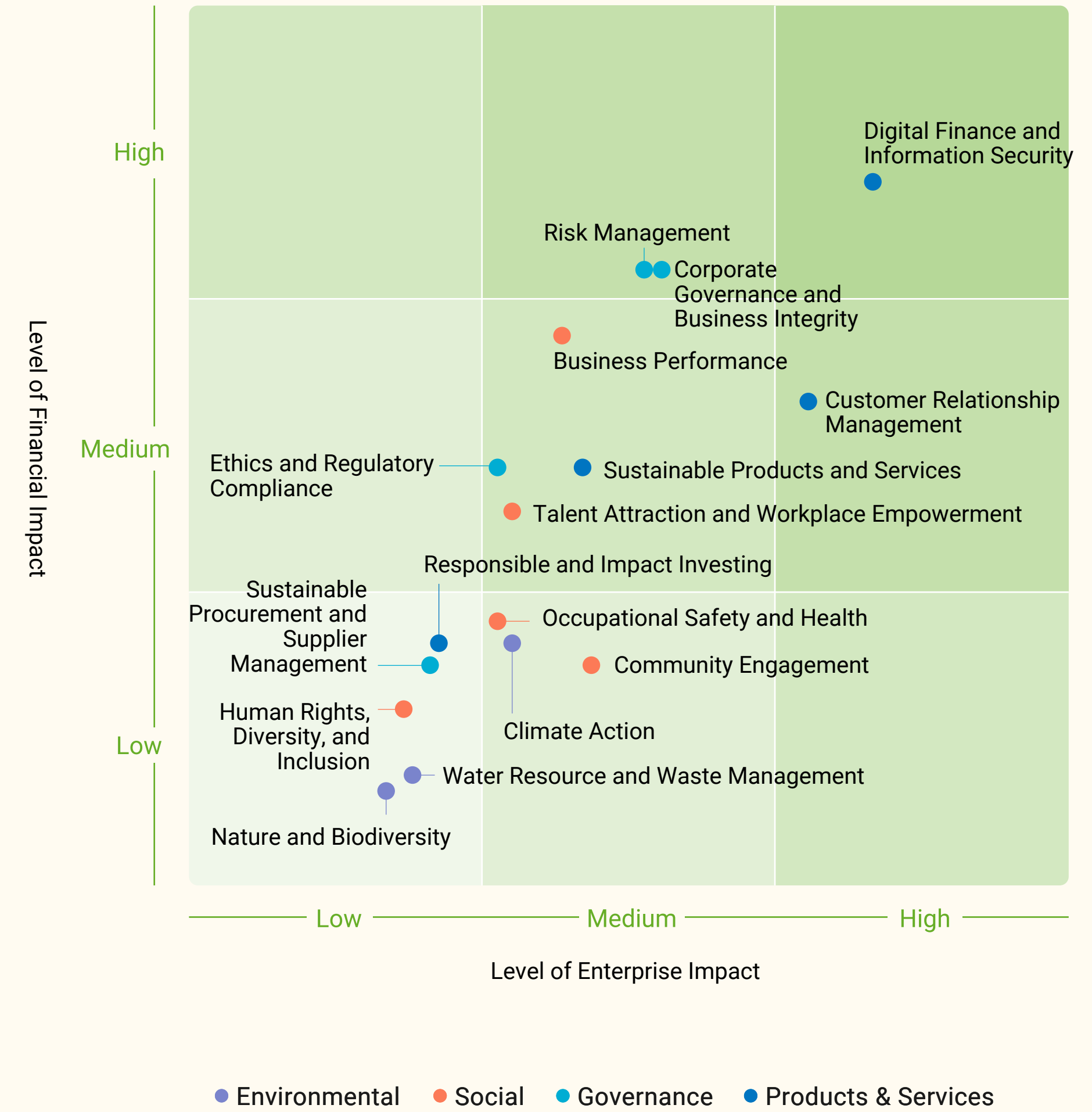
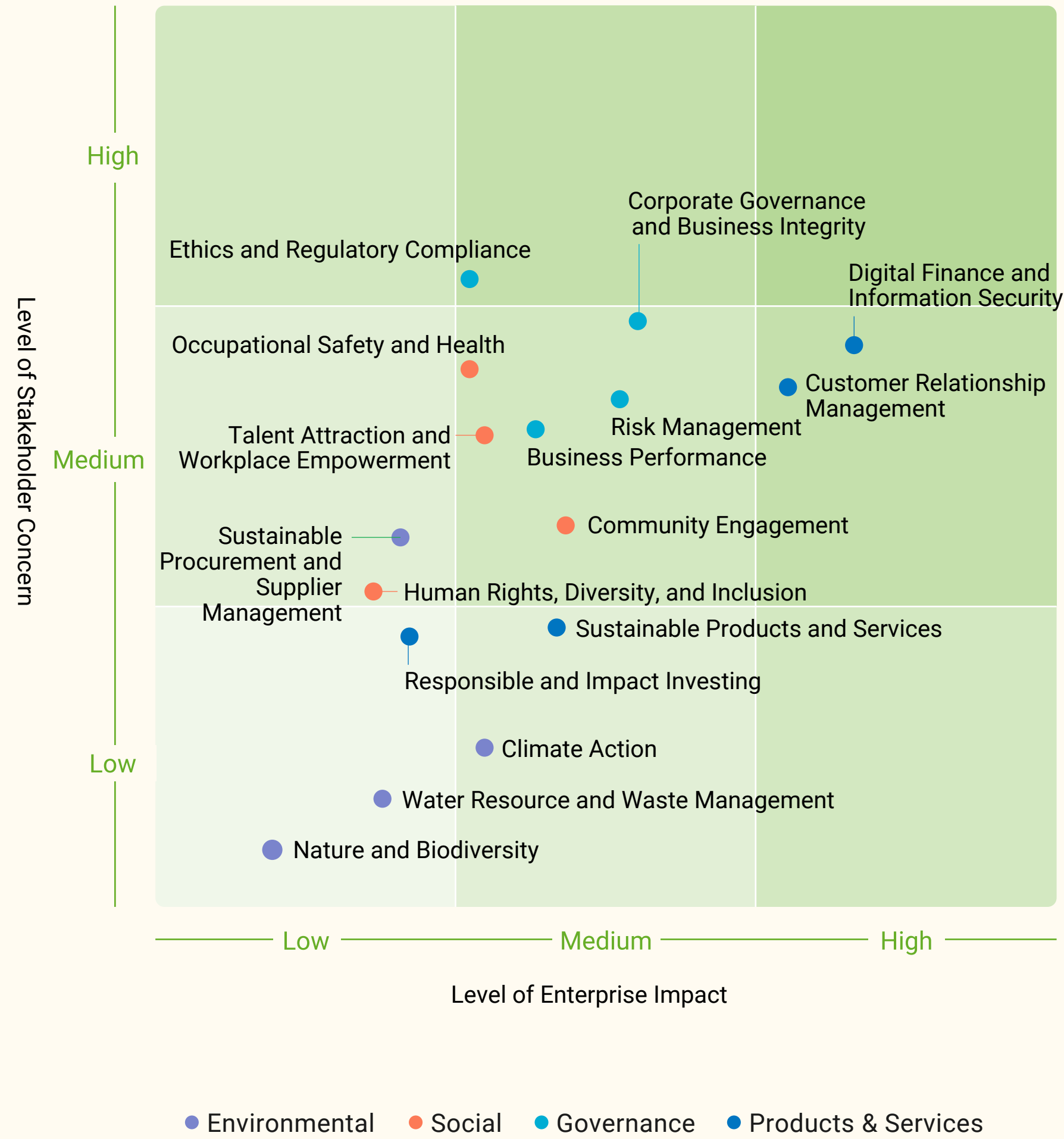
Cathay Securities conducts materiality assessments based on the 4-step process in the GRI Universal Standards (2021 edition). We analyze global trends and collect sustainability issues raised by stakeholders. These issues are then evaluated through internal impact analysis to assess their significance across economic, environmental, social (including human rights), and financial dimensions. Preliminary material topics are identified and reviewed through internal meetings for confirmation and refinement, with final approval granted by the Chairman. We will continue to apply this process and regularly review impact significance to guide our sustainability strategy. We also disclose both positive and negative impacts of material topics transparently, enabling stakeholders to better understand the issues they care about.



Materiality Assessment Results



Cathay Securities Materiality Matrix



1-1 Business Management 1-2 Sustainability Development Strategy and Blueprint **1-3 Material Topic Analysis and Stakeholder Engagement**

Mapping of Material Topics to Value Chain Boundaries and Management Approaches										
Material Topics	Significance to Cathay Securities	Impact Description (Key Risks and Opportunities)		Value Chain Stakeholder Concerns					GRI Standards Reference	Management Approach (Response Chapter)
		Positive Impact	Negative Impact	Government and Regulators	Investors	Employees	Customers	Community		
Business Performance	Generating economic value or contributions to social development and growth during operations.	Stable profitability drives market growth, increases employee compensation, and creates more employment opportunities.	Mismanagement may lead to market decline, instability, reduced employee wages, or significant unemployment.	✓	✓	✓	✓	✓	GRI 3: Material Topics GRI 201: Economic Performance	Business Overview
Corporate Governance and Business Integrity	Adhering to codes of conduct and ethical business standards to ensure that directors, senior management, and employees meet business ethics and societal expectations while maintaining market order and protecting client rights.	Robust governance and integrity practices ensure effective oversight by the Board, foster a reliable and stable business environment, safeguard against regulatory penalties, and protect the rights of clients and employees.	Potential regulatory penalties, corruption incidents, client rights violations, loss of trust in products and services, significant investor losses, and threats to business continuity.	✓	✓	✓	✓	✓	GRI 3: Material Topics GRI 205: Anti-Corruption Behavior GRI 206: Anti-Competitive Behavior	2-1 Corporate Governance and Business Integrity
Ethics and Regulatory Compliance	Adhering to professional ethics while complying with regulations, directives, guidelines, and industry self-regulatory codes issued by financial regulators.	Compliance with ethics and regulations strengthens market development, stabilizes market order, protects stakeholders' rights, and reduces potential operational risks.	Non-compliance may disrupt market development, harm market order, infringe stakeholder rights, and expose the company to significant operational risks.	✓	✓	✓	✓	✓	GRI 3: Material Topics GRI 2-27: Compliance with Laws and Regulations GRI 206: Anti-Competitive Behavior GRI 417: Marketing and Labeling	2-2 Ethics and Regulatory Compliance
Risk Management	Maintaining a comprehensive risk management framework, including policies, identification and assessment processes, response strategies, and performance indicators (covering operational, financial, reputational, information security, emerging risks, and product liability risks, but excluding climate risk management).	Effective risk management prevents incidents, ensures swift recovery during crises, protects assets, safeguards reputation, and maintains market stability.	Inadequate risk management may cause operational disruptions, trigger crises leading to customer loss or layoffs, or hinder effective emergency response and reporting.	✓	✓	✓	✓	✓	GRI 3: Material Topics	2-3 Risk Management
Digital Finance and Information Security	Establish comprehensive information security and personal data management systems to provide customers with a secure and reliable digital investment environment.	Robust information security protection and stable system services ensure safe and reliable customer transactions.	Poor information security management may cause business disruption, data breaches, and financial loss, impacting customer rights and operations.	✓	✓	✓	✓	✓	GRI 3: Material Topics GRI 418: Customer Privacy	2-4 Information Security
Sustainable Procurement and Supplier Management	Supplier and contractor management policies covering integrity governance, workplace health, labor rights, and environmental sustainability, supported by evaluation criteria and periodic risk assessments.	Proper supply chain management from governance, environmental, and human rights perspectives advances sustainable development and ensures the company's long-term financial, environmental, and reputational stability.	Poor supplier management may lead to environmental damage, human rights violations, and reputational harm.	✓	✓	✓		✓	GRI 414: Supplier Social Assessment	2-5 Supplier Management

1-1 Business Management 1-2 Sustainability Development Strategy and Blueprint 1-3 Material Topic Analysis and Stakeholder Engagement

Mapping of Material Topics to Value Chain Boundaries and Management Approaches										
Material Topics	Significance to Cathay Securities	Impact Description (Key Risks and Opportunities)		Value Chain Stakeholder Concerns					GRI Standards Reference	Management Approach (Response Chapter)
		Positive Impact	Negative Impact	Government and Regulators	Investors	Employees	Customers	Community		
Digital Finance and Information Security	Deploys innovative technology and promotes digital transformation in response to customer needs, while enhancing core operational systems and resilience to ensure a secure and satisfactory financial environment.	Through innovative technology, customers can conveniently access financial services, effectively increasing the reach of such services, reducing paper usage and carbon emissions, and ensuring transaction security through a robust cybersecurity framework and stable system operations.	Reliance on in-person or manual processing, or disruptions from cyberattacks/system failures, may interrupt transactions or slow services, adversely affecting customer rights.	✓	✓	✓	✓	✓	GRI 3: Material Topics GRI 418: Customer Privacy	3-1 Digital Finance
Sustainable Products and Services	Leverages financial intermediation to provide accessible, inclusive, and sustainable financial services, supporting enterprises in raising capital and advancing industrial sustainability.	Help the public steadily build wealth and move out of poverty, while enabling strong enterprises to raise capital through public listings or issuing sustainability bonds, supporting industrial upgrading and sustainable development.	May result in the public being unable to access affordable financial services, worsening poverty, and, as enterprises fail to raise capital from the market, delaying industrial upgrading and transformation, and even causing negative impacts on the environment and labor rights.	✓	✓	✓	✓	✓	GRI 3: Material Topics	3-2 Sustainable Products and Services
Customer Relationship Management	Provide financial products and friendly services that meet customer needs, establish effective communication channels and financial crime prevention mechanisms, and safeguard customer rights in a fair and reasonable manner to enhance consumer confidence in the securities firm.	Timely understanding of customer needs, provision of effective communication mechanisms and friendly financial services, establishment of financial crime prevention mechanisms, and protection of customer rights from harm.	Failure to understand customer needs, ensure fair treatment, prevent financial crimes, or provide friendly financial services may harm customer rights, reduce trust in the company, and damage customer relationships.	✓	✓	✓	✓	✓	GRI 3: Material Topics GRI 417: Marketing and Labeling	4-1 Fair Customer Treatment 4-2 AI-powered Fraud Prevention
Community Engagement	Focus on disadvantaged groups lacking access to securities services, leveraging corporate resources to engage in social welfare or arts and culture initiatives, including community care, financial literacy education, rural and disadvantaged group support, and activities such as tree planting or beach cleaning.	Assist disadvantaged groups without securities services to gradually establish sound financial management concepts, empower them to effectively use financial tools to accumulate wealth, and provide support programs that help them become self-reliant. Participate in community activities that contribute to environmental sustainability.	Lack of social welfare engagement may lead to the neglect of disadvantaged groups' rights, or failure to develop effective social responsibility strategies may cause the company to be perceived as solely profit-driven, weakening the corporate commitment to "giving back to society." This could harm public perception and lead to customer loss.	✓	✓	✓	✓	✓	Custom Topic	4-3 Social Inclusion Initiatives
Talent Attraction and Workplace Empowerment	From recruitment to various career stages, provide a growth environment suited to individual talents, offer competitive compensation and benefits, and maintain fair evaluation and promotion systems.	Attract top domestic and international talent, help employees develop workplace skills, and increase retention through competitive pay and benefits, thereby enhancing industry competitiveness.	Lack of professional skills among employees, low recognition of the company, or absence of fair compensation and benefits may lead to talent loss and harm employee rights.	✓	✓	✓	✓	✓	GRI 3: Material Topics GRI 404: Training and Education	5-1 Talent Attraction and Workplace Empowerment

Mapping of Material Topics to Value Chain Boundaries and Management Approaches										
Material Topics	Significance to Cathay Securities	Impact Description (Key Risks and Opportunities)		Value Chain Stakeholder Concerns					GRI Standards Reference	Management Approach (Response Chapter)
		Positive Impact	Negative Impact	Government and Regulators	Investors	Employees	Customers	Community		
Human Rights, Diversity, and Inclusion	Employ people of diverse genders, ethnicities, and those with disabilities; implement women's empowerment, support disadvantaged groups, and assist youth and the elderly in employment.	Ensure equal pay to protect employee rights and provide job opportunities for disadvantaged groups.	Unequal treatment in recruitment or promotion, discrimination, or harassment incidents may have negative impacts.	✓	✓	✓	✓	✓	GRI 405: Diversity and Equal Opportunity	5-2 Human Rights, Diversity, and Inclusion
Occupational Safety and Health	Establish an occupational safety and health management system, implement protective measures to safeguard employees from hazards, and pay attention to employees' physical and mental well-being, creating a healthy and vibrant workplace.	Provide a safe and healthy working environment, ensuring employees' rights to occupational health and safety while performing their duties.	Business operations may result in occupational injuries, occupational diseases, or workplace safety incidents, causing negative impacts.	✓	✓	✓	✓	✓	GRI 3: Material Topics GRI 403: Occupational Health and Safety	5-3 Occupational Safety and Health
Climate Action	Assess and monitor major risks and opportunities from climate change, establish climate risk governance strategies, and take concrete actions to adapt to climate change toward net-zero emissions.	Implementing climate action enables the company to identify proactive measures when facing extreme weather, invest early in sustainable products and services, and leverage its securities business to help industries and society adapt to climate change toward net-zero carbon emissions.	May lead to more frequent extreme weather or continued global warming, forcing industries to incur higher costs to address climate risks, and even posing survival threats to humans and other species.		✓	✓		✓	GRI 3: Material Topics GRI 302: Energy GRI 305: Emissions	6-1 Climate Governance 6-2 Climate Risk Management and Scenario Analysis 6-4 Low-Carbon Economy 6-5 Environmental Sustainability
Responsible and Impact Investing	Integrates ESG considerations into investment processes, using proprietary capital to support environmentally and socially beneficial enterprises in line with UN SDGs.	Encourages investee companies to embed ESG in operations, set sustainability goals, and develop projects with positive environmental / social outcomes, fostering industry-wide sustainable growth.	Absence of ESG integration may direct investments to harmful projects or companies, causing environmental degradation, labor rights violations, widening inequality, or other severe social / environmental impacts.	✓	✓	✓	✓	✓	GRI 3: Material Topics	6-3 Responsible Investment and Action

Note1: A topic is marked as "of concern" to a stakeholder group within the value chain if the group's average score for that topic in the stakeholder concern survey was 4.0 or higher.

Note2: The response options and corresponding scores for the stakeholder concern survey are as follows:
1 – Not at all concerned
2 – Slightly concerned
3 – Neutral
4 – Concerned
5 – Highly concerned



Stakeholder Communication and Engagement

Cathay Securities values stakeholder expectations and follows the 5 principles of the AA1000 Stakeholder Engagement Standard (SES): Dependency, Responsibility, Influence, Tension, and Diverse Perspectives. Based on these principles, the Company has identified 7 key stakeholder groups: government and regulatory authorities, investors, employees, customers, suppliers, media, and communities. We have established diverse communication channels to collect, analyze, and respond to issues of concern. These insights inform the development of our sustainability strategies and action plans. This report includes our responses to stakeholder concerns, with related material topics and actions detailed in each chapter.



Stakeholder

Government & Regulators

Significance to Cathay Securities

The financial industry is one of the sectors subject to stringent regulatory requirements. Cathay Securities strictly complies with laws and regulations issued by government authorities, aligns with public policies, and promotes industry development and positive cycles through two-way communication.



Communication Channels & Frequency

Annually

- Publication of Sustainability Report
- Publication of Stewardship Report
- Publication of Climate and Nature-related Risk Management Report
- Participation in the FSC Sustainable Finance Evaluation

On an Ad Hoc Basis

- Compliance with laws, regulations, and policies
- Disclosure of corporate information on the Market Observation Post System (MOPS) and official website
- Participation in policy seminars, forums, and public hearings
- Cooperation with regulatory inspections and continuous interaction with regulators

2025 Key Communication Outcomes

- Published the 2024 Sustainability Report
- Published the 2024 Stewardship Report
- Published the 2024 Climate and Nature-related Risk Management Report
- Included within the 2024 Cathay Financial Holdings Sustainability Report data boundary
- Ranked in the top 25% outstanding institutions in the FSC Fair Customer Treatment Evaluation
- Ranked in the top 25% of the securities sector in the 3rd FSC Sustainable Finance Evaluation
- No material deficiencies or penalties occurred
- 18th Golden Goblet Awards – Outstanding Financial Innovation, Talent Development, and ESG Sustainability
- Issued compliance statement for the Cathay Securities Stewardship Principles for Institutional Investors
- Regularly updated the official website and the dedicated sustainability section

Stakeholder Feedback

Together with Cathay Financial Holdings, we are a member of the FSC-led “Sustainable Finance Pioneer Alliance,” advocating alongside peers for the promotion of sustainable finance development and supporting the industry’s low-carbon transition. We help facilitate Taiwan’s orderly transition to a green economy, while formulating comprehensive internal operating procedures in line with international standards and regulatory requirements, ensuring strict compliance and fostering a positive societal cycle.

 Stakeholder
Investors

Communication Channels & Frequency

Quarterly

- Board of Directors Meetings

Annually

- Preparation of the Sustainability Report

On an Ad Hoc Basis

- Supervision of subsidiaries by Cathay Financial Holdings in accordance with the Financial Holding Company Act
- Board of Directors exercising the functions of the shareholders' meeting

Significance to Cathay Securities

Cathay Financial Holdings is the sole shareholder of Cathay Securities, holding 100% of its shares. We actively align with the policies and strategic direction of our parent company, ensuring that the information obtained is consistent with that of the management team.

2025 Key Communication Outcomes

- Convened a total of 8 Board of Directors meetings (including meetings exercising the functions of the shareholders' meeting)
- Actively cooperated with Cathay Financial Holdings' supervisory requirements by providing requested review and inquiry information
- Included within the 2024 Cathay Financial Holdings Sustainability Report data boundary



Stakeholder Feedback

Cathay, with the vision of becoming the "Best Financial Institution in the Asia-Pacific Region," integrates corporate sustainability into decision-making, leveraging its financial influence and core risk management capabilities to advance sustainable finance. Guided by its 3 sustainability pillars—Climate, Health, and Empowerment—Cathay Financial Holdings and its subsidiaries build sustainability strategies aligned with their core competencies, foster group-wide consensus, and assess ESG risks and opportunities in core business activities. These considerations are embedded into daily operations to fully harness the financial industry's core functions, address social and environmental challenges, and enhance stakeholder resilience.

Stakeholder Employees

Significance to Cathay Securities

To strengthen the Company's sustainability development and innovation capabilities, recruiting, cultivating, and retaining high-quality, cross-disciplinary talent is critical for future operations. Cathay Securities offers competitive compensation and benefits, diverse training programs, and encourages colleagues to think outside the box and maintain an open mindset.

Communication Channels & Frequency

Weekly

- Regular dissemination of ESG-related knowledge and activities via internal communication platforms

Monthly

- "Cathay Securities Happy News" e-newsletter

Annually

- Employee engagement surveys

Biennially

- Performance evaluation and communication

On an Ad Hoc Basis

- Employee Mailbox
- Intranet for communication with employees
- Physical bulletin board postings
- Provision of online and offline training programs

2025 Key Communication Outcomes

- Published 54 ESG-related posts on the internal communication platform, reaching 52,507 total views with an average click rate of 80%, Held the annual "SDGs Hero Action" event with 170 participants, supporting 8 SDGs
- Sent 12 editions of the "Cathay Securities Happy News" e-newsletter, with over 15,710 total views
- Employee engagement survey participation rate reached 92.2%, with an average satisfaction score of 4.31 (out of 5)
- Average satisfaction score for in-person training programs reached 4.7 (out of 5)
- A total of 43,288 participants attended training, with total training hours amounting to 61,038



Stakeholder Feedback

I truly appreciate the various initiatives the Company has launched to promote environmental sustainability. Through these activities, I have not only gained a deeper understanding of sustainability issues, but also realized that I can make a positive impact through my own actions. In particular, the monthly "SDGs Hero Actions" activities have inspired me to incorporate sustainability into everyday life and helped me recognize that even small daily habits can contribute to environmental protection. I sincerely appreciate the Company for encouraging employees to take part in sustainability efforts together, making environmental action more accessible and turning sustainability into something everyone can practice in daily life. — Human Resources Dept. Colleague

As an employee of Cathay Securities, I truly feel that sustainability is embedded in the Company's daily actions — from tree planting and carbon reduction initiatives to caring for vulnerable groups and promoting ESG concepts and products. The Company values gender equality and female empowerment, while providing diverse development opportunities and learning resources that support employees' growth and strengths. In recent years, Cathay Securities has also been recognized among the top 25% institutions in the FSC Sustainable Finance Evaluation, reflecting its long-term commitment to environmental, social, and governance initiatives. I am proud to work for a company that creates positive social impact through concrete actions, and I look forward to contributing together toward a more sustainable future — Clearing & Settlement Dept. Colleague

 Stakeholder
Customers

Significance to Cathay Securities

Customers are the primary source of the Company's revenue. Upholding a customer-centric philosophy, Cathay Securities provides a diverse range of friendly services and products while ensuring reasonable profitability to sustain business operations and development.

Communication Channels & Frequency

Real-time

- Intelligent assistant service "Alpha"
- Comprehensive electronic trading platform
- Implementation of BS 10012 Personal Information Management System (PIMS) to safeguard customer data
- Implementation of ISO 10002 Customer Satisfaction Management System to uphold fair customer treatment
- Anti-fraud financial literacy education

Quarterly

- Convene Fair Customer Treatment Promotion Committee meetings to review targets and performance

On an Ad Hoc Basis

- NPS (Net Promoter Score) Management System
- Public disclosure of company and customer service information on the official website
- Customer feedback channels via VOC, customer service mailbox, official LINE account, and official Facebook page

2025 Key Communication Outcomes

- Provided customers with 24/7 intelligent assistant service "Alpha", supporting ETF IPO subscription applications, Quick password reset
- Launched flat-rate U.S. ETF fees, real-time U.S. fractional trading, and the industry-first "Cathay Tree Points for Taiwan Stock Recurring Investments" program
- Maintained BS 10012 Personal Information Management System (PIMS) certification
- Maintained ISO 10002 Customer Satisfaction Management System
- Delivered 4 eDM campaigns to customers aged 65+ for anti-fraud and financial literacy education
- Convened 4 Fair Customer Treatment Committee meetings and reported to the Board for oversight and accountability
- Recipient of the Taiwan Stock Exchange Anti-Fraud Evaluation Excellence Award

Stakeholder Feedback

"It's great that Cathay Tree Points can be used to invest in securities."

"The interface is very clear and much smoother than others."

"The app is user-friendly and easy for beginners to learn."

"The operation is simple, and features like dividend reinvestment and smart position adjustment are very convenient for seniors like me."

"The service is warm, patient, and thoughtful — thank you to the Cathay team."

"Customer service responds quickly, understands my issues carefully, and provides prompt explanations and solutions."

– Customer feedback sourced from the NPS system



Stakeholder

Suppliers

Significance to Cathay Securities

Ensure that the products or services provided by suppliers align with Cathay Securities' sustainability philosophy, minimize negative environmental impacts during operations, and avoid any human rights violations. Suppliers are also expected to contribute positively to society and the environment, driving a virtuous cycle and exerting value chain influence.

Communication Channels & Frequency

Annually

- Conduct supplier evaluations

On an Ad Hoc Basis

- Invite suppliers to sign the Cathay FHC Sustainable Value Declaration
- Promote local procurement, green purchasing, and human rights-friendly practices

2025 Key Communication Outcomes

- All new suppliers are required to sign the Cathay FHC Sustainable Value Declaration
- Conduct annual supplier evaluations on a regular basis
- Achieved 99.8% local procurement rate; NT\$46.27 million in green purchasing
- Partnered with iTree Co., Ltd. to plant 110 tree saplings in Tamsui, New Taipei City
- Collaborated with Silver Gate Elderly Meal Delivery Platform to care for disadvantaged senior citizens in Dingnei Community, Keelung City

Stakeholder Feedback

Thank you to Cathay Securities for visiting the Dingnei Community in Nuannuan District, Keelung, at the end of 2025 and participating in the Christmas volunteer outreach activities for two consecutive years, bringing warmth and companionship to local seniors during the holiday season.

Through hands-on community engagement, senior companionship, and care initiatives, volunteers brought warmth and joy to local seniors while putting ESG values into action. We believe meaningful sustainability is achieved when companies become part of local community care networks, and we look forward to continuing this partnership to support communities and seniors across Taiwan.

— Project Manager at Silver Gate, Ming-Hui Chou

Stakeholder
Media

Significance to Cathay Securities

Actively engage with news media to strengthen the effectiveness of sustainability initiatives and communicate timely information to the public, thereby enhancing public awareness of Cathay Securities.

Communication Channels & Frequency

Annually

- Co-author the Cathay Financial Holdings Annual Report

On an Ad Hoc Basis

- Participate in sustainability award evaluations organized by media
- Engage in ESG-related events or collaborative projects
- Issue press releases and hold press conferences

2025 Key Communication Outcomes

- Included within the 2024 Cathay Financial Holdings Annual Report reporting boundary
- Received sustainability-related awards from Commercial Times, Want Want China Times, and HR Asia
- Invited media participation in the Sustainable Finance and Climate Change Summit Forum jointly organized with Cathay Financial Holdings"

Stakeholder Feedback

Cathay Securities actively maintains strong and collaborative relationships with media outlets to effectively deliver corporate messages and achievements to stakeholders. Timely release of company-related news helps the public obtain accurate and up-to-date information, thereby strengthening the company's brand image.





Stakeholder

Community (NPOs/NGOs)

Communication Channels & Frequency

On an Ad Hoc Basis

- Actively implement industry-academia collaboration projects and internship programs
- Established a special leave mechanism for volunteers
- Supported social enterprises through actual purchases
- Disclosed philanthropic contributions on the official website



Significance to Cathay Securities

As an economic entity in society, the Company should also give back to society, promote corporate social responsibility, and establish close relationships with stakeholders. We actively connect with social partners, NGOs, and NPOs, leveraging their expertise and resources to jointly address social and environmental issues, thereby amplifying our social impact.

2025 Key Communication Outcomes

- Participated in Cathay FHC's 'Cathay CIP Internship Program'
- From 2020 to half of 2025, collaborated with subsidiary Cathay Futures and National Taipei University on an 'ESG Research' academia-industry project
- Total of 98 volunteer participations, contributing 587 volunteer hours
- Held 72 financial literacy and financial management education sessions, benefiting 3,323 participants
- First partnered with the Formosa 3D Association to launch 12 mobile cinema and anti-fraud education events
- Total social enterprise procurement amount exceeding NT\$ 0.42 million
- Disclosed 'Corporate Donations' on the 'About Us' section of the official website

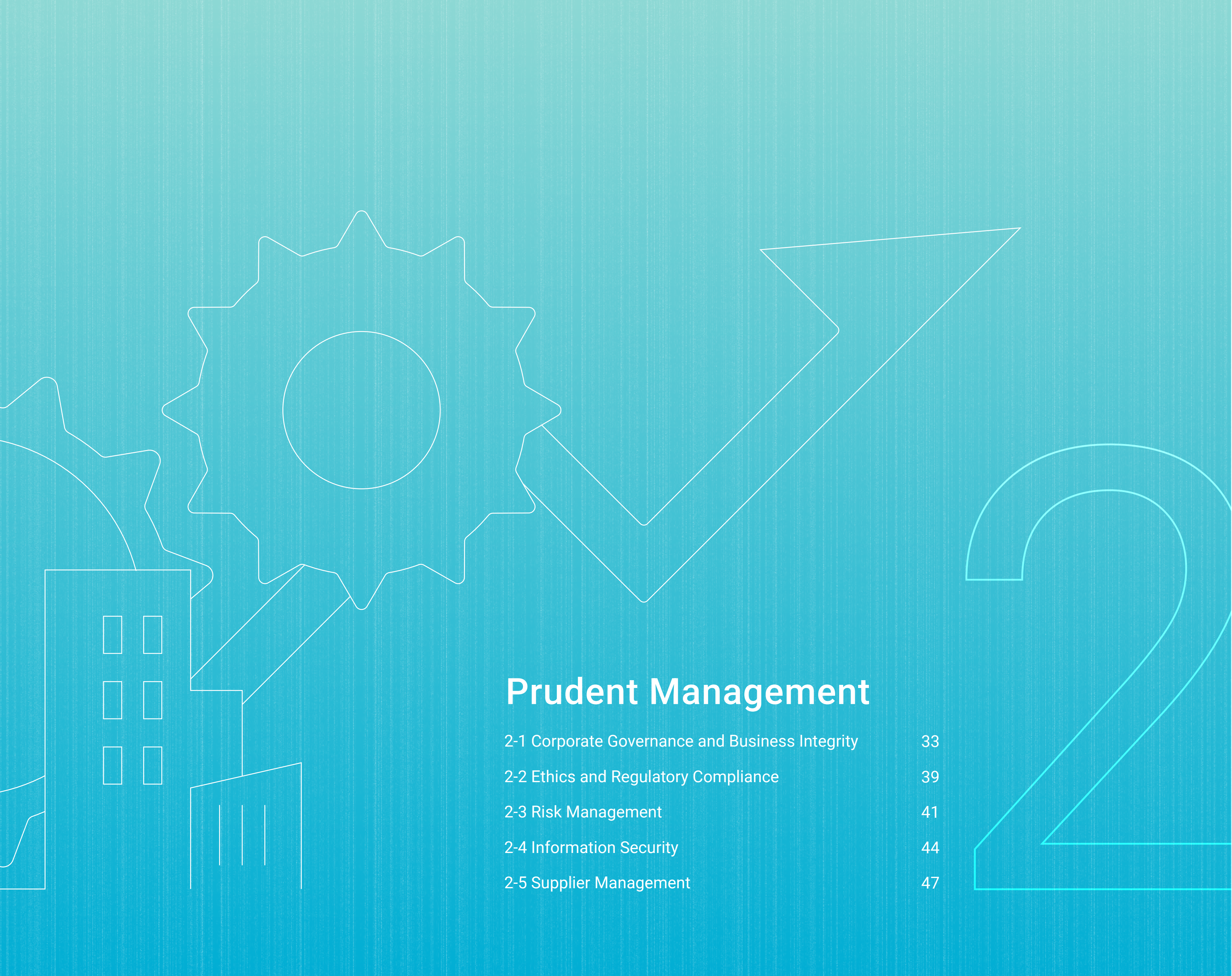
Stakeholder Feedback

When the mobile cinema truck opens its wings, it carries the dreams of children ready to take flight.

In mountain and coastal schools, campuses transformed into movie theaters filled with laughter, surprise, and inspiration as children experienced 3D films and stories of Taiwan's everyday heroes.

We sincerely thank Cathay Securities and Cathay Futures for incorporating anti-fraud education into the program, helping children learn self-protection, responsibility, and awareness, while spreading care and safety into families and communities.

— Chao Wen-How, Chairman of the Formosa 3D Association



Prudent Management

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Sustainability Philosophy

To fulfill our commitment to sustainable operations, we uphold sound corporate governance as the cornerstone of our practices. By reinforcing ethical conduct, regulatory compliance, and risk management, we have established a solid operational foundation and a well-structured governance framework, and through robust information security measures, we strengthen client trust in the protection of personal data and assets. These efforts enable us to effectively monitor potential risks and identify opportunities, thereby demonstrating Cathay Securities’ resilience in business operations and its robust capacity for sustainable governance.



Performance Highlights

- **Zero** information leakage incidents from 2020 to 2025
- **Outstanding Institution** for F-ISAC Intelligence Sharing
- **100%** pass rate in compliance self-assessment test
- **100%** completion of risk management training by all employees
- Maintained **ISO 27001 : 2022** Information Security Management System certification
- Maintained **ISO 22301** Business Continuity Management System certification validity
- Maintained **BS 10012** Personal Information Management System certification validity



Material Topic Management

Material Topic	Policy Commitment				
 Business Performance	Established policies on employee performance management and incentive bonuses, integrating sustainability into operations to realize the core value of a securities firm and generate broader social benefits.				
	Management Approach	2025 Performance	Short-term Target (2026)	Mid-term Target (2030)	Long-term Target (2035)
	• Develop more financial products. • Provide diversified digital services to enhance customer experience. • Continuously improve profitability.	• Delivered NT\$4.5 billion in after-tax profit, EPS of NT\$5.85, and ROE of 23.66%. • Increased Taiwan equity brokerage share to 4.41%, ranked 5th. • International sub-brokerage reached NT\$2.3 trillion in cumulative trades, No.1 for 10 straight years.	• Actively sustain business performance. • Maintain No.1 market share in international sub-brokerage.	• Proactively pursue business growth. • Proactively grow the customer base.	• Proactively pursue business growth. • Proactively grow the customer base.

Material Topic	Policy Commitment				
 Corporate Governance & Business Integrity	Comply with policies from regulators and Cathay Financial Holdings, and establish internal procedures and conduct guidelines to support sound operations and build client trust.				
	Management Approach	2025 Performance	Short-term Target (2026)	Mid-term Target (2030)	Long-term Target (2035)
	• Continue director and supervisor training to enhance governance effectiveness. • Ensure board independence in accordance with regulations. • Appoint dedicated corporate governance personnel to promote business integrity. • Deliver integrity training programs to embed the culture. • Enforce the whistleblower mechanism. • Actively provide policy recommendations to support industry advancement.	• All directors and supervisors completed 59 training sessions totaling 127.7 hours. • Held 8 board meetings with 100% attendance rate.	• Report annual implementation results of business integrity policy to the Board of Directors.	• Monitor international trends in corporate governance and continue enhancing board operations and governance mechanisms.	• Monitor international trends in corporate governance and continue enhancing board operations and governance mechanisms.

Material Topic	Policy Commitment				
 Ethics and Regulatory Compliance	Established AML/CFT policies and compliance assessment procedures to build a risk-based legal compliance management framework.				
	Management Approach	2025 Performance	Short-term Target (2026)	Mid-term Target (2030)	Long-term Target (2035)
	- Appointed dedicated AML/CFT compliance officers. - Conducted regular audits and evaluations, with biannual reports to the board and supervisors. - Semiannual employee self-assessment of regulatory compliance. - Included compliance performance in annual employee evaluations. - Launched the Compliance Management System.	100% of employees passed the regulatory compliance self-assessment test. - Adopted the “Isolation Forest” methodology in 2024 to enhance transaction monitoring thresholds, receiving positive feedback from Taiwan’s FIU.	- Maintain 100% employee pass rate on compliance assessments - Continuously strengthen AML, CFT, and anti-proliferation measures.	- Collaborate with Cathay FHC subsidiaries via the Group Risk Prevention Project to monitor insider trading and suspicious transactions involving proxy accounts. - Foster a compliance culture centered on integrity, accountability, and innovation, including behavior risk-based compliance governance and digital internal control ecosystem development.	- Collaborate with Cathay FHC subsidiaries via the Group Risk Prevention Project to monitor insider trading and suspicious transactions involving proxy accounts. - Foster a compliance culture centered on integrity, accountability, and innovation, including behavior risk-based compliance governance and digital internal control ecosystem development.

Material Topic	Policy Commitment				
 Risk Management	Established internal policies and guidelines for major risk factors, such as the Risk Management Policy, specific risk management guidelines, and Business Continuity Management Guidelines.				
	Management Approach	2025 Performance	Short-term Target (2026)	Mid-term Target (2030)	Long-term Target (2035)
	- Regularly review the appropriateness of policies, guidelines, and procedures. - Follow Cathay FHC’s risk management measures and establish corresponding reporting systems and mechanisms. - Conduct regular scenario-based integrated drills to ensure backup mechanism effectiveness. - Periodically assess the resilience and capacity of core operating systems and equipment.	- Maintained ISO 22301 Business Continuity Management System certification. 100% employee completion rate of risk management awareness training. - Introduced new industry risk management guidelines to enhance sensitivity industry controls.	Maintain ISO 22301 certification validity.	Maintain ISO 22301 certification validity.	Maintain ISO 22301 certification validity.

Material Topic	Policy Commitment				
 Digital Finance and Information Security	Strengthen information security governance, ensure a safe and trustworthy digital trading environment, and enhance the overall digital investment experience.				
	Management Approach	2025 Performance	Short-term Target (2026)	Mid-term Target (2030)	Long-term Target (2035)
	- Follow ISO 27001 standards. - Established Information Security Dept. and appointed CISO. - Assigned certified cybersecurity staff with 15+ hours annual training. - Joined F-ISAC to build cyber intelligence systems. - Conducted annual 3-hour security training and drills for all staff.	- Maintained ISO 27001:2022 certification. - Maintained BS 10012 certification. - Outstanding Institution for F-ISAC Intelligence Sharing 100% completion of staff security training.	- Maintain ISO 27001:2022 certification. - Maintain BS 10012 certification.	- Maintain ISO 27001:2022 certification. - Maintain BS 10012 certification.	- Maintain ISO 27001:2022 certification. - Maintain BS 10012 certification.

Material Topic	Policy Commitment				
 Sustainable Procurement and Supplier Management	Exert value chain influence and collaborate with suppliers to implement sustainability.				
	Management Approach	2025 Performance	Short-term Target (2026)	Mid-term Target (2030)	Long-term Target (2035)
	- Follow the "Cathay FHC Sustainable Procurement Policy" and the "Supplier Corporate Social Responsibility Code" to establish a comprehensive sustainable procurement process. - Conduct annual supplier evaluations and require improvements from high-risk suppliers.	- Over 100% of suppliers signed the "Cathay FHC Sustainable Value Declaration" in 2025. - No high-risk suppliers identified through evaluation in 2025; average evaluation score was 88.5.	- Continue requiring new suppliers to sign the "Cathay FHC Sustainable Value Declaration." - No business relationships with assessed high-risk suppliers.	- Continue requiring new suppliers to sign the "Cathay FHC Sustainable Value Declaration." - No business relationships with assessed high-risk suppliers.	- Continue requiring new suppliers to sign the "Cathay FHC Sustainable Value Declaration." - No business relationships with assessed high-risk suppliers.

Note: The material topics in this chapter represent the foundational governance objectives of the Company's operations and are not directly linked to the Group's core sustainability pillars.

2-1 Corporate Governance and Business Integrity

Corporate Governance Structure and Framework

Establishing Committees and Appointing a Corporate Governance Officer to Strengthen Governance Mechanisms

To ensure effective management of material topics, Cathay Securities has established the Risk Management Committee, Fair Customer Treatment Promotion Committee, and Corporate Sustainability Committee. These bodies are responsible for providing opinions and reports on key proposals and business issues, thereby supporting the Board of Directors in supervising the company and enhancing the overall governance framework.

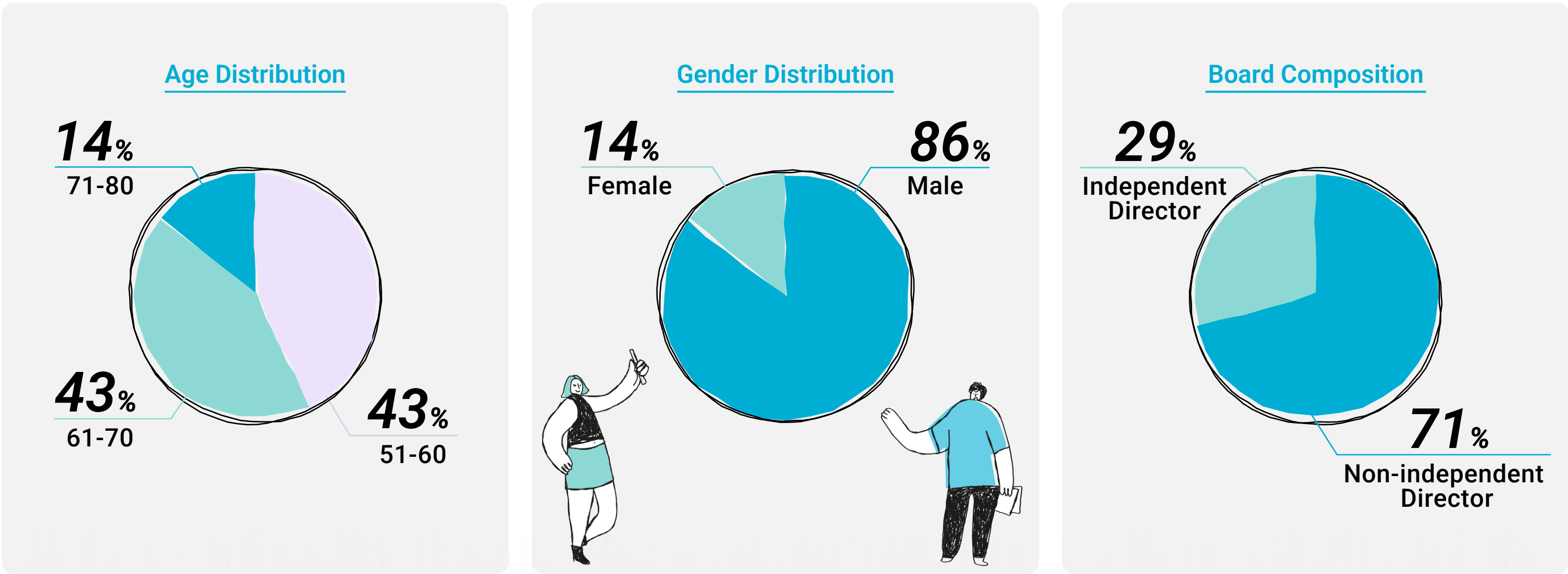
To promote compliant and effective board operations, Cathay Securities has appointed a Corporate Governance Officer to oversee governance practices and provide ongoing training for directors. To support directors in fulfilling their duties and mitigating risks, the Company offers liability insurance covering legal responsibilities during their terms, with regular policy reviews to ensure sound governance.

Dimension	Committee	Competency
 Environmental	Risk Management Committee	Climate and Nature Risk Management
 Social	Customer Treatment Promotion Committee	Customer Relationship Management and Social Engagement
 Governance	Corporate Sustainability Committee	ESG and Sustainability Strategy Management

Board Effectiveness

Diverse Expertise Enhancing Governance Structure

As a wholly owned subsidiary of Cathay Financial Holdings, Cathay Securities appoints all board members in accordance with the Company Act and the Regulations Governing Responsible Persons and Associated Persons of Securities Firms. Directors are selected for their financial expertise and managerial experience to ensure sound and effective business operations. The 8th-term Board consists of seven directors: 3 non-executive directors, 2 independent directors (including one female, Ms. Pei-Pei Yu), and 2 employee directors (President Mr. Kuan-Cheng Chou and Senior Executive Vice President Mr. Chuang-Hao Lo). Independent directors represent 29%, and female directors 14%. all members hold at least a master’s degree and possess expertise spanning law, finance, and business management. The full Board complies with Article 20 of the Corporate Governance Best-Practice Principles for Securities Firms.



Upholding Board Independence Through Robust Conflict of Interest Management

Cathay Securities’ 8th Board consists of 2 independent directors and 4 directors, all with solid expertise and experience in securities management. None of the members are related as spouses or within the second degree of kinship as defined in Article 26-3 of the Securities and Exchange Act. The Chairperson and President (or equivalent senior executive) are not the same person, nor are they spouses or first-degree relatives. Both independent directors have not served three consecutive terms, supporting the Board’s independence and oversight function. The 8th Board of Directors assumed office in June 2025, the Chairman serving as the convener, with a 100% (including proxy) attendance rate. Directors with interests in any agenda item disclosed the relevant details, abstained from voting in cases of conflict, and did not act as proxies for others, ensuring the integrity and independence of Board proceedings.

Cathay Securities 8th Board of Directors (Term: June 26, 2025 – June 25, 2028)

Chairman Shun-Yu Chuang	• M.B.A., Massachusetts Institute of Technology, USA • Chairman, Cathay Securities Corporation • Former President, Cathay Securities Corporation
Independent Director Tang-Chieh Wu	• M.A., Public Finance, National Chengchi University • Advisor, Accounting Research and Development Foundation • Former Chairman, Hua Nan Financial Holdings/Former Chairman, Hua Nan Bank/Former Chairman, Land Bank of Taiwan/Former Political Deputy Minister, Ministry of Finance/Former Vice Chairman, Financial Supervisory Commission R.O.C. (Taiwan)/Former Director-General, Securities and Futures Bureau, Financial Supervisory Commission, R.O.C. (Taiwan)/ Former Secretary-General, Taiwan Financial Services Roundtable
Independent Director Pei-Pei Yu	• M.B.A., University of British Columbia, Canada • B.A., Department of Money and Banking, National Chengchi University • Chairman and President, Vigor Kobo Co., Ltd. • Former Chairman, Zoyi Venture Capital Co., Ltd.
Director Kuang-Cheng Chou	• M.B.A., University of Texas, Dallas, USA • EMBA, Tsinghua University, China • President, Cathay Securities Corporation • Chairman, Cathay Futures Corporation • Former President, Cathay Securities Investment Consulting
Director Jinn-Shing Leou	• M.A., University of Iowa, USA • Supervisor, Cathay Century Insurance • Former Chief Auditor, Cathay Financial Holdings
Director Yu-Chin Cheng	• M.S. Civil Engineering, National Taiwan University • Senior Executive Vice President, Cathay Financial Holdings • Chairman, Symphox Information Co., Ltd. • Former President, EasyCard Corporation
Director Chuang-Hao Lo	• M.B.A., National Chung Cheng University • Senior Executive Vice President, Cathay Securities Corporation • Former President, Cathay Futures Corporation

Implementing Performance Evaluations to Strengthen Governance Oversight

To strengthen corporate governance, enhance Board effectiveness, and uphold ethical business conduct, Our parent company, Cathay Financial Holdings, conducts annual performance reviews for directors concurrently serving at Cathay Securities in accordance with regulatory guidelines. Additionally, the Chairperson is subject to annual evaluations covering business execution, financial performance, risk management, and board meeting attendance to ensure accountability. To enhance governance of its subsidiary Cathay Futures, Cathay Securities also introduced the “Subsidiary Director Performance Evaluation Guidelines” in 2022, aiming to strengthen operational efficiency and align with performance objectives.

Continual and Diverse Director Training to Enhance Strategic Oversight

To stay current with evolving corporate governance practices, all directors and supervisors of Cathay Securities completed 59 training sessions in 2025, totaling 127.7 hours, In compliance with the “Securities Firms Directors and Supervisors Training Guidelines and Training Roadmap” issued by the Securities Association of the Republic of China. Training topics included governance-related areas such as finance, risk management, operations, business, accounting, and law, with at least half of the content covering ESG, demonstrating our strong commitment to sustainability.

To support sound decision-making and effective oversight, we will continue to provide tailored governance training aligned with board operations, business needs, and strategic development, enabling directors to fulfill their fiduciary duties with integrity and diligence.



Cathay Securities 8th
Board of Directors

Remuneration Transparency for Directors, Supervisors, and Managers

Establishing Clear Compensation Policies

Cathay Securities sets director, supervisor, and manager remuneration policies with approval from our parent company, Cathay Financial Holdings. The policies include the Guidelines for Director and Supervisor Compensation, Manager Compensation Guidelines, and Manager Performance Management Guidelines, all linking compensation to performance based on operational involvement, contribution, and industry benchmarks. Board members involved in business operations receive performance and retention bonuses in accordance with the Company's Managerial Remuneration Guidelines.

Those concurrently serving as responsible persons at Cathay Financial Holdings are evaluated under the parent company's Guidelines for Responsible Persons Holding Concurrent Positions, which cover oversight of business execution, financial operations, risk management, and board attendance.

Senior management follow a functional pay structure consisting of fixed salaries and variable bonuses. Fixed salaries are paid monthly based on position level, while variable bonuses are tied to performance appraisals and achievement of key targets using quantitative metrics. All remuneration policies and related information for directors, supervisors, and managers are disclosed in the [Cathay Securities 2025 Shareholders' Meeting Annual Report \(pp. 23–30, 63\)](#) in accordance with regulatory requirements.



Description of the Linkage Between Performance Evaluation and Compensation

The performance evaluation criteria for the Chairperson and President of Cathay Securities are established with reference to Cathay Financial Holdings' evaluation framework and weighting structure. Variable compensation is linked to both financial and non-financial metrics, taking into account factors such as operational involvement and contribution value. To demonstrate the Company's commitment to sustainability, sustainability-related metrics have been incorporated into the non-financial metrics, ensuring that sustainability principles are integrated into core business operations and management strategies while promoting company-wide implementation from the top down.

50% Financial metrics	50% Non-financial metrics
Financial returns Return Return on equity (ROE), after-tax EPS of common stock, etc.	Operational indicators on strategic developments Data and information transition, AI governance, green fintech development, corporate and brand identity, etc.
Relative financial metrics & Other important financial metrics Capital adequacy ratio, risk management, etc.	Corporate sustainability indicators Operations environmental impact, talent and skill development, corporate governance, privacy and information security, etc.
	Internal control & compliance metrics Internal control results– 5% & compliance implementation results– 5%

In addition to the performance evaluation criteria established for the management team, Cathay Securities integrates sustainability and fair customer treatment principles into its core business and operations by linking performance evaluations, compensation, and promotion management with climate resilience, sustainable development, and related products and services. The "Fair Customer Treatment & ESG" indicator accounts for 10% of business unit performance evaluations and is jointly assessed by the Chairperson and President to promote organization-wide implementation.

Business Integrity

Establish Comprehensive Integrity Management Policies

To uphold fair customer treatment and strengthen risk management, Cathay Securities established the Procedures and Guidelines for Ethical Business Conduct in line with TWSE's "Ethical Corporate Management Best Practice Principles." These guidelines specify the ethical responsibilities of directors, supervisors, managers, and employees in business operations, fostering sound corporate governance. In 2024, to improve internal handling and disclosure of material information, prevent improper leaks, and ensure accuracy and consistency in external communications, Cathay Securities introduced the Procedures for Handling Internal Material Information, developed with reference to regulatory examples and tailored to the Company's scale and business needs.

Zero Violations of Business Integrity, Underscoring Commitment through Action

Cathay Securities strictly complies with the Securities and Exchange Act on insider trading, the Financial Holding Company Act on fair related-party transactions, and handles customer complaints and marketing in line with the Financial Consumer Protection Act and the Securities Association's guidelines. In 2025, the Company recorded no major deficiencies, penalties, or legal cases arising from regulatory violations or breaches of business integrity principles, and maintain a reverse review mechanism for disciplinary actions in the securities and futures sector, supported by tiered review standards to ensure timely regulatory response and ongoing internal compliance.



Specific Measures for Sustainability-Related Internal Audit, Regulatory Compliance, and Risk Management

In accordance with Article 3-2 of the Corporate Governance Best-Practice Principles for Securities Firms, Cathay Securities conducts materiality assessments through stakeholder engagement and external research to identify ESG-related risks. The Board of Directors serves as the highest governance body for sustainability-related internal audit, regulatory compliance, and risk management, while the Sustainable Governance Working Group coordinates implementation across departments. Relevant 2025 sustainability measures were reviewed by the Corporate Sustainability Committee and reported to the Board in 2026.

item	2025 Key Results
 Internal Audit	- The Board of Directors approved the addition of the "AA-19Z01 Sustainability Information Management" audit plan. - Completed a thematic sustainability Information audit report submitted to the Board of Directors.
 Regulatory Compliance	- The annual compliance plan and risk assessment reports was submitted by the Board of Directors. - Sustainability regulation updates announced. - All departments submitted declarations confirming accordance with the latest sustainability regulations.
 Risk Management	- Climate Change: Climate and Nature Risk Report was published, were submitted to the Board of Directors semiannually. - Social Issues: Maintained ISO 10002 Complaint Management System certification, Fair customer treatment and anti-fraud matters were submitted to the Board of Directors quarterly. - Corporate Governance: Maintained ISO 27001 Information Security Management System recertification , Business continuity capability assessment and integrity management reports were submitted to the Board of Directors.

Establishing Three Lines of Defense for Internal Control

Cathay Securities has implemented a comprehensive internal control framework based on three lines of defense. The first line involves self-checks by all client-facing business units. The second line includes risk management, AML, legal compliance, information security, HR, finance, and operations units, which perform ongoing or periodic monitoring. The third line is internal audit, conducting regular assessments of control effectiveness.

An annual audit plan is established, with regular coordination meetings between the second and third lines to strengthen governance. In 2025, there were no regulatory violations or complaints related to integrity.

First Line of Defense	Second Line of Defense	Third Line of Defense
Business Units	Risk Management Dept. Information Security Dept. Legal Dept. Money Laundering Control Dept.	Human Resources Dept. Finance Dept. Accounting Dept. Operations Management Division Auditing Dept.

Risk Assessment for Proactively Mitigate Misconduct

Cathay Securities has launched the “Integrity Risk Assessment Project” each Q1 across headquarters and all branches. This initiative reflects our commitment to anti-corruption and fair customer treatment by identifying potential misconduct—such as fraud, insider trading, anti-competitive practices, antitrust violations, and market manipulation—that could result in regulatory penalties. All assessed units complete self-evaluations or inspections to ensure compliance with integrity principles and ethical standards.

As of 2025, integrity risks remain under control. A total of 33 departments (including branches, front- and back-office units) conducted the assessment. Results showed full compliance with the “Operating Procedures and Code of Conduct for Integrity Management,” and no integrity-related penalties were imposed by regulators. These findings confirm the effectiveness of our integrity governance framework. Moving forward, all employees will continue to strengthen risk awareness and uphold a company-wide culture of integrity.

Establishing a Whistleblowing System and Protection Measures

To promote a culture of integrity and ensure sustainable development, Cathay Securities has implemented a fair and reliable whistleblowing system in accordance with the “Regulations Governing the Establishment of Internal Control Systems by Service Enterprises in Securities and Futures Markets.” The internal Whistleblowing Policy encourages individuals to report any suspected criminal conduct, fraud, or legal violations by employees through multiple channels, including the supervisor’s mailbox on the official website, a dedicated whistleblowing email or phone line, or written letters addressed to the supervisor, chief compliance officer, or head of audit. Reports may involve any employee of Cathay Securities or its subsidiaries and are intended to ensure compliance with codes of conduct and prevent illegal acts.

To protect whistleblowers, the policy includes Whistleblower Protection Principles, which require strict confidentiality of the whistleblower’s identity and report content. No identifiable information may be disclosed, and whistleblowers must not be subject to dismissal, demotion, salary reduction, loss of legal or contractual rights, or any other unfair treatment as a result of their report. In 2025, a total of 2 whistleblowing cases met the acceptance criteria and were formally processed.



Integrity Training to Reinforce Transparency and Ethical Culture

To deepen the practice of transparent and ethical conduct, Cathay Securities offers ongoing training programs such as whistleblowing policy education, employee integrity and ethics training, and gamified learning via the “PaGamO” platform. New employee onboarding includes consensus-building camps to strengthen understanding of transparency and integrity in daily work.

Employee Category	Sessions Held	Total Participants	Total Training Hours	Training Coverage Rate
 Senior Executives	26	9	98	100%
 New Employees	111	300	7,047	100%
 Current Employees	2	1,236	2,435	100%

Driving Innovation Through Policy Recommendations to Foster a Thriving Brokerage Ecosystem

To support industry advancement and enhance client interests, Cathay Securities actively participates in major industry associations, including the Securities Association of the R.O.C., the Futures Association, the Trust Association, the Taiwan Association for Financial Law and Compliance. We stay current with regulatory and international trends, and continuously explore innovative practices.

In 2025, we submitted multiple proposals to the Financial Supervisory Commission and Securities Association, R.O.C., have been adopted by regulators, including:

- The qualifications for introducers of foreign securities brokerage business apply to approved asset management or investment advisory companies authorized by local regulators.
- Allow specialized securities firm branches to have audits conducted by head office internal auditors.

These contributions have supported regulatory innovation and helped build a more sustainable and inclusive securities industry.

Approval Date	Approving Authority	Summary
2023.01.04	Securities Association, R.O.C.	Adjusted training hours for bank and insurance staff engaged in joint marketing with securities firms.
2023.02.23	Taiwan Stock Exchange	Revised sign-off level for capital verification forms of non-fund-type foreign investors to branch managers.
2023.05.04	Taiwan Stock Exchange	Allowed delivery of statements and confirmations via SMS or company app.
2023.05.16	Securities Association, R.O.C.	Permitted brokers to sign profit-sharing contracts with licensed foreign financial institutions for offshore securities trading.
2023.06.20	Taipei Exchange	Virtual asset clients may open accounts and complete risk disclosures at broker branches, with designated staff handling related procedures.
2025.01.10	Securities Association, R.O.C.	The qualifications for introducers of foreign securities brokerage business apply to approved asset management or investment advisory companies authorized by local regulators.
2025.09.02	Financial Supervisory Commission	Allow specialized securities firm branches to have audits conducted by head office internal auditors.

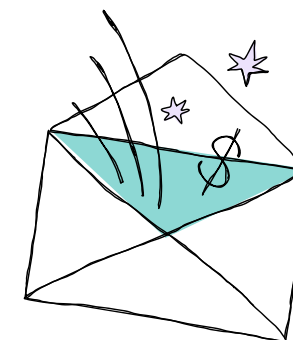
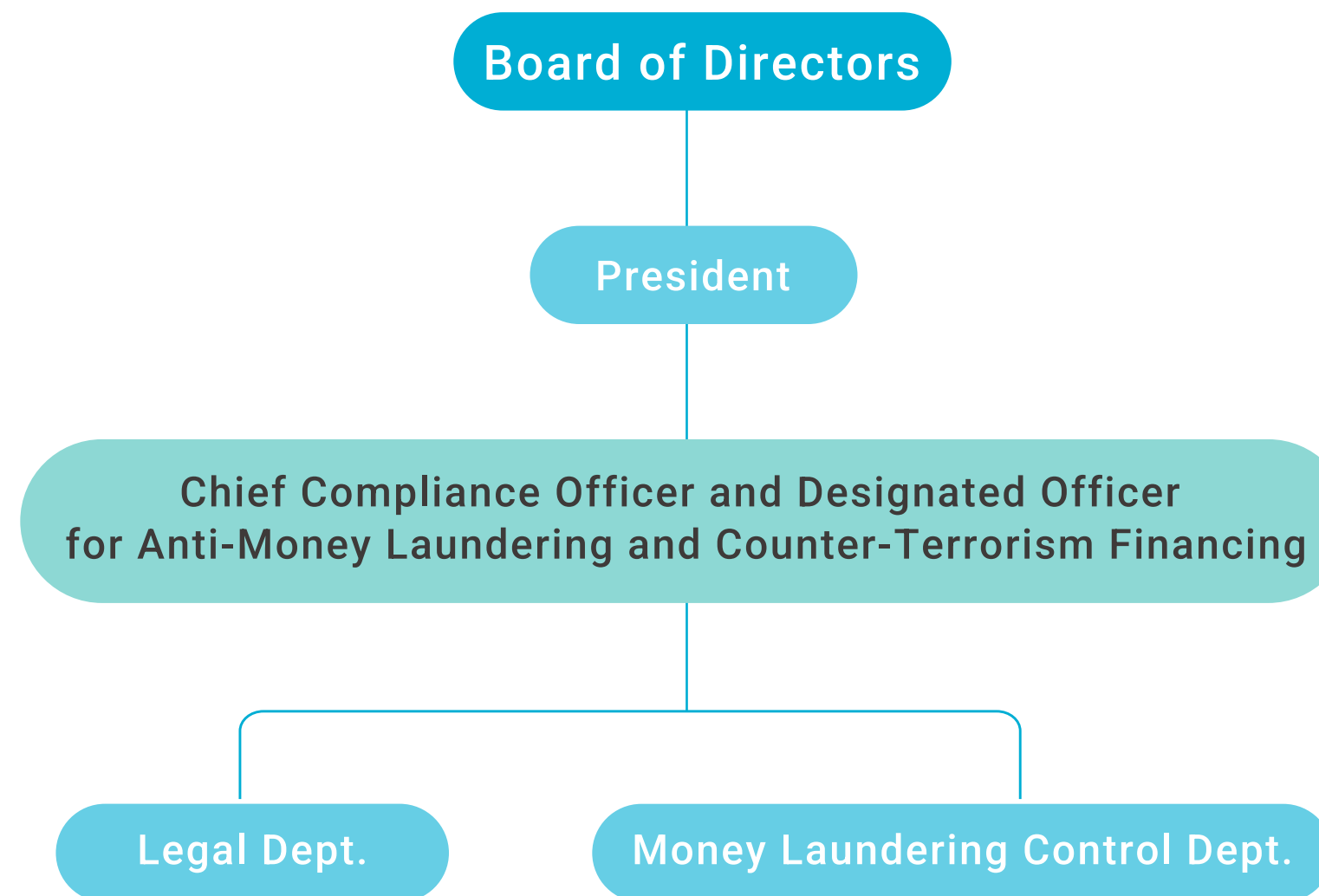
2-2 Ethics and Regulatory Compliance

Compliance Structure and Management Mechanism

Tiered Oversight with Regular Board Reporting

Since 2007, Cathay Securities has implemented the Assessment Contents and Procedures for Regulatory Compliance, and in 2018, adopted the AML and CTF Policy to strengthen compliance and AML management. The Company has established an efficient, tiered structure, with the Board setting strategic direction and appointing a senior executive as both Chief Compliance Officer and designated AML/CTF officer.

The Legal Affairs and AML Departments report directly to the President, overseeing planning, implementation, and management of compliance and AML systems. To support board oversight, the Chief Compliance Officer reports semiannually to the Board and Supervisors on compliance and AML matters, including weaknesses and corrective plans. The Board ensures sufficient resources, while management enforces incentive and penalty mechanisms to promote a company-wide compliance culture.

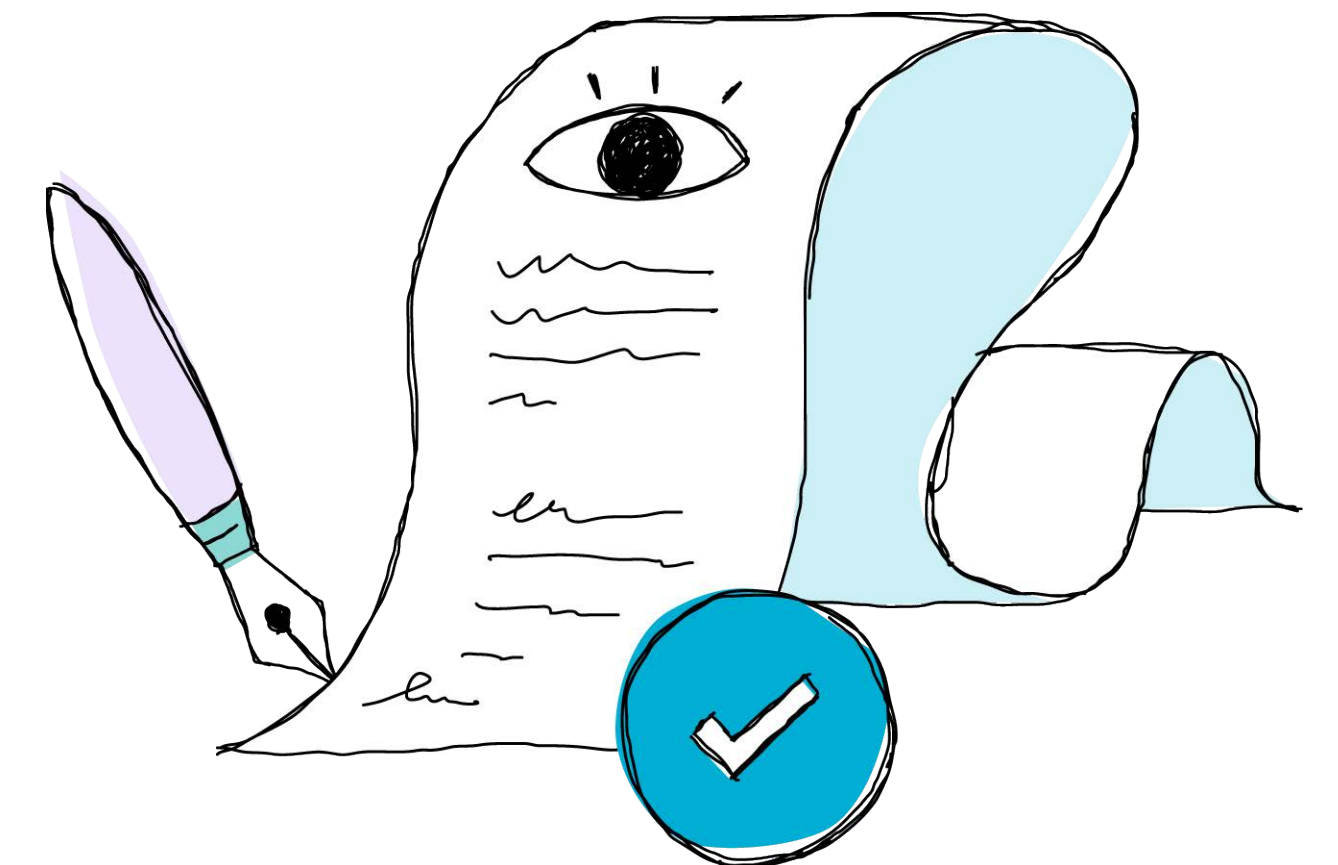


Strengthening Legal Compliance Through Risk-Based Management

Cathay Securities closely monitors regulatory developments from domestic and international authorities to ensure compliance while expanding business. To facilitate effective communication of legal updates, each department designates a deputy manager or equivalent as a Compliance Liaison, responsible for compliance oversight and internal promotion, ensuring zero information gaps.

We have adopted Cathay Financial Holdings' Stakeholder Management System, enabling real-time compliance checks and integration with internal document and procurement systems. All related-party transactions must be disclosed in electronic approvals or procurement records, reinforcing integrity and accountability.

To ensure effective compliance, all departments conduct semiannual self-assessments, risk reviews, and evaluations. All employees are required to pass a compliance test—achieving a 100% pass rate in 2025. Risk assessment forms are also used to evaluate frequency, severity, and likelihood of compliance risks, with corresponding controls in place to manage and measure risk effectively.



Leveraging Digital Technology to Build a Comprehensive Defense Network

In response to evolving global risks and increasingly complex financial crimes, Cathay Securities established the Money Laundering Control Department (MLCD) to enhance Anti-Money Laundering (AML) efforts in 2017 and has since built a professional team with diverse financial backgrounds. By 2025, over 67% of AML personnel had obtained CAMS certification. The team monitors international AML standards and transaction patterns daily, implementing a risk-based framework to protect clients and ensure a stable and secure financial environment.

To enhance defense mechanisms, we established the AML and Counter-Terrorism Financing (CTF) Committee to oversee related matters. In partnership with Cathay Financial Holdings, we built a robust data-sharing mechanism for AML, CTF, and counter-proliferation financing, leveraging digital tools to strengthen monitoring and staff training, and promote shared use of risk data and early warning indicators.

Since April 2024, we adopted the “Isolation Forest” methodology to refine anomaly detection thresholds for transaction monitoring. This enhanced approach was recognized by Taiwan’s Financial Intelligence Unit (FIU), reinforcing our ability to prevent illicit activities through effective surveillance.

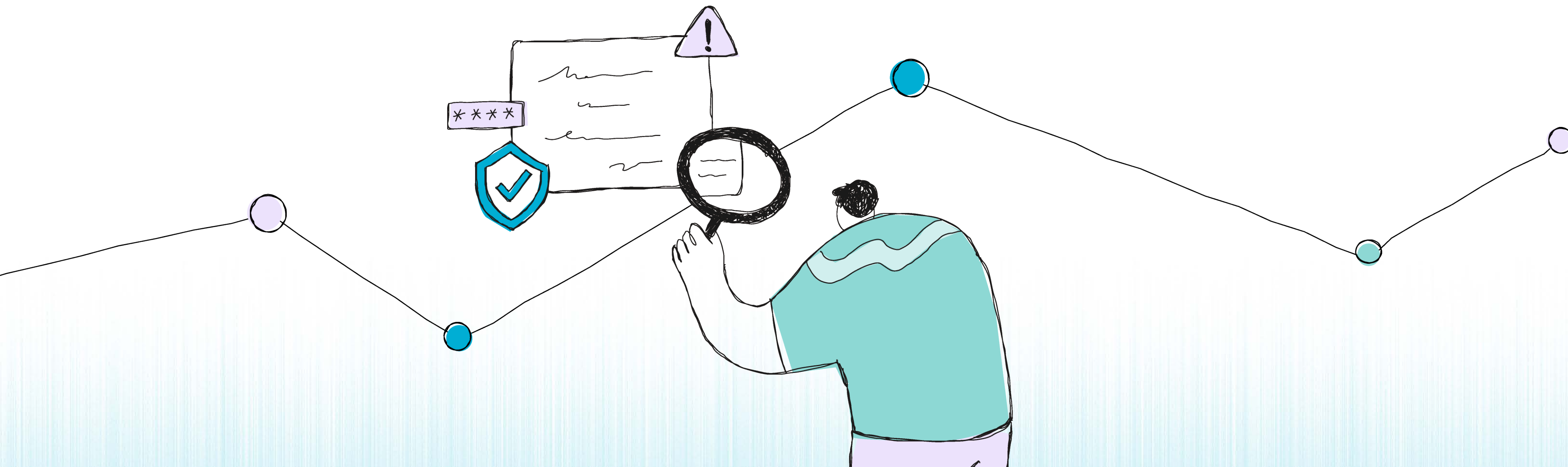
Compliance Training to Foster a Culture of Regulatory Adherence

Cathay Securities launched a Compliance Management System that integrates regulations, news, and enforcement cases, using an interactive acknowledgment mechanism to ensure all employees stay updated. A variety of training courses are offered, covering industry violations, common case types, and regulatory changes across areas such as financial supervision, information security, and digital technology. In 2025, 182 compliance training sessions were held. AML-related training—both in-person and online—reached 1,525 total attendances, amounting to 5,075.8 hours, helping employees strengthen their understanding and execution of compliance.

Compliance training is also a required item in employee performance evaluations and included in annual KPI scoring, linking regulatory compliance directly with individual performance to reflect its importance.

Promoting Sustainable Operations through a Code of Ethical Conduct

Cathay Securities upholds “integrity” as a core value and follows the Cathay Financial Holdings Code of Ethical Conduct to ensure that all directors, supervisors, managers, and employees act in line with ethical principles. The Code addresses key topics such as legal compliance, anti-money laundering, equal opportunity, non-discrimination, anti-harassment, and human rights. It is publicly disclosed on the [Corporate Governance](#) section of the company website to help stakeholders understand our ethical standards and support long-term sustainable operations.



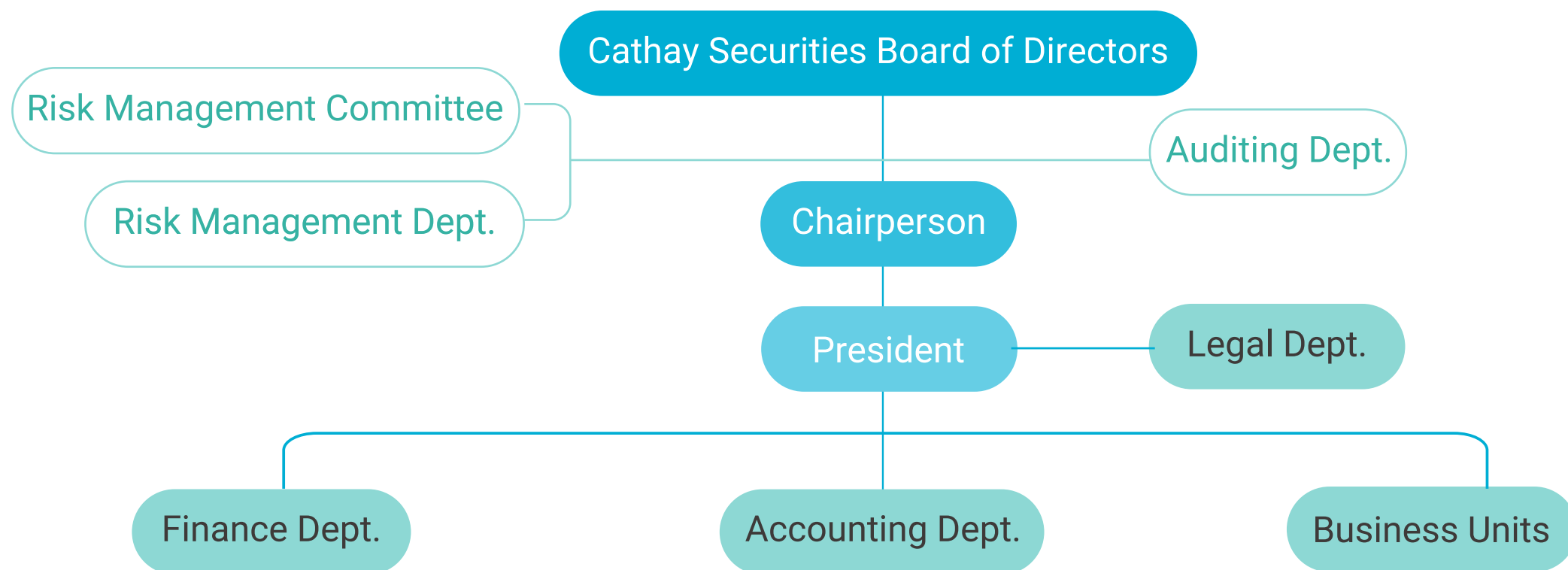
2-3 Risk Management

Risk Governance Structure

Risk Management Committee Established Under Board Oversight

Cathay Securities established the Risk Management Committee and formalized the Risk Management Committee Charter in 2014, outlining the roles and responsibilities of all levels and units. The Board of Directors serves as the highest supervisory body, ensuring risk policies align with the company's operations, business scope, and cover all types of risk. Senior management is tasked with developing and implementing risk management guidelines to meet business needs.

The Committee is chaired by the Chairperson and led by the Risk Management Department under the Board, which serves as the designated unit under the board. Members include the President, heads of functional divisions, Chief Compliance Officer, Chief Information Security Officer, and heads of Finance, Accounting, and Strategic Planning. Meetings are held quarterly to review and oversee risk policies and guidelines.



Risk Management Dept.	Formulates and implements the company's risk management policies, regulations, and procedures; regularly reviews whether these align with business development.
Auditing Dept.	Periodically audits risk management processes and internal control systems; continuously tracks internal control deficiencies and irregularities to ensure timely corrective actions.
Other Units	Shall comply with and follow the established risk management framework and ensure adherence to relevant procedures.

Risk Management Mechanism

Policy Framework, Risk Oversight, and Board Reporting

Cathay Securities has established risk management policies and controls for key risk areas, including market, credit, operational, liquidity, capital adequacy, legal, reputational, strategic, and ESG- and climate-related risks. To monitor exposure, the Risk Management Department submits a semiannual risk management execution report to the Risk Management Committee and the Board of Directors.

Risk Management Reporting and Monitoring Frequency	
Daily	✓ Daily Risk Report on Total Positions Includes investment types, market values, costs, department-wise daily/monthly/annual P&L summary, and review of breached risk limits, alerts, and stop-loss positions ✓ Company-wide VaR and Risk Factor Monitoring Report (1-day, 99% confidence level) ✓ Margin Trading Risk Report and Unrestricted Lending Business Daily Report
Biweekly	✓ Concentration Risk Analysis of Investment Positions
Monthly	✓ Stress Testing ✓ Monthly Financial Risk Report Compiles data on market, credit, operational, and liquidity risks
Quarterly	✓ Liquidity Simulation Assessment Report
Semiannual	✓ Risk Management Execution Report Covers market, credit, operational, liquidity, capital adequacy, legal, asset impairment control, reputational, ESG, and climate risks
Annual	✓ Backtesting

Internal Reporting System with Case-Based Risk Management

To reinforce risk management and internal controls, Cathay Securities has adopted a three-lines-of-defense model, with the Risk Management Department as the second line. In line with Cathay Financial Holdings’ Operational Risk Event Reporting Policy, Credit Risk Emergency Event Reporting Policy, and Material Event Handling Policy, an internal reporting system is in place. When a risk event occurs, the responsible unit or subsidiary must report it immediately to the Risk Management Department. If the event meets the reporting threshold, it is escalated to Cathay Financial Holdings for case-based management, ensuring ongoing tracking and implementation of improvement measures.

Identification and Management of Emerging and Material Risks

In response to the growing complexity of the global financial landscape and evolving challenges such as technological change, extreme climate events, and demographic shifts, Cathay Securities works with Cathay Financial Holdings to regularly identify and assess emerging and material risks, drawing from leading institutions and industry reports. The company reports its risk exposure and management mechanisms to the Risk Management Committee.

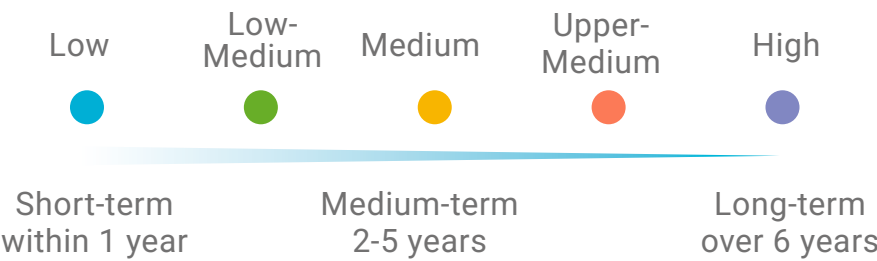
In 2025, Cathay Securities joined a Cathay FHC-led task force to identify emerging and material risks. Senior executives assessed the impact, timeframe, and relevance to critical operations across 6 categories: healthcare, environment and energy, technology, political and economic factors, society, and governance.

After assessing the potential impact of various risks on operations, the Group identified “Artificial intelligence (AI) risk, social isolation and loneliness” as key emerging risks for the year. In addition, Cathay Securities also closely monitors emerging risks such as software supply chain and cloud risk. Management responses include: establishing a Data and AI Governance Committee with revised responsibilities, adopting outsourcing risk assessments, implementing cloud security monitoring, and offering Employee Assistance Program (EAP) counseling.

Among all assessed risks, the 5 with the greatest potential impact were designated as material risks: Business or Service Disruption, Information Security Risk, Climate Transition Risk, Geopolitical Risk, and Economic Volatility Risk. Cathay Securities has already implemented control measures such as business continuity management system, cybersecurity programs, country risk management, and climate risk frameworks. Through regular risk reviews and proactive planning, Cathay Securities continues to enhance its enterprise risk management mechanism and reinforce its commitment to sustainable operations.

Emerging Risks					
Type	Risk	Key Business	Level	Likelihood	Duration
Technology	AI Risk	Assets & Financial markets Operations			Medium-term
Health	Social Isolation and Loneliness	Assets & Financial markets Operations			Short-term
Technology	Software Supply Chain Risk	Assets & Financial markets Operations			Short-term
Technology	Cloud Risk	Assets & Financial markets Operations			Medium-term

Material Risks					
Type	Risk	Key Business	Level	Likelihood	Duration
Governance	Business or Service Disruption	Assets & Financial markets Operations			Short-term
Technology	Information Security Risk	Assets & Financial markets Operations			Medium-term
Environmental	Climate Transition Risk	Assets & Financial markets Operations			Medium-term
Political & Economic	Geopolitical Risk	Assets & Financial markets Operations			Medium-term
Political & Economic	Economic Volatility Risk	Assets & Financial markets Operations			Medium-term



Risk Management Culture

To strengthen risk awareness, Cathay Securities requires Board members and senior management to participate in annual governance or risk management training. In 2025, all employees completed risk management training, including ESG, climate change, and natural disaster risk topics, achieving a 100% completion rate. To reinforce accountability, risk management indicators are incorporated into business unit performance evaluations, while internal control effectiveness is included in employee performance assessments to ensure the effective operation of the risk management framework.



Business Continuity Management

Establishing a Robust Framework to Enhance Operational Resilience

Cathay Securities, in collaboration with Cathay Financial Holdings, has developed a Business Continuity Management (BCM) strategy to strengthen emergency response capabilities in the face of climate-related disasters or other major incidents. The goal is to ensure uninterrupted operations of core and critical functions, safeguard customer interests, and protect employee safety. The company established a BCM Committee, chaired by the President, to oversee the PDCA-based management system. A Disaster Response Command Center is also in place to strengthen response and recovery capabilities during crises.

To ensure consistent group governance, both Cathay Financial Holdings and the company have enacted BCM Guidelines that outline a comprehensive notification mechanism. In emergencies, the company activates corresponding response and recovery procedures based on event severity and reporting levels. In 2022, to align with the ISO 22301 standard, the company issued and implemented the BCM Committee Charter, BCM Implementation Rules, BCM Risk Assessment Guidelines, and Business Impact Analysis Rules.

Business Continuity Management to Safeguard Client Interests

Since 2023, Cathay Securities has conducted annual assessments of core operations—such as information systems and power infrastructure—before year-end. The 202 results were submitted to the 3rd meeting of the 8th Board of Directors. To meet BCM requirements, the company holds regular drills simulating fire, earthquakes, power outages, system switchover, and cyber incidents, along with awareness training, document reviews, risk assessments, business impact analyses, and internal audits. These actions ensure uninterrupted critical operations and verify backup effectiveness during emergencies.

In response to business growth and the Taiwan Stock Exchange's directive (Ref. No. 1120503796, Nov 14, 2023) on enhancing cybersecurity for electronic trading, the company has adjusted core system recovery time to one hour, verified through switchover drills. It also joined the Cathay FHC Group Mobile Generator project as a third line of defense in case of generator failure.

Cathay Securities successfully completed the ISO 22301 recertification audit conducted by BSI in the fourth quarter of 2025 and maintained certification validity. Given the rise of extreme weather and cyberattacks, the company continues to implement compound disaster scenario drills to strengthen BCM capabilities and maintain agility. The company's BCM statement is published on the Cathay Securities website under the [Disclosures](#) section.



Cathay Securities Business Continuity
Management Statement

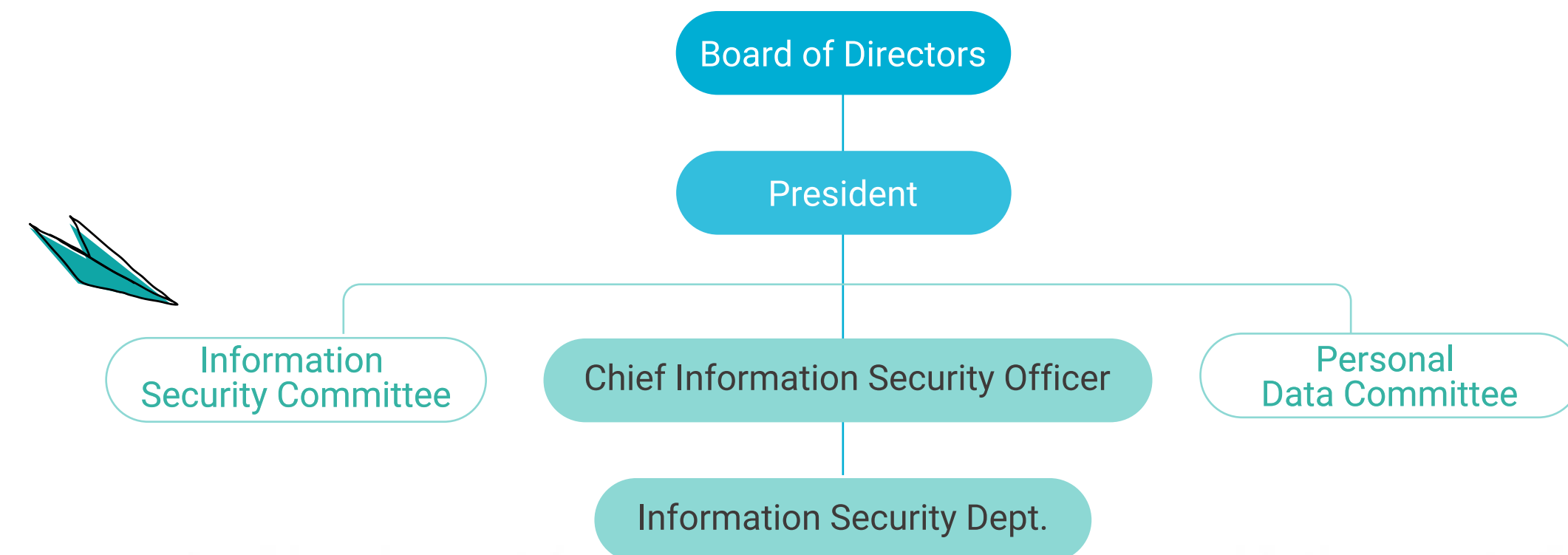
2-4 Information Security

Information Security Governance Mechanism

In an era of rapid technological advancement, Cathay Securities continuously enhances our information security management standards, strengthening overall protection capabilities. We are committed to safeguarding customer privacy and personal data, preventing and mitigating information security risks, and providing clients with a secure and reliable trading environment.

Establishing the Information Security Department to Build a Resilient Security Framework

To reinforce information security operations, Cathay Securities established the Information Security Department in 2021, appointing a Vice President-level Chief Information Security Officer (CISO). By 2025, the department includes 1 head and 9 dedicated security personnel. Their responsibilities cover revising and promoting information security policies; planning security architecture and defense mechanisms; handling major security incidents; overseeing implementation; conducting awareness and training programs; advancing, coordinating, and maintaining personal data and security management systems; and executing security management operations.



Cathay Securities' information security management system is led by the President as convener, set up Information Security Committee to oversee the operation of the information security management framework. Given the high priority placed on information security, Cathay Securities has steadily increased our investment, with 2025 security spending reaching 11.02% of total IT costs, up 2.35 percentage points from 8.67% in 2024. We will continue enhancing governance quality through robust management mechanisms. In response to increasingly sophisticated cyber threats, Cathay Securities maintains cyber insurance coverage to protect customer interests, enhance risk resilience, and mitigate potential losses arising from cybersecurity incidents. also established a Cybersecurity Advisory Group to enhance the Board's understanding of cybersecurity developments, integrate cybersecurity risks into business decision-making, and further strengthen cybersecurity governance.

Establishing Information Security Management Policies

To emphasize the importance of information security and personal data management, Cathay Securities has defined our approach based on confidentiality, integrity, availability, and legality, we respectively established the Personal Data Management Policy and Information Security Policy, both approved by the Board of Directors and announced to all employees. This demonstrates the management's commitment to information security and data protection, fostering concrete implementation by all employees and laying a solid foundation for the company's digital transformation.

Obtaining ISO 27001 and BS 10012 Certifications

Cathay Securities adopted the ISO 27001 Information Security Management System in 2021 to strengthen information security and personal data protection across system development, operations, network services, and data center management. Through regular reviews and assessments, the Company continuously enhances cybersecurity governance and risk management effectiveness. The Company successfully renewed its ISO 27001 certification in 2024 and passed the 2025 surveillance audit, maintaining certification validity. Together with BS 10012 certification, these achievements demonstrate Cathay Securities' commitment to information security and personal data protection.

Information Security Protection Mechanism

Cathay Securities is committed to building a robust information security protection mechanism, guided by 4 key strategies: strengthening security frameworks, deepening governance, enhancing resilience, and advancing joint defense. And implement action to reinforce our security efforts.



Prioritizing Cybersecurity Talent Development

Cathay Securities prioritizes cybersecurity talent development and has established a certification incentive program to encourage employees to obtain relevant credentials. As of 2025, the company holds 54 international ICT security certifications—25 by dedicated security staff. Each dedicated security staff member also completes over 15 hours of annual training to stay current with global best practices.

Understanding that cybersecurity relies on collective effort, we provide all employees with an annual 3-hour training covering topics like deepfakes, social engineering, IoT, and mobile security, achieving a 100% completion rate in 2024. We also regularly conduct internal awareness campaigns and social engineering drills to continuously strengthen employees' vigilance, building a resilient organizational defense.

security staff (including CISO)	security staff security certifications	security staff Cybersecurity Training	other departments' staff security certifications	All staff Cybersecurity Training	
11 Employees	25 certifications	More than 15 hours per person	29 certifications	100%	3 hours

Issuing Organization	Certificate Name	Number Obtained
Taiwan Accreditation Foundation (TAF)	ISO 27701 Lead Auditor for Information Security Management System	20
	ISO 27701 Lead Auditor for Privacy Information Management	2
	ISO 22301 Lead Auditor for Business Continuity Management	3
Information Systems Audit and Control Association (ISACA)	CISM – Certified Information Security Manager	2
Ministry of Economic Affairs (MOEA)	iPAS Intermediate Cybersecurity Engineer	1
Certified E-Commerce Consultant (EC-Council)	CEH – Certified Ethical Hacker	6
	CTIA – Certified Threat Intelligence Analyst	1
	ECIH – Certified Incident Handler	3
	CHFI – Computer Hacking Forensic Investigator	2
	CSA – Certified SOC Analyst	2
	CND –Blue Team Cybersecurity Awareness	1
Computing Technology Industry Association (CompTIA)	CompTIA Security + International Cybersecurity Certification	4
Cisco	CCNA – Cisco Certified Network Associate	4
International Information System Security Certification Consortium (ISC) ²	CISSP – Certified Information Systems Security Professional	1
	CCSP – Certified Cloud Security Professional	1
Information Systems Audit and Control Association (ISACA)	CISA – Certified Information Systems Auditor	1

Strengthening Cybersecurity Governance

To prevent risks with new systems, we apply a cybersecurity risk review mechanism, using pre-launch checklists to confirm compliance with external regulations, internal controls, and security standards. We also conduct annual security maturity assessments to proactively identify risks and prepare mitigation measures.

To monitor and address information security risks in real time, Cathay Securities operates a 24/7 Security Operation Center (SOC) and regularly conducts exercises.

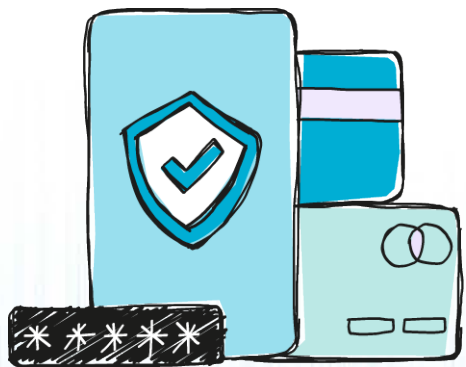
Drill Type	Cybersecurity Drills	social engineering tests.	red team drills	DDoS attack simulations
Drill Description	Simulated a zero-day attack scenario to test incident response, cybersecurity protection, recovery, and remediation procedures in the event that attackers exploit unpatched system or application vulnerabilities to bypass security controls, resulting in unauthorized access, personal data breaches, or system disruptions.	Designed based on common attack techniques, the exercises covered topics such as system notifications, current events, personal alerts, promotional messages, and travel information. By simulating realistic phishing emails, the program enhanced employees' cybersecurity awareness and response capabilities.	Conducted gray-box testing, including vulnerability scanning and validation of external-facing websites, while simulating internal network attacks to assess access to sensitive information. Penetration testing was also performed to simulate intrusions into the Company's DMZ and internal network, identifying potential attack vectors and security weaknesses.	The exercise was conducted in three phases: a resource exhaustion SHA attack (minimum 1,500 RPS), a simulated NoName057 DDoS attack (minimum 1,500 RPS), and a resource exhaustion DNS attack (minimum 50,000 QPS).
Annual Frequency	Annually	Semiannually	Annually	Annually
Implementation Results	The Cybersecurity Incident Response Team and Emergency Response Team followed internal procedures and reporting protocols to manage the incident.	All exercises met established targets, with the email open rate declining significantly in the second exercise, demonstrating the effectiveness of awareness and training initiatives.	External penetration testing identified no viable intrusion paths, and no attack vectors were found that could be used to gain further access to the internal network.	The results confirmed that the Company's external websites and DNS services remained fully operational throughout the exercise, validating the effectiveness of existing defense and traffic scrubbing mechanisms.

Offsite backup drills include real business operation verification, and scenario-based exercises are designed for emerging risks. These efforts shape crisis response strategies, ensure standardized reporting, emergency mechanisms, and dedicated teams, minimizing operational impacts from major incidents.

Cathay Securities is a member of the Financial Information Sharing and Analysis Center (F-ISAC), established by the Financial Supervisory Commission, building intelligence collection and sharing mechanisms. We also partner with Cathay Financial Holdings in joint defense, sharing threat intelligence and early warnings. In 2025, we were honored as an "Outstanding Institution for F-ISAC Intelligence Sharing."

Information Security Incident Response Measures

Cathay Securities did not have any data breach events, and no customers were affected by personal data violations in 2025. To strengthen incident reporting and response, we continuously implement and optimize procedures. With Board-approved policies aligned with international standards and regulatory requirements, we have established comprehensive rules covering incident levels, reporting methods, and digital forensics, supported by clear response and drill guidelines. For incident handling, we follow the principles of identification, containment, eradication, recovery, and improvement, reporting per procedures. Major incidents are handled by an emergency response team convened by the President, followed by post-incident reviews and learning to prevent recurrence and minimize potential damage or operational loss. We also conduct regular internal audits on information security and personal data protection, using self-assessment mechanisms to evaluate effectiveness.



2-5 Supplier Management

Sustainable Procurement

Aligned with Group Framework, with Clear Procedures in Place

To strengthen sustainable procurement, Cathay Securities introduced and obtained certification under the ISO 20400 Sustainable Procurement Guidance in 2022 and established the Sustainable Procurement Policy and Supplier CSR Code of Conduct, along with a complete sustainable procurement process.

Cathay Securities follows the guidelines, integrating ESG principles—covering ethical governance, workplace health, labor and human rights, environmental sustainability, fair trade, consumer care, and social contribution—into procurement practices. Suppliers are invited to complete a self-assessment and sign the [Cathay FHC Sustainable Value Declaration](#).

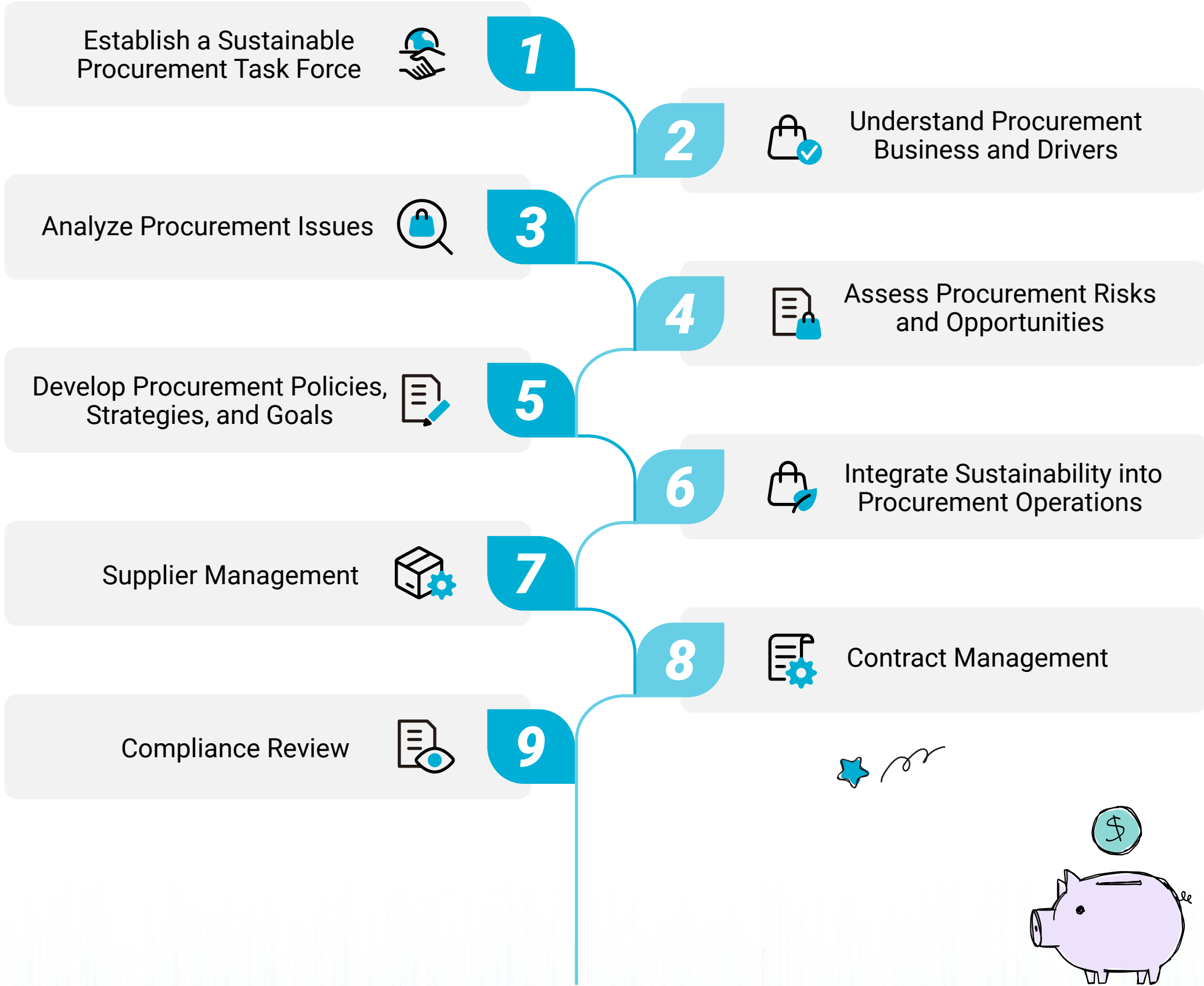
The Company’s Sustainable Procurement Policy set clear procedures. All units must follow the Group’s policy, prioritize Cathay Securities’ interests, avoid unjustified discriminatory treatment of suppliers, and make fair, efficient, and professionally sound decisions within policy limits. Energy-related procurement must comply with energy standards, while other items should prioritize eco-friendly, green building, or fair trade products.

Energy Procurement Standards

Equipment Category	Applicable Energy Standard
Chillers, packaged AC units, split-type AC units, window AC units	Energy efficiency standards or Energy Label products certified by the Bureau of Energy
Lighting fixtures	Energy efficiency baseline for energy-labeled indoor lighting fixtures
Emergency exit signs, directional signs	LED lighting
Toilets, urinals, faucets	Water-saving devices certified by the Water Resources Agency
Refrigerators	Minimum Energy Factor (EF) for refrigerators

Note: The allowable energy consumption standards for equipment or appliances listed in this table shall comply with the values or specifications announced by the competent authority at the time of procurement.

Sustainable Procurement Process



Supplier Management

Annual Evaluations and Sustainability Declarations Required

Cathay Securities works with nearly 250 suppliers, including those from agriculture, social innovation, and IT sectors, covering both environmental and social aspects. To manage suppliers and identify supply chain risks, the Company conducts annual evaluations, focusing on service quality, delivery, and sustainability performance. Results inform future partnerships and are used to eliminate underperforming suppliers.

In 2025, no business relationships were maintained with suppliers assessed as high-risk, and the average evaluation score was 88.5, up 1 point from 2024. The Company will continue to bring in quality suppliers to improve procurement efficiency and reduce risk. New suppliers are required to sign [the Cathay FHC Sustainable Value Declaration](#) and complete the Supplier Self-Assessment Form. In 2025, 100% of new suppliers signed the declaration.

Promoting Supplier Human Rights and Value Chain Responsibility

To address increasing global focus on supplier human rights, Cathay Securities integrates sustainability guidelines into the procurement process, encouraging all stakeholders involved or affected to uphold human rights policies. Key topics include due diligence, human rights risks, non-discrimination, and the rights of vulnerable groups, as well as economic, social, and cultural rights.

Cathay Securities continues to collaborate with suppliers to strengthen sustainability practices and legal compliance, supporting human rights while fostering local economic growth and environmental responsibility in line with the Group's ESG strategy.



Joint Commitment with Suppliers

For procurement projects exceeding a certain amount, suppliers are invited to sign the Cathay FHC Sustainable Value Declaration, committing to labor safety, human rights, and related regulations.



Internal Operating Guidelines

In line with the Occupational Safety and Health Act and related regulations, Cathay Securities has established the Contractor Safety and Health Management Guidelines to protect the safety and health of Cathay Securities personnel and contractors.



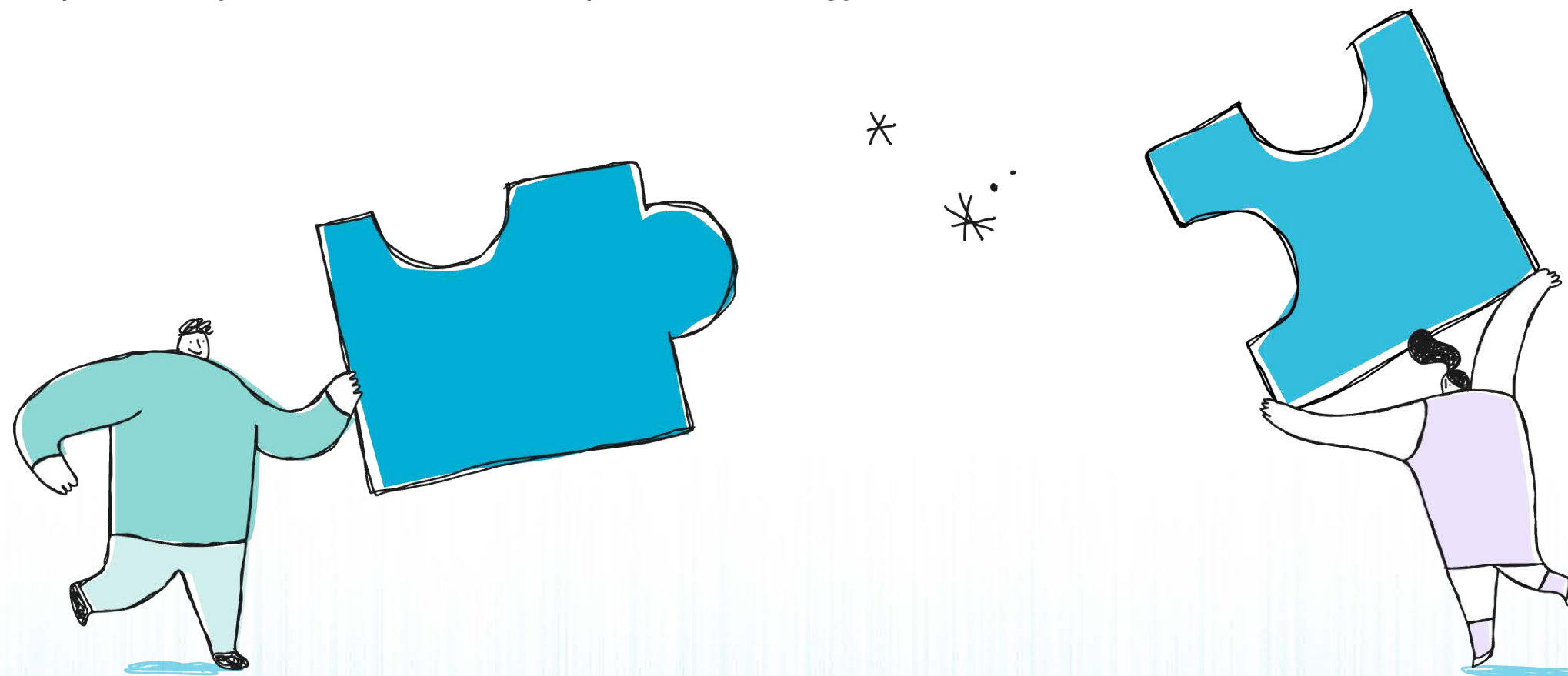
Human Rights Clauses in Contracts

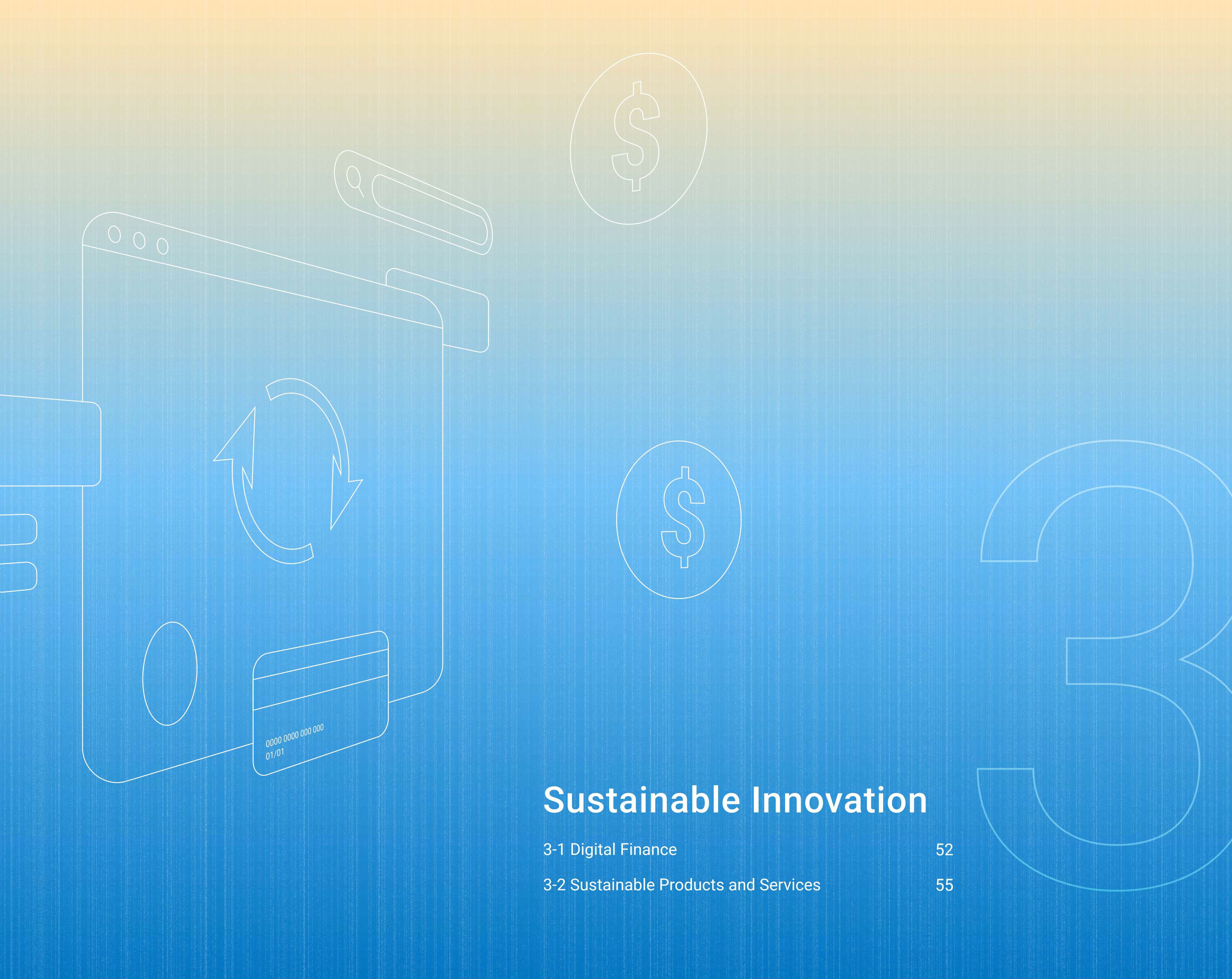
Standard contract templates include provisions on occupational safety and health, safety responsibilities, and corporate social responsibility, covering key labor and human rights topics.



Supplier Management

A supplier evaluation mechanism is in place, with annual supplier evaluations are conducted, and underperforming suppliers are placed under observation or excluded from future business dealings.





Sustainable Innovation

3-1 Digital Finance	52
3-2 Sustainable Products and Services	55



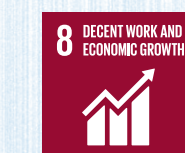
Sustainability Philosophy

Guided by Cathay Financial Holdings' visionary "What if We Could" spirit, we are steadfast in advancing digital transformation, embedding innovation and sustainability into our service and product strategies. We are dedicated to leveraging financial technology to deliver digital service platforms that meet evolving customer needs, extending the reach of our securities services beyond traditional boundaries. We assist sustainability-driven enterprises in raising capital and uphold responsible governance through active stewardship. Together with our stakeholders, we are committed to shaping a better, more sustainable future through the influential power of sustainable finance.



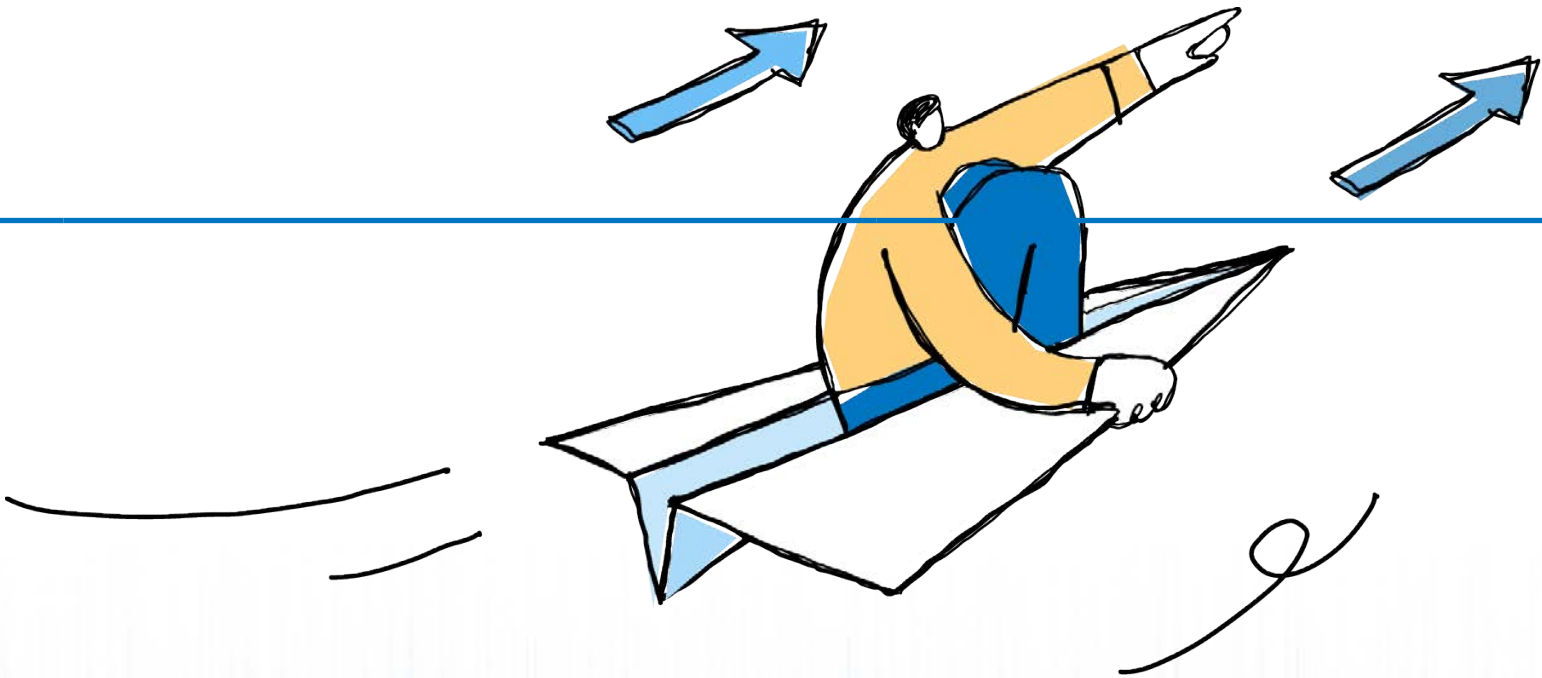
Performance Highlights

- First-in-market "**Spend-to-Invest**" innovation, enabling Cathay Tree Points to offset recurring Taiwan stock investment contributions.
- Underwrote and advised **11** companies identified internally as delivering environmental or social benefits.
- Cathay Securities App Sustainability Section reached **540,000** users.
- ESG ratings covering **100%** of the **1,884** TWSE/TPEX-listed companies in the Cathay Securities App Sustainability Section.



Material Topic Management

Material Topic	Group Sustainability Pillars	Group Sustainability Aspect	Policy Commitment		
 Digital Finance and Information Security	Health	Financial Health	Leverage innovative technologies to offer customers friendly, responsible, and sustainable digital platform services, strengthen information security governance, ensure a safe and trustworthy digital trading environment, and enhance the overall digital investment experience.		
	Management Approach	2025 Performance	Short-term Target (2026)	Mid-term Target (2030)	Long-term Target (2035)
	- Launched digital transformation in organization, talent, and operations. - Set short- to long-term targets for retail electronic account share. - Enhance AI assistant capabilities to provide timely customer support. - Increase Digital Adoption and Reduce the Digital Divide	- Retail electronic account share: 99.6%. “Alpha” answered 2.73 million queries. - Launched the First-in-market “Cathay Tree Points” recurring investment service for Taiwan stocks.	- Maintain retail electronic account share ≥95%. - Annual AI Assistant “Alpha” service interactions exceeded 200,000, with an issue resolution rate above 90%. - Senior Customer Digital Adoption Rate: 37%	- Maintain retail electronic account share ≥95%. - Annual AI Assistant “Alpha” service interactions exceeded 300,000, with an issue resolution rate above 90%. - Senior Customer Digital Adoption Rate: 40%	- Maintain retail electronic account share ≥95%. - Annual AI Assistant “Alpha” service interactions exceeded 350,000, with an issue resolution rate above 90%. - Senior Customer Digital Adoption Rate: 43%



Material Topic	Group Sustainability Pillars	Group Sustainability Aspect	Policy Commitment			
 Sustainable Products and Services	Climate / Health	Low-Carbon Economy Financial Health	Raise public awareness on sustainability, help companies with funding needs effectively access capital, and actively promote related products and services.			
	Management Approach	2025 Performance	Short-term Target (2026)	Mid-term Target (2030)	Long-term Target (2035)	
	- Underwrite sustainability bonds. - Underwrite and advise companies with environmental or social benefits. - Provide Sustainability Section services via the Cathay Securities App.	- Underwrote 3 sustainability bonds in 2025, with a cumulative total of 24 sustainability bonds underwritten from 2020 to 2025 - Underwrote and advised 11 SMEs in 2025, Cathay Securities raised NT\$2.33 billion. - Underwrote and advised 11 projects with environmentally or socially beneficial transactions, with total participation of NT\$1.57 billion. - Nearly 540,000 visits to the Cathay Securities App's Sustainability Section in 2025.	- Reach 26 sustainability bonds issuances by 2026 (base year 2020). - Optimize Cathay Securities App's Sustainability Section services.	- Reach 35 sustainability bonds issuances by 2030 (base year 2020). - Optimize Cathay Securities App's Sustainability Section services.	- Reach 40 sustainability bonds issuances by 2035 (base year 2020). - Optimize Cathay Securities App's Sustainability Section services.	



3-1 Digital Finance

In recent years, the financial industry has actively introduced innovative products and services to meet evolving customer needs and stay competitive. Rapid technological advancements have further accelerated financial innovation. FinTech has driven digital transformation, making services such as mobile payments, virtual currencies, and smart investment platforms part of daily life. Innovation not only enhances convenience but also helps the industry expand into new markets, driving business growth and diversification. It is thus essential for maintaining leadership and adapting to market changes.

At the same time, the rising frequency of global cyberattacks and information security incidents poses growing challenges. As a securities firm focusing on electronic trading services, Cathay Securities views information security as both a core operational focus and a fundamental responsibility in protecting client interests. Dedicated to digital innovation and corporate sustainability, we have established strong governance and protection mechanisms, adopting and complying with international standards to ensure a secure and reliable trading environment and service process for our clients.

Digital Finance Strategy

Amid the digital wave, Cathay Securities continues to pursue its vision of becoming a leading AI-powered securities firm, guided by design thinking, data-driven insights, and agile development. We are driving change across three key areas: organizational transformation, compensation adjustments, and talent cultivation. By establishing a centralized order center, a Digital Finance Division, and the Dun-Nan Branch with a digital-first model, we are recruiting digital talent and enhancing company-wide capabilities. Through comprehensive online and offline training, hands-on projects, and agile project management, we strengthen our digital capacity and operational performance. These initiatives allow us to provide customers with smarter, more convenient securities services, create greater customer value, and demonstrate our commitment to sustainable development.

Digital Innovation Services

Delivering One-Stop Account Opening to Advance Financial Inclusion

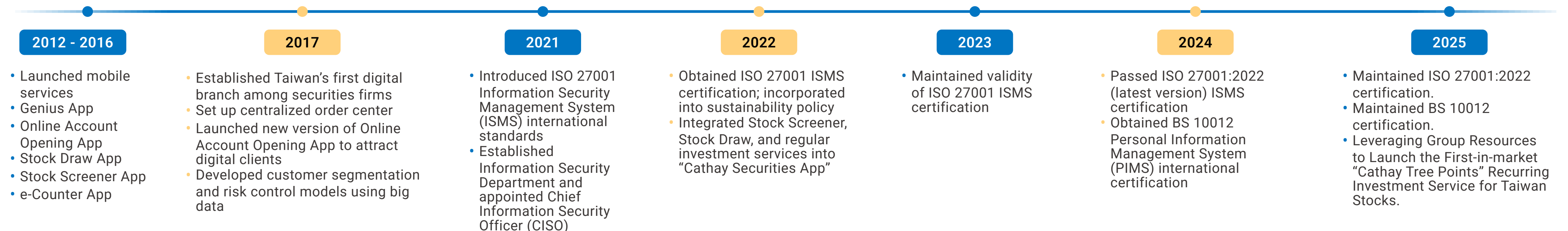
Cathay Securities, in response to regulatory liberalization and increasing investor demand for digital services, has advanced our digital transformation strategy. Through agile development and collaboration with Cathay United Bank, we focus on delivering a seamless account opening experience by jointly designing the app interface and developing APIs to integrate securities and banking services. By combining bank identity verification with the securities account opening process, customers avoid re-entering personal data, simplifying the process from 5 to 3 steps and enabling account opening for Taiwan stocks and sub-brokerage within five minutes, 24/7, significantly improving convenience.

This one-stop service is central to inclusive finance, addressing time and geographic barriers, reducing application time and costs, and meeting the needs of underprivileged groups and middle-aged populations, thereby bridging the digital divide. As of 2025, Cathay Securities had surpassed 2 million customers, with one in every five stock investors in Taiwan holding a Cathay Securities account. We are dedicated to improving access, usage, and service quality, encouraging wider participation in financial services, and integrating financial literacy into daily life to realize the vision of inclusive finance.



Cathay Securities Online Account Opening App

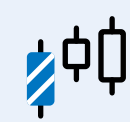
Cathay Securities Digital Development & Information Security Milestones



Developing the Cathay Securities App In-House to Facilitate Digital Investing

Cathay Securities began its digital transformation by prioritizing user experience, launching customer-focused apps to meet diverse digital needs. In 2022, working with Cathay Financial Holdings' User Experience Design (UED) team, we consolidated 8 apps into the all-in-one "Cathay Securities App," offering one-stop digital investment services. With an agile, sprint-based approach, we continuously refined the app to align with user needs, reaching 770,000 average monthly active users in 2024 – a 15% increase from 2023.

Driven by continuous improvement, we addressed client pain points and, in 2025, Launched the First-in-market Yuanta Securities Finance Fund Transfer Loan service and a dark mode feature to enhance funding flexibility and user experience. We also accelerated its AI-Driven Transformation Program, embedding AI into digital investment platforms and introducing Portfolio Manager, an AI-powered personalized notification service to help investors manage their holdings more efficiently. Looking ahead, Cathay Securities will continue advancing digital innovation and its transformation toward becoming a leading AI-powered securities firm.



Taiwan, U.S., and Hong Kong Stock Trading

Clear and simple order interface, delivering the most intuitive trading experience



Investment Overview

Comprehensive overview of Taiwan, Foreign stocks, bonds, and offshore SN products, providing a complete account picture



Systematic Investment Plans (SIPs)

Industry-first intelligent dividend reinvestment, Cathay Tree Points recurring investment helping investors easily build investment portfolios



Research Reports

Stay up to date with the latest stock research reports and short-term stock picks, updated regularly. Investing made simple.



Offshore SN Product Trading

Industry-first online trading of SN products, enabling fast transactions even for professional investors



Dark Mode

Allows order placement in dark mode interface, offering an enhanced trading experience



Stock Lending

Instant approval within 3 minutes, 24/7 service, providing painless short-term liquidity solutions



Cathay Securities App

24/7 Intelligent Assistant Alpha: Enhancing Service Efficiency

Since 2020, Cathay Securities has employed the group's intelligent assistant, Alpha, combining Natural Language Understanding (NLU), an FAQ database, and process control (FLOW) to build a conversational system that understands and guides customers in resolving securities-related queries via text. In 2022, Alpha launched the innovative "Online ETF IPO Subscription" service, featuring 24/7 conversational subscriptions, auto-filled client data, real-time subscription tracking, and strong scalability, enabling customers to complete ETF subscriptions in just 3 minutes.

In 2023, Alpha evolved from an intelligent "customer service" into an intelligent "assistant," shifting from passive support to proactive services tailored to client habits and investment preferences. By 2025, Alpha answered 2.73 million inquiries and assisted in the subscription of 34 ETF offerings, achieving NT\$ 11 billion in transactions, demonstrating how digital capabilities elevate service performance.

Afa, what key features and services do you offer?



athay Securities Intelligent Assistant Alpha

- Hi! I'm available 24/7 to help you with any service-related questions!
- Service Applications: Quick password reset, Personalized alerts.
- Subscription Business: ETF IPO subscription
- Transaction Information: order confirmation, trade confirmation, Check investment account details
- Personal Account Services: View T+3 settlement amounts, bank balances, and portfolio maintenance ratios.
- FAQs: You can also ask me about promotions or other questions?



Integrating the Points Economy with Financial Services

To advance inclusive finance, in 2025, Cathay Securities received approval from the FSC to pilot the innovative Cathay Tree Points Recurring Investment Program, allowing customers to use reward points earned from daily spending to invest in stocks and ETFs through recurring investments, making investing more accessible and sustainable.

Simple and Intuitive

Investing has often been perceived as complex and intimidating for beginners. The Cathay Tree Points Recurring Investment Program is fully digital, allowing customers to complete recurring investment subscriptions through the Cathay Securities App in just a few minutes, making investing easy and accessible for everyone.

Low Investment Threshold

With 1 point = NT\$1 and a minimum investment of just 100 points, customers can easily turn reward points into investments.

Flexible Scheduling

Customers can choose from six trading days each month to align investments with salary payments and personal preferences, making investing more flexible and convenient.

Within one month of launch, the membership linking feature attracted over 70,000 customers, demonstrating strong market acceptance. By transforming reward points into investment value, the Cathay Tree Points Recurring Investment Program makes investing more accessible and inclusive. Cathay Securities will continue leveraging digital innovation to provide accessible, transparent, and sustainable financial services.

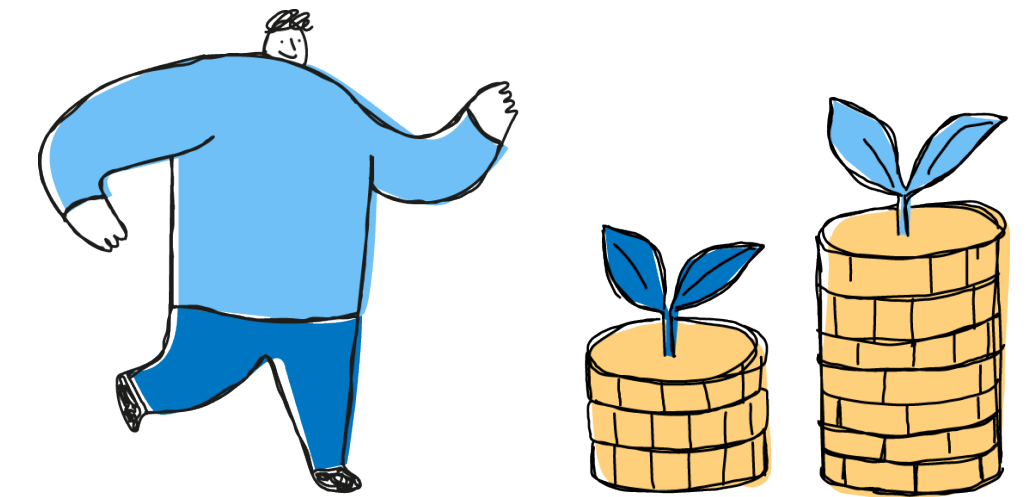
STEP 1

Select a target, choose “Cathay Tree Points Subscription,” and enter the investment points.



STEP 2

Choose from six trading days each month and complete the subscription with your selected date.



Digital Talent Development

In response to the rapid advancement of AI technologies, industry transformation, and evolving customer needs, Cathay Securities is actively advancing its digital and AI transformation strategy. Through continuous reskilling and upskilling initiatives, the Company cultivates digital and fintech talent, empowering employees to embrace innovation and accelerate operational optimization.

In 2025, Cathay Securities promoted AI adoption through the implementation of Microsoft 365 digital tools, AI-focused seminars and training programs, and Digital & Agile Talent Development Programs. These initiatives expanded the application of generative AI and process automation across departments, fostering a self-driven digital work culture, enhancing collaboration, and improving operational efficiency. By strengthening its data-driven operating model and expanding digital service applications, the Company continues to enhance customer experience and organizational agility.

Looking ahead, Cathay Securities will further deepen the integration of AI and digital technologies, accelerating its transformation toward becoming a leading AI-powered securities firm and driving innovation in digital finance and inclusive financial services.

3-2 Sustainable Products and Services

Underwriting Green Bonds to Support Corporate Net-Zero Goals

As a key intermediary in the capital market, Cathay Securities continues to strengthen the assessment of environmental and social impacts throughout its underwriting process. The Company has enhanced its professional standards for sustainable bond proceeds management, post-issuance disclosure, and sustainability impact tracking, ensuring that raised funds are allocated to sustainable projects with measurable outcomes. Through its financial influence, Cathay Securities supports Taiwan’s industries in advancing toward net-zero transition and sustainable development goals.

From 2020 to 2025, Cathay Securities has cumulatively underwritten 24 sustainability bonds, to amplify sustainable finance impact and help companies advance net-zero carbon reduction, addressing climate change risks through concrete action.

In 2025, we underwrote 3 sustainability bonds from leading, well-rated issuers including TSMC, Taipower, HNCB. The proceeds were allocated to projects such as green buildings, renewable energy, energy technologies, green Investment and social Impact, with total participation of NT\$ 0.9 billion. For details, see [Appendix Table 1](#).

Year	2020	2021	2022	2023	2024	2025
Issuers	• TaiPower (2 issuances) • TSMC	• Chailease • TaiPower • TSMC	• TaiPower • Natixis SA	• TaiPower (2 issuances) • TSMC (2 issuances) • Far Eastern New Century • Far EasTone ^(note 1)	• TaiPower (3 issuances) • TSMC • Far Eastern New Century • Nanya Technology • Crédit Agricole CIB	• TSMC • TaiPower • HNCB ^(note 2)

Note1: social bond.
Note2: sustainability bond.

Supporting Sustainable and SME Financing to Drive Industrial Transformation

Cathay Securities actively leverages our core competencies as an underwriter and financial advisor, guiding ESG-aligned and small to mid-sized enterprises (SMEs) to access capital markets. From 2023 to 2025, we successfully underwrote and advised a total of 29 companies identified internally as delivering environmental or social benefits. In 2025, Cathay Securities offered underwriting and consulting services to 11 projects with environmental or social benefits that met the internal definitions, including helping TricornTech’s IPO, advancing air pollution detection technologies and Seetel Technology’s Innovation Board listing, providing integrated renewable energy solutions, For details, see [Appendix Tables 2 and 3](#).

We also incorporate sustainability and ESG initiatives into our evaluation and due diligence for IPO and listing applications, further assisting guided companies in advancing sustainable transformation. Cathay Securities strives to help issuers not only raise capital effectively but also drive industrial upgrading, climate adaptation, healthcare enhancement, and improved corporate governance to achieve sustainability goals.

Year	2023	2024	2025
Number of Underwriting and Advisory Cases with Environmental or Social Benefits	11	7	11

Note: Cathay Securities defines companies with environmental or social benefits based on their business activities, products, obtained certifications, and external sustainability awards, including but not limited to:
Environmental benefits: Renewable energy, waste management/recycling, greenhouse gas emissions, natural resource conservation, pollution and waste, clean technologies, energy-saving and carbon-reduction technologies, eco-friendly materials, and other environment-related activities.
Relevant certifications: CDP, FSC, PEFC, Green Building Label, etc.
Social benefits: Social security, information security, food safety, product responsibility, health promotion, healthcare, safety management, and privacy protection, among other corporate social responsibility topics.
Relevant certifications: ISO 22000 (Food Safety), FSSC 22000 (Food Safety System), ISO 27001 (Information Security), ISO 13485 (Medical Devices Quality Management), etc.

Recognizing that Taiwan’s industries are largely composed of SMEs, Cathay Securities helps high-potential companies advance by referring to the Ministry of Economic Affairs SME White Paper, assisting firms with paid-in capital under NT\$100 million or fewer than 200 employees in capital market fundraising. Cathay Securities cumulatively offered consulting services and provided underwriting services to 11 SMEs in 2025, with a participatory amount of NT\$2.33 billion, including Energenesis Biomedical, Seetel New Energy and Handa Pharmaceuticals. For details, see [Appendix Table 4](#).

Scaling the Impact of Taiwan Sustainability Ratings Through Technology Transfer

Since 2020, Cathay Securities and subsidiary Cathay Futures have partnered with National Taipei University on the “Taiwan Sustainability Rating.” Since 2024, the Taiwan Sustainability Ratings methodology has been fully transferred to the Taiwan Index Plus Corporation (TIP). In 2025, Cathay Financial Holdings, together with its subsidiaries, became the first financial holding company to participate in the IR Engage Platform in collaboration with TIP. Cathay Securities continues to incorporate the TIP Taiwan Sustainability Ratings into the Sustainability Section of the Cathay Securities App, enabling investors to better understand and evaluate the ESG performance of listed companies.

Ranking overall ESG performance into 8 levels based on Sustainability Accounting Standards Board (SASB) methodology. We present the overall ESG ratings and major dimension results on individual stock report cover pages and offer customized ESG evaluation services tailored to institutional client needs. By 2025, the evaluation covered 1,884 companies, with evaluated firms’ market cap share rising from 84% in 2025 to 100%, achieving full coverage of all TWSE- and TPEX-listed companies and further expanding our impact.

Cathay Financial Holdings and Subsidiaries × TIP Signing Ceremony

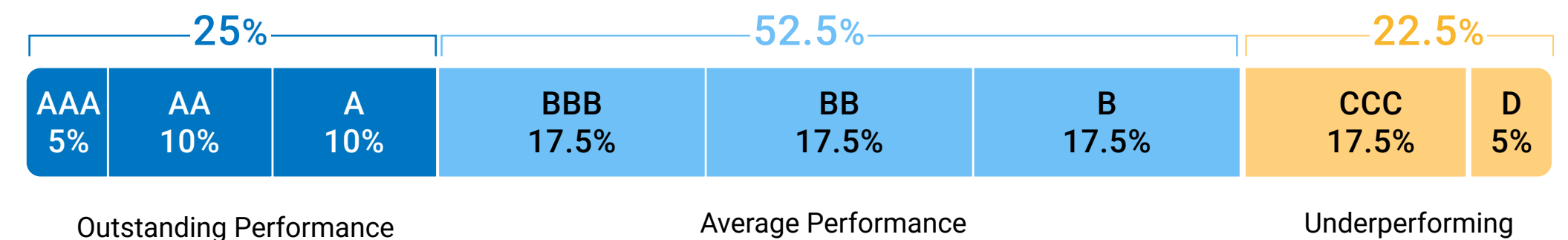


Hosting ESG Forums to Promote Responsible Investment

Cathay Securities partnered with the Business Council for Sustainable Development (BCSD Taiwan) to host quarterly online ESG forums, bringing together 12 institutional investors to discuss sustainability trends and responsible investment practices. Through insights shared by Cathay Securities ESG analysts and BCSD experts, participants gained a deeper understanding of global sustainability policies, net-zero transition requirements, supply chain sustainability, and ESG assurance developments.

In addition, Cathay Securities provided customized ESG training programs covering stewardship engagement, responsible investment practices, and sustainability bonds, helping institutional clients strengthen their sustainable finance capabilities. A total of 20 relationship managers and supervisors participated, demonstrating the Company’s commitment to sustainable finance and institutional client services.

Evaluation Year	2020	2021	2022	2023	2024	2025
Listed Companies	369	417	471	618	698	1,035
OTC Companies	116	144	187	246	320	849
Total	485	561	658	864	1,018	1,884
Share of Taiwan Stock Market Cap	84%	86%	89%	92%	94%	100%



Creating the Cathay Securities App Sustainability Section to Provide Personalized ESG Rating Services

Aligned with Cathay Financial Holdings’ “What if We Could” philosophy, Cathay Securities integrates sustainability with digital innovation. Since 2021, we have launched the “ESG Theme Screening” feature in the Cathay Securities App (formerly e-Counter App), enabling retail clients to engage in sustainable investing by cross-screening financial and non-financial indicators to select preferred investments and evaluate corporate value from diverse perspectives.

In 2022, we introduced the “[Sustainability Section](#),” using ESG rating research on Taiwan-listed companies in partnership with National Taipei University – a first in Taiwan’s securities industry. In 2023, we upgraded to “My Taiwan Stock ESG Sustainability Insights,” offering four levels: L1 Seed → L2 Sapling → L3 Small Tree → L4 Big Tree. Clients can easily view the ESG level of their stock holdings and explore detailed ESG performance via a user-friendly, data-driven, visual interface, encouraging attention to the sustainability impact of their investments and amplifying personal influence.

We continuously enhance and optimize our user interface and features, enabling customers to quickly access the Sustainability Section through the “My” tab in the Cathay Securities App. The platform also provides direct access to the TWSE ESG InfoHub, allowing users to view and compare ESG information across companies and industries through a one-stop information service. By integrating digital innovation with sustainability, we continue to expand the reach of inclusive finance.

In 2025, ESG ratings achieved 100% coverage of all TWSE- and TPEx-listed companies. Investors can not only understand the sustainability impact of their own portfolios but also evaluate the ESG performance of listed companies across industries through assessments covering ten sub-dimensions under the Environmental, Social, and Governance pillars.



My Taiwan Stock ESG Sustainability Insights

ESG in Plain Language

Explains Environmental, Social, and Governance (ESG) indicators in clear, simple terms to help investors build sustainability literacy.

Company ESG Insights

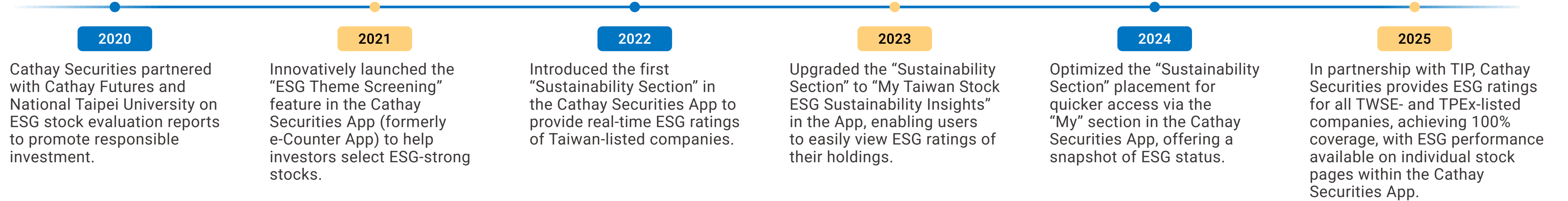
Discloses company performance across ten ESG sub-indicators, including air management, greenhouse gas and energy, employee development and benefits, customer rights and experience, investor relations, and risk management.

ESG Investment Highlights

Summarizes key and most-clicked stock selection indicators from fundamentals, technicals, and capital flows – such as record-high revenue, dividend yield over 5%, bullish moving averages, and three consecutive days of foreign buying – and cross-screens them with the top 25% ESG-ranked stocks to help investors align sustainable impact with financial growth opportunities.

3-1 Digital Finance 3-2 Sustainable Products and Services

Cathay Securities ESG Evaluation Service Milestones



ESG Ratings of Personal Stock Holdings



My Taiwan Stock ESG Sustainability Insights



Sustainability Section Stock Page: ESG Performance Across Ten Dimensions



Note: The top 25% of stocks by industry performance is determined through peer-group assessments across the service, financial, electronics, and manufacturing sectors.



Inclusive Finance

4-1 Fair Customer Treatment	62
4-2 AI-powered Fraud Prevention	70
4-3 Social Inclusion Initiatives	75



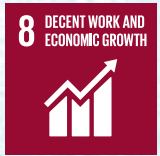
Sustainability Philosophy

Cathay Securities is committed to earning the long-term trust of its customers by integrating fair customer treatment and sustainability into its core operations. Through innovative products and digital services, we enhance financial accessibility, safeguard customer rights and assets, and provide a secure and reliable trading environment. By leveraging our financial influence, we support environmental sustainability and social inclusion, working with stakeholders to create long-term sustainable value.



Performance Highlights

- First recognized by the FSC as a **Top 25% Outstanding Institution** in the “Fair Customer Treatment Evaluation”
- Maintained **ISO 10002** Customer Satisfaction Management System certification
- **100%** completion rate of fair customer treatment training
- Received **Excellence Award** in TWSE’s inaugural **Anti-Fraud Assessment**
- Launched **flat-fee U.S. ETF** trading and **real-time U.S. fractional** share trading services
- Conducted **72** financial literacy and anti-fraud awareness programs, benefiting **3,323** participants



Material Topic Management

Material Topic	Group Sustainability Pillars	Group Sustainability Aspect	Policy Commitment		
 Customer Relationship Management	Health	Financial Health	Fair customer treatment is upheld through adherence to financial consumer dispute resolution procedures, the establishment of a dedicated promotion committee with clearly defined roles and governance structure, and the formulation of comprehensive policies and strategies. Efforts focus on enhancing accessibility and fairness of products and services, advancing diverse and inclusive digital investment solutions, and providing long-term financial education to foster sustainable social development.		
	Management Approach	2025 Performance	Short-term Target (2026)	Mid-term Target (2030)	Long-term Target (2035)
	• Client contracts comply with regulatory and industry standards, clearly defining mutual obligations. • The Fair Customer Treatment learning roadmap is enhanced to embed fairness into corporate culture. • The remuneration policy incorporates balanced non-financial indicators beyond sales performance. • Multiple service channels are maintained to address inquiries and complaints effectively. • The NPS management system is optimized to continually improve customer experience. • An accessible and inclusive financial service environment is actively promoted. • Inclusive financial products and services are regularly developed and launched. • Digital tools are used to deliver financial literacy and anti-fraud education to enhance investor protection.	• Maintained ISO 10002 Customer Satisfaction Management System certification. • Complaint cases reduced by 35% from 2024; 100% resolved within 25 days in line with the Financial Consumer Protection Act. • Fair Customer Treatment training completion rate reached 100%. • Added 8 certified Elder Financial Planners accredited by the Taiwan Academy of Banking and Finance. • Launched flat-fee U.S. ETF trading and real-time U.S. fractional share trading services. • Introduced dividend-inclusive return tracking and the industry-first “Cathay Tree Points” recurring investment service. • Received Excellence Award in TWSE’s inaugural Anti-Fraud Assessment • First to introduce dividend reinvestment service for Taiwan equities. • Delivered 4 anti-fraud education sessions via eDM , reaching 2.9 million participants.	• Optimize the Net Promoter Score (NPS) system to enhance customer experience. • Resolve customer complaints within the regulatory time frame under the Financial Consumer Protection Act. • Achieve 100% completion rate in fair customer treatment training. • Delivered digital financial literacy education, reaching over 1.5 million participants. • Deliver 12 financial literacy sessions annually for youth, seniors, and rural students, reaching at least 120 participants. • Achieve 0.01 million views of online basic financial literacy content.	• Optimize the Net Promoter Score (NPS) system to enhance customer experience. • Resolve customer complaints within the regulatory time frame under the Financial Consumer Protection Act. • Achieve 100% completion rate in fair customer treatment training. • Delivered digital financial literacy education, reaching over 2 million participants. • Deliver 16 financial literacy sessions annually for youth, seniors, and rural students, reaching at least 160 participants. • Achieve 1 million views of online basic financial literacy content.	• Optimize the Net Promoter Score (NPS) system to enhance customer experience. • Resolve customer complaints within the regulatory time frame under the Financial Consumer Protection Act. • Achieve 100% completion rate in fair customer treatment training. • Delivered digital financial literacy education, reaching over 2.5 million participants. • Deliver 20 financial literacy sessions annually for youth, seniors, and rural students, reaching at least 200 participants. • Achieve 1.5 million views of online basic financial literacy content.

Material Topic	Group Sustainability Pillars	Group Sustainability Aspect	Policy Commitment			
 Community Engagement	Empowerment	Social Empowerment	We are dedicated to reducing social inequality by offering diverse opportunities and resources for learning, participation, and collaboration. By supporting specific groups in acquiring skills, we empower individuals to enhance their lives and environment, generating positive social and environmental impact.			
	Management Approach	2025 Performance	Short-term Target (2026)	Mid-term Target (2030)	Long-term Target (2035)	
	- Promoted financial literacy to enhance public financial well-being and support positive social development. - Encouraged employee volunteerism with dedicated leave. - Collaborate with universities to help students develop critical thinking and problem-solving skills and accelerate career readiness.	- Delivered 72 financial literacy and anti-fraud outreach sessions, benefiting 3,323 participants from disadvantaged groups. - Achieved 98 volunteer participations, totaling 587 service hours. - Held one women’s empowerment keynote and three procurement/project events with female social enterprise founders. - Organized the “Charity Coin Bank” initiative, planting 110 saplings along Shalun Coast, Tamsui, New Taipei City.	- Expand financial literacy outreach programs to advance the development of inclusive finance. - Senior : 7 activities, 210 participations. - Student : 150 participations. - Organize employee engagement initiatives integrated with public welfare, and continue promoting employee participation in volunteer activities, targeting a total of 250 volunteer participations and 1,000 volunteer hours. - Partner with universities, reaching 50 youth participants.	- Expand financial literacy outreach programs to advance the development of inclusive finance. - Senior : 8 activities, 240 participations. - Student : 180 participations. - Organize employee engagement initiatives integrated with public welfare, and continue promoting employee participation in volunteer activities, targeting a total of 375 volunteer participations and 1,500 volunteer hours. - Partner with universities, reaching 250 youth participants.	- Expand financial literacy outreach programs to advance the development of inclusive finance. - Senior : 9 activities, 270 participations. - Student : 210 participations. - Organize employee engagement initiatives integrated with public welfare, and continue promoting employee participation in volunteer activities, targeting a total of 500 volunteer participations and 2,000 volunteer hours. - Partner with universities, reaching 500 youth participants.	

4-1 Fair Customer Treatment

Fair Customer Treatment Governance Mechanism

Drive implementation from the top down

The Board of Directors of Cathay Securities places great importance on fair customer treatment and has established relevant policies and procedures as its guiding framework. Fair customer treatment is incorporated into the Company's Material Topics Accountability Mechanism, with the Business Operations & Planning Dept. designated as the responsible unit. Through the Plan-Do-Check-Act (PDCA) management cycle, annual plans and quarterly progress are regularly reported to the Board, ensuring transparent governance and the continuous enhancement of fair customer treatment and ethical business practices.

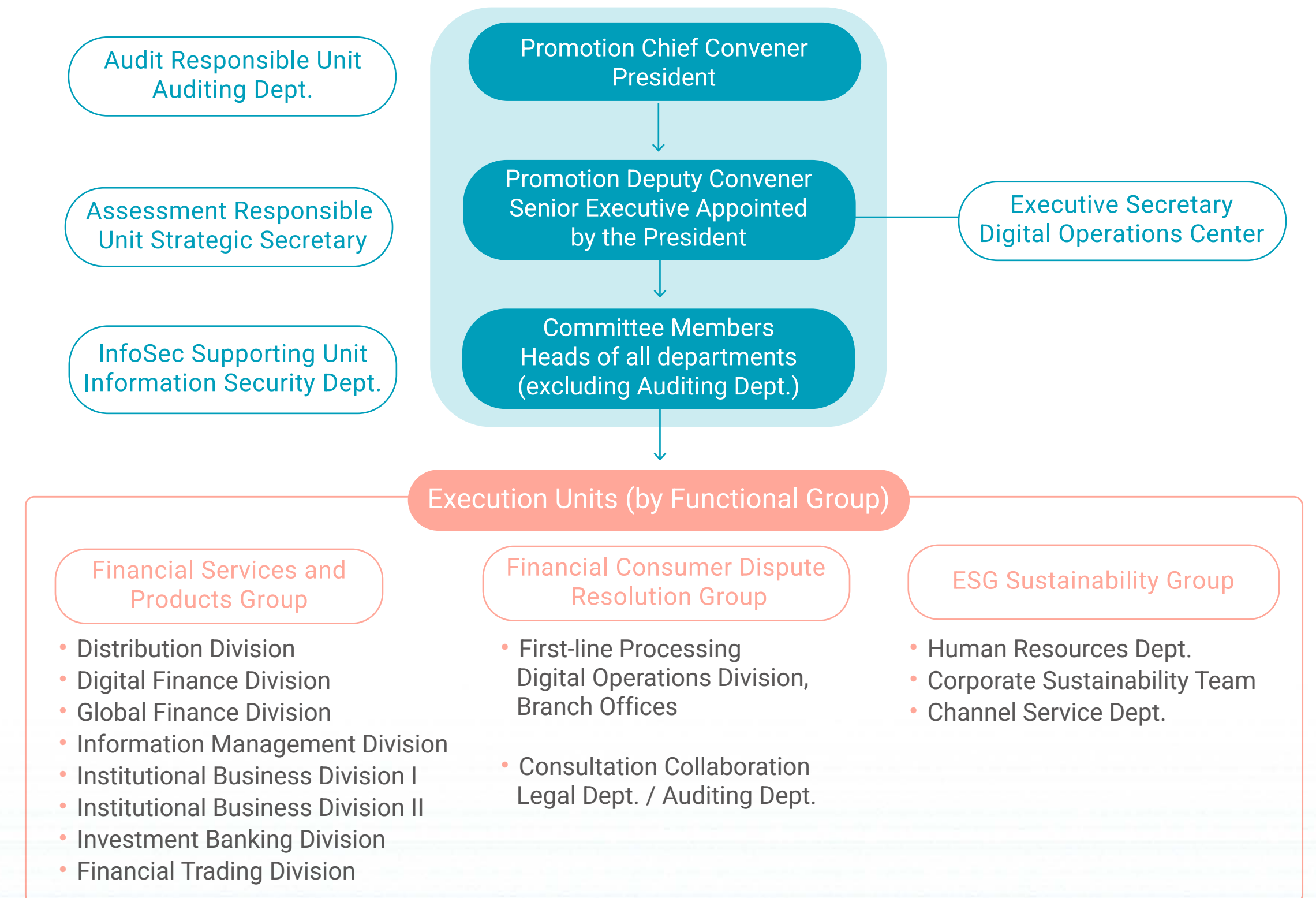
Developing a Fair Customer Treatment Strategy Blueprint

Cathay Securities develops its annual fair customer treatment plan based on regulatory priorities and market trends, focusing on three key pillars: Innovative Services, Financial Inclusion, and Anti-Fraud Initiatives. These priorities are incorporated into the Company's Fair Customer Treatment Strategy Blueprint and implemented through the Fair Customer Treatment Promotion Committee. By leveraging financial technology, Cathay Securities creates an accessible and inclusive investment environment, promotes sustainable development, and advances the principles of fair customer treatment and SDG 10: Reduced Inequalities.

Establishing a Fair Customer Treatment Governance Structure

Under the authorization of the Fair Customer Treatment Policy and Strategy, Cathay Securities established the Fair Customer Treatment Promotion Committee, a cross-functional committee chaired by the President. The Committee includes dedicated working groups covering Financial Services and Products, Financial Consumer Dispute Resolution, and ESG Sustainability, which meet regularly to drive implementation. Customer complaint review meetings and anti-fraud coordination meetings are also held quarterly. Progress on the Fair Customer Treatment Strategy Blueprint and related initiatives is reviewed by the Committee and reported to the Board of Directors on a quarterly basis, ensuring effective oversight and continuous enhancement of fair customer treatment practices.

Cathay Securities Fair Customer Treatment Promotion Committee



Internal Controls for Fair Customer Treatment

Aligning Execution Outcomes

To protect the rights of financial consumers and account for potential investor risks, Cathay Securities established the Compensation Guidelines for Sales Personnel and Performance Bonus Standards for Business Units, approved by the Board of Directors. These guidelines define bonus calculations and KPI assessments for sales, customer service staff, and managers, incorporating non-financial metrics such as regulatory compliance, risk management, and fair customer treatment. The aim is to eliminate unethical sales practices through a balanced reward system and foster a fair and responsible sales culture in alignment with SDG 16 (Peace, Justice and Strong Institutions).

To uphold integrity in sales and marketing practices, Cathay Securities has also implemented internal regulations such as the Operating Guidelines for Trading of Foreign Currency Securities and the Marketing Control Guidelines for Derivatives Transactions. “Fair Customer Treatment Performance” has been formally included in unit performance evaluations, as approved by the Board. Each business unit is required to report specific fair treatment measures biannually, further embedding fair customer principles into operations.

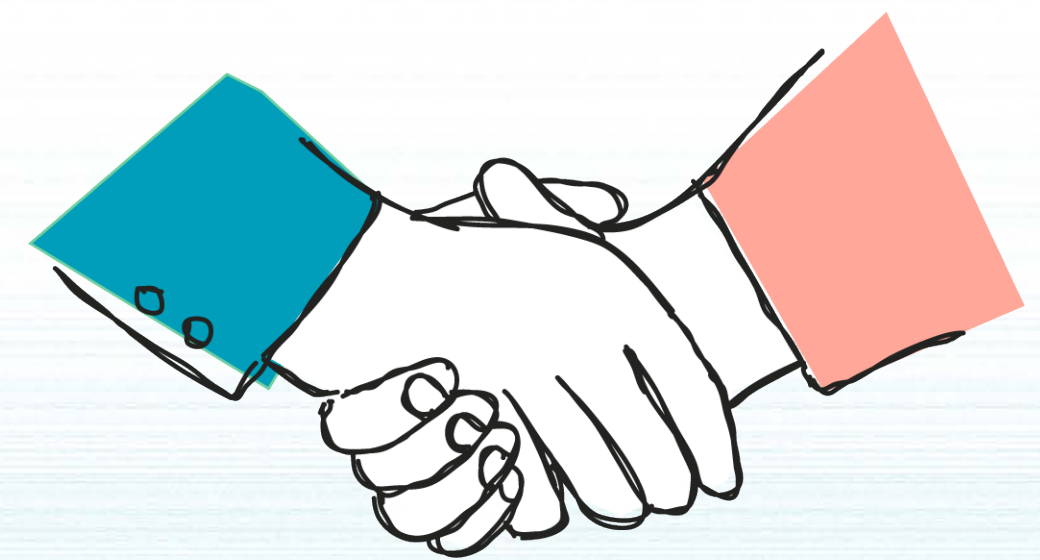
Implementation of Reward and Disciplinary Measures

To encourage active employee participation in fair customer treatment practices, Cathay Securities revised its Fair Customer Treatment Policy and Strategy and Employee Rewards and Disciplinary Measures in 2024. Employees demonstrating outstanding performance in senior- or disability-friendly services, anti-fraud initiatives, or other fair customer treatment practices may receive formal recognition. Related reward and disciplinary results are reviewed by the Fair Customer Treatment Promotion Committee and reported to the Board annually, with the 2025 results reported in 2026.

Fair and Transparent Disclosure of Products and Risks

When providing financial products and services, Cathay Securities ensures that key contractual terms, risk disclosures, and consumer protection information are communicated clearly and transparently. For example, new Taiwan and U.S. stock investors receive a Welcome Letter, and professional relationship managers are available to explain product features and potential risks in detail. These measures help customers better understand the products they purchase and the risks involved, ensuring informed decision-making and safeguarding their rights and interests.

 Youth Citizens	Investment Guide on Official Website	• Beginner guides (trading and settlement rules) • Product education (recurring investments and odd-lot trading) • New services (AI Assistant “Alpha”) • Margin trading (margin purchase and short selling)
 Senior Citizens	Large-Print Important Notice	• Important notices provided in enlarged font and standalone pages to improve readability and understanding for senior customers
 Persons with Disabilities	Accessible senior-friendly service counters	• Accessibility aids, including armless chairs, standing assist handles, and braille assistance cards • Complimentary sign language video interpretation service by appointment
 Foreign Language Speakers	Multilingual Services	• Complimentary video interpretation services in seven languages by appointment • English-language account statements available



Convenient KYC Process

Cathay Securities recognized that investors often needed to complete multiple risk profile questionnaires when subscribing to ETFs issued by different fund companies. To simplify the subscription process, Cathay Securities introduced a proprietary KYC questionnaire. Customers only need to complete the form once per year, enabling unlimited ETF subscriptions through Cathay Securities without repeated submissions. This streamlined process reduces administrative burden and enhances the overall investment experience.

Product Review and Approval Process

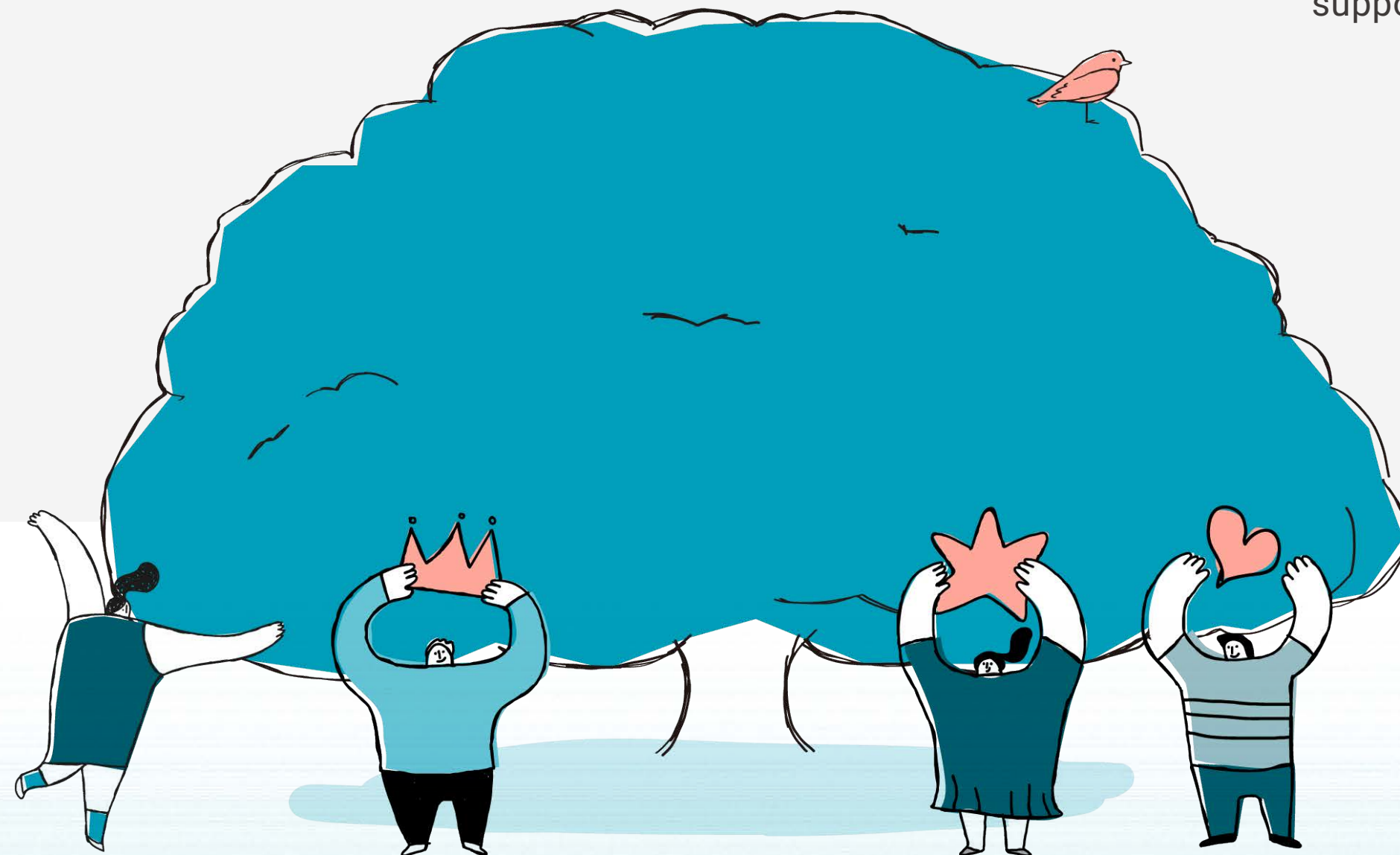
To safeguard customer rights and service quality, Cathay Securities established the Product Listing Review Guidelines, applicable to both physical and digital brokerage channels. All products must obtain prior regulatory approval and pass internal review by the Product Listing Meeting, with final approval from the President before being launched or promoted. In 2025, Cathay Securities held 13 reviews for Taiwan Equity ETFs and 14 for dollar-cost averaging products, underscoring our commitment to customer protection.

Enhancing Professional Competence Through Training

Cathay Securities recognizes that employee professionalism is fundamental to delivering fair customer treatment. Beyond fulfilling the legally required 3-hour annual training, we offered enriched courses to enhance service quality. In 2025, all employees completed 5 hours of training, such as Fair Treatment Month, Friendly and Ethical Services, Integrity and Ethics, and Understanding People with Disabilities. We remain committed to refining this roadmap and elevating employee competence to consistently deliver high-quality, ethical service.

Embedding a Fair Treatment Culture into Daily Operations

Cathay Securities is committed to building and passing on a culture of fair customer treatment by delivering targeted training to employees across different functions. The first initiative involved a briefing for all branch managers during monthly meetings, led by the Strategy Secretary of the Fair Customer Treatment Promotion Committee, focusing on the 10 principles and complaint-handling practices. The second initiative targeted customer service center staff, offering training on the 10 principles to strengthen frontline capabilities, with a 100% completion rate achieved in 2025. The third initiative engaged designated officers from various departments to promote the structure and philosophy of the 10 principles, cultivating internal advocates and embedding fair customer treatment into everyday operations to support sustainable business growth.

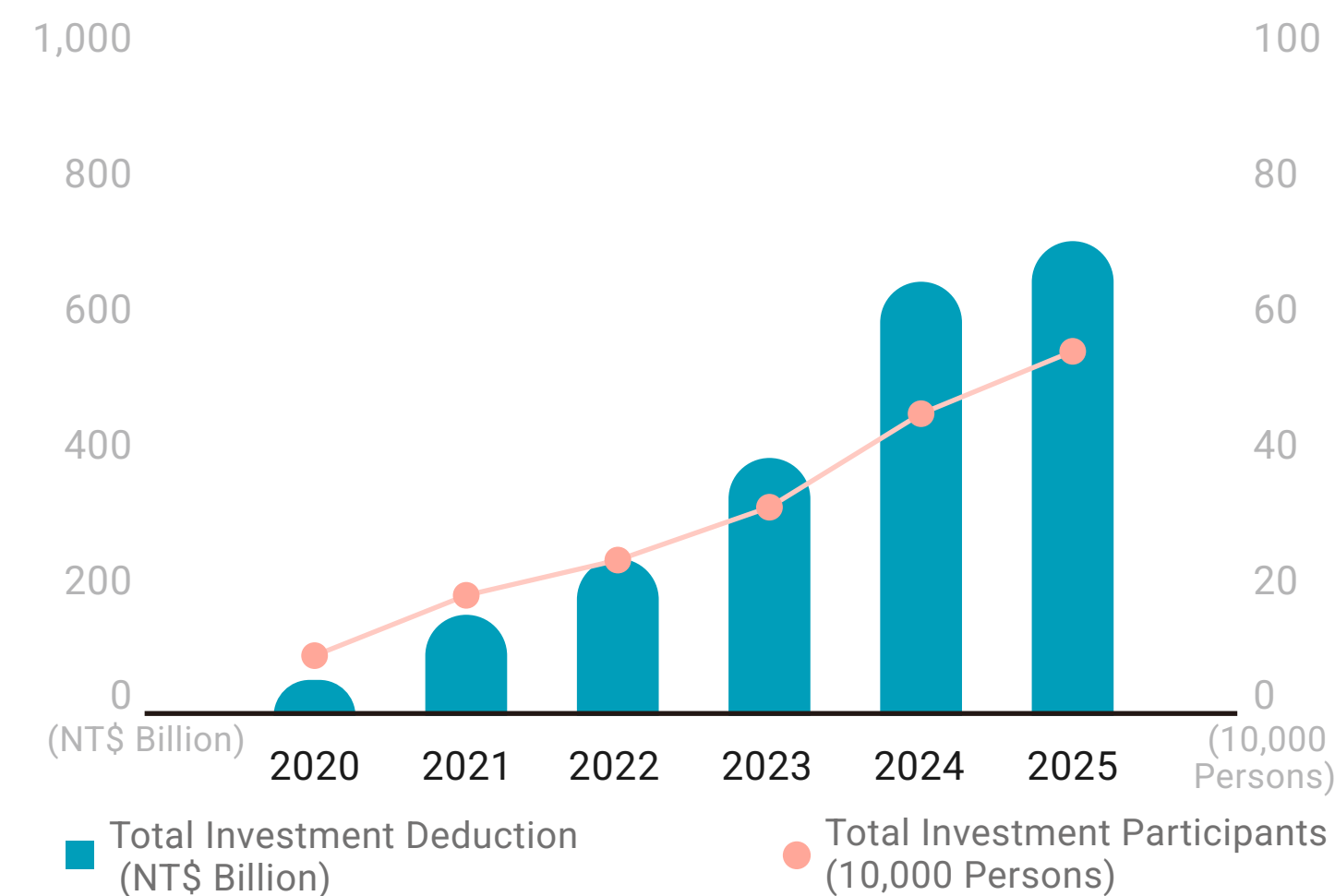


Advancing Inclusive Financial Product Innovation

Cathay Securities believes financial services should be universally accessible. Since 2017, we have provided Taiwan equity SIP plans and expanded to U.S. equity investment services in 2019. We continue to enhance service features—including lowering minimum investment amounts, reducing fees, increasing deduction date flexibility, and broadening product offerings, enabling investors to access service information anytime, anywhere. Through these efforts, we aim to offer a convenient, transparent, and secure investment environment for all.

SIP Investment

By continuously introducing investor-friendly financial products and services, we enable more individuals to participate in equity market growth with small investments, helping diversify risk and stabilize returns. In 2024, the number of cumulative Taiwan equity SIP customers using the Cathay Securities App surpassed 500,000, with total contributions increasing 9.3% year-over-year. These achievements demonstrate our strong commitment and tangible results in advancing financial inclusion, laying a solid foundation for sustainable development. For more information on the Cathay Securities App, please refer to [3-1 Digital Finance](#).

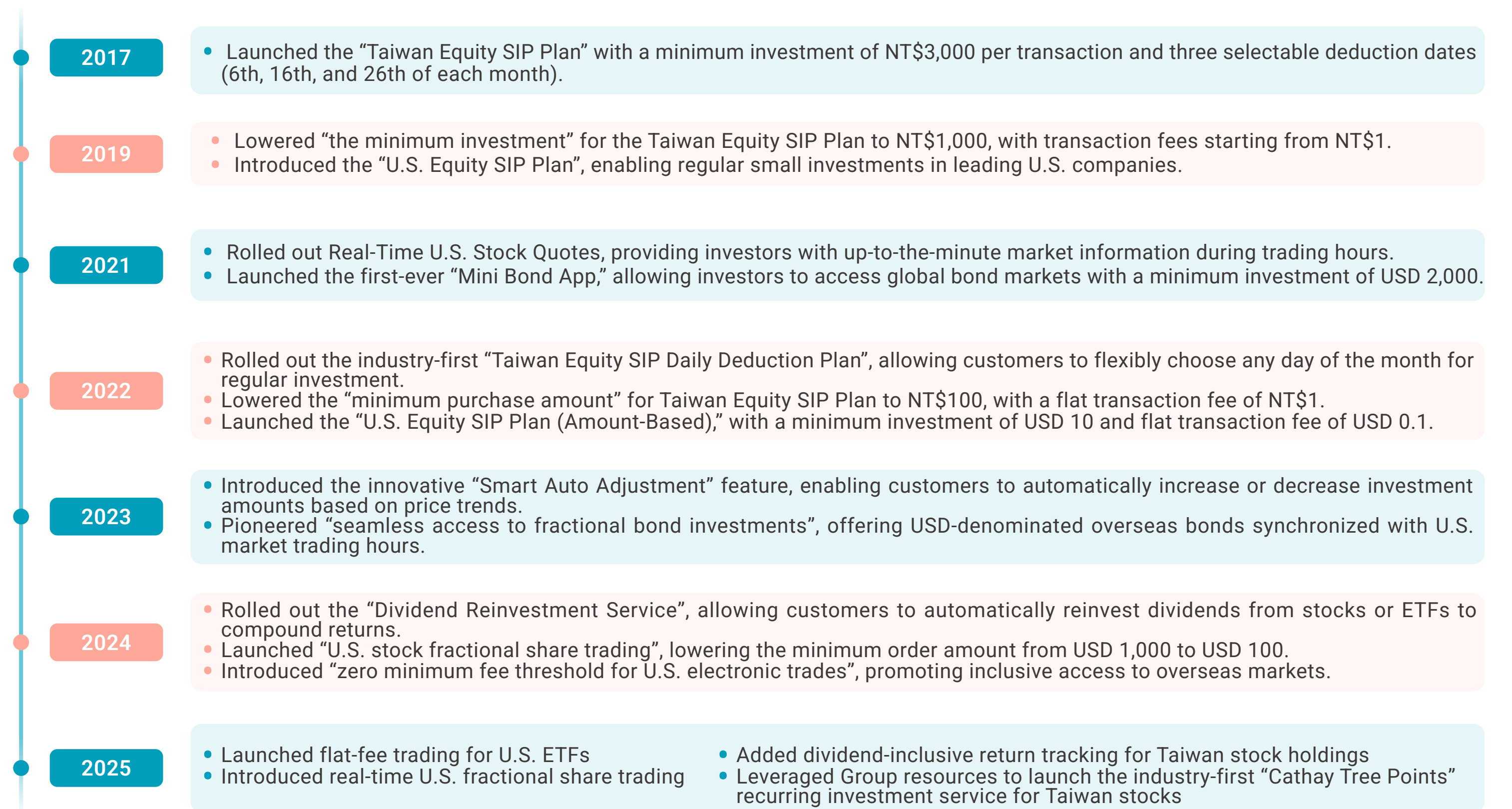


Odd-Lot Trading

Cathay Securities provides intraday and after-hours odd-lot trading services through its diversified digital trading platforms, lowering investment barriers and enabling retail investors and younger generations to participate more easily in the capital market. In 2025, odd-lot trading volume exceeded NT\$414.4 billion, with a market share of approximately 19%, demonstrating the Company's continued contribution to financial inclusion and market participation.

	2024	2025	Growth Rate
Number of Transactions (10,000 trades)	2,696	3,114	16%
Transaction Value (NT\$100 million)	3,550	4,741	34%

Cathay Securities Milestones in Inclusive Finance



Promoting Financial Inclusion for Shared Prosperity

Guided by the belief in “Better Together,” Cathay Securities is committed to building a fair and inclusive financial environment. Through innovative technology and user-friendly services, we ensure equal access to financial support for all individuals, regardless of background or language. We design inclusive financial solutions to reduce access barriers and offer dedicated support to vulnerable groups, including older adults, persons with disabilities, Indigenous communities in rural areas, and foreign nationals—fulfilling our promise to promote social equity and inclusion.

Establishing Internal Policies for Financial Inclusion

To advance financial inclusion, Cathay Securities follows the FSC’s Fair Customer Treatment Principles and Cathay Financial Holdings’ Inclusive Finance Policy. The Board of Directors has incorporated the Friendly Service Principle into the Company’s Fair Customer Treatment Policy and Strategy, requiring financial products and services to be monitored and assessed to ensure they meet the needs of seniors, persons with disabilities, and other vulnerable groups. In addition, the Company’s Sustainability Policy prohibits discrimination and unfair treatment in areas such as service delivery, product design, communication, and information disclosure, while providing accessible and appropriate financial services tailored to the needs of individuals with different types of disabilities, ensuring equal access to financial services for all.

Board Oversight of Financial Inclusion

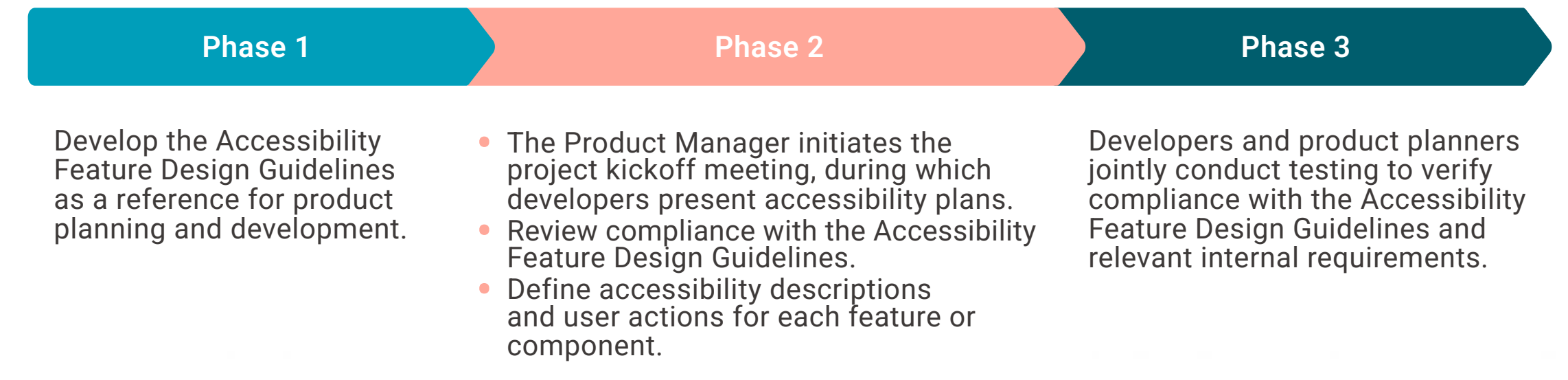
The Board of Directors has designated the Business Operations & Planning Dept. as the responsible unit for financial inclusion initiatives, under the supervision of the Senior Vice President and Head of the Distribution Division and supported by the cross-functional Fair Customer Treatment Promotion Committee. The Company is committed to ensuring equal access to financial products and services for underserved groups, including students, youth, new immigrants, seniors, indigenous peoples, and low-income households. Implementation results are reviewed quarterly and reported to the Board, with continuous improvements made to enhance financial inclusion. The 2025 implementation results and improvement measures were reported to the Board in 2026.

Bridging the Digital Divide

With over 99% of customers using electronic trading services, Cathay Securities continues to enhance digital accessibility while recognizing that some customers may face barriers to fully benefiting from digital platforms. In accordance with Article 7 of the Company’s Sustainability Policy on financial inclusion, Cathay Securities conducts annual reviews of its digital financial services to ensure they address the needs of underserved groups, including vulnerable populations and older generations, and promote equitable access to financial services.

Cathay Securities has established a dedicated [Financial Accessibility Service Section](#) on its website and obtained the Web Accessibility A-Level Certification. We have also incorporated accessibility SOPs into App development to enhance digital accessibility through inclusive design and multiple service channels. Relevant implementation results and improvement measures are reviewed by the Fair Customer Treatment Promotion Committee and reported to the Board, with the 2025 results reported in 2026.

Cathay Securities App Accessibility Development Process



Strengthening Financial Inclusion Through Continuous Learning

In 2025, all members of the 8th Board of Directors, responsible officers, and senior executives of Cathay Securities completed training on financial inclusion and the Convention on the Rights of Persons with Disabilities (CRPD). Among employees, the participation rate in financial inclusion and CRPD-related training also reached 100%. Through continuous learning, the Company enhances employees' understanding of the challenges faced by vulnerable groups and promotes empathy-based service, embedding financial inclusion principles into everyday customer interactions.

Accessible and Inclusive Services

To enhance accessibility for seniors and persons with disabilities, Cathay Securities has established accessible "senior-friendly service counters" at 10 physical branches and 1 digital branch across Taiwan. These service areas provide assistive devices such as magnifiers, reading glasses, support chairs, standing assist handles, and two-way intercom systems, along with wheelchair-accessible spaces and priority service arrangements.



To strengthen service quality, we offer appointment-based sign-language video interpretation services and developed financial pictograms to simplify complex information and help seniors better understand their transactions. A service simulation video competition was also held to reinforce operational fluency through real-case practice.

Strengthening Senior-Friendly Competency through Advisor Certification

To enhance understanding of senior-friendly services, Cathay Securities regularly reviews customer needs at different service stages and proactively arranges for branch managers, customer service and digital platform leaders, as well as members of the Fair Customer Treatment Promotion Committee Secretariat, to attend the "Senior Financial Advisor" certification program offered by the Taiwan Academy of Banking and Finance (TABF). Commissioned by the Trust Association, the program covers 9 core modules, including aging fundamentals, relevant regulations, and case studies. Ongoing training also addresses practical topics such as communication with seniors, dispute resolution, and fraud prevention. In 2025, 14 employees obtained the certification, a recognized credential in Taiwan's financial industry. Through dedicated planning and management functions across front-, middle-, and back-office operations, we continue to strengthen senior-related expertise and develop services that better meet the needs of older customers.

Dementia-Friendly Services

With the number of people living with dementia in Taiwan increasing each year, dementia has become an important public health issue. To enhance service accessibility for vulnerable groups, Cathay Securities has promoted Dementia-Friendly Services, with nearly 60 employees obtaining Dementia-Friendly Ambassador certification and all 10 physical branches (excluding New-Format Branches) achieving dementia-friendly certification. Based on the STE²P dementia-friendly communication approach—Smile, Thanks, Eye Contact, Embrace the Moment, and Patience—the Company integrates dementia-friendly concepts and communication skills into daily customer interactions. Through ongoing training and practical application, Cathay Securities strives to create a more supportive service environment and empower employees to become caring advocates for individuals living with dementia.



In April 2025, Cathay Securities partnered with the Hongdao Senior Citizen's Welfare Foundation to host an aging and disability simulation program. Nearly 80 employees participated, gaining firsthand experience of the challenges faced by seniors and individuals with disabilities, strengthening empathy and reinforcing the Company's commitment to people-centered service.

Free Multilingual Video Interpretation Services with Expanded Language Options

To serve Taiwan's growing foreign population, Cathay Securities provides English-language services, including its website and account statements. Since 2023, the Company has partnered with professional interpreters to offer complimentary video interpretation services in seven languages—English, Japanese, Indonesian, Thai, Vietnamese, Burmese, and Filipino—available by appointment at all physical branches. These efforts help ensure equal access to financial services for non-Chinese-speaking customers and reinforce the Company's commitment to fairness and inclusion.



Cathay Securities "Let Hope
Find Its Way Forward" Video

Customer Rights Protection

Maintaining International Complaint Management Certification

In 2025, Cathay Securities further strengthened its complaint management framework by revising its policy on complaint quality and complaint handling procedures to enhance service quality and consistency. Through quarterly complaint review meetings, we analyze complaint trends and root causes, implements corrective actions, and establishes preventive measures to reduce recurrence.

In addition, Cathay Securities integrates the Risk and Control Self-Assessment (RCSA) mechanism into customer service operations and standardizes service procedures to strengthen risk controls. To improve customer feedback accessibility, a proactive QR Code feedback mechanism was launched across all branches in July 2025, enabling customers to submit complaints and suggestions more conveniently.

As a result, complaint cases in 2025 decreased by 35% compared to 2023, with 100% resolved within 25 days—exceeding the 30-day statutory requirement under the Financial Consumer Protection Act—and 83% resolved within 15 days.



Enhancing Customer Experience

Regular Review Mechanism

Under the authorization of the Board-approved Fair Customer Treatment Policy and Strategy, Cathay Securities established the Fair Customer Treatment Promotion Committee, which conducts regular assessments of customer profiles and needs at least semiannually. To better understand customer expectations, we maintain multiple communication and feedback channels, while designated personnel oversee the implementation and review of relevant policies and strategies. Customer feedback is consolidated quarterly and used to refine product design, marketing, service channels, and dispute resolution processes. Review results and improvement measures are regularly reported to the Board to ensure continuous enhancement of customer service and fair customer treatment practices.

Reduce application processing time and costs for customers

Integrated Account Opening Process

Simplified account opening from five steps to three, enabling customers to open accounts online in as little as five minutes, 24/7.

New Cathay Securities App

Consolidated 8 apps into Cathay Securities App, offering one-stop digital investment services and the exclusive Cathay Tree Points recurring investment feature.

AI Assistant “Alpha”

Provides 24/7 text-based support and enables customers to complete ETF IPO subscriptions online in as little as three minutes.

24/7 Multi-Channel Customer Support

To protect consumer rights, we offer 24/7 service access. Customers can consult our AI assistant Alpha anytime or contact the Customer Service, Anti-Fraud, and Complaint Hotline at (02) 7732-6888 from 8:00 a.m. to 11:00 p.m. on business days. In-person support is available at all branches. Additional channels include our website's [Online Feedback](#) section and verified (blue checkmark) Facebook page, further enhancing service accessibility and convenience.



Cathay Securities Online Feedback

24/7 NPS Collection

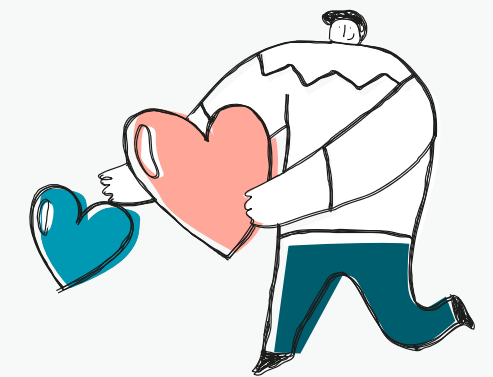
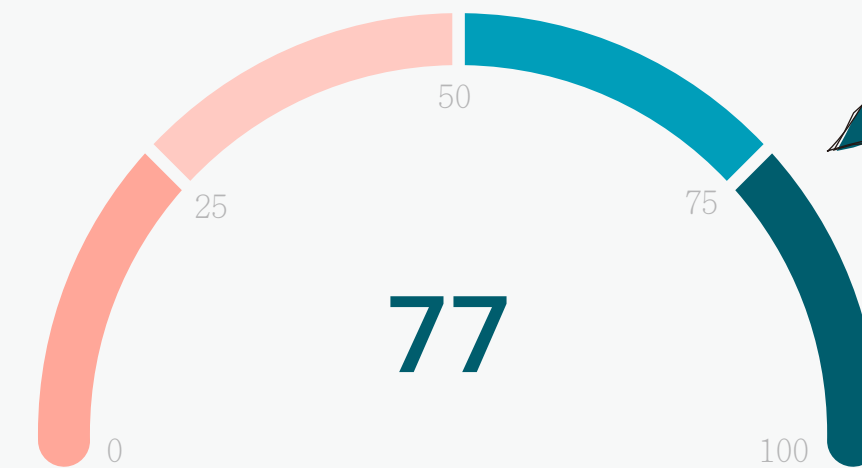
To proactively address customer needs and effectively manage various inquiries or complaints, Cathay Securities' Board of Directors established the "Complaint and Review Case Improvement Plan", focusing on four key strategies: heightened attention, proactive service, accelerated resolution, and enhanced professionalism. We further strengthened our Net Promoter Score (NPS) management system by introducing additional survey touchpoints (e.g., first-time stock lending, for a total of 10 touchpoints), refining recipient criteria for the order-taking center, offering incentives for survey completion, and conducting monthly analyses of customer feedback to identify improvement actions. As a result, 64,108 NPS responses were collected in 2025, representing a 3.2-fold increase from 2024. The annual NPS Customer Satisfaction reached 97%, up 1 % from the previous year.

Key Improvements in 2024

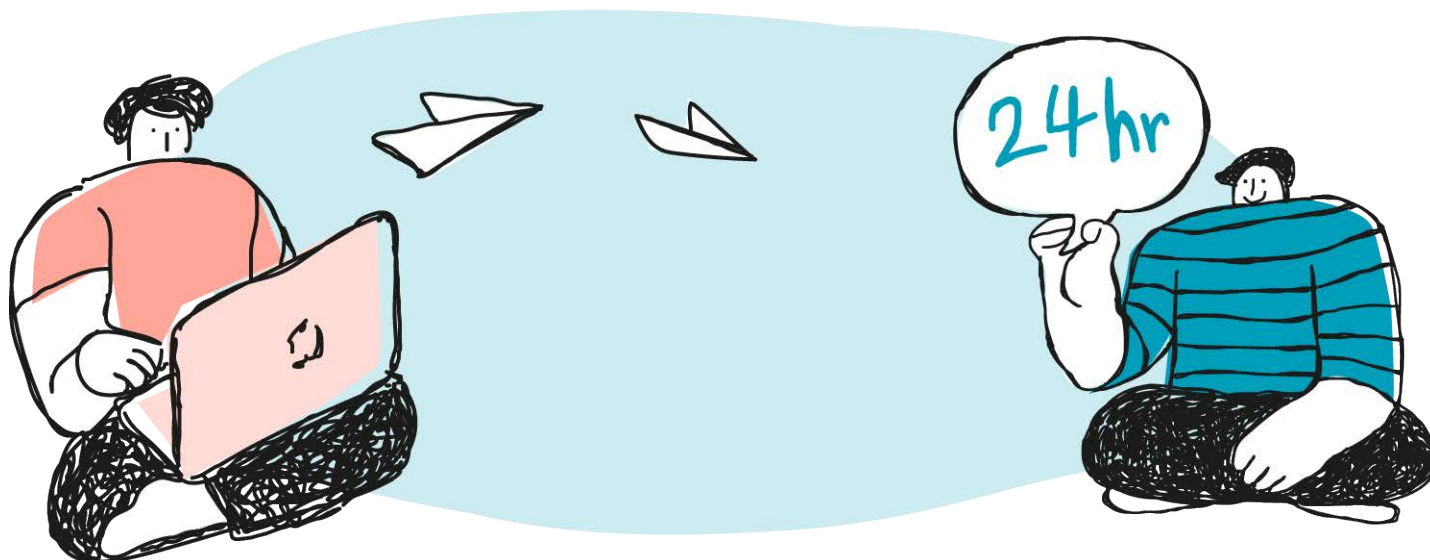
NPS Customer Satisfaction



NPS Score



Complaints resolved



4-2 AI-powered Fraud Prevention

Anti-Fraud Governance Framework

In response to the growing prevalence of fraud in Taiwan, Cathay Securities revised our Fair Customer Treatment Policy and Strategy, with Board approval. The updated policy introduces dedicated provisions on fraud education and explicitly incorporates anti-fraud actions into the principle of Duty of Care and Loyalty. It mandates that financial products and services be delivered with due diligence, helping customers avoid deception and reducing the likelihood of fraud. These efforts support our commitment to SDG 8 (Decent Work and Economic Growth) and SDG 16 (Peace, Justice, and Strong Institutions).

Establishing a Systematic Anti-Fraud Framework

To demonstrate its commitment to combating fraud, Cathay Securities established the Anti-Fraud Operations Guidelines under the authorization of the Board-approved Fair Customer Treatment Policy and Strategy. The Business Operations & Planning Dept. serves as the dedicated anti-fraud unit, supervised by the Senior Vice President and Head of the Distribution Division. The responsible unit monitors emerging fraud trends, plans annual anti-fraud initiatives, and regularly tracks implementation progress, adopting a structured and ongoing approach to enhance customer protection and ensure a safer financial service environment.

Board-Led Oversight Strengthens Anti-Fraud Governance

Cathay Securities designates the Board of Directors as the highest governance body for anti-fraud initiatives. We integrate innovative AI technologies to strengthen fraud prevention through customer protection, enhanced disclosure, and fraud awareness programs. Quarterly Anti-Fraud Coordination Meetings are held, and implementation results are reported to the Fair Customer Treatment Promotion Committee and the Board of Directors to evaluate effectiveness and strengthen resilience against financial fraud and related social risks. The overall results of the 2025 anti-fraud program were reported to the Board as a standalone agenda item in the fourth quarter of 2025. Under the Board's oversight, Cathay Securities continuously reviews its anti-fraud strategies and directs the management team to make timely adjustments in response to evolving fraud trends and emerging societal risks.

Rewarding Outstanding Performance in Fair Customer Treatment and Anti-Fraud Efforts

Cathay Securities amended its Fair Customer Treatment Policy and Strategy (approved by the Board) and Employee Reward and Disciplinary Measures to include provisions recognizing employees who excel in anti-fraud initiatives. Recognition includes commendations, minor or major merit awards, and monetary bonuses, based on case specifics. Customer service employees who successfully intercepted fraud were specially awarded the "Anti-Fraud Star" honor. In Q3, an employee recognition event was held under the Corporate Sustainability Committee, attended by independent directors, the chairman, board members, and senior executives.

Fraud Scheme

Fraudsters claimed to offer exclusive investment tips and induced victims to trade specific U.S. stocks, using small trial trades and promises of high returns to gain trust and encourage larger investments.

Anti-Fraud Achievement

An employee identified a suspected U.S. penny stock fraud scheme through proactive customer outreach, helping the customer avoid a potential loss of USD 78,516.



2025 Cathay Securities
Anti-Fraud Star
Mr. Feng, Tainan Branch

Embedding Anti-Fraud Earning TWSE Recognition

Recognized by the Taiwan Stock Exchange as an Outstanding Securities Firm in the Anti-Fraud Evaluation for two consecutive years, receiving the Outstanding Award in 2024 and the Excellence Award in 2025. This recognition reflects our commitment to embedding fraud prevention into daily operations. The evaluation covered four areas: anti-fraud governance and effectiveness, awareness campaigns and training, customer protection initiatives, and information disclosure. The award affirms our efforts to safeguard customer rights, enhance fraud awareness, and contribute to the sustainable development of Taiwan's capital market.

Leveraging FinTech for Fraud Prevention

AI-Powered Penny Stock Fraud Alert System

In response to the growing number of fraud cases involving overseas penny stocks—typically characterized by small market capitalization and low trading volume—Cathay Securities has implemented an AI-powered risk monitoring system that integrates big data analytics, machine learning models, and expert insights. A cross-functional team comprising the Data Analytics Department, International Brokerage Trading Desk, and frontline anti-fraud personnel collaboratively developed the system. Through anomaly detection technology, the platform continuously monitors key indicators such as trading volume, price movements, and transaction patterns in overseas securities markets, enabling early identification of suspicious activities and strengthening investor protection.

Since 2025, the system's monitoring coverage has been expanded to the entire Hong Kong market, enabling risk models to be trained on a broader range of market and real-time trading data. By combining market data with expert-defined risk indicators and customer trading behaviors, the AI model proactively identifies suspicious transactions and potential fraud risks. When predefined risk thresholds or abnormal trading patterns are detected, the system automatically issues fraud risk alerts via email and SMS.

Leveraging AI's real-time monitoring, high accuracy, and comprehensive market coverage, Cathay Securities helps customers identify potential fraud risks at an early stage, strengthen investment protection, and avoid falling victim to fraudulent schemes, further enhancing its industry-leading intelligent fraud prevention capabilities.

Digital Security Gatekeeper System

In response to increasing cases of account impersonation and fraudulent trading through unauthorized devices, Cathay Securities has implemented a Digital Security Gatekeeper System in alignment with the Group's cybersecurity framework. Leveraging advanced risk modeling and behavioral analytics, the system can identify high-risk login scenarios, including unusual login locations, unfamiliar devices, abnormal device fingerprints, repeated failed login attempts, and rapid cross-region access.

When suspicious or high-risk login activity is detected, the system automatically triggers alerts and sends notifications via the App, SMS, and email, prompting customers to verify whether the activity is legitimate. Through real-time risk monitoring and early warning mechanisms, Cathay Securities strengthens account security, reduces the risk of unauthorized access and fraudulent transactions, and enhances overall digital safety for customers.



Fraudulent Website Monitoring and Takedown Mechanism

Cathay Securities has implemented the RSA FraudAction Service, a globally recognized fraud detection and takedown solution, to strengthen its multi-layered cybersecurity defenses. Operating 24/7 and collaborating with over 16,000 ISPs, hosting providers, search engines, and cybersecurity partners worldwide, the system enables rapid identification and removal of phishing websites and fraudulent mobile applications.

When suspicious phishing sites or impersonation apps are detected, an immediate response process is activated. In 2025, Cathay Securities successfully removed 61 fraudulent websites and apps and 61 impersonation social media accounts, significantly reducing customers' exposure to fraud risks.

Key Fraud Prevention Mechanisms



Real-Time Blocking & Interception

Prevent users from clicking malicious links and reduce the risk of personal data breaches and fraud.

Global Takedown Collaboration

Work with global partners to rapidly remove suspicious websites and fraudulent applications, reducing the duration of fraudulent activities.

Timely Clarification Notices

Proactively issue accurate information and risk alerts to help the public identify fraud risks and reduce the likelihood of becoming victims.



Dark Web Intelligence Monitoring

Cathay Securities continuously strengthens its dark web intelligence monitoring mechanism to proactively identify customer credentials that may have been exposed, traded, or distributed on the dark web. Compromised passwords can become entry points for account takeover, credential-stuffing attacks, and fraud. When potential credential leakage is detected, the system immediately triggers an alert and notifies affected customers to change their passwords promptly. Through proactive monitoring, early warning, and rapid response, Cathay Securities helps prevent unauthorized access and enhances the protection of customers' digital identities and assets.

Social Media Sentiment Database

To address evolving online fraud tactics, Cathay Securities has implemented a Social Media Sentiment Database to proactively monitor social media platforms for impersonation and misleading content. Fraudsters increasingly misuse the Company's name, logo, or related information within posts and images to create the false impression of endorsement or affiliation.

Through large-scale keyword monitoring and social media analysis, the system can quickly identify suspicious content involving brand impersonation or fraud. Once potentially fraudulent or misleading information is detected, Cathay Securities immediately initiates reporting and takedown procedures and coordinates with platform operators to accelerate content removal. This proactive monitoring approach strengthens brand protection, reduces fraud risks, and helps safeguard investors' interests and transaction security.

Anti-Fraud Awareness for Shared Prosperity

Social Impact Strategy

Cathay Securities has established a comprehensive social impact and anti-fraud strategy as a core component of its long-term sustainability efforts. Based on social impact and community needs, the Company focuses on three key areas: Digital Empowerment (High Priority), Social Empowerment – Financial Literacy (Medium Priority), and Women's Empowerment (General Priority). Clear and measurable KPIs are incorporated into the Sustainability Strategy Blueprint to ensure effective implementation and accountability.

Anti-fraud education is integrated into both the Digital Empowerment and Financial Literacy pillars, enhancing access to financial education and strengthening fraud awareness among underserved and vulnerable groups. All social impact initiatives are reviewed by the Corporate Sustainability Committee, with the 2025 implementation results reported to the Board of Directors in 2026. Through a structured strategy, prioritization framework, and performance management mechanism, Cathay Securities continues to expand the impact of its anti-fraud and social engagement efforts.

Social Impact Initiatives

Recognizing the challenges that rural communities face in accessing financial and digital resources, Cathay Securities launched the Inclusive Society Program in 2023, centered on the "Financial Education GO Together" initiative. Through in-person financial education programs, the Company helps underserved groups build sound financial knowledge and narrow regional and digital divides.

To expand anti-fraud awareness nationwide, employees have formed a volunteer team of Financial Anti-Fraud Ambassadors, delivering fraud prevention education across Taiwan. In addition, business units incorporate anti-fraud awareness into customer seminars by sharing common fraud schemes, prevention measures, and available support resources. Through ongoing financial literacy and fraud prevention efforts, Cathay Securities aims to enhance public risk awareness, protect financial well-being, and create positive social impact.

Digital Anti-Fraud Education

The Board of Directors of Cathay Securities places great importance on customer care and financial literacy. In line with its sustainability objectives, the Company provides financial education through digital platforms based on customer needs and current events. In response to the growing importance of fraud prevention, In 2025, Cathay Securities implemented 4 anti-fraud financial knowledge education for senior citizens aged 65 and above using electronic direct mail (eDM). Customized messaging was designed for different age groups to enhance engagement and sharing. These initiatives reached a cumulative audience of approximately 2.9 million, demonstrating the Company's commitment to leveraging digital channels to promote financial literacy and fraud awareness.



Anti-fraud eDMs



Integrated Protection Measures

Anti-Fraud Hotline for Real-Time Support

To provide timely fraud prevention information and assistance, Cathay Securities operates a dedicated Customer Service, Anti-Fraud, and Complaint Hotline, staffed by experienced customer service professionals from 8:00 a.m. to 11:00 p.m. on business days. The hotline offers real-time consultation and support to customers and the public.

In 2025, the hotline handled 21,942 inquiries. Upon identifying suspected fraud cases, the Company immediately initiated internal response, escalation, and reporting procedures. A total of 10 fraud cases were successfully prevented, avoiding potential losses of approximately NT\$3.63 million. In addition, under the guidance of the Taiwan Stock Exchange, Cathay Securities categorized and shared identified fraud schemes through the [Securities Anti-Fraud Alliance Platform](#), helping investors strengthen fraud awareness and supporting the security and stability of Taiwan's capital market.

Enhanced Customer Care and Inquiry Measures

Cathay Securities has established the Anti-Fraud Operations Guidelines as the core framework for fraud prevention, customer care inquiries, and transaction risk awareness. The Company integrates both digital and physical channels to deliver a range of anti-fraud initiatives and, in June 2025, conducted an anti-fraud awareness assessment for active customers. Additional education and guidance were provided to customers who did not achieve full scores, helping strengthen their ability to identify fraud risks.

The implementation of anti-fraud and customer care measures is reviewed quarterly through Anti-Fraud Coordination Meetings and reported to the Fair Customer Treatment Promotion Committee and the Board of Directors to ensure continuous enhancement of policies, internal controls, and governance practices. The 2025 enhanced customer care inquiry measures and annual anti-fraud results were reported to the Board as a standalone agenda item.

Strengthening Customer Protection

Recognizing that seniors are more vulnerable to fraud, Cathay Securities has established the Senior Customer Financial Services Guidelines as the primary framework for senior customer care. The Company conducts monthly outreach to customers aged 65 and above, as well as younger investors, covering investment objectives, product understanding, and fraud prevention awareness. When unusual transactions are identified, enhanced customer care procedures are immediately activated to remind customers of potential risks and help prevent fraud. In 2025, Cathay Securities launched a dedicated Enhanced Anti-Fraud Customer Outreach Program, achieving a 94% coverage rate among senior customers and further strengthening fraud awareness and customer protection.



Dedicated Anti-Fraud Section on Official Website

To strengthen fraud prevention in the securities market and protect investors' rights, Cathay Securities, under the guidance of the Taiwan Stock Exchange (TWSE), established an [Anti-Fraud section](#) on the official website in 2024. This section uses visual tools to share three key fraud prevention tips, updates on scams, and relevant resources. Additionally, we disseminate anti-fraud messages through multiple digital channels, including the Cathay Securities App, Genius App, and our official Facebook page. In addition, we continue to promote investor education in line with the Taiwan Stock Exchange's guidance through anti-fraud awareness campaigns, including the "5D Anti-Fraud Campaign" and "Beware of Scam Ghosts," helping the public identify fraud risks early and better protect their assets and rights.

Cathay Securities Fraud
Prevention Hub



Integrating Anti-Fraud Education into Marketing Campaigns

Cathay Securities is committed to investor protection and regards fraud prevention as a key ESG priority. In 2025, the Company integrated anti-fraud education into its Lunar New Year marketing campaign by launching an interactive fraud awareness game led by the AI assistant "Alpha." Through engaging and educational experience, participants learned to identify common fraud schemes while reinforcing the message of avoiding fraud driven by small incentives. The campaign achieved a 21% task participation rate and an 85% completion rate, demonstrating its effectiveness in enhancing customer fraud awareness and promoting financial safety through innovative and accessible education.



Internal Anti-Fraud Capacity Building

Executive Management Seminar

To strengthen the Company's ability to identify and respond to emerging social risks, Cathay Securities, in accordance with Article 28-4 of the Corporate Governance Best Practice Principles for Securities Firms, hosted an Executive Management Anti-Fraud Seminar on September 25, 2025. The session featured Chief Prosecutor Wei-Hung Liu of the Keelung District Prosecutors Office, who delivered a presentation on "Fraud Prevention in Securities and Virtual Assets." The seminar covered common virtual asset fraud schemes, fund flow and social media manipulation tactics, and the role of financial institutions in fraud prevention. Approximately 25 senior executives and department heads participated, enhancing management's understanding of emerging fraud risks and strengthening the Company's anti-fraud governance and risk management capabilities.



Company-Wide Online Anti-Fraud Training

To strengthen employees' awareness of social risks and financial crime, Cathay Securities partnered with the Center for Financial Regulation and Crime Prevention to deliver a company-wide online training program, "Analysis of Securities Fraud Cases." Led by Prosecutor An-Yun Lin of the Taiwan High Prosecutors Office, the one-hour course used the high-profile XPEC Securities Fraud Case as a key case study to examine common securities fraud schemes, market manipulation tactics, and relevant regulatory requirements. Through expert-led, case-based learning, employees enhanced their compliance awareness and ability to identify emerging fraud risks, further strengthening the Company's internal fraud prevention framework.



Strengthening Employee Resilience

To strengthen organizational resilience against fraud and other social risks, Cathay Securities continuously enhances the anti-fraud capabilities of both employees and management teams. In 2025, dedicated anti-fraud training sessions were conducted at least quarterly for branch managers, covering emerging fraud trends, regulatory developments, and Group-wide fraud prevention initiatives. In addition, the cybersecurity team issued monthly security newsletters to raise awareness of emerging threats such as deepfakes and social engineering attacks, while the Human Resources Department promoted fraud prevention awareness through a dedicated anti-fraud column in the internal newsletter.

Through management training, employee education, and internal knowledge-sharing platforms, Cathay Securities strengthens fraud risk awareness across the organization and reinforces its commitment to customer protection, employee empowerment, and social security.



4-3 Social Inclusion Initiatives

Youth Empowerment

Empowering Future Talent Through Internship Programs and Educational Forums

To help bridge the gap between academic learning and workplace practice, Cathay Securities collaborates with leading universities, including National Taiwan University, National Chengchi University, and National Taipei University of Technology, through its Financial Career Empowerment Internship Program. The program offers professional training, digital sustainability courses, and corporate visits to cultivate future financial talent.

The Company also partners with Cathay Financial Holdings and Cathay Life Insurance to promote sustainability awareness, financial literacy, and career development among young people. In addition, Cathay Securities participates in the Group's IT Talent Development Program, which admitted nine trainees in 2025, helping cultivate future digital and technology talent.

Collaborative Education
Building Foundational Knowledge

Two-Way Engagement
Mutual Learning and Growth

Empowering Generations
Advancing Positive Development

Women's Empowerment

Supporting Women's Economic Independence

Cathay Securities is committed to fostering a diverse, equitable, and inclusive (DEI) workplace and actively supports gender equality and women's empowerment through its Women's Empowerment Initiative. By incorporating women-owned businesses into employee engagement activities and procurement programs, the Company helps support women's economic independence and career development.

For example, during Mother's Day in 2025, Cathay Securities partnered with the Hualien Mountain Forest Base to purchase more than 1,300 gift boxes featuring locally produced agricultural products made by women and senior residents from the Isaki and Fuxing communities in Fengbin Township, Hualien. This initiative supported local economic development and community sustainability in rural areas.

Empowering Women to Achieve Their Aspirations

To support women in achieving financial independence, personal autonomy, and career development, Cathay Securities actively promotes women's empowerment initiatives. Female managers are encouraged to participate in Cathay Financial Holdings' women's leadership forums, fostering professional growth and unlocking leadership potential.

In addition, with the support of the Chairman and President, Cathay Securities organized the Dream Fulfillment Art Exhibition during its 20th anniversary celebration in 2024 and supported the "Like a Star" Dream Concert in 2025. These initiatives provide employees, particularly women, with opportunities to pursue personal interests and talents beyond their professional roles, helping them achieve self-fulfillment and realize their dreams.

Social Empowerment and Community Support

Cathay Securities is committed to supporting vulnerable communities and has long encouraged employees to participate in volunteer activities that create positive social impact. Volunteer initiatives include rural outreach, senior companionship, donation programs, financial literacy education, and anti-fraud awareness campaigns. To further support employee participation, the Company provides paid volunteer leave, enabling employees to contribute to social causes without concern. In 2025, Cathay Securities recorded 98 volunteer participations and 587 volunteer service hours. Going forward, the Company will continue expanding volunteer initiatives and strengthening community engagement to help build a more inclusive and caring society.

Financial Education GO Together

Promoting Financial Literacy and Anti-Fraud Awareness

In 2025, Cathay Securities provided financial knowledge education to 2,812 individuals from disadvantaged groups as defined internally, including indigenous communities in rural areas, seniors, new immigrants, rural school students, and university students. Programs included securities and futures education, corporate and stock museum visits, and anti-fraud board games. The Company also partnered with the Taiwan 3D Association to launch a mobile 3D cinema tour, bringing financial literacy and anti-fraud education into schools and communities. Through inspiring stories featured in Taiwan Superheroes, participants were encouraged to face challenges with resilience while strengthening financial literacy, promoting financial inclusion, and creating positive social impact.



Winter Warmth for the Elderly

Supporting Seniors and Promoting Social Inclusion

During the 2025 Christmas season, Cathay Securities partnered with Silver Gate Social Enterprise, a women-founded social enterprise, to host a volunteer outreach and anti-fraud education program at the Dingnei Community Development Association in Nuannuan District, Keelung. Leveraging its financial expertise, the Company arranged certified Senior Financial Planning Advisors to provide fraud prevention education, helping seniors strengthen their awareness of financial scams and protect their assets.

The event also featured shared meals, interactive activities, and home visits to local seniors, providing companionship, care, and essential supplies. Through these efforts, Cathay Securities supported senior well-being, encouraged social participation, and contributed to building a more inclusive and caring community.



Cultural and Creative Development

Supporting Arts, Culture, and Social Inclusion

As a wholly owned subsidiary of Cathay Financial Holdings, Cathay Securities has long supported the development of arts and culture in Taiwan. In 2025, the Company sponsored the Cathay × Cloud Gate Dance Theatre Outdoor Performance Series, including performances in Hualien and Taipei, as well as eight community performances across four cities, attracting more than 50,000 participants.

Cathay Securities also co-organized the 50th Cathay National Children's Drawing Contest, which has attracted an average of nearly 60,000 participants annually in recent years. Since 2020, environmental sustainability themes have been incorporated into the competition, encouraging children to express sustainability concepts through art and fostering positive social impact through the integration of culture, education, and environmental awareness.

Cathay Cloudgate Bar



The Cathay National Children's Drawing Contest



Environmental Co-prosperity

Planting for Sustainability, Sowing Hope , Creating Positive Impact

Cathay Securities has long been committed to environmental protection and social impact initiatives. Since 2023, the Company has integrated its employee wellness program, “Every Step Counts,” with the “Walk for Tree Planting” initiative, converting employee walking activity into environmental resources and mobilizing employees to support sustainability efforts. A total of 420 native Taiwanese trees were planted in Chishang, Taitung to contribute to ecological conservation.



In 2024, the initiative was expanded into the “charity saving fund model”, transforming environmental funds into tangible action. For two consecutive years, Cathay Securities planted 210 trees along the Shalun Coast in Tamsui, New Taipei City, helping create a sustainable coastal area with windbreak and ecological conservation functions. Going forward, the Company will continue to engage employees in environmental initiatives, expand its positive impact, and promote environmental sustainability.

Cathay Securities promotes social inclusion through stakeholder engagement initiatives that enhance understanding of the UN SDGs and Taiwan’s sustainability policies. In 2025, the Company conducted 150 activities involving suppliers, communities, customers, and employees, with a primary focus on SDG 4 Quality Education, SDG 10 Reduced Inequalities, and SDG 12 Responsible Consumption and Production. Through financial literacy, sustainability awareness, and engagement programs, the Company continues to strengthen stakeholder participation and awareness.

UN SDG / Stakeholder Group	Suppliers	Communities	Customers	Employees	Total
SDG 1 No Poverty				1	1
SDG 3 Good Health and Well-being				2	2
SDG 4 Quality Education		40	1	5	46
SDG 5 Gender Equality				1	1
SDG 7 Affordable and Clean Energy				1	1
SDG 8 Decent Work and Economic Growth			11	1	12
SDG 10 Reduced Inequalities		34			34
SDG 11 Sustainable Cities and Communities		1			1
SDG 12 Responsible Consumption and Production	9		40		49
SDG 13 Climate Action		1	1	1	3
Total	9	76	53	12	150

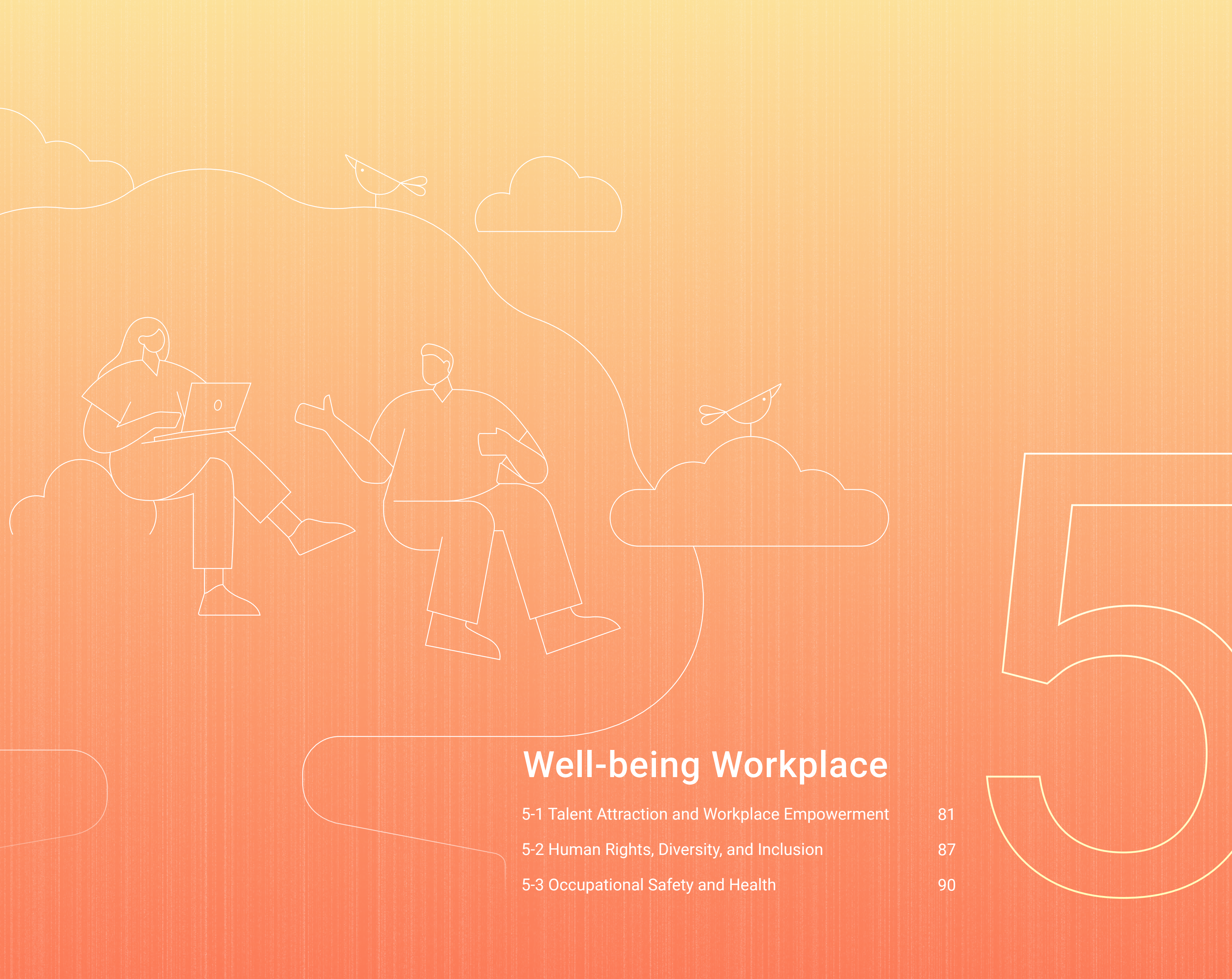
Sports Development

Supporting Sports and Promoting Well-Being

Cathay Securities is committed to fostering a healthy workplace and has received the Sports Enterprise Certification from Taiwan’s Sports Administration every year since 2020. Through diverse sports programs, charity walking events, and employee club activities, the Company encourages healthy lifestyles among employees.



In addition, Cathay Securities, together with Cathay Financial Holdings, has long supported grassroots basketball development. Cathay Youth Day 3x3 Basketball Game celebrated its 22nd year in 2025, attracting more than 1,200 teams and 3,000 participants from across Taiwan. The event provides a competitive platform for high school and university students, promotes grassroots sports development, and contributes to physical well-being and positive social impact.



Well-being Workplace

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Sustainability Philosophy

Every employee is an important part of Cathay Securities. We value talent development, diversity, and inclusion, and respect each employee's unique strengths and perspectives. Through comprehensive talent development programs and diverse employee benefits, we empower employees to realize their potential and thrive in roles that best suit their capabilities, fostering a safe, inclusive, and growth-oriented workplace.



Performance Highlights

- Women in STEM roles account for **47.3%** of the workforce
- A total of **61,038 hours** of employee training completed
- Average employee engagement score of **4.31 out of 5**
- Recipient of the 18th Golden Goblet Award – **Outstanding Talent Development Award**
- Maintained national certifications for **Taiwan i Sports Enterprise**
- Passed the HPA **Health Promotion Workplace Self-Assessment**



Material Topic Management

Material Topic	Group Sustainability Pillars	Group Sustainability Aspect	Policy Commitment			
 Talent Attraction and Workplace Empowerment	Empowerment	Workplace Empowerment / Social Empowerment	Establish a strategic talent development system, enhance key competencies, and integrate the sustainability talent transformation plan into short-, medium-, and long-term sustainability policies to promote talent sustainability.			
	Management Approach	2025 Performance	Short-term Target (2026)	Mid-term Target (2030)	Long-term Target (2035)	
	- The HR Department plans annual training and strengthens digital capabilities. - Launched "Incentive Program for Professional Certification" to encourage qualifications. - Promoted ESG learning and internal knowledge sharing. - Implemented rotation and intercompany transfer programs aligned with individual and business needs. - Launched a management trainee program to develop critical talent. - Promoted internship and industry-academia cooperation to empower youth and nurture future talent.	- Conducted five hours of Fair Customer Treatment and anti-fraud training, achieving a 100% completion rate. - New Hires 99% sustainability training completion. 95.3% digital training completion. 93% retention rate in key talent pools. 98% of employees scored above 4 in 360-degree evaluations. - Training satisfaction averaged 4.35 with 92% response rate. - Internship program satisfaction scored 4.6. - Total training hours reached 61,038.	3 hours of ESG online training for all employees, with a 100% completion rate. 80% digital training completion - New Hires 99% sustainability training completion. 85% of employees to score above 4 in 360. - Training satisfaction to average above 4.0. 80% retention rate in key talent pools. - Diversity and Inclusion satisfaction to average above 4.0. 90% completion rate for Inclusive Leadership training among managers.	3 hours of ESG online training for all employees, with a 100% completion rate. 80% digital training completion - New Hires 99% sustainability training completion. 85% of employees to score above 4 in 360. - Training satisfaction to average above 4.0. 80% retention rate in key talent pools. - Diversity and Inclusion satisfaction to average above 4.0. 90% completion rate for Inclusive Leadership training among managers.	3 hours of ESG online training for all employees, with a 100% completion rate. 80% digital training completion - New Hires 99% sustainability training completion. 85% of employees to score above 4 in 360. - Training satisfaction to average above 4.0. 80% retention rate in key talent pools. - Diversity and Inclusion satisfaction to average above 4.0. 90% completion rate for Inclusive Leadership training among managers.	

5-1 Talent Attraction and Workplace Empowerment

5-2 Human Rights, Diversity, and Inclusion

5-3 Occupational Safety and Health

Material Topic	Group Sustainability Pillars	Group Sustainability Aspect	Policy Commitment			
 Human Rights, Diversity, and Inclusion	Empowerment	Workplace Empowerment	Create a diverse and inclusive workplace that enables all talents to realize their potential and enhances organizational competitiveness.			
	Management Approach	2025 Performance	Short-term Target (2026)	Mid-term Target (2030)	Long-term Target (2035)	
	- Comply with labor laws such as the Labor Standards Act and Act of Gender Equality in Employment to implement human rights policies. - Offer professional consultation through the Employee Assistance Program (EAP). - Establish communication and grievance mechanisms to protect employee rights. - Promote diversity and inclusion values across the organization.	- Female employees accounted for 53.9%, with women holding 42.7% of management roles and representing 47.3% of STEM talent (including part-time staff). - Return-to-work retention rate after parental leave reached 60%. - No sexual harassment incidents occurred during the reporting period.	- Female employees accounted for 50%±5%, representing 40%±5 of STEM talent - with women holding 40% of management roles ,30% of senior and middle management and 50% of frontline management: - Return-to-work retention rate after parental leave reached 80%.	- Female employees accounted for 50%±5%, representing 40%±5 of STEM talent - with women holding 40% of management roles, 30% of senior and middle management and 50% of frontline management: - Return-to-work retention rate after parental leave reached 80%	- Female employees accounted for 50%±5%, representing 40%±5 of STEM talent - with women holding 40% of management roles, 30% of senior and middle management and 50% of frontline management: - Return-to-work retention rate after parental leave reached 80%	

Material Topic	Group Sustainability Pillars	Group Sustainability Aspect	Policy Commitment			
 Occupational Safety and Health	Health	Health Promotion	To foster a healthy ecosystem, Cathay Securities continues to implement four key labor health protection programs and is committed to establishing robust long-term pandemic preparedness and a supportive workplace that promotes employee well-being.			
	Management Approach	2025 Performance	Short-term Target (2026)	Mid-term Target (2030)	Long-term Target (2035)	
	- Continue to prioritize employee mental well-being through the implementation of the Employee Assistance Program (EAP). - Support pregnant employees in reducing stress via the Maternity Health Protection Program.	- Passed the Health Promotion Administration, Ministry of Health and Welfare Health Promotion Workplace Self-Assessment - Maintained valid certification as Taiwan i Sports Enterprise by the Sports Administration, Ministry of Education. - Obtained certification for excellence in breastfeeding-friendly facilities.	- Pass the Health Promotion Administration, Ministry of Health and Welfare Health Promotion Workplace Self-Assessment - Maintain valid certification as Taiwan i Sports Enterprise by the Sports Administration, Ministry of Education. - Obtain certification for excellence in breastfeeding-friendly facilities.	- Pass the Health Promotion Administration, Ministry of Health and Welfare Health Promotion Workplace Self-Assessment - Maintain valid certification as Taiwan i Sports Enterprise by the Sports Administration, Ministry of Education. - Obtain certification for excellence in breastfeeding-friendly facilities.	- Pass the Health Promotion Administration, Ministry of Health and Welfare Health Promotion Workplace Self-Assessment - Maintain valid certification as Taiwan i Sports Enterprise by the Sports Administration, Ministry of Education. - Obtain certification for excellence in breastfeeding-friendly facilities.	

5-1 Talent Attraction and Workplace Empowerment

Talent Recruitment and Development

Expanding Talent Pipelines Through Diverse Recruitment Channels

Cathay Securities leverages diverse recruitment channels and actively collaborates with universities to attract and develop future talent. Through campus recruitment programs, digital finance talent initiatives, and internship opportunities, the Company continuously strengthens its talent pipeline and supports sustainable business growth. Key initiatives include participation in annual campus recruitment events at National Taiwan University and the Cathay Financial Holdings Summer Internship Program (CIP), as well as partnerships with universities specializing in finance, business, and information technology.

In 2025, Cathay Securities also collaborated with the securities research societies of National Taiwan University and National Chengchi University to organize corporate visits, providing students with practical insights into the financial and securities industries and supporting career exploration in fintech.



In addition, the Company actively participates in the Group's IT Talent Development Program and partners with leading recruitment platforms to attract professionals with expertise in artificial intelligence, data analytics, cloud computing, cybersecurity, and digital finance, strengthening the talent foundation needed to drive innovation and digital transformation.

Optimizing Talent Selection and Enhancing the Candidate Experience

To enhance recruitment effectiveness and candidate experience, Cathay Securities has adopted the Competency and Personality Assessment Tool developed by Cathay Financial Holdings in collaboration with online recruitment platforms. The tool evaluates candidates based on their development potential and role suitability, improving recruitment precision and efficiency.

The Company has also supported the enhancement of the iMatch Talent Recruitment System, enabling applicants to complete job search, application, and onboarding processes through a seamless digital experience. By integrating the platform with internal HR systems, Cathay Securities reduces repetitive data entry, streamlines recruitment operations, strengthens data security, and provides a more efficient and user-friendly candidate journey.

Building a Strong Employer Brand to Attract Talent

In 2025, Cathay Securities received numerous recognitions, including the HR Asia Best Companies to Work for in Asia Award, the 18th Golden Torch Awards for Outstanding Talent Development, Financial Innovation, and ESG Sustainability, the 22nd National Brand Yushan Award, the TCSA Social Inclusion Leadership Award, the Taiwan Sustainability Action Award (SDG 3 Good Health and Well-being – Bronze Award), and recognition by the FSC as a Top 25% Performer in both the Fair Customer Treatment Evaluation and Sustainable Finance Evaluation.

These achievements reinforce Cathay Securities' reputation as a young, innovative, digital, and sustainable financial institution. By offering innovative products, quality services, and a dynamic workplace, the Company continues to attract customers and talent alike. Looking ahead, Cathay Securities aims to leverage its strong employer brand to attract outstanding domestic and international talent, cultivate future financial professionals, and contribute to the long-term development of Taiwan's capital markets.



Addressing Talent Gaps and Enhancing Onboarding to Support Sustainable Growth

Cathay Securities regularly reviews workforce distribution and future business needs to proactively address talent gaps across departments. Informed by domestic and international talent trends and functional demands, we design comprehensive training programs for new employees.

Our onboarding includes a three-day, two-night training at the Cathay Life Tamsui Education Center, covering company policies, organizational culture, and team activities led by external facilitators that align with our core values. The program fosters engagement and team spirit through interactive and dynamic learning.

Each new hire is paired with a "buddy" and a senior mentor, helping them quickly adapt to the company culture and integrate into their teams. This approach supports talent in realizing their strengths and building long-term, stable careers at Cathay Securities. For more information on new hire retention, refer to [Appendix Table 11](#).

Talent Development and Capacity Building

Defining Key Talent Profiles and Implementing a Structured Development Framework

Cathay Securities holds mid-year and year-end strategy reviews, led by the Chairman and President, to define operational priorities and development goals. Through the Training and Development Committee, each department’s training needs and annual plans are identified, enabling the establishment of key talent profiles and core competencies aligned with company strategy. This ensures training is consistently linked to organizational development.

We provide tailored in-person and online programs for all levels, from new hires and frontline employees to management trainees and senior staff. Employees may select courses and formats based on their personal development goals. In 2025, training investment totaled NT\$18.82 million, with an average training investment of NT\$11,200 per employee, in comparison, training investment totaled NT\$15.31 million in 2024, with an average of NT\$8,500 per employee. The average training investment per employee increased by 31.8%. See [Appendix Table 10](#) for detailed training hour data. To further encourage upskilling, we offer a Professional Certification Incentive Program and provide incentives for sustainability-related certifications to cultivate talent with sustainability competencies and enhance long-term organizational competitiveness.

Note: The average training cost per employee for 2024 and 2025 was calculated by dividing the annual training expenses, excluding shared training costs, by the total number of employees.

Dedicated Unit				
Sustainable Finance Certification	Certifications Obtained	Employees Certified	Total Employees	Certification Rate
Basic Level	5	5	5	100%
Advanced Level	12	4	5	80%

All Employees (Including Dedicated Personnel)				
Sustainable Finance Certification	Certifications Obtained	Employees Certified	Total Employees	Certification Rate
Basic Level	306	306	1,323	23.1%
Advanced Level	14	6	1,323	1.1%
Total	320	-	1,323	24.2%

Note: Advanced Sustainable Finance Certifications cover three competency areas: Business Development, Risk Management, and Information Disclosure.

Enhancing Digital Capabilities Through Diverse Learning Programs

As a digital-first securities firm, Cathay Securities places strong emphasis on developing employees’ digital competencies. Based on core digital skill requirements, 360-degree assessments, and Individual Development Plans (IDPs), the Company designs and delivers a variety of digital learning programs to strengthen digital finance capabilities.

In recent years, training initiatives have covered data analytics, process automation, AI applications, and digital workplace tools. In 2023, Cathay Securities invited the former Chairman of the Taiwan Depository & Clearing Corporation (TDCC) to deliver the “Digital Finance Thought Leaders Forum,” sharing insights on emerging trends in digital finance. In 2024 and 2025, the Company partnered with Cathay Financial Holdings to offer M365 digital workplace training and AI-powered productivity courses, helping employees build self-driven digital work capabilities. Technology experts were also invited to share insights on AI trends and fintech applications, enhancing employees’ understanding of emerging technologies.

In addition, selected employees participated in the Agile and Digital Talent Development Program in 2025, strengthening digital skills, fostering innovation through cross-functional collaboration, and supporting the Company’s ongoing digital transformation journey.

Integrating Group and Company Resources to Enhance Learning Effectiveness

Talent empowerment is a core pillar of Cathay’s sustainability strategy. Cathay Securities actively supports this through diverse learning programs such as the “Executive Lecture Series” and “Knowledge Sharing Sessions”, offering cross-subsidiary employees a wide range of development opportunities.

We also collaborate with Cathay Financial Holdings to deliver themed initiatives, including “Cathay Master Class”, “Knowledge Sharing Academy”, “Mileage Masters”, “Back to School” and “Exploring the Night Market”. These programs incorporate gamified learning and point systems to encourage self-directed learning and foster an engaging learning culture.

In addition, the Company has developed the Cathay Securities Empowerment Lab based on the Group’s three transformation capabilities—agility, learning adaptability, and communication skills—as well as employee development needs. These programs help enhance employees’ digital innovation, problem-solving, and communication skills, while fostering a strong organizational learning culture and supporting long-term talent development.

Expanding Digital Learning Access to Promote Self-Directed Development

Cathay Securities offers employees a wide range of flexible digital learning platforms, including the Cathay Learning Portal, Hahow for Business, Cloud Library, and PaGamO.

In 2025, employees completed 21,419 learning hours through the Cathay Learning Portal and 13,554 learning hours through Hahow for Business. To promote continuous learning, employees who complete six courses totaling at least eight hours on Hahow for Business are eligible to apply for one day of paid learning leave, enabling self-paced learning anytime and anywhere. Employees are encouraged to explore topics aligned with their personal interests and development goals, and the program participation rate reached 56% in 2025.

Establishing a Long-Term Strategy to Drive Sustainable Impact

In response to global challenges such as digital transformation, climate change, and talent shortages, Cathay Securities aligns with Cathay Financial Holdings' talent strategy, which is built on the dual pillars of technological innovation and corporate sustainability. In 2022, the Board of Directors approved the Sustainable Talent Transformation Plan, outlining short-, medium-, and long-term development goals. Together with the Group, the Company also established Sustainability Strategic Blueprint Targets, reinforcing its commitment to key ESG priorities.

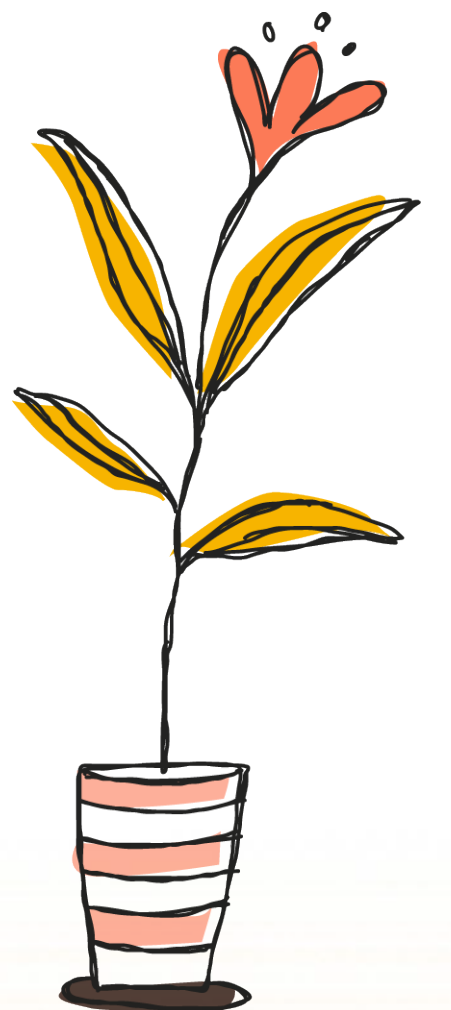
In line with regulatory requirements, Cathay Securities' directors and supervisors completed 59 training sessions totaling 127.7 hours in 2025, covering topics such as financial inclusion, information security, and sustainability. Since 2025, the Company has also hosted 10 ESG-focused seminars for senior executives to strengthen sustainability leadership. For middle and senior managers, consensus-building camps have been organized around the themes of climate, health, and empowerment, integrating sustainability into business strategy and decision-making.

Following the ESG Leadership Camp in Hualien in 2023, the 2024 Hsinchu Camp combined visits to circular economy and local revitalization enterprises with leadership and organizational development workshops. In 2025, Cathay Securities hosted the "Yilan Digital AI Leadership Camp," featuring expert sessions on "AI Trends and Applications" and "The New Currency War: An Introduction to Stablecoins." These programs helped managers stay informed of the latest developments in artificial intelligence, digital assets, and emerging technology trends.

For general staff, we offered a 2023 company-wide online session led by PwC Sustainability Chair Yih-Hwa Lee, reaching 898 participants, alongside talks from environmental social enterprises on climate and forest issues. In 2025, in alignment with Group initiatives and regulatory requirements, we also offered 15 ESG-related online courses covering fair customer treatment, information security, risk management, and fraud prevention and awareness, reaching 12,000+ participants.

In addition, Cathay Securities established the internal sustainability knowledge-sharing channel, "Securities & Futures ESG-Fun Platform," on its instant messaging platform. Managed by employee ambassadors, the channel regularly shares ESG-related content covering sustainability trends, news, events, and practical applications. As of 2025, a total of 192 posts had been published. Through knowledge sharing and employee engagement incentives, the Company continues to strengthen sustainability awareness and foster a culture of sustainability across the organization.

Through blended learning and social good initiatives—such as Mother's Day, Christmas charity events, and forest immersion activities—we continue to link professional development with sustainability, cultivating an internal learning culture and co-creating a more inclusive, harmonious society with stakeholders.



Talent Engagement and Retention

Enhancing Employee Development and Talent Management

Cathay Securities has implemented the Group's 360-Degree Feedback System and Individual Development Plan (IDP), enabling employees to develop role-based learning plans while strengthening competency development and career growth through multi-source feedback mechanisms.

Cathay Securities formally implemented the HR Business Partner (HRBP) model, transforming the Human Resources function from a traditional administrative role into a strategic partner in talent development and strengthening collaboration with business units. The Company also adopted the Group's iCareer Talent Matching System, enabling multi-level competency mapping to enhance talent pool development and role alignment.

In 2024, Cathay Securities further launched the MyTalent Analytics System in collaboration with Cathay Financial Holdings. By analyzing workforce composition and applying tools such as the talent nine-box grid, the system supports managers in talent identification, development, and team management, while continuously enhancing organizational resilience and talent competitiveness.

Establishing Performance Management Systems to Strengthen Accountability

To align employee performance with corporate strategy and strengthen professional capabilities, Cathay Securities has established the Performance Management Guidelines for Managers and Performance Development Measures for Employees.

To support effective implementation, we offer training such as "Performance Management and Interview Skills", helping supervisors understand the system's structure, their responsibilities, and techniques for tracking and diagnosing performance to identify improvement opportunities.

Each year begins with employees setting individual goals aligned with organizational and departmental strategies, job responsibilities, and key tasks—developed collaboratively with direct supervisors. Mid-year and year-end, employees conduct self-assessments, followed by formal performance reviews by supervisors. Results inform compensation, promotion, and bonus decisions.

We have established a comprehensive performance appeal and performance improvement framework. Through coaching, counseling, and follow-up mechanisms, employees are supported in enhancing their performance, while continuously strengthening talent development and organizational management practices. See [Appendix Table 14](#) for related evaluation statistics.

Implementing Job Rotation to Cultivate Well-Rounded Talent

Amid ongoing organizational transformation, Cathay Securities is committed to developing well-rounded talent. To foster a positive talent development cycle, we conduct job rotations based on employees' interests, capabilities, performance, and development orientation. This approach equips employees with diverse skillsets to better adapt to evolving business models and emerging challenges.

In addition, we support intercompany transfers within Cathay Financial Holdings based on group-wide business needs, facilitating talent exchange and mobility across affiliates. These efforts aim to ensure optimal talent placement and maximize individual potential.

Developing a Leadership Pipeline for Sustainable Succession

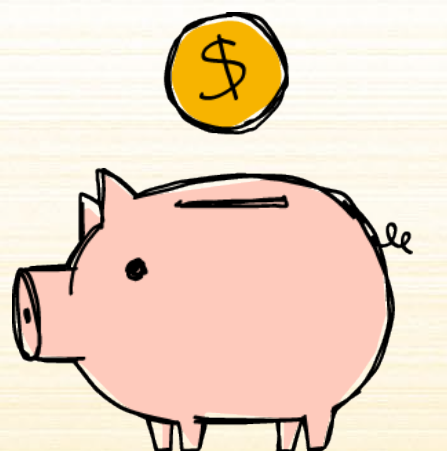
In 2022, Cathay Securities launched its first Leadership Development Program, selecting high-performing entry-level employees to join the key talent pool as part of the Company's succession plan. Over the past three years, participants completed a series of foundational management and competency-building courses, including Managerial Roles and Responsibilities, Coaching and Talent Development, Performance Management and Interview Skills, Building High-Performing Teams, the ESG Experiential Learning Program at the Forest Base and How to Leverage AI to Enhance Management Efficiency. A total of 500 participations and 3,100 training hours have been delivered, reinforcing the Company's leadership capacity and long-term sustainability.

Incentive-Based Compensation to Attract and Retain Talent

To strengthen its incentive system, Cathay Securities engaged Willis Towers Watson to develop a compensation policy. Each year, the Company references industry salary surveys to review market pay levels and adjust salaries for high-performing, high-potential talent, ensuring differentiated compensation. Employee pay is based on job responsibilities, capabilities, and performance, and is free from discrimination based on gender, race, age, religion, nationality, or political views. Compensation includes fixed salary, performance bonuses, profit-sharing, and managerial allowances.

Cathay Securities shares business results with employees to build cohesion. Through the Performance Bonus Policy, compensation is linked to individual and business performance. Guided by human-centered values, the Company promotes a supportive and fulfilling workplace across 5 dimensions: learning and development, family and parenting, health and leisure, social interaction, and financial well-being.

In support of the FSC's Trust 2.0 initiative, Cathay Securities and Cathay Financial Holdings launched an Employee Stock Ownership Trust in 2022. This long-term incentive plan enables employees to share in the Company's success, supporting both talent retention and employee well-being.



Cathay Total Rewards



Festival Bonus

NT\$3,000 per person for Mid-Autumn Festival and Dragon Boat Festival.

Birthday Gift

Birthday benefits via Park Life App, valued at NT\$3,000 in reward points.



Group Insurance (incl. medical)

Group coverage ranging from NT\$900,000 to NT\$5.4 million, including general illness, accidental death (1x or 2x payout), disability, and hospitalization subsidies.

Employee Stock Ownership

1. Monthly employee contributions (NT\$1,000–3,000) deducted from salary
2. company provides 100% matching contribution.

Retirement

1. In accordance with the Labor Standards Act or the Labor Pension Act.
2. Employees may opt for or be governed by the Labor Pension Act, with the company contributing 6% of the insured salary to their individual pension accounts.
3. By the end of 2025, 0.8% of employees are governed by the Labor Standards Act, and 99.1% are governed by the Labor Pension Act. For detailed information on pension expenses and expenditures, please refer to [Appendix Table 15](#).

Emergency Assistance

In case of disaster, employees may apply for housing repair subsidies of NT\$100,000 and property damage assistance of NT\$30,000.

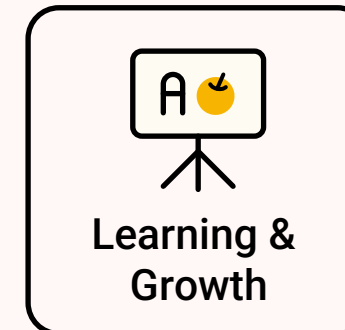


Marriage & Childbirth

1. Wedding subsidy: NT\$11,000 + NT\$6,000 gift.
2. Childbirth subsidy: NT\$20,000 per child

Children's Education

1. Preschool tuition subsidy: NT\$1,500–5,000 per semester.
2. Tuition grants for children (senior high school and above): NT\$3,000– 5,000 per semester.



Training Support

Additional subsidies for employees pursuing advanced training.



Travel Subsidy

NT\$3,000–5,000 annual travel subsidy per employee. (starting from Jan 1, 2026).

Social Recreation

Subsidies for employee club activities.



Enhancing Employee Experience Through Diverse Employee Engagement Activities

Cathay Securities promotes a happy and inclusive workplace through diverse employee engagement activities. We have hosted charity events and therapeutic workshops in collaboration with social welfare organizations for occasions such as Mother's Day, Father's Day, and Christmas. Initiatives such as the Cathaysec Dream Works Program and our 20th anniversary celebrations have provided platforms, enhancing employees' sense of value, job satisfaction, and cohesion.

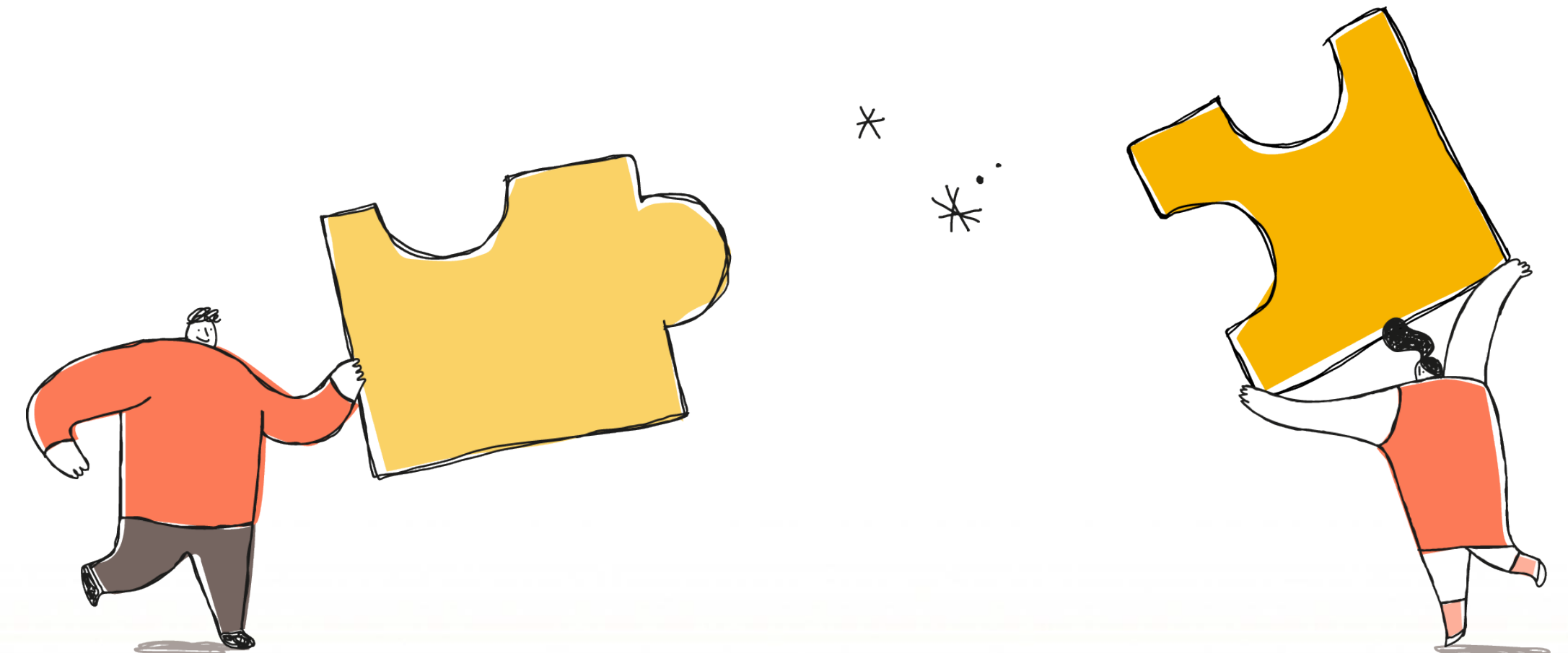
In addition, Cathay Securities provides multiple communication channels and an internal instant messaging platform, while regularly holding labor-management meetings to facilitate open dialogue and better understand employee perspectives. We committed to fostering a supportive and engaging workplace culture. For example, the monthly e-newsletter, Cathay Securities Happy News, keeps employees informed of important business developments. An Employee Care Mailbox is also available on the internal website, where messages are reviewed personally and confidentially by the Chairman and President, allowing employees to freely share their ideas and feedback on company policies.

In 2020, Cathay Securities' Chairman launched the first CathaySec Dream Works program, creating a platform for employees to pursue their personal aspirations. Following its enthusiastic reception, a second program was launched in late 2023, supported by a dedicated application platform and the publication of the Dream Incubator special edition in 2025. Through customized opportunities, the program helps employees turn their dreams into reality.

By 2025, participants in the second program had successfully completed a variety of dream projects, including the Berlin Marathon in Germany linked to ESG action, the "Fur-ever Care" volunteer and animal welfare initiative, the Rural Town Cultural Salon for students in underserved communities, and the "Like a Star" Dream Concert. These initiatives reflect Cathay Securities' commitment to supporting employee self-fulfillment, personal growth, and diverse development opportunities.

Listening to Employees to Foster Sustainable Talent Development

Cathay Securities conducts an annual Employee Engagement Survey covering topics such as corporate sustainability (CS), employee well-being, organizational commitment, leadership, and job satisfaction. In 2025, the survey received a 92% response rate, with an overall average score of 4.31 out of 5, and an 86% satisfaction rate. Through consistent two-way communication, we strive to understand employee needs and co-create a supportive and fulfilling work environment that promotes long-term talent development.



5-2 Human Rights, Diversity, and Inclusion

Human Rights, Diversity and Inclusion Policy

Respecting International Human Rights Standards and Upholding Human Rights Commitments

Cathay Securities is committed to upholding the fundamental human rights of employees, suppliers, and other stakeholders. We support international conventions such as the Universal Declaration of Human Rights and the ILO Core Labor Standards, while complying with Taiwan's Labor Standards Act and Act of Gender Equality in Employment.

We strive to create a workplace that embodies diversity, equity, and inclusion (DEI), offering fair working hours, a safe and healthy environment, and open channels for labor-management communication. To support work-life balance, we provide benefits exceeding legal requirements, including:

- 5 days of fully paid menstrual or sick leave annually
- 10 days of paid prenatal check-up leave
- Fully paid miscarriage leave for employees with less than 6 months of service
- 1 day of paid volunteer leave and one day of paid learning leave per year

Through these practices, we give concrete form to our human rights commitments and contribute to a more harmonious and inclusive society.

Creating a Diverse, Inclusive, and Harmonious Workplace

Cathay Securities is committed to the Cathay Financial Holdings Group's Human Rights Policy and prohibits discrimination or unequal treatment based on race, ethnicity, religion, political affiliation, gender, sexual orientation, age, marital status, appearance, disability, or any other status. We embrace diversity and inclusion while promoting equitable compensation, career development, and advancement opportunities, particularly for women.

In 2024 and 2025, Cathay Securities supported female employees in organizing the Dream Art Exhibition and the Like a Star Dream Concert, providing opportunities to develop diverse interests and talents beyond their professional careers. We also support women entrepreneurs through annual social impact initiatives, helping promote economic independence and career development.

In recent years, women have consistently accounted for more than 50% of the workforce, while female managers have represented over 40% of management positions. The Board also includes one female independent director. These indicators reflect Cathay Securities' commitment to fostering a diverse and inclusive workplace. For detailed employee demographics and workforce composition, please refer to [Appendix Tables 7 and 8](#).

Deepening Diversity and Inclusion Through Employee Engagement

Building a diverse and inclusive workplace requires the participation of every employee. Cathay Securities regularly shares SDG- and sustainability-related content through its internal newsletter, "Cathay Securities Happy News", and the ESG knowledge-sharing channel, "Securities & Futures ESG-Fun Platform." Employees are encouraged to support vulnerable groups, seniors, women, and new immigrants through volunteer activities and community engagement.

Cathay Securities also continues to employ people with disabilities, providing equal employment opportunities and supporting their integration into the workplace. Through these initiatives, we continue to strengthen its commitment to diversity, inclusion, and positive social impact.

Advancing Financial Inclusion and Creating Positive Social Impact

To create positive social impact, Cathay Securities incorporates financial inclusion into the practical implementation of its human rights commitments and regulatory requirements. In addition to establishing internal policies and oversight mechanisms, the Company has formed cross-functional committees, including the Fair Customer Treatment Promotion Committee and the Corporate Sustainability Committee, to monitor, review, and evaluate implementation progress. Relevant results are regularly reported to the Board of Directors to ensure the effective execution of financial inclusion initiatives and continuous enhancement of customer protection and social impact.



Human Rights Risk Management

To uphold the protection of human rights, Cathay Securities aligns with Cathay Financial Holdings’ Human Rights Policy and relevant regulatory requirements on Human Rights Risk Assessment and Management. We remain committed to identifying and addressing human rights risks across our key stakeholder groups—including employees, customers, and suppliers. Through the formulation and implementation of appropriate mitigation measures and remedy mechanisms, we strive to safeguard the rights and interests of all stakeholders effectively.

Stakeholder	Risk Topic	Risk Mitigation Measures	Remedy Measures
 Employees	Excessive Working Hours	• Limitations on overtime hours • Implementation of mental health questionnaires	• Overtime pay or compensatory leave • Management mechanism for high-risk abnormal workload-induced illness
	Occupational Health and Safety	• Implementation of the Prevention Plan for Illness Induced by Abnormal Workload • Implementation of the Ergonomic Hazard Prevention Program • Implementation of the Maternal Employee Health Protection Program • Implementation of the Prevention Plan for Unlawful Infringement During Duty • Occupational safety education and training • Installation of first-aid equipment: Automated External Defibrillators (AEDs) • External training for staff to obtain first-aid certification • Free health check-ups • Free workplace massage service • On-site services by contracted physicians and stationed nurses	• Incident reporting and response mechanism • Assistance in group insurance claims’ • Employee Assistance Program (EAP) providing professional counseling • Emergency relief support for employees • Group public liability insurance coverage
	Discrimination and Harassment	• Establishment of an Employee Code of Conduct • Guidelines for the Prevention, Complaint, and Disciplinary Measures against Sexual Harassment • Promotion through internal publication “Cathay Securities Happy News” • Conducting related training courses	• Reporting and complaint handling mechanisms in accordance with internal procedures
 Customers Customers	Customer Rights	• Establishment of Fair Treatment Promotion Committee • Active implementation of fair treatment training programs * See Inclusive Finance 4-1 Fair Customer Treatment section	• Diversified complaint channels, including AI customer service and service hotlines • Formulation of improvement plans for complaints and evaluation cases
	Personal Data Protection	• Implementation of a personal data management system • Enforcement of personal data protection training * See Prudent Management 2-4 Information Security section	• Formulation of Personal Data Breach Incident Management Guidelines
 Suppliers	Occupational Health and Safety	• Compliance with Cathay FHC Sustainable Procurement Policy and Cathay Securities Procurement Guidelines • Adoption of ISO 20400 Sustainable Procurement international standard • Invitation to suppliers to sign the Cathay FHC Sustainable Value Declaration * See Prudent Management 2-5 Supplier Management section	• Inclusion of CSR and Occupational Health and Safety clauses in procurement contracts, with penalties for breach • Implementation of supplier evaluation mechanism; low-rated suppliers will be disqualified

Employee Communication and Grievance Mechanisms

Establishing Effective Communication Mechanisms to Uphold Employee Rights

Cathay Securities continues to enhance corporate governance by establishing robust internal communication channels. Through labor-management meetings, the Chairman’s Mailbox, the Employee Care Mailbox, and the annual Employee Engagement Survey, employees are empowered to engage in direct communication with senior management. This proactive approach facilitates early issue identification and resolution, contributing to an inclusive and positive work environment.

Upholding Zero Tolerance for Discrimination and Harassment

To foster a respectful and inclusive work environment, Cathay Securities adopts a zero-tolerance policy toward all forms of workplace harassment. The company has established internal regulations such as the Guidelines for the Prevention, Complaint, and Disciplinary Measures on Sexual Harassment, and conducts mandatory annual training on gender equality and harassment prevention to ensure proper awareness among all employees. In 2025, no complaints or incidents of sexual harassment were reported.

Protecting Labor Rights and Preventing Workplace Misconduct

In compliance with the Enforcement Rules of the Occupational Safety and Health Act, Cathay Securities has implemented a Workplace Misconduct Prevention Plan to safeguard employees from internal or external unlawful acts—such as physical assault, verbal abuse, threats, sexual harassment, and bullying—during the course of duty. We publicly display a written statement on workplace safety and conduct annual reviews and assessments of our preventive measures. In 2025, no workplace misconduct was reported.

Human Rights Training and Awareness

As human rights issues gain increasing global attention, Cathay Securities provides a variety of human rights-related training programs through the Cathay Learning Portal, covering topics such as workplace gender equality and sexual harassment prevention. Human rights concepts are also incorporated into new hire orientation programs. Based on human rights risk assessments, the Company offers targeted training on higher-risk topics, including workplace violence prevention, to strengthen employees’ and managers’ awareness of potential human rights risks.

In 2025, a total of 1,343 participants completed training on sexual harassment prevention and workplace violence prevention. In addition, all directors, responsible officers, senior executives, and employees completed training related to financial inclusion and the Convention on the Rights of Persons with Disabilities (CRPD), further enhancing awareness of human rights and vulnerable group protection.

Note: Training participant figures include interns.

Employee Support Programs

Cathay Securities offers a range of employee support initiatives aimed at fostering a caring and inclusive workplace. These initiatives are designed to alleviate work-life stress, promote physical and mental well-being, and enhance job satisfaction by providing leave policies that exceed regulatory standards.

In 2021, we introduced an Employee Assistance Program (EAP) that offers structured support beyond legal requirements. During the COVID-19 pandemic in 2022, we promptly implemented flexible work hours to help employees avoid peak commute times, and enabled eligible employees to work from home based on the nature of their roles. In 2023, we aligned with Cathay Financial Holdings’ “Slowing Down Without Falling Behind” initiative, enabling employees on unpaid leave with caregiving duties to continue learning and smoothly reintegrate upon return. In 2025, we increased childbirth subsidies, education allowances, and scholarship support for employees’ children to help reduce financial burdens and ease family living expenses.

Type of Leave	Support Measures
Menstrual / Sick Leave	5 days of fully paid leave annually, exceeding the statutory requirement of half pay.
Miscarriage Leave	Fully paid leave even for employees with less than 6 months of service, exceeding statutory standards.
Prenatal Check-up Leave	10 days of fully paid leave for female employees, exceeding the legally required 7 days.
Volunteer Leave	1 day of fully paid leave per year to engage in volunteer activities.
Learning Leave	1 day of fully paid leave upon completing 6 courses totaling at least 8 hours on Hahow platform.

Workforce Composition and Compensation Structure

Cathay Securities continuously monitors workforce composition and is committed to maintaining a competitive compensation structure. We respect diversity and provide equal opportunities for compensation and career advancement. In partnership with external consultants, Cathay Securities regularly reviews employee compensation and benchmarks it against market practices. Salary adjustments are made for high-performing employees with strong development potential to attract and retain top talent. Detailed compensation information is provided in [Appendix Tables 12 and 13](#).

In addition, we have established a Performance Bonus Program, under which a portion of annual pre-tax profits is allocated to performance bonuses when profitability targets are achieved. Bonuses are distributed based on individual performance, linking business results with employee rewards and encouraging employees to maximize their potential.

5-3 Occupational Safety and Health

Occupational Safety and Health Management Mechanism

Robust OSH Framework and Certified Healthy Promotion Workplace

Cathay Securities complies with the Occupational Safety and Health Act, establishing a dedicated unit to coordinate safety and health initiatives and foster a supportive, healthy work environment. We implement a risk-based OSH management mechanism and promote a comprehensive workplace health model across four dimensions: physical work environment, psychosocial environment, personal health resources, and corporate-community engagement.

In 2025, we passed “Health Promotion Workplace Self-Assessment” from the Health Promotion Administration of the Ministry of Health and Welfare.

Labor-Management Engagement to Foster a Healthy Workplace Dialogue

To foster a healthy lifestyle and working environment, Cathay Securities has implemented a range of safety and health guidelines, including the Workplace Safety and Health Code, Contractor Safety and Health Management Measures, Self-Inspection Plan for Occupational Safety and Health, and Guidelines for Infectious Disease Prevention and Reporting. These policies apply to our headquarters and all branch locations, ensuring the safety and well-being of both employees and contractors. We also hold regular labor-management meetings to promote open communication and understand employee needs regarding occupational safety and health. No proposals related to these topics were raised in 2025.

Occupational Health and Safety Training

Regular Training to Build Emergency Awareness and Response Capacity

To equip employees with the knowledge and skills needed to respond effectively to emergencies and potential safety incidents, Cathay Securities provides a variety of training programs, including evacuation drills, occupational safety orientation for new hires, workplace safety training for employees, first aid training, and fire safety manager training. These initiatives help strengthen a comprehensive occupational health and safety framework. In 2025, we obtained the AED Safe Workplace Certification.

Workplace Safety Management Measures

Emergency Evacuation Drills	Annual evacuation drills are conducted to familiarize employees with emergency procedures and enhance crisis response capabilities.
On-the-Job Occupational Health and Safety Training	Mandatory annual training ensures all employees acquire fundamental workplace safety knowledge, helping to reduce the risk of accidents.
Designated First-Aid Responders on Each Floor	Selected staff on every floor receive certified first-aid training to provide timely assistance during emergencies.

Training Program	Emergency Evacuation Drill	Occupational Safety and Health Training	
		Occupational Safety and Health Training for New Employees	Occupational Safety and Health Refresher Training for General Employees
Number of Participants	816	247	1,063
Completion Rate	90%	100%	100%

Note: Completion rate is calculated as the ratio of actual attendees to the expected number of participants at the time of the training.

Occupational Health and Safety Training

Regular Training to Build Emergency Awareness and Response Capacity

To equip employees with the knowledge and skills needed to respond effectively to emergencies and potential safety incidents, Cathay Securities provides a variety of training programs, including evacuation drills, occupational safety orientation for new hires, workplace safety training for employees, first aid training, and fire safety manager training. These initiatives help strengthen a comprehensive occupational health and safety framework. In 2025, we obtained the AED Safe Workplace Certification.

Using Simulex Evacuation Simulation to Reduce Workplace Safety Risks

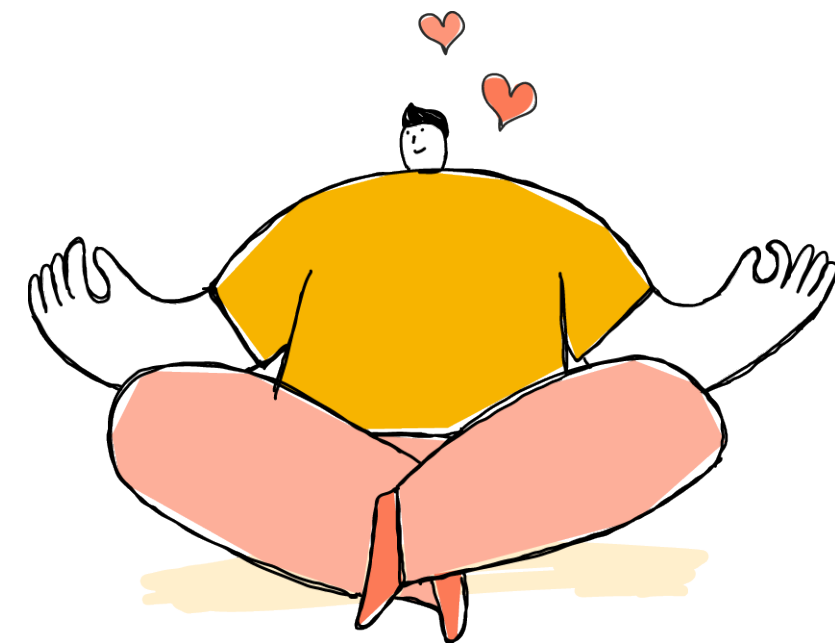
Cathay Securities partnered with Cathay Century Insurance to utilize Simulex evacuation simulation software to analyze occupant movement and identify potential evacuation and fire safety risks within the workplace. The simulation helps identify bottlenecks and critical factors that may hinder evacuation, enabling the Company to implement practical improvement measures.

For example, simulations conducted at the Dunnan Building evaluated evacuation routes and exit usage patterns across multiple emergency exits. Results showed that effective evacuation flow management could reduce overall evacuation time by up to 30%, significantly improving evacuation efficiency and reducing emergency response risks.

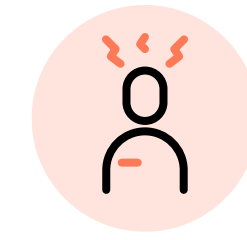
By adopting a data-driven approach to workplace safety management, Cathay Securities enhances emergency preparedness and provides employees with clearer evacuation guidance. The Company will continue leveraging technology and professional expertise to create a safer and more resilient working environment.

Promoting Health Risk Mitigation to Safeguard Employee Well-being

While the financial sector presents relatively low occupational risks, Cathay Securities remains committed to addressing potential health issues faced by employees—such as vision and musculoskeletal strain from prolonged computer use, stress, and mental health. We actively implement the four key protection programs promoted by the Occupational Safety and Health Administration to safeguard the physical and mental well-being of our workforce.

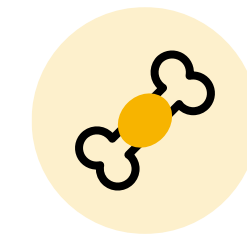


Four Major Occupational Health Protection Programs



Prevention of Abnormal Workload

- Enforce working hours management and establish flexible schedules
- Offer Employee Assistance Program (EAP) to support physical and mental well-being



Prevention of Musculoskeletal Disorders

- Optimize ergonomic design in workspaces, including ergonomic chairs and adjustable screens/keyboards
- Encourage regular stretching and physical activity



Prevention of Cardiovascular Diseases

- Provide regular health check-ups focused on blood pressure, cholesterol, and glucose
- Host weight management campaigns, health talks, and online fitness courses to promote healthy lifestyles



Maternal Health Protection

- Health physicians conduct comprehensive workplace risk assessments for pregnant employees, providing results to ensure workplace safety
- Offer a supportive work environment, including maternity gifts, well-equipped lactation rooms, and flexible childcare work hours

Occupational Health Management Mechanisms

Promoting Employee Well-being Through Comprehensive Measures

Cathay Securities upholds the principle that “prevention is better than cure” in promoting employee health. In light of modern workplace risks such as obesity and stress, we implement a range of health initiatives. Our Employee Health Service Program includes quarterly on-site physician consultations. To promote mental wellness, we issue monthly Employee Assistance Program (EAP) bulletins on various topics and provide personalized one-on-one consultations covering physical health, psychological well-being, legal affairs, tax, and management.

In support of the Cathay FHC “Sub-health Recovery” initiative, we encourage employees to monitor their Body Mass Index (BMI). In 2024, our “the Weight-Loss Contest” drew 545 participants and resulted in a total weight loss of 1,925.24 kg, with performance-based incentives provided.

We also support new parents in the workplace. Maternity gifts and breastfeeding rooms are available, and in 2024 we received certification for our breastfeeding facilities, enabling employees to nurse in a safe and supportive setting during working hours. Employees may also apply for flexible working hours for childcare. A total of 32 employees received maternity gifts in 2025, amounting to NT\$164,500.

Specific Measures for a Safe and Healthy Workplace

- Workplace environment monitoring
- On-site services by contracted physicians
- Employee Assistance Program (EAP)
- Employee health check-ups
- 5 Installation of Automated External Defibrillators (AEDs)
- Stress-relief massage service



Employee Assistance Program (EAP) – Consultation Topics



Health Consultation

Diet and lifestyle / General health / Illness-related inquiries



Psychological
Consultation

Career development / Stress management / Interpersonal communication



Legal Consultation

Civil, criminal, and administrative regulations / Traffic incidents



Tax and Financial
Consultation

Tax inquiries / Financial planning / Gift-related consultations



Management
Consultation

Team leadership / Employee referrals / Communication effectiveness

Promoting Physical Activity to Foster a Healthy and Vibrant Workplace

Cathay Securities integrates sustainability into its corporate culture and aligns its efforts with SDG 3: Good Health and Well-Being. Recognized as a certified Taiwan i-Sports Enterprise by the Sports Administration, Ministry of Education in 2020, we successfully renewed this certification in 2023 (valid through October 31, 2026). In 2025, through the “Every Step Counts” wellness campaign and the charity saving fund model, employees collectively accumulated 890 million steps. These efforts were converted into social impact initiatives, including planting 110 trees in Tamsui’s Shalun coastal area and supporting a mobile 3D cinema tour that brought financial literacy and anti-fraud education to schools and communities.

To support employee well-being, Cathay Securities sponsors 18 employee clubs covering sports, culture, sustainability, and lifestyle interests. Through club activities, funding support, and workplace facilities, the Company encourages employees to pursue work-life balance, strengthen interpersonal connections, and enhance overall well-being and engagement.

In addition, employees are encouraged to participate in internal and external sporting events, including softball tournaments, Cathay Run, and table tennis championships. By fostering a healthy workplace and promoting active lifestyles, Cathay Securities continues to enhance employee well-being, engagement, and organizational vitality while fulfilling its commitment to employee care and social responsibility.





Climate Action

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Sustainability Philosophy

To mitigate the impacts of climate change and resource scarcity, we actively support the international climate initiatives joined by Cathay Financial Holdings and are dedicated to building a green and sustainable operational environment. From within and outward, we drive green transformation by reducing carbon emissions in our operations, supporting renewable energy, lowering the carbon footprint of our investment portfolio, and strengthening stewardship through engagement to drive sustainable finance impact, we also engage employees, clients, suppliers, communities, and investors. Through these concrete actions, we respond to critical environmental challenges and, by harnessing the influence of sustainable finance, co-create a better future with society.



Performance Highlights

- NT\$ **627** million invested in low-carbon initiatives
- **60.6%** cumulative carbon reduction compared to 2020 baseline
- **1.645** million kWh of green electricity used, with **64.8%** renewable energy usage
- Obtain **ISO 14068-1** Product Carbon Neutrality Certification for online services
- Hosted the Cathay Sustainable Finance and Climate Change Summit for **6** consecutive years
- **100%** completion rate in climate risk management training for all employees



Material Topic Management

Material Topic	Group Sustainability Pillars	Group Sustainability Aspect	Policy Commitment			
 Climate Action	Climate	Low-Carbon Economy	Implement climate strategies and actions in line with regulatory requirements and Cathay FHC's Climate Strategy Blueprint; establish internal policies and measures for climate risk management.			
	Management Approach	2025 Performance	Short-term Target (2026)	Mid-term Target (2030)	Long-term Target (2035)	
	- Establish Corporate Sustainability Committee and Risk Management Committee to drive climate strategies and oversee climate risk. - Provide diverse training to enhance employees' climate awareness, risk management, and financial capabilities. - Develop an investment portfolio decarbonization pathway to manage climate transition risks. - Adopt renewable energy to reduce GHG emissions. - Promote green operations and create a low-carbon workplace - Promote paperless services through the adoption of e-statements. - Continue increasing the proportion of hybrid and electric vehicles in the Group's leased business vehicle fleet	- Achieved 60.6% cumulative Scope 1 and 2 emissions reduction from 2020 baseline. - Renewable energy usage reached 64.8% of total electricity consumption across Taiwan operations. 100% completion rate in climate risk management training. - Annual water consumption per employee was 8.47 m³, a 43% reduction from the 2020 baseline. - Annual waste generation per employee was 20.75 kg, a 17% reduction from the 2023 baseline. - Taiwan stock e-statement subscription rate reached 97.1%. - New energy vehicles accounted for approximately 44% of the fleet.	- Achieved 25.2% cumulative Scope 1 and 2 emissions reduction from 2020 baseline. - Renewable energy usage reached 65% of total electricity consumption across Taiwan operations. - Annual water consumption per employee was 13.7 m³, a 7% reduction from the 2020 baseline. - Annual waste generation per employee was 23.5 kg, a 6% reduction from the 2023 baseline. - New energy vehicles accounted for approximately 50% of the fleet.	- Achieved 42% cumulative Scope 1 and 2 emissions reduction from 2020 baseline. - Renewable energy usage reached 100% of total electricity consumption across Taiwan operations. - Annual water consumption per employee was 12.5 m³, a 15% reduction from the 2020 baseline. - Annual waste generation per employee was 22.5 kg, a 10% reduction from the 2023 baseline. - New energy vehicles accounted for approximately 100% of the fleet.	- Achieved 63% cumulative Scope 1 and 2 emissions reduction from 2020 baseline. - Renewable energy usage reached 100% of total electricity consumption across global operations. - Annual water consumption per employee was 12.5 m³, a 15% reduction from the 2020 baseline. - Annual waste generation per employee was 22.5 kg, a 10% reduction from the 2023 baseline. - New energy vehicles accounted for approximately 100% of the fleet.	

Material Topic	Group Sustainability Pillars	Group Sustainability Aspect	Policy Commitment			
 Responsible and Impact Investing	Climate	Low-Carbon Economy	Support companies in advancing sustainable transformation and guide those with significant sustainability risks or negative impacts to adjust operations, leveraging sustainable finance influence.			
	Management Approach	2025 Performance	Short-term Target (2026)	Mid-term Target (2030)	Long-term Target (2035)	
	• Increase Low-Carbon Investment • Adhere to responsible investment principles and integrate ESG factors into investment decisions. • Implement ESG risk management and regularly review investment positions. • Coal Exit Action • Unconventional Oil & Gas Oversight • Conduct corporate engagement activities.	• NT\$627 million in low-carbon investment. • Portfolio Temperature (2025/12/31): 2.09°C (S1+S2); 2.75°C (S1+S2+S3) • No exposure to coal mining holdings as of December 31, 2025. • No exposure to unconventional oil and gas holdings as of December 31, 2025. • More than 78.9% of long-term investment holdings were invested in companies ranked in the top 20% of the Corporate Governance Evaluation, while 80.46% were invested in non-sensitive industries. • Conducted engagement activities with 35 companies, totaling 35 engagement interactions.	• Increase low-carbon investment by 300% by 2026 from the 2020 baseline, reaching NT\$111 million. • 2026 Portfolio Temperature: 2.63°C (S1+S2); 2.66°C (S1+S2+S3) • No new investments in “coal mining,” “coal rail transport,” “coal-related services,” or “coal-fired power generation” with over 20% revenue and no active transition plans. • No new investments in companies with over 30% revenue from unconventional oil & gas without active transition plans. • Target at least 5 companies taking concrete actions following engagement, using 2025 as the baseline year.	• Increase low-carbon investment by 500% by 2026 from the 2020 baseline, reaching NT\$166 million. • 2040 Portfolio Temperature: 1.75°C (S1+S2); 2.00°C (S1+S2+S3) • For OECD countries, no new investments in “coal mining,” “coal rail transport,” “coal-related services,” or “coal-fired power generation” with over 5% revenue and no active transition plans (20% threshold applies to non-OECD countries) • For OECD countries, no new investments in companies with over 20% revenue from unconventional oil & gas without active transition plans (30% threshold for non-OECD countries) • Target at least 10 companies taking concrete actions following engagement, using 2025 as the baseline year.	• Increase low-carbon investment by 750% by 2026 from the 2020 baseline, reaching NT\$236 million. • 2040 Portfolio Temperature: 1.75°C (S1+S2); 2.00°C (S1+S2+S3) • For OECD countries, no new investments in “coal mining,” “coal rail transport,” “coal-related services,” or “coal-fired power generation” with over 5% revenue and no active transition plans (20% threshold applies to non-OECD countries) • For OECD countries, no new investments in companies with over 20% revenue from unconventional oil & gas without active transition plans (30% threshold for non-OECD countries) • Target at least 15 companies taking concrete actions following engagement, using 2025 as the baseline year.	

6-1 Climate Governance

Climate is a key pillar of Cathay’s sustainability strategy. Cathay Securities actively identifies climate risks and opportunities, strengthens climate strategies and risk management, aligns with Cathay FHC’s sustainability commitments, sets science-based carbon reduction targets, and endorses the RE100 initiative. Guided by its sustainability strategy blueprint, the company formulates clear climate strategies under “Low-Carbon Economy” and “Environmental Sustainability” to advance SDG 13: Climate Action.

The company also emphasizes natural risks, establishing water and waste management targets, enhancing risk identification, conducting scenario analyses and stress testing, and focusing on 4 priorities: (1) strengthening ERM controls, (2) improving resilience validation, (3) advancing financial innovation and tool application, and (4) applying and researching global trend insights.

Through these efforts, Cathay Securities leverages its financial influence to drive corporate transformation, continuously enhance ESG, climate, and nature-related risk management, strengthen climate resilience, reduce environmental impact, and elevate sustainable brand value—steadily advancing toward net-zero emissions and nature-positive goals.

Climate Governance Structure and Management Mechanism

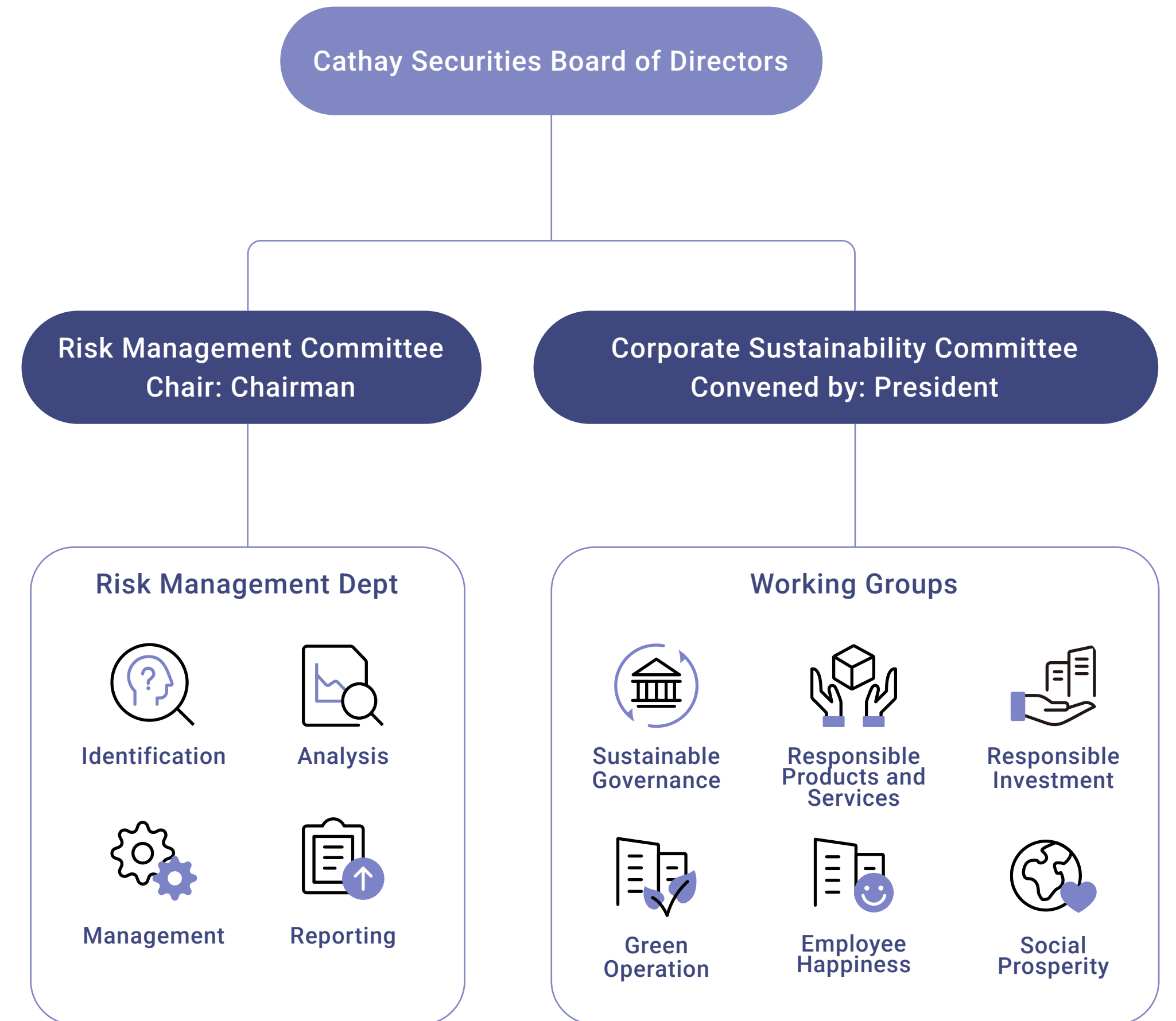
The Board Prioritizes and Drives Top-Down Climate Action

Following the Taipei Exchange’s Risk Management Best Practice Principles and Cathay FHC’s sustainability strategy, the Board formulates climate-related policies, strategies, and targets, supervises implementation, and monitors emerging regulations and their potential reputational and legal impacts.

The Board serves as the highest governance body for climate matters. The Risk Management Committee oversees climate and nature-related risk management through defined policies and responsibilities. Additionally, the Corporate Sustainability Committee, led by the President and senior executives, coordinates 6 task forces to advance ESG and climate strategies, strengthening the company’s capacity and resilience in addressing climate and nature-related risks and opportunities.

Linking Climate Management Performance to Incentives to Advance Climate Goals

Cathay Financial Holdings has pledged to achieve net-zero emissions by 2050. Aligned with this, Cathay Securities actively participates in climate initiatives and implements its climate strategy blueprint, launching a zero-carbon operations transition project. The company ties climate management performance—including emissions reduction, business continuity, and resilience—to management KPIs, with regular progress monitoring to ensure ESG and climate actions are effectively executed. It also joins the quarterly Climate Governance Meetings, chaired by Cathay FHC’s President, to address climate issues and explore diverse development opportunities.



Organization	Chair / Supervisor	Reporting / Meeting Frequency	Climate-Related Responsibilities
Board of Directors	Chairperson	At least once per quarter	Acts as the highest governing body for ESG and climate risk management; oversees approval of climate policies, strategies, and targets; supervises ESG and climate action plans; reviews emerging regulations and impacts on reputation and legal obligations.
Risk Management Committee	Chairperson	Quarterly / Semiannually	Supports the Board in overseeing ESG and climate risk management; develops, implements, and reviews relevant mechanisms. The Risk Management Department identifies, analyzes, and formulates risk measures, consolidates unit execution status into reports submitted quarterly to the Committee and semiannually to the Board.
Corporate Sustainability Committee	President	Semiannually / Annually	Divided into 6 groups, responsible for ESG and climate strategy, target setting, and business opportunities. Drives Group sustainability initiatives under climate, health, and empowerment pillars. Provides monthly written progress reports, holds Semiannually committee meetings, and reports annually to the Board.
Climate Governance Meeting	FHC Chief Risk Officer	Quarterly	Convened by Cathay FHC, bringing together subsidiaries to focus on climate and nature-related topics; chaired by the Chief Risk Officer, supervised by the FHC President.
Climate and Nature Task Force	FHC Chief Risk Officer	Monthly	Convened by Cathay FHC to advance group-wide climate and nature risk projects, leveraging the expertise and resources of each subsidiary to maximize group-wide benefits.

Climate Governance Culture

Building Climate Knowledge to Strengthen Awareness and Foster a Resilient Culture

“Climate, Health, and Empowerment” are Cathay FHC’s 3 sustainability pillars, with climate risk awareness and adaptability as key priorities for Cathay Securities. We support all employees in developing climate knowledge through internal and external training, seminars, and sharing sessions, enhancing climate awareness, risk management, and financial capabilities from top to bottom. We also regularly conduct training and disaster drills to deepen understanding of climate change and major hazards, strengthening our risk management system, improving resilience, and advancing our sustainability commitments.

Board Members

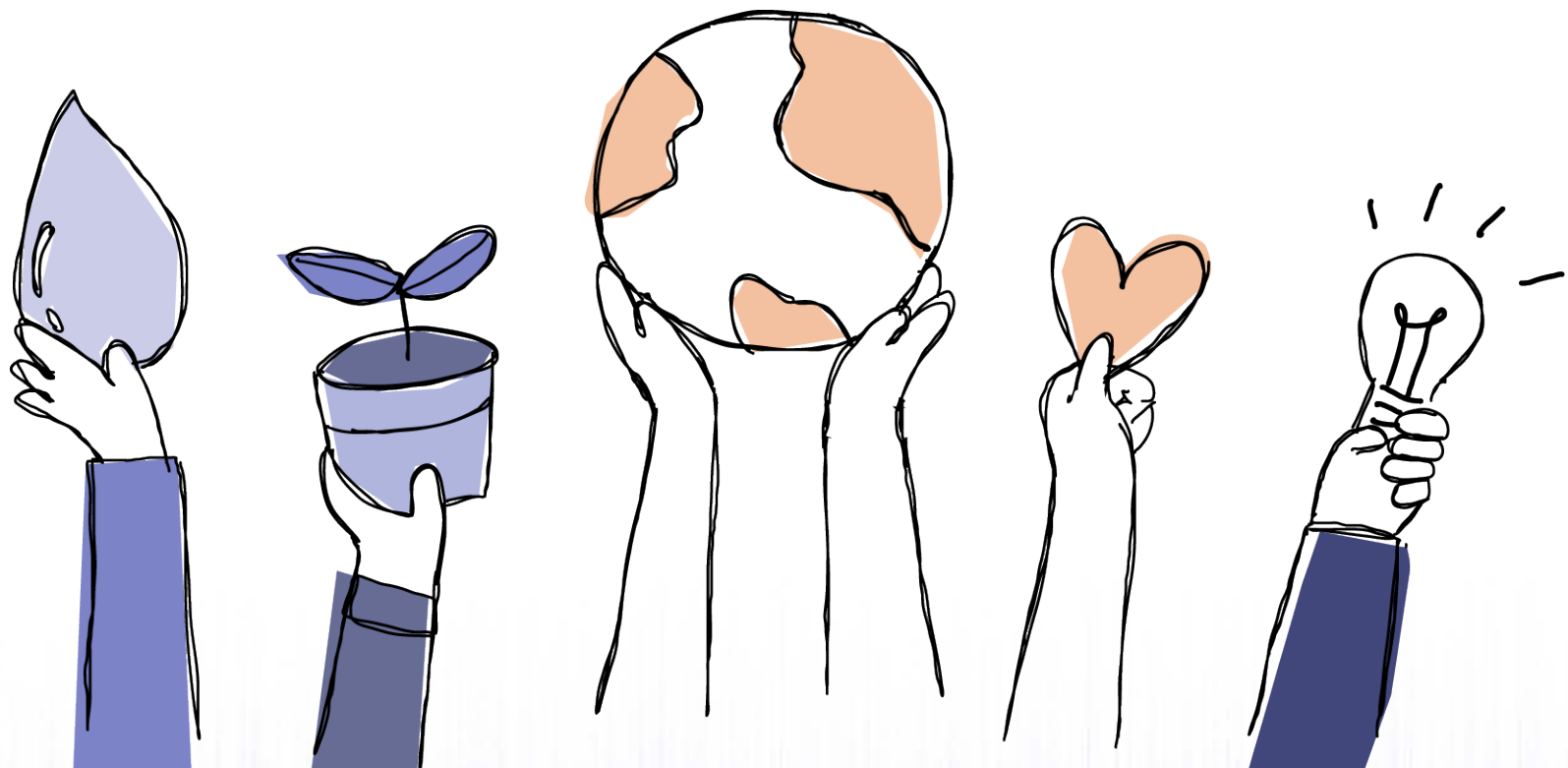
Continuously plan diverse training covering ESG governance, climate change, and green finance to strengthen corporate climate governance.

Senior Executives

Organize seminars and external training, including sustainability courses and consensus camps, to enhance sustainability risk response and business development capabilities.

All Employees

Promote digital training courses, integrate climate and nature risk topics into general risk education, and encourage employees to obtain sustainability-related certifications.



Climate Knowledge Development Strategy

Enhancing Climate Risk Awareness Deepening Climate Governance Culture

- The Board's "Sustainable Talent Transformation Plan" ensures regular training for directors, supervisors, senior management, and employees.
- In 2024, directors and supervisors completed 52 training sessions, totaling 114.7 hours, with over 50% covering ESG topics.
- Climate risk is included in mandatory annual risk management training for all employees, maintaining a 100% completion rate.
- Participation in the Group's Climate and Nature Working Group and MSCI seminars enhances risk sensitivity and advances climate strategy and risk management.

Establishing Compensation Policy Linking Performance to Sustainability Goals

- Since 2022, sustainability goals have been part of executive KPIs, led by the President, aiming to integrate sustainability into operations and strategy, and promote company-wide adoption.

Building Climate Risk Assessment Capacity Leveraging Sustainable Finance Influence

- Collaborates with Cathay FHC, using regulatory public data and tools to assess climate change impacts on the Company.
- Since 2020, partnered with National Taipei University to offer ESG research for institutional investors; in 2021, added "ESG Themes" stock selection to the Cathay Securities App; in 2022, pioneered the App's "Sustainability Section" to show ESG ratings of Taiwan equity holdings.
- In 2025, Cathay Financial Holdings and its subsidiaries became the first financial holding company to participate in the TIP IR Engage Platform. Cathay Securities also continued to incorporate the TIP Taiwan Sustainability Ratings into the Sustainability Section of the Cathay Securities App. By 2025, ESG ratings available in the App had achieved 100% coverage of all TWSE- and TPEx-listed companies, helping investors assess corporate ESG performance. The Sustainability Section attracted nearly 540,000 users and recorded more than 2.77 million cumulative clicks, further advancing sustainability awareness among businesses and the public.



6-2 Climate Risk Management and Scenario Analysis

Identifying Climate and Nature-Related Risks and Opportunities

Cathay Securities, following international frameworks such as the IFRS S2, TCFD, and TNFD, identifies climate and nature-related risks and opportunities. The process involves identifying, assessing, and, where possible, quantifying potential financial impacts to mitigate the effects of climate change and natural disasters.

Led by the Cathay Climate and Nature Working Group, the assessment first examined the Group's business and operational environmental dependencies and impacts, identifying 11 risks and 8 opportunities. These were categorized by type and characteristics, linked to traditional risks, and evaluated for their potential impact on business and operations.

Senior management assessed and prioritized these issues using executive judgment, ranking them by impact level and likelihood. The resulting Cathay Securities Risk and Opportunity Matrix provide insights into their potential impacts and financial implications.



Environmental Dependencies and Impacts

Dependencies

- Land
- Ocean
- Changes in the Natural Environment

- Freshwater
- Atmosphere

Impacts

- Greenhouse Gas Emissions
- Waste
- Water Resources
- Soil

Identification of Climate- and Nature-related Risks and Opportunities

Transition Risks

- Policy & Regulations
- Market Changes
- Reputation & Technology

Physical Risks

- Immediate
- Long Term

Systemic Risks

- Ecosystem Collapse
- Systemic Risks
- Financial Stability

Opportunities

- Market & Resources
- Products & Services
- Resilience

Economic Risk Factors

Microeconomic Changes

- Corporate Asset Loss & Legal Liabilities
- Household Income & Asset Loss

Macroeconomic Changes

- Price level
- Productivity
- Labor Market
- Socioeconomic
- Interest & Exchange Rates
- Financial Policies

Linkages to Traditional Risks

- **Market Risks** : Changes in Securities Prices
- **Credit Risks** : Collateral Impairment

- **Operational Risks** : Operational Disruption
- **Reputational Risks** : Reputational Damage

- **Liquidity Risks** : Increase/Decrease in Market Demand
- **Industry Risks** : Industry-specific Impacts

Impact Analysis



Materiality Ranking



Financial Assets



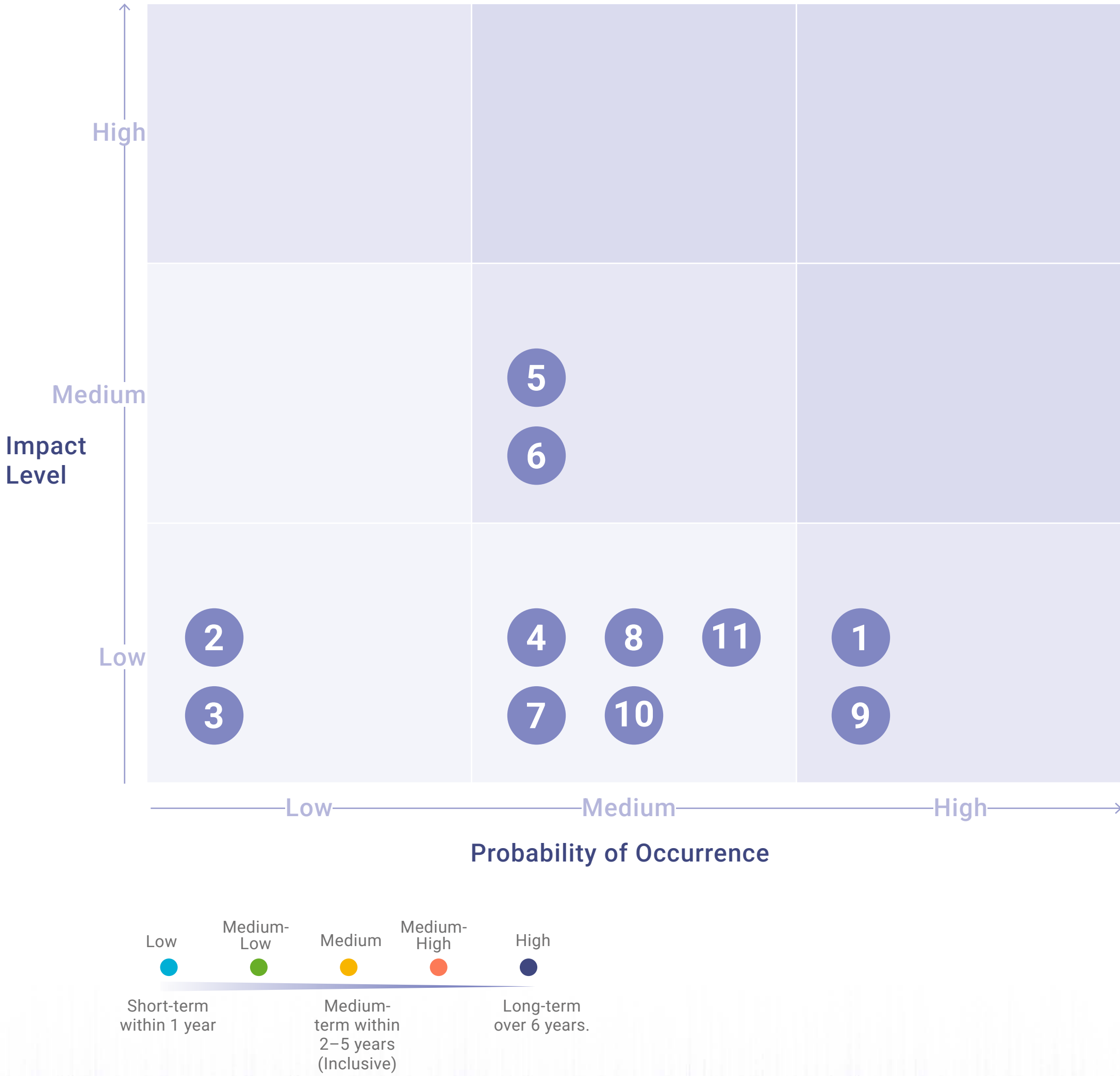
Products & Services



Operations Management

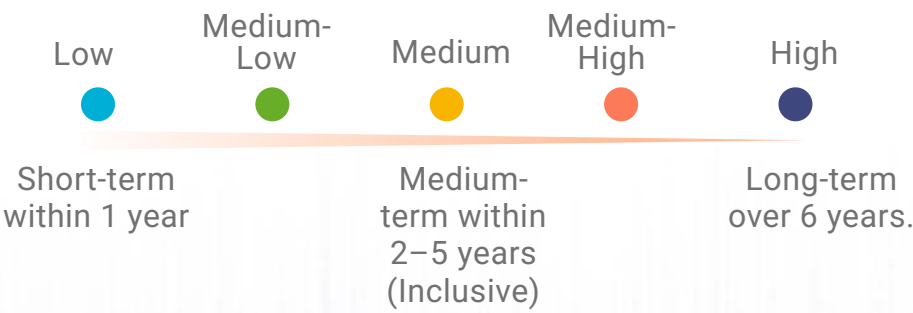
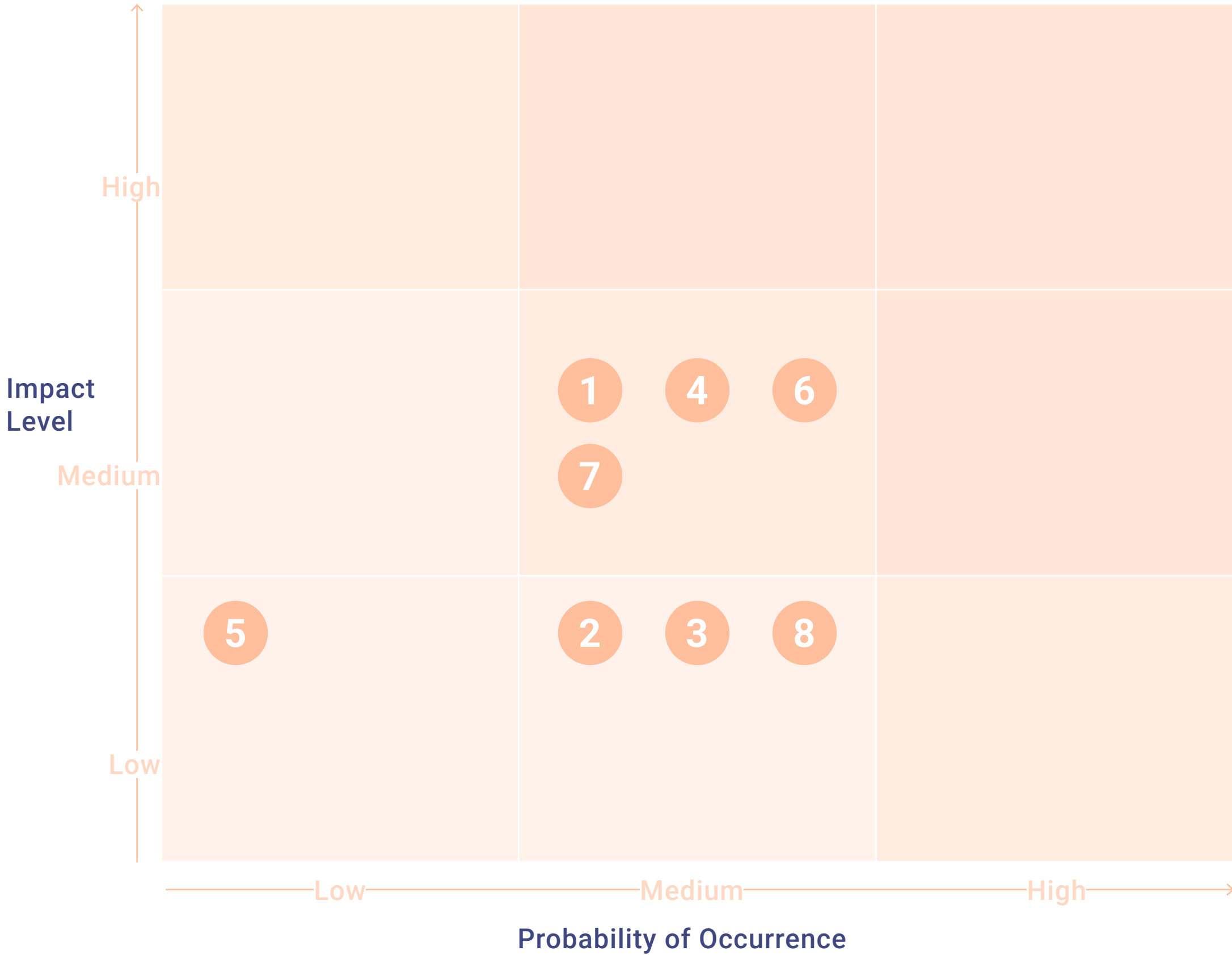
Climate- and Nature-related Risk Distribution Map

No.	Category	Risk Items	Critical Business Category	Impact Level	Probability of Occurrence	Impact Horizon
1	Transition Legal	Stricter or Uncertain Carbon-Related Policies and Regulations	Assets & Financial markets Operations			Mid-term
2	Transition Legal	Enhanced Sustainability/Climate Disclosure and Internal Control Requirements	Assets & Financial markets Operations			Mid-term
3	Transition Market	Changes in Consumer Preferences	Assets & Financial markets Operations			Mid-term
4	Transition Technology	Technology Uncertainty Risk	Assets & Financial markets Operations			Mid-term
5	Transition Reputational	Sustainability/Climate-Related Litigation, Regulatory Penalties, and Reputational Risks	Assets & Financial markets Operations			Short- to Mid-term
6	Physical Immediate	Extreme Weather Events – Typhoons and Floods	Assets & Financial markets Operations			Short-term
7	Physical Immediate	Extreme Weather Events – Droughts and Extreme Heat	Assets & Financial markets Operations			Short-term
8	Physical Long Term	Long-Term Climate Pattern Changes – Rising Average Temperature	Assets & Financial markets Operations			Short- to Mid-term
9	Physical Long Term	Long-Term Climate Pattern Changes – Sea Level Rise	Assets & Financial markets Operations			Mid-term
10	Nature-related	Nature-Related Transition Risk	Assets & Financial markets Operations			Mid-term
11	Nature-related	Nature-Related Physical Risk	Assets & Financial markets Operations			Mid-term



Climate- and Nature-related Opportunity Distribution Map

No.	Category	Opportunity Items	Impact Level	Probability of Occurrence	Impact Period
1	Investments and Financing Products and Services	Establish management mechanisms to fulfill external sustainability commitments Enhance customer trust	●	●	Mid- to Long-term
2	Investments and Financing Operations Products and Services	Strengthening climate- and nature-related risk management	●	●	Mid- to Long-term
3	Resilience	Enhance the resilience of operating locations against physical damage and disruptions	●	●	Short-, Mid-, Long-term
4	Products and Services	Develop innovative green services to enhance customer engagement and strengthen brand value	●	●	Mid- to Long-term
5	Resilience	Adopt renewable energy and energy-efficiency measures at operating locations to enhance climate resilience	●	●	Short-, Mid-, Long-term
6	Investments and Financing Products and Services	Leverage financial influence through initiatives and engagement, and collaborate with investee companies to develop climate- and nature-related sustainable finance solutions	●	●	Mid- to Long-term
7	Products and Services	Promote low-carbon products and sustainable services	●	●	Mid- to Long-term
8	Operations	Promote sustainable procurement and supplier management	●	●	Short-, Mid-, Long-term



Major Risks		Risk Type		Corresponding Risks	Impact Period	Critical Business Category	Potential Financial Impacts
1	Stricter or Uncertain Carbon-Related Policies and Regulations	Transition Lega	Credit Risks	Reputational Risks	Mid-term	Assets & Financial markets	Tightening carbon-related regulations and policy uncertainty may increase operating costs and transition pressures for businesses. High-carbon investee companies that fail to transition may face financial deterioration, leading to higher default risk and declining securities valuations.
						Operations	
6	Extreme Weather Events – Typhoons and Floods	Physical Immediate	Market Risks	Reputational Risks	Short-term	Assets & Financial markets	More frequent and severe typhoons and floods may increase the risk of physical asset damage, business disruption, insurance claims, and financial losses, adversely affecting asset values and financial stability.
						Operations	

Major Opportunity		Impact Period	Impact Area	Potential Financial Impact
4	Develop differentiated green services to boost client loyalty and strengthen brand value	Mid- to Long-term	Products and Services	Driven by the net-zero transition, Cathay Securities develops innovative green services, including app optimization and enhanced digital and mobile solutions, while strengthening its digital capabilities to support net-zero operations, meet evolving customer needs, and enhance customer engagement
6	Exert financial influence through advocacy and engagement, and collaborate with engaged companies to develop innovative climate- and nature-related finance.	Mid- to Long-term	Investments and Financing Products and Services	Cathay Securities utilizes the Taiwan Sustainability Ratings database provided by Taiwan Index Plus Corporation (TIP) to offer ESG ratings for individual stocks, helping investors better understand the sustainability impact of their portfolios. Through engagement activities, industry alliances, international initiatives, and sustainability forums, the Company promotes low-carbon transition and climate action, working with stakeholders to advance a net-zero and sustainable future.

Note: Short-term refers to potential occurrence within 1 year; medium-term within2–5 years (Inclusive); long-term over 6 years.

Finally, based on the materiality assessment results, while reviewing the climate strategy roadmap to ensure alignment with the company’s sustainability strategy and assessment outcomes. Execution results are reported to the Risk Management Committee and the Board. For details, please refer to the [2025 Cathay Securities Climate and Nature Risk Management Report](#).



2025 Cathay Securities Climate and Nature Risk Management Report

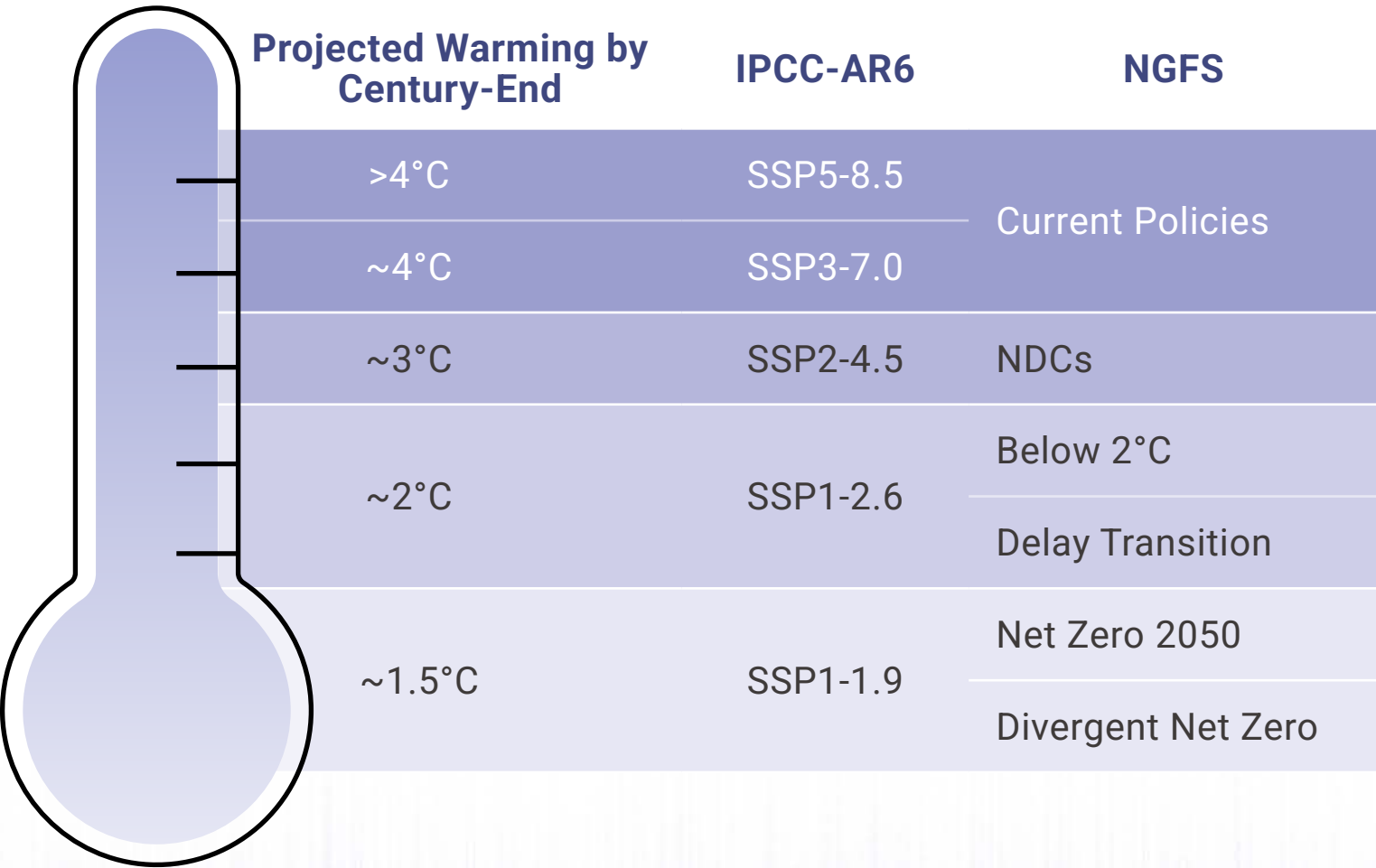
	Key Initiatives	Action Plans(2026)	Addressing Material Risk Items
	Sustainability Disclosure	In response to the Taiwan Stock Exchange's IFRS S1 and S2 implementation roadmap, Cathay Securities participated in the Group's IFRS S1/S2 implementation project to support the identification, data collection, and disclosure of material sustainability-related risks, with 2026 year-end sustainability-related information scheduled for disclosure in the 2027 Annual Report.	2
	Strengthen ERM controls	- Refine industry classification and sensitive industry definitions to strengthen risk management. - Enhance climate transition risk assessments and develop measurable just transition indicators. - Establish a Group-level risk classification framework for key assets and physical risk factors. - Strengthen TNFD-related metrics, assurance processes, and climate and nature risk disclosures.	1 5
	Improving resilience validation	- Regularly conduct investment scenario analysis based on regulatory scenarios. - Enhance IFRS S2 disclosures and develop nature-related scenario analysis. - Digitalize scenario analysis processes through automated platforms and dashboards. - Strengthen risk appetite and capital adequacy management using qualitative and quantitative methodologies.	6 7 8 9
	Advancing financial innovation and tool application	- In alignment with Group initiatives, enhance the coverage of the Group's climate risk information platform and continue improving investment portfolio onboarding procedures and operational environments. - Support the Group in exploring effective applications of meteorological data and partnership opportunities to strengthen cross-disciplinary integration and maximize data value. - Expand sustainability-related products and services, including the Sustainability Section of the Cathay Securities App and ESG research reports.	10 11
	Applying and researching global trend insights	- Achieve a certification rate of at least 50% among climate risk personnel within the Risk Management Department through the Basic-Level Sustainable Finance Certification or related training certificates, or at least 25% through any Advanced-Level Sustainable Finance Certification module. - Cathay Financial Holdings will engage external consultants to conduct research on climate adaptation targets and metrics, biodiversity credits, the impacts of U.S. policy trends on global ESG and energy policies, industry implications, and financial sector responses. Cathay Securities will actively participate in the project.	3 4

Climate Scenario Analysis

To understand the impacts of climate change on Cathay Securities, we apply internationally recognized climate scenarios, including those from the Intergovernmental Panel on Climate Change (IPCC), International Energy Agency (IEA), and the Network for Greening the Financial System (NGFS), as well as incorporate Nationally Determined Contributions (NDCs) into assessments. We aim to develop quantitative scenario analyses and, based on the results, review the adequacy of our climate strategy resilience and risk management to ensure readiness for climate-related risks.

Cathay Securities conducts at least one climate scenario analysis and stress test annually, using methodologies and data from government agencies, reputable organizations, or research institutions. Analyses are tailored to the company’s business scope, applying the most current and appropriate data. These methods are compliant and adequately reflect the company’s actual climate risks. For detailed scenario descriptions, refer to [pages 12–20 of the Cathay Securities 2025 Climate and Nature Risk Management Report](#).

Climate Scenarios and Corresponding End-of-Century Warming



Description of Scenario Analysis Items

No.	Scenario Description	Risk Type	Analysis Period	Climate Scenario
A	1. Flood Risk – Operational Sites 2. Flood Risk – Investee and Underwriting Clients	Physical Risk	By end of century	SSP5-8.5
B	Impact of Flooding and Hillside Disasters on Impairment of Owned Real Estate	Physical Risk	Near-term, Mid-century, End-of-century	SSP 1-2.6, 2-4.5, 3-7.0, 5-8.5
C	Impact of Global Geopolitical and Natural Disaster Events on the Value of Equity and Bond Investments	Physical Risk	Mid-century	SSP5-8.5
		Transition Risk	End-of-century	NGFS
D	Expected Investment Losses Arising from Stricter Regulatory Policies and Natural Disaster Impacts	Physical Risk	Near-term, Mid-century,	SSPs, NGFS
E	Transition Risk Assessment for Sensitive Industries	Transition Risk	Current	

Note: “Near future” refers to before 2035, “mid-century” refers to 2046–2065, and “end of century” refers to 2081–2100.



6-3 Responsible Investment and Action

Responsible Investment Policy

Establishing Policies and Signing Statements to Demonstrate Commitment to Responsible Investment

Since 2021, Cathay Securities has followed Cathay Financial Holdings' Responsible Investment and Lending Policy, Investment and Lending Exclusion Policy, and Engagement Policy, and developed its own Responsible Investment and Engagement Policy Operating Procedures based on key ESG principles. This includes integrating ESG factors into investment management to leverage proprietary capital and promote positive societal development.

Our Corporate Sustainability Committee conducts annual reviews of responsible investment policies and processes to align with trends, reduce risks, and enhance long-term investment value. Responsible investment and ESG goals are also incorporated into KPI evaluations.

As an asset owner, we comply with the Stewardship Principles for Institutional Investors issued by the Taiwan Stock Exchange. Since signing the Statement of Compliance in 2018, we have continuously strengthened our stewardship practices, completing the latest update and release in July 2024. We are committed to using our expertise and influence as an institutional investor to advance long-term value for companies and shareholders. For details, please refer to the [Cathay Securities 2024 Stewardship Report](#) or visit the [Stewardship](#) section on our website.



Cathay Securities Statement of Compliance
with the Stewardship Principles for Institutional
Investors



Cathay Securities 2024 Stewardship Report

Establishing Internal Mechanisms to Enhance Operational Resilience

To advance corporate sustainability and align with international initiatives such as TCFD and TNFD, Cathay Securities actively strengthens its ESG and climate-nature risk management capabilities. We reference assessments and ratings from institutions including Bloomberg, S&P, and SBTi, and, considering data availability, use indicators such as GHG emissions, carbon intensity, climate risk scores, and physical and transition risks to assess ESG and climate risks and exposures. The Board approved the ESG and Climate Risk Management Guidelines, and in 2024 introduced the Industry Risk Management Procedures defining sensitive industries and exposure limits. These actions continue to reinforce pre- and post-investment ESG and climate risk management, enhancing operational resilience.

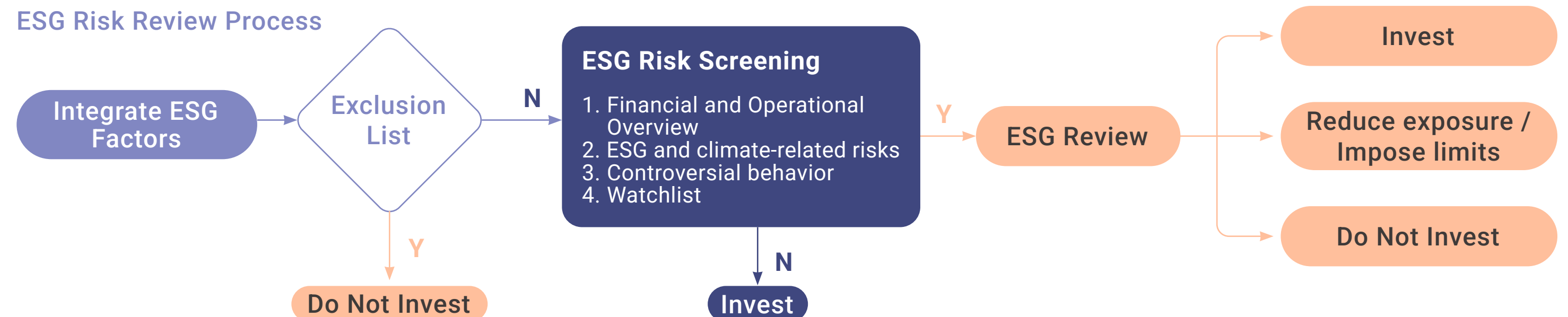
Addressing ESG and Climate Risks with Effective Action

Pre-Investment – Risk Assessment

Before making investment decisions, Cathay Securities adheres to Cathay Financial Holdings' Investment and Lending Exclusion Policy and the company's own Responsible Investment and Engagement Policy Operating Procedures, placing investment targets in countries with major controversies or in industries with significant environmental, social, or ethical risks on an exclusion list.

For long-term investments (intended holding period over one year) involving items on Cathay Securities' watchlist, ESG assessments must be conducted, providing at least one proof of ESG rating above internal or external benchmark standards. If the standard is not met, the position will be reduced, capped, or deemed ineligible for investment. Should investment still proceed despite unmet standards, an ESG and climate risk assessment report must be prepared, explaining the investment rationale and risk mitigation measures.

ESG Risk Review Process



Post-Investment – Risk Management

We require all investment units to conduct ESG and climate risk assessments every 6 months. For unsettled positions that do not meet internal or external ESG rating benchmarks, the business unit must review the ESG and climate exposure status semiannually and, by the 10th of the following month, submit the review results along with explanations of risk mitigation, control, or offset measures. These are approved by the unit’s highest supervisor and reported to the Risk Management Department for submission to the Risk Management Committee for oversight.

Aligning with Global Trends and Sustainability Issues through an Investment Exclusion List

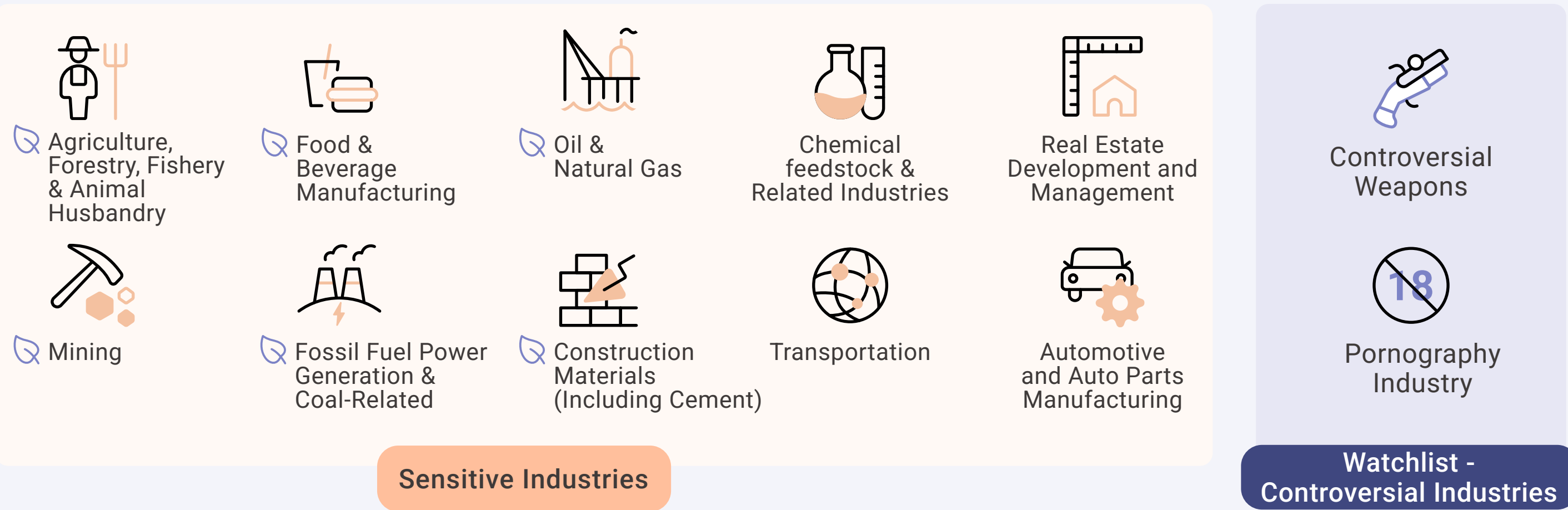
Cathay Securities emphasizes investment risk management. Under the Responsible Investment and Engagement Policy Operating Procedures, we exclude investment targets and industries that may harm social development, pose significant environmental, social, or ethical risks, or involve countries with major controversies. We also track global trends and sustainability issues, maintaining an information exchange mechanism with Cathay Financial Holdings through regular communication to pool resources, share insights, ensure timely and aligned information, and amplify impact.

Category	Number of Companies on 2025 Exclusion List
Controversial Weapons	17
Pornography Industry	4



Watchlist

The “Watchlist” refers to companies identified through the Group’s screening framework after evaluating the scope and context by the responsible unit. It includes industries with relatively high ESG and climate risks. ESG rating benchmarks cover scores or assessments from institutions such as Bloomberg, S&P, or SBTi, with data sourced from Bloomberg databases. As rating methods vary across institutions, to ensure consistency, the Company adopts a standardized approach using aggregated data, identifying companies ranked approximately in the 20th–25th percentile globally as the baseline.



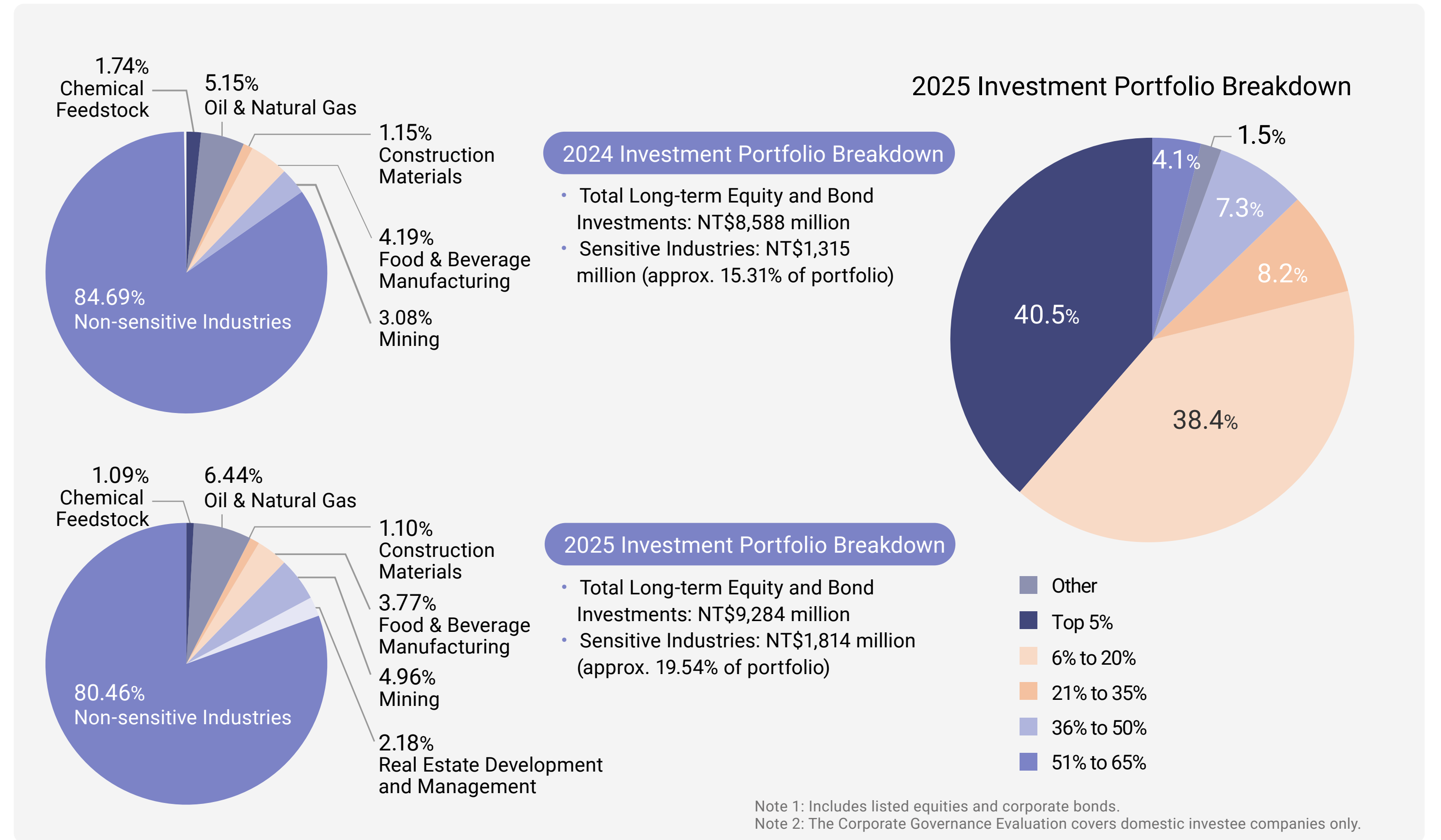
According to the Nature-related Financial Risks Report and ENCORE assessment, industries highly exposed to nature-related risks include: Oil and Natural Gas, Construction Materials (Including Cement), Mining, Fossil Fuel Power Generation and Coal-related, Agriculture, Forestry, Fishery, Animal Husbandry, and Food & Beverage Manufacturing.

ESG & Climate Risk Assessment Reference Standards			
Bloomberg ESG	≥ 10	SBT Temperature Rating Method	$<$ Default value
S&P Global	$\geq 20\%$	Other Third	Party Ratings Relevant Basis Required

According to the ESG and Climate Risk Management Guidelines, we regularly review the ESG profile of long-term investments in listed stocks and corporate bonds. In 2025, Cathay Securities' total long-term equity and bond investments reached NT\$9,284 million, up NT\$ 696 million from NT\$8,588 million in 2024. Investments in non-sensitive and sensitive industries accounted for 80.46% and 19.54%, respectively, with sensitive industry investments at NT\$1,814 million, an increase of NT\$499 million from 2025 due to the updated Real Estate Development and Management, Automotive and Auto Parts Manufacturing and revised sensitive industry definitions. Long-term bond investments also expanded alongside business growth, and all invested assets met the benchmark ESG standards. Full details are disclosed in the Cathay Securities [2025 Climate and Nature Risk Management Report](#).



Cathay Securities 2025 Climate and Nature Risk Management Report



According to the Taiwan Stock Exchange's 2025 Corporate Governance Evaluation, over 78.9% of our long-term investments were in top 20% rated companies. We will continue to identify and manage investment transition risks through industry distribution analysis, scenario analysis, and stress testing (see [Climate Action 6-2 Climate Risk Management and Scenario Analysis](#)), adjusting based on group strategy and global trends. We remain committed to strengthening ESG and climate risk management and adhering to responsible investment policies, demonstrating our dedication to stewardship.

Disclosing Sustainability-Related Economic Activities

To strengthen sustainable finance impact, Cathay Securities follows the FSC’s Reference Guidelines for Determination Sustainable Economic Activities (2nd edition) to disclose KPIs for its investment activities, serving as a reference for future investment evaluation, decision-making, product design, and corporate engagement. We track investment holdings using DGBAS industry classifications and the “eligible” and “aligned” activities disclosed on Taiwan’s ESG digital platform. This enables stakeholders to understand the scope of our sustainable economic activities and KPIs, supporting corporate sustainability and Taiwan’s low-carbon transition.

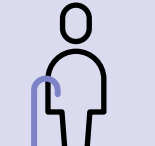
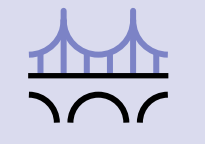
Description of Investment Assets	Amount (NT\$ thousands)
Total Investment Assets (TA)	15,906,582
Investment Assets Not Included the Taxonomy (A)	3,997,097
Investment Assets Included in the Taxonomy (B) 	11,909,485
Investment Assets Not Eligible to the Taxonomy (C)	9,588,774
Investment Assets Eligible to the Taxonomy (D)	2,320,711
Investment Assets Not Aligned with the Taxonomy (E)	1,112,783
Investment Assets Aligned with the Taxonomy (F)	1,207,928

Key Performance Indicators of Investment Economic Activities	%
Eligible ratio pursuant to Taxonomy (D)/(B)	19.49%
Aligned ratio pursuant to Taxonomy (F)/(B)	10.14%
Ratio of aligned/eligible economic activities pursuant to taxonomy (F)/(D)	52.05%

Calculation Notes
(TA) Financial assets measured at fair value through other comprehensive income/ amortized cost, investments using the equity method, investment of real estate, properties and building, trust funds; excludes financial assets measured at fair value through profit or loss.
(A) Denominator excludes derivatives, real estate mortgage-backed securities, claims of governments, central banks, and supranational organizations.
(C) Numerator excludes overseas enterprises, financial industries, non-financial industries not eligible to classification of economic activities industries that have not yet met technical screening criteria for sustainable economic activities), unlisted companies, indirect investment, etc.
(F) Includes sustainability-linked bonds (including those issued in the financial industry), ESG funds that comply with FSC ESG-Themed mutual fund disclosure review principles; listed companies aligned with classification of economic activities; investment real estate that comply with Guidelines for Determination of Sustainable Economic Activities - Construction and Real Estate Industry Indicators, and forward-looking economic activities.

Advancing Sustainable Thematic Investments to Support Social Sustainability

Cathay Securities follows Cathay Financial Holdings’ definition of sustainable thematic investments across 5 categories: low carbon, infrastructure, water resources, aging and health, and community and financial inclusion, covering some industries under Taiwan’s “12 Key Strategies for 2050 Net Zero.” By investing in industries that impact climate, the economy, and social well-being, we not only leverage financial expertise and offer long-term stable investment opportunities but also promote industrial innovation, create business value, and contribute to social sustainability. As of December 2025, our sustainable thematic investments totaled NT\$1,771 million.

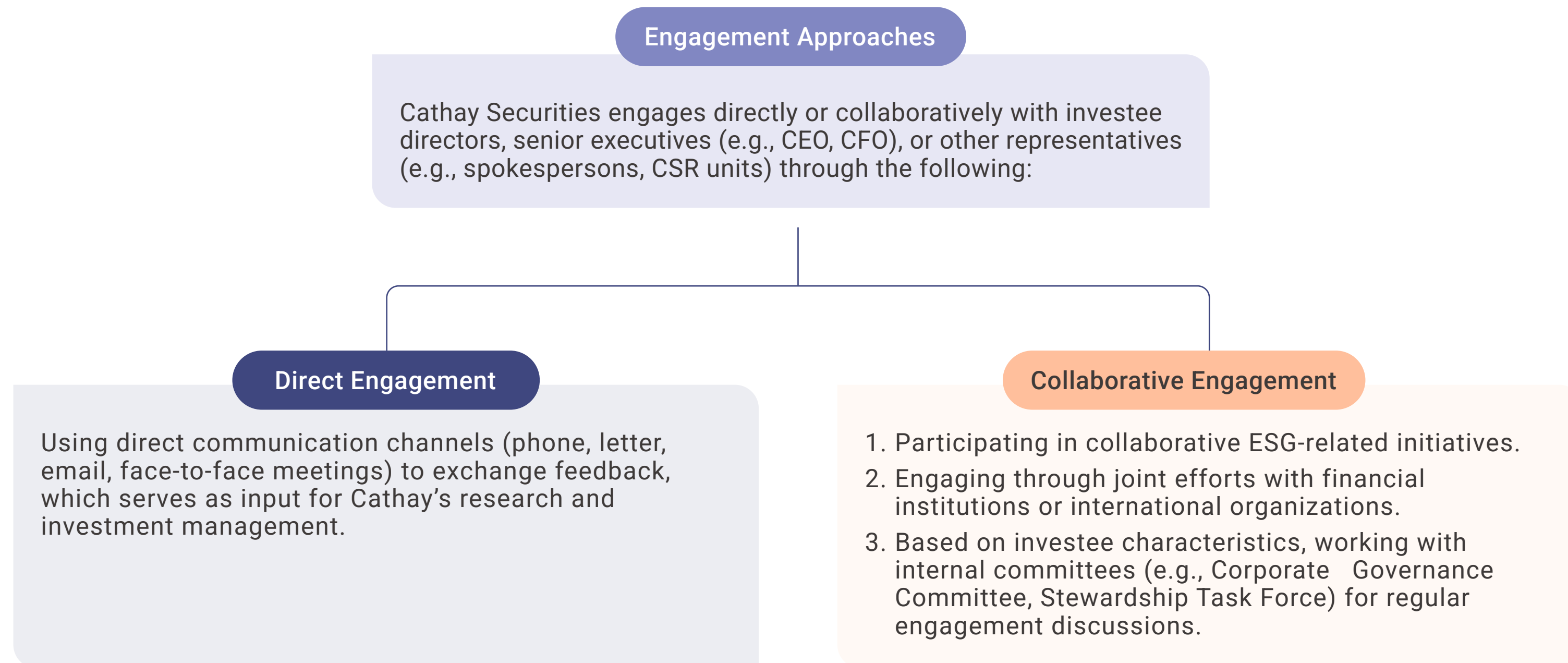
Theme	Industries & Categories	Investment Amount (NT\$ Billion)	Relevant SDGs
 Low-Carbon Economy	Alternative Energy, Construction, Waste Recycling, Transportation, Energy Efficiency, Green Bonds, Nature-Based Carbon Sinks	6.27	 
 Aging & Health	Health Services, Life Support Services, Financial Management, Sports Services, Pharmaceuticals, Biotechnology, Health Products, Medical/Rehabilitation Equipment, Drug & Medical Supplies Sales, Sports Equipment, Facility Providers	2.04	
 Infrastructure	Transportation Facilities, Utilities, Social Housing/Elderly Housing, Environmental Remediation/Protection Facilities, Infrastructure Construction & Software, Low-Carbon Transition Infrastructure	9.40	 

ESG Stewardship Actions

Leveraging Corporate Engagement to Drive Responsible Investment Impact

Cathay Securities, grounded in sound corporate governance, shareholder rights, and transparency, integrates corporate engagement and shareholder action into the investment process in line with Cathay Financial Holdings' engagement policy. We analyze investee companies (the "engagement targets") to inform voting and cooperation, providing ESG insights to promote improvement, enhance value, or mitigate risk, thus fulfilling post-investment stewardship and amplifying responsible investment impact.

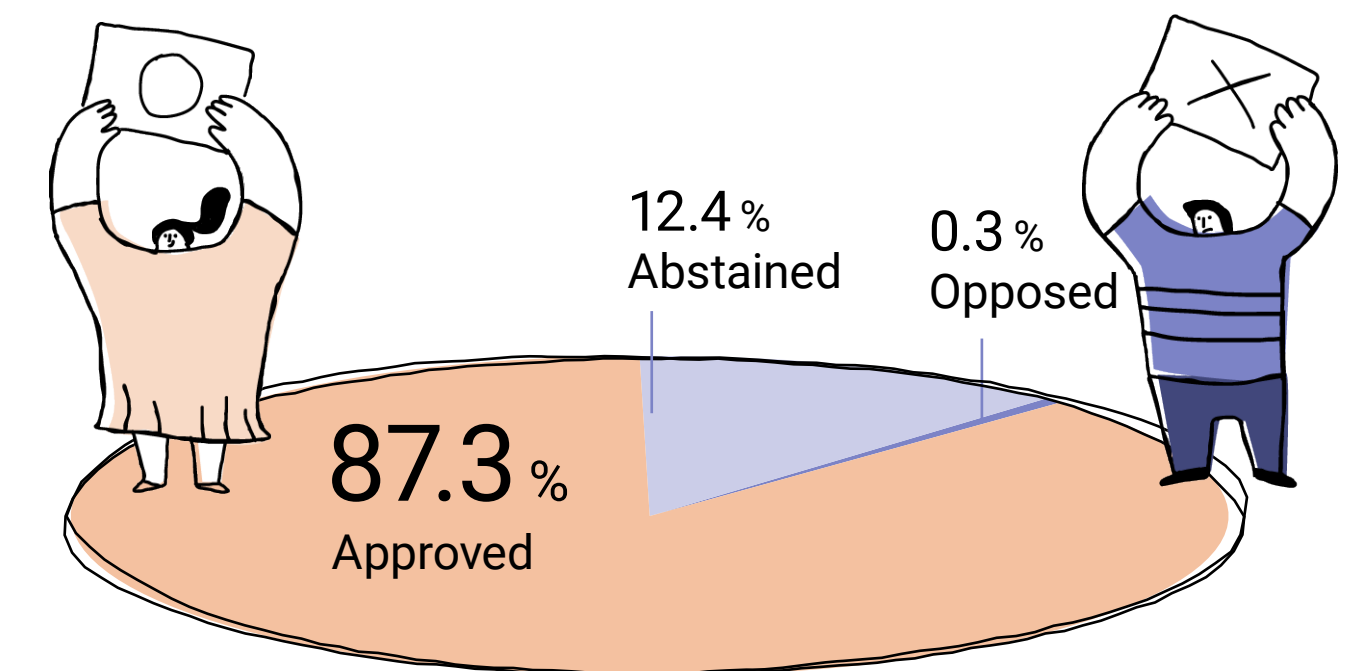
For long-term investments (holding over 1 year) with over 1.5% ownership and material ESG (including climate) risks, we initiate engagement. For other ESG-related matters relevant to our business, engagement may also be initiated if deemed appropriate.



Incorporating ESG Factors into Voting to Enhance Institutional Investor Influence

To enhance institutional investor influence and fulfill corporate sustainability goals, Cathay Securities follows a [Voting Policy](#) that carefully assesses the sustainability and ESG impacts of investee proposals when determining voting direction. We generally support management proposals unless they pose significant risks to the investee's sustainable development or ESG performance, in which case we may withhold support or engage with management beforehand.

In 2025, we participated in 344 shareholder meetings (including extraordinary meetings), with 100% in-person attendance and no proxy voting. We cast 1,624 votes: 1,417 in favor, 5 against, and 202 abstentions. On May 28, 2025, we attended the Tricorntech Co., Ltd. shareholder meeting, expressed our views, and disclosed the remarks and related issues on our official website. Full voting records and meeting details are available in the [Cathay Securities 2024 Stewardship Report](#) or the [Stewardship](#) section of our website.



Cathay Securities Voting Policy

Building an Engagement Ecosystem to Support Corporate Sustainability

Cathay Securities has observed 2 key points in domestic engagement practices: (1) institutional investors rarely engage jointly with peers, and the role of “service providers” (e.g., investment advisors, data research) is absent; (2) ESG evaluations rely on external databases, but major institutions use inconsistent sources and metrics, leaving a lack of credible, neutral data for assessing investee ESG performance.

In response, Cathay Securities pioneered a distinct engagement model, referencing international stewardship and service provider concepts, to connect third-party researchers, institutional investors, and companies, fostering joint engagement and applying core expertise to build an engagement ecosystem.

Since 2022, our research team has engaged non-investee listed companies in Taiwan that are unrated or in the bottom 25% of ESG performance. In 2025, we held engagements with 35 companies; 26 improved their overall ESG rating , 17 advanced to ESG investment grade, and 4 published its first sustainability report after engagement, helping companies progress toward sustainability and strengthening Taiwan’s capital market.

Company Code	ESG Rating		Engagement Summary
	2024	2025	
Company A	BB	BBB	The renewable energy company published its first ESG Report in 2024. Using the Taiwan Sustainability Ratings framework, the assessment revealed that the company lagged behind its peers in disclosure performance, making it a key priority for improvement. The engagement meeting was attended by representatives from the Public Relations Department, Investor Relations team, Cathay SITE, and Cathay Century Insurance, who provided practical recommendations from an investor perspective. In addition, representatives from National Taipei University, which developed the rating methodology, explained the assessment framework and key indicator design principles. Six months later, the company’s disclosure performance in the Taiwan Sustainability Ratings improved significantly, with disclosure completeness increasing from 39% to 55%. The company subsequently maintained a BBB rating in the following two assessments, demonstrating that the improvement measures had become institutionalized and delivered sustainable results.
Company B	N/A	A	The company was newly listed on the TPEX market in early 2025 and published its first ESG Report. To support the establishment of its sustainability governance framework, Cathay Securities engaged with relevant departments and introduced the Taiwan Sustainability Ratings methodology and key indicators. Representatives from the company, investors, and National Taipei University participated in the engagement discussions, providing recommendations on customer satisfaction mechanisms, wastewater management, and board governance. As a result, the company achieved an ESG investment-grade rating, demonstrating sound sustainability management capabilities and establishing a solid foundation for future sustainability development and capital market communication.
Company C	BB	BBB	The company, a southern Taiwan-based automotive components manufacturer, had maintained a BB rating in the Taiwan Sustainability Ratings and was close to achieving ESG investment-grade status. Cathay Securities and National Taipei University conducted an on-site engagement session that received strong management support, with nine cross-functional executives participating. Through peer benchmarking and gap analysis, key improvement areas were identified, including diversity and inclusion, supplier and product lifecycle management, ESG disclosure, and water resource management. Following the engagement and implementation of improvement measures, the company maintained an ESG investment-grade rating in the subsequent two assessments, demonstrating the institutionalization of its sustainability governance practices. The case highlights how strong leadership commitment and governance support can drive ESG performance and enhance long-term investment attractiveness.

Company Code	ESG Rating		Engagement Summary
	2024	2025	
Company D	CCC	A	The company, a manufacturer of orthopedic medical devices, received a D rating in its first Taiwan Sustainability Ratings assessment in 2024 and was placed on the watchlist multiple times. Cathay Securities engaged with the company for two consecutive years and, together with National Taipei University in 2025, helped identify key weaknesses, including supply chain social responsibility, environmental management systems, governance structures, energy and climate management, and supplier and product lifecycle management. The engagement was attended by senior management, including the Vice President, demonstrating a strong commitment to sustainability improvement. Through ongoing engagement and external professional guidance, the company achieved significant progress in subsequent assessments. Its Social dimension score increased from 31% to 65%, driven by improvements in human rights policies, supply chain responsibility, occupational health and safety, and human capital development. Its Governance dimension score also improved substantially from 17% to 47%, particularly in risk and crisis management, board governance, and internal control systems.
Company E	B	A	The company, a provider of digital cloud services, has engaged with Cathay Securities on ESG topics for two consecutive years since 2024. In 2025, stakeholder participation was further expanded through joint engagement sessions involving National Taipei University and E.SUN SITE, facilitating in-depth discussions on the company's sustainability strategy and performance. Using industry-leading peers as benchmarks, the engagement focused on areas for improvement, including human capital development, corporate citizenship and community investment, energy and climate management, ESG innovation practices, and sustainability disclosure. The company's Director of Accounting and Management attended the meeting as the highest-ranking representative, demonstrating strong management commitment to ESG issues. Through ongoing engagement and feedback, the company strengthened its sustainability practices in these areas, significantly improving its sustainability performance and ultimately achieving an ESG investment-grade rating.
Company F	BB	AA	The company, a PCB manufacturer, engaged with Cathay Securities on ESG topics for the first time in 2025, with National Taipei University also participating in the engagement. Company representatives included senior managers from finance and accounting, the company spokesperson, and senior project managers from the finance department. Using industry-leading peers as benchmarks, the engagement focused on areas requiring improvement, including human rights management, product safety, environmental management systems, corporate governance and internal controls, as well as risk and crisis management. The engagement process also helped identify discrepancies between the company's disclosures and external rating agency assessments, enabling timely adjustments to its disclosure practices. Following the adoption of multiple recommendations and enhancements to its sustainability governance framework, the company successfully achieved an ESG investment-grade rating in its year-end ESG assessment, demonstrating market recognition of its sustainability performance.

Note: ESG ratings in this table are based on the Taiwan ESG Assessment, which consists of eight levels (AAA to D), with higher-performing companies rated closer to AAA. For details, please refer to [Sustainable Innovation 3-2: Sustainable Products and Services](#).



Continuous Tracking of Engagement Outcomes and Adaptive Adjustments

Cathay Securities, together with the Responsible Investment Task Force under Cathay Financial Holdings' Corporate Sustainability Committee, regularly reviews engagement targets and outcomes. If results are well below expectations, we may strengthen engagement by:

- Increasing communication frequency**
- Elevating the seniority of participants**
- Involving key stakeholders of the target company**
- Expressing our position at the target's shareholder or investor meetings**
- Voting or submitting proposals at shareholder meetings**
We may also discuss proposal views with the target before its annual meeting. If engagement achieves satisfactory outcomes, it will conclude. If further progress is unlikely, we will assess the investment or business relationship and end the engagement.

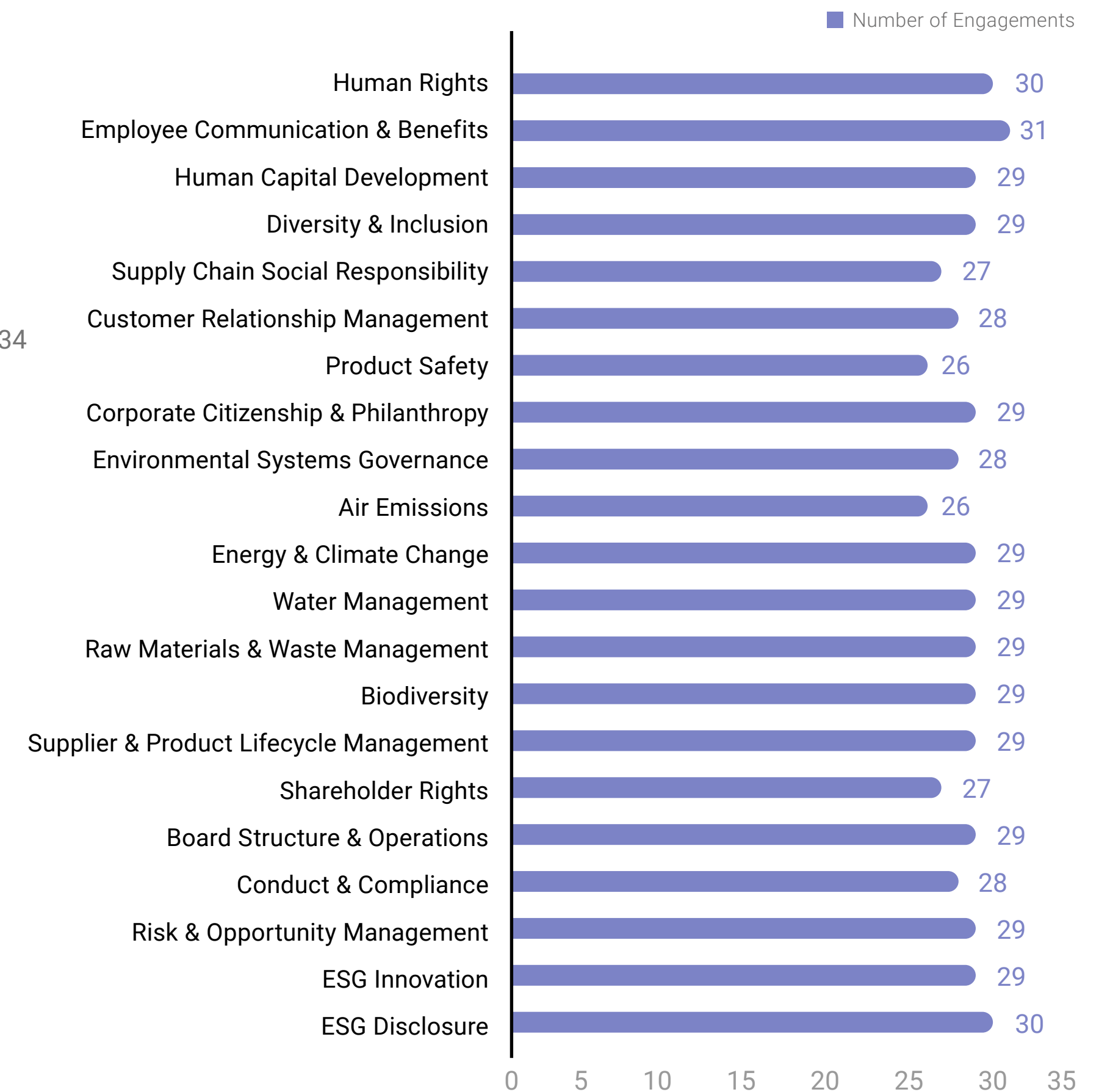
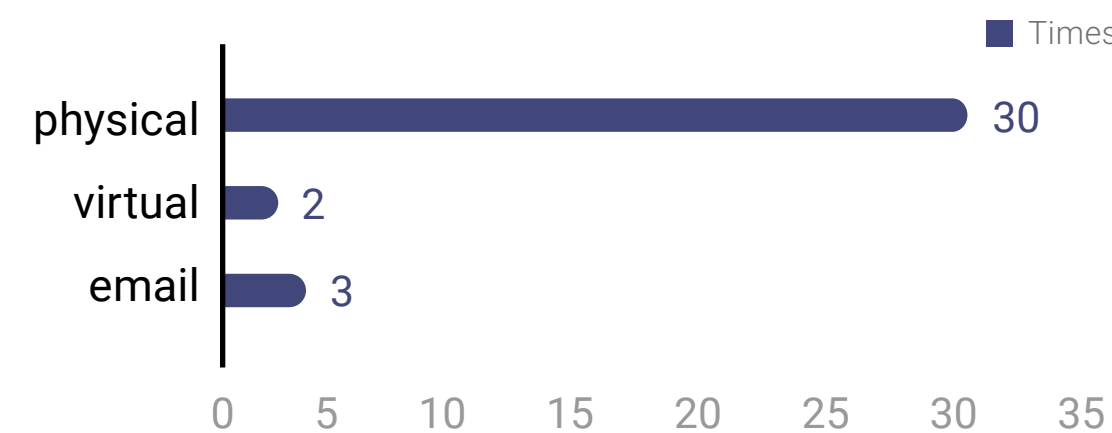
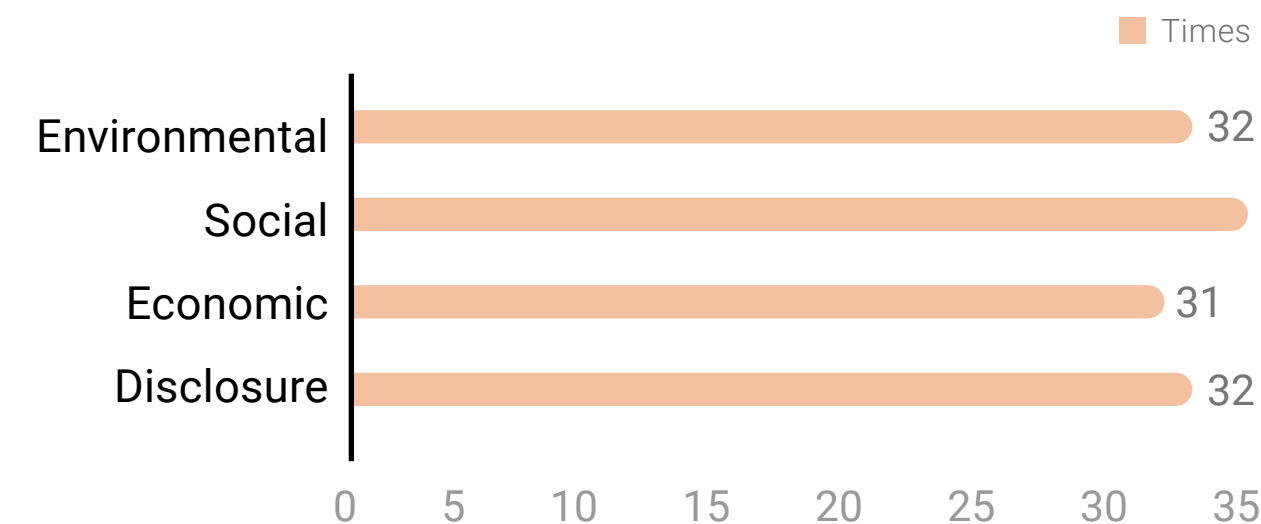
Leveraging External ESG Research to Support Engagement and Strengthen Stakeholder Communication

Cathay Securities leverages sell-side ESG research resources to support engagement with investee companies and promote ongoing dialogue on ESG-related issues, fulfilling its stewardship responsibilities as an institutional investor. Engagement topics discussed with institutional clients include insights from the TIP Taiwan Sustainability Ratings, developed in collaboration with Taiwan Index Plus Corporation (TIP), covering ESG company analyses, emerging ESG trends, and recent regulatory or penalty-related developments.

Through continuous engagement and communication, we seek to enhance corporate governance practices, reduce operational risks, strengthen long-term corporate value, and improve sustainability performance, while creating positive and lasting sustainable impact.



In 2025, Cathay Securities conducted engagements with **35** companies, totaling **35** engagement sessions.



6-4 Low-Carbon Economy

Concrete Actions in Sustainable Finance

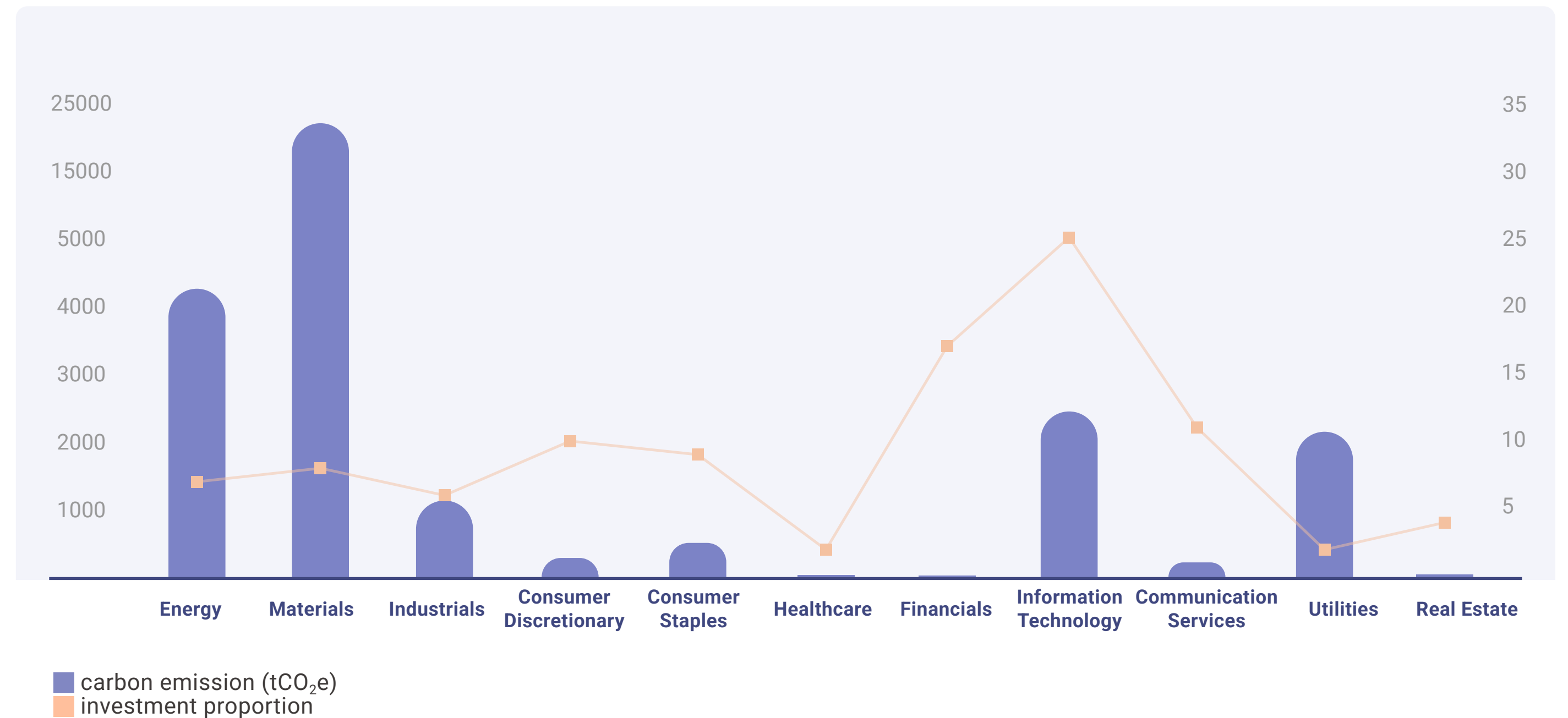
Supporting Global Decarbonization Initiatives and Advancing a Forward-Looking Climate Strategy

Cathay Securities aligns with Cathay Financial Holdings' commitment to achieving net-zero emissions across financial assets by 2050. The Company has joined the international RE100 initiative to support the global transition to 100% renewable energy. In September 2022, we received approval from the Science Based Targets initiative (SBTi), demonstrating our commitment to setting medium- and long-term decarbonization targets for both our operations and relevant financial assets. We have established internal mechanisms for portfolio temperature tracking and target management, integrating these into our sustainable strategy blueprint with annual updates, fulfilling our role as a responsible leader in sustainable finance.

Commitment to Net-Zero Financial Assets and Institutional Investor Responsibility

Since 2021, Cathay Securities has calculated the carbon emissions of its listed equity and corporate bond holdings using the Partnership for Carbon Accounting Financials (PCAF) methodology, serving as a standard for managing and assessing investment climate risks. Leveraging MSCI carbon data and CDP temperature metrics, Cathay Securities' total financed emissions and data quality score (excluding LULUCF) of asset investment portfolios in 2025 was 61,060.60 tCO₂e and 2.66 score respectively, with an economic carbon intensity of 4.02 and 93% coverage.

In 2025, the increase in emissions was mainly due to expanded long-term equity and bond positions driven by business growth and strategy adjustments. The SBT-aligned portfolio temperature continued to decline, demonstrating steady progress toward the Company's climate targets. In addition, financed emissions associated with sovereign bond holdings showed a downward trend under the EXCL_LULUCF methodology, with a data quality score of 4. Under the INCL_LULUCF methodology, financed emissions increased slightly, with a data quality score of 2.58. Going forward, we will continue implementing its Climate Strategy Blueprint to support the low-carbon transition and fulfill its sustainability and net-zero commitments.



Annual Investment Portfolio Carbon Emissions

	2023	2024	2025
Total Investment Amount (mn NTD)	6,627.79	7,902.53	8,591.55
Total Emissions (tCO ₂ e)	12,051.80	21,621.41	34,519.31
Economic Carbon Emission Intensity (tCO ₂ e/ mn NTD)	1.82	2.74	4.02
Data quality	2.04	2.36	2.66
Equity Investment Amount (mn NTD)	99.69	7.86	303.86
Total Emissions (tCO ₂ e)	96.41	8.62	148.18
Economic Carbon Emission Intensity (tCO ₂ e/ mn NTD)	0.97	1.10	0.49
Corporate Bond Investment Amount (mn NTD)	6,528.10	7,894.66	8,287.69
Total Emissions (tCO ₂ e)	11,955.39	21,612.79	34,371.13
Economic Carbon Emission Intensity (tCO ₂ e/ mn NTD)	1.83	2.74	4.15

Sovereign Bond Investments Carbon Emissions		2024	2025
SCOPE_1_EXCL_LULUCF (73% Coverage)	Investment Amount	3,451.78	3,920.71
	Total Emissions (tCO ₂ e)	28,242.13	26,541.29
	Data quality	4	4
SCOPE_1_INCL_LULUCF (73% Coverage)	Investment Amount	2,310.82	3,920.71
	Total Emissions (tCO ₂ e)	19,343.20	23,761.62
	Data quality	4	2.58

Note 1: Data quality is classified from Level 1 to 5 under the PCAF methodology, with Level 1 being the highest quality.

Note 2: Coverage includes long-term equity and bond investments; excludes municipal bonds, green bonds, social bonds (not excluded in temperature rating method), and emerging stock positions acquired through underwriting.

Note 3: Based on the PCAF methodology; Bloomberg data was originally used, but from 2023 onward, data sources were adjusted following the adoption of the MSCI system.

Advancing Climate Finance Goals Through Low-Carbon Investments

Cathay Securities, in support of the government’s “5+2 Industrial Innovation” policy, upholds the vision of “Leading Green Finance, Creating a Sustainable Future.” We have set medium- and long-term low-carbon investment targets to fulfill our responsibility as a financial institution and leverage our core brokerage business for sustainable impact. Beyond green bonds, its low-carbon investments cover alternative energy, construction, waste recycling, transportation, energy efficiency, and nature-based carbon sinks.

Category	2023		2024		2025	
Green Bonds	191 million	2.72%	490 million	5.70%	494 million	5.33%
Other Categories	310 million	4.42%	-	-	133 million	1.43%
Total Low-Carbon Themes	501 million	7.14%	490 million	5.70%	627 million	6.76%
Total Investment Position	7,017 million	100%	8,588 million	100%	9,284 million	100%

Note: Scope covers long-term investments in listed equities and corporate bonds.

Hosting the Climate Summit to Advance Sustainable Finance

Since 2020, Cathay Securities has co-hosted the Cathay Sustainable Finance and Climate Change Summit with Cathay Financial Holdings for 6 consecutive years, addressing climate change, supporting global sustainability initiatives, and aligning with the government’s development strategies for key strategic industries and supportive economic activities.

The 2025 summit, themed “Sustainable Horizons, New Perspectives” focused on the evolving landscape of sustainable finance and innovative solutions for nature-positive development and social inclusion. The event aimed to Drive businesses accelerate climate action, support investee companies in their net-zero transition, and strengthen operational resilience.



Participation reached a record high in 2025, with more than 5,000 registrations and over 2,500 organizations attending. Participants included more than 700 listed companies, representing approximately 80% of Taiwan’s total market capitalization, while over 50% of companies from the six major high-emission industries were represented. Participation by board directors and supervisors increased by nearly 90% year over year, reflecting strong corporate commitment to climate action and sustainability.

6-5 Environmental Sustainability

Green Energy

Driving Renewable Energy Adoption to Mitigate Climate Change

Facing extreme climate risks, Cathay FHC joined the RE100 initiative in 2022, pledging 100% renewable energy at Taiwan sites by 2030 and globally by 2050 to meet the SBTi’s 2050 net-zero target. In line with this, Cathay Securities plans to gradually transition all Taiwan operations to green power by 2030. In 2025, the company secured approximately 1.645 million kWh of green energy through green leases, a 6.8% increase compared with 2024, with the renewable energy usage rate reaching approximately 64.8%. Going forward, Cathay Securities will continue advancing the energy transition alongside Cathay FHC to fulfill our sustainability vision.

Regular GHG Inventory and Ambitious Carbon Reduction Progress

Aligned with Cathay FHC’s long-standing “zero-carbon transition” policy, Cathay Securities has conducted annual GHG inventories with third-party verification since 2014, covering headquarters and domestic branches. Since 2021, the inventory boundary has been aligned with the financial reporting boundary, including domestic and overseas subsidiaries, with carbon reduction targets aligned to SBTi, aiming for a 42% reduction in Scope 1 and 2 emissions by 2030. In 2025, Scope 1 and 2, plus partial Scope 3 emissions, totaled approximately 1,318.16 tCO₂e (location-based) and 538.29 tCO₂e (market-based), achieving a 82.6% decrease in carbon intensity (tCO₂e per million net revenue) compared to 2020, demonstrating significant achievements in energy conservation and carbon reduction.

Green Operations Transition

Actively Reducing Operational Emissions to Build a Green Workplace

Since responding to green office initiatives in 2023, Cathay Securities has acted as a net-zero pioneer, Cathay Securities aligns with Cathay FHC’s 2050 net-zero commitment, actively reducing operational carbon emissions and promoting resource efficiency to build a “low-carbon, low-energy, low-waste” sustainable workplace.

In 2025, total electricity consumption was about 2.539 million kWh, all externally supplied, with 64.8% from green energy. To effectively reduce carbon emissions, Cathay Securities focuses on enhancing equipment energy efficiency and minimizing unnecessary electricity consumption. Through various energy conservation initiatives, we continue to lower energy usage and improve operational efficiency. Detailed GHG emissions are in [Appendix Table 5](#); energy use data in [Appendix Table 6](#).

Energy-Saving Category	Action Plan	Description	Estimated Annual Energy-Saving Benefit
Improving Equipment Energy Efficiency	Data Center Cooling Optimization Project	Introduced a horizontal cooling system and hot/cold aisle design in the data center, combined with a visualized environmental monitoring system to improve energy efficiency and enable real-time power consumption monitoring.	Approximately 44,052 kWh saved annually, equivalent to a reduction of 20.88 tCO ₂ e.
	Physical Server Virtualization	Continued replacing physical servers with virtual servers to meet growing data storage needs while reducing electricity consumption.	In 2025, physical servers were reduced by 5 units and virtual servers increased by 32 units, saving approximately 28,966 kWh annually, equivalent to a reduction of 13.73 tCO ₂ e.
	Full Adoption of LED Lighting	Since 2024, all offices and branches have been equipped with LED lighting to improve lighting efficiency and reduce energy consumption.	Approximately 60,568 kWh saved annually, equivalent to a reduction of 28.71 tCO ₂ e.
Reducing Unnecessary Electricity Consumption	Energy Conservation Campaigns	Annual energy-saving campaigns encourage employees to create environmental benefits through daily actions. Savings are converted into environmental funds based on the internal carbon price of NT\$6,000 per tCO ₂ e to support equipment upgrades and environmental initiatives.	In 2025, the electricity-saving competition and Energy Ambassador Program saved approximately 22,519 kWh, equivalent to a reduction of 10.67 tCO ₂ e.
	Automatic Nighttime Computer Shutdown System	Implemented automated shutdown controls at headquarters to switch off computers outside working hours and avoid unnecessary power consumption.	Approximately 19,272 kWh saved annually, equivalent to a reduction of 9.13 tCO ₂ e.
	Timers for Signage Lighting and Office Equipment	Installed timers on signage lighting and multifunction office equipment to prevent unnecessary idle power consumption.	Approximately 985 kWh saved annually, equivalent to a reduction of 0.47 tCO ₂ e.
	Workplace Energy Inspection Program	Conducted after-hours inspections to ensure unused lighting and air-conditioning equipment are switched off promptly.	Approximately 9,050 kWh saved annually, equivalent to a reduction of 4.29 tCO ₂ e.

Comprehensive Green Operations Integrated into Daily Practice

Cathay Securities aligns with Cathay FHC’s Sustainable Procurement Guidelines, embedding sustainability systematically into procurement policies and practices (see [Prudent Management 2-5 Supplier Management](#)). Under the Company’s Procurement Management Regulations, we prioritize circular products or services, including eco-friendly goods, green building materials, fair-trade items, and those with energy labels, aiming to advance SDG 12 (Responsible Consumption and Production) through local and green purchasing. In 2025, green procurement reached NT\$46.27 million, up 48.6% compared with 2024, representing 6.6% of the NT\$698 million total procurement, with 99.8% sourced from legally registered domestic suppliers.



Green Operations Transformation – Three Key Initiatives

Paperless Operations

- 1. Digitize administrative tasks:** fully use email and internal communication tools; handle forms, official documents, procurement, and reimbursements via online platforms to replace paper-based processes.
- 2. Reduce office paper use:** monitor individual usage, send alerts for excess use, promote double-sided printing, and use recycled paper for non-confidential documents.
- 3. Use eco-friendly paper:** purchase only FSC- or PEFC-certified paper; print key publications with soy-based ink.



Resource Efficiency

- 1. Water Resource Management:** Obtained ISO 46001 Water Efficiency Management System certification; set short-, medium-, and long-term targets in the sustainability strategy blueprint, include upgrading cooling tower fill media to enhance chiller efficiency, adjusting faucet flow rates, and installing water-saving devices, aim to maintain per capita water use below 12.5 cubic meters by 2030, with concrete implementation plans to minimize consumption.
- 2. Waste Management:** Obtained ISO 14001 Environmental Management System certification; banned single-use and melamine tableware in meetings, stopped selling PET bottled products in vending machines, reduced general waste, ensured recycling, and engaged licensed vendors for disposal to guarantee resource circularity. Set short-, medium-, and long-term targets in the sustainability strategy blueprint, aiming to maintain per capita waste below 22.5 kg by 2035.

Decarbonized Procurement

- 1. Expand Green Procurement:** Prioritize energy-saving and eco-labeled products, use green building materials in office projects, and continue renewable energy purchases to reduce carbon emissions.
- 2. Promote Circular Economy:** Align with the Taiwan Financial Supervisory Commission’s Sustainable Finance Pioneer Alliance, set phased goals in the sustainability blueprint, promote leasing (e.g., vehicles, office equipment) with vendor-provided maintenance to optimize resource use.
- 3. Implement Internal Carbon Pricing:** Trialed in 2023 and fully implemented in 2024; assess carbon emissions when buying energy-using equipment, prioritize low-carbon options, and integrate employee emission reductions into carbon fees for social and environmental contributions.
- 4. Sustainable Supplier Conference:** In alignment with Cathay Financial Holdings’ theme of “Connecting for Sustainability, Growing Green Together,” focused on three key pillars: Advocacy, Recognition, and Commitment. The event encouraged suppliers to participate in the Ministry of Environment’s Green Procurement Program for Private Organizations and commit to adopting products and services with recognized environmental labels.

Facilitating Digital Customer Needs and Promoting E-Statements

In recent years, Cathay Securities has actively advanced digital transformation, with over 90% of new accounts opened online on average over the past 5 years. As of 2025, the number of customers surpassed 2 million. percentages of electronic transactions from natural persons at Cathay Securities was 99.6%(Note 1). With the growing customer base, continuing to provide paper statements would result in substantial paper consumption and carbon emissions. To support digital operations and meet customer needs, we have actively promoted e-statement subscriptions. Percentages of bills of Taiwan stock and Sub-Brokerage submitted via electronic statements in 2025 were 97.5%.

Note1: Electronic transactions include voice, internet, dedicated line, and closed network methods.
Note2: Paper savings are calculated based on the reduction in paper documents after customers adopt digital account opening or e-statement subscriptions.

Achieving Carbon Label and Carbon Neutrality Certification for Online Services

Cathay Securities actively advances digital transformation while pursuing its long-term net-zero commitment and sustainability goals. In 2024, the Company obtained ISO 14067 Carbon Footprint Certification for its online services in accordance with the applicable Product Category Rules (PCR), covering major emission hotspots such as the corporate website, mobile app, desktop trading platform, and data center electricity consumption. By assessing greenhouse gas emissions across the service life cycle, the Company quantified the environmental impact of its digital services.

In 2025, Cathay Securities further obtained the Product Carbon Label Certification from Taiwan's Ministry of Environment, enhancing the transparency of product carbon footprint information and demonstrating its commitment to environmental responsibility.

In addition, the Company's online services were verified under ISO 14068-1 verified by the British Standards Institution (BSI) under ISO 14068-1 for carbon neutrality (BSI), making Cathay Securities the first securities firm in Taiwan to obtain product carbon neutrality certification. The standard requires a clearly defined net-zero transition pathway, comprehensive disclosure of carbon neutrality data and commitments, and alignment with science-based decarbonization targets, reinforcing the principle of emissions reduction first, preventing greenwashing, and enhancing the transparency and credibility of carbon neutrality claims.



Paperless Promotion Results

Initiative		2023	2024	2025
Utilization of E-Statements	CO ₂ Reduction (tCO ₂ e)	70.65	107.41	137.20
	Average Annual Adoption Rate (%)	95.6%	96.6%	97.5%
Digital Account Opening	CO ₂ Reduction (tCO ₂ e)	170.68	221.78	190.36
	Average Annual Adoption Rate (%)	92.6%	89.7%	92.8%
Total Paper Saved (sheets)		35.489 million	48.411 million	48.171 million
Total CO ₂ Reduction (tCO ₂ e)		241.33	329.20	327.56

Note1: Each Taiwan stock or sub-brokerage paper statement uses approximately 1.8 A4 sheets per copy.
Note2: Taiwan stock paper account opening uses about 9 A4 sheets per account; outsourced Taiwan stock contracts use 32 sheets per copy. Sub-brokerage paper account opening uses about 13 A4 sheets per account; combined sub-brokerage with Taiwan stock version uses 33 sheets.
Note3: Carbon reduction estimates are based on CO₂e emissions from traditional paper account opening; paper carbon emissions refer to Taiwan EPA product carbon label at 3.4 kg CO₂e per pack (500 sheets).
Note4: Digital account opening counts exclude customers requiring in-person processing, such as domestic/foreign institutional clients, foreign individuals, minors, and those under guardianship or assistance declarations.

Cathay Securities Green Operations Milestones

2014	• Implemented ISO 14064-1 Greenhouse Gas Inventory Verification
2017	• Achieved BSI ISO 14064-1 Greenhouse Gas Inventory Verification across 11 locations in Taiwan
2018	• Certified for ISO 14001 Environmental Management System and ISO 50001 Energy Management System
2020	• Co-hosted the first Cathay Sustainable Finance and Climate Change Summit with Cathay FHC
2021	• Joined Group RE100 commitment: achieve 100% renewable energy at all sites by 2030 and net-zero operations by 2050
2022	• Achieved ISO 20400 Sustainable Procurement Guideline Verification
2023	• Published first Climate Risk Management (TCFD) Report • Achieved 100% renewable energy use at headquarters • Obtained ISO 46001 Water Efficiency Management Systems Certification
2024	• Online services certified with BSI ISO 14067 Product Carbon Footprint standard • All 13 domestic sites certified with PAS 2060 Organizational Carbon Neutrality standard
2025	• Online services obtained the Ministry of Environment Product Carbon Label Certification • First securities firm in Taiwan to obtain ISO 14068-1 Product Carbon Neutrality Certification for online services

Note: Starting from 2024, the "Climate Risk Management Report" has been renamed as the "Climate and Nature Risk Management Report."



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ESG Performance Data Table

[ESG Product and Service Indicator Data]

Table 1: Cathay Securities – Sustainability Bond Underwriting Performance

Year	Issuer	Participation Amount (NTD million)	Proportion of Annual Underwriting Cases (%)
2020	Taiwan Power Company (2 issuances)	380	6.25%
	TSMC	200	
2021	Chailease	100	3.23%
	Taiwan Power Company	100	
	TSMC	100	
2022	Taiwan Power Company	200	11.11%
	Natixis SA (France)	USD 25 million	
2023	Taiwan Power Company (2 issuances)	800	20.00%
	TSMC (2 issuances)	200	
	Far Eastern New Century	600	
	Far EasTone(note 1)	200	

Year	Issuer	Participation Amount (NTD million)	Proportion of Annual Underwriting Cases (%)
2024	Taiwan Power Company (3 issuances)	680	26.92%
	TSMC	200	
	Far Eastern New Century	100	
	Nanya Technology	300	
2025	Crédit Agricole CIB	200	10.34%
	TSMC	3	
	Taiwan Power Company	1	
	Hua Nan Bank	5	

Note1: Social bond;
Note2: Sustainability Bond

Table 2: Underwriting Definitions with Environmental or Social Benefits by Cathay Securities

Environmental Benefits
• Renewable energy industries, waste treatment (recycling) management • Greenhouse gas emissions, scarcity of natural resources • Pollution and waste, clean technologies • Energy-saving and carbon-reduction technologies, eco-friendly green materials (raw materials) • Energy-saving and carbon-reduction technologies or environment-related business operations
Social Benefits
• Social security, information security • Food safety, product responsibility • Health promotion, healthcare • Safety management, privacy protection • Topics related to corporate social responsibility

Table 3: Cathay Securities – Performance in Underwriting and Advising Companies with Environmental or Social Benefits

Item	2023	2024	2025
Number of Companies Underwritten and Guided with Environmental or Social Benefits	7	7	11
Number of Cases Underwritten and Guided with Environmental or Social Benefits	11	7	11
Percentage of Such Cases in Total Underwriting and Advisory Cases (%)	50%	58%	49%
Participation Amount (NTD thousand)	419,530	6,757,480	1,573,338

Table 4: Cathay Securities Underwriting and Advisory Outcomes for SMEs

Item	2023	2024	2025
Number of SMEs Underwritten/Advised	2	10	11
Total Participation Amount (NTD thousand)	92,840	1,830,330	2,326,418
Issuing Companies	Xiongshun, Diamond Biotech	Guoyi, Huayoulian, Edison	TricornTech, Seetel Technology

[Environmental Indicator Data]

Table 5: Greenhouse Gas (GHG) Emissions

Unit: tCO ₂ e	2020	2023		2024		2025	
	Baseline Year	Emissions	Change from 2020 (%)	Emissions	Change from 2020 (%)	Emissions	Change from 2020 (%)
Scope 1	52.99	56.34	6.32%	50.04	-5.58%	52.22	-1.45%
Scope 2 (Location-Based)	1,153.26	1,112.87	-3.50%	1,205.17	4.50%	1,203.33	4.34%
Scope 2 (Market-Based)	1,153.26	465.49	-59.64%	475.38	-58.78%	423.47	-63.28%
Scope 1 & 2 (Market-Based)	1,206.25	521.83	-56.74%	525.42	-56.44%	475.68	-60.57%
Scope 3	13.47	42.74	217.30%	48.71	261.67%	62.61	364.81%
GHG Emissions Intensity (tCO ₂ e / NT\$ million revenue)	0.23	0.08	-65.22%	0.05	-78.14%	0.04	-82.61%
GHG Emissions Per Capita (tCO ₂ e / person)	1.56	0.58	-62.82%	0.49	-68.73%	0.38	-75.64%

Note1: Greenhouse gas (GHG) emissions are calculated in accordance with the ISO 14064-1:2018 standard. The organizational boundary is defined using the operational control approach. In 2020, Cathay Securities' Taipei headquarters received verification from the British Standards Institution (BSI). Data presented excludes subsidiaries.

Note2: Scope 2 emissions (market-based) account for the purchase of renewable electricity.

Note3: The 2025 electricity emission factor is based on the "2024 Electricity Emission Factor" (0.474 kgCO₂e/kWh) announced by the Bureau of Energy, Ministry of Economic Affairs.

Note4: Scope 3 quantification includes emissions from business travel, purchased goods and services, and treatment of solid and liquid waste. Other categories (1–14) were self-assessed in 2025, with total emissions amounting to 12,782 tCO₂e.

Note5: Emission factors are based on the "GHG Emission Factor Management Table (version 6.0.4)" and 100-year Global Warming Potentials (GWPs) from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report.

Note6: GHG inventory includes the following gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃).

Table 6: Green Operations

Item	2023	2024	2025
Category			
Electricity Consumption (kWh)	2,248,231.80	2,542,559.70	2,538,673.80
Renewable Energy Consumption (kWh)	1,242,841.00	1,402,653.00	1,591,181.00
Renewable Energy Certificates (RECs)	65	137	54.1
Electricity Consumption per Capita (kWh/person)	2,304	2,155	1,813
Water Resources			
Water Consumption* (m³)	12,659.40	13,385.50	11,851.10
Water Consumption per Capita (m³/person)	12.97	11.34	8.47
Water Consumption per Million Net Revenue (m³/million)	1.79	1.15	0.93

* Water is sourced from the municipal water supply system.

[Human Capital Indicator Data]

Table 7: Employee Type Distribution

Category		Contract Type		Employment Type		Total
Type		Regular	Temporary	Full-time	Part-time	
Male	Headcount	612	23	1	6	1,399 employees
	%	46%	40%	100%	35%	
Female	Headcount	711	35	0	11	
	%	54%	60%	0%	65%	
Total	Headcount	1,323	58	1	17	
	%	96%	4%	6%	94%	

Note1: Temporary employees refer to interns. No zero-hour contract employees were employed in the reporting year.
Note2: A total of 12 persons with disabilities were employed in 2025, accounting for 0.9% of the total workforce.

Table 8: Employee Structure-Proportion of Total Employees by Gender and Position Distribution

Position Level			Number of Employees	Percentage of Total Employees (%)
Taiwan	Male	General staff	557	42.1%
		Entry-level management	2	0.2%
		Middle management	40	3.0%
		Senior executives	10	0.8%
	Female	General staff	676	51.0%
		Entry-level management	10	0.8%
		Middle management	23	1.7%
		Senior executives	2	0.2%
Overseas	Male	General staff	3	0.2%
		Entry-level management	0	0.0%
		Middle management	0	0.0%
		Senior executives	0	0.0%
	Female	General staff	0	0.0%
		Entry-level management	0	0.0%
		Middle management	0	0.0%
		Senior executives	0	0.0%
Total			1,323	100%

Note1: Temporary employees are not included in the statistics.
Note2: In 2025, there were 5 Indigenous employees and 1 foreign employee.

Table 9: Parental Leave Overview

Item	Male	Female	Total
A. No. of employees entitled to parental leave in 2025	41	39	80
B. No. of employees who took parental leave in 2025	4	4	8
C. No. of employees scheduled to return from parental leave in 2025	5	6	11
D. No. of employees who applied to extend parental leave in 2025	0	0	0
E. No. of employees who returned to work in 2025	4	4	8
F. No. of employees who returned from parental leave in 2024	1	4	5
G. No. of employees who remained employed for at least one year after returning (2024)	1	2	3
Parental Leave Utilization Rate = B / A (%)	9.8%	10.3%	10.00%
Return-to-Work Rate = E / (C – D) (%)	80.0%	66.7%	72.7%
Retention Rate = G / F (%)	100.0%	50.0%	60.0%

Table 10: Total Employee Training Hours

Category	Under 30		Age 30–50		Over 50		Total
	Male	Female	Male	Female	Male	Female	
Number of Employees Trained	133	171	379	441	100	99	1,323
Total Training Hours	5,791	10,137	15,365	20,497	3,813	5,435	61,038
Average Training Hours per Employee	44	59	41	46	38	55	46

Table 11: Gender and Age Distribution of New Hires and Departures

Gender		Total Employees	New Hires		Departures	
			No.	%	No.	%
Male	Under 30	109	54	33%	4	22%
	31–49	391	97	58%	11	61%
	50 and above	112	15	9%	3	17%
	Total	612	166	100%	18	100%
Female	Under 30	152	52	33%	5	25%
	31–49	442	94	59%	12	60%
	50 and above	117	13	8%	3	15%
	Total	711	159	100%	20	100%
Total		1,323	325	100%	38	100%

Note: The new hire and departure rates are calculated based on the total number of full-time employees as of December 31, 2025.

Table 12: Gender Pay Ratio

Category	Pay Ratio (Male vs. Female)	Male (Multiple)	Female (Multiple = 1)
Senior Management	Base Salary Ratio	1.03	1
	Total Compensation Ratio	1.25	1
Middle Management	Base Salary Ratio	1.19	1
	Total Compensation Ratio	1.06	1
Non-Managerial Staff	Base Salary Ratio	1.11	1
	Total Compensation Ratio	1.11	1

Note1: Senior management – includes Department Heads and above.
Note2: Middle management – includes Section Heads and Deputy Department Heads.
Note3: Non-managerial staff – includes all employees excluding managerial positions.

Table 13: Compensation of Full-Time Non-Managerial Employees

Item	2023	2024	2025
Number of Full-Time Employees	868	1,000	1,165
Total Compensation of Full-Time Employees(NTD thousand)	1,439,982	2,057,809	2,404,154
Average Compensation per Full-Time Employee(NTD thousand)	1,739	2,196	2,199
Median Compensation per Full-Time Employee/(NTD thousand)	1,280	1,536	1,583
Ratio of Total Annual Compensation of the Highest-Paid Individual to the Median of Total Annual Compensation of All Other Employees (excluding locally hired overseas staff)	28.70 times		
Ratio of the Percentage Increase in Total Annual Compensation of the Highest-Paid Individual to the Median Percentage Increase of All Other Employees*	-1.62 times		

Table 14: Performance Appraisal Statistics

Category	Male			Female		
	Number of Employees Assessed	Number Required to be Assessed	Assessment Rate (%)	Number of Employees Assessed	Number Required to be Assessed	Assessment Rate (%)
Senior Management and Above	45	47	96%	29	29	100%
Entry-level management	2	2	100%	9	9	100%
Non-managerial Staff	499	531	94%	616	635	97%
Total	546	580	94%	654	673	97%

Table 15: Total Pension Expenditure

Item	2023	2024	2025
Number of Employees at Year-End	958	1,160	1,381
Average Pension Expense per Employee (NTD)	55,641	53,074	52,134
Pension under the Old Labor Pension Scheme (NTD)	3,511,354	1,576,588	1,543,765
Pension under the New Labor Pension Scheme (NTD)	49,792,274	59,989,521	70,452,780
Total Pension Expense (NTD)	53,303,628	61,566,109	71,996,545

GRI Standards Index Table

GRI 2 : General Disclosures 2021

Disclosure		Chapter	Page	Notes
2-1	Organizational details	Business Overview	7-8	-
2-2	Entities included in the organization's sustainability reporting	About This Report	4-5	-
2-3	Reporting period, frequency and contact point	About This Report	4-5	-
2-4	Restatements of Information	About This Report	4-5	-
2-5	External assurance	Appendix- Summary of Subject Matter Assured 、Independent External Assurance Statement	134-140	-
2-6	Activities, value Chain and other business relationships	Business Overview	7-8	-
2-7	Employees	Appendix-ESG Performance Data Table-Table7	123	-
2-8	Workers who are not employees	Appendix-ESG Performance Data Table-Table 7	123	-
2-9	Governance structure and composition	1-2 Sustainability Development Strategy and Blueprint 2-1 Corporate Governance and Business Integrity	13-14 33-34	Refer to the “ Cathay Securities Corporation 2025 Annual General Meeting Report. ”
2-10	Nomination and selection of the highest governance body	2-1 Corporate Governance and Business Integrity	33-34	-
2-11	Chair of the highest governance body	1-2 Sustainability Development Strategy and Blueprint 2-1 Corporate Governance and Business Integrity 2-3 Risk Management	14 33-34 41	-
2-12	Role of the highest governance body in overseeing the management of impacts	1-1 Business Management 1-2 Sustainability Development Strategy and Blueprint 1-3 Material Topic Analysis and Stakeholder Engagement	11-16	-

Disclosure		Chapter	Page	Notes
2-13	Delegation of responsibility for managing impacts	1-1 Business Management 1-2 Sustainability Development Strategy and Blueprint 1-3 Material Topic Analysis and Stakeholder Engagement	11-16	-
2-14	Role of the highest governance body in sustainability reporting	1-1 Business Management 1-2 Sustainability Development Strategy and Blueprint 1-3 Material Topic Analysis and Stakeholder Engagement	11-16	-
2-15	Conflicts of interest	2-1 Corporate Governance and Business Integrity	34	-
2-16	Communication of critical concerns	1-1 Business Management 1-2 Sustainability Development Strategy and Blueprint 1-3 Material Topic Analysis and Stakeholder Engagement	11-28	-
2-17	Collective knowledge of the highest governance body	2-1 Corporate Governance and Business Integrity 5-1 Talent Attraction and Workplace Empowerment 6-1 Climate Governance	33-34 82 97-98	-
2-18	Evaluation of the performance of the highest governance body	2-1 Corporate Governance and Business Integrity	33-35	-
2-19	Remuneration policies	2-1 Corporate Governance and Business Integrity	33-35	-
2-20	Process for determine remuneration	2-1 Corporate Governance and Business Integrity	33-35	-
2-21	Annual total compensation ratio	Appendix-ESG Performance Data Table-Table 13	125	-
2-22	Statement on sustainable development strategy	Message from the Chairman and President	6	-
2-23	Policy commitments	2-1 Corporate Governance and Business Integrity 2-2 Ethics and Regulatory Compliance 2-5 Supplier Management 5-2 Human Rights, Diversity, and Inclusion	33-37 39-40 47-48 87-89	-

Disclosure		Chapter	Page	Notes	
2-24	Embedding policy commitments	2-1 Corporate Governance and Business Integrity	33-37	-	
		2-2 Ethics and Regulatory Compliance	39-40		
		2-5 Supplier Management	47-48		
		5-2 Human Rights, Diversity, and Inclusion	87-89		
2-25	Processes to remediate negative impacts	4-1 Fair Customer Treatment	62	-	
		5-2 Human Rights, Diversity, and Inclusion	87-89		
2-26	Mechanisms for seeking advice and raising concerns	2-1 Corporate Governance and Business Integrity	36	-	
		4-1 Fair Customer Treatment	63,66 - 69		
		5-2 Human Rights, Diversity, and Inclusion	89		
2-27	Compliance with laws and regulations	2-1 Corporate Governance and Business Integrity	35-38	-	
2-28	Membership associations	Business Overview	8	-	
		2-1 Corporate Governance and Business Integrity	37-38		
2-29	Approach to stakeholder engagement	1-3 Material Topic Analysis and Stakeholder Engagement	22-28	-	
2-30	Collective bargaining agreements	-			Cathay Securities has not entered into a collective bargaining agreement with employees. Labor-management communication is conducted through labor-management meetings; therefore, this indicator is not applicable.

[GRI Topic-specific Standards – Material Topics]

GRI 200 : Economic Series

Series	Disclosure		Chapter	Page	Notes
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed by the organization	Business Overview	8	-
	201-2	Financial implications and other risks and opportunities due to climate change	6-2 Climate Risk Management and Scenario Analysis	100-105	-
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption		36	-
	205-2	Communication and training about anti-corruption policies and procedures	2-1 Corporate Governance and Business Integrity	36-38	-
	205-3	Confirmed incidents of corruption and actions taken		36-38	-
GRI 206: Anti-Competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2-1 Corporate Governance and Business Integrity	36	-

GRI 3 : Material Topics 2021

Disclosure		Chapter	Page	Notes
3-1	Process to determine material topics		16	-
3-2	List of material topics	1-3 Material Topic Analysis and Stakeholder Engagement	17-18	-
3-3	Management of material topics		19-21	-

GRI 300 : Environmental Series

Series	Disclosure		Chapter	Page	Notes
GRI 302 Energy 2016	302-1	Energy consumption within the organization	Appendix-ESG Performance Data Table-Table 6	122	-
	302-4	Reduction of energy consumption	6-5 Environmental Sustainability	116-118	-
GRI 305 Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Appendix-ESG Performance Data Table-Table 5	122	-
	305-2	Energy indirect (Scope 2) GHG emissions		122	-
	305-3	Other indirect (Scope 3) GHG emissions		122	-
	305-4	GHG emissions intensity		122	-
	305-5	Reduction of GHG emissions	6-5 Environmental Sustainability Appendix-ESG Performance Data Table-Table 5	116-118 122	-

GRI 400 : Social Series

Series	Disclosure		Chapter	Page	Notes
GRI 403 : Occupational Health and Safety 2018	403-1	Occupational health and safety management system	5-3 Occupational Safety and Health	90	-
	403-2	Hazard identification, risk assessment, and incident investigation		90-91	-
	403-3	Occupational health services		91-92	-
	403-4	Worker participation, consultation, and communication on occupational health and safety		90-92	-

Series	Disclosure		Chapter	Page	Notes
GRI 403 : Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	5-3 Occupational Safety and Health	90	-
	403-6	Promotion of worker health		90-92	-
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		90-92	-
	403-8	Workers covered by an occupational health and safety management system		90	ISO 45001 occupational health and safety management system certification has not yet been implemented.
	403-9	Work-related injuries		90-92	-
	403-10	Work-related ill health		90-92	-
GRI 404 : Training and Education 2016	404-1	Average hours of training per year per employee	Appendix-ESG Performance Data Table-Table 10	124	-
	404-2	Programs for upgrading employee skills and transition assistance programs	5-1 Talent Attraction and Workplace Empowerment	81-86	-
	404-3	Percentage of employees receiving regular performance and career development reviews	Appendix-ESG Performance Data Table-Table 14	125	-
GRI 417 : Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	-	All products and services are 100% compliant with applicable legal and contractual requirements.	
	417-2	Incidents of non-compliance concerning product and service information and labeling	2-1 Corporate Governance and Business Integrity	36	No material regulatory violations occurred during the reporting period.
	417-3	Incidents of non-compliance concerning marketing communications			No material regulatory violations occurred during the reporting period.
GRI 418 : Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2-4 Information Security	46	-

[GRI Topic-specific Standards – General Disclosures]

GRI 200 : Economic Series

Series	Disclosure		Chapter	Page	Notes
GRI 201 : Economic Performance 2016	201-3	Defined benefit plan obligations and other retirement plans	5-1 Talent Attraction and Workplace Empowerment	82-83	-
			Appendix-ESG Performance Data Table-Table 15	125	
GRI 204 : Procurement Practices 2016	204-1	Proportion of spending on local suppliers	6-5 Environmental Sustainability	116	-

GRI 300 : Environmental SeriesL

Series	Disclosure		Chapter	Page	Notes
GRI 303 : Water and Effluents 2018	303-1	Interactions with water as a shared resource	6-5 Environmental Sustainability	116-117	-
	303-2	Management of water discharge-related impacts		116-118	-
	303-3	Water withdrawal	Appendix-ESG Performance Data Table-Table 6	122	-
GRI 308 : Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	2-5 Supplier Management	47-48	-
	308-2	Negative environmental impacts in the supply chain and actions taken		47-48	-

GRI 400 : Social Series

Series	Disclosure	Chapter	Page	Notes
GRI 401 : Employment 2016	401-1	New employee hires and employee turnover	Appendix-ESG Performance Data Table-Table 11	124
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5-1 Talent Attraction and Workplace Empowerment	84-86
			5-2 Human Rights, Diversity, and Inclusion	87-88
GRI 405 : Diversity and Equal Opportunity 2016	401-3	Parental leave	Appendix-ESG Performance Data Table-Table 9	123
	405-1	Diversity of governance bodies and employees	Appendix-ESG Performance Data Table-Table 8	123
	405-2	Ratio of basic salary and remuneration of women to men	Appendix-ESG Performance Data Table-Table 12	124
GRI 406 : Non- discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	2-2 Ethics and Regulatory Compliance 5-2 Human Rights, Diversity, and Inclusion	40 87-89
GRI 413 : Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	4-3 Social Inclusion Initiatives	75-77
GRI 414 : Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	2-5 Supplier Management	47-48
	414-2	Negative social impacts in the supply chain and actions taken		47-48

SASB Sustainability Accounting Index

SASB Disclosure Topics	SASB Code	Disclosure Topic Title	Chapter	Page	Notes
Employee Diversity & Inclusion	FN-IB-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non executive management, (3) professionals, and (4) all other employees	Appendix-ESG Performance Data Table -Table 8	123	-
Incorporation of ESG Factors in Investment Banking & Brokerage Activities	FN-IB-410a.1	Revenue from (1) underwriting, (2) advisory, and (3) securitization transactions incorporating integration of environmental, social, and governance (ESG) factors, by industry	Appendix-ESG Performance Data Table -Table 1,3,4	120-121	-
	FN-IB-410a.2	(1) Number and (2) total value of investments and loans incorporating integration of ESG factors, by industry	6-3 Responsible Investment and Action	109	-
	FN-IB-410a.3	Description of approach to incorporation of ESG factors in investment banking and brokerage activities	3-2 Sustainable Products and Services 6-3 Responsible Investment and Action	55-57 106-108	-
Business Ethics	FN-IB-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	2-1 Corporate Governance and Business Integrity	36	-
	FN-IB-510a.2	Description of whistleblower policies and procedures		37	-
Professional Integrity	FN-IB-510b.1	(1) Number and (2) percentage of covered employees with a record of investment related investigations, consumer initiated complaints, private civil litigations, or other regulatory proceedings	2-1 Corporate Governance and Business Integrity	36-37	-
	FN-IB-510b.2	Number of mediation and arbitration cases associated with professional integrity, including duty of care, by party		36	-
	FN-IB-510b.3	Total amount of monetary losses as a result of legal proceedings associated with professional integrity, including duty of care		36	-
	FN-IB-510b.4	Description of approach to ensuring professional integrity, including duty of care		36-37	-
Systemic Risk Management	FN-IB-550a.1	Global Systemically Important Bank (G-SIB) score, by category	-	-	Not applicable due to differences in industry classification between Cathay Securities and the banking sector.
	FN-IB-550a.2	Description of approach to incorporate results of mandatory and voluntary stress tests into capital adequacy planning, long term corporate strategy, and other business activities	-	-	Refer to the " Cathay Securities Corporation 2025 Qualitative Risk Management Disclosure ."

ESG Performance Data Table GRI Standards Index Table **SASB Sustainability Accounting Index** TCFD Disclosure Index Index Table for Compliance with the Directions for Securities Firms to Prepare and File Sustainability Reports
Summary of Subject Matter Assured Independent External Assurance Statement

SASB Disclosure Topics	SASB Code	Disclosure Topic Title	Chapter	Page	Notes
Employee Incentives and Risk-Taking	FN-IB-550b.1	Percentage of total remuneration that is variable for Material Risk Takers (MRTs)	-	-	The material risk taker is defined as the President. Due to confidentiality, compensation details are not disclosed.
	FN-IB-550b.2	Percentage of variable remuneration of Material Risk Takers (MRTs) to which malus or clawback provisions were applied	-	-	No clawback provision has been established by the Company.
	FN-IB-550b.3	Discussion of policies around supervision, control, and validation of traders’ pricing of Level 3 assets and liabilities	-	-	Not applicable, as the Company holds no Level 3 assets or liabilities.
Activity Metrics	FN-IB.000.A	(1) Number and (2) value of (a) underwriting, (b) advisory, and (c) securitization transactions	-	-	Refer to the “ Cathay Securities Corporation 2025 Annual General Meeting Report .”
	FN-IB.000.B	(1) Number and (2) value of proprietary investments and loans by sector	-	-	
	FN-IB.000.C	(1) Number and (2) value of market making transactions in (a) fixed income, (b) equity, (c) currency, (d) derivatives, and (e) commodity products	-	-	

TCFD Disclosure Index

TCFD Pillars	Description	Alignment with Climate Disclosures for TWSE/TPEX Listed Companies	Chapter	Page
Governance	a. Describe the board’s oversight of climate-related issues	Item 1	6-1 Climate Governance	97-99
	b. Describe management’s role in assessing and managing climate-related issues	Item 1		97-99
Strategy	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	Item 2	6-2 Climate Risk Management and Scenario Analysis	100-105
	b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning	Item 2,3,6	6-1 Climate Governance 6-2 Climate Risk Management and Scenario Analysis 6-4 Low-Carbon Economy 6-5 Environmental Sustainability	97-105 114-118
	c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Item 3,5,7	6-2 Climate Risk Management and Scenario Analysis	100-105
Risk Management	a. Describe the organization’s processes for identifying and assessing climate-related risks	Item 4	6-2 Climate Risk Management and Scenario Analysis	100-105
	b. Describe the organization’s processes for managing climate-related risks	Item 4		100-105
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management	Item 4		100-105
Metrics & Targets	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Item 6	6-4 Low-Carbon Economy 6-5 Environmental Sustainability Appendix-ESG Performance Data Table-Table 5	114-118 122
	b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Item 6,9		
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Item 6,8	6-4 Low-Carbon Economy 6-5 Environmental Sustainability	114-118

Index Table for Compliance with the Directions for Securities Firms to Prepare and File Sustainability Reports

No	Indicator	Chapter	Page
1	Number of information security breaches, proportion involving personal data, and number of affected clients	2-4 Information Security	46
2	Number of cases and total amount of capital raised for small and medium-sized enterprises (SMEs)	3-2 Sustainable Products and Services Appendix-ESG Performance Data Table-Table 4	55 121
3	Number of participants reached through financial education programs for underserved populations	4-3 Social Inclusion Initiatives	75
4	Products and services developed by each business segment to create environmental or social benefits	3-2 Sustainable Products and Services Appendix-ESG Performance Data Table-Table 3	55 121

Summary of Subject Matter Assured

No.	Subject Matter Assured	Applicable Criteria	Chapter	Page
1	Cathay Securities did not have any data breach events, and no customers were affected by personal data violations in 2025.	The total number of data breach events, the percentage of the data breaches events which was involved with personally identifiable information of the data breaches events, and the total number of customers affected by data breach events from Cathay Securities in 2025.	2-4 Information Security	46
2	Cathay Securities cumulatively offered consulting services and provided underwriting services to 11 SMEs in 2025, with a participatory amount of NT\$2.33 billion.	Number of cases and total monetary value ^{Note1} in which Cathay Securities assisted SMEs in raising funds in the capital market in 2025.	3-2 Sustainable Products and Services	55
3	In 2025, Cathay Securities provided financial knowledge education to 2,812 individuals from disadvantaged groups as defined internally.	Total number of participants from disadvantaged groups who attended Cathay Securities' financial knowledge education in 2025, including students, persons with disabilities and senior citizens.	4-3 Social Inclusion Initiatives	75
4	In 2025, Cathay Securities implemented 4 anti-fraud financial knowledge education for senior citizens aged 65 and above using electronic direct mail (eDM).	Number of times Cathay Securities provided financial knowledge education to senior citizens ^{Note2} through eDM in 2025.	4-2 AI-powered Fraud Prevention	72
5	In 2025, Cathay Securities offered underwriting and consulting services to 11 projects with environmental or social benefits that met the internal definitions.	In 2025, the total number of projects with environmental or social benefits ^{Note3} , according to internal management procedures, to which Cathay Securities provided underwriting and consulting services.	3-2 Sustainable Products and Services	55
6	From 2020 to 2025, Cathay Securities has cumulatively underwritten 24 sustainability bonds.	The number of sustainability bonds underwritten by Cathay Securities and recognized by Taipei Exchange certification bodies from 2020 to 2025.	3-2 Sustainable Products and Services	55
7	In appendix "Table 8: Employee Structure - Proportion of total employees by gender and position distribution"	In 2025, Cathay Securities based on the definition of internal management procedures: 1.Senior executives 2.Middle management 3.Entry-level Management 4.General Staff The number of employees in each category, classified by gender, divided by the total number of employees.	Appendix-ESG Performance Data Table-Table 8	123

No.	Subject Matter Assured	Applicable Criteria	Chapter	Page
8	Cathay Securities' total financed emissions (excluding LULUCF) of asset investment portfolios in 2025 was 61,060.60 tCO ₂ e.	Cathay Securities referenced the "Partnership for Carbon Accounting Financials (PCAF)" to design the "Portfolio Financial Carbon Emissions Calculation Criteria" in 2022 and uses it to compile and disclose financed emissions for asset classes. - Except for the specific items below, other investment portfolios are included in the calculation of Scope 1 and Scope 2 categories: - For sovereign bonds, only Scope 1 category is included. - Financed Emissions (tCO₂e): The financed emissions represent the Scope 1 and Scope 2 emissions, expressed in metric tons of CO₂ equivalent (tCO₂e) associated with the investment portfolio held by Cathay Securities. Cathay Securities strives to use the "latest obtainable emissions data or estimation data". This includes: - The latest emissions data resource for Scope 1 and Scope 2 including: MSCI database and emissions data directly obtained from investment companies. - Estimation data based on the methodology recommended by PCAF, using emissions data obtained from MSCI database classified by industry to calculate estimated industry specific emissions factors. - Scope of Financed Emissions of Investment Portfolios: Cathay Securities conducted an inventory of listed equities, corporate bonds, unlisted equities and sovereign bonds held as of December 31, 2025. The scope includes positions in the following financial accounts: "Financial Assets at Fair Value through Profit or Loss (FVTPL) ", "Financial Assets at Fair Value through Other Comprehensive Income (FVTOCI) " and "Financial Assets at Amortized Cost (AC)" for both self-managed and outsourced investment portfolios.	6-4 Low-Carbon Economy	114

Note1: Participatory amount refers to the total sum of underwriting of which Cathay Securities is in charge.
Note2: The definition of senior citizen for Cathay Securities is an individual aged 65 or above.
Note3: For the definition of the projects with environmental or social benefits, please refer to the Note on [page 55](#) of the Sustainability Report for detailed explanations.

Independent External Assurance Statement

Independent Limited Assurance Report



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Independent Limited Assurance Report

PWCM25001174

To Cathay Securities Corporation

We have been engaged by Cathay Securities Corporation (the “Company”) to perform assurance procedures in respect of the key performance indicators identified by the Company and reported in the 2025 Sustainability Report (hereinafter referred to as the “Identified Key Performance Indicators”) and have issued a limited assurance report based on the result of our work performed.

Subject Matter Information and Applicable Criteria

The subject matter information is the Identified Key Performance Indicators of the Company. The Identified Key Performance Indicators and the respective applicable criteria are stated in the “Summary of Subject Matter Assured” of the Sustainability Report. The scope of the aforementioned Identified Key Performance Indicators is set out in the “About This Report ” of the Sustainability Report.

The respective applicable criteria referred to above are the Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by Securities Firms and its attachment Disclosure of Sustainability Metrics for Securities Firms, related laws and regulations, the latest edition of the GRI Sustainability Reporting Standards (the “**GRI Standards**”) published by the Global Reporting Initiative (the “**GRI**”), the Company’s portfolio financed carbon emissions calculation criteria, which are based on the Global GHG Accounting and Reporting Standard for the Financial Industry, published by the Partnership for Carbon Accounting Financials (the “**PCAF**”), and the other criteria referred to or designed by the Company based on the Company’s industry characteristics and sustainability performance information reported (hereinafter referred to as the “**Applicable Criteria**”).

Management’s Responsibility

The Management of the Company is responsible for the preparation of the Identified Key Performance Indicators disclosed in the Sustainability Report in accordance with the respective applicable criteria. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the Identified Key Performance Indicators that are free from material misstatement, whether due to fraud or error.

Inherent Limitations

Certain subject matter information assured involves non-financial data which is subject to more inherent limitations than financial data. Qualitative interpretations of the relevance, materiality and the accuracy of data are more dependent on individual assumptions and judgments.

資誠聯合會計師事務所 PricewaterhouseCoopers, Taiwan
110208 臺北市信義區基隆路一段 333 號 27 樓
27F, No. 333, Sec. 1, Keelung Rd., Xinyi Dist., Taipei 110208, Taiwan
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The quantification of the Portfolio Financed Carbon Emissions data (hereinafter referred to as the “**Financed Emissions**”) underlying the Financed Emissions is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases, and the estimation uncertainty from the measurement and calculation processes used to quantify emissions within the bounds of existing scientific knowledge. There are significant limitations in the availability and quality of GHG emissions data from third parties, resulting in reliance by Company on proxy data. As there are currently no legislative requirements or regulation prescribing the preparation, disclosure and verification of the Company’s Portfolio Financed Emissions, the Financed Emissions needs to be read and understood together with the financed emissions calculation criteria designed by the Company.

Compliance of Independence and Quality Management Requirement

We are independent of the Company in accordance with the Norm of Professional Ethics for Certified Public Accountant of the Republic of China, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies the Standard on Quality Management 1, “Quality Management for Public Accounting Firms” of the Republic of China, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Identified Key Performance Indicators based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with the Statement of Assurance Engagements Standards 3000, “Assurance Engagements other than Audits or Reviews of Historical Financial Information”, and the Statement of Assurance Engagements 3410, “Assurance Engagements on Greenhouse Gas Statements” of the Republic of China. These standards require that we plan and perform this engagement to obtain limited assurance about whether the Identified Key Performance Indicators are free from material misstatement.

Under the requirements of the aforementioned standards, our limited assurance engagement involves assessing the suitability in the circumstances of the Company’s use of the criteria as the basis for the preparation of the Identified Key Performance Indicators, assessing the risks of material misstatement of the Identified Key Performance Indicators whether due to fraud or error, responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the Identified Key Performance Indicators. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of

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internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

1. Financed Emissions
 - Evaluated the suitability in the circumstances of the Company’s use of the respective applicable criteria as the basis for preparing the Financed Emissions; and
 - Through inquiries, obtained an understanding of the Company’s control environment and information system relevant to the Financed Emissions quantification and reporting, but did not evaluate the design of specific control procedures, obtain evidence about their implementation, or test their operating effectiveness; and
 - Evaluated the appropriateness and consistency of the Company’s methods for developing estimates. However, our procedures performed did not include testing the data underlying the estimates or separately developing our own estimates against which to evaluate the estimates made by the Company; and
 - Reconciled the emissions data back to the underlying records on a sample basis to obtain evidence for limited assurance. However, our procedures did not include corroborating the accuracy and completeness of the underlying greenhouse gas emissions and financial data from third parties; and
 - Evaluated the presentation and disclosure of the Financed Emissions, excluding the data quality score and the coverage rate of greenhouse gas emission data.
2. Other Identified Key Performance Indicators
 - Made inquiries of the persons responsible for the Identified Key Performance Indicators to obtain an understanding of the processes, information systems and the relevant internal controls relating to the preparation of the aforementioned information to identify the areas where there may be risks of material misstatement; and
 - Based on the above understanding and the areas identified, performed substantive testing on a selective basis, including inquiries, observation, inspection, and reperformance to obtain evidence for limited assurance.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable

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assurance opinion about whether the Company’s Identified Key Performance Indicators have been prepared, in all material respects, in accordance with the respective applicable criteria.

We also do not provide any assurance on the Sustainability Report as a whole or on the design or operating effectiveness of the relevant internal controls.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Identified Key Performance Indicators in the Sustainability Report are not prepared, in all material respects, in accordance with the applicable criteria.

Other Matter

The Management of the Company is responsible for maintaining the Company’s website. We have no responsibility to re-perform any procedures regarding the Identified Key Performance Indicators after the date of our assurance report, even if the Identified Key Performance Indicators or the applicable criteria have been subsequently modified.

Chao, Yung-Chieh

CHAO, YUNG-CHIEH
Partner
For and on behalf of PricewaterhouseCoopers, Taiwan
1 September, 2026

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ISO 46001:2019



Certificate of Registration

WATER EFFICIENCY MANAGEMENT SYSTEM - ISO 46001:2019

This is to certify that: Cathay Financial Holdings Co., Ltd.
16F,
No. 296, Sec. 4, Ren' ai Rd.
Da' an Dist
Taipei City
10633
Taiwan

國泰金融控股股份有限公司
臺灣
台北市
大安區
仁愛路四段296號
16樓
10633

Holds Certificate No: **WEMS 797825**

and operates a Water Efficiency Management System which complies with the requirements of ISO 46001:2019 for the following scope:

The composed of insurance, securities, banking and other diversified financial institutions.
The main water uses include:
- tap water for air conditioning, office(sanitation & drinking) and irrigation.

For and on behalf of BSI:

Peter Pu, Managing Director Assurance, North East Asia

Original Registration Date: 2023-12-12
Latest Revision Date: 2023-12-12

Effective Date: 2023-12-12
Expiry Date: 2026-12-11

Page: 1 of 9

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Taiwan Headquarters: 2nd Floor, No.37, Ji-Hu Rd., Nei-Hu Dist., Taipei 114, Taiwan, R.O.C.
A Member of the BSI Group of Companies.

ISO 50001:2018



Certificate of Registration

ENERGY MANAGEMENT SYSTEM

This is to certify that: Cathay Securities Corporation.
6F, 10F, 18-20F, 21F, 22F, No. 335
19F, 20F, No. 333
Sec. 2, Dunhua S. Rd.
Da' an Dist.
Taipei City
10669
Taiwan

國泰綜合證券股份有限公司
臺灣
台北市
大安區
敦化南路二段
333號19、20樓
335號6、10、18-20、21、22樓
10669

Is included as a location on Certificate number: **ENMS 735140**

And BSI location is: 0047436658-015

Operates an Energy Management System which complies with the requirements of ISO 50001:2018 for the activities detailed in the scope of registration.

For and on behalf of BSI:

Michael Lam - Managing Director Assurance, APAC

Original Registration Date: 2016-11-23 Expiry Date: 2027-01-16



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ISO 14001:2015



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ENVIRONMENTAL MANAGEMENT SYSTEM

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19F, 20F, No. 333
Sec. 2, Dunhua S. Rd.
Da' an Dist.
Taipei City
10669
Taiwan

國泰綜合證券股份有限公司
臺灣
台北市
大安區
敦化南路二段
333號19、20樓
335號6、10、18-20、21、22樓
10669

Is included as a location on Certificate number: **EMS 735138**

And BSI location is: 0047436658-015

Operates an Environmental Management System which complies with the requirements of ISO 14001:2015 for the activities detailed in the scope of registration.

For and on behalf of BSI:

Michael Lam - Managing Director Assurance, APAC

Original Registration Date: 2012-03-14 Expiry Date: 2027-01-12



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BS 10012:2017

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Certificate of Registration

Personal Information Management System - BS 10012:2017

This is to certify that: Cathay Securities Corporation
18F, No. 333 and
6F, 18F, 22F, No. 335
Sec. 2, Dunhua S. Rd.
Da'an Dist.
Taipei City
106033
Taiwan

Holds Certificate No: **PIMS 810480**

and meets the criteria of BS 10012:2017: Specification for Personal Information Management System for the following scope:

The provision of customer personal information files collection, processing, and using of online account opening process within Global Settlement Department, Digital Operations Information Department, Digital Platform Department, Digital Development Department, Securities Information Department, Global Finance Information Department, Clearing and Settlement Department, Digital Operations Center and Dunnan Branch.

For and on behalf of BSI: 
Managing Director BSI Taiwan, Peter Pu

Original Registration Date: 2024-07-28 Effective Date: 2024-07-28
Latest Revision Date: 2024-07-28 Expiry Date: 2027-07-27

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ISO 10002:2018

Certificate TW24/00001040 / 證書 TW24/00001040

The management system of / 下述組織
Cathay Securities Corporation
國泰綜合證券股份有限公司

20F, No. 333, Sec. 2, Dunhua S. Rd., Da'an Dist., Taipei City 106, Taiwan, R.O.C.
106 台北市大安區敦化南路2段333號20樓

has been assessed and certified as meeting the requirements of
的管理系統已經過審核，並被證明符合下述要求
ISO 10002:2018

For the following activities / 所涵蓋的活動範圍
Complaint handling system for securities services.
證券服務的客戶處理制度

This certificate is valid from 16 December 2024 until 16 December 2027 and remains valid subject to satisfactory surveillance audits.
此證書的有效期自 2024 年 12 月 16 日 至 2027 年 12 月 16 日 且其有效性應繫於持續符合的定期稽核

Issue 1. Certified since 16 December 2024
版次 1. 原始註冊日期 2024 年 12 月 16 日

Certified activities performed by additional sites are listed on subsequent pages.
其它場區/合法實體之驗證活動於後續頁上列出

Authorised by / 簽署
Stephen Pao
Director
SGS Taiwan Limited
No. 136-1, Wu Kung Road, New Taipei Industrial Park, Wu Ku District, New Taipei City 24803, Taiwan
t+886 (0)2 2296 3636 - www.sgs.com.tw



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ISO 27001:2022

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Certificate of Registration

INFORMATION SECURITY MANAGEMENT SYSTEM - ISO/IEC 27001:2022

This is to certify that: Cathay Securities Corporation
18F, No. 333 and
18F, 21F, 22F, No. 335
Sec. 2, Dunhua S. Rd.
Da'an Dist.
Taipei City
106033
Taiwan

Holds Certificate No: **IS 764325**

and operates an Information Security Management System which complies with the requirements of ISO/IEC 27001:2022 for the following scope:

The provision of (1) development, operation and maintenance of classified as category one information systems within Information Security Department, Digital Development Department of Digital Finance Division and Information Management Division; and (2) management of related network infrastructure, Neihu and Banqiao server rooms supporting activities within Information Architecture Department.
This is in accordance with the Statement of Applicability, ISD-6-15-03, version 3.0 dated 14 November 2023.

For and on behalf of BSI: 
Michael Lam, Senior Vice President, APAC Assurance

Original Registration Date: 2022-04-11 Effective Date: 2025-04-11
Latest Revision Date: 2025-02-27 Expiry Date: 2028-04-10

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ESG Performance Data Table GRI Standards Index Table SASB Sustainability Accounting Index TCFD Disclosure Index Index Table for Compliance with the Directions for Securities Firms to Prepare and File Sustainability Reports
Summary of Subject Matter Assured **Independent External Assurance Statement**

ISO 22301 :2019

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Certificate of Registration

BUSINESS CONTINUITY MANAGEMENT SYSTEM - ISO 22301:2019

This is to certify that: Cathay Securities Corporation
18F, 19F. and 20F, No. 333 and
18F, 20F, 21F. and 22F, No. 335
Da'an Dist.
Taipei City
106033
Taiwan

Holds Certificate No: **BCMS 779393**
and operates a Business Continuity Management System which complies with the requirements of ISO 22301:2019
for the following scope:

The provision of brokerage business (securities and re-consigned trading) processing orders
not made in person services, and related supporting activities within headquarters and dunnan
branch.

For and on behalf of BSI: 
Michael Lam, Senior Vice President, APAC Assurance

Original Registration Date: 2023-01-13 Effective Date: 2023-01-13
Latest Revision Date: 2024-12-19 Expiry Date: 2026-01-12

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ISO 20400 :2017

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Conformity Statement

Sustainable procurement - ISO 20400:2017

This is to conform that : Cathay Financial Holdings
and its subsidiaries
No. 296, Sec. 4, Renai Rd.
Da' an Dist.
Taipei City
106436
Taiwan

國泰金融控股股份有限公司
暨子公司
臺灣
台北市
大安區
仁愛路四段 296 號
106436

Holds Statement Number : **SPM 802859**

Cathay Financial Holdings and its subsidiaries, including Cathay Life Insurance Co., Ltd., Cathay United Bank Co., Ltd., Cathay Century Insurance Co., Ltd., Cathay Venture Inc., Cathay Futures Co., Ltd., Cathay Securities Investment Trust Co., Ltd., Cathay Securities Investment Consulting Co., Ltd., and Cathay Securities Corporation, has followed ISO 20400:2017 guideline to implement sustainable procurement. Based on sustainable procurement management manual, sustainable procurement policy, sustainable procurement risk and opportunity assessment and supply chain management process, the sustainable procurement process of Cathay Financial Holdings and its subsidiaries has been checked with the requirements of ISO 20400: 2017.

For and on behalf of BSI: 
Managing Director BSI Taiwan, Peter Pu

Latest issue: 2025-04-18 Expiry date: 2026-04-17

Page 1 of 2

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