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In 1980, the Bank established the Cathay United Bank Foundation (the "Foundation"), marking a pioneering initiative in the financial industry. Subsequently, in 2000, we founded the Cathay United Art Center. Guided by the principle of "Happiness Lies in Bringing Happiness to Others," the Foundation has long been committed to addressing issues related to disadvantaged groups, remote areas, and children's education. We actively promote the "Elevated Tree Program—Grow A Big Tree From A Shoot," supporting educational philanthropy. Additionally, the Foundation is dedicated to sponsoring domestic arts and cultural activities, advocating for artistic culture and charitable philanthropy, and fulfilling corporate social responsibility. Here's a brief overview of the Foundation's main activities:

The Main Activities of the Cathay United Bank Foundation

<p>Elevated Tree Program</p>	<p>The Foundation continued the carrying out of the "Elevated Tree Program – Grow A Big Tree From A Shoot" helping the basic education to take root and ensuring children's access to school and further a future of their own. In 2023, the Elevated Tree Program - Scholarship Donation supported 5,854 under-privileged junior high and elementary school students. Extending the spirit of the "Elevated Tree Program," we encourage students to engage in sports activities. Thus, we launched the " Elevated Tree Program - Physical Education Donation" initiative to support schools in developing sports education, fostering self-discipline and team spirit among students in large sports events and discover themselves through competitions. In 2023, we sponsored 8 sports teams, including the Nan'ao Elementary School basketball team in Yilan County, covering participation fees, training expenses, and equipment purchases. We also sponsored the "Sunrise Village Cup" National Junior Football Game in Taitung and provided support to 13 rural schools, such as Green Island Elementary School in Taitung County, to develop distinctive educational programs, simultaneously supporting diversified learning opportunities for rural students.</p>
<p>Art Events</p>	<p>In order to support local arts and art education, Cathay United Art Center has been regularly holding art expositions and Art Lectures, providing a platform for Taiwan's artists and free access to art appreciation and knowledge for the general public. Cathay's arts events in 2023 included 10 art exhibitions and 5 Art Talk Lecture Series, including charity exhibitions co-hosted with artists to support children in rural areas. We sponsored the Tai-Yang Art Association to hold the "86th Tai-Yang Art Exhibition" and the Oil Painting Association of the Republic of China to organize the "47th National Oil Painting Contest and Exhibition." Additionally, to raise awareness of local artists, we produced the "2024 Jia Chen " group art desk calendar, featuring artwork from various artists, spreading blessings and appreciation for the beauty of art.</p>
<p>Charity, Public Welfare and Sponsorship Activities</p>	<p>To support the development of indigenous tribes and promote social enterprise, we purchase self-made products from the "Yu-Cheng Social Welfare Foundation" and "Pingtung Christian Bethany Home" and sponsor the "Taitung Bunun Cultural and Educational Foundation" and "Pingtung Christian Bethany Home." We also participate in the "A Bag of Hope Charity Event" organized by Kingstone Bookstore to assist tribes in promoting tourism, supporting the underprivileged, and caring for rural children through practical actions.</p>
<p>Campaigns Organized Across Cathay Charity Group</p>	<p>Participation in activities such as the "Cathay Youth Excellence Scholarship," "Teacher For Taiwan Flipped Education Collaborative Program," "Dream Come True Program," "After-School Care Program in Remote Rural Areas," and "Winter Warmth Program" is facilitated by the Cathay Charity Group. Additionally, the group publishes the Cathay Charity Group Annual Report.</p>

4.2.1 Youth Empowerment

The aging population and declining birth rates are reshaping demographics, demanding a more diverse set of skills from future generations. Organization for Economic Cooperation and Development (OECD)'s "Skills for 2030" report highlights three key abilities: cognitive thinking, social-emotional, and practical learning skills as crucial. To cultivate self-awareness, career reflection, and skill development among youth, bridging the gap between education and employment, and empowering them for the workplace, the Bank organizes the Cathay Youth Internship Program (CSP, CIP), and coding classes. We actively collaborate with universities across Taiwan, providing practical training during internships, engaging in business operations, understanding corporate strategies, and enhancing the potential of our talent pool. We aspire to expand our influence continually, driving positive developments in society and the environment.

4.2.1.1 Java Talent Development Program

The goal of this program is to recruit individuals interested in pursuing information-related careers but from non-traditional IT backgrounds. Through a 15-week programming language course and practical projects, we aim to develop their programming skills as a foundation for workforce development. In response to the significant system transformation projects within the Bank and considering the excellent results of the first cohort of the Java Information Training Program, we expanded the program's scale in 2023, collaborating with various subsidiaries of the Group. We recruited candidates interested in financial business and programming to participate. After completing the training, outstanding performers were offered formal employment contracts, injecting new energy and vitality into the IT sector. In 2023, CUB recruited a total of 21 candidates, with a final conversion rate of 67%, and the participants rated the course satisfaction at 9.3 out of 10.

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4.2.1.2 Cathay Seed Program(CSP)

This program collaborates with universities to provide students with early exposure to the banking industry during their academic studies. It aims to enhance their understanding of banking roles and allows the Bank to identify and assess talented individuals in advance. Through rigorous practical training, the program strengthens interns' willingness and readiness to join the Bank upon graduation. In 2023, the program offered opportunities in four career paths, including branch operations, operational centers, financial services, and corporate finance. We recruited 115 interns, of whom 63 successfully transitioned to full-time positions, resulting in a conversion rate of 54.8%. Considering the Bank's talent needs, we plan to introduce new internship paths in personal finance and overseas planning departments in 2024. We also aim to expand collaboration with more universities, hoping to identify potential talents by deepening relationships with targeted academic institutions in various regions.

4.2.1.3 Cathay Internship Program(CIP)

This program offers a continuous two-month summer internship aimed at helping students understand the operational models of the financial industry. It focuses on providing professional training in various banking departments, aiming to deepen practical experience and explore career possibilities. In response to the Bank's demand for interdisciplinary planning and digital talent, the program in 2023 covered four major career paths, including information technology specialists, digital finance, financial services, and operational planning. Among the 26 interns recruited, 42% came from diverse backgrounds outside of business management disciplines. During the internship, participants engage in internal project execution, collaborate with other subsidiaries of the Group in organizing activities, and have discussions with senior executives and alumni. Through these interactions, interns expand their professional networks and gain insights into the disparities between academic learning and practical application. The program received highly positive feedback in 2023, with an average satisfaction rating of 4.77, and an impressive 62% of interns expressing their willingness to return to the Bank for future employment opportunities.

Cathay Internship Program(CIP)Standout Activities

<p>Hackathon—Sustainability Transformation for Gen N</p>	<p>This is a long-term event with different themes set each year. In 2023, the focus was on sustainability with the theme "Hackathon—Sustainability Transformation for Gen N." The event centered around the sustainability strategy blueprint of the Group, aiming to brainstorm corporate initiatives that could change young people's perception of the Cathay brand. For example, in terms of environmental sustainability, participants explored activities or approaches to promote environmental sustainability among colleagues and the public, shaping the public's perception of Cathay's sustainability. On the financial health aspect, they discussed ways to increase understanding of Cathay's digital financial services among rural areas and the elderly, shaping their perception of Cathay's sustainability. CIP operated in small groups, engaging in round-the-clock discussions over two days and one night. Members came from different schools, disciplines, and various companies within the Group, each bringing unique potentials and creativity to propose projects. These projects were evaluated by executives from different group subsidiaries based on their effectiveness, logic, and innovation. Following the event, executives praised CIP's performance, with many participants expressing that the event enhanced their understanding of Cathay's commitment to sustainability.</p>
<p>My One-Acre field</p>	<p>This activity is part of a long-term project where we collaborate with local farms in Taoyuan. Participants get hands-on experience in farming, experiencing the hard work of farmers firsthand. The harvested rice is then donated to rural schools, demonstrating our commitment to social responsibility through tangible actions. We also arrange Q&A sessions between CIP participants and colleagues from the sustainability office. Additionally, we invite renowned YouTuber "Ben's Adventure" to share his experiences traveling around the world in recent years, particularly focusing on sustainability-related observations. These activities allow participants to combine their newfound knowledge with real-world experiences, gaining a deeper understanding of their role and positioning in achieving sustainable development goals.</p>
<p>Appointment with the Vice President</p>	<p>This event, being held for the first time, features a two-way dialogue between the Vice President and the CIP (Cathay Internship Program) participants. The Vice President shares valuable career advice based on personal experience with the CIP participants, aiming to gain deeper insights into the perspectives of Gen Z youth regarding our organization. To enhance the effectiveness of youth empowerment through relevant internship programs, the Vice President engages in discussions with interns regarding the design of internship program content, project layouts, and event planning. He also shares insights gained from his career journey within the Cathay FHC and its subsidiaries, encouraging interns to cultivate curiosity and courage in facing future challenges, and transforming challenges into opportunities for growth.</p>
<p>My Numerous Possibilities (Appointment with Seniors)</p>	<p>This event, held for the first time, invites former colleagues who have transitioned from the Cathay Internship Program (CIP) to full-time positions to share insights on career choices, job preparation, and more with current interns. Through a reasoning and puzzle-solving game, incorporating CUB's organizational culture, values, principles, and career paths, interns' identification with the company is enhanced, and they gain insight into potential career development opportunities in the finance industry after graduation. After many rounds, colleagues engage in interactive sessions with CIP participants, addressing questions regarding résumé writing and interview preparation.</p>

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4.2.1.4 Cathay Excellence Award Program

Since 2016, the Cathay Life Insurance Charity Foundation, in collaboration with the Cathay United Bank Foundation and the Cathay Real Estate Foundation, has jointly organized the Cathay Excellence Award Program, transforming scholarships into a comprehensive award and support. This program aims to assist two groups of students: First, for financially disadvantaged high school students or senior vocational school students that are outstanding, each student receives a scholarship of 60,000 dollars to alleviate financial burdens and support their academic pursuits. Second, for creative and forward-thinking student groups, innovative community projects aimed at addressing societal issues are awarded scholarship ranging from 100,000 to 200,000 dollars.

To date, the Cathay FHC and its subsidiaries has assisted nearly 18,734 student groups (including individuals and groups), providing a total of 220 million dollars in scholarships. This long-term commitment aims to nurture talent and lay a solid foundation for the future development of society. In 2023, to ensure fairness and diversity in the selection process, experts and scholars from relevant fields were invited to serve as judges based on the students' areas of study. Through rigorous evaluation, a total of 97 student groups were selected, comprising 23 groups in the 'Distinctive Award Category' (individuals/groups) and 74 'Outstanding Student Category' individuals. Each recipient is awarded a scholarship ranging from 60,000 to 200,000 dollars, totaling 7.49 million dollars.



Participation in AWE, Supporting the Development of Domestic Female Entrepreneurship

4.2.1.5 Academy for Women Entrepreneurs (AWE)

Event Name	2023 AWE Accelerator Bootcamp
Target Audience	Prioritizing Alumni from AWE for Training in Technology, Biotechnology, and ESG Industries.
Event Description	Selecting Female Entrepreneurs with Potential for Overseas Expansion from Previous Alumni, Utilizing Accelerator Training Camps, One-on-One Mentorship, and Other Development Mechanisms to Foster Industry Networking, Enhance Fundraising Skills, and Achieve Three Key Goals: Funding Acquisition, Market Expansion, and International Integration.

4.2.2 Supporting the Underprivileged

While expanding financial services, we recognize the challenges faced by children in remote areas, such as uneven educational resources, lack of companionship, economic difficulties, and unequal treatment. Therefore, since 2004, the Bank has been promoting the "Elevated Tree Program," which includes educational subsidies, funding for student sports teams, scholarships,

and sponsorship for special education projects. We focus on consulting with the government to identify the scholarship subsidy needs of all counties and cities across Taiwan. The scholarships are then allocated based on nominations from schoolteachers and approved by the education departments of each county and city, ensuring that the funds are utilized effectively to help students in genuine need. Our goal is to reduce social inequality and provide everyone with the opportunity to improve their quality of life through their own efforts.

4.2.2.1 Tutor CUB/ Financial Discovery Camp

According to a survey by "Parenting," 95% of parents and educators believe that it's important to instill financial concepts in children from a young age. However, less than 20% feel confident in their own financial knowledge and experience to teach their children. Moreover, in many families where parents work long hours away from home, there's a growing trend of intergenerational caregiving, which can lead to a lack of direct guidance on financial matters for children, potentially resulting in inadequate financial literacy. Recognizing that incorrect value judgments and financial habits can significantly impact children's future, it's crucial to start financial education at an early age. To fulfill our corporate social responsibility and align with the ESG sustainability strategy of our financial holding company, we're focusing on empowering young children. Therefore, we're planning to introduce a series of financial literacy courses in rural elementary schools, providing children with the knowledge and tools they need for making financial decisions. Through practical exercises and hands-on experience, we aim to instill in them the correct attitudes and values towards money, equipping them with lifelong skills. We're calling upon our employees to leverage their expertise and volunteerism to assist rural elementary school children in developing the right values. Starting from 2021, we pioneered online financial education, overcoming the limitations of time and space, conducting remote teaching sessions for rural areas each year. In 2023, CUB combined financial literacy with environmental sustainability education by organizing a two-day, one-night experiential trip. For the first time, schools sponsored by the "Elevated Tree Program" were invited to participate. Led by our employees, children from rural areas visited our branches and sustainable energy sites in Taipei. Through these hands-on experiences, we aimed to make financial education more impactful and tangible. For more details on the activities, please refer to section 3.2.4.2 of this report further disclosing the courses and camps of our practical education services.

4.2.2.2 Dedicated Donation Page

In addition to caring for disadvantaged children's education issues, the Bank also aims to assist other vulnerable groups through the influence of the financial industry. Therefore, we have set up a donation page on our official website to provide a channel for the public to donate. This not only facilitates legitimate donations but also helps reduce the risk of fraud by counterfeit foundations. We collaborate with numerous foundations, including Beunen Foundation, Taiwan Prevent Blindness, Syin-Lu Social Welfare Foundation, and The Garden of Hope Foundation etc. Each organization's services are listed in the donation page, with links to their websites for downloading donation forms and online donation services. Furthermore, to encourage people to spread love, we have initiated the "Micro Donation" program. Our credit card customers can redeem 100% of their credit card rewards points (Tree Points) for donations. This initiative aims to increase people's willingness to donate and provide tangible support to these organizations to help more vulnerable groups.