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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 and emotional skills, and practical learning skills as crucial. As digital transformation continues to reshape financial services, 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

Through a 15-week curriculum combining programming courses and hands-on training, the program equips participants with programming capabilities to serve as a source of entry-level IT talent in the financial sector. Given the strong outcomes of the previous two Java training cohorts, the program continued in 2025, admitting 26 participants and onboarding 24, with a final conversion rate of 75%.

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 2026, the program offered opportunities in 5 career paths, including branch operations, operations centers, financial services, corporate banking, information technology, with a total of 129 interns reporting for duty.

4.2.1.3 Cathay Internship Program (CIP)

The CIP is a two-month summer internship program designed to help students gain a deeper understanding of financial industry operations. Through hands-on participation in internal bank projects, ESG case competitions, and networking sessions with senior executives and mentors, students gain practical experience and explore potential career paths. This year, a legal-specialist career path was newly added, covering 5 career paths: legal specialists, IT specialists, digital finance, finance management, and operations planning. A total of 28 interns were admitted. After the summer internship, 6 remained at Cathay, and among them, 2 transitioned to full-time positions.

Cathay Internship Program(CIP)Standout Activities

Application of Sustainability Strategy Blueprint

ESG Project Competition

This year's project competition continued to focus on sustainability. CIP interns invited from various different subsidiaries and business units worked in teams to develop implementable ideas by combining what they had learned about products or planning with their understanding of Cathay's sustainability strategies and actions. Proposals included gamified approaches to promoting financial literacy among the public and using high cashback credit cards as incentives for ecofriendly behaviors. Final presentations were judged by executives from across the group based on impact, logic, and innovation.



Career Path Exploration

Alumni Sharing

The alumni seniors from 4 major career paths of personal banking, corporate banking, AI, and information technology were invited to share their career journeys , project participation, and recruitment insights. This not only helped students grasp key recruitment programs but also deepened their understanding of practical work and development potential and attracted potential talent.



Knowledge Sharing

Dialogue with Senior Vice Presidents

This session provided a space for open dialogue between senior vice presidents and CIP interns. Discussions covered the design of the internship program, project planning, and event execution. Leaders also shared personal career experiences and advice, encouraging interns to stay curious and courageous when facing challenges, and to turn those challenges into fuel for growth.

