Contents

About this Report

01 Sustainability Strategy Blueprint
- 1.1 About CUB
- 1.2 Focus Areas for Sustainable Strategy
- 1.3 Stakeholder Identification and Communication
- 1.4 Material Sustainability Issues Identification
- 1.5 Management Guidelines of Sustainability Issues
- 1.6 Targets for Material Sustainability Issues

02 Climate

03 Health

04 Empowerment Strategy

05 Sustainable Finance

06 Sustainable Governance and Risk Management

07 Appendix

1.2 Focus Areas for Sustainable Strategy

In line with Cathay FHC's vision of "Best Financial Institution in Asia Pacific," CUB consistently integrates the concept of corporate sustainability into its core operations. By leveraging our financial influence and implementing effective risk management strategies, we are driving the advancement of sustainable finance. Additionally, CUB is actively supporting Cathay FHC's three sustainability themes of " Climate, Health, and Empowerment." To this end, we have established a Sustainability Strategy Blueprint Task Force to promote low-carbon economy, environmental sustainability, health promotion, financial health, workplace empowerment, and social empowerment in reference to the UN SDGs.

CUB is the first financial institution in Asia to collaborate with the CDP (formerly known as the Carbon Disclosure Project) in promoting the CDP Corporate Banking Program. For three consecutive years, CUB has supported companies of varying sizes and at different stages of low-carbon transition in obtaining CDP scores, thereby progressively enhancing their environmental disclosure capabilities and laying a solid foundation for sustainability transition. As Cathay FHC is the first RE100 member in the entire Taiwan financial industry, CUB has committed to full renewable energy usage (100% renewable energy across all CUB locations in Taiwan and 60% across global locations)by 2030 and net zero emissions by 2050.

CUB offers individuals the opportunity to entrust a range of assets for specific purposes, ensuring the safe inheritance of assets. We are the only financial institution to have been honored with the Best Trust Financial Award at the Elite Award six times. At the same time, we concentrate on external social welfare initiatives and internal talent transformation programs. These efforts ensure that employees can adapt to changes in the external environment and align with the standards of international benchmark enterprises.

With a spirit of continuous improvement, Cathay has brought together senior executives from the holding company and its five subsidiaries to benchmark international trends against actual operations. Through a more ambitious, forward-looking, and systematic approach, together with rigorous governance and review mechanisms, the Group continuously reviews and refines its Sustainability Strategy Blueprint and targets so as to create broader sustainability impact. Detailed short-, medium-, and long-term targets under the Sustainability Strategy Blueprint are presented in the Climate, Health, and Empowerment chapters. From issue selection and target management to action implementation, Cathay has comprehensively upgraded its approach, retaining the six action dimensions while strengthening positive impact on the basis of existing achievements.

1

Responding to emerging domestic and international sustainability trends and expanding the impact of sustainable finance:

Cathay continues to understand stakeholder concerns and identify issues critical to the long-term development of Taiwan and the world. In response to Taiwan's formal entry into a super-aged society, the Financial Health dimension has added "Empowering the Elderly: Promoting Healthy Aging" together with its corresponding tracking targets.

2

Systematically reviewing sustainability targets and strengthening Group resource allocation and management effectiveness:

Existing sustainability targets are systematically reviewed based on strategic relevance, materiality, and implementation status. Differentiated management principles are adopted so that resources are more focused on initiatives that deliver meaningful impact under the Climate, Health, and Empowerment pillars. Targets already achieved ahead of schedule or already managed through routine mechanisms are transferred to the day-to-day management and tracking of subsidiaries or relevant units. Targets that no longer align with current development priorities because of changes in the operating environment or strategic adjustments may be removed from the Sustainability Strategy Blueprint after internal review. Strategically important targets—whether already achieved or not—continue to be included in the Blueprint and are subject to regular review and tracking through rigorous governance mechanisms.

3

Continuing to align with the latest sustainable finance standards:

As domestic and international standards for sustainable finance products, net-zero methodologies, and related frameworks (such as ISSB and SBTi) become more mature, the baseline year, calculation method, and statistical methodology of certain indicators have been aligned in order to enhance comparability and transparency.

Contents

About this Report

01 Sustainability Strategy Blueprint
1.1 About CUB
1.2 Focus Areas for Sustainable Strategy
1.3 Stakeholder Identification and Communication
1.4 Material Sustainability Issues Identification
1.5 Management Guidelines of Sustainability Issues
1.6 Targets for Material Sustainability Issues

02 Climate

03 Health

04 Empowerment Strategy

05 Sustainable Finance

06 Sustainable Governance and Risk Management

07 Appendix

Sustainability Strategy Pillars, Development Goal Summary, and SDG Mapping

Sustainability Strategy Pillar	Development Goal Summary	Corresponding Sections
Climate In the face of the challenges of climate change, the Bank has set a 2050 net-zero emission target, participated in global initiatives and actively engaged with customers through low-carbon economy and environmental sustainability strategies, and strengthened sustainable development partnerships. The Bank has introduced green operation management thinking into its daily operations through the use of renewable electricity and environmentally friendly interior design, advancing toward a zero-carbon operation future.	**2050 Net Zero Emissions in Financial Assets** 1. To promote net-zero emissions in financial assets and facilitate the low-carbon transition of industries, the Bank has established science-based quantitative decarbonization targets and a zero-coal financing target. With reference to ISO 14064-1 and PCAF, the Bank has also established an SBT Scope 3 financed-emissions inventory mechanism. By analyzing the carbon-emissions distribution of investment and financing positions and of specific carbon-intensive enterprises or industries, the Bank formulates corresponding decarbonization strategies and action plans and steadily advances Net Zero Emissions in Financial Assets by 2050. 2. Set Science Based Targets (SBT): The Bank sets decarbonization pathways for investment and financing portfolios using both the Emission-based and Impact-based approaches. At the same time, the Bank exerts its influence to encourage financing customers to set SBTs. The 2026 financing target is for the SBT engagement-method ratio to reach 45% across four major industries: general manufacturing, semiconductors, oil and gas / petrochemicals, and electronics manufacturing. 3. The Bank is also withdrawing from financing coal-fired power generation and promoting financing for natural gas and renewable energy to achieve the goal of "zero coal financing" by the end of the first quarter of 2027, when all coal credit exposure will be reduced to zero.	2.2.3 Net-Zero Emissions from Financial Assets by 2050
	Leader in Climate and Nature Engagement Actions 1. Through advocacy and engagement mechanisms, the Bank guides investment and financing customers to pay greater attention to climate and nature-related issues and to incorporate energy conservation, carbon reduction, and climate and nature-related risk response into corporate operation and decision-making so as to strengthen the overall resilience of financial assets. 2. The Bank encourages investees and financing customers to disclose greenhouse gas inventory results and set specific mid- to long-term decarbonization targets. It also combines the results of engagement with financial tools such as Sustainability-Linked Loans so as to translate engagement outcomes into concrete decarbonization actions and climate-governance results.	2.2.1.2 Leader in Climate and Nature Engagement Actions
	Provide Comprehensive Climate Finance Solution 1. The Bank channels capital to guide industrial and social net-zero transition and continues to develop and promote diversified green finance products, including Green Loans, Sustainability-Linked Loans, Social Loans, renewable-energy industry insurance, green time deposits, and green consumer lending, thereby helping enterprises accelerate capital deployment for low-carbon economic transition and broadening participation by both enterprises and the public. 2. The Bank clearly requires that Green Loan proceeds be used for green-project expenditures such as renewable energy, energy saving, pollution prevention and control, and natural environment management in order to ensure that funds are actually invested in activities with environmental benefits. 3. Through Sustainability-Linked Loans, the terms of corporate lending (such as interest rates) are linked to the sustainability performance targets of borrowers or their related enterprises so as to encourage target achievement. Using the end of 2023 as the baseline, the Bank has committed to doubling the scale of Sustainable Loans by 2030 and exceeding NT$200 billion by 2035. Note: Sustainable Loans = outstanding balance of Green Loans + Sustainability-Linked Loans + Social Loans.	2.2.2.1 Provide Comprehensive Climate Finance Solution
	2050 Zero Carbon Operations 1. Green Energy: Promote energy transition to achieve 100% renewable energy usage for all Taiwan operational sites by 2030, and 100% renewable energy usage for all global operational sites by 2050. 2. Green Operations: Implement internal carbon pricing and begin phased collection of internal carbon fees in 2025; actively introduce environmental management systems; and set 2035 targets for per-capita water consumption of 17.5 cubic meters, per-capita waste generation of 26.5 kilograms, and annual growth of 3% in the amount of green procurement relative to the 2023 baseline. 3. Green Real Estate: Construct a low-carbon real estate ecosystem to drive industry participation in energy transition, with green building materials accounting for more than 60% of total area. The target is for 55% of branches to meet eco-friendly renovation standards by 2035. The Bank also acts as a green landlord to help tenants obtain green electricity and expand sustainability impact.	2.2.3 Business Operations

Contents

About this Report

01 Sustainability Strategy Blueprint
1.1 About CUB
1.2 Focus Areas for Sustainable Strategy
1.3 Stakeholder Identification and Communication
1.4 Material Sustainability Issues Identification
1.5 Management Guidelines of Sustainability Issues
1.6 Targets for Material Sustainability Issues

02 Climate

03 Health

04 Empowerment Strategy

05 Sustainable Finance

06 Sustainable Governance and Risk Management

07 Appendix

Sustainability Strategy Pillar	Development Goal Summary	Corresponding Sections
Health The Bank assumes responsibility for workplace safety, actively organizes various health-promotion activities and lectures, and encourages employees to maintain physical and mental health and improve quality of life. Extending this philosophy outward, the Bank promotes financial health concepts to the public, develops innovative digital financial products, combats fraud, fights organized crime, and advances the foundations of financial inclusion.	**Financial Health** 1. By 2026, the number of senior customers entrusting assets to the Bank is targeted to reach 2.0157 million, while AUM per capita is targeted to reach NT$784,500. 2. By 2026, the number of users of the goal-based financial planning tool on the Bank’ s official website is targeted to reach 50,000. 3. By 2026, the number of wealth-management customers using regular fixed-amount investment is targeted to reach 188,000, accounting for more than 45% of all wealth-management customers. 4. By 2026, the number of young small-asset customers participating in regular fixed-amount fund investment with a monthly deduction amount of NT$6,000 or below is targeted to reach 13,100. 5. By 2026, the proportion of customers who are satisfied and willing to recommend the Bank (those selecting 8–10 on a 10-point satisfaction scale) is targeted to exceed 40%. 6. By 2026, the Bank's anti-fraud education for customers is targeted to reach 20 million touches, thereby actively safeguarding customer property and assets.	3.2 Financial Health
	Financial Inclusion 1. In line with the concept of financial inclusion, the Bank promotes basic financial education through online videos using popular audio-visual formats. The 2026 target is 2.88 million views, while cumulative financial health assessment usage is targeted to reach 350,000. 2. The Bank provides the funding needed for SME operational development and accompanies enterprises as they grow. By 2026, the target is for lending to reach NT$365 billion and for the number of enterprises supported to reach 5,480.	3.2.3 Financial Inclusion
	Employee Health Services 1. Continue to enhance health-promotion activities, with the targets of maintaining a normal BMI among more than 51% of employees by 2026 and more than 53% by 2030. 2. Provide effective psychological-support programs for employees, with the 2026 target of helping 80% of employees maintain physical and mental health and the 2030 target of helping 85% of employees do so. 3. Maintain the validity of the ISO 45001 Occupational Health and Safety Management System as a short-, medium-, and long-term target. 4. Provide health examinations to employees once every two years, exceeding statutory requirements. The target for cancer-screening coverage among general employees reaches 80% by 2026 and 85% by 2030.	3.1 Health Promotion

Sustainability Strategy Pillar	Development Goal Summary	Corresponding Sections
Empowerment The Bank values the growth of its employees and provides professional skill development to empower the principles of Diversity, Equity, and Inclusion (DEI), creating an innovative and inclusive workplace. Externally, the Bank is committed to promoting financial literacy, taking action to provide quality education, reduce social inequality, and promote sustainable lifestyles to encourage responsible consumption.	**Enhance Employee Skills and Workplace Support** 1. Increase digital proficiency training coverage to achieve a goal of an 80% coverage rate on the theme of "AI Collaboration Skills" by 2026. 2. By 2026, the target is to achieve a 90% coverage rate for ESG sustainability programs to equip employees with the necessary professional knowledge and skills to respond to future trends. 3. By 2026, the target is to attain an 80% retention rate for employees returning from parental leave; achieve a 90% coverage rate for DEI micro-courses.	4.1 Workplace Empowerment
	Youth Empowerment 1. Through the Cathay Seed Program (CSP), the Bank cooperates with universities and colleges so that students can gain an early understanding of banking operations while still in school and strengthen their preparation for joining the Bank after graduation. 2. Through the Cathay Internship Program (CIP), the Bank offers a two-month summer internship so that students can understand how the financial industry operates while receiving specialized training in head-office functions, thereby deepening practical experience and exploring career possibilities. Through Youth Empowerment programs, the Bank targets a total of 200 interns by 2026, helping narrow the gap between academic learning and workplace application, supporting young people in exploring careers in finance, and cultivating diverse capabilities across job functions.	4.2.1 Youth Empowerment
	Supporting the Underprivileged 1. By 2026, the Bank aims to serve 10 rural elementary schools annually, reaching a cumulative total of more than 45 school-service instances. 2. Support the Cathay United Bank Education Foundation in continuing to carry out the Elevated Tree Program	4.2.2 Supporting the Underprivileged