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3.1.1 Occupational Health and Safety Management System

CUB follows the "Cathay FHC Occupational Safety and Health Policy," with the highest goal of "striving to achieve zero harassment and discrimination, zero accidents, and zero disasters." We promote a comprehensive occupational safety organization and system, incorporating current occupational safety and health practices into a systematic management framework. The headquarters building has adopted the ISO 45001 Occupational Health and Safety Management System, aligning with international standards to strengthen management effectiveness. This management system is certified by SGS Taiwan Ltd., valid from January 10, 2026, to January 10, 2029, and is subject to regular annual external audits to ensure continued compliance with standard requirements and the implementation of occupational safety and health management performance.

3.1.2 Occupational Safety and Health Organization

CUB has established the "Occupational Safety and Health Committee" as the highest decision-making body for occupational safety and health. It is responsible for deliberating, coordinating, and recommending matters related to occupational safety and health. The chairperson is the President, and the committee consists of seven members, including labor representatives appointed by the labor union. The Occupational Safety and Health Committee meets quarterly and convened four meetings in 2025. Through joint participation by labor and management, topics such as occupational safety and health policies, risk issues, education and training, health promotion, and disaster statistics are discussed and communicated to ensure that employee' feedback is effectively incorporated into management decisions. In addition, the Bank has appointed "Occupational Safety and Health Personnel" to be responsible for annual goal planning, plan execution, performance tracking, and annual review, collaborate with each unit to implement occupational safety and health initiatives.

3.1.3 Hazard Identification, Risk Assessment, and Management Measures

CUB conducts bank-wide hazard identification and risk assessment every year, carrying out inventories of occupational safety and health hazards, analysis of risk levels, and tracking of improvement plans as the basis for planning preventive measures and emergency response plans. Through a systematic occupational safety risk management process, the Bank protects the employees' physical and mental health, prevents occupational accidents, and continues to build a safe, healthy, and friendly workplace. CUB is classified as a low-risk workplace, and conducts hazard identification based on the characteristics of the financial industry, covering risk types such as physical, chemical, ergonomic, psychosocial, fire, infectious disease, workplace illegal infringement, and maternal health protection. Corresponding management measures are adopted for each risk to effectively reduce the overall risk level.



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3.1.5 Training of Occupational Safety and Health

CUB regularly conducts occupational safety and health training to strengthen employees' awareness of potential risks and ensure that all personnel possess the capabilities required for hazard identification, accident prevention, and emergency response. The Bank has equipped all sites with first-aid personnel, first-aid kits, and Automated External Defibrillators (AEDs) to ensure immediate response and handling when emergencies occur.

To enhance employees' attention to occupational accident prevention, the Bank has promoted the "Unit Zero Occupational Accident Reward Program," which targets teams, strengthens internal communication within units, and encourages teamwork in implementing preventive measures. In 2025, there were 203 zero-occupational-accident units, accounting for 86% of the entire Bank.

To improve employees' first-aid capabilities, a total of 227 AEDs have been installed across all sites in Taiwan. Starting in 2025, each unit of the Bank is required to conduct at least one AED training session every year so that employees become familiar with correct AED operation. In 2025, cumulative first-aid training hours reached 2,082 hours.

Occupational Safety and Health Training Items and Participation in the Past Three Years

Training Item	Participation		
	2023	2024	2025
New Employee Occupational Safety and Health Training	2,122	1,871	2,033
Annual Occupational Safety and Health Training	10,694	11,334	11,157
Occupational Safety and Health Business Supervisor Training	404	300	661
Fire Management Personnel Training	383	50	36
First-Aid Personnel Training	52	79	449

3.1.6 A Good Workplace Environment

CUB is committed to creating a safe, healthy, and comfortable work environment. In accordance with relevant regulations, the Bank regularly conducts workplace-environment and indoor-air-quality measurements covering particulate matter, total volatile organic compounds (VOCs), illuminance, and carbon dioxide concentration. Annual test results serve as the basis for subsequent equipment improvement and environmental management. In 2025, 100% of the test results complied with the requirements of the competent authority. In addition, for drinking-water equipment that is part of a fixed continuous water-supply system, the Bank carries out quarterly water-quality testing. Coliform results all complied with drinking-water quality standards, ensuring the hygiene and safety of employees' drinking water and continuously fostering a healthy workplace environment free from concerns.

3.1.7 Contractor Occupational Safety and Health Management

CUB attaches importance to the management of occupational safety and health risks for contractors and outsourced personnel working at Bank premises. To ensure that contractors comply with the Bank's safety requirements, each unit must complete a contractor qualification review before outsourcing work, assess the contractor's safety-management capabilities, and require the submission of necessary occupational safety and health documents and certificates for occupational safety and health business supervisors. The Bank's occupational safety personnel and engineering management units conduct irregular on-site inspections of contractor operations and, when necessary, perform spot checks and follow up on the rectification of deficiencies to ensure that contractor work complies with safety requirements. In 2025, there were no contractor accidents at the Bank.

3.1.8 Workplace Health Promotion

CUB places great importance on the physical and mental health of its employees. The Chairman and President jointly signed the "Health Self-Management Declaration," demonstrating top management's commitment to promoting a healthy workplace. The Bank is dedicated to creating a supportive, safe, and caring work environment, continuously promoting diverse health-promotion measures, investing necessary resources, and improving workplace factors that may affect employee health so as to shape an all-round culture of occupational "safety and health." Guided by a prevention-first philosophy, the Bank helps employees maintain good health and reduce work-related disease risks by providing professional physician consultation, health-topic seminars, and exercise-promotion activities. At the same time, the Bank expands the social impact of health promotion through activities such as blood donation and influenza vaccination.