Websites for search:
http://mops.twse.com.tw/mops/web/index
https://www.cathaylife.com.tw/official/

Stock code: 5846

Cathay Life Insurance Co., Ltd.

2025 Annual Report

Dated: March 31, 2026

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II. Address and contact number of head office and branch companies:

1. Head office: No. 296, Sec. 4, Ren'ai Rd., Da'an Dist., Taipei City, Taiwan (R.O.C.)
   Tel: (02) 27551399
2. Branch companies:
   - Keelung Branch: 1F., No. 281, Ren 1st Rd., Ren'ai Dist., Keelung City, Taiwan (R.O.C.)
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   - Songshan Branch: 4F., No. 126, Sec. 4, Nanjing E. Rd., Songshan Dist., Taipei City, Taiwan (R.O.C.)
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   - Offshore Insurance Unit: No. 296, Sec. 4, Ren'ai Rd., Da'an Dist., Taipei City, Taiwan (R.O.C.)
     Tel: (02) 27551399
   - Nantou Branch: 1F., No. 613, Zhongzheng Rd., Caotun Township, Nantou County, Taiwan (R.O.C.)
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   - Taitung Branch: 1F., No. 630, Sec. 2, Siwei Rd., Taitung City, Taitung County, Taiwan (R.O.C.)
     Tel: (089) 230723

III. Name of Institution for stock transfer: Cathay Life Insurance Co., Ltd.
Address: No. 296, Sec. 4, Ren'ai Rd., Da'an Dist., Taipei City, Taiwan (R.O.C.)
Tel: (02)27551399

IV. Names of external auditors in recent years: Shu-Wan Lin, Hsu-Jan Cheng
CPA Office: Deloitte & Touche
Address: 20F., No. 100, Songren Rd., Xinyi Dist., Taipei City, Taiwan (R.O.C.)
Tel: (02) 27259988
Websites: http://www.deloitte.com.tw

V. Overseas Listings and Access to the Listing Information: (None)

VI. Cathay Life Insurance official website: https://www.cathaylife.com.tw

Content

One. Letter to Shareholders

I. Business Report for the previous year

(I) 2025 Business Plan and Implementation Results

Facing rapid changes in the market environment and trends in financial technology development, Cathay Life centers its operations on a “people-oriented” approach. Upholding the core values of “integrity, accountability, and innovation,” the Company pursues steady operations and digital transformation in parallel to continuously strengthen its profitability to accompany the public in meeting the challenges of the new era. The Company steadfastly adheres to its “customer-oriented” original intention, deepens sustainable development, optimizes corporate governance, and strengthens talent development. Simultaneously, to align with international standards, it is accelerating product structure adjustments, enhancing coverage content, and returning to the essence of insurance to further consolidate its market-leading position and demonstrate responsible, long-term, and robust corporate value. Cathay Life’s 2025 first-year premium income reached NT$190.54 billion, with first-year premiums equivalent to NT$60.61 billion, total insurance premiums of NT$519.23 billion (Not including reinsurance premium) and after-tax profits of NT$56.58 billion.

(II) 2025 budget implementation: None.

(III) Analysis of receipts, expenditures, and profitability

Cathay Life strictly adheres to the business philosophy of stable development and develops diversified innovative products and channel strategies, improves marketing and management efficiency, and pursues the maximum value for all shareholders. In terms of asset management, The Company also implements risk control and promptly adjusts asset allocation in order to improve the performance of capital utilization.

(IV) Status of research and development

1. Expenditures of research and development

The budgets on research and development in the last two years are shown in the table below:

Unit: NT$ thousand

Year	2026 (Estimate)	2025	2024
Amount	962,296	652,109	526,525
Growth rate (%)	47.6%	23.9%	45.6%

2. Results of research and development

(1) Product innovation:

With respect to the social development trend and market demand, take initiative in the development of innovative products:

A. Cancer continues to be the leading cause of death among Taiwanese people. In response to the differences in cancer incidence types and risk structures between genders, Cathay Life introduces two products, “Hao Kang Ai Cancer Prevention Term Insurance (Spillover Type)” and “Hao Kang Ai-2 Cancer Term Insurance (Spillover Type),” to specifically strengthen protection against prostate cancer and colorectal cancer, which are more common among men, and breast cancer and cervical cancer, which pose higher risks for women. These products provide exclusive coverage tailored to the needs of different groups. Meanwhile, it offers extended services such as physical therapy and psychological counseling, expanding the scope of coverage from disease treatment to encompass daily living and mental and physical well-being. This provides more complete and comprehensive health management support and facilitates more refined customer relationship management.

B. Following the above, Cathay Life recognizes the public's strong concern for cancer risks and their high acceptance of using USD for asset allocation. Through its US Dollar Interest-Sensitive Life Insurance, Cathay Life helps customers proactively prepare for cancer protection with the launch of "Mei Ai Kang Interest-Sensitive US Dollar Whole Life Insurance (Periodic Payment Type) (Spillover Type)." This product offers accelerated benefits payment upon cancer diagnosis, renewal premium waiver, and trust-like installment periodic benefit payment, assisting policyholders in balancing personal protection and family care throughout different life stages and effectively mitigating the potential financial impact of cancer.

C. In recent years, the international situation has continued to change, and financial market volatility and investment risks have increased accordingly. To help policyholders navigate fluctuating markets, we have launched "Yue Xiang An Xin Foreign Currency Variable Annuity Insurance" and "Le Ying Ren Sheng Foreign Currency Variable Annuity Insurance," guaranteed products featuring a diversified death benefit guarantee mechanism. These products allow policyholders to flexibly plan their coverage and monthly cash flow needs while participating in market investments with downside protection, enabling long-term holdings with peace of mind. This further addresses the retirement planning and asset preservation needs of an ultra-aging society.

(2) Customer management:

Deepen customer segment insights and drive innovation in "Product X Service" insurance experiences, integrating diverse communication approaches into customers' everyday lives. Improve operational efficiency through data-driven insights; implement multi-layered and multi-phased issue strategies; strengthen the integration mechanism for management, marketing, and education; and jointly create value for the company, channels, and customers.

(3) Digital development:

A. Online insurance application: Cathay Life upgraded its Online Insurance Application Platform in 2024 to provide customers with more intuitive and transparent information, helping them clearly understand their coverage and offering a smooth and reliable service process. Cathay Life further optimizes the travel insurance application experience in 2025, allowing customers to quickly grasp the scope of coverage and material information and complete the insurance application online easily. Meanwhile, it will continue to expand its Travel Ecosystem partnerships to include diverse scenarios such as Airport Lounges and E-commerce Platforms, enabling customers to quickly access Cathay Life's online insurance services in various aspects of their lives.

B. Digital service: The “Cathay Life App” launches the industry’s first “Family Policy Management” function, allowing customers to get a complete overview of their family policies and coverage by switching between “My Perspective” and “Family Perspective.” Integrating group insurance information meets the needs of multi-generational users for consolidated policy views and showcases a digital service experience combining innovation, technology, and a customer-centric approach.

3. Future research and development plans and progress

(1) Product innovation:

It is the mission of the insurance company to help customers achieve a prosperous retirement and healthy lives. In 2026, the product strategy will satisfy the four major customer needs through joint collaboration of customer segments (target customers) x products (Product Portfolio) x services (cross-industry cooperation), and continue to develop new products:

A. Medical protection: Continue to refine customer management and develop exclusive products for specific customer groups (e.g., pregnant women). In response to market trends of a super-aged society, we are developing topical and innovative products (e.g., high-end cancer medical care, degenerative issues coverage). At the same time, it integrates into daily life and enhances insurance value through “Product x Service” strategy.

B. Asset preservation: Enhance the core protection appeal through differentiated product designs, such as increasing the death benefit leverage ratio and combining the waiver mechanism and A&H special benefits to meet the diversified needs of customers. The Company will also actively seek to introduce index-linked insurance products that offer market value added and downside protection, and enhance asset inheritance function with life insurance coverage.

C. Senior Living: In response to the aging society, we will continue to develop innovative products (such as addressing degenerative issues and chronic diseases) targeting the specific needs of the senior demographic, and appropriately relax underwriting conditions to reduce application difficulty. Meanwhile, with a complete range of interest-sensitive and investment-linked products, it builds the optimal retirement cash flow to meet the comprehensive protection and inheritance needs of the senior demographic.

D. Healthy Living: Deepen the promotion of health services and protection through “FitBack Health Bar,” integrate the health ecosystem and Group Cathay Points, incorporate health values into daily life, and encourage policyholders to continuously improve their health and fulfill the co-creating health commitment.

(2) Customer management:

Continuously focus on evolving customer needs driven by demographic changes, providing comprehensive services that integrate health protection and asset planning. Leverage data to build a differentiated marketing model, expand diversified marketing channels and application scenarios, and create unique insurance journeys and innovative experiences.

(3) Digital development:

Cathay Life is continuing to promote digital insurance development to satisfy diverse customer needs, strengthen integration of online and offline channel services, and improve the customer experience.

A. Online insurance: Focusing on the development of travel insurance and reshaping the application process, the company launched a travel insurance multi-person application mechanism, combined with Tree Point insurance premium deduction and cross-industry discounts to enhance customer application convenience and incentives. Meanwhile, it is expanding into diversified travel scenarios such as car rentals and eSIM. By integrating points, travel, and health ecosystems, it is promoting circular use of points to enhance service value.

B. Digital service: The Company will optimize the core functions of the "Cathay Life App" to create comprehensive policy management services and combine it with the GenAI Protection Assistant. The goal is to explain protection and gaps in a simple and easy-to-understand manner and help customers perform self-service protection management. The Company also introduces two-factor authentication and real-time anomaly monitoring to enhance digital security and provide customers with smart, simple, and safe insurance services.

C. Online-to-offline channel integration: To deepen customer relationships, Cathay Life has broken down the barriers between online and offline channels, developing a hyper-personalized approach to precisely understand customer needs and key interaction moments. This integrates digital channels with services from its agents to provide customers with a more comprehensive experience.

II. 2026 Business Plan

Cathay Life's mission is "Security in Life" consistently placing policyholder rights at its core, to elevate the brand value and influence through the corporate sustainability and core functions, to move towards the goal of becoming the international benchmark brand of insurer. With the core concept of "digital experience x AI empowerment x scenario-based finance," we will strengthen data, IT, and business support, actively link online, offline, and omnichannel resources, build a comprehensive protection framework, and provide more efficient service support.

(I) 2026 Business strategies

1. Digital technology

(1) Digital-driven long-term customer value: Breaking online-offline boundaries to develop a hyper-personalized operating model

Leveraging a big data database of over 20 million in-force contracts, we employ customer segmentation and cross-channel operating strategy to revolutionize the marketing model. It has also introduced a customer data platform (CDP) to integrate data, optimize customer identification and journey design optimization, thereby providing personalized service and expanding insurance business opportunities.

(2) Insurance ecosystem: Connect travel and points core scenarios to enhance overall customer experience
Through the integration of group resources and cross-industry collaborations, we are building a core ecosystem (travel, points, health). Leveraging Open API, we have successfully constructed a life insurance digital finance blueprint, extending insurance services to diverse innovative scenarios such as e-commerce, eSIM, and domestic car rental – strengthening our connection with customer needs and establishing a unique market positioning.

(3) Financial innovative products and services: continue to promote new business models for a comprehensive smart insurance experience
Launched the double innovations of "full-scenario facial recognition service" and "Insurance View" to upgrade the insurance experience. Facial recognition is being implemented in the insurance process. A single registration applies to all use cases. The system is certified by international cybersecurity standards and features end-to-end encryption for data transmission and storage, ensuring customer data security. The new digital platform "Insurance View" integrates individual and group insurance, visually presenting coverage gaps across six major protection categories, and uses AI recommendations to provide personalized suggestions for strengthening coverage, helping policyholders understand their current protection status.

2. Business development

(1) Deepen customer management and comprehensive service integration
The Company will combine group resources with digital tools, strengthen the promotion of protection products, improve marketing and service efficiency, and use data analysis to deepen customer relationships, while offering integrated solutions that cover protection, asset accumulation, and a broad spectrum of financial services.

(2) Reinforce organizational momentum and build professional and efficient channels
Expand the organizational basis through campus and part-time recruitment, enhance marketing expertise with the new talent development system and AI smart training, and strengthen the competency development of sales representatives and managers to secure channel competitiveness.

(3) (3) Implement corporate sustainability and promote green and low-carbon service models
Continued promotion of social initiatives such as anti-fraud and anti-drug campaigns, combined with green leasing and smart monitoring to support corporate net-zero transformation, and integration of marketing and service carbon emission data to implement group sustainability and net-zero commitments.

3. Customer service

(1) Provide thoughtful, customer-centric services
With a "customer-first" approach at its core, the company plans a variety of customer relationship management activities, promotes distinctive, health-oriented, and high-impact innovative services, and continuously improves overall customer satisfaction.

(2) Implement integrity and care, and enhance customer rights protection

Uphold integrity and empathy, improve complaint handling quality, assist customers in solving problems fairly, establish comprehensive anti-fraud measures and an employee code of conduct, and enhance cooperation with police authorities to holistically protect customer assets and rights.

(3) Listen to customer feedback and promote fair treatment

We value customer feedback and incorporate it into service enhancement and Treating Customers Fairly management. Guided by the principles of "Start from the heart, treat customers with integrity, inspire customers, and creating value," we continuously improve our service quality and create a friendly and transparent service environment.

4. Talent development

(1) To enhance organizational growth momentum, the Company promotes cross-disciplinary, professional, and international talent development strategies aligned with its organizational strategy and talent development needs. It also integrates marketing capacity enhancement courses and digital tool applications to strengthen the professional competence and development quality of the sales team. The Company combines team learning, discussion, and hands-on practice to promote professional development and enhance overall business performance.

(2) Provide comprehensive and systematic training and development programs for talent reserves, new hires, and current employees, with an emphasis on both functional expertise and skill development. Additionally, promote professional capacity building within key units to enhance operational efficiency. In addition, we strengthen talent identification and development through individual development plans and performance evaluations, helping the organization build a more robust and sustainable talent pool.

5. Internal control

(1) Continue to improve the legal compliance framework, promote effective risk management mechanisms, strengthen information security protection, and implement the internal control and internal audit system. We continuously refine our contract quality and improve our ability to manage exceptions while upholding a rigorous compliance spirit to protect customer rights and interests, and build a solid foundation for corporate governance and corporate sustainability.

(2) Actions will be taken to fine-tune corporate risk management practices and incorporate environmental, social, and governance (ESG) values into the risk management process. Technologies such as automation and AI will be developed, adopted, and incorporated to further improve internal control, and thereby support effective risk management and business growth.

(II) 2026 Business targets

The 2026 total insurance premium of NT$493.11 billion.

(III) Important production and sales policies

1. Product development

(1) In response to legal reforms, a super-aged society, and an increasing retired population, the Company is expanding its product lines and introducing differentiated designs based

on market shifts. From protection for the elderly and asset inheritance to health promotion and life risk management, it enables different customer segments to access insurance options that are more closely aligned with their needs.

(2) Based on customers' financial goals and life stages, the Company creates flexible and customized cash flow combinations using stable traditional financial products to accumulate pension funds and more active investment-linked products to generate additional income, thus balancing protection with asset appreciation.

(3) Through continuous optimization of product structure, the Company enhances capital efficiency and risk control while strengthening market competitiveness to ensure that its product portfolio possesses sufficient profitability to support financial robustness and operational growth.

2. Business promotion

(1) Aligning with the Company's value-based product strategy, it provides customers with comprehensive risk coverage beyond life insurance, covering long-term care, critical illness, hospitalization, surgery, accidents, and other diverse protection items. Through demand inventory and personalized planning, it assists customers in establishing comprehensive protection.

(2) The Company combines group synergies to expand multiple contact points, provides a variety of financial product choices in different life scenarios, and optimizes the policyholder service experience by ensuring the effective utilization of service case resources.

3. Sales control

(1) The Company establishes a stringent code of conduct for solicitation, prevents improper solicitation, and strengthens risk management on the detection of abnormal contracts in order to prevent malpractices, with strict compliance with the law to ensure corporate and customer rights.

(2) By perfecting the monitoring and evaluation mechanisms across pre-sale, during-sale, and post-sale services, the Company strengthens end-to-end control and reduces the probability of risk occurrence.

(3) The Company enhances personnel management, offers education and training, and optimizes customer service system to ensure a balance between service satisfaction and operational efficiency.

III. Future development strategy

(I) Align with the new system to optimize financial structure and capital resilience

Follow the integration and continue to optimize asset-liability management (ALM) performance to ensure a robust financial structure capable of responding to market volatility. Financial efforts focus on improving long-term profitability and optimizing asset allocation to consolidate revenue stability, while capital efforts are dedicated to strengthening risk management and capital utilization efficiency to ensure that solvency remains at a robust level, laying a solid foundation for the Company's long-term development.

(II) Cultivating overseas markets to drive operational upgrades and value growth

The Company deepens cultivation in China and Vietnam, striving to improve cross-border operational management efficiency. Cathay Lujiazui adjusts dynamically to market changes to pursue balance between scale and value. Cathay Life Vietnam continues to strengthen organizational structure and talent cultivation to establish long-term growth momentum and promote localized operations.

(III) Proactive omnichannel expansion to foster mutual prosperity and high-value operations

Business channels continue to enhance the professionalism and productivity of sales personnel through digital empowerment, while focusing on the sale of protection-oriented products to consolidate market leadership. Furthermore, we are deepening group resource integration and constructing a mutually beneficial ecosystem with banks and various partners to comprehensively enhance channel operational value and customer satisfaction.

(IV) Deepening AI Empowerment to build digital resilience and an application ecosystem

Internally, we utilize artificial intelligence (AI) technology to optimize operational processes and decision-making quality and enhance overall work efficiency. Externally, we leverage data insights to drive service innovation and provide customers with a smarter, more convenient, and more secure digital experience. We are building a flexible and resilient information architecture and strengthening information security and system stability to support diverse business innovation and development.

(V) Expanding the health business model and constructing a complete health ecosystem

We are upgrading health promotion services and spillover mechanisms, while using points to encourage policyholders to engage in healthy behaviors. By partnering with five key groups – channels, policyholders, medical experts, merchants, and the general public – we advocate for comprehensive health promotion to construct a complete health ecosystem that meets our customers' all-around health management needs.

(VI) Implementing sustainability vision, accelerating net-zero transition and green practices

Upholding our vision for sustainable development, we integrate ESG concepts into our core operations. We are committed to promoting the low-carbon transition of our own operations and using the influence of green finance to guide capital into low-carbon and renewable energy industries. Meanwhile, we continue to improve our corporate governance structure and work hand-in-hand with employees, customers, and the general public to create shared prosperity and move steadily toward our long-term goal of net-zero carbon emissions.

IV. The effect of external competition, the legal environment, and the overall business environment

(I) External competition

1. Industry transformation fueled by the rapid advancement of FinTech

As the public's digital usage habits mature, financial technology (FinTech) has become a key driver for innovation in financial services. Industry players continue to promote the digitalization of traditional processes and use technology to improve operational efficiency, reduce costs, and provide more real-time, personalized service experiences in order to maintain a competitive advantage in an accelerating digital transformation environment.

2. Entry into a super-aged society with increased demand for medical coverage
   Taiwan officially entered a super-aged society in 2025, with the rapid growth of the elderly population driving a significant rise in demand for medical care and long-term care. Facing rising medical inflation, the popularization of innovative medical technology, and increasing pressure on National Health Insurance finances, planning for appropriate and sufficient insurance has become the key to competition. The "Long-Term Care 3.0" policy will be officially launched in 2026 to strengthen holistic care capacity; meanwhile, the government is encouraging insurance providers to develop innovative products and services for the elderly to meet their medical coverage needs.

(II) Legal environment

1. FSC's financial policy framework: two foundations and six administrative directions
   To promote the diversification and internationalization of our nation's financial services, the Financial Supervisory Commission (FSC) has proposed six administrative directions based on the two pillars of "financial security" and "development and innovation." These serve as the main axes for promoting financial reform and market development. With the goal of building Taiwan into an Asian asset management center, the FSC is studying regulatory adjustments and strengthening resource integration to promote the development of competitive financial products and services.
2. Officially adopting new accounting systems to build a solid operational foundation
   The official implementation of IFRS 17 and the next-generation Taiwan Insurance Capital Standards (TW-ICS) in 2026 causes significant impacts on the measurement of insurance liabilities, the presentation of net worth, and risk-based capital requirements. Following the implementation of these standards, the insurance industry will continue to adjust product structures, move toward increasing protection components, and improve Contractual Service Margin (CSM) and capital efficiency, thereby strengthening corporate financial resilience and the long-term operational structure.
3. Value the consumer protection mechanism and continue to implement fair treatment of customers
   To strengthen self-management by financial institutions, the FSC has announced the 2026 financial inspection priorities, listing anti-fraud measures, anti-money laundering, the protection of financial consumer rights, and information and communication security resilience as areas of special focus. Among these, the life insurance industry is subject to a new audit requirement: "assessing whether the sales process involves improper tie-in sales to persuade customers to purchase mortgage life insurance, or the use of expanded credit to invest in financial products." Operators are required to fully implement financial consumer protection and continuously promote the "fair treatment of customers" assessment mechanism to establish a friendly financial environment.

(III) Overall business environment

In 2025, the global economy benefited from the proliferation of AI technology and the resulting increase in demand within related industries, which boosted momentum in trade and investment. However, it remains affected by factors such as adjustments in U.S. monetary policy, sticky inflation, economic divergence among major nations, and geopolitical risks, leaving global economic growth facing uncertainty.

The International Monetary Fund (IMF) stated that, benefiting from the surge in investment in technology and AI, the global economic growth rate is projected to be 3.2%. Looking ahead to 2026, the expansion of AI-related industries in Taiwan will continue to support external demand and investment. However, due to the high base effect of 2025, economic growth is expected to moderate slightly, with Academia Sinica forecasting a growth rate of 3.71%.

Two. Corporate Governance Report

I. Directors, Supervisors, Presidents, Executive Vice Presidents, Senior Vice Presidents and Top Managers from Each Division and Subsidiary

(I) Board Members and Supervisors:

1. Board Members and Supervisors Information (1):

March 31, 2026

Title (Note 1)	Nationality or Place of Registration	Name	Gender Age	Date elected	Office Term	Date first Elected	Shareholding when Elected		Current shareholding		Shareholdings of spouse and underage children		Shares held in the name of others		Education and selected past positions	Concurrent positions at the Company and other companies	Managers, directors or supervisors who are spouses or relatives within the second degree of kinship			Remarks
							Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding			Title	Name	Relationship	
Chairman	R.O.C	Representative of Cathay Financial Holding Co., Ltd.: Ming-Ho Hsiung	M 71–80 years old	2023.6.9	Three years	2002.05.18									Chairman of Cathay Life; Former Vice Chairman, President of Cathay Life (M.S., University of Iowa, USA)	Director of Cathay Financial Holdings, Cathay Medical Care Corporate; Member of Cathay Life Insurance Sustainable Development Committee, etc.				
Vice Chairman	R.O.C	Representative of Cathay Financial Holding Co., Ltd.: Chang-Ken Lee	M 61–70 years old	2023.6.9	Three years	2002.05.18	Note 1	Note 1	Note 2	Note 2	-	-	-	-	Vice Chairman of Cathay Life Former President of Cathay United Bank (M.B.A., University of Pennsylvania, USA)	President of Cathay Financial Holdings; Vice Chairman of Cathay Charity Foundation; Managing Director of CDIB & Partners Investment Holding Corporation; Director of Cathay Securities Investment Trust, Joint Credit Information Center; Managing Supervisor of Cathay Medical Care Corporate; Managing Director of The Bankers Association of The Republic of China; Director of The Bankers Association of Taipei; Member of Cathay Financial Holdings Sustainable Development Committee, etc.				
Director	R.O.C	Representative of Cathay Financial Holding Co., Ltd.: Tzung-Han Tsai	M 41–50 years old	2023.6.9	Three years	2005.05.18									Vice Chairman of Cathay Financial Holdings, Cathay United Bank (J.D., Georgetown University, USA)	Director of The Taiwan Entrepreneurs Fund Limited, 7-Eleven Malaysia Holdings Berhad and Srisawad Corporation Public Company Limited; Director of The Third Wednesday Association; Executive Vice President of Tung Chi Capital Co., Ltd., etc.				
Director	R.O.C	Representative of Cathay Financial Holding Co., Ltd.: Chung-Yan Tsai	M 41–50 years old	2023.6.9	Three years	2006.08.11	Note 1	Note 1	Note 2	Note 2	-	-	-	-	Senior Executive Vice President of Cathay Real Estate. (M.A., San Francisco State University, USA)	Vice Chairman of Cathay Healthcare Management; Director of Cathay Financial Holdings, Cathay Real Estate, Cathay Real Estate Foundation, Cymbal Medical Network, and Hsing Lin Medicine Industry; Executive Vice President of Liang-Ting Co., Ltd., etc.				

Title (Note 1)	Nationality or Place of Registration	Name	Gender Age	Date elected	Office Term	Date first Elected	Shareholding when Elected		Current shareholding		Shareholdings of spouse and underage children		Shares held in the name of others		Education and selected past positions	Concurrent positions at the Company and other companies	Managers, directors or supervisors who are spouses or relatives within the second degree of kinship			Remarks
							Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding			Title	Name	Relationship	
Director	R.O.C	Representative of Cathay Financial Holding Co., Ltd.: Shan-Chi Liu	M 61–70 years old	2023.6.9	Three years	2017.06.16									CIO of Cathay Financial Holdings; Senior Vice President of Cathay Financial Holdings Former President of Cathay Life (M.B.A., National Taiwan University)	Director of Cathay Securities Investment Trust; Supervisor of Cathay Medical Care Corporate; Director of the Life Insurance Association of the R.O.C; Member of Cathay Life Sustainable Development Committee, Cathay Life Risk Management Committee, etc.				
Director	R.O.C	Representative of Cathay Financial Holding Co., Ltd.: Chao-Ting Lin	M 51–60 years old	2023.6.9	Three years	2013.06.27									Acting General Manager of Cathay Life (M.S., National Taiwan University)	Vice Chairman of the Life Insurance Association of R.O.C. Managing Director of the Actuarial Institute of the R.O.C.				
Director	R.O.C	Representative of Cathay Financial Holding Co., Ltd.: Yi-Tsung Wang	M 51–60 years old	2023.6.9	Three years	2016.11.25									Senior Executive Vice President, Cathay Life (M.B.A., Massachusetts Institute of Technology, USA)	Chairman of Cathay Securities Investment Consulting; Director of Cathay Charity Foundation				
Director	Canada	Representative of Cathay Financial Holding Co., Ltd.: John Chung-Chang Chu	M 61–70 years old	2023.6.9	Three years	2014.12.16									Chairman of May Foong Woolen & Worsted Textile Mill. Ltd. (M.B.A., York University, Canada)	Chairman of May Foong Development Co., Ltd.; Director of Cathay Real Estate Development Co., Ltd.				
Independent Director	R.O.C	Representative of Cathay Financial Holding Co., Ltd.: Li-Ling Wang	F 61–70 years old	2023.6.9	Three years	2019.6.26	Note 1	Note 1	Note 2	Note 2	-	-	-	-	Professor of Risk Management and Insurance Department, National Chengchi University Former Chairman of Pension Funds Association of R.O.C.; Vice President, National Chengchi University; Chairperson of Financial Supervisory Commission Republic of China (Taiwan); Director of First Financial Holding; Former Independent Director of China Life Insurance Co., Ltd. (Ph.D. of Temple University (Dept. of Risk Management, Insurance, and Actuarial Science), USA; Master of Hartford University (Dept. of Accounting), USA)	Chairman: Taiwan Sustainable Finance and Impact Association; Taiwan FinTech Association. Independent Director: Cathay Financial Holding Co., Ltd.; Cathay United Bank. Convener: Risk Management and Information Security Committee of Cathay Financial Holding Co., Ltd. Committee Member: Corporate Governance and Nominating Committee of Cathay Financial Holding Co., Ltd.; Audit Committee of Cathay Financial Holding Co., Ltd.; Audit Committee of Cathay United Bank. Chairman: Risk Management Committee of Cathay Life Insurance Co., Ltd. Convener: M&A Committee of Cathay Life Insurance Co., Ltd., etc.				

Title (Note 1)	Nationality or Place of Registration	Name	Gender Age	Date elected	Office Term	Date first Elected	Shareholding when Elected		Current shareholding		Shareholdings of spouse and underage children		Shares held in the name of others		Education and selected past positions	Concurrent positions at the Company and other companies	Managers, directors or supervisors who are spouses or relatives within the second degree of kinship			Remarks
							Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding			Title	Name	Relationship	
Independent Director	R.O.C	Representative of Cathay Financial Holding Co., Ltd.: Tang-Chieh Wu	M 61–70 years old	2023.6.9	Three years	2019.6.26									Consultant of Accounting Research and Development Foundation Former Secretary-General of Taiwan Financial Services Roundtable; Chairman of Hua Nan Financial Holdings Co., Ltd., Hua Nan Bank, Land Bank of Taiwan; Political Deputy Minister of Ministry of Finance; Managing Vice Chief Chairperson of Financial Supervisory Commission Republic of China (Taiwan) ; Director-General of Securities and Futures Bureau, Financial Supervisory Commission Republic of China (Taiwan) (Master of National Chengchi University (Dept. of Public Finance))	Director: Foundation of Pacific Basin Financial Research and Development; Mr. Guo-Fu Chen Foundation; Mr. Chao-Chin Huang Foundation. Independent Director: Cathay Financial Holding Co., Ltd.; Cathay United Bank; Cathay Century Insurance Co., Ltd.; Cathay Securities Corporation. Managing Director: Cathay United Bank. Convener: Audit Committee of Cathay Financial Holding Co., Ltd.; Remuneration Committee of Cathay Financial Holding Co., Ltd.; Corporate Governance and Nominating Committee of Cathay Financial Holding Co., Ltd.; Corporate Sustainable Development Committee of Cathay Financial Holding Co., Ltd.; Corporate Sustainable Development Committee of Cathay Life Insurance; Audit Committee of Cathay United Bank. Committee Member: Risk Management and Information Security Committee of Cathay Financial Holding Co., Ltd.; Risk Management Committee of Cathay Life Insurance; Corporate Sustainable Development Committee of Cathay United Bank; M&A Committee of Cathay Life Insurance; M&A Committee of Cathay Century Insurance; M&A Committee of Cathay Securities Corporation. Chairman: Risk Management Committee of Cathay Century Insurance, etc.				

Title (Note 1)	Nationality or Place of Registration	Name	Gender Age	Date elected	Office Term	Date first Elected	Shareholding when Elected		Current shareholding		Shareholdings of spouse and underage children		Shares held in the name of others		Education and selected past positions	Concurrent positions at the Company and other companies	Managers, directors or supervisors who are spouses or relatives within the second degree of kinship			Remarks
							Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding			Title	Name	Relationship	
Independent Director	R.O.C	Representative of Cathay Financial Holding Co., Ltd.: Pei-Pei Yu	F 61–70 years old	2023.6.9	Three years	2022.6.30	Note 1	Note 1	Note 2	Note 2	-	-	-	-	Chairman & President of Vigor Kobo Co., Ltd.; Former Chairman, Zoyi Venture Capital Co., Ltd.; Managing Director, Goldman Sachs (Hong Kong) L.L.C.; President, Goldman Sachs (Asia) L.L.C., Taipei Branch; Assistant Vice President, UBS AG, Taipei; Manager, Citibank (Taipei Branch); (M.B.A., University of British Columbia, Canada; B.B.A., National Chengchi University).	Independent Director: Cathay Financial Holding Co., Ltd.; Cathay Century Insurance; Cathay Securities Corporation; Wistron Corporation. Director: Hung Ting Investment Management Consultant; SmartBee Intelligence Company Ltd.; CMVT Ltd. Committee Member: Remuneration Committee of Cathay Financial Holding Co., Ltd.; Audit Committee of Cathay Financial Holding Co., Ltd.; Corporate Sustainable Development Committee of Cathay Financial Holding Co., Ltd.; Corporate Sustainable Development Committee of Cathay Life Insurance; M&A Committee of Cathay Life Insurance. Convener: M&A Committee of Cathay Century Insurance; M&A Committee of Cathay Securities Corporation, etc.				
Resident Supervisor	R.O.C	Representative of Cathay Financial Holding Co., Ltd.: Chih-Ing Tsai	F 61–70 years old	2023.6.9	Three years	2017.6.16									President of Ande Development Co., Ltd. (M.B.A., Pepperdine University, USA)	Director of Ande Development Co., Ltd.				
Supervisors	R.O.C	Representative of Cathay Financial Holding Co., Ltd.: Chih-Ming Lin	M 71–80 years old	2023.6.9	Three years	2010.1.24									Director of Cathay Medical Care Corporate; Former Director of Cathay General Hospital (MD, National Taiwan University)	Medical Consultant of Cathay General Hospital				
Supervisors	R.O.C	Representative of Cathay Financial Holding Co., Ltd.: Yung-Chen Lee	M 71–80 years old	2023.6.9	Three years	2002.5.18									Former Director and Senior Executive Vice President of Cathay Life (M.B.A., National Taiwan University)	None				
Supervisors	R.O.C	Representative of Cathay Financial Holding Co., Ltd.: Han-Chang Tsai	M 71–80 years old	2023.6.9	Three years	2008.5.19									Former Director and Senior Executive Vice President of Cathay Life (B.S., National Chung Hsing University)	None				

Note 1: The Company is a wholly-owned subsidiary of Cathay Financial Holding Co., Ltd., directors and supervisors are legal representatives of the Company, with a total of 6,351,527,395 shares held when appointed.
Note 2: Cathay Financial Holding Co., Ltd. holds 6,351,527,395 of common shares with 100% shareholding.
Note 3: Directors' and Supervisor' concurrent employments were accurate as of March 2026.

Major Shareholders of Institutional Shareholders:

Organization name (Note 1)	Major shareholders of the legal entity (Note 2)
Cathay Financial Holding Co., Ltd.	Wan Pao Development Co., Ltd. (15.68%), Lin Yuan Investment Co., Ltd. (13.88%), Capital Tip Customized Taiwan Select High Dividend ETF Fund Special Account (4.63%), Taishin International Bank Co., Ltd. serves as the custodian for the Taiwan ESG Sustainable High Dividend ETF Securities Investment Trust Fund Special Account under the Cathay High Dividend Taiwan Equity Fund (3.84%), Labor Pension Fund (3.18%), Prudential Life Insurance Co., Ltd. (Currently known as Shin Kong Life Insurance Co., Ltd.) (1.80%), Labor Insurance Fund (1.33%), Pai Hsing Investment Co., Ltd. (1.21%), TransGlobe Life Insurance Inc. (1.13%), CTBC Bank Co., Ltd. in custody of Yuanta/P-shares Taiwan Top 50 ETF Securities Investment Trust Fund Special Account (1.13%)

Note 1: The name of the representative of institutional shareholder should be filled in for directors and supervisors that are representatives of institutional shareholders.

Note 2: Fill in the major shareholders (top-10 shareholdings) of the institutional shareholders and their individual holding percentage (including common stock and preferred stock). Fill in Chart 2 below, if the major shareholders are institutions/corporate.

Note 3: For institutional shareholders that are not corporate entities, the name of capital contributor or donor (according to the public notice made by Judicial Yuan) and percentage of capital contribution or donation are shown instead of shareholder name and shareholding percentage. If the donor is deceased, please specify “deceased.”

Major shareholders that are institutions/corporate:

Organization name (Note 1)	Major shareholders of the legal entity (Note 2)
Wan Pao Development Co., Ltd.	Tung Chi Capital Co., Ltd. (19.96%); Chia Yi Capital Co., Ltd. (19.85%); Liang Ting Industrial Co., Ltd. (17.85%); Lin Yuan Investment Co., Ltd. (14.70%); Wan Ta Investment Co., Ltd. (12.89%); Pai Hsing Investment Co., Ltd. (9.18%); Chen Sheng Industrial Co., Ltd. (3.57%); Tzung Line Industrial Co., Ltd. (2.00%)
Lin Yuan Investment Co., Ltd.	Chia Yi Capital Co., Ltd. (19.75%); Tung Chi Capital Co., Ltd. (19.69%); Liang Ting Industrial Co., Ltd. (17.74%); Wan Pao Development Co., Ltd. (14.81%); Wan Ta Investment Co., Ltd. (13.01%); Pai Hsing Investment Co., Ltd. (9.45%); Chen Sheng Industrial Co., Ltd. (3.54%); Tzung Line Industrial Co., Ltd. (2.01%)
Capital Tip Customized Taiwan Select High Dividend ETF Fund Special Account	None
Taishin International Bank Co., Ltd. serves as the custodian for the Taiwan ESG Sustainable High Dividend ETF Securities Investment Trust Fund Special Account under the Cathay High Dividend Taiwan Equity Fund	None
Labor Pension Fund	None
Prudential Life Insurance Co., Ltd. (Currently known as Shin Kong Life Insurance Co., Ltd.)	Shin Kong Financial Holding Co., Ltd. (100%)
Labor Insurance Fund	None

Organization name (Note 1)	Major shareholders of the legal entity (Note 2)
Pai Hsing Investment Co., Ltd.	Hong-Tu Tsai (31.47%), Tung Chi Capital Co., Ltd. Trust Property Account (68.52%), Tzung-Han Tsai (0.01%)
TransGlobe Life Insurance Inc.	Zhong Wei De Hui Co., Ltd. (100%)
CTBC Bank Co., Ltd. in custody of Yuanta/P-shares Taiwan Top 50 ETF Securities Investment Trust Fund Special Account	None

Note 1: The name of the institutional shareholder should be filled in for an institutional investor, like that in Chart 1.

Note 2: Fill in the major shareholders (top-10 shareholdings) of the institutional shareholders and their individual holding percentage.

Note 3: For institutional shareholders that are not corporate entities, the name of capital contributor or donor (according to the public notice made by Judicial Yuan) and percentage of capital contribution or donation are shown instead of shareholder name and shareholding percentage. If the donor is deceased, please specify “deceased.”

2. Board Members and Supervisors Information (2):

(1) Disclosure of directors' and supervisors' qualifications and independent directors' independence:

March 31, 2026

Criteria / Name (Note1)	Professional qualifications and experience (Note 1)	Compliance of Independence (Note 2)	Name of other Taiwanese Companies currently Serves as an independent Director
Ming-Ho Hsiung	1. Has professional knowledge and capabilities in business, finance, actuarial science/mathematics, overseas investment, and risk management. 2. Has experience in insurance and medical industries. 3. Has at least 5 years of work experience in the insurance industry and has served as a deputy manager or in an equivalent position or higher at an insurance company for at least 1 year, meeting the professional qualification requirements for insurance. Not been a person of any conditions defined in Article 30 of the Company Act. Free from any circumstances referred to in Article 3 of the Regulations Governing Qualification Requirement and Concurrent Serving Restrictions and Matters for Compliance by the Responsible Persons of Insurance Enterprises.	1. The director is not an employee of the Company or any of its affiliates. 2. The shareholding in the Company of the director, including the spouse, minor children or in the name of others, are not a natural person shareholder of the Company holding more than 1% of the shares or one of the top 10 shareholders. 3. The director's spouse, relatives within the second degree of kinship, and lineal relatives within the third degree of kinship are not directors, supervisors, or managers of the Company or its affiliates. 4. Not a director, supervisor or employee of any company engaged in specific relationship with the Company (per subparagraphs 6–8, Paragraph 1 of Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies"). 5. Neither he or his spouse is a professional who provides audit service, or commercial, legal, financial, accounting or related services for an accumulated sum of more than NT$500,000 in the last 2 years, to the Company or its affiliate, nor an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or organization that provides such services to the Company or its affiliated companies.	—

Criteria / Name (Note1)	Professional qualifications and experience (Note 1)	Compliance of Independence (Note 2)	Name of other Taiwanese Companies currently Serves as an independent Director
Chang-Ken Lee	1. Has professional knowledge and capabilities in business, banking, finance/accounting, overseas investment and risk management. 2. Has industry experience in insurance, banking, securities, and asset management. 3. Has at least 5 years of work experience in the insurance industry and has served as a deputy manager or in an equivalent position or higher at an insurance company for at least 1 year, meeting the professional qualification requirements for insurance. Not been a person of any conditions defined in Article 30 of the Company Act. Free from any circumstances referred to in Article 3 of the Regulations Governing Qualification Requirement and Concurrent Serving Restrictions and Matters for Compliance by the Responsible Persons of Insurance Enterprises.	1. The shareholding in the Company of the director, including the spouse, minor children or in the name of others, are not a natural person shareholder of the Company holding more than 1% of the shares or one of the top 10 shareholders. 2. The director's spouse, relatives within the second degree of kinship, and lineal relatives within the third degree of kinship are not directors, supervisors, or managers of the Company or its affiliates. 3. Not a director, supervisor or employee of any company engaged in specific relationship with The Company (per subparagraphs 6 and 8, Paragraph 1 of Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies"). 4. Not a shareholder of any specific company or institution engaged in business and financial transactions with the Company holding more than 5% of the shares of such company or institution.	—
Tzung-Han Tsai	1. Has professional knowledge and capabilities in business, law, finance, and overseas investment. 2. Has experience in banking, insurance, securities, and asset management industries. Not been a person of any conditions defined in Article 30 of the Company Act. Free from any circumstances referred to in Article 3 of the Regulations Governing Qualification Requirement and Concurrent Serving Restrictions and Matters for Compliance by the Responsible Persons of Insurance Enterprises.	1. The director is not an employee of the Company or any of its affiliates. 2. The shareholding in the Company of the director, including the spouse, minor children or in the name of others, are not a natural person shareholder of the Company holding more than 1% of the shares or one of the top 10 shareholders. 3. Not a director, supervisor or employee of any company engaged in specific relationship with the Company (per subparagraphs 6–8, Paragraph 1 of Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies"). 4. Not assume concurrent duty as Chairman, President, or equivalent role of the Company, and is not a director, supervisor, or employee of another company or institution owned by a spouse. 5. Neither he or his spouse is a professional who provides audit service, or commercial, legal, financial, accounting or related services for an accumulated sum of more than NT$500,000 in the last 2 years, to the Company or its affiliate, nor an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or organization that provides such services to the Company or its affiliated companies.	—

Criteria / Name (Note1)	Professional qualifications and experience (Note 1)	Compliance of Independence (Note 2)	Name of other Taiwanese Companies currently Serves as an independent Director
Chung-Yan Tsai	1. Has professional knowledge and capabilities in business and finance. 2. Has experience in insurance, construction, and health management industries. Not been a person of any conditions defined in Article 30 of the Company Act. Free from any circumstances referred to in Article 3 of the Regulations Governing Qualification Requirement and Concurrent Serving Restrictions and Matters for Compliance by the Responsible Persons of Insurance Enterprises.	1. The shareholding in the Company of the director, including the spouse, minor children or in the name of others, are not a natural person shareholder of the Company holding more than 1% of the shares or one of the top 10 shareholders. 2. Not a director, supervisor or employee of any company engaged in specific relationship with the Company (per subparagraphs 6–8, Paragraph 1 of Article 3 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies”). 3. Not assume concurrent duty as Chairman, President, or equivalent role of the Company, and is not a director, supervisor, or employee of another company or institution owned by a spouse. 4. Neither he or his spouse is a professional who provides audit service, or commercial, legal, financial, accounting or related services for an accumulated sum of more than NT$500,000 in the last 2 years, to the Company or its affiliate, nor an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or organization that provides such services to the Company or its affiliated companies.	—

Name (Note1) \ Criteria	Professional qualifications and experience (Note 1)	Compliance of Independence (Note 2)	Name of other Taiwanese Companies currently Serves as an independent Director
John Chung-Chang Chu	1. Has professional knowledge and capabilities in business accounting, finance, and overseas investment. 2. Has experience in insurance and construction industries. Not been a person of any conditions defined in Article 30 of the Company Act. Free from any circumstances referred to in Article 3 of the Regulations Governing Qualification Requirement and Concurrent Serving Restrictions and Matters for Compliance by the Responsible Persons of Insurance Enterprises.	1. The director is not an employee of the Company or any of its affiliates. 2. The shareholding in the Company of the director, including the spouse, minor children or in the name of others, are not a natural person shareholder of the Company holding more than 1% of the shares or one of the top 10 shareholders. 3. The director's spouse, relatives within the second degree of kinship, and lineal relatives within the third degree of kinship are not directors, supervisors, or managers of the Company or its affiliates. 4. Not a director, supervisor or employee of any company engaged in specific relationship with the Company (per subparagraphs 6–8, Paragraph 1 of Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies"). 5. Not assume concurrent duty as Chairman, President, or equivalent role of the Company, and is not a director, supervisor, or employee of another company or institution owned by a spouse. 6. Neither he or his spouse is a professional who provides audit service, or commercial, legal, financial, accounting or related services for an accumulated sum of more than NT$500,000 in the last 2 years, to the Company or its affiliate, nor an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or organization that provides such services to the Company or its affiliated companies.	—

Criteria / Name (Note1)	Professional qualifications and experience (Note 1)	Compliance of Independence (Note 2)	Name of other Taiwanese Companies currently Serves as an independent Director
Shan-Chi Liu	1. Has professional knowledge and capabilities in business, accounting, finance, and overseas investment. 2. Has experience in insurance, securities, and medical industries. 3. Has at least 5 years of work experience in the insurance industry and has served as a deputy manager or in an equivalent position or higher at an insurance company for at least 1 year, meeting the professional qualification requirements for insurance. Not been a person of any conditions defined in Article 30 of the Company Act. Free from any circumstances referred to in Article 3 of the Regulations Governing Qualification Requirement and Concurrent Serving Restrictions and Matters for Compliance by the Responsible Persons of Insurance Enterprises.	1. The shareholding in the Company of the director, including the spouse, minor children or in the name of others, are not a natural person shareholder of the Company holding more than 1% of the shares or one of the top 10 shareholders. 2. The director's spouse, relatives within the second degree of kinship, and lineal relatives within the third degree of kinship are not directors, supervisors, or managers of the Company or its affiliates. 3. Not a director, supervisor or employee of any company engaged in specific relationship with the Company (per subparagraphs 6–8, Paragraph 1 of Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies"). 4. Neither he or his spouse is a professional who provides audit service, or commercial, legal, financial, accounting or related services for an accumulated sum of more than NT$500,000 in the last 2 years, to the Company or its affiliate, nor an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or organization that provides such services to the Company or its affiliated companies.	—

Criteria / Name (Note1)	Professional qualifications and experience (Note 1)	Compliance of Independence (Note 2)	Name of other Taiwanese Companies currently Serves as an independent Director
Chao-Ting Lin	1. Has professional knowledge and capabilities in business, accounting, actuarial science/mathematics, and risk management. 2. Has at least 5 years of work experience in the insurance industry and has served as a deputy manager or in an equivalent position or higher at an insurance company for at least 1 year, meeting the professional qualification requirements for insurance. Not been a person of any conditions defined in Article 30 of the Company Act. Free from any circumstances referred to in Article 3 of the Regulations Governing Qualification Requirement and Concurrent Serving Restrictions and Matters for Compliance by the Responsible Persons of Insurance Enterprises.	1. Not a director or supervisor of any of the Company’s affiliates. 2. The shareholding in the Company of the director, including the spouse, minor children or in the name of others, are not a natural person shareholder of the Company holding more than 1% of the shares or one of the top 10 shareholders. 3. The director’s spouse, relatives within the second degree of kinship, and lineal relatives within the third degree of kinship are not directors, supervisors, or managers of the Company or its affiliates. 4. Not a director, supervisor or employee of any company engaged in specific relationship with the Company (per subparagraphs 6–8, Paragraph 1 of Article 3 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies”). 5. Neither he or his spouse is a professional who provides audit service, or commercial, legal, financial, accounting or related services for an accumulated sum of more than NT$500,000 in the last 2 years, to the Company or its affiliate, nor an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or organization that provides such services to the Company or its affiliated companies.	—

Criteria / Name (Note1)	Professional qualifications and experience (Note 1)	Compliance of Independence (Note 2)	Name of other Taiwanese Companies currently Serves as an independent Director
Yi-Tsung Wang	1. Has professional knowledge and capabilities in business and overseas investment. 2. Has experience in insurance and securities industries. 3. Has at least 5 years of work experience in the insurance industry and has served as a deputy manager or in an equivalent position or higher at an insurance company for at least 1 year, meeting the professional qualification requirements for insurance. Not been a person of any conditions defined in Article 30 of the Company Act. Free from any circumstances referred to in Article 3 of the Regulations Governing Qualification Requirement and Concurrent Serving Restrictions and Matters for Compliance by the Responsible Persons of Insurance Enterprises.	1. The shareholding in the Company of the director, including the spouse, minor children or in the name of others, are not a natural person shareholder of the Company holding more than 1% of the shares or one of the top 10 shareholders. 2. The director's spouse, relatives within the second degree of kinship, and lineal relatives within the third degree of kinship are not directors, supervisors, or managers of the Company or its affiliates. 3. Not a director, supervisor or employee of any company engaged in specific relationship with the Company (per subparagraphs 6–8, Paragraph 1 of Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies"). 4. Neither he or his spouse is a professional who provides audit service, or commercial, legal, financial, accounting or related services for an accumulated sum of more than NT$500,000 in the last 2 years, to the Company or its affiliate, nor an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or organization that provides such services to the Company or its affiliated companies.	—

Criteria / Name (Note1)	Professional qualifications and experience (Note 1)	Compliance of Independence (Note 2)	Name of other Taiwanese Companies currently Serves as an independent Director
Li-Ling Wang	1. Serving as Professor of Risk Management and Insurance, National Chengchi University for over 15 years, having served as Chairman of Pension Funds Association of R.O.C. in Taiwan for over 6 years; Chairman and Vice Chairman without Portfolio of Financial Supervisory Commission, Vice President of National Chengchi University, and independent director of China Life Insurance for over 1.5 years, director of First-Aviva Life for over 2 years; serving as independent director of Cathay Financial Holdings and Cathay Life Insurance for over 5 years. 2. Has at least 5 years of experience in insurance administration or supervision, and has served at a rank of at least Grade 9 or an equivalent position for at least 1 year, meeting the professional qualification requirements for insurance. 3. Has at least 5 years of work experience as a lecturer or higher at a public or private college or university in a department related to commerce, law, finance, accounting, or business operations required by the Company, meeting the professional qualification requirements for independent directors. Not been a person of any conditions defined in Article 30 of the Company Act. Free from any circumstances referred to in Article 3 of the Regulations Governing Qualification Requirement and Concurrent Serving Restrictions and Matters for Compliance by the Responsible Persons of Insurance Enterprises.	1. Compliance with the independence requirements under Article 3 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.” 2. Apart from being an independent director of Cathay Financial Holdings and its wholly-owned subsidiary Cathay Life (i.e., the Company), dose not serve as a director, supervisor, or employee at other affiliates. 3. The director’s spouse, relatives within the second degree of kinship, and lineal relatives within the third degree of kinship are not directors, supervisors, or managers of the Company or its affiliates. 4. The number and weight of the shareholding in the Company of the director, including the spouse, minor children or in the name of others: 0 share/0%, are not a natural person shareholder of the Company holding more than 1% of the shares or one of the top 10 shareholders. 5. The number and weight of the shareholding in the Company of the director, the spouse, relatives within the second degree of kinship, or blood relatives within the third degree of kinship: 0 share/0%, are not a natural person shareholder of the Company holding more than 1% of the shares or one of the top 10 shareholders. 6. Not a director, supervisor or employee of any company engaged in specific relationship with the Company (per Subparagraph 5–8, Paragraph 1, Article 3 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies”). 7. Not a shareholder of any specific company or institution engaged in business and financial transactions with the Company holding more than 5% of the shares of such company or institution. 8. Neither he or his spouse is a professional who provides audit service, or commercial, legal, financial, accounting or related services for an accumulated sum of more than NT$500,000 in the last 2 years, to the Company or its affiliate, nor an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or organization that provides such services to the Company or its affiliated companies.	1

Name (Note1) \ Criteria	Professional qualifications and experience (Note 1)	Compliance of Independence (Note 2)	Name of other Taiwanese Companies currently Serves as an independent Director
Tang-Chieh Wu	1. Served as Secretary-General of Taiwan Financial Services Roundtable; Chairman of Hua Nan Financial Holdings Co., Ltd. and Hua Nan Bank for over 2 years each; Chairman of Land Bank of Taiwan for over 1 year; Vice Chairman without Portfolio of the FSC for over 5 years; Director-General of the Securities and Futures Bureau for over 4 years; and an Independent Director for Cathay Financial Holding Co., Ltd., Cathay United Bank, Cathay Life Insurance, and Cathay Century Insurance for over 5 years each. 2. Has at least 5 years of experience in insurance administration or supervision, and has served at a rank of at least Grade 9 or an equivalent position for at least 1 year, meeting the professional qualification requirements for insurance. 3. Has over 5 years of work experience in fields required for business, law, finance, accounting, or company operations, meeting the professional qualification requirements for independent directors. Not been a person of any conditions defined in Article 30 of the Company Act. Free from any circumstances referred to in Article 3 of the Regulations Governing Qualification Requirement and Concurrent Serving Restrictions and Matters for Compliance by the Responsible Persons of Insurance Enterprises.	1. Compliance with the independence requirements under Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies." 2. Apart from being an independent director of Cathay Financial Holdings, its wholly-owned subsidiaries Cathay Life (i.e., the Company) Cathay United Bank, and Cathay Century Insurance, dose not serve as a director, supervisor, or employee at other affiliates. 3. The director's spouse, relatives within the second degree of kinship, and lineal relatives within the third degree of kinship are not directors, supervisors, or managers of the Company or its affiliates. 4. The number and weight of the shareholding in the Company of the director, including the spouse, minor children or in the name of others: 0 share/0%, are not a natural person shareholder of the Company holding more than 1% of the shares or one of the top 10 shareholders. 5. The number and weight of the shareholding in the Company of the director, the spouse, relatives within the second degree of kinship, or blood relatives within the third degree of kinship: 0 share/0%, are not a natural person shareholder of the Company holding more than 1% of the shares or one of the top 10 shareholders. 6. Not a director, supervisor or employee of any company engaged in specific relationship with the Company (per Subparagraph 5–8, Paragraph 1, Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies"). 7. Not a shareholder of any specific company or institution engaged in business and financial transactions with the Company holding more than 5% of the shares of such company or institution. 8. Neither he or his spouse is a professional who provides audit service, or commercial, legal, financial, accounting or related services for an accumulated sum of more than NT$500,000 in the last 2 years, to the Company or its affiliate, nor an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or organization that provides such services to the Company or its affiliated companies.	3

Criteria Name (Note1)	Professional qualifications and experience (Note 1)	Compliance of Independence (Note 2)	Name of other Taiwanese Companies currently Serves as an independent Director
Pei-Pei Yu	1. Serving as Chairman and President of Vigor Kobo Co., Ltd., Independent Director of Wistron Corporation; formerly, Managing Director of Managing Director, Goldman Sachs (Hong Kong) L.L.C. for over 5.5 years; President, Goldman Sachs (Asia) L.L.C., Taipei Branch for over 2.5 years; Manager / Vice President of Goldman Sachs (Hong Kong) L.L.C. for 5 years; Assistant Vice President, UBS AG, Taipei for over 4 years; and Manager, Citibank (Taipei Branch) for over 2.5 years; independent director of Cathay Financial Holdings / Cathay Life / Cathay Century Insurance for more than 2.5 years. 2. Has over 5 years of work experience in financial institutions or financial holding companies, and has served as a deputy manager (or equivalent) at a head office (or headquarters) for over 3 years. 3. Has over 5 years of work experience in fields required for business, law, finance, accounting, or company operations, meeting the professional qualification requirements for independent directors. Not been a person of any conditions defined in Article 30 of the Company Act. Free from any circumstances referred to in Article 3 of the Regulations Governing Qualification Requirement and Concurrent Serving Restrictions and Matters for Compliance by the Responsible Persons of Insurance Enterprises.	1. Compliance with the independence requirements under Article 3 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.” 2. Apart from being an independent director of Cathay Financial Holdings and its wholly owned subsidiary Cathay Life (i.e. the Company) and Cathay Century Insurance, not serve as a director, supervisor, or employee at other affiliates. 3. The director’s spouse, relatives within the second degree of kinship, and lineal relatives within the third degree of kinship are not directors, supervisors, or managers of the Company or its affiliates. 4. The number and weight of the shareholding in the Company of the director, including the spouse, minor children or in the name of others: 0 share/0%, are not a natural person shareholder of the Company holding more than 1% of the shares or one of the top 10 shareholders. 5. The number and weight of the shareholding in the Company of the director, the spouse, relatives within the second degree of kinship, or blood relatives within the third degree of kinship: 0 share/0%, are not a natural person shareholder of the Company holding more than 1% of the shares or one of the top 10 shareholders. 6. Not a director, supervisor or employee of any company engaged in specific relationship with the Company (per Subparagraph 5–8, Paragraph 1, Article 3 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies”). 7. Not a shareholder of any specific company or institution engaged in business and financial transactions with the Company holding more than 5% of the shares of such company or institution. 8. Neither he or his spouse is a professional who provides audit service, or commercial, legal, financial, accounting or related services for an accumulated sum of more than NT$500,000 in the last 2 years, to the Company or its affiliate, nor an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or organization that provides such services to the Company or its affiliated companies.	3

Criteria / Name (Note1)	Professional qualifications and experience (Note 1)	Compliance of Independence (Note 2)	Name of other Taiwanese Companies currently Serves as an independent Director
Chih-Ing Tsai	1. Has professional knowledge and capabilities in business, accounting, and finance. 2. Has experience in insurance and construction industries. Not been a person of any conditions defined in Article 30 of the Company Act. Free from any circumstances referred to in Article 3 of the Regulations Governing Qualification Requirement and Concurrent Serving Restrictions and Matters for Compliance by the Responsible Persons of Insurance Enterprises.	1. The director is not an employee of the Company or any of its affiliates. 2. The shareholding in the Company of the director, including the spouse, minor children or in the name of others, are not a natural person shareholder of the Company holding more than 1% of the shares or one of the top 10 shareholders. 3. The director's spouse, relatives within the second degree of kinship, and lineal relatives within the third degree of kinship are not directors, supervisors, or managers of the Company or its affiliates. 4. Not a director, supervisor or employee of any company engaged in specific relationship with the Company (per subparagraphs 6–8, Paragraph 1 of Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies"). 5. Not assume concurrent duty as Chairman, President, or equivalent role of the Company, and is not a director, supervisor, or employee of another company or institution owned by a spouse. 6. Neither he or his spouse is a professional who provides audit service, or commercial, legal, financial, accounting or related services for an accumulated sum of more than NT$500,000 in the last 2 years, to the Company or its affiliate, nor an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or organization that provides such services to the Company or its affiliated companies.	—

Name (Note1) \ Criteria	Professional qualifications and experience (Note 1)	Compliance of Independence (Note 2)	Name of other Taiwanese Companies currently Serves as an independent Director
Chih-Ming Lin	1. Has professional knowledge and capabilities in business and finance. 2. Has experience in insurance and medical industries. 3. Other facts sufficiently prove the possession of professional insurance knowledge or experience in insurance industry operations, capable of sound and effective insurance business management, meeting the professional qualification requirements for insurance. Not been a person of any conditions defined in Article 30 of the Company Act. Free from any circumstances referred to in Article 3 of the Regulations Governing Qualification Requirement and Concurrent Serving Restrictions and Matters for Compliance by the Responsible Persons of Insurance Enterprises.	1. The director is not an employee of the Company or any of its affiliates. 2. The shareholding in the Company of the director, including the spouse, minor children or in the name of others, are not a natural person shareholder of the Company holding more than 1% of the shares or one of the top 10 shareholders. 3. The director's spouse, relatives within the second degree of kinship, and lineal relatives within the third degree of kinship are not directors, supervisors, or managers of the Company or its affiliates. 4. Not a director, supervisor or employee of any company engaged in specific relationship with the Company (per subparagraphs 6–8, Paragraph 1 of Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies"). 5. Not assume concurrent duty as Chairman, President, or equivalent role of the Company, and is not a director, supervisor, or employee of another company or institution owned by a spouse. 6. Neither he or his spouse is a professional who provides audit service, or commercial, legal, financial, accounting or related services for an accumulated sum of more than NT$500,000 in the last 2 years, to the Company or its affiliate, nor an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or organization that provides such services to the Company or its affiliated companies.	—

Criteria / Name (Note1)	Professional qualifications and experience (Note 1)	Compliance of Independence (Note 2)	Name of other Taiwanese Companies currently Serves as an independent Director
Yung-Chen Lee	1. Has professional knowledge and capabilities in business, finance, and actuarial science/mathematics. 2. Has at least 5 years of work experience in the insurance industry and has served as a deputy manager or in an equivalent position or higher at an insurance company for at least 1 year, meeting the professional qualification requirements for insurance. Not been a person of any conditions defined in Article 30 of the Company Act. Free from any circumstances referred to in Article 3 of the Regulations Governing Qualification Requirement and Concurrent Serving Restrictions and Matters for Compliance by the Responsible Persons of Insurance Enterprises.	1. The director is not an employee of the Company or any of its affiliates. 2. The shareholding in the Company of the director, including the spouse, minor children or in the name of others, are not a natural person shareholder of the Company holding more than 1% of the shares or one of the top 10 shareholders. 3. The director's spouse, relatives within the second degree of kinship, and lineal relatives within the third degree of kinship are not directors, supervisors, or managers of the Company or its affiliates. 4. Not a director, supervisor or employee of any company engaged in specific relationship with the Company (per subparagraphs 6–8, Paragraph 1 of Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies"). 5. Not assume concurrent duty as Chairman, President, or equivalent role of the Company, and is not a director, supervisor, or employee of another company or institution owned by a spouse. 6. Neither he or his spouse is a professional who provides audit service, or commercial, legal, financial, accounting or related services for an accumulated sum of more than NT$500,000 in the last 2 years, to the Company or its affiliate, nor an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or organization that provides such services to the Company or its affiliated companies.	—

Criteria / Name (Note1)	Professional qualifications and experience (Note 1)	Compliance of Independence (Note 2)	Name of other Taiwanese Companies currently Serves as an independent Director
Han-Chang Tsai	1. Has professional knowledge and capabilities in business, finance, and actuarial science/mathematics. 2. Has at least 5 years of work experience in the insurance industry and has served as a deputy manager or in an equivalent position or higher at an insurance company for at least 1 year, meeting the professional qualification requirements for insurance. Not been a person of any conditions defined in Article 30 of the Company Act. Free from any circumstances referred to in Article 3 of the Regulations Governing Qualification Requirement and Concurrent Serving Restrictions and Matters for Compliance by the Responsible Persons of Insurance Enterprises.	1. The director is not an employee of the Company or any of its affiliates. 2. The shareholding in the Company of the director, including the spouse, minor children or in the name of others, are not a natural person shareholder of the Company holding more than 1% of the shares or one of the top 10 shareholders. 3. The director's spouse, relatives within the second degree of kinship, and lineal relatives within the third degree of kinship are not directors, supervisors, or managers of the Company or its affiliates. 4. Not a director, supervisor or employee of any company engaged in specific relationship with the Company (per subparagraphs 6–8, Paragraph 1 of Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies"). 5. Not assume concurrent duty as Chairman, President, or equivalent role of the Company, and is not a director, supervisor, or employee of another company or institution owned by a spouse. 6. Neither he or his spouse is a professional who provides audit service, or commercial, legal, financial, accounting or related services for an accumulated sum of more than NT$500,000 in the last 2 years, to the Company or its affiliate, nor an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or organization that provides such services to the Company or its affiliated companies.	—

Note 1: Professional qualifications and experience: Specify individual directors' and supervisors' professional qualifications and experience. If they are members of the Audit Committee with accounting or financial expertise, specify their accounting or financial background and work experience and whether they are under any of the circumstances under Article 30 of the Company Act.

Note 2: Describe the status of independence of each independent director, including but not limited to the following: did they or their spouse or any relative within the second degree serve as a director, supervisor, or employee of the Company or any of its affiliates? Specify the number and ratio of shares of the Company held by the independent director and their spouse and relatives within the second degree (or through nominees); do they serve as a director, supervisor, or employee of any company having a specified relationship with the Company (see Article 3, paragraph 1, subparagraphs 5 to 8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies)? Specify the amount(s) of any pay received by the independent director for any services such as business, legal, financial, or accounting services provided to the Company or any affiliate thereof within the past 2 years.

(2) Diversity and independence of Board of Directors:

① Diversity of Board of Directors

To strengthen corporate governance and facilitate the sound development of the composition and structure of the Board of Directors, Article 21 of the Company's "Corporate Governance Best Practice Principles" provides that the diversity principle shall be considered for the composition of the Board of Directors and an appropriate diversity policy shall be formulated as per its own operations, operating model, and development needs. Board members should generally possess the knowledge, skills, and literacy necessary to perform their duties. Article 25 further stipulates that independent directors must possess the professional knowledge and capabilities necessary to perform their duties and should consider the Company's business and industry development needs, as well as the diverse aspects outlined in Article 21 of the Principles.

Furthermore, under the Company's "Procedures for the Election of Directors and Supervisors," the election of directors should consider the overall composition of the Board. The composition of the Board of Directors should be diversified. To establish an appropriate diversity policy based on its own operations, business model, and development needs, the policy should include but not be limited to standards in the following two major dimensions: 1. Basic conditions and values: gender, age, nationality, culture, etc., where the ratio of female directors should ideally reach one-third of the Board seats. II. Professional knowledge and industry experience: Professional knowledge/capabilities (such as business, finance/accounting, law, finance, actuarial/mathematics, foreign investment, and risk management) and industry experience (such as banking, insurance, securities, asset management, construction/real estate, medical/health management). Board members should generally possess the knowledge, skills, and literacy necessary to perform their duties, and collectively should possess the following capabilities: 1. Operational judgment. 2. Accounting and financial analysis ability. 3. Operational ability 4. Risk management knowledge and ability. 5. Crisis management ability. 6. Professional knowledge of finance and insurance. 7. An international market perspective. 8. Leadership ability. 9. Decision-making ability. A review of the Company's current Board of Directors, consisting of eleven members, including eight directors and three independent directors, indicates that the Board as a whole possesses professional knowledge and expertise in business management, finance, accounting, law, financial services, actuarial science, international investment, and risk management. Regarding the industry experience of the Board members: five directors possess banking experience; seven directors possess securities experience; five directors possess asset management experience; two directors possess construction experience; and two directors possess medical experience. The proportions are as follows:

A. Directors concurrently serving as employees account for 27% of the Board, independent directors account for 27%, and the percentage of female directors is 18% (Independent Director Li-Ling Wang and Independent Director Pei-Pei Yu).

B. All three independent directors have served terms between 3 and 9 years.

C. The average age of Board members is 60. There is one director aged 71–80, six directors aged 61–70, two directors aged 51–60, and two directors aged 41–50.

D. To implement the diversity policy, the Company has submitted recommendations regarding gender diversity, professional field variety, and experience depth to the parent company, Cathay Financial Holdings, to serve as a reference for the designation of Board seats and candidates.

② Independence of Board of Directors

The eleven directors in office include three independent directors, and independent directors account for 27% of all directors. All the Company’s independent directors are in compliance with the requirements for independence under the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.” The 11 directors are not spouses or relatives within the second degree of kinship of each other. Therefore, the Company complies with the rule that more than half of the directors shall not be spouses or relatives within the second degree of kinship of other directors under Paragraph 3, Article 26-3 of the “Securities and Exchange Act”. All the Company’s four supervisors are not spouses or relatives within the second degree of kinship of each other and all directors. Therefore, the Company complies with the rule that at least one supervisor shall not be a spouse or a relative within the second degree of kinship of another supervisor or director under Paragraph 4, Article 26-3 of the “Securities and Exchange Act”.

Availability and enforcement of the Company's board diversity policy are explained in the following chart:

March 31, 2026

Core elements of diversity policy / Name(s) of Directors	Basic composition										Industrial experience							Professional knowledge/expertise						
	Nationality/place of registration	Gender	As the Company's employee concurrently	Age: 41 to 50	Age: 51 to 60	Age: 61 to 70	Age: 71 to 80	Tenure of Independent Director: Less than 3 years	Tenure of Independent Director: 3 to 9 years	Tenure of Independent Director: Over 9 years	Bank	Insurance	Securities	Asset management	Construction	Medical care	Health management	Commerce	Financial affairs/accounting	Law	Finance	Actuary/ mathematics	Foreign investments	Risk management
Ming-Ho Hsiung	R.O.C	M					✓					✓				✓		✓	✓		✓	✓	✓	✓
Chang-Ken Lee	R.O.C	M				✓					✓	✓	✓	✓				✓	✓		✓		✓	✓
Tzung-Han Tsai	R.O.C	M		✓							✓	✓	✓	✓				✓		✓	✓		✓	
Chung-Yan Tsai	R.O.C	M		✓								✓			✓		✓	✓			✓			
Shan-Chi Liu	R.O.C	M	✓			✓						✓	✓			✓		✓	✓		✓		✓	
Chao-Ting Lin	R.O.C	M	✓		✓							✓						✓	✓			✓		✓
Yi-Tsung Wang	R.O.C	M	✓		✓							✓	✓					✓					✓	
John Chung-Chang Chu	Canada	M				✓						✓			✓			✓	✓				✓	
Li-Ling Wang	R.O.C	F				✓			✓		✓	✓	✓	✓				✓	✓		✓			✓
Tang-Chieh Wu	R.O.C	M				✓			✓		✓	✓	✓	✓				✓	✓		✓		✓	
Pei-Pei Yu	R.O.C	F				✓			✓		✓		✓	✓				✓	✓		✓		✓	✓

Note: Until the end of 2025, Independent Director Li-Ling Wang and Independent Director Tang-Chieh Wu have served for 6.5 years, and Independent Director Pei-Pei Yu has served for 3.5 years.

(II) Background information of the President, Executive Vice Presidents, Senior Vice Presidents, and heads of departments and branch offices:

March 31, 2026

Title (Note 1)	Nationality	Name	Gender	Date elected	Number of shares held		Shares held by spouses, minor children		Shares held in the name of others		Education and selected past positions (Note 2)	Concurrent positions at other companies	Managers who are spouses or relatives within the second degree of kinship			Remarks (Note 3)
					Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding			Title	Name	Relationship	
Acting General Manager	R.O.C	Chao-Ting Lin	M	2026.03.06	-	-	-	-	-	-	M.S., National Taiwan University	Director of Cathay Life Insurance Co., Ltd.				
Senior Executive Vice President	R.O.C	Chih-Jung Kun	M	2021.02.04	-	-	-	-	-	-	M.B.A., China Europe International Business School	Director/President of Cathay Lujiazui Life Insurance Company Limited				
Senior Executive Vice President	R.O.C	Chih-Te Sun	M	2020.03.12	-	-	-	-	-	-	M.B.A. & M.S., Harvard University, USA	Senior Executive Vice President of Cathay Financial Holding Co., Ltd.; Director of Cathay United Bank (Cambodia) Corporation Limited, Generali Investments Holding S.p.A, Quantifeed Holdings Limited and Cathay United Bank				
Senior Executive Vice President	R.O.C	Yi-Tsung Wang	M	2013.07.13	-	-	-	-	-	-	M.B.A., Massachusetts Institute of Technology, USA	Director of Cathay Life Insurance Co., Ltd.; Chairman of Cathay Securities Investment Consulting Co., Ltd.				
Senior Executive Vice President (Chief Compliance Officer and AML/CFT Reporting Officer)	R.O.C	Ta-Kun Liu	M	2017.06.30	-	-	-	-	-	-	M.B.A., Massachusetts Institute of Technology, USA	Chairperson of Cathay Life Employees' Welfare Committee				
Senior Executive Vice President	R.O.C	Chun-Hung Wu	M	2017.12.22	-	-	-	-	-	-	M.S. Statistics, National Tsinghua University	Director of Cathay Securities Investment Consulting Co., Ltd., Cathay Lujiazui Life Insurance Company Limited and Cathay Life Insurance (Vietnam) Co., Ltd.; Supervisor of Cathay Century (China)				
Senior Executive Vice President (CISO)	R.O.C	Ming-Huan Chen	M	2019.01.31	-	-	-	-	-	-	Computer Science B., Soochow University	CISO of Cathay Financial Holding Co., Ltd.				
Senior Executive Vice President	R.O.C	Shu-Ying Wu	F	2024.01.06	-	-	-	-	-	-	M.B.A., University of Michigan, USA	Vice Chairman of Cathay Private Equity Co., Ltd.				
Executive Vice President (Corporate Governance Officer)	R.O.C	Deh-Yen Weng	F	2024.01.06	-	-	-	-	-	-	M.B.A., Massachusetts Institute of Technology, USA	Director of Cathay Financial Holding Co., Ltd.				

Title (Note 1)	Nationality	Name	Gender	Date elected	Number of shares held		Shares held by spouses, minor children		Shares held in the name of others		Education and selected past positions (Note 2)	Concurrent positions at other companies	Managers who are spouses or relatives within the second degree of kinship			Remarks (Note 3)
					Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding			Title	Name	Relationship	
Executive Vice President	R.O.C	Shih-Chiao Lin	M	2013.01.10	-	-	-	-	-	-	M.B.A., National Taiwan University	Director of Rizal Commercial Banking Corporation(RCBC) and Cathay Lujiazui Life Insurance Company Limited				
Executive Vice President	R.O.C	Cheng-Fu Huang	M	2015.02.07	-	-	-	-	-	-	M.S. Statistics, National Chengchi University					
Executive Vice President	R.O.C	Chao-Ming Chang	M	2014.12.16	-	-	-	-	-	-	Economics B., National Taiwan University					
Executive Vice President	R.O.C	Wen-Kai Kuo	M	2015.02.07	-	-	-	-	-	-	Business Mathematics B., Soochow University	Director of Nan-Gang International 1 Corp.; Director of Nan-Gang International 2 Corp.; Director of Lin Yuan Property Management Co., Ltd.; Director of Cathay Industry Research and Development Center Co., Ltd.; Chairman of Lin Yuan (Shanghai) Real Estate Co., Ltd.; Director of Cathay Woolgate Exchange Holding 1 Limited; Director of Cathay Woolgate Exchange Holding 2 Limited; Director of Cathay Walbrook Holding 1 Limited; Director of Cathay Walbrook Holding 2 Limited				
Executive Vice President	R.O.C	Hsun-Yu Li	M	2016.04.28	-	-	-	-	-	-	M.S., National Central University					
Chief Auditor	R.O.C	Shu-Chuan Chen	F	2016.11.10	-	-	-	-	-	-	Master degree in Law, American University Washington College of Law					
Executive Vice President	R.O.C	Tsung-Wei Wu	M	2017.06.30	-	-	-	-	-	-	M.B.A., Fudan University					
Executive Vice President	R.O.C	Yin-Shou Chang	M	2017.06.30	-	-	-	-	-	-	LL.B., National Chengchi University					
Executive Vice President	R.O.C	Chien-Hui Fan	F	2017.12.22	-	-	-	-	-	-	M.B.A., National Chengchi University					
Executive Vice President	R.O.C	Pei-Ching Lin	F	2017.12.22	-	-	-	-	-	-	M.S. IT management, National Taiwan University					
Executive Vice President	R.O.C	Tsung-Nan Tsai	M	2019.11.14	-	-	-	-	-	-	M.B.A., Waseda University	Director of Cathay Venture Inc. Director				
Chief Risk Officer	R.O.C	Wen-Chi Chen	F	2020.06.13	-	-	-	-	-	-	M.B.A., National Taiwan University					
Executive Vice President	R.O.C	Yi-Ju Tu	F	2022.01.27	-	-	-	-	-	-	M.B.A., Taiwan Tech School of Management					
Executive Vice President	R.O.C	Kuo-Hsing Wan	M	2022.12.24	-	-	-	-	-	-	Textile & Garment Engineering B., Feng Chia University					
Executive Vice	R.O.C	Wei-Ming Chen	M	2024.03.06	-	-	-	-	-	-	B.I.M., Tamkang University	Executive Vice President of Cathay Financial				

Title (Note 1)	Nationality	Name	Gender	Date elected	Number of shares held		Shares held by spouses, minor children		Shares held in the name of others		Education and selected past positions (Note 2)	Concurrent positions at other companies	Managers who are spouses or relatives within the second degree of kinship			Remarks (Note 3)
					Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding			Title	Name	Relationship	
President												Holding Co., Ltd.				
Executive Vice President	R.O.C	Kuo-Shou Lin	M	2023.11.10	-	-	-	-	-	-	History B., Tamkang University					
Executive Vice President	R.O.C	Lang-Ju Wu	M	2023.11.10	-	-	-	-	-	-	Economics B., Fu Jen Catholic University					
Executive Vice President	R.O.C	Wei-Chi Li	F	2024.01.06	-	-	-	-	-	-	M.B.A. Finance, National Central University	Supervisor, Cathay Securities Investment Consulting Co., Ltd.; Director, Linyuan Property (Shanghai) Co., Ltd.; Director, Cathay Wind Power Co., Ltd.; Director, Cathay Wind Power Holdings Co., Ltd.; Chairperson, Cathay II Wind Power Holdings Co., Ltd.; Director, Greater Changhua Offshore Wind Farm NW Ltd.; Director, Greater Changhua NW Holdings Ltd.				
Executive Vice President	R.O.C	Chia-Ying Lin	F	2024.01.06	-	-	-	-	-	-	M.S. Agricultural Economics, National Taiwan University	Executive Vice President of Cathay Financial Holding Co., Ltd.				
Executive Vice President	R.O.C	Xu-Feng Zheng	M	2024.12.04	-	-	-	-	-	-	M.B.A. Accounting, National Taiwan University	Partner of Zhida Certified Public Accountants Co., Ltd.; Supervisor of Daiwa-Cathay Capital Markets Co., Ltd., Lin Yuan Property Management Co., Ltd., Cathay Industry Research and Development Center Co., Ltd. and Lin Yuan (Shanghai) Real Estate Co., Ltd.; Director of Cathay Walbrook Holding 1 Limited and Cathay Walbrook Holding 2 Limited				
Executive Vice President	R.O.C	Shao-Kai Cheng	M	2024.12.04	-	-	-	-	-	-	M.S. Statistics, National Taipei University					
Executive Vice President	R.O.C	Ping-Yi Lin	M	2025.12.11	-	-	-	-	-	-	M.B.A., National Central University	Director of Shang Yang Enterprise Co., Ltd.				
Executive Vice President	R.O.C	Yi-Lien Wan	F	2025.12.11	-	-	-	-	-	-	M.S. Risk Management, National Chengchi University					
Executive Vice President	R.O.C	Mou-Yung Huang	M	2025.12.11	-	-	-	-	-	-	M.B.A., National Central University					
Executive Vice President	R.O.C	Ming-Hsien Wu	M	2025.12.11	-	-	-	-	-	-	M.S. Civil Engineering, National Cheng Kung University					
Executive Vice President	R.O.C	Ming-Ta Liu	M	2025.12.11	-	-	-	-	-	-	M.S. Statistics, National Tsinghua University					
Executive Vice President	R.O.C	Chun-Ting Chen	F	2025.12.11	-	-	-	-	-	-	M.B.A., National Chiao Tung University					
Senior Vice President	R.O.C	Ying-Hsiang Kao	M	2007.01.03	-	-	-	-	-	-	M.B.A., National Chengchi University	Director of Lin Yuan Property Management Co., Ltd.				
Senior Vice President	R.O.C	Mei-Ling Wu	F	2008.12.30	-	-	-	-	-	-	KaiNan Vocational High School					
Senior Vice President	R.O.C	Chih-Jung Chen	M	2011.01.28	-	-	-	-	-	-	LL.B., Fu Jen Catholic University					

Title (Note 1)	Nationality	Name	Gender	Date elected	Number of shares held		Shares held by spouses, minor children		Shares held in the name of others		Education and selected past positions (Note 2)	Concurrent positions at other companies	Managers who are spouses or relatives within the second degree of kinship			Remarks (Note 3)
					Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding			Title	Name	Relationship	
Senior Vice President	R.O.C	Pi-Yu Tsao	M	2011.01.28	-	-	-	-	-	-	Cooperative Economics B., National Chung Hsing University					
Senior Vice President	R.O.C	Chia-Lin Wu	M	2011.03.15	-	-	-	-	-	-	M.S. Insurance, Tamkang University	Executive Vice President, Cathay Life Insurance (Vietnam) Co., Ltd.				
Senior Vice President	R.O.C	Fang-Hsing Wu	M	2013.01.10	-	-	-	-	-	-	M.S. Risk Management and Insurance, National Kaohsiung University of Science and Technology	President of Cathay Life Insurance (Vietnam) Co., Ltd.				
Senior Vice President	R.O.C	Min-Hung Shih	M	2013.01.10	-	-	-	-	-	-	M.S. Architecture, National Cheng Kung University	Director of Cathay Industry Research and Development Center Co., Ltd., Lin Yuan (Shanghai) Real Estate Co., Ltd., Cathay Woolgate Exchange Holding 1 Limited, Cathay Woolgate Exchange Holding 2 Limited, and Cathay Walbrook Holding 2 Limited				
Senior Vice President	R.O.C	Tsu-Yueh Hsueh	M	2014.07.22	-	-	-	-	-	-	M.S. Statistics, National Tsinghua University					
Senior Vice President	R.O.C	Li-Hua Lo	F	2016.04.28	-	-	-	-	-	-	Accounting B., Chung Yuan Christian University					
Senior Vice President	R.O.C	Wen-Yu Cho	F	2016.04.28	-	-	-	-	-	-	Business Administration B., National Taiwan University of Science and Technology					
Senior Vice President	R.O.C	Shu-Ming Chang	M	2016.04.28	-	-	-	-	-	-	M.B.A., Peking University					
Senior Vice President	R.O.C	Yu-Ju Liao	F	2016.05.24	-	-	-	-	-	-	Business Administration B., National Taiwan University					
Senior Vice President	R.O.C	Su-Ling Kuo	F	2017.03.30	-	-	-	-	-	-	M.B.A., National Chung Cheng University					
Senior Vice President	R.O.C	Ping-Chieh Tsai	M	2017.03.30	-	-	-	-	-	-	M.S. Mathematical Statistics, National Chung Cheng University	Executive Vice President of Cathay Lujiazui Life Insurance Company Limited				
Senior Vice President	R.O.C	Ko-Wen Chang	M	2017.03.30	-	-	-	-	-	-	M.S. Applied Mathematics, National Cheng Kung University	Supervisor of Cathay Lujiazui Life Insurance Company Limited				
Senior Vice President	R.O.C	Yu-Chih Lai	M	2017.08.17	-	-	-	-	-	-	M.B.A., National Chung Cheng University					
Senior Vice President	R.O.C	Tzu-Ling Ko	F	2017.08.17	-	-	-	-	-	-	M.B.A., National Taiwan University					
Senior Vice President	R.O.C	Chin-Hsiung Yen	M	2017.12.22	-	-	-	-	-	-	LL.B., Fu Jen Catholic University					
Senior Vice President	R.O.C	Shih-Chieh Chen	M	2018.02.10	-	-	-	-	-	-	M.B.A, Tamkang University					
Senior Vice President	R.O.C	Chao-Cheng Chiang	M	2018.04.26	-	-	-	-	-	-	M.B.A. Finance, National Central University					
Senior Vice President	R.O.C	Yen-Wei Chen	F	2019.01.31	-	-	-	-	-	-	M.B.A., National Taiwan University					
Senior Vice President	R.O.C	Tai-Hsu Chen	M	2019.01.31	-	-	-	-	-	-	Applied Mathematics, Fu Jen Catholic University	Executive Vice President, Cathay Life Insurance (Vietnam) Co., Ltd.				
Senior Vice President	R.O.C	Chien-Hsun Weng	M	2019.01.31	-	-	-	-	-	-	M.S., Feng Chia University					

Title (Note 1)	Nationality	Name	Gender	Date elected	Number of shares held		Shares held by spouses, minor children		Shares held in the name of others		Education and selected past positions (Note 2)	Concurrent positions at other companies	Managers who are spouses or relatives within the second degree of kinship			Remarks (Note 3)
					Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding			Title	Name	Relationship	
Senior Vice President	R.O.C	Tien-Hsiang Hsu	M	2019.03.22	-	-	-	-	-	-	LL.B., Soochow University					
Senior Vice President	R.O.C	Yi-Hui Chien	F	2019.11.14	-	-	-	-	-	-	M.B.A., State University of New York	Director of Cathay Woolgate Exchange Holding 2 Limited				
Senior Vice President	R.O.C	Wen-Cheng Li	M	2020.04.30	-	-	-	-	-	-	China Business Management B., Chinese Culture University					
Senior Vice President	R.O.C	Yu-Hui Chen	F	2021.01.16	-	-	-	-	-	-	M.S. Statistics, National Tsinghua University					
Senior Vice President	R.O.C	Hsiao-Hsu Chang	M	2021.08.20	-	-	-	-	-	-	M.B.A., National Taiwan University					
Senior Vice President	R.O.C	Hsiang-Sung Chang	M	2021.08.20	-	-	-	-	-	-	M.S. Statistics, Columbia University	Director of Cathay Securities Investment Consulting Co., Ltd.				
Senior Vice President	R.O.C	Chang-Chao Liao	M	2021.11.10	-	-	-	-	-	-	LL.B., National Chengchi University					
Senior Vice President	R.O.C	Chiung-Yu Huang	F	2022.01.27	-	-	-	-	-	-	International Business B., Tamkang University					
Senior Vice President	R.O.C	Chung-Yu Chen	M	2022.07.01	-	-	-	-	-	-	M.S. Insurance, Feng Chia University					
Senior Vice President	R.O.C	Hui-Jung Liu	F	2023.03.10	-	-	-	-	-	-	Master in Law, National Taipei University					
Senior Vice President	R.O.C	Wei-Chen Chou	M	2023.03.10	-	-	-	-	-	-	Master of Science in Finance, Ming Chuan University					
Senior Vice President	R.O.C	Chih-Kuan Hsieh	M	2023.03.10	-	-	-	-	-	-	M.B.A., National Chiao Tung University					
Senior Vice President	R.O.C	Ching-Wen Hu	F	2024.01.06	-	-	-	-	-	-	M.S. Risk Management, National Chengchi University					
Senior Vice President	R.O.C	Han-Nung Chu	M	2024.03.06	-	-	-	-	-	-	M.S., Feng Chia University					
Senior Vice President	R.O.C	Shu-I Chuang	F	2024.03.06	-	-	-	-	-	-	Business Mathematics B., Soochow University					
Senior Vice President	R.O.C	Hua-Sheng Yang	M	2024.05.16	-	-	-	-	-	-	M.B.A., National Chiao Tung University					
Senior Vice President	R.O.C	Chih-Hung Shen	M	2024.12.04	-	-	-	-	-	-	M.B.A., Fu Jen Catholic University					
Senior Vice President	R.O.C	Te-Kuan Li	F	2024.12.04	-	-	-	-	-	-	Master of Finance, University of New South Wales, Australia					
Senior Vice President	R.O.C	Chen-Fang Shen	M	2024.12.04	-	-	-	-	-	-	Master in Shipping and Transportation Management, College of Maritime Affairs					
Senior Vice President	R.O.C	Wan-Ju Lien	F	2024.12.04	-	-	-	-	-	-	M.B.A. Accounting, National Taiwan University					
Senior Vice President	R.O.C	Chih-Fu Cheng	M	2025.01.21	-	-	-	-	-	-	M.S. in Statistics and Actuarial Science, Feng Chia University					
Senior Vice President	R.O.C	Chia-Yi Tsen	F	2025.01.21	-	-	-	-	-	-	M.S. in Transportation Management, National Chiao Tung University					

Title (Note 1)	Nationality	Name	Gender	Date elected	Number of shares held		Shares held by spouses, minor children		Shares held in the name of others		Education and selected past positions (Note 2)	Concurrent positions at other companies	Managers who are spouses or relatives within the second degree of kinship			Remarks (Note 3)
					Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding			Title	Name	Relationship	
Senior Vice President	R.O.C	Chih-Hua Tsai	M	2025.12.11	-	-	-	-	-	-	M.B.A., Asia University	Executive Vice President, Cathay Life Insurance (Vietnam) Co., Ltd.	Senior Vice President	Chia-Chün Chen	Spouses	
Senior Vice President	R.O.C	Chung-Jen Lu	M	2025.12.11	-	-	-	-	-	-	Department of Information Management, Ming Chuan University					
Senior Vice President	R.O.C	Chi-Ta Tseng	M	2026.01.15	-	-	-	-	-	-	Department of Computer Science and Information Engineering, National Chiayi University					
Senior Vice President	R.O.C	Hsin-Ni Huang	F	2026.01.15	-	-	-	-	-	-	Department of Economics, National Tsing Hua University					
Senior Vice President	R.O.C	Chang-Min Huang	M	2026.01.15	-	-	-	-	-	-	M.B.A. in Technology Management, National Tsinghua University	Director of Da Li Energy Co., Ltd., Tian Ji Energy Co., Ltd., Si Yi Co., Ltd., CM Energy Co., Ltd., Bai Yang Energy Co., Ltd., Hong Tai Energy Co., Ltd., Cathy Sunrise Two Co., Ltd., SUNRISE PV ONE CO., LTD., Yong Han Co., Ltd., Cathy Sunrise Electric Power Two Co., Ltd., Hong Cheng Sing Tech. Co., Ltd., Tian Ji Power Co., Ltd., Hong Tai Power Co., Ltd., Neo Cathay Power Corp., Nan Yang Power Co., Ltd., Shen Lyu Co., Ltd., Shu Guang Energy Co., Ltd., Juxin Energy Co., Ltd., Jiankun Energy Co., Ltd.				
Senior Vice President	R.O.C	Yi-Te Chang	M	2026.01.15	-	-	-	-	-	-	M.S. Insurance, Tamkang University Master					
Senior Vice President	R.O.C	Yu-Ching Shih	F	2026.01.15	-	-	-	-	-	-	M.B.A., National Taiwan University of Science and Technology					
Senior Vice President	R.O.C	Yun-Te Lin	M	2026.01.15	-	-	-	-	-	-	M.B.A., Soochow University Master					
Senior Vice President of Regional offices	R.O.C	Chia-Hsiang Lin	M	2017.01.26	-	-	-	-	-	-	M.S. Financial Insurance, Shu-Te University					
Senior Vice President of Regional offices	R.O.C	Yuan-Wen Lin	M	2017.03.30	-	-	-	-	-	-	Industrial Engineering and Management B., National Taipei University of Technology					
Senior Vice President of Regional offices	R.O.C	Chao-Ning Liao	M	2021.01.16	-	-	-	-	-	-	Business Management B., National Chung Hsing University					
Senior Vice President of Regional offices	R.O.C	Chia-Ming Liang	M	2022.01.27	-	-	-	-	-	-	M.S. Biochemical Sciences, National Taiwan University					

Title (Note 1)	Nationality	Name	Gender	Date elected	Number of shares held		Shares held by spouses, minor children		Shares held in the name of others		Education and selected past positions (Note 2)	Concurrent positions at other companies	Managers who are spouses or relatives within the second degree of kinship			Remarks (Note 3)
					Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding			Title	Name	Relationship	
Senior Vice President of Regional offices	R.O.C	Cheng-Yuan Liu	M	2022.12.24	-	-	-	-	-	-	Department of Chemical Engineering, National Cheng Kung University					
Senior Vice President of Regional offices	R.O.C	Kuo-Ha Ho	M	2022.12.24	-	-	-	-	-	-	MA in Mathematics Education, National Taichung University of Education					
Senior Vice President of Regional offices	R.O.C	Cheng-Yang Chen	M	2022.12.24	-	-	-	-	-	-	M.S.S., National Sun Yat-sen University					
Senior Vice President of Regional offices	R.O.C	Feng-Li Su	F	2023.08.18	-	-	-	-	-	-	National Tainan Chia-Chi Girl\'s Senior High SchoolF					
Senior Vice President of Regional offices	R.O.C	Hsiu-Mei Lin	F	2023.08.18	-	-	-	-	-	-	Supplementary School of National Yilan Senior Commercial Vocational School					
Senior Vice President of Regional offices	R.O.C	Chih-Lung Chou	M	2023.11.30	-	-	-	-	-	-	Department of Chemical Engineering, Tamkang University					
Senior Vice President of Regional offices	R.O.C	Chia-Chün Chen	F	2024.05.16	-	-	-	-	-	-	Department of Business, Division of Continuing Education, Taichung Institute of Technology		Senior Vice President	Chih-Hua Tsai	Spouses	
Senior Vice President of Regional offices	R.O.C	Ssu-Hua Chiu	F	2024.08.16	-	-	-	-	-	-	Master in International Business Management, Tainan University of Technology					
Senior Vice President of Regional offices	R.O.C	Chao-Yuan Hsu	M	2025.07.18	-	-	-	-	-	-	M.S. in Forestry, National Taiwan University					
Senior Vice President of Regional offices	R.O.C	Chi-Hung Chen	M	2025.07.18	-	-	-	-	-	-	Master of Business Administration, Cleveland State University, USA.					
Senior Vice President of Regional offices	R.O.C	Shih-Fang Huang	M	2025.11.14	-	-	-	-	-	-	Commercial Design, Chung Yuan Christian University.					
Senior Vice President of Regional offices	R.O.C	Jui-Wen Chang	M	2025.12.11	-	-	-	-	-	-	M.B.A., Southern Taiwan University of Science and Technology					
Senior Vice President of Regional offices	R.O.C	Hsueh-Feng Lin	F	2025.12.11	-	-	-	-	-	-	National HsinChu Commercial & Vocational High School					
Branch head	R.O.C	Shu-Chuan Cheng	F	2026.01.21	-	-	-	-	-	-	Business Management B., Takming University of Science and Technology					
Branch head	R.O.C	Chia-Hsin Wu	F	2021.10.20	-	-	-	-	-	-	Sociology B., Fu Jen Catholic University					
Branch head	R.O.C	Ta-Ping Lin	F	2021.10.20	-	-	-	-	-	-	Japanese B., Wenzao Ursuline University of Languages					
Branch head	R.O.C	Chih-Chung Wang	M	2021.10.20	-	-	-	-	-	-	International Trade B., Soochow University					
Branch head	R.O.C	Yu-Ching Lin	F	2021.10.20	-	-	-	-	-	-	Industrial Engineering and Management B., Cheng Shiu University					
Branch head	R.O.C	Peng-Yun Wang	M	2021.10.20	-	-	-	-	-	-	Banking and Insurance B., Feng Chia University					

Title (Note 1)	Nationality	Name	Gender	Date elected	Number of shares held		Shares held by spouses, minor children		Shares held in the name of others		Education and selected past positions (Note 2)	Concurrent positions at other companies	Managers who are spouses or relatives within the second degree of kinship			Remarks (Note 3)
					Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding			Title	Name	Relationship	
Branch head	R.O.C	Hsiang-Lan Chen	F	2021.10.20	-	-	-	-	-	-	Information Management, Junior College Of Continuing Education, Wufeng University					
Branch head	R.O.C	Lien-Chu Chen	F	2021.10.20	-	-	-	-	-	-	National Magong High School					
Branch head	R.O.C	Chung-Hsin Lin	M	2021.10.20	-	-	-	-	-	-	LL.B., Fu Jen Catholic University					
Branch head	R.O.C	Jui-Ling Chiu	F	2021.10.20	-	-	-	-	-	-	Applied Business, Open College of Continuing Education Affiliated to National Taipei University of Business					
Branch head	R.O.C	Yi-Hsuan Chen	F	2026.01.21	-	-	-	-	-	-	Accounting Information B., Aletheia University					
Branch head	R.O.C	Chao-Jen Chen	M	2022.05.25	-	-	-	-	-	-	M.B.A., Feng Chia University					
Branch head	R.O.C	Hsiu-Chen Wang	F	2026.01.21	-	-	-	-	-	-	Accounting B., Hsing Wu University					
Branch head	R.O.C	Shu-Yueh Cheng	F	2022.09.13	-	-	-	-	-	-	I-Lan Commercial Vocational Senior High School					
Branch head	R.O.C	Chi-Hsiang Chen	M	2023.01.18	-	-	-	-	-	-	Economics, Feng Chia University					
Branch head	R.O.C	Keng-Min Shih	M	2023.09.12	-	-	-	-	-	-	Business Management B., Soochow University					
Branch head	R.O.C	Pih-O Lin	F	2024.01.30	-	-	-	-	-	-	Chun-I Senior High School					
Branch head	R.O.C	I-Fei Tsai	F	2024.05.27	-	-	-	-	-	-	Mathematics Education, National Taitung University					
Branch head	R.O.C	Hua-Yu Tsai	F	2024.09.10	-	-	-	-	-	-	National Nantou Commercial High Schoo					
Branch head	R.O.C	Meng-Yun Sun	F	2024.12.03	-	-	-	-	-	-	Yu Da High School of Commerce and Home Economics					
Branch head	R.O.C	Ming-Hui Fu	F	2025.02.18	-	-	-	-	-	-	Department of Applied Foreign Languages, Chia Nan College of Pharmacy and Science					
Branch head	R.O.C	Li-Ping Tsai	F	2025.04.08	-	-	-	-	-	-	Yu Da High School of Commerce and Home Economics					

Note 1: This should include all Presidents, Executive Vice Presidents, Senior Vice Presidents, and those who hold equivalent positions (regardless of job titles), as well as key managers from each department and branch entity, must be disclosed.
Note 2: Experiences related with current position. Detailed job title and the working responsibilities should be described if previously worked for the auditing accounting firm or its affiliated company.
Note 3: In situations where the Company's President or manager of the highest equivalent grade is the same person as or a spouse or first-degree relative of the Chairman, please disclose the reasons, rationality and necessity of such an arrangement and any response measures taken, such as introduction of independent directors. Furthermore, disclose whether more than half of directors are involved in concurrent duty as employees or managers.

II. Remuneration paid to directors, supervisors, presidents, executive vice presidents in the latest fiscal year

(I) Remuneration Paid to Directors (including independent directors)

Unit: NT$ thousand

<table>
<tr><th rowspan="4">Title</th><th rowspan="4">Name (Note 1)</th><th colspan="8">Remuneration Paid to Directors</th><th colspan="2" rowspan="2">Sum of A, B, C and D and percentage of Net Income</th><th colspan="8">Relevant Remuneration Received by Directors Who are Also Employees</th><th colspan="2" rowspan="2">Sum of A, B, C, D, E, F and G and percentage of after-tax net income</th><th rowspan="4">Compensation from parent company or business investments other than subsidiaries</th></tr>
<tr><th colspan="2">Compensation (A)</th><th colspan="2">Pension upon retirement (B)</th><th colspan="2">Director remuneration (C)</th><th colspan="2">Service Expenses (D)</th><th colspan="2">Base Compensation, Bonuses, and Allowances (E)</th><th colspan="2">Pension upon retirement (F)</th><th colspan="4">Employee remuneration (G)</th></tr>
<tr><th rowspan="2">The Company</th><th rowspan="2">Consolidated subsidiaries</th><th rowspan="2">The Company</th><th rowspan="2">Consolidated subsidiaries</th><th rowspan="2">The Company</th><th rowspan="2">Consolidated subsidiaries</th><th rowspan="2">The Company</th><th rowspan="2">Consolidated subsidiaries</th><th rowspan="2">The Company</th><th rowspan="2">Consolidated subsidiaries</th><th rowspan="2">The Company</th><th rowspan="2">Consolidated subsidiaries</th><th rowspan="2">The Company</th><th rowspan="2">Consolidated subsidiaries</th><th colspan="2">The Company</th><th colspan="2">Consolidated subsidiaries</th><th rowspan="2">The Company</th><th rowspan="2">Consolidated subsidiaries</th></tr>
<tr><th>Cash Amount</th><th>Stock Amount</th><th>Cash Amount</th><th>Stock Amount</th></tr>
<tr><td>Chairman</td><td>Cathay Financial Holding Co., Ltd.
Ming-Ho Hsiung</td><td rowspan="8">47,669</td><td rowspan="8">47,669</td><td rowspan="8">-</td><td rowspan="8">-</td><td rowspan="8">-</td><td rowspan="8">-</td><td rowspan="8">1,380</td><td rowspan="8">1,380</td><td rowspan="8">49,049
0.09%</td><td rowspan="8">49,049
0.09%</td><td rowspan="8">112,421</td><td rowspan="8">112,421</td><td rowspan="8">-</td><td rowspan="8">-</td><td rowspan="8">6</td><td rowspan="8">-</td><td rowspan="8">6</td><td rowspan="8">-</td><td rowspan="8">161,476
0.29%</td><td rowspan="8">161,476
0.29%</td><td rowspan="8">66,596</td></tr>
<tr><td>Vice Chairman</td><td>Cathay Financial Holding Co., Ltd.
Chang-Ken Lee</td></tr>
<tr><td>Director</td><td>Cathay Financial Holding Co., Ltd.
Tzung-Han Tsai</td></tr>
<tr><td>Director</td><td>Cathay Financial Holding Co., Ltd.
Chung-Yan Tsai</td></tr>
<tr><td>Director</td><td>Cathay Financial Holding Co., Ltd.
John Chung-Chang Chu</td></tr>
<tr><td>Director</td><td>Cathay Financial Holding Co., Ltd.
Shan-Chi Liu</td></tr>
<tr><td>Director</td><td>Cathay Financial Holding Co., Ltd.
Chao-Ting Lin</td></tr>
<tr><td>Director</td><td>Cathay Financial Holding Co., Ltd.
Yi-Tsung Wang</td></tr>
</table>

Title	Name (Note 1)	Remuneration Paid to Directors								Sum of A, B, C and D and percentage of Net Income		Relevant Remuneration Received by Directors Who are Also Employees								Sum of A, B, C, D, E, F and G and percentage of after-tax net income		Compensation from parent company or business investments other than subsidiaries
		Compensation (A)		Pension upon retirement (B)		Director remuneration (C)		Service Expenses (D)				Base Compensation, Bonuses, and Allowances (E)		Pension upon retirement (F)		Employee remuneration (G)						
																The Company		Consolidated subsidiaries				
		The Company	Consolidated subsidiaries	The Company	Consolidated subsidiaries	The Company	Consolidated subsidiaries	The Company	Consolidated subsidiaries	The Company	Consolidated subsidiaries	The Company	Consolidated subsidiaries	The Company	Consolidated subsidiaries	Cash Amount	Stock Amount	Cash Amount	Stock Amount	The Company	Consolidated subsidiaries	
Independent Director	Cathay Financial Holding Co., Ltd. Li-Ling Wang	-	-	-	-	-	-	522	522	522 -%	522 -%	-	-	-	-	-	-	-	-	522 -%	522 -%	16,050
Independent Director	Cathay Financial Holding Co., Ltd. Tang-Chieh Wu																					
Independent Director	Cathay Financial Holding Co., Ltd. Pei-Pei Yu																					

1. Please explain the policy, system, standards, and structure by which independent director remuneration is paid, and association between the amount paid and independent directors' responsibilities, risks, and time committed:
   In accordance with the Company's "Remuneration Policy for Directors and Supervisors", the allowances for independent directors to exercise their official powers include monthly payment for professional practices and attendance bonus for each board meeting.
2. Apart from the aforementioned disclosure, the remuneration to directors of the Company for service rendered (such as serving as a non-employee consultant of the parent company/the companies included in the financial statements/the investees) : None.

Remuneration Paid to Directors by Range	Name(s) of Directors			
	Total Remuneration from (A+B+C+D)		Total Remuneration from (A+B+C+D+E+F+G)	
	The Company	Consolidated subsidiaries	The Company	Consolidated subsidiaries
Under NT$ 1,000,000	Note 2	Note 3	Note 4	Chung-Yan Tsai, John Chung-Chang Chu
1,000,000 (inclusive) – 2,000,000 (exclusive)	—	—	—	—
2,000,000 (inclusive) – 3,500,000 (exclusive)	—	Tzung-Han Tsai	—	Tzung-Han Tsai
3,500,000 (inclusive) – 5,000,000 (exclusive)	—	Li-Ling Wang, Pei-Pei Yu	—	Li-Ling Wang, Pei-Pei Yu
5,000,000 (inclusive) – 10,000,000 (exclusive)	Chang-Ken Lee	Tang-Chieh Wu	Chang-Ken Lee	Tang-Chieh Wu
10,000,000 (inclusive) – 15,000,000 (exclusive)	—	—	—	—
15,000,000 (inclusive) – 30,000,000 (exclusive)	—	—	—	—
30,000,000 (inclusive) – 50,000,000 (exclusive)	Ming-Ho Hsiung	Ming-Ho Hsiung	Ming-Ho Hsiung, Shan-Chi Liu, Chao-Ting Lin, Yi-Tsung Wang	Ming-Ho Hsiung, Shan-Chi Liu, Chao-Ting Lin, Yi-Tsung Wang
50,000,000 (inclusive) – 100,000,000 (exclusive)	—	Chang-Ken Lee	—	Chang-Ken Lee
Over NT$ 100,000,000	—	—	—	—
Total	11	11	11	11

Note 1: The Company is a wholly-owned subsidiary of Cathay Financial Holding Co., Ltd., directors and supervisors are legal representatives of The Company.
Note 2: Includes Tzung-Han Tsai, Chung-Yan Tsai, John Chung-Chang Chu, Shan-Chi Liu, Chao-Ting Lin, Yi-Tsung Wang, Li-Ling Wang, Tang-Chieh Wu and Pei-Pei Yu
Note 3: Includes Chung-Yan Tsai, John Chung-Chang Chu, Shan-Chi Liu, Chao-Ting Lin and Yi-Tsung Wang
Note 4: Includes Tzung-Han Tsai, Chung-Yan Tsai, John Chung-Chang Chu, Li-Ling Wang, Tang-Chieh Wu and Pei-Pei Yu

(II) Remuneration Paid to Supervisors

Unit: NT$ thousand

Title	Name (Note 1)	Remuneration Paid to Supervisors						Sum of A, B and C and percentage of after-tax net income		Compensation from parent company or business investments other than subsidiaries
		Compensation (A)		Remuneration (B)		Service Expenses (C)				
		The Company	Consolidated subsidiaries	The Company	Consolidated subsidiaries	The Company	Consolidated subsidiaries	The Company	Consolidated subsidiaries	
Resident Supervisor	Chih-Ing Tsai	5,720	5,720	-	-	720	720	6,440 0.01%	6,440 0.01%	1,500
Supervisor	Chih-Ming Lin									
Supervisor	Yung-Chen Lee									
Supervisor	Han-Chang Tsai									

Remuneration Paid to Supervisors by Range	Name of Supervisor	
	Total Remuneration from (A+B+C)	
	The Company	Consolidated subsidiaries
Under NT$ 1,000,000	Chih-Ming Lin, Yung-Chen Lee, Han-Chang Tsai	Chih-Ming Lin, Yung-Chen Lee, Han-Chang Tsai
1,000,000 (inclusive) – 2,000,000 (exclusive)	-	-
2,000,000 (inclusive) – 3,500,000 (exclusive)	-	-
3,500,000 (inclusive) – 5,000,000 (exclusive)	-	-
5,000,000 (inclusive) – 10,000,000 (exclusive)	Chih-Ing Tsai	Chih-Ing Tsai
10,000,000 (inclusive) – 15,000,000 (exclusive)	-	-
15,000,000 (inclusive) – 30,000,000 (exclusive)	-	-
30,000,000 (inclusive) – 50,000,000 (exclusive)	-	-
50,000,000 (inclusive) – 100,000,000 (exclusive)	-	-
Over NT$ 100,000,000	-	-
Total	4	4

Note 1: The Company is a wholly-owned subsidiary of Cathay Financial Holding Co., Ltd., directors and supervisors are legal representatives of The Company.

(III) Remuneration Paid to Presidents and Executive Vice Presidents

Unit: NT$ thousand

<table>
<tr><th rowspan="3">Title
(Note 1)</th><th rowspan="3">Name</th><th colspan="2">Salary (A)</th><th colspan="2">Pension upon retirement (B)</th><th colspan="2">Bonuses & Allowance Paid (C)</th><th colspan="4">Amount of Employee remuneration (D)</th><th colspan="2">Sum of A, B, C and D and percentage of Net Income (%)</th><th rowspan="3">Compensation from parent company or business investments other than subsidiaries</th></tr>
<tr><th rowspan="2">The Company</th><th rowspan="2">Consolidated subsidiaries</th><th rowspan="2">The Company</th><th rowspan="2">Consolidated subsidiaries</th><th rowspan="2">The Company</th><th rowspan="2">Consolidated subsidiaries</th><th colspan="2">The Company</th><th colspan="2">Consolidated subsidiaries</th><th rowspan="2">The Company</th><th rowspan="2">Consolidated subsidiaries</th></tr>
<tr><th>Cash Amount</th><th>Stock Amount</th><th>Cash Amount</th><th>Stock Amount</th></tr>
<tr><td>President</td><td>Shan-Chi Liu</td><td rowspan="20">108,442</td><td rowspan="20">113,120</td><td rowspan="20">-</td><td rowspan="20">-</td><td rowspan="20">203,451</td><td rowspan="20">207,965</td><td rowspan="20">84</td><td rowspan="20">-</td><td rowspan="20">84</td><td rowspan="20">-</td><td rowspan="20">311,977
0.55%</td><td rowspan="20">321,169
0.57%</td><td rowspan="20">57,672</td></tr>
<tr><td>Managing Senior Executive Vice President</td><td>Chao-Ting Lin</td></tr>
<tr><td>Senior Executive Vice President</td><td>Chih-Jung Kun</td></tr>
<tr><td>Senior Executive Vice President</td><td>Chih-Te Sun</td></tr>
<tr><td>Senior Executive Vice President</td><td>Yi-Tsung Wang</td></tr>
<tr><td>Senior Executive Vice President
(Chief Compliance Officer and AML/CFT Reporting Officer)</td><td>Ta-Kun Liu</td></tr>
<tr><td>Senior Executive Vice President</td><td>Li-Chiu Wang (Note 2)</td></tr>
<tr><td>Senior Executive Vice President</td><td>Chun-Hung Wu</td></tr>
<tr><td>Senior Executive Vice President
(CISO)</td><td>Ming-Huan Chen</td></tr>
<tr><td>Senior Executive Vice President</td><td>Shu-Ying Wu</td></tr>
<tr><td>Executive Vice President
(Corporate Governance Officer)</td><td>Deh-Yen Weng</td></tr>
<tr><td>Executive Vice President</td><td>Shih-Chiao Lin</td></tr>
<tr><td>Executive Vice President</td><td>Yi-Fang Tsai (Note 3)</td></tr>
<tr><td>Executive Vice President</td><td>Cheng-Fu Huang</td></tr>
<tr><td>Executive Vice President</td><td>Chao-Ming Chang</td></tr>
<tr><td>Executive Vice President</td><td>Wen-Kai Kuo</td></tr>
<tr><td>Executive Vice President</td><td>Hsun-Yu Li</td></tr>
<tr><td>Chief Auditor</td><td>Shu-Chuan Chen</td></tr>
<tr><td>Executive Vice President</td><td>Fu-Min Wang (Note 3)</td></tr>
<tr><td>Executive Vice President</td><td>Jung-Hsin Hu (Note 4)</td></tr>
</table>

Title (Note 1)	Name	Salary (A)		Pension upon retirement (B)		Bonuses & Allowance Paid (C)		Amount of Employee remuneration (D)				Sum of A, B, C and D and percentage of Net Income (%)		Compensation from parent company or business investments other than subsidiaries
		The Company	Consolidated subsidiaries	The Company	Consolidated subsidiaries	The Company	Consolidated subsidiaries	The Company		Consolidated subsidiaries		The Company	Consolidated subsidiaries	
								Cash Amount	Stock Amount	Cash Amount	Stock Amount			
Executive Vice President	Tsung-Wei Wu													
Executive Vice President	Yin-Shou Chang													
Executive Vice President	Chien-Hui Fan													
Executive Vice President	Pei-Ching Lin													
Executive Vice President	Wen-Jui Li													
Executive Vice President	Tsung-Nan Tsai													
Chief Risk Officer	Wen-Chi Chen													
Executive Vice President	Yi-Ju Tu													
Executive Vice President	Kuo-Hsing Wan													
Executive Vice President	Wei-Ming Chen													
Executive Vice President	Kuo-Shou Lin													
Executive Vice President	Lang-Ju Wu													
Executive Vice President	Wei-Chi Li													
Executive Vice President	Chia-Ying Lin													
Executive Vice President	Xu-Feng Zheng													
Executive Vice President	Shao-Kai Cheng													
Executive Vice President	Ping-Yi Lin (Note 5)													
Executive Vice President	Yi-Lien Wan (Note 5)													
Executive Vice President	Mou-Yung Huang (Note 5)													
Executive Vice President	Ming-Hsien Wu (Note 5)													
Executive Vice President	Ming-Ta Liu (Note 5)													
Executive Vice President	Chun-Ting Chen (Note 5)													

Range of remuneration paid to President and Executive Vice President	President & Executive Vice President Name	
	The Company	Consolidated subsidiaries
Under NT$ 1,000,000	Note 6	Note 7
1,000,000 (inclusive) – 2,000,000 (exclusive)	Chih-Te Sun	-
2,000,000 (inclusive) – 3,500,000 (exclusive)	-	-
3,500,000 (inclusive) – 5,000,000 (exclusive)	Note 8	Li-Chiu Wang, Hsun-Yu Li, Chien-Hui Fan, Yin-Shou Chang, Xu-Feng Zheng
5,000,000 (inclusive) – 10,000,000 (exclusive)	Note 9	Note 10
10,000,000 (inclusive) – 15,000,000 (exclusive)	Chun-Hung Wu, Ming-Huan Chen, Shih-Chiao Lin, Yi-Fang Tsai	Note 11
15,000,000 (inclusive) – 30,000,000 (exclusive)	-	Chih-Te Sun, Shu-Ying Wu
30,000,000 (inclusive) – 50,000,000 (exclusive)	Shan-Chi Liu, Chao-Ting Lin, Yi-Tsung Wang	Shan-Chi Liu, Chao-Ting Lin, Yi-Tsung Wang
50,000,000 (inclusive) – 100,000,000 (exclusive)	-	-
Over NT$ 100,000,000	-	-
Total	42	42

Note 1: Name of position as of 2025.

Note 2: Li-Chiu Wang, Senior Executive Vice President, retired on August 16, 2025.

Note 3: Executive Vice President Yi-Fang Tsai was transferred to Cathay Securities Investment Trust Co., Ltd. on October 1, 2025. Executive Vice President Fu-Min Wang was transferred to Cathay United Bank Co., Ltd. on December 11, 2025.

Note 4: Executive Vice President Jung-Hsin Hu was appointed as a company consultant on March 22, 2025.

Note 5: Ping-Yi Lin, Yi-Lien Wan, Mou-Yung Huang, Ming-Hsien Wu, Ming-Ta Liu, and Chun-Ting Chen were appointed Executive Vice Presidents on December 11, 2025.

Note 6: Includes Chih-Jung Kun, Wei-Ming Chen, Deh-Yen Weng, Ping-Yi Lin, Yi-Lien Wan, Mou-Yung Huang, Ming-Hsien Wu, Ming-Ta Liu, Chun-Ting Chen.

Note 7: Includes Ping-Yi Lin, Yi-Lien Wan, Mou-Yung Huang, Ming-Hsien Wu, Ming-Ta Liu, Chun-Ting Chen.

Note 8: Includes Li-Chiu Wang, Shu-Ying Wu, Hsun-Yu Li, Pei-Ching Lin, Chien-Hui Fan, Yin-Shou Chang, Xu-Feng Zheng.

Note 9: Includes Ta-Kun Liu, Wen-Kai Kuo, Tsung-Nan Tsai, Fu-Min Wang, Jung-Hsin Hu, Cheng-Fu Huang, Tsung-Wei Wu, Chao-Ming Chang, Wen-Jui Li, Kuo-Hsing Wan, Yi-Ju Tu, Lang-Ju Wu, Kuo-Shou Lin, Wei-Chi Li, Shao-Kai Cheng, Chia-Ying Lin, Wen-Chi Chen, Shu-Chuan Chen.

Note 10: Includes Ta-Kun Liu, Chih-Jung Kun, Wen-Kai Kuo, Tsung-Nan Tsai, Fu-Min Wang, Jung-Hsin Hu, Pei-Ching Lin, Cheng-Fu Huang, Tsung-Wei Wu, Chao-Ming Chang, Wen-Jui Li, Kuo-Hsing Wan, Yi-Ju Tu, Lang-Ju Wu, Kuo-Shou Lin, Wei-Chi Li, Shao-Kai Cheng, Chia-Ying Lin, Wen-Chi Chen, Shu-Chuan Chen.

Note 11: Includes Chun-Hung Wu, Ming-Huan Chen, Shih-Chiao Lin, Yi-Fang Tsai, Wei-Ming Chen, Deh-Yen Weng.

(IV) Employee Remuneration Distributed to Managers and Distribution Situation:

The remuneration allocated to managers and above shall be 5% of the total amount of employee compensation by resolution of the Board of Directors NT$5,076 thousand, and shall be evenly distributed according to the total number of managers in 2025. Please refer to “Chapter Two, I.” for the manager’s name and title for details. The amount of stock dividend is NT$0 thousand, and the amount of cash dividend is NT$254 thousand, giving a total of NT$254 thousand, representing 0.00% of after-tax net income.

(V) Remuneration of the five most highly remunerated managers: N/A.

(VI) None of the Company chairman, president, and managerial officer in charge of financial or accounting affairs has served with the CPA Office or the affiliation thereof over the past year.

(VII) Compare respectively the ratio of the total amount of the remuneration paid to directors (including independent directors), supervisor, president and executive vice presidents of the Company and all companies covered in the consolidated financial statements in the past two years to after-tax net income shown through the individual or respective financial statements along with explanations of the policies, standards and composition for remuneration payment, procedures to fix remunerations and the interrelationship between business performance and future risks.

1. Directors’ (including independent directors’), Supervisors’, President’s and Executive Vice Presidents’ remuneration are determined according to the Company’s “Director/Supervisor Compensation Guidelines” and “Manager Compensation Guidelines” based on an overall assessment of directors’ and managers’ duties, the salary level, their individual contributions, performance assessments, and expected or actual risks.
2. The total remuneration paid on a consolidated basis amounted to NT$377,180 thousand and NT$348,996 thousand in 2025 and 2024, respectively, representing 0.67% and 0.52% of consolidated after-tax net income for the respective years.
3. In the “Director/Supervisor Compensation Guidelines” (referred to as the “Guidelines” below), a director’s compensation includes fees, remuneration, transportation subsidy, and other allowances.
   (1) Only the Company’s Chairman/Vice Chairman may be paid a fixed monthly fee, whereas other directors will be paid a transportation subsidy and other allowances. The fixed monthly fee for the Chairman/Vice Chairman is determined by the Board of Directors based on the level of the Chairman’s/Vice Chairman’s participation and contribution to the Company’s operations, and the usual peer level, and additional bonuses are paid using the same standards as managers. This performance bonus is linked to the Company’s overall performance and the performance of individual subjects during the year.
   (2) Director remuneration is determined according to the Company’s Articles of Incorporation, which states that up to 0.1% of annual profit may be allocated and distributed at the percentages outlined in the Guidelines.
4. Managers’ compensation includes monthly salary, performance bonus, and retirement benefits. Managers’ monthly salaries are determined based on their responsibilities, performances, competence, and the industry compensation benchmark. Salaries are approved by the Chairman according to the Company’s “Manager Compensation Guidelines.”

III. Implementation of Corporate Governance

(I) Functionality of the Board of Directors:

A total of 9 meetings (A) were held in the last year; below are directors' and supervisors' attendance records:

Title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) 【B/A】	Remarks
Chairman	Representative of Cathay Financial Holding Co., Ltd.:	9	0	100%	
Vice Chairman	Representative of Cathay Financial Holding Co., Ltd.:	9	0	100%	
Director	Representative of Cathay Financial Holding Co., Ltd.:	7	2	78%	
Director	Representative of Cathay Financial Holding Co., Ltd.:	9	0	100%	
Director	Representative of Cathay Financial Holding Co., Ltd.:	9	0	100%	
Director	Representative of Cathay Financial Holding Co., Ltd.:	9	0	100%	
Director	Representative of Cathay Financial Holding Co., Ltd.:	9	0	100%	
Director	Representative of Cathay Financial Holding Co., Ltd.:	9	0	100%	
Independent Director	Representative of Cathay Financial Holding Co., Ltd.:	9	0	100%	
Independent Director	Representative of Cathay Financial Holding Co., Ltd.:	9	0	100%	
Independent Director	Representative of Cathay Financial Holding Co., Ltd.:	9	0	100%	
Resident Supervisor	Representative of Cathay Financial Holding Co., Ltd.:	9	0	100%	
Supervisor	Representative of Cathay Financial Holding Co., Ltd.:	9	0	100%	
Supervisor	Representative of Cathay Financial Holding Co., Ltd.:	9	0	100%	
Supervisor	Representative of Cathay Financial Holding Co., Ltd.:	9	0	100%	

(II) Execution of Board performance evaluation

Assessment cycle	Assessment duration	Scope of assessment	Assessment method	Assessment details
Once a year	January 1, 2025 – December 31, 2025	Board of Directors	Board of Directors internal self-assessment	1. Level of participation in the Company's operations. 2. Improvement of board decision quality. 3. Composition of the Board of Directors. 4. Board members and ongoing education. 5. Internal control.
Once every three years	January 1, 2025 – December 31, 2025	Board of Directors performance	A third-party organization conducted the external assessment on the Board of Directors.	1. Professional competencies of the Board (Board composition and structure; election of directors; continuing education of directors) 2. Board decision-making effectiveness (Degree of participation in corporate operations; enhancing the Board's decision-making quality). 3. The Board's level of emphasis on and supervision of internal controls. 4. The Board's attitude toward sustainable management.

Board Performance Assessment for the most recent fiscal year:

1. 2025 Board Performance Evaluation Improvement Plan
   (1) Promoting interaction between the Board and management team
      A. To strengthen interaction between the Board and the management team, respective proposing units will provide supplementary explanations to the Board of Directors or functional committees as needed, based on the content of Board's proposal content.
      B. Regarding significant, unexpected incidents reported on an ad-hoc basis by the management team, interactive meetings will be convened with independent directors or supervisors as the case requires.
      C. Directors are specifically requested to fully express their opinions and engage in discussions during Board meetings to exercise their functions and highlight Board performance.
   (2) Strengthening continuous professional development and diversity courses for directors and supervisors
      The secretariat unit periodically provides training course information covering corporate governance themes – including insurance, finance, risk management, operations, commerce, accounting, legal affairs, anti-money laundering and countering the financing of terrorism (AML/CFT), and corporate sustainable development – to directors and supervisors.

2. 2025 Board External Performance Evaluation Improvement Plan
   (1) Strengthening Board diversity
   To implement the diversity policy, the Company has submitted recommendations regarding gender diversity, professional field variety, and experience depth to the parent company, Cathay Financial Holdings, to serve as a reference for the designation of Board seats and candidates.
   (2) Increase the density, transparency, and monitorability of AI governance.
   The current status and development of the Company's AI applications and governance will be reported to independent directors via video conference. However, considering that the Company's AI service applications are still in the nascent stage, future inclusion as a Board discussion topic will be evaluated based on relevant regulatory requirements and the Company's AI development progress.

(III) Other items to be stated by the Board of Directors:

1. Where the operation of the Board of Directors meets any of the following circumstances, the minutes concerned shall clearly state the meeting date, term, contents of motions, opinions of all independent directors and the Company's handling of such opinions:
   (1) The circumstances referred to in Article 14-3 of the Securities and Exchange Act. Details are described as follows:

Meeting date and term	Motion	Opinions of independent directors and the Company's handling of such opinions
2025.04.29 19th meeting of the 21st Board of Directors	Proposal to participate in the equity divestment of the Greater Changhua Offshore Wind Farm of Orsted Taiwan Limited together with Cathay Power Inc.	None.
2025.05.15 20th meeting of the 21st Board of Directors	The Board of Directors is entitled to exercise the right to amend the Company's rules and regulations on behalf of a shareholders' meeting	None.
	Transactions with San Ching Engineering Co., Ltd.	None.
	Transactions with Lin Yuan Property Management Co., Ltd.	None.
	Transactions with Cathay Real Estate Development Co., Ltd.	None.
	Subscription Services with Symphox Information Co., Ltd.	None.
2025.07.17 22nd meeting of the 21st Board of Directors	Transactions with San Ching Engineering Co., Ltd.	None.
	Transactions with Cathay General Hospital	None.
2025.08.15 23rd meeting of the 21st Board of Directors	Transactions with Chien Kuo Construction Co., Ltd.	None.
	Transactions with Cathay Century Insurance Co., Ltd.	None.
	Transactions with Ally Logistic Property Co., Ltd.	None.
	Transactions with Seaward Card	None.
	Transactions with Symphox Information Co., Ltd.	None.
	Contract awarded to San Ching Engineering Co., Ltd. for the power optimization project at Cathay General Hospital.	None.
	Transactions with San Ching Engineering Co., Ltd.	None.
	Acquisition of shares issued by stakeholders and exercise of the call option from cash capital increase	None.
	Proposal to participate in the equity divestment of the Greater Changhua Offshore Wind Farm of Orsted Taiwan Limited together with Cathay Power Inc.	None.
2025.11.13 24th meeting of the 21st Board of Directors	Proposal to issue cumulative subordinated corporate bonds of 10 years or more in public offering	None.
	Signing of the 2025 Qualified Foreign Institutional Investor (QFII) investment account audit agreement with Deloitte & Touche	None.
	The Board of Directors is entitled to exercise the right to amend the Company's rules and regulations on behalf of a shareholders' meeting	None.
	Outsourcing of the construction of the Company's cloud data platform using AWS cloud services.	None.
	Outsourcing of the use of cloud-based Generative AI to assist in medical document extraction applications.	None.
	Provision of guarantees for the issuance of capital-qualifying	None.

Meeting date and term	Motion	Opinions of independent directors and the Company's handling of such opinions
	bonds by Cathaylife Singapore Pte. Ltd., an overseas financing entity, and joint signing of underwriting agreements, subordinated corporate bond trustee agreements with guarantee clauses, and principal and interest payment agency agreements	
	Proposed investment in a securities investment fund managed by Global Evolution Asset Management A/S, a related party for financial reporting purposes.	None.
	Proposed investment in an equity-based mutual fund issued by Generali Investments Luxembourg S.A., a related party for financial reporting purposes.	None.
	Passed the real estate transaction	None.
	Capital increase project through debt-to-equity conversion for the investees, Cathay Walbrook Holding 1 Limited and Cathay Walbrook Holding 2 Limited.	None.
	Formulation of 2026 Audit Plan	None.
	Transactions with Cathay Securities Investment Trust Co., Ltd.	None.
	Transactions with TPIsoftware Corporation.	None.
	Transaction with Cathay United Bank Co., Ltd.	None.
	Proposal for the Company, Cathay Financial Holdings, and other companies, seven companies in total, to jointly procure the "Financial Group Phase III GCP Enterprise Discount Program."	None.
	Proposal for the Company, Cathay Financial Holdings, and other companies, nine companies in total, to amend and execute the "Cathay Financial Holding Co., Ltd. and Subsidiaries Framework Agreement for the Sharing of Information System Equipment and Person."	None.
	Transactions with Cathay General Hospital	None.
	Transactions with Symphox Information Co., Ltd.	None.
	Procurement of Treepoints (Life) from Symphox Information Co., Ltd.	None.
	Transactions with San Ching Engineering Co., Ltd.	None.
	Transactions with Lin Yuan Property Management Co., Ltd.	None.
2026.01.14 26th meeting of the 21st Board of Directors	Significant credit cases	None.
	Discretionary investment mandate for domestic and foreign equities entrusted to Cathay Securities Investment Trust Co., Ltd.	None.
2026.01.22 27th meeting of the 21st Board of Directors	Private fund investments	None.
2026.02.04 28th meeting of the 21st Board of Directors	The Board of Directors is entitled to exercise the right to amend the Company's rules and regulations on behalf of a shareholders' meeting	None.
	Service fee agreement for premium collection services with FamilyMart Co., Ltd.	None.
	Proposal for the Company and five other entities, including	None.

Meeting date and term	Motion	Opinions of independent directors and the Company’s handling of such opinions
	Cathay Financial Holdings, to jointly procure AWS Enterprise Discount Program cloud services from Nextlink Technology Co., Limited	
	Proposal for the Company to collaborate with Cathay Financial Holdings and five other entities to establish a group-level strategic partnership with OpenAI, L.L.C.	None.
2026.03.05 29th meeting of the 21st Board of Directors	The Company’s personnel matters.	None.
2026.03.11 30th meeting of the 21st Board of Directors	Replacement of external auditors, and remuneration for appointment and certification, in 2026	None.
	The Board of Directors is entitled to exercise the right to amend the Company’s rules and regulations on behalf of a shareholders’ meeting	None.
	Participation in Cathay Industry Research and Development Center Co., Ltd.’s cash capital increase	None.
	Transactions with Symphox Information Co., Ltd.	None.
	Acquisition of shares issued by stakeholders and exercise of the call option from cash capital increase	None.
	Transactions with Lin Yuan Property Management Co., Ltd.	None.
2026.03.31 31st meeting of the 21st Board of Directors	Significant credit cases	None.

(2) Any other resolution(s) passed but with independent directors voicing opposing or qualified opinions on the record or in writing: None.

2. Disclosure regarding avoidance of interest-conflicting motions, including the names of directors concerned, the motions, the nature of conflicting interests, and the voting process. Details are described as follows:

Meeting date and term	Name(s) of Directors	Motion	Reasons for avoiding conflict of interest	Participation in voting process
2025.05.15 20th meeting of the 21st Board of Directors	Chung-Yan Tsai John Chung-Chang Chu	Transactions with San Ching Engineering Co., Ltd.	Director recused himself/herself due to a conflict of interest	Disassociated from discussion and voting
	Chung-Yan Tsai John Chung-Chang Chu	Transactions with Lin Yuan Property Management Co., Ltd.	Director recused himself/herself due to a conflict of interest	Disassociated from discussion and voting
	Chung-Yan Tsai John Chung-Chang Chu	Transactions with Cathay Real Estate Development Co., Ltd.	Matters involving directors' personal interests	Disassociated from discussion and voting
	Tzung-Han Tsai Chang-Ken Lee Shan-Chi Liu Tang-Chieh Wu Pei-Pei Yu	Subscription Services with Symphox Information Co., Ltd.	Matters involving directors' personal interests	Disassociated from discussion and voting
	Chung-Yan Tsai John Chung-Chang Chu		Director recused himself/herself due to a conflict of interest	
	Ming-Ho Hsiung Chang-Ken Lee Shan-Chi Liu Tzung-Han Tsai Chung-Yan Tsai	Transactions with Cathay General Hospital	Matters involving directors' personal interests	Disassociated from discussion and voting
2025.07.17 22nd meeting of the 21st Board of Directors	Chung-Yan Tsai John Chung-Chang Chu	Transactions with San Ching Engineering Co., Ltd.	Director recused himself/herself due to a conflict of interest	Disassociated from discussion and voting
	Ming-Ho Hsiung Chang-Ken Lee Shan-Chi Liu Tzung-Han Tsai Chung-Yan Tsai	Transactions with Cathay General Hospital	Matters involving directors' personal interests	Disassociated from discussion and voting
2025.08.15 23rd meeting of the 21st Board of Directors	Tzung-Han Tsai Tang-Chieh Wu Pei-Pei Yu	Transactions with Cathay Century Insurance Co., Ltd.	Matters involving directors' personal interests	Disassociated from discussion and voting
	Tzung-Han Tsai	Transactions with Ally Logistic Property Co., Ltd.	Director recused himself/herself due to a conflict of interest	Disassociated from discussion and voting
	Tzung-Han Tsai	Transactions with Seaward Card	Director recused himself/herself due to a conflict of interest	Disassociated from discussion and voting
	Tzung-Han Tsai	Transactions with Symphox Information Co., Ltd.	Matters involving directors' personal interests	Disassociated from discussion and voting
	Chung-Yan Tsai John Chung-Chang Chu		Director recused himself/herself due to a conflict of interest	
	Ming-Ho Hsiung Chang-Ken Lee Shan-Chi Liu Tzung-Han Tsai Chung-Yan Tsai	Contract awarded to San Ching Engineering Co., Ltd. for the power optimization project at Cathay General Hospital.	Matters involving directors' personal interests	Disassociated from discussion and voting

Meeting date and term	Name(s) of Directors	Motion	Reasons for avoiding conflict of interest	Participation in voting process
	John Chung-Chang Chu		Director recused himself/herself due to a conflict of interest	
	Chung-Yan Tsai John Chung-Chang Chu	Transactions with San Ching Engineering Co., Ltd.	Director recused himself/herself due to a conflict of interest	Disassociated from discussion and voting
	Chung-Yan Tsai John Chung-Chang Chu Pei-Pei Yu	Acquisition of shares issued by stakeholders and exercise of the call option from cash capital increase	Matters involving directors' personal interests	Disassociated from discussion and voting
2025.11.13 24th meeting of the 21st Board of Directors	Shan-Chi Liu Chao-Ting Lin Yi-Tsung Wang	Formulation of 2026 Audit Plan	Financial inspection requesting on the independence of auditors	Disassociated from discussion and voting
	Chang-Ken Lee Shan-Chi Liu	Transactions with Cathay Securities Investment Trust Co., Ltd.	Matters involving directors' personal interests	Disassociated from discussion and voting
	Tzung-Han Tsai	Transactions with TPIsoftware Corporation.	Matters involving directors' personal interests	Disassociated from discussion and voting
	Tzung-Han Tsai Li-Ling Wang Tang-Chieh Wu	Transaction with Cathay United Bank Co., Ltd.	Matters involving directors' personal interests	Disassociated from discussion and voting
	Tzung-Han Tsai Chang-Ken Lee Shan-Chi Liu Li-Ling Wang Tang-Chieh Wu Pei-Pei Yu	Proposal for the Company, Cathay Financial Holdings, and other companies, seven companies in total, to jointly procure the "Financial Group Phase III GCP Enterprise Discount Program."	Matters involving directors' personal interests	Disassociated from discussion and voting
	Tzung-Han Tsai Chung-Yan Tsai Chang-Ken Lee Shan-Chi Liu Li-Ling Wang Tang-Chieh Wu Pei-Pei Yu	Proposal for the Company, Cathay Financial Holdings, and other companies, nine companies in total, to amend and execute the "Cathay Financial Holding Co., Ltd. and Subsidiaries Framework Agreement for the Sharing of Information System Equipment and Person."	Matters involving directors' personal interests	Disassociated from discussion and voting
	Ming-Ho Hsiung Chang-Ken Lee Shan-Chi Liu Tzung-Han Tsai Chung-Yan Tsai	Transactions with Cathay General Hospital	Matters involving directors' personal interests	Disassociated from discussion and voting
	Tzung-Han Tsai	Transactions with Symphox Information Co., Ltd.	Matters involving directors' personal interests	Disassociated from discussion and voting
	Chung-Yan Tsai, John Chung-Chang Chu		Director recused himself/herself due to a conflict of interest	
	Tzung-Han Tsai Li-Ling Wang Tang-Chieh Wu Pei-Pei Yu	Procurement of Treepoints (Life) from Symphox Information Co., Ltd.	Matters involving directors' personal interests	Disassociated from discussion and voting
	Chung-Yan Tsai, John Chung-Chang Chu		Director recused himself/herself due to a conflict of interest	
	Chung-Yan Tsai, John Chung-Chang Chu	Transactions with San Ching Engineering Co., Ltd.	Director recused himself/herself due to a conflict of	Disassociated from discussion and voting

Meeting date and term	Name(s) of Directors	Motion	Reasons for avoiding conflict of interest	Participation in voting process
			interest	
	Chung-Yan Tsai, John Chung-Chang Chu	Transactions with Lin Yuan Property Management Co., Ltd.	Director recused himself/herself due to a conflict of interest	Disassociated from discussion and voting
2026.01.14 26th meeting of the 21st Board of Directors	Chang-Ken Lee Shan-Chi Liu	Discretionary investment mandate for domestic and foreign equities entrusted to Cathay Securities Investment Trust Co., Ltd.	Matters involving directors' personal interests	Disassociated from discussion and voting
2026.02.04 28th meeting of the 21st Board of Directors	Tzung-Han Tsai Shan-Chi Liu Chang-Ken Lee Tang-Chieh Wu Li-Ling Wang Pei-Pei Yu	Proposal for the Company and five other entities, including Cathay Financial Holdings, to jointly procure AWS Enterprise Discount Program cloud services from Nextlink Technology Co., Limited	Matters involving directors' personal interests	Disassociated from discussion and voting
	Tzung-Han Tsai Shan-Chi Liu Chang-Ken Lee Tang-Chieh Wu Li-Ling Wang Pei-Pei Yu	Proposal for the Company to collaborate with Cathay Financial Holdings and five other entities to establish a group-level strategic partnership with OpenAI, L.L.C.	Matters involving directors' personal interests	Disassociated from discussion and voting
	Ming-Ho Hsiung Chang-Ken Lee	Approval of year-end bonus, special bonus, and long-term incentives of the Chairman, Vice Chairman, and Resident Supervisor in 2025	Matters involving directors' personal interests	Disassociated from discussion and voting
2026.03.05 29th meeting of the 21st Board of Directors	Chao-Ting Lin	The Company's personnel matters.	Matters involving directors' personal interests	Disassociated from discussion and voting
2026.03.11 29th meeting of the 21st Board of Directors	Tzung-Han Tsai	Participation in Cathay Industry Research and Development Center Co., Ltd.'s cash capital increase	Director recused himself/herself due to a conflict of interest	Disassociated from discussion and voting
	Tzung-Han Tsai	Transactions with Symphox Information Co., Ltd.	Matters involving directors' personal interests	Disassociated from discussion and voting
	Chung-Yan Tsai John Chung-Chang Chu		Director recused himself/herself due to a conflict of interest	
	Chung-Yan Tsai John Chung-Chang Chu	Acquisition of shares issued by stakeholders and exercise of the call option from cash capital increase	Matters involving directors' personal interests	Disassociated from discussion and voting
	Pei-Pei Yu		Director recused himself/herself due to a conflict of interest	
	Chung-Yan Tsai John Chung-Chang Chu	Transactions with Lin Yuan Property Management Co., Ltd.	Director recused himself/herself due to a conflict of interest	Disassociated from discussion and voting

3. TWSE/TPEx listed companies are required to disclose the cycle, duration, scope, method and detail of board performance self (or peer) evaluations performed

Assessment cycle	Assessment duration	Scope of assessment	Assessment method	Assessment details
Once a year	2025.01.01–2025.12.31	Performance assessment of individual directors	Director self-assessment	1. Attendance (excluding proxy attendance) at board meetings. 2. Understanding and participation in discussion of agenda. 3. Interactions with the management team. 4. Legal compliance. 5. Enhancement of corporate governance. 6. Ongoing education of corporate governance-related courses. 7. Understanding of the Company, the Company's management team and industry. 8. Other matters designated by the competent authority or the Board of Directors.
Once a year	2025.01.01–2025.12.31	Performance assessment of individual directors	Peer assessment	1. Other directors' understanding and participation in discussion of agenda. 2. Interactions between other directors and the management team. 3. Functionality of the Board of Directors and functional committees. 4. Other legal compliance of other directors. 5. Other directors' understanding of board functionality and roles. 6. Whether other directors fully exert their powers and functionality. 7. Whether other directors actively strengthen corporate governance. 8. Other directors' understanding of the Company, the Company's management team and industry. 9. Other matters designated by the competent authority or the Board of Directors.
Once a year	2025.01.01–2025.12.31	Supervisor self-assessment	Self-assessment by supervisor	1. Attendance at board meetings. 2. Interaction with audit department. 3. Execution of compliance tasks. 4. Enhancement of corporate governance. 5. Ongoing education of corporate governance-related courses. 6. Other matters specified by the authority.

4. Enhancements to the functionality of the Board of Directors in the current and the most recent year (e.g., establishment of an Audit Committee, improvement of information transparency etc.), and the progress of such enhancements:

   Corporate Governance Plan

   In order to achieve the Company's robust corporate governance system, improve corporate governance performance proactively and practice the corporate sustainability goals, the Company set forth the 2026 annual corporate governance plan based on the Company's Corporate Governance Best Practice Principles, and also in reference to the "Sustainable Development Action Plan for TWSE/TPEx Listed Companies (2023)" and "Corporate Governance 3.0 – Sustainable Development Roadmap."

(1) Compliance and robust internal management

In accordance with the "Regulations Governing Implementation of Internal Control and Auditing System of Insurance Enterprises," the Company has established a comprehensive internal control system that is effectively executed; all establishment or amendments are submitted to the Board of Directors for resolution and approval. To maintain the effective operation of the internal control system and achieve internal control objectives, the Company has established a self-assessment system, a regulatory compliance system, a risk management mechanism, and an internal audit system (the "three lines of defense"), while implementing the following measures:

A. Internal audit system

a. Regarding the self-assessment system, we have established an audit unit under the Board of Directors, responsible for auditing various units, regularly assessing the performance of self-assessments, and periodically reporting audit operations to the Board of Directors and supervisors.

b. We continuously monitor and re-examine inspection opinions and audit deficiencies raised by competent authorities, CPAs, internal audit units (including the internal audit unit of the financial holding company), and self-inspections, as well as items requiring improvement listed in the declaration of the internal control system. The status of tracking, assessment, and improvement is submitted in writing to the Board of Directors and provided to each supervisor for review.

c. We regularly hold meetings with independent directors and supervisors to review deficiencies in the internal control system, maintain records, track and implement improvements, and report to the Board of Directors.

d. At the end of each financial year, the audit plan for the following year is submitted in writing to the supervisors for their review and deliberation, with records kept.

e. Implement a risk-oriented internal audit system.

B. Compliance system

a. Establish specialized units for regulatory compliance, AML, and CFT. These units report to the Board of Directors and supervisors at least semi-annually on compliance and AML/CFT matters. They identify weaknesses in compliance and AML/CFT risk management across all domestic and overseas operations, and oversee improvement plans and schedules.

b. Formulate internal control systems for regulatory compliance, AML, and CFT, to be implemented after Board approval. These systems are reviewed regularly in line with updates to insurance laws and regulations and amended upon Board approval.

c. Formulate an annual regulatory compliance plan to be implemented after Board approval.

d. Establish a whistleblowing system, while designating a unit with independent authority to handle and investigate reports.

C. Self-assessment system

a. Members of various business, financial, and IT units inspect each other's actual business implementation, and the supervisor of each unit or personnel at or above the equivalent level are designated to supervise the implementation, to discover operational deficiencies as early as possible for correcting such in a timely manner.

b. After each unit prudently evaluates the execution of the internal control system, the Chairman, President, Chief Auditor, and Chief Compliance Officer of the Head Office jointly assess the effectiveness of the overall internal control system and issue a Statement of Internal Control System, which is then submitted to the Board of Directors for approval.

D. CPA Audit System

a. When engaging CPAs to perform annual audits and certifications for the insurance business, the CPAs shall evaluate the effectiveness of the Company's internal control system and express an opinion on the accuracy of the reports submitted to the competent authorities, as well as the implementation of the internal control and regulatory compliance systems.

b. Regarding irregularities or deficiencies promptly identified and disclosed by the CPAs during the audit process, as well as their specific suggestions for improvement or fraud prevention, the Company shall thoroughly review and improve its processes, establish communication channels or mechanisms among independent directors, supervisors, and the CPAs, and formulate internal operating procedures to be incorporated into the internal control system for management.

E. Risk Control Mechanisms

a. Established appropriate risk management policies and procedures after taking into account corporate culture, the business environment, risk management capabilities, and applicable laws and regulations; such policies and procedures shall be approved by the Board of Directors and reviewed and revised on a regular basis.

b. Established a Risk Management Committee under the Board of Directors to formulate risk management policies, framework, and functions, establish qualitative and quantitative management standards, report the execution of risk management to the Board of Directors on a regular basis, and propose improvements if necessary.

c. Established a dedicated risk management unit responsible for the daily monitoring, measurement, and assessment of risks at the execution level. It issues regular overall risk management reports to the Board to ensure effective supervision and execution of risk management.

F. Information Security Management

Established a dedicated information security unit, responsible for planning, monitoring, and executing information security management operations. Annually, the Chief Information Security Officer, together with the Chairman, President, Chief Auditor, and Chief Compliance Officer of the Head Office, jointly issues a Statement of Internal Control System regarding the overall implementation of information security for the preceding year, which is submitted to the Board for approval.

(2) Protection of shareholders' equity

the Company, as a subsidiary wholly owned by Cathay Financial Holdings, shall report to the parent company and disclose to the public immediately if it has its Board of Directors exercise the function on behalf of a shareholders' meeting in accordance with Article 15 of the "Financial Holding Company Act" and Article 128-1 of the "Company Act."

(3) Improvement of the Board of Directors' functions and exercise of supervisors' function

A. Board Composition

a. Appropriate diversity policies and specific management goals for Board members are formulated based on the Company's operations, business models, and development needs. These include, but are not limited to, the following two major aspects: (1) Basic conditions and values: gender, age, nationality, culture, etc.; (2) Professional knowledge and skills: professional background (e.g., law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

b. To achieve the ideal goals of corporate governance, the Board as a whole should possess the following capabilities: (1) operational judgment; (2) accounting and financial analysis; (3) operational management; (4) risk management knowledge and skills; (5) crisis management; (6) professional knowledge of finance and insurance; (7) international market perspective; (8) leadership; and (9) decision-making.

c. In accordance with the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies," a secretariat unit is designated to handle Board meeting affairs, staffed with a suitable number of qualified corporate governance personnel. A Corporate Governance Officer is appointed as the highest-ranking executive responsible for corporate governance matters. Corporate governance matters include: (1) handling Board meeting affairs in accordance with the law; (2) producing Board meeting minutes; (3) assisting directors and supervisors with their appointments and continuous professional development; (4) providing the necessary materials for directors and supervisors to perform their duties; (5)

assisting directors and supervisors with legal compliance; and (6) other matters stipulated by the Articles of Incorporation or contracts.

d. Management development plans are established, and the Board periodically assesses the development and execution of these plans to ensure sustainable operations.

e. To implement the Board's responsibility for sustainable development, the following measures are undertaken:

   (a) A Sustainable Development Committee under the Board is established, responsible for formulating and amending annual sustainable development plans and strategic directions, sustainable development projects and activity plans, and reviewing sustainable development reports as well as accountability and liability cases for the Chairman and senior management.

   (b) The Board supervises the progress of sustainable development and formulates risk management policies or strategies, including risk assessments for ESG issues related to the Company's operations.

   (c) Greenhouse gas inventory and verification schedules are finalized and submitted to the Board quarterly for review and control.

B. Independent Director System

a. In accordance with the Articles of Incorporation, at least two independent directors must be appointed, representing no less than one-fifth of the total Board seats.

b. Independent directors are subject to shareholding and concurrent position restrictions as per relevant laws. They should not serve concurrently as directors (including independent directors) or supervisors of more than four TWSE/TPEx listed companies.

c. Independent directors may not serve as independent directors of more than three other public companies; however, if the public companies they serve concurrently are part of the same financial holding company, they are considered a single entity and are not included in the count of concurrent positions.

d. Independent directors may not serve more than three consecutive terms.

C. Rules of Procedure and Decision-Making Process for Board Meetings

a. The Board shall meet at least once per quarter and may be convened at any time in case of emergency. When a meeting is called, the reasons for convening must be stated and notice provided to all directors and supervisors seven days in advance, accompanied by sufficient meeting materials sent along with the notice.

b. Directors are expected to exhibit a high level of discipline. If a director, or a corporate entity represented by the director, has an interest in a motion proposed in a Board of Directors meeting, the director shall explain at that Board meeting the material aspects of such interest. If such interest is likely to prejudice the interests of the Company, the director may not participate in the discussion or voting, must recuse themselves from such discussion and voting, and may not exercise voting rights on behalf of any other director. However, for insurance companies organized with a single corporate shareholder, this does not apply to agenda items involving that single corporate shareholder.

c. Meeting minutes shall be signed or sealed by the chair and the minutes taker. They shall be distributed to all directors and supervisors within 20 days after the meeting. The meeting sign-in book constitutes part of the minutes and shall be treated as an important company document, to be preserved permanently for the duration of the Company's existence. The production, distribution, and preservation of meeting minutes may be conducted electronically.

d. The entire process of Board meetings shall be audio or video recorded for evidence and preserved for at least five years, and such preservation may be done in an electronic format. Where a Board meeting is held via video conference, the audio and video recordings shall constitute a part of the meeting minutes and must be preserved permanently.

D. Exercising the Functions of Supervisors

a. Supervisors shall possess professional knowledge, be familiar with relevant laws and regulations, understand the rights, obligations, and responsibilities of corporate directors, and comprehend the division of duties and operational functions of each department. They shall frequently attend Board meetings to supervise operational conditions and express opinions in a timely manner, so as to stay abreast of or anticipate unexpected situations.

b. Supervisors may investigate the business and financial status of the Company at any time, and the relevant departments of the Company shall cooperate by providing the account books and documents required for the audit. When auditing the financial and business conditions of the Company, supervisors may represent the Company in retaining attorneys or certified public accountants (CPAs) to review them; however, the Company shall inform relevant personnel of their confidentiality obligations.

c. Supervisors shall audit the various statements and records prepared by the Board of Directors for submission to the shareholders' meeting and report their opinions at said meeting. When handling the aforementioned matters, Supervisors may retain CPAs to review them.

d. The Board of Directors, managers, or the appointed signing actuary shall submit reports upon supervisors' request and shall not obstruct, evade, or refuse supervisors' auditing acts of for any reason.

E. Fiduciary Duty of Care and Responsibility

a. Performance evaluations of the Board of Directors, supervisors, and functional committees shall be conducted annually, covering overall Board performance, director self-evaluations, peer reviews, supervisor self-evaluations, and functional committee performance. The Company will contract external professional independent organizations or experts/scholars to perform an external performance assessment on the Board of Directors once every three years.

b. Liability insurance is purchased for directors and supervisors to cover their legal liabilities during their terms, thereby reducing and diversifying the risk of significant harm to the Company and shareholders due to directors or supervisors' errors or negligence. After purchasing or renewing the liability insurance for directors and supervisors, critical contents such as the insured amount, coverage, and insurance premiums of the liability insurance shall be reported to the upcoming Board meeting.

c. Upon appointment or during their terms, Board members and supervisors are encouraged to attend professional development courses organized by the Life Insurance Association or institutions designated by the competent authority. These courses cover topics such as insurance, finance, risk management, business operations, accounting, legal affairs, anti-money laundering and countering the financing of terrorism, and corporate sustainable development. To promote sustainable development, they must complete at least 3 hours of sustainable development training annually.

(4) Protection of customers' interests and rights, and respect toward stakeholders' interests and rights

A. The Company shall maintain uninterrupted communication channels with its policyholders, employees, shareholders, or other stakeholders, respect and safeguard their due legal rights and interests, and establish a dedicated Stakeholder Section on the corporate website.

B. To uphold the customer-centric service philosophy, a Treating Customers Fairly Promotion Committee has been established. This committee is responsible for reviewing and evaluating the Company's various services, ensuring the effective implementation of the Treating Customers Fairly principles, supervising departmental compliance, and reporting execution outcomes to the Board of Directors on a semi-annual basis.

C. The Company established the "Business Integrity Procedures and Behavioral Guidelines" in order to implement the integrity management policy, actively prevent dishonest conducts, and review the ethical conduct of Board members and employees, with regular reports submitted to the Board.

D. The Company provides policyholders with sufficient information to ensure a full understanding of insurance services, within the scope of legal compliance. If a policyholder’s legitimate rights are infringed upon, the Company will respond positively and handle the matter appropriately with a responsible attitude.

E. The Company sets up the employee care hotline and sexual harassment prevention hotline, implements the EAP employee relief program provided by of external professional advisor, and provides 24-hour consulting service.

F. An independent director mailbox is provided on the company website to establish a communication channel between independent directors and stakeholders.

(5) Improvement of information transparency

A. Enhancing Information Disclosure

a. A spokesperson system is established to ensure the timely and fair disclosure of information that may influence the decisions of shareholders and stakeholders.

b. The Company leverages the convenience of the internet to host a website featuring financial, operational, and corporate governance information for reference by shareholders and stakeholders. English-language versions of financial statements, corporate governance disclosures, and other relevant information are provided.

c. Investor conferences are held in accordance with regulations set by the Taiwan Stock Exchange or the Taipei Exchange, with records preserved via audio or video recording.

B. Corporate Governance Information Disclosure

a. In accordance with the “Regulations Governing Public Disclosure of Information by Life Insurance Enterprises,” the Company discloses corporate governance-related information on the Insurance Industry Public Information Observation Station annually, covering: (1) corporate governance framework and rules; (2) corporate shareholding structure and shareholders’ rights; (3) structure, diversity policy, and independence of the Board of Directors; (4) operational status of the Board of Directors; (5) responsibilities of the Board of Directors and managers; (6) composition, responsibilities, and independence of supervisors; (7) participation of supervisors in the operations of the Board of Directors; (8) composition, responsibilities, and operational status of the Risk Management Committee or other functional committees; (9) remuneration paid to directors, supervisors, and the President in the most recent fiscal year; analysis of the ratio of total remuneration to net income after tax; remuneration policies, standards, and packages; procedures for determining remuneration; and its correlation with operational performance and future risks; (10) disclosure of the remuneration of individual directors, supervisors, and the President in accordance with Article 20 of the Regulations Governing the Preparation of Financial Reports by Insurance Enterprises and its attached formats; (11) continuing education status of directors and supervisors; (12) risk management information; (13) rights and relations of stakeholders; (14) complaint handling systems; (15) implementation status of promoting sustainable development; (16) donations made to political parties, stakeholders, and public welfare groups; (17) corporate governance operations and their deviations from the Corporate Governance Best Practice Principles, along with the reasons thereof; (18) relevant information on internal audits; (19) number of non-managerial employees, annual average employee benefit expenses, and the variance from the previous fiscal year; (20) cybersecurity management; (21) fulfillment of ethical corporate management; and (22) other relevant corporate governance information.

b. The Company has signed the "Stewardship Principles for Institutional Investors" published by the Taiwan Stock Exchange; periodically publishes stewardship reports disclosing engagement with investees and participation in shareholders' meetings.

c. The Company prepares Chinese and English versions of sustainability reports to disclose information related to green finance performance with third-party verification obtained.

(6) Other corporate governance matters

A. The Company monitors domestic and international corporate governance developments to review and improve the Company's internal governance systems, while updating relevant regulations to enhance governance effectiveness.

B. The Company participates in the "Sustainable Finance Evaluation" hosted by the FSC, aiming for a top 25% industry ranking.

C. We continue to implement measures from the "Sustainable Development Action Plans for TWSE and TPEx Listed Companies (2023)" and the "Corporate Governance 3.0 – Sustainable Development Roadmap," while strengthening exchanges with group subsidiaries to collectively enhance governance efficiency.

D. We completed the 22nd Board of Directors election and related transition processes.

E. We added new sections for "Functional Committees" and "Stakeholders" to the official company website.

(7) Directors' and supervisors' ongoing education

Title	Name	Course date	Exam Administrator	Course name	Course hours
Chairman	Ming-Ho Hsiung	2025.07.09	TWSE	2025 Cathay Sustainable Finance and Climate Change Summit	6.0
		2025.11.04	Cathay Life Insurance Co., Ltd.	2025 Information Security Education and Training for Directors, Supervisors and Senior Management	1.0
		2025.11.04	Cathay Life Insurance Co., Ltd.	2025 Education Training for Fair Treatment for Directors, Supervisors and Senior Management	0.5
		2025.11.04	Cathay Life Insurance Co., Ltd.	2025 Board of Directors, Supervisors and Senior Manager Anti-Money Laundering and Counter Terrorism Financing Education and Training Materials	1.0
		2025.12.16	Cathay Life Insurance Co., Ltd.	2025 Online Course for Directors/Supervisors – IFRS 17 Education and Training	3.0
Vice Chairman	Chang-Ken Lee	2025.07.09	TWSE	2025 Cathay Sustainable Finance and Climate Change Summit	6.0
		2025.10.28	Cathay Life Insurance Co., Ltd.	2025 Information Security Education and Training for Directors, Supervisors and Senior Management	1.0
		2025.10.28	Cathay Life Insurance Co., Ltd.	2025 Education Training for Fair Treatment for Directors, Supervisors and Senior Management	0.5
		2025.10.28	Cathay Life Insurance Co., Ltd.	2025 Board of Directors, Supervisors and Senior Manager Anti-Money Laundering and Counter Terrorism Financing Education and Training Materials	1.0
		2025.11.03	Cathay Life Insurance Co., Ltd.	2025 Online Course for Directors/Supervisors – IFRS 17 Education and Training	3.0
Director	Tzung-Han Tsai	2025.04.16	Cathay United Bank Co., Ltd.	Cathay United Bank's Principles of Fair Treatment of Customers - Principles of Fair Treatment of Customers for Financial Service Enterprises	3.0
		2025.04.16	Cathay United Bank Co., Ltd.	Cathay United Bank 2025 H1 bank-wide AML/CFT training.	1.0
		2025.04.28	Cathay United Bank Co., Ltd.	【2025 Cybersecurity Seminar】 Analysis and Response to Zero Trust Architecture in the Financial Industry	0.3
		2025.07.09	TWSE	2025 Cathay Sustainable Finance and Climate Change Summit	6.0
		2025.07.16	Cathay United Bank Co., Ltd.	2025 Sexual Harassment Prevention Course	0.3
		2025.07.25	Cathay United Bank Co., Ltd.	【2025 Cybersecurity Seminar】 Sharing of AI governance trends in the financial industry	0.4
		2025.08.08	Taipei Foundation of Finance	2025 Financial Inclusion Education and Training	2.0
		2025.09.04	Cathay United Bank Co., Ltd.	2025 Anti-Money Laundering and Counter-Terrorism Financing Education and Training for Directors and Senior Management	1.0
		2025.09.15	Cathay United Bank Co., Ltd.	2025 Risk Management General Knowledge Course	1.0
		2025.10.16	Cathay United Bank Co., Ltd.	2025 (H2), Bank-wide AML Education and Training	1.0

Title	Name	Course date	Exam Administrator	Course name	Course hours
		2025.10.21	Cathay Life Insurance Co., Ltd.	2025 Board of Directors, Supervisors and Senior Manager Anti-Money Laundering and Counter Terrorism Financing Education and Training Materials	1.0
		2025.10.21	Cathay Life Insurance Co., Ltd.	2025 Information Security Education and Training for Directors, Supervisors and Senior Management	1.0
		2025.10.21	Cathay Life Insurance Co., Ltd.	2025 Education Training for Fair Treatment for Directors, Supervisors and Senior Management	0.5
		2025.10.21	Cathay United Bank Co., Ltd.	【2025 Promotion of knowledge to executives】 Internal ratings-based (IRB) for credit risk	0.5
		2025.11.12	Cathay Life Insurance Co., Ltd.	2025 Online Course for Directors/Supervisors – IFRS 17 Education and Training	3.0
Director	Chung-Yan Tsai	2025.07.09	TWSE	2025 Cathay Sustainable Finance and Climate Change Summit	6.0
		2025.11.03	Cathay Life Insurance Co., Ltd.	2025 Information Security Education and Training for Directors, Supervisors and Senior Management	1.0
		2025.11.03	Cathay Life Insurance Co., Ltd.	2025 Education Training for Fair Treatment for Directors, Supervisors and Senior Management	0.5
		2025.11.03	Cathay Life Insurance Co., Ltd.	2025 Online Course for Directors/Supervisors – IFRS 17 Education and Training	3.0
		2025.11.03	Cathay Life Insurance Co., Ltd.	2025 Board of Directors, Supervisors and Senior Manager Anti-Money Laundering and Counter Terrorism Financing Education and Training Materials	1.0
Director	Shan-Chi Liu	2025.07.09	TWSE	2025 Cathay Sustainable Finance and Climate Change Summit	6.0
		2025.07.31	TWSE	Summit of Taiwan's Capital Market	3.0
		2025.11.21	Cathay Life Insurance Co., Ltd.	2025 Education Training for Fair Treatment for Directors, Supervisors and Senior Management	0.5
		2025.11.21	Cathay Life Insurance Co., Ltd.	2025 Board of Directors, Supervisors and Senior Manager Anti-Money Laundering and Counter Terrorism Financing Education and Training Materials	1.0
		2025.11.21	Cathay Life Insurance Co., Ltd.	2025 Information Security Education and Training for Directors, Supervisors and Senior Management	1.0
		2025.11.26	Cathay Life Insurance Co., Ltd.	2025 Online Course for Directors/Supervisors – IFRS 17 Education and Training	3.0
Director	Chao-Ting Lin	2025.04.11	Taiwan Corporate Governance Association	Practical Exploration of Latest AI Development Trends and Risk Management Frameworks	3.0
		2025.07.09	TWSE	2025 Cathay Sustainable Finance and Climate Change Summit	6.0
		2025.10.29	Taiwan Insurance Guaranty Fund	2025 Insurance Industry Risk Management Trend Forum – Reshaping the New Insurance Order: The Transformation Path to New Systems	7.0
		2025.11.04	Cathay Life Insurance Co., Ltd.	2025 Board of Directors, Supervisors and Senior Manager Anti-Money Laundering	1.0

Title	Name	Course date	Exam Administrator	Course name	Course hours
				and Counter Terrorism Financing Education and Training Materials	
		2025.11.04	Cathay Life Insurance Co., Ltd.	2025 Information Security Education and Training for Directors, Supervisors and Senior Management	1.0
		2025.11.04	Cathay Life Insurance Co., Ltd.	2025 Education Training for Fair Treatment for Directors, Supervisors and Senior Management	0.5
		2025.12.04	Insurance Institute of the Republic of China	2026 Economic and Insurance Development Forum	7.0
Director	Yi-Tsung Wang	2025.07.09	TWSE	2025 Cathay Sustainable Finance and Climate Change Summit	6.0
		2025.11.13	Cathay Life Insurance Co., Ltd.	2025 Online Course for Directors/Supervisors – IFRS 17 Education and Training	3.0
		2025.11.18	Cathay Life Insurance Co., Ltd.	2025 Information Security Education and Training for Directors, Supervisors and Senior Management	1.0
		2025.11.18	Cathay Life Insurance Co., Ltd.	2025 Education Training for Fair Treatment for Directors, Supervisors and Senior Management	0.5
		2025.11.18	Cathay Life Insurance Co., Ltd.	2025 Board of Directors, Supervisors and Senior Manager Anti-Money Laundering and Counter Terrorism Financing Education and Training Materials	1.0
Director	John Chung-Chang Chu	2025.05.16	Taiwan Corporate Governance Association	Cybersecurity governance and management under the geopolitical situation	3.0
		2025.07.09	TWSE	2025 Cathay Sustainable Finance and Climate Change Summit	6.0
		2025.11.19	Cathay Life Insurance Co., Ltd.	2025 Online Course for Directors/Supervisors – IFRS 17 Education and Training	3.0
		2025.11.21	Cathay Life Insurance Co., Ltd.	2025 Education Training for Fair Treatment for Directors, Supervisors and Senior Management	0.5
		2025.11.21	Cathay Life Insurance Co., Ltd.	2025 Board of Directors, Supervisors and Senior Manager Anti-Money Laundering and Counter Terrorism Financing Education and Training Materials	1.0
		2025.11.21	Cathay Life Insurance Co., Ltd.	2025 Information Security Education and Training for Directors, Supervisors and Senior Management	1.0
Resident Supervisor	Chih-Ing Tsai	2025.04.22	Taiwan Academy of Banking and Finance	Financial Technology Series - Applications, Evaluation, and Management of Generative AI in the Financial Industry	3.0
		2025.08.05	Insurance Institute of the Republic of China	Corporate Governance Seminar (2025, 9th Session): ESG Sustainable Development Trends and Implementation of Responsible Investment	3.0
		2025.11.11	Cathay Life Insurance Co., Ltd.	2025 Board of Directors, Supervisors and Senior Manager Anti-Money Laundering and Counter Terrorism Financing Education and Training Materials	1.0
		2025.11.11	Cathay Life Insurance Co., Ltd.	2025 Online Course for Directors/Supervisors – IFRS 17 Education and Training	3.0

Title	Name	Course date	Exam Administrator	Course name	Course hours
		2025.11.11	Cathay Life Insurance Co., Ltd.	2025 Information Security Education and Training for Directors, Supervisors and Senior Management	1.0
		2025.11.11	Cathay Life Insurance Co., Ltd.	2025 Education Training for Fair Treatment for Directors, Supervisors and Senior Management	0.5
Supervisor	Chih-Ming Lin	2025.07.09	TWSE	2025 Cathay Sustainable Finance and Climate Change Summit	6.0
		2025.11.05	Securities and Futures Institute	Insider Trading Case Studies and Related Legal Liabilities	3.0
		2025.11.11	Cathay Life Insurance Co., Ltd.	2025 Board of Directors, Supervisors and Senior Manager Anti-Money Laundering and Counter Terrorism Financing Education and Training Materials	1.0
		2025.11.11	Cathay Life Insurance Co., Ltd.	2025 Online Course for Directors/Supervisors – IFRS 17 Education and Training	3.0
		2025.11.11	Cathay Life Insurance Co., Ltd.	2025 Information Security Education and Training for Directors, Supervisors and Senior Management	1.0
		2025.11.11	Cathay Life Insurance Co., Ltd.	2025 Education Training for Fair Treatment for Directors, Supervisors and Senior Management	0.5
Supervisor	Yung-Chen Lee	2025.07.09	TWSE	2025 Cathay Sustainable Finance and Climate Change Summit	6.0
		2025.07.22	Securities and Futures Institute	Internal Control Practice for Chief Corporate Governance Officers: How to Help Enterprises Perfect Their Internal Control Systems	3.0
		2025.11.28	Cathay Life Insurance Co., Ltd.	2025 Education Training for Fair Treatment for Directors, Supervisors and Senior Management	0.5
		2025.11.28	Cathay Life Insurance Co., Ltd.	2025 Board of Directors, Supervisors and Senior Manager Anti-Money Laundering and Counter Terrorism Financing Education and Training Materials	1.0
		2025.11.28	Cathay Life Insurance Co., Ltd.	2025 Online Course for Directors/Supervisors – IFRS 17 Education and Training	3.0
		2025.11.28	Cathay Life Insurance Co., Ltd.	2025 Information Security Education and Training for Directors, Supervisors and Senior Management	1.0
Supervisor	Han-Chang Tsai	2025.07.09	TWSE	2025 Cathay Sustainable Finance and Climate Change Summit	6.0
		2025.12.05	Cathay Life Insurance Co., Ltd.	2025 Online Course for Directors/Supervisors – IFRS 17 Education and Training	3.0
		2025.12.05	Cathay Life Insurance Co., Ltd.	2025 Information Security Education and Training for Directors, Supervisors and Senior Management	1.0
		2025.12.05	Cathay Life Insurance Co., Ltd.	2025 Education Training for Fair Treatment for Directors, Supervisors and Senior Management	0.5
		2025.12.05	Cathay Life Insurance Co., Ltd.	2025 Board of Directors, Supervisors and Senior Manager Anti-Money Laundering and Counter Terrorism Financing Education and Training Materials	1.0

Title	Name	Course date	Exam Administrator	Course name	Course hours
Independent Director	Li-Ling Wang	2025.07.15	Cathay United Bank Co., Ltd.	2025 Sexual Harassment Prevention Course	0.3
		2025.09.19	Taipei Foundation of Finance	2025 Financial Inclusion Education and Training	2.0
		2025.09.19	Cathay United Bank Co., Ltd.	2025 Anti-Money Laundering and Counter-Terrorism Financing Education and Training for Directors and Senior Management	1.0
		2025.09.22	Cathay United Bank Co., Ltd.	【2025 Cybersecurity Seminar】 Sharing of AI governance trends in the financial industry	0.4
		2025.10.14	International Project Management Association (IPMA)	Continuing education courses for directors of listed companies - SDGs and ESG sustainable management	3.0
		2025.11.21	International Project Management Association (IPMA)	Continuing education courses for directors of listed companies - Digital technology and AI trends: Risks and opportunities in business operations.	3.0
		2025.11.25	Cathay United Bank Co., Ltd.	【2025 Promotion of knowledge to executives】 Internal ratings-based (IRB) for credit risk	0.5
		2025.11.26	Cathay Life Insurance Co., Ltd.	2025 Information Security Education and Training for Directors, Supervisors and Senior Management	1.0
		2025.11.26	Cathay Life Insurance Co., Ltd.	2025 Education Training for Fair Treatment for Directors, Supervisors and Senior Management	0.5
		2025.11.26	Cathay Life Insurance Co., Ltd.	2025 Online Course for Directors/Supervisors – IFRS 17 Education and Training	3.0
		2025.11.26	Cathay Life Insurance Co., Ltd.	2025 Board of Directors, Supervisors and Senior Manager Anti-Money Laundering and Counter Terrorism Financing Education and Training Materials	1.0
Independent Director	Tang-Chieh Wu	2025.03.14	Insurance Institute of the Republic of China	2025 Insurance Industry IFRS 17 Conference - IFRS 17 Shake-up: Financial forecasting, interpretation, and management for the property and casualty insurance industry	3.5
		2025.03.21	Taiwan Academy of Banking and Finance	Seminar on employee equity compensation related trust structure and trust agreement reference model	3.0
		2025.04.10	Corporate Operating and Sustainability Development Association	Enterprise risk and AI application risk management - oversight responsibility of the Board of Directors and corporate governance level	3.0
		2025.04.16	Securities and Futures Institute	Carbon Credit Trading Mechanisms and Carbon Management Applications	3.0
		2025.04.22	Taiwan Academy of Banking and Finance	Financial Technology Series - Applications, Evaluation, and Management of Generative AI in the Financial Industry	3.0
		2025.05.12	Cathay United Bank Co., Ltd.	【2025 Cybersecurity Seminar】 Analysis and Response to Zero Trust Architecture in the Financial Industry	0.3
		2025.06.04	Insurance Institute of the Republic of China	Corporate Governance Seminar (5th Session, 2025) - Challenges and Future Trends Facing Information Security in	3.0

Title	Name	Course date	Exam Administrator	Course name	Course hours
				the Financial and Insurance Industry	
		2025.06.06	Financial Examination Bureau (FSC)	Financial Holdings Company Internal Audit Seminar	3.0
		2025.06.24	Taiwan Academy of Banking and Finance	Trust enterprise supervisory personnel on-the-job training program (session 40)	6.0
		2025.07.09	TWSE	2025 Cathay Sustainable Finance and Climate Change Summit	6.0
		2025.07.21	Cathay United Bank Co., Ltd.	2025 Sexual Harassment Prevention Course	0.3
		2025.07.21	Cathay United Bank Co., Ltd.	【2025 Cybersecurity Seminar】 Sharing of AI governance trends in the financial industry	0.4
		2025.08.12	Taiwan Academy of Banking and Finance	Corporate Governance Seminar (Session 234) - Family Trust Planning and Implementation	3.0
		2025.08.12	Taipei Foundation of Finance	2025 Financial Inclusion Education and Training	2.0
		2025.08.20	Insurance Institute of the Republic of China	Corporate governance seminar (10th Session, 2025) - Climate-related Risks and Opportunities - Introduction to Best Practices in the financial and insurance industry	3.0
		2025.09.03	Taiwan Corporate Governance Association	The 21st (2025) International Corporate Governance Summit Forum - The Role of the Board of Directors in Shaping Corporate Strategy in a Time of Global Environmental Change	3.0
		2025.09.15	Cathay United Bank Co., Ltd.	2025 Anti-Money Laundering and Counter-Terrorism Financing Education and Training for Directors and Senior Management	1.0
		2025.11.10	Cathay United Bank Co., Ltd.	【2025 Promotion of knowledge to executives】 Internal ratings-based (IRB) for credit risk	0.5
		2025.11.25	Financial Examination Bureau (FSC)	Financial Holding Companies and Domestic Banks Internal Audit Symposium	3.5
		2025.11.27	Cathay Life Insurance Co., Ltd.	2025 Information Security Education and Training for Directors, Supervisors and Senior Management	1.0
		2025.11.27	Cathay Securities Corporation	2025 “Anti-Money Laundering and Counter Terrorism Financing” Education and Training for Directors and Supervisors	1.0
		2025.11.27	Cathay Life Insurance Co., Ltd.	2025 Board of Directors, Supervisors and Senior Manager Anti-Money Laundering and Counter Terrorism Financing Education and Training Materials	1.0
		2025.11.27	Cathay Life Insurance Co., Ltd.	2025 Education Training for Fair Treatment for Directors, Supervisors and Senior Management	0.5
		2025.12.05	Insurance Institute of the Republic of China	Corporate Governance Seminar (16th Session, 2025) - Sustainable Risk Management and Governance	3.0
Independent Director	Pei-Pei Yu	2025.07.09	TWSE	2025 Cathay Sustainable Finance and Climate Change Summit	6.0
		2025.09.26	Taiwan Corporate Governance Association	The current global economic situation and the effects of Trump’s policy	3.0

Title	Name	Course date	Exam Administrator	Course name	Course hours
		2025.09.26	Taiwan Corporate Governance Association	Cybersecurity governance and management under the geopolitical situation	3.0
		2025.10.15	Institute of Financial Law and Crime Prevention	Workshop for Directors, Supervisors, and Senior Executives - Operational Management Impact and Financial Statement Interpretation under IFRS 17 Reforms	3.0
		2025.11.27	Cathay Life Insurance Co., Ltd.	2025 Information Security Education and Training for Directors, Supervisors and Senior Management	1.0
		2025.11.27	Cathay Life Insurance Co., Ltd.	2025 Education Training for Fair Treatment for Directors, Supervisors and Senior Management	0.5
		2025.11.27	Cathay Life Insurance Co., Ltd.	2025 Board of Directors, Supervisors and Senior Manager Anti-Money Laundering and Counter Terrorism Financing Education and Training Materials	1.0
		2025.11.28	Cathay Securities Corporation	2025 “Anti-Money Laundering and Counter Terrorism Financing” Education and Training for Directors and Supervisors	1.0

(8) The state of operations of the audit committee or the state of participation in board meetings by the supervisors:

A total of 9 meetings (A) were held in the last year; below are supervisors’ attendance records:

Title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) 【B/A】 (Note)	Remarks
Resident Supervisor	Chih-Ing Tsai	9	0	100%	
Supervisor	Chih-Ming Lin	9	0	100%	
Supervisor	Yung-Chen Lee	9	0	100%	
Supervisor	Han-Chang Tsai	9	0	100%	

Note: Actual attendance rate (%) was calculated on the basis of the number of board meetings held during each supervisor’s term and the number of meetings actually attended by that supervisor.

(9) Other items to be stated:

A. Constitution and responsibilities of supervisors:

a. The supervisors play the role overseeing the Board of Directors and the Company’s operations and have to perform the following duties:

(a) The right to supervise the Company’s business and finance: Supervisors shall supervise the Company’s execution of business, and may investigate the Company’s business and financial position at any time, audit accounting books and documents, and ask the Board of Directors or managers for submission of reports.

(b) Attend the Board of Directors in the non-voting capacity: Supervisors may attend the Board of Directors' meeting to state their opinion, so that they may detect any directors' malpractice as early as possible.

(c) Supervisory authority over the Company's accounting matters: Supervisors shall "audit" various records prepared by the Board of Directors, and report their opinions to the Board of Directors. Therefore, supervisors shall be obligated to "investigate" and "audit" various records.

(d) The Company's supervisors convene the conference to review the defects in the internal system each year. The Audit Office shall review and follow up the inspection penalties, main inspection opinions and improvement of important internal audit opinions, and take the following actions per supervisors' instruction.

b. Communication between supervisors and employees/shareholders: The supervisor shall communicate directly with employees and shareholders when necessary.

c. Communication among independent directors, supervisors, the chief internal auditor, and CPAs:

(a) The Company has an Audit Division established directly under the Board of Directors to oversee organization and responsibilities of the internal audit system. A chief auditor has been assigned to oversee audit tasks and report the audit progress to the Board of Directors on a regular basis.

(b) The Company's Audit Office presents monthly internal audit reports prepared by the Company to independent directors and supervisors for review.

(c) The Company's Audit Office constantly keeps track of findings or weaknesses raised by the financial supervisory authority, the parent company, the CPAs, the internal audit unit and internal departments self-inspection, as well as improvements prompted in the declaration of internal control system. Any progress made on such findings are reported to the Board of Directors.

(d) At the end of each financial year, the Company's Audit Office prepares audit plans for the upcoming year and submits them for approval by the independent directors and supervisors, which were then recorded and reported for the board's resolution.

(e) The Audit Office follows Article 7 of "Corporate Governance Best-Practice Principles for Financial Holding Companies" and Article 3 of "Corporate Governance Best-Practice Principles for Insurance Enterprises," and convenes "internal control system defect review seminars" separately with the independent directors and supervisors, where all independent directors and supervisors are invited to discuss with internal auditors about defects within the internal control system. Detailed minutes are recorded and presented to the

Board of Directors during meetings.

(f) Before the Company’s Audit Office plans to adopt the risk-oriented internal audit system, the related application forms shall be reviewed by supervisors and independent directors, and recorded and reported to the Board of Directors for resolution.

Time	Communication methods	Participating staff members	Communication matters	Communication results
2025.03.05	Audit Symposium	Tang-Chieh Wu (Independent Director) Li-Ling Wang (Independent Director) Pei-Pei Yu (Independent Director) Chief Auditor and Managerial Officers of the Audit Office Chief Auditor, Managerial Officers and Employees of the Audit Department of Cathay Financial Holdings	Seminar on review of defects in internal control of Cathay Financial Holdings and its subsidiaries in the second half of 2024	Handled based on the proposals
2025.03.06	Audit Symposium	Chih-Ing Tsai (Resident Supervisor) Chih-Ming Lin (Supervisor) Yung-Chen Lee (Supervisor) Han-Chang Tsai (Supervisor) Chief Auditor and Managerial Officers of the Audit Office	2024 Supervisor Symposium on Internal Control System Deficiencies.	Handled based on the proposals
2025.07.01	Audit Symposium	Chih-Ing Tsai (Resident Supervisor) Chih-Ming Lin (Supervisor) Yung-Chen Lee (Supervisor) Han-Chang Tsai (Supervisor) Chief Auditor and Managerial Officers of the Audit Office	Report on the risk-oriented internal audit system progress to supervisors.	Handled based on the proposals

Time	Communication methods	Participating staff members	Communication matters	Communication results
2025.07.01	Audit Symposium	Tang-Chieh Wu (Independent Director) Li-Ling Wang (Independent Director) Pei-Pei Yu (Independent Director) Chief Auditor and Managerial Officers of the Audit Office	Report on the risk-oriented internal audit system progress to independent directors.	Handled based on the proposals
2025.08.14	Audit Symposium	Tang-Chieh Wu (Independent Director) Li-Ling Wang (Independent Director) Pei-Pei Yu (Independent Director) Chief Auditor and Managerial Officers of the Audit Office Chief Auditor, Managerial Officers and Employees of the Audit Department of Cathay Financial Holdings	Seminar on review of defects in internal control of Cathay Financial Holdings and its subsidiaries in the first half of 2025	Handled based on the proposals
2026.03.09	Communication Meeting with CPAs	Chih-Ing Tsai (Resident Supervisor) Chih-Ming Lin (Supervisor) Yung-Chen Lee (Supervisor) Han-Chang Tsai (Supervisor) Shu-Wan Lin (CPA)	Key audit matters for 2025 financial statement audits	Handled based on the proposals
2026.03.11	Audit Symposium	Tang-Chieh Wu (Independent Director) Li-Ling Wang (Independent Director) Pei-Pei Yu (Independent Director) Cheng-Hung Kuo (Independent Director) Wei Wang (Independent Director) Chief Auditor and Managerial Officers of the Audit Office Chief Auditor, Managerial Officers and Employees of the Audit Department of Cathay Financial Holdings	Seminar on review of defects in internal control of Cathay Financial Holdings and its subsidiaries in the second half of 2025	Handled based on the proposals

Time	Communication methods	Participating staff members	Communication matters	Communication results
2026.03.11	Audit Symposium	Chih-Ing Tsai (Resident Supervisor) Chih-Ming Lin (Supervisor) Yung-Chen Lee (Supervisor) Han-Chang Tsai (Supervisor) Chief Auditor and Managerial Officers of the Audit Office	2025 Supervisor Symposium on Internal Control System Deficiencies.	Handled based on the proposals

B. If a supervisor expresses an opinion in the Board of Directors Meeting, the minutes concerned shall clearly state the meeting date, term, contents of motions, the Board resolution and the Company's handling of the supervisor's opinion: None.

C. Supervisor's e-mail
Company Home Page > About Us > Corporate Governance, website:
https://www.cathaylife.com.tw/cathaylifeins/abouts/governance/supervisormailbox

(IV) Functionality of the Risk Management Committee

1. A total of 7 meetings (A) were held in the last year (data range: 2025/01/01–2025/12/31). The attendance records are summarized as below:

Title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) 【B/A】 (Note 1, Note 2)	Remarks
Independent Director	Li-Ling Wang	7	0	100%	New director re-appointed on November 17, 2023 Required attendance: 7 sessions
Independent Director	Tang-Chieh Wu	7	0	100%	New director re-appointed on November 17, 2023 Required attendance: 7 sessions
President (Concurrent Director)	Shan-Chi Liu	5	0	71%	New director re-appointed on November 17, 2023 Required attendance: 7 sessions
I. Composition and qualification of the Risk Management Committee (Note 3): The Committee shall have at least three members who are directors. A majority of the members are independent directors. One of them shall be the Committee chairman and appointed from					

the independent directors of the Company with a background in insurance, accounting or finance.

II. Duties of the Risk Management Committee (Note 4):

(I) Formulate risk management policies, framework, and functions, establish qualitative and quantitative management standards, report the execution of risk management to the Board of Directors on a regular basis, and propose improvements if necessary.

(II) Execute the risk management decisions from the Board of Directors, and regularly review the development, establishment and execution of the Company's overall risk management mechanism.

(III) Assist and supervise all departments to carry out risk management activities.

(IV) Assist in reviewing the formulation of risk limit.

(V) Adjust the risk category, risk limit allocation and risk affordable method depending on the environment.

(VI) Coordinate the interaction and communication of risk management functions across departments.

III. Meeting schedule of the Risk Management Committee (Note 5):

The Committee chairman shall call a meeting on a quarterly basis and chairs the meeting. If necessary, a Committee meeting may be called on shorter notice.

Note 1: The date of resignation is specified for members of the Sustainable Development Committee who had resigned prior to the close of the financial year. The percentage of actual attendance (%) is calculated based on the number of Sustainable Development Committee meetings held and the number of meetings actually attended during active duty.

Note 2: If a re-election of members had taken place prior to the close of the financial year, members of both the previous and the current term are listed; in which case, the remarks column would specify the re-election date and whether the members were elected in the previous term, the new term, or both. Actual attendance rate (%) is calculated on the basis of the number of Committee meetings held during each member's term and the number of meetings actually attended by that member.

Note 3: In accordance with Article 3 of the "Organization Rules for Risk Management Committee."

Note 4: In accordance with Article 2 of the "Organization Rules for Risk Management Committee."

Note 5: In accordance with Article 6 of the "Organization Rules for Risk Management Committee."

2. The proposals discussed and resolutions adopted by the Risk Management Committee in 2025 are summarized below:

Meeting	Date	Motion	The board's resolution
2nd meeting in 2025	2025.02.26	The Company's risk appetite and risk limits in 2025, as well as the amendment to the Company's Procedures for Overall Risk Measurement.	Motion was passed as proposed by all attending members.
		2025 risk and solvency self-assessment internal report and supervision report	Motion was passed as proposed by all attending members.
		Partial amendments to the Company's "Regulations Governing Internal Operating System and Conduct on Transactions Other than Granting of Loans with Interested Parties".	Motion was passed as proposed by all attending members.
		Partial amendments to the Company's "Self-Regulatory Rules on Transactions Other than Granting of Loans with Observed Trading Counterparts"	Motion was passed as proposed by all attending members.
		Risk Management Committee Performance Assessment Result for 2024.	Motion was passed as proposed by all attending members.
3rd meeting in 2025	2025.05.09	Partial amendments to the Company's "Policies and Procedures for Derivatives Transaction"	Motion was passed as proposed by all attending members.
		Formulation the hedging plan for the offshore insurance unit (OIU) regarding hedged items for indexed universal life insurance liability positions.	Motion was passed as proposed by all attending members.
		2025 Standard stress test assessment report and climate change scenario analysis results.	Motion was passed as proposed by all attending members.
		Amendment to The Company's "Policies for Risk Management"	Motion was passed as proposed by all attending members.
		Amendments to the title and partial articles of the Company's "Guidelines for ESG and Climate Risk Management."	Motion was passed as proposed by all attending members.
		Amendments to partial articles of the Company's "Emerging Risk Management Guidelines."	Motion was passed as proposed by all attending members.

Meeting	Date	Motion	The board's resolution
		Application for the adoption of the new Guideline Governing Reserves for Changes in Foreign Exchange Price by Life Insurance Enterprises and the transfer of reserves from designated specific liability items to the foreign exchange valuation reserve.	Motion was passed as proposed by all attending members.
4th meeting in 2025	2025.06.19	Update of the 2025 standard climate change scenario analysis results.	Motion was passed as proposed by all attending members.
		Amendment to The Company's "Procedures for Overall Risk Measurement"	Motion was passed as proposed by all attending members.
5th meeting in 2025	2025.07.14	Amendment to the hedging plan for the OIU regarding hedged items for indexed universal life insurance liability positions.	Motion was passed as proposed by all attending members.
6th meeting in 2025	2025.08.08	The Company's plan for strengthening operational resilience and adjustment.	Motion was passed as proposed by all attending members.
		Partial amendments to the Company's "Credit Risk Management Guidelines."	Motion was passed as proposed by all attending members.
7th meeting in 2025	2025.11.05	Amendment to The Company's "Policies for Risk Management"	Motion was passed as proposed by all attending members.
		Partial amendments to the Company's "Liquidity Risk Management Guidelines."	Motion was passed as proposed by all attending members.
		Amendment to The Company's "Procedures for Overall Risk Measurement"	Motion was passed as proposed by all attending members.

(V) Risk Management Committee Performance Assessment for the most recent fiscal year and future improvement priorities:

1. In accordance with Article 4 of "Board of Directors and Functional Committee Performance Evaluation Regulations," the committee performance evaluation shall be conducted annually. In 2025, the performance evaluation questionnaire was filled by all committee members, and the final result was assessed as "Outstanding/Excellent."

Assessment cycle	Assessment duration	Scope of assessment	Assessment method	Assessment details
Once a year	2025.01.01–2025.12.31	Risk Management Committee performance assessment	Risk Management Committee self-assessment	1. Level of participation in the Company's operations. 2. Improvement of functional committee's decision quality. 3. Functional committee composition. 4. Election and ongoing education of functional committee members. 5. Internal control.

2. Future improvement focuses:
Following the implementation of IFRS 17 and the new-generation solvency regime, the Company continues to develop and refine risk management mechanisms that are appropriate for future business plans. This includes setting risk appetite frameworks, managing various risk limits, and monitoring indicators to strengthen control over operational risks overall.

(VI) Sustainable Development Committee Operations

1. A total of five meetings (A) were held in the last year (data range: 2025/01/01–2025/12/31). The attendance records are summarized below:

Title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) 【B/A】 (Note 1, Note 2)	Remarks
Chairman	Ming-Ho Hsiung	5	0	100%	Appointed on January 1, 2025; Required attendance: 5 sessions
Independent Director	Tang-Chieh Wu	5	0	100%	Appointed on January 1, 2025; Required attendance: 5 sessions
Independent Director	Pei-Pei Yu	5	0	100%	Appointed on January 1, 2025; Required attendance: 5 sessions
President (Concurrent Director)	Shan-Chi Liu	5	0	100%	Appointed on January 1, 2025; Required attendance: 5 sessions

I. Composition and qualifications of the Sustainable Development Committee (Note 3): Committee members are appointed by the Board of Directors; the committee must have at least three members, including at least one independent director for supervision. At least one member must possess capabilities or experience related to corporate sustainability governance. II. Duties of the Sustainable Development Committee (Note 4): (I) Formulation and amendment of annual sustainable development plans and strategic directions. (II) Formulation and amendment of sustainable development projects and activity plans. (III) Tracking and reviewing the execution effectiveness of annual plans, strategic directions, projects, and activities. (IV) Review of sustainability reports. (V) Review of accountability and liability cases for the Chairman and senior management. (VI) Decisions on other matters related to sustainable development. III. Meeting schedule of the Sustainable Development Committee (Note 5): The Committee shall convene at least once a year and may hold meetings whenever necessary.

Note 1: The date of resignation is specified for members of the Sustainable Development Committee who had resigned prior to the close of the financial year. The percentage of actual attendance (%) is calculated based on the number of Sustainable Development Committee meetings held and the number of meetings actually attended during active duty.

Note 2: If a re-election of members had taken place prior to the close of the financial year, members of both the previous and the current term are listed; in which case, the remarks column would specify the re-election date and whether the members were elected in the previous term, the new term, or both. Actual attendance rate (%) is calculated on the basis of the number of Committee meetings held during each member's term and the number of meetings actually attended by that member.

Note 3: In accordance with Article 4 of the Company's "Charter of the Sustainable Development Committee".

Note 4: In accordance with Article 6 of the Company's "Charter of the Sustainable Development Committee".

Note 5: In accordance with Article 7 of the Company's "Charter of the Sustainable Development Committee".

2. The proposals discussed and resolutions adopted by the Sustainable Development Committee in 2025 are summarized below:

Meeting	Date	Motion	The board's resolution
1st meeting in 2025	2025.03.05	Amendment to the Company's "Charter of the Sustainable Development Committee."	Motion was passed as proposed by all attending members.
		2025 sustainable development plan, targets, and related projects.	Motion was passed as proposed by all attending members.
2nd meeting in 2025	2025.05.14	Sustainability execution report for Q1 of 2025.	Motion was passed as proposed by all attending members.
		2025 Materiality analysis results.	Motion was passed as proposed by all attending members.
		Linkage mechanism between sustainability performance indicators and managerial performance.	Motion was passed as proposed by all attending members.
3rd meeting in 2025	2025.07.17	2024 Greenhouse gas inventory results and future operational planning.	Motion was passed as proposed by all attending members.
		2024 Sustainability Roadmap execution performance.	Motion was passed as proposed by all attending members.
		Sustainability execution report for Q2 of 2025.	Motion was passed as proposed by all attending members.
		2024 Sustainability Report.	Motion was passed as proposed by all attending members.
4th meeting in 2025	2025.11.12	Greenhouse gas inventory results for Q2 of 2025.	Motion was passed as proposed by all attending members.
		Sustainability execution report for Q3 of 2025.	Motion was passed as proposed by all attending members.
		Information update explanations for the 2024 Sustainability Report.	Motion was passed as proposed by all attending members.
5th meeting in 2025	2025.12.10	Amendment to the Company's "Charter of the Sustainable Development Committee."	Motion was passed as proposed by all attending members.

(VII) Sustainable Development Committee Performance Assessment for the most recent fiscal year and future improvement priorities:

1. In accordance with Article 4 of "Board of Directors and Functional Committee Performance Evaluation Regulations," the committee performance evaluation shall be conducted annually. In 2025, the performance evaluation questionnaire was completed by all committee members, and the final result was assessed as "Outstanding/Excellent."

Assessment cycle	Assessment duration	Scope of assessment	Assessment method	Assessment details
Once a year	2025.01.01–2025.12.31	Sustainable Development Committee Performance Evaluation	Sustainable Development Committee Self-Evaluation	1. Level of participation in the Company's operations. 2. Improvement of functional committee's decision quality. 3. Functional committee composition. 4. Election and ongoing education of functional committee members. 5. Internal control.

2. Future improvement focuses:
   The Company will continue to improve governance mechanisms, strengthen sustainability goal management, and ensure the effective implementation of sustainability action plans. We will continue to promote the cultivation of sustainability talent and the refinement of corporate sustainability governance, while continuously optimizing sustainability information disclosure, the preparation process for sustainability reports, results of sustainable finance evaluations, and the introduction and implementation of IFRS S1/S2 standards. Furthermore, we will enhance the dissemination of sustainability concepts and exert positive corporate influence through actions such as external advocacy, volunteer participation, activity promotion, campus initiatives, and the operation of our corporate sustainability website.

(VI) Status of corporate governance, departures from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons for such departures:

Assessment Items	Implementation Status			The deviation and causes of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
I. Has the Company established and disclosed corporate governance principles based on "Corporate Governance Best Practice Principles for TWSE/TPEx-Listed Companies"?	Y		The Company is an unlisted company, and has formulated the "Cathay Life Insurance Corporate Governance Best-Practice Principles" on April 28, 2014 (amended on November 9, 2023) in accordance with the "Corporate Governance Best-Practice Principles for Insurance Enterprises" and disclosed it in the Company's official website and the Insurance Industry Public Information Observation Station.	In compliance with "Corporate Governance Best-Practice Principles for Insurance Enterprises."
II. Equity structure and shareholders' rights of the Company (I) Whether the Company has defined some internal operating procedure to deal with suggestions, questions, disputes and legal actions from shareholders, and implemented the procedure? (II) Whether the Company maintains a list of the major shareholders who actually control the Company and their ultimate controlling persons?			(I) The Company is a wholly-owned subsidiary of Cathay Financial Holdings, with no issues of shareholder opinions or disputes. (II) The Company is a 100%-owned subsidiary of Cathay Financial Holding Co., Ltd. The parent company reports changes in share ownership of major shareholders on a monthly basis, and compares details of the shareholder registry on every book closure date for timely monitoring of major shareholders' ownership position.	According to provisions in the Corporate Governance Best-Practice Principles for Insurance Enterprises regarding the rights of shareholders' meetings, the Board of Directors are entitled to execute shareholders' meeting functions in compliance with Paragraph 1,

Assessment Items	Implementation Status			The deviation and causes of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
(III) Whether the Company establishes or implements some risk control and firewall mechanisms between the Company and its affiliates?	Y		(III) The Company has already established and implemented the risk control and firewall related mechanisms between the Company and its affiliates: 1. Cathay Life Insurance Firewall Policy. 2. Regulations Governing Transactions Other Than Loans between Cathay Life Insurance Co., Ltd. and Interested Parties. 3. Self-Discipline on Trading between Cathay Life Insurance Co., Ltd. and Counterparties. 4. Regulations Governing Loans between Cathay Life Insurance and Stakeholders and Transaction Counterparties	Article 15 of the Financial Holding Company Act and Paragraph 1, Article 128-1 of the Company Act as the Company is a single institutional shareholder. Hence, the Company's the Board of Directors are entitled to execute shareholders' meeting functions related to the Company's regulations on corporate governance.
(IV) Whether the Company has established internal regulations to prohibit securities trading by use of the Company's internal undisclosed information?	Y		(IV) the Company has clearly stated in the "Cathay Life Insurance Firewall Policy" that due to the interactive use of information or duties, relevant members or personnel of the Company shall not perform securities trading within a certain period after becoming aware of such undisclosed information and once such information becomes specific, before its public disclosure or within a certain period after disclosure of the client's undisclosed information.	

Assessment Items	Implementation Status			The deviation and causes of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
III. Composition and responsibilities of Board of Directors (I) Has the Board of Directors established diversity policies, specific management objectives, and implementation measures?	Y		(I) To strengthen corporate governance and facilitate the sound development of the composition and structure of the Board of Directors, Article 21 of the Company's "Corporate Governance Best Practice Principles" provides that the diversity principle shall be considered for the composition of the Board of Directors and an appropriate diversity policy shall be formulated as per its own operations, operating model, and development needs. Board members should generally possess the knowledge, skills, and literacy necessary to perform their duties. Article 25 further stipulates that independent directors must possess the professional knowledge and capabilities necessary to perform their duties and should consider the Company's business and industry development needs, as well as the diverse aspects outlined in Article 21 of the Principles. Furthermore, under the Company's "Procedures for the Election of Directors and Supervisors," the election of directors should consider the overall composition of the Board. The composition of the Board of Directors should be diversified. To establish an appropriate diversity policy	In compliance with "Corporate Governance Best-Practice Principles for Insurance Enterprises."

Assessment Items	Implementation Status			The deviation and causes of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			based on its own operations, business model, and development needs, the policy should include but not be limited to standards in the following two major dimensions: 1. Basic conditions and values: gender, age, nationality, culture, etc., where the ratio of female directors should ideally reach one-third of the Board seats. II. Professional knowledge and industry experience: Professional knowledge/capabilities (such as business, finance/accounting, law, finance, actuarial/mathematics, foreign investment, and risk management) and industry experience (such as banking, insurance, securities, asset management, construction/real estate, medical/health management). Board members should generally possess the knowledge, skills, and literacy necessary to perform their duties, and collectively should possess the following capabilities: I. Operational judgment. 2. Accounting and financial analysis ability. 3. Operational ability 4. Risk management knowledge and ability. 5. Crisis management ability. VI. Professional knowledge of finance and insurance. 7. An international market perspective. 8. Leadership ability. 9. Decision-making ability. A review of the Company's current	

Assessment Items	Implementation Status			The deviation and causes of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			Board of Directors, consisting of eleven members, including eight directors and three independent directors, indicates that the Board as a whole possesses professional knowledge and expertise in business management, finance, accounting, law, financial services, actuarial science, international investment, and risk management. Regarding the industry experience of the Board members: five directors possess banking experience; seven directors possess securities experience; five directors possess asset management experience; two directors possess construction experience; and two directors possess medical experience.	
(II) Is the Company, in addition to establishing the remuneration committee and audit committee, pursuant to laws, willing to voluntarily establish any other functional committees?	Y		(II) In addition to the Risk Management Committee, which serves to enhance the operational mechanism of the Company's risk management and strengthen the integrated risk management communication platform, the Company established the Sustainable Development Committee in 2025 to achieve sustainable development goals and reinforce sustainable governance. In accordance with Article 4 of the Company's "Board of Directors and Functional Committee Performance Evaluation Regulations," an annual performance	In compliance with "Corporate Governance Best-Practice Principles for Insurance Enterprises."

Assessment Items	Implementation Status			The deviation and causes of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			evaluation was conducted for 2025. Three members of the Risk Management Committee and four members of the Sustainable Development Committee completed the performance evaluation questionnaires. These were consolidated and submitted to the Board of Directors. The self-assessment covers five dimensions (including, the level of participation in Company operations, the quality of contribution to the Committee's decision-making, the composition and structure of the Committee, the appointment and continuing education of the Committee members, and internal control) with a total of 18 indicators, with the final result being assessed as "Outstanding/Excellent."	
(III) Has the Company established a set of policies and assessment tools for evaluating board performance, and conducted performance evaluation on a yearly basis? Are performance evaluation results reported to the Board of Directors and used as reference for compensation, remuneration and nomination decisions?	Y		(III) The Company conducts a Board of Directors' performance evaluation once every year in accordance with "Board of Directors and Functional Committee Performance Evaluation Regulations," of which evaluation methods include overall board performance, self-evaluation of individual directors, peer evaluation, and the review of self-evaluation by the supervisor. The overall board of directors' performance evaluation results were reported to the board in 2025, while self-evaluation results of the board members have been	In compliance with "Corporate Governance Best-Practice Principles for Insurance Enterprises."

Assessment Items	Implementation Status			The deviation and causes of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			submitted to Cathay Financial Holdings as reference for appointing directors (independent directors) or supervisors, as well as for the human resources department on the distribution of the remuneration for directors/supervisors.	
(IV) Does the Company conduct regular assessments regarding the independence of its financial statement auditors?	Y		(IV) The Company has formulated the "CPA Accountability and Performance Evaluation Method," which annually evaluates professionalism and independence of CPAs, and the evaluation results are submitted to the Board of Directors for resolution and approval.	In compliance with "Corporate Governance Best-Practice Principles for Insurance Enterprises."
IV. Has the TWSE/TPEx listed company allocated adequate number of competent corporate governance staff and appointed a Chief Corporate Governance Officer to oversee corporate governance affairs (including but not limited to providing directors/supervisors with the information needed to perform their duties, assisting directors/supervisors with compliance issues, convention of board meetings and shareholder meetings, and preparation of board/shareholder meeting minutes)?	Y		The Company has allocated corporate governance staff and appointed a corporate governance officer in accordance with "Corporate Governance Code of Conduct." The Company's Corporate Governance Team of the Legal Affairs Office is the board meeting unit responsible for handling meetings and affairs of directors, supervisors, and M&A special committees, supporting directors and supervisors in performing their duties and legal compliance, as well as other matters related to corporate governance matters.	In compliance with "Corporate Governance Best-Practice Principles for Insurance Enterprises."

Assessment Items	Implementation Status			The deviation and causes of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
V. Does the Company have any means to communicate with stakeholders (including but not limited to shareholders, employees, customers, and suppliers etc), and set up an area for stakeholders on the official website for adequate response to major CSR issues concerned by stakeholders?	Y		The Company provides an insurance service hotline on 0800-036599 which is responsible for communicating with policyholders. The Company website also has a "Questions and Contact Customer Service>Contact Us>Customer Service Hotline" page responsible for replying to and handling insurance-related issues. In addition, the Company has set up insurance service centers throughout Taiwan, which provide comprehensive services including consulting, insurance policy servicing and complaints handling, as well as a dedicated unit to handle complaints and appeals, in order to protect policyholders' rights. The Company has also set up employee discussion areas and the Chairman's mailbox to facilitate labor-management communications. The Company has also disclosed and updated the implementation status of corporate social responsibility regularly on the Company website.	In compliance with "Corporate Governance Best-Practice Principles for Insurance Enterprises."
VI. Does the Company appoint a stock agency to be responsible for affairs related to the shareholders' meeting?			Not applicable. The Company is a 100%-owned subsidiary of Cathay Financial Holding Co., Ltd. The Company is a wholly-owned subsidiary of Cathay Financial Holding Co., Ltd., which is the Company's sole corporate shareholder. In accordance with Article 128-1 of the Company Act and Article 15 of the Financial Holding Company Act, the rights and functions of the shareholders' meeting of the Company	In compliance with "Corporate Governance Best-Practice Principles for Insurance Enterprises."

Assessment Items	Implementation Status			The deviation and causes of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			shall be exercised by the Board of Directors, and the provisions of the Company Act with respect to shareholder meetings shall not apply.	
VII. Information Disclosure (I) Establishment of a corporate website to disclose information concerning financial affairs and corporate governance?	Y		(I) 1. Cathay Life released the "Sustainability Report," based on GRI and SASB standards, to fully disclose the Company's efforts in corporate sustainability and compliance with the Principles for Sustainable Insurance (PSI). Such information is also made available on the "Corporate Sustainability Site" of Cathay Life. (https://patronc.cathaylife.com.tw/ODAB/ODAB0000) 2. In order to disclose the CSR fulfillment information to the public, the Company has published the "Cathay Charity Group Annual Report" every year which records the charity business of the Cathay Charity Group. This report is also disclosed on the "Public Disclosure section" on the official website of the Cathay Charity Foundation. (https://patron.cathaylife.com.tw/ODAY/F0/ODAYF042)	In compliance with "Corporate Governance Best-Practice Principles for Insurance Enterprises."

Assessment Items	Implementation Status			The deviation and causes of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			3. The financial information section of the Company's official website: https://www.cathaylife.com.tw/cathaylife/abouts/financial-info 4. The business information section of the Company's official website: https://www.cathaylife.com.tw/cathaylife/laws-policies 5. The corporate governance section of the Company's official website: https://www.cathaylife.com.tw/cathaylife/abouts/governance	
(II) Has the Company adopted other means to disclose information (e.g., English website, assignment of specific personnel to collect and disclose corporate information, implementation of a spokesperson system, broadcasting of investor conferences via the Company website)?	Y		(II) Other means to disclose information: 1. Assignment of specific personnel to collect and disclose corporate information on the following website: https://www.cathaylife.com.tw/cathaylife/about/info/public-info/company-profile 2. English website: https://www.cathaylife.com.tw/cathaylife/webStatics/official/english/index.html 3. The Company has appointed a spokesperson and a deputy spokesperson. 4. The Company's institutional investor conference materials have been posted on the website: https://www.cathayholdings.com/holdings/ir/financial_information/results_presentation	In compliance with "Corporate Governance Best-Practice Principles for Insurance Enterprises."

Assessment Items	Implementation Status			The deviation and causes of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
(III) Does the Company publish and make official filing of annual financial reports within two months after the end of an accounting period, and publish/file Q1, Q2, and Q3 financial reports plus monthly business performance before the specified due dates?		N	(III) The Company publishes and makes official filing of annual financial reports within 75 days after the end of an accounting period in accordance with Article 36 of the Regulations Governing the Preparation of Financial Reports by Insurance Enterprises. As the Company is not a TWSE/TPEx listed company, it is not required to publish/file Q1, Q2, and Q3 financial reports plus monthly business performance before the specified due dates.	Not applicable.
VIII. Other important information enabling a better understanding of the Company's corporate governance (including but not limited to employee rights and interests, employee care, investor relations, stakeholders' rights and interests, continuing education of directors and supervisors, implementation of risk management policies and risk measurement criteria, implementation of customer policy, and purchase of liability insurance by the Company for directors and supervisors)?	Y		(I) The Company attaches great importance to the social and service aspects of the insurance industry, and emphasizes the ethical behavior of employees by formulating the "Employee Code of Conduct" and observing the "Ethical Behavior Guidelines" of Cathay Financial Holdings with the aim to regulate all employees on implementing management policies related to anti-money laundering and countering the financing of terrorism, as well as to comply with professional ethics. In addition, the Company conducts "behavior observation" on a regular basis for advanced training and to detect suspicious behavior. The Company established an abnormal notification process to facilitate real-time progress and status updates, and annually reports the results to the Board of Directors.	In compliance with "Corporate Governance Best-Practice Principles for Insurance Enterprises."

Assessment Items	Implementation Status			The deviation and causes of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			(II) The Company is committed to the practice of "Happy Workplace" so that every employee of Cathay Life can work happily in the high-quality working environment. Therefore, the Company attaches great importance to employee benefits, education and training, and occupational safety: 1. Employee Benefits The Company adheres to the concept that employees are the company's important assets, with employee welfare as one of the four main business perspectives. The Company values the balance between work and life to provide employees with five main benefits as follows: (1) Protective benefits Employee Benefits Group Insurance, Accident Insurance and Stock Ownership Trust. (2) Financial benefits Mid-Autumn and Dragon Boat Festival allowances, birthday gifts, marriage allowances, funeral subsidies, children's education subsidies, children's education scholarships, and mortgage interest discounts.	

Assessment Items	Implementation Status			The deviation and causes of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			(3) Recreational benefits Employee travel, Cathay Family Day, hiking, art awards, fun competitions, spring health program subsidies, year-end party subsidies, community activities, health promotion activities, and parent-child events. (4) Developmental benefits Internal and external training courses (full payment), foreign language course subsidies, professional examination subsidies, and off-duty education subsidies. (5) Service benefits Senior employee rewards and uniform subsidies. In order to promote a friendly workplace and improve employee care, the employee benefits are provided as follows: (1) Established the Cathay Pregnancy Club, providing employees with three-stage pregnancy care, as well as gifts including “Love Mummy,” “Baby Care,” and “Parent-Child Blessing,” and planning parent-child classrooms from time to time to assist new parents in	

Assessment Items	Implementation Status			The deviation and causes of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			seizing opportunities during the critical period of childhood learning and development. (2) The Company formulates the "Pregnancy Check-up and Maternity Leave" provisions that are superior to other regulations, grants 3 additional days to the original 7-day paid pregnancy check-up leave, and lifts restrictions to provide paid maternity leave (miscarriage), in order to optimize maternity benefits and encourage pregnancy. (3) The Company has launched the "Cathay Star Volunteer Program" in order to encourage employees to participate in volunteer activities. Volunteers can receive one day of paid annual leave as encouragement for their support in public welfare services, so that the love from individuals can put forward positive energy for the society. 2. Education and Training The company has enhanced its ability in business operation and company development, continuously invested large amount of resources in cultivating financial professionals, and designed trainings based	

Assessment Items	Implementation Status			The deviation and causes of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			on functional requirements for various management levels. In addition, in order to train key staff, the Company developed a training plan for potential managers, and set up a phased and systematic comprehensive training plan based on organizational development and training needs of all employees at different career stages, while providing online learning resources, such as the Hahow platform and Hyread digital library, to continue to enhance team competitiveness. 3. Occupational Safety (1) To promote employees' physical and mental well-being and provide a safe and healthy work environment, the Company obtained ISO 45001 Occupational health and safety management systems certification in March 2019. The Company implements its occupational safety and health policy and enhances employees' awareness of occupational safety and health. It successfully renewed the certification in 2022 and 2025 under the triennial recertification program.	

Assessment Items	Implementation Status			The deviation and causes of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			(2) In order to maintain a safe working environment, the Company has set up occupational safety and health managers to conduct workplace safety inspections on a regular basis in accordance with relevant laws, including the machinery and equipment for constructions and the workplace, as well as the introduction of risk assessment mechanisms for high-risk workplaces, and has dedicated efforts to prevent falls, electric shocks, cuts, pinches and other disasters in order to prevent occupational disasters. (3) In accordance with applicable regulations, the Company employs occupational health nurses to provide employees with on-site health services and health education and consultation, organizes health promotion activities such as health seminars, physical fitness assessments, and screenings for five major cancers, and conducts regular general health examinations. (4) The health management system was introduced in August 2019 to improve the health management effectiveness of medical staff.	

Assessment Items	Implementation Status			The deviation and causes of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			(III) In order to pay attention to each employee, the Company has attached importance on the communication and care of employees, and established a diversified communications system to receive employee opinions while conducting a variety of activities for employee health care: 1. Communication Channels (1) The Company conducts employee engagement on a regular basis to understand employee satisfaction on corporate policies, discuss employee rights and interests via labor-management meetings, and provide appropriate channels including employee discussion areas, the Chairman's mailbox in order to listen to the opinions of colleagues, and simultaneously assign a special unit to be responsible for responding to the suggestions from colleagues. (2) Human Resources Department also sets up the sexual harassment prevention hotline to have the dedicated personnel process sexual harassment incidents. (3) The external professional consulting for the employee assistance program (EAP) was	

Assessment Items	Implementation Status			The deviation and causes of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			introduced to provide 24-hour consulting services for psychological advice and assistance. The company also offer career counseling services to address various rotation or career exploration issues. 2. Employee Health (1) The Company provides management with optional health check-up programs and offers regular health check-ups to employees every two years starting from 2023. We provide regular onsite medical services, health report analysis and assessment, health management, follow-up management for abnormal results, and health guidance. Regular on-site medical services include health examination report analysis and evaluation, health management, follow-up management for abnormal examination results, and health guidance. The company also organizes health seminars, health promotion activities, CPR and AED first aid training, and provides epidemic prevention care (including influenza vaccinations, five major cancer screenings, and hand sanitizers, and	

Assessment Items	Implementation Status			The deviation and causes of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			temperature screening). (2) Meanwhile, to actively promote employees to develop the habit of exercising, the company also organizes health promotion activities (such as brisk walking, weight management activities, and group exercise sessions), while the Employee Benefits Committee subsidizes sports clubs and organizes employee hiking and fun competitions. (IV) In order to implement internal control management, the Company conducts internal control measures such as self-inspection and legal compliance tests every year, with the effectiveness of internal control as the performance evaluation indicator. (V) As for all matters related to stakeholders' rights, the procurement of Directors and Officers Liability Insurance is centrally handled by Cathay Financial Holdings. (VI) Apart from detailed explanation of the new insurance contract by business staff, the dedicated interview team also ensure that the customer has fully understood the insurance product so that customers can correctly select insurance products based on their	

Assessment Items	Implementation Status			The deviation and causes of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			requirements. The team actively assists customers to understand the insurance policy, while making sure that the process of solicitation is in compliance with requirements in order to prevent disputes. The interview also verifies the customers' contact information to ensure that customers can receive the Company's notification documents in the future. (VII) The company website features a dedicated customer service section providing access to a service hotline, intelligent assistants, an email contact system, service counters, and a financial inclusion hotline. https://www.cathaylife.com.tw/cathaylifeins/faq#serviceline (VIII) The website includes an investor relations section offering financial reports, operational presentations, credit ratings, investor activities, and contact information: https://www.cathaylife.com.tw/cathaylife/investor (IX) We have established a "Supplier Corporate Social Responsibility Code of Conduct" to foster a shared commitment between the Company and our suppliers. (X) Directors' and supervisors' ongoing education: Disclosures have been made on the Company's	

Assessment Items	Implementation Status			The deviation and causes of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			website: (https://www.cathaylife.com.tw/cathaylife/laws-policies/public-info/info-governance) and the "Market Observation Post System." (XI) The Company has established a "Cathay Life Insurance Risk Management Policy." The Company's overall risk appetite is approved by the board of directors, and various risk limits are set up and monitored on a regular basis according to risk characteristics, and the overall risk management report is submitted to the board of directors. (XII) Cathay Financial Holdings' renewal of liability insurance for the Company's directors and supervisors has already been reported to the board of directors in June 2025.	
IX. Please specify the status of the correction based on the corporate governance assessment report released by the Corporate Governance Center of TWSE in the most recent year, and the priority corrective actions and measures against the remaining deficiencies. (Not required if the Company is not one of the evaluated subjects)			Not applicable.	In compliance with "Corporate Governance Best-Practice Principles for Insurance Enterprises."

(VII) Describe the composition, duties and operations of the remuneration committee established by the Company, if any: None.

(VIII) Status of ESG practices, and deviation from Sustainable Development Best Practice Principles for TWSE/TPEx-Listed Companies and causes thereof:

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
I. Has the Company established a governance structure to promote sustainable development and set up a dedicated (concurrent) unit to promote sustainable development, governed by the senior management as authorized by the Board of Directors? Does the Board of Directors supervises the implementation?	Y		(I) Since 2016, Cathay Life has established a corporate sustainability (CS) team (including six task forces in charge of sustainable governance, responsible investment, responsible commodities, green operations, employee happiness, and social co-prosperity, respectively, as well as a secretarial unit). In 2024, this was restructured into the Sustainability and Brand Strategy Department, with the President serving as the supervising member and Executive Vice Presidents serving as the executive officers. It holds sustainability meetings regularly every quarter to review the efforts in corporate sustainability. (II) To enable the Board of Directors to supervise the implementation of corporate sustainability, the Company established a Sustainable Development Committee in accordance with the "Corporate Governance Best Practice Principles for the Insurance Industry" in 2024; the Committee reports quarterly on the annual important development strategies and	No significant difference.

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			implementation progress of corporate sustainability to the Board of Directors, allowing directors to participate in and review the Company's efforts in corporate sustainability.	
II. Has the Company conducted risk assessment on environmental, social and corporate governance issues that are relevant to its operations, and implemented risk management policies or strategies based on principles of materiality? (Note 2)	Y		(I) The Company has adopted the United Nations PSI since 2016 as the first life insurance company in Asia to adopt the PSI voluntarily. We regularly publish reports every year to disclose the results of the implementation of corporate sustainability. (II) The Company regularly surveys internal and external stakeholders (employees, policyholders, suppliers, NPOs, government agencies, the media and experts, and the general public) regarding material issues and discloses relevant results in the Sustainability Report. (III) Based on the external sustainability trend and core competencies, the Company has developed three major sustainability focuses, namely "Climate, Health and Empowerment," set short-term, mid-term, and long-term targets for implementation of various focuses, and manages and adjusts the direction of each project on a	No significant difference.

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			rolling basis every year. (IV) The Company has formulated the "Risk Management Policy" with ESG and climate change risks incorporated into the enterprise risk management mechanism and updated the "Cathay Life Insurance ESG and Climate Risk Management Guidelines" to duly implement ESG and climate governance and management. (V) To reduce the environmental, social, and governance (ESG) risks and impacts in operations and work with suppliers to realize corporate sustainability, the Company has established the "Supplier Corporate Social Responsibility Code of Conduct of Cathay Life" for suppliers to follow. (VI) In order to leverage the institutional investors' expertise and influence, and fulfill the asset owner's responsibility, the Company has formulated the "Cathay Life Insurance Co., Ltd. Code of Stewardship" to include ESG factors into the investment decision making procedure. The Company carries out engagement with investees proactively and mitigates	

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			ESG risks over the investment portfolio to ensure the ESG resilience of the investment portfolio.	
III. Environmental issues (I) Has the Company established environmental policies suitable for the Company's industrial characteristics?	Y		(I) 1. Commitment to Renewable Energy and Zero-Carbon Transition Cathay Life actively responds to Cathay Financial Holdings' commitment in 2021 to align with the global RE100 initiative. The Company plans to achieve 100% renewable energy use at its headquarters by 2025, domestic sites by 2030, and global sites by 2050. Furthermore, the Company's parent company, Cathay Financial Holdings, obtained approval for its Science Based Targets (SBT) in 2022. In line with the SBT framework, the Company has established net-zero operational transformation targets and implemented systematic carbon reduction measures to advance sustainable development. 2. Environmental Management	No significant difference.

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			To align with international environmental management trends and support the government's net-zero carbon emissions policy, we focus on three key areas: Green Energy, Green Operation, and Green Real Estate, and are steadily implementing our "zero-carbon operation transformation plan," regularly reviewing its effectiveness, and striving to create a positive impact on the environment. Key management areas include: • Increasing the use of green electricity and reducing reliance on fossil-fuel-based power. • Implementing energy-saving, carbon reduction, water conservation, and waste/paper reduction measures in operations. • Promoting green procurement, and increasing the proportion of environmentally friendly products; • Gradually obtaining energy-efficiency Certifications for buildings to improve energy performance. The Company sets phased targets to ensure positive environmental management outcomes and discloses	

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			progress regularly on its website and in sustainability reports in accordance with relevant regulations. 3. Standardized Management and International Certifications The Company has obtained several international environmental management certifications, including: • ISO 14064-1: 2018 (Greenhouse Gas Verification Standard) • ISO 14068-1:2023 (Carbon Neutrality Standard) • ISO 14067: 2018 (Carbon Footprint of Products Standard) • ISO 20400 (Sustainable Procurement-Guidance) In addition, the Company has implemented the following in representative buildings: • ISO 14001 (Environmental Management Systems) • ISO 50001 (Energy Management System) • ISO 46001 (Water Efficiency Management Systems) Through standardized processes and document management, the Company strengthens energy consumption control for office environments and	

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			equipment, and enhances internal and external audits and monitoring to ensure that sustainability management efficiency is effectively improved and environmental responsibility is enhanced in daily operations. 4. We have established an ESG risk review procedure that integrates climate change and natural factors into our investment process. • Cathay Life Insurance classifies industries with high climate change and nature-related risks as "sensitive industries" and evaluates the extent of these companies' environmental and social impacts; if the level of impact is high, they are placed on the "exclusion list," and if it is medium-high, they are placed on the "watch list." • If a company is included in the "exclusion list," no new investments shall be made; if a company is included in the "watch list," an ESG assessment report must be issued and submitted for internal reporting and discussion before any investment can be made.	

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
(II) Does the Company endeavor to upgrade the efficient use of energy, and the use of environmental-friendly materials?	Y		(II) 1. Improving Energy Efficiency Since 2012, Cathay Life has been a pioneer in implementing the ISO 50001 Energy Management System and ISO 14001 Environmental Management System in its representative buildings. Through international standards, we examine energy use and environmental impact during operations, formulate action plans, and continuously optimize them to ensure circular management and continuous improvement for sustainability. Since 2017, the Company has further promoted energy and environmental management systems to various subsidiaries of the Group and actively taken various energy-saving and carbon reduction measures. In 2025, we achieved a carbon reduction of 21% or more compared to the baseline year of 2020 and achieved the RE50 target. The main actions include:	No significant difference.

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			(1) Equipment upgrades and energy-saving retrofits We maintain and replace equipment on a rolling basis every year according to the equipment service life and energy consumption, thereby improving power use efficiency. For example, in 2025, replacing air conditioning equipment led to annual electricity savings of nearly 240,000 kWh and a reduction of 102 tons of CO_2e. (2) Internal Carbon Pricing (ICP) Since 2023, we have actively implemented Internal Carbon Pricing (ICP) to internalize carbon emission costs. With “carbon has a price” at the core, we have taken the following carbon reduction actions: • Electricity management: We adopt a carbon pricing mechanism through carbon reduction incentive activities, and establish a carbon fee fund to reward energy-saving measures and invest in zero-carbon projects. • Equipment procurement: We adopt shadow carbon pricing to incorporate carbon	

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			reduction benefits into equipment replacement decisions to ensure that new equipment achieves high energy efficiency and low carbon emissions, thus achieving optimal energy efficiency. (3) Energy-Saving Technology Applications • We utilized automation and remote power-off technology to reduce the number of devices left on after work hours by 82%, significantly reducing energy waste. • We promote replacing desktop computers with laptops to effectively reduce power consumption. • We organized power-saving incentive programs for property managers and extended energy-saving practices from headquarters to all business locations, implementing measures such as automatic nighttime lighting shut-offs and optimized equipment runtime schedules to advance toward net-zero goals.	

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			(4) Expanding Green Power Usage and Self-Generated Power • Actual renewable energy supply reached approximately 54 million kWh in 2025. • We constructed 12 self-generation power plants, with a total installed solar capacity of 5,518.99 kW. (5) Promoting Green Electricity Initiatives for Industry Collaboration In 2022, we signed a renewable energy power purchase agreement (Green Lease 2.0) with the Ministry of Economic Affairs to motivate more companies and building tenants to purchase green power. Currently, we have assisted tenants in 60 buildings, including the head office, in adopting green power, while actively serving as a green power advocate to promote the industry's collective move toward a net-zero future. 2. Operations with Low Environmental Impact Cathay Life Insurance is committed to sustainable development and focuses on mobilization and	

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			digitalization to reduce resource consumption, while actively enhancing the circular use of materials and promoting “leasing instead of buying” to minimize the environmental impact of its business operations. (1) Digitalization of Insurance Business to Reduce Paper Consumption Since 2012, Cathay Life has led the industry in promoting mobile insurance and digital services. We handle policy applications, claims, policy servicing, and premium payments through tablet computers, thus reducing paper consumption and carbon emissions from business travel. We are also gradually enabling policyholders to access insurance services through webpages or apps, to significantly reduce paper-based operations. In 2025, we reduced paper consumption by 84.04 million sheets, equivalent to a carbon reduction of 572 tons CO_2e. (2) Green Procurement to Support Low-Carbon Supply Chains We actively promote green procurement by	

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			prioritizing environmentally friendly and energy-saving products, and implementing supply chain carbon reduction. This includes purchasing eco-friendly toner cartridges and FSC-certified paper, and buying products with green certification, such as the Bureau of Energy's energy label, the Ministry of Environment's eco-label, and the U.S. Energy Star. In 2025, green procurement amounted to NT$810 million, a significant increase of NT$340 million (72%) compared to 2024, promoting resource circulation and corporate sustainability. (3) Application of Green Building Materials and Energy-Saving Equipment • All new construction projects adopt green building design standards and utilize low-carbon, eco-friendly materials to improve building performance and reduce energy consumption.	

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			• In green real estate management, future development projects will incorporate energy-saving equipment and renewable energy applications to ensure that engineering and operations meet low-carbon standards, thereby implementing circular economy development.	
(III) Does the Company assess potential risks and opportunities associated with climate change, and undertake measures in response?	Y		(III) 1. The Company took the initiative to advocate the "Task Force on Climate-Related Financial Disclosures (TCFD)" released by the Financial Stability Board (FSB) in June 2018, and we duly implement climate governance under the framework: (1) The Risk Management Committee under the Board of Directors is the Company's highest entity monitoring climate risks. (2) The Company identifies potential climate change risks and opportunities; performs scenario analyses on the major core businesses, including investment, insurance and operations, in the places where the material risks and opportunities are; and formulated action programs.	

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			(3) On the investment side, we manage the climate change risks of our investment portfolio through ESG Risk Review Procedures and Investment Management Principles for Sensitive Industries. We also conduct an annual carbon footprint inventory of our investment portfolio. Furthermore, we actively participate in key international climate initiatives and engage with investees, to urge them to improve their ESG performance, such as climate change and carbon disclosure. (4) The Company sets targets related to the aspects of operation and investment, including Scope 1 and Scope 2 emission reduction targets for operations, and portfolio decarbonization pathways (Temperature Scoring Methodology), low-carbon investments, engagement, and phased management of coal-related and unconventional oil and gas industries for the investment aspect. 2. We disclose the Company's climate-related information in the CS report (since 2019) as per the FSB TCFD recommendations.	

<table>
<tr><th rowspan="2">Implementation items</th><th colspan="3">Implementation Status (Note 1)</th><th rowspan="2">Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td>(IV) Does the Company maintain statistics on greenhouse gas emission, water usage and total waste volume in the last two years, and implement policies aimed at reducing greenhouse gas, water, and waste?</td><td>Y</td><td></td><td>(IV)
1. Greenhouse gas emissions
The greenhouse gas emissions (Scope 1 and 2), assurance results, and reduction policies for the past two years are detailed in Table 1-1-1 “Greenhouse Gas Inventory Information” and Table 1-2 “Greenhouse Gas Reduction Targets, Strategies, and Concrete Action Plans” of this annual report.
2. Water consumption
<table>
<tr><td>Year</td><td>2024</td><td>2025</td></tr>
<tr><td>Water consumption (cubic meters)</td><td>408,694</td><td>401,077</td></tr>
</table>
The Company’s domestic operational sites continuously review the efficiency of major water-consuming equipment (e.g., chillers) and regularly replace and optimize equipment to ensure water resource utilization efficiency. Additionally, the Company actively promotes water-saving measures at the building management level, including:</td><td></td></tr>
</table>

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			(1) Adjusting water flow from faucets, toilets, and urinals to reduce unnecessary water waste. (2) Representative buildings have obtained ISO 46001 Water Resource Efficiency Management System certification, with the installation of replenishment monitoring systems completed in 2025. By utilizing digitalized precision metering, we conduct comprehensive analyses of water usage patterns in both equipment operation and personnel behavior to identify water-saving opportunities and implement optimization strategies, thereby achieving scientific and transparent resource management and enhancing the water resource management framework. (3) We raise employees' water conservation awareness and deepen the internal corporate water-saving culture through internal educational campaigns (such as video promotions on the MOV channel, or EDM production).	

<table>
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<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>3. Total Waste Weight
<table><tr><td>Year</td><td>2024</td><td>2025</td></tr><tr><td>General domestic waste (KG)</td><td>719,333</td><td>789,444 (Note)</td></tr></table>The Company actively promotes waste reduction at the source and comprehensively implements waste sorting, to ensure maximum resource recovery and reuse. Key management measures include:
(1) Bottle and plastic reduction campaign: Reducing the use of single-use items to effectively decrease waste.
(2) Digitalization and green office: Continuously promoting paperless operations and double-sided printing, to reduce the environmental impact of business operations.
(3) Classification management: Clearly designating general and recyclable waste areas at all sites to improve resource recovery rates.
(4) During office renovations or space adjustments, priority is given to adopting “modular furniture”</td><td></td></tr>
</table>

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			that is easily disassembled and repaired, thereby increasing resource allocation flexibility and extending asset lifespans. (5) ISO 14001 Environmental Management Certification: Representative buildings have obtained this certification, ensuring that waste management aligns with international environmental standards. Note: The increase in waste volume was due to the inclusion of the Tamsui Education Center within the waste inventory boundaries. Cathay Life continues to monitor and review greenhouse gas emissions, water consumption, and waste management results, and formulates corresponding reduction strategies to achieve energy conservation, carbon reduction, and circular economy development, so as to ensure that business operations and environmental sustainability progress hand-in-hand.	

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
IV. Social issues (I) Whether the Company establishes the related management policies and procedures in accordance with the relevant laws and international human right conventions?	Y		(I) 1. The Company attaches great importance to human rights and complies with labor laws and international frameworks, such as the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact, and relevant conventions and standards of the International Labour Organization (ILO). 2. To strengthen respect for and support of human rights throughout the Company and among its employees, the Company has established the Code of Ethical Conduct, Employee Code of Conduct, Human Rights Policy and Regulations Governing Reporting Unethical or Dishonest Behavior Cases. The Company has also amended and publicly announced its Work Rules in accordance with applicable laws and regulations, and further established the Employee Code of Conduct as an important guideline governing employee behavior and safeguarding employees' rights.	No significant difference.

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			3. To establish a work environment in which human rights and diversity are respected, the Company continues to employ indigenous peoples and people with disabilities, promote workforce diversity in terms of nationality and background, promote gender equality, and implement equal pay for equal work, while having established a system to prevent sexual harassment in the workplace, thereby protecting employees from sexual harassment in the workplace. 4. To encourage intergenerational collaboration and experience sharing, protect the employment rights of middle-aged and older individuals, foster an age-friendly workplace, and optimize human resource utilization. In order to meet future workforce needs, the Company has also amended its work rules to allow employees who meet the criteria for mandatory retirement at age 65 to apply for continued employment, subject to the Company's approval.	

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			5. The content of regulations provided by labor laws is included into the inspection items in the Company's regular law compliance self-assessment and audits operation in order to ensure the compliance of labour laws and international human rights.	
(II) Has the company developed and implemented reasonable employee benefits measures (including compensation, leave of absence and other benefits), and appropriately reflected business performance or outcome in employees' compensations?	Y		(II) 1. The Company's four major business concepts and six major working policies clearly set forth its commitment to "enhancing employee benefits" and "providing fair compensation and reasonable working conditions" , enabling employees to work with peace of mind. Employee benefits are categorized into five major areas: protective, financial, recreational, developmental, and service benefits. 2. The Company has established a year-end bonus policy under which the calculation basis for year-end bonuses is linked to the Company's operating performance (after-tax profit or loss). Employees' monthly salaries are annually reviewed in April, and the budget for salary adjustment is allocated based on the operating results.	No significant difference.

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			3. Established the Cathay Pregnancy Club, providing employees with three-stage pregnancy care, as well as gifts including “Love Mummy,” “Baby Care,” and “Parent-Child Blessing,” and planning parent-child classrooms from time to time to assist new parents in seizing opportunities during the critical period of childhood learning and development.	
(III) Whether the Company provides the existence of a safe and healthy work environment; regular safety and health training to company employees?	Y		(III) 1. To promote employees’ physical and mental well-being and provide a safe and healthy work environment, the Company obtained the ISO 45001 Occupational health and safety management systems certification in March 2019. The Company implements its occupational safety and health policy and enhances employees’ awareness of occupational safety and health. It successfully renewed the certification in 2022 and 2025 under the triennial recertification program.	No significant difference.

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			2. In order to maintain a safe working environment, the Company has appointed occupational safety and health managers to conduct regular workplace safety inspections in accordance with relevant laws, including inspections of machinery and equipment used in construction and the workplace. The Company has also introduced risk assessment mechanisms for high-risk workplaces and has dedicated efforts to prevent falls, electric shocks, cuts, pinches, and other hazards, working together to build a safe work environment. 3. In accordance with applicable regulations, the Company employs occupational health nurses to provide employees with on-site health services and health education and consultation, organizes health promotion activities such as health seminars, physical fitness assessments, and screenings for five major cancers, and conducts regular general health examinations. In addition, a health management system was introduced in August 2019 to improve the health management effectiveness of medical staff.	

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			4. The Company provides management with optional health check-up programs, and offers regular health check-ups to employees every two years starting from 2023. Regular on-site medical services include health examination report analysis and evaluation, health management, follow-up management for abnormal examination results, and health guidance. The company also organizes health seminars, health promotion activities, CPR and AED first aid training, and provides epidemic prevention care (including influenza vaccinations, five major cancer screenings, and hand sanitizers, and temperature screening). Additionally, the Company has implemented an externally provided, professional Employee Assistance Program (EAP), offering 24-hour psychological counseling and support services. To actively promote employees to develop the habit of exercising, the Employee Benefits Committee also subsidizes a various sports clubs and health promotion activities (such as brisk walking and weight management activities).	

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			5. The Company has 29,118 employees. There are 7,163,028 working days throughout the year (January–December) in total, with a total of 57,304,224 working hours. The occupational accidents throughout the year involved 27 people for 854 days, and the disabling injury frequency rate (FR) was 0.42, and the disabling injury severity rate (SR) was 14.08. Among the 27 people involved in the occupational accidents, 25 encountered traffic accidents; the other 2 were involved in falls. Relevant education and training have been included in the annual on-the-job training plan to reduce the frequency of accidents. 6. No fire incidents or casualties took place in the buildings rented by the Company in 2025.	
(IV) Has the Company established some effective career development training plan for employees?	Y		(IV) The Company continues to invest substantial resources in developing financial professionals to strengthen its business capabilities. Based on competency requirements, it has established training programs tailored to employees at different organizational levels.	No significant difference.

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			In addition, in order to cultivate key talents, the Company has established talent pools for managers at different levels and implemented leadership development programs for high-potential employees. Aligned with organizational development and employees' training needs at different career stages, the Company has developed structured, systematic, and comprehensive training programs to continuously enhance the team's core competitiveness.	
(V) Has the Company complied with laws and international standards with respect to customers' health, safety and privacy, marketing and labeling in all products and services offered, and implemented consumer protection policies and complaint procedures?	Y		(V) 1. The Company has complied with relevant rules stipulated by the Financial Supervisory Commission with respect to the sale, marketing and labeling of products and services, and has implemented "Cathay Life Insurance Co., Ltd. Business Solicitation Policy and Procedures" based on Article 5 of the "Regulations Governing Business Solicitation, Policy Underwriting and Claim Adjusting of Insurance Enterprises," as well as the "Cathay Life Insurance Co., Ltd. International Business Solicitation Policy and Procedures" based on Article	No significant difference.

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			13 of the "Regulations Governing Offshore Insurance Branches" to regulate the referral and solicitation of agents and sales representatives. 2. In accordance with the "Insurance Act," "Fair Trade Act," "Consumer Protection Act," "Financial Consumer Protection Act," "Self-Regulatory Rules Governing Marketing Advertisements of Insurance Industry," and "Principle for Financial Service Industries to Treat Clients Fairly," Company has established the "Regulations Governing the Management of Product Sales Documents of Cathay Life Insurance Co., Ltd." and "Regulations Governing the Management of Product Educational Documents of Cathay Life Insurance Co., Ltd." to ensure that commodity sales documents are in compliance with relevant laws and regulations. In addition, our product protection content design or sales documents are reviewed by our product review team to ensure the correctness and appropriateness of the product content, and improve the business units' service quality through a complete	

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			management mechanism, and we actively remind customers through a variety of channels to ensure that their rights are protected. 3. The Company prioritizes consumer rights protection. In order to improve the efficiency and quality of handling consumer disputes, the Company has stipulated the “Resolution Procedures for Consumption Disputes” in accordance with the Financial Consumer Protection Act and other relevant laws and regulations, ensuring compliance across all units. The Company adopts its fair dealing policy in accordance with the “Principles of Treating Customers Fairly” promulgated by FSC, and established the Fair Dealing Promotion Committee, which holds meetings semi-annually to follow up on the implementation. In addition, we value customers’ opinions, integrate customers’ specific opinions collected at various points of time for the service into the execution and promotion of fair dealing, and commit itself to develop the core corporate culture of “Full Service; Fair Hospitality.”	

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
(VI) Has the Company implemented a supplier management policy that regulates suppliers' conducts with respect to environmental protection, occupational safety and health or work rights/human rights issues, and tracked suppliers' performance on a regular basis?	Y		(VI) 1. Promoting Sustainable Procurement Policy Cathay Financial Holdings and subsidiaries have annually adopted ISO 20400:2017 – Sustainable Procurement Guidelines, since 2018, becoming the first financial institution globally to be certified. Based on the seven core principles of sustainable procurement, the Company has formulated the "Cathay Financial Holdings Sustainable Procurement Policy" and "Supplier Corporate Social Responsibility Code of Conduct;" and established a comprehensive "Sustainable Procurement Process." We enhance supply chain sustainability management through the following measures: (1) Digital procurement management: Introducing an online procurement platform to enhance procurement transparency and operational efficiency. (2) Full participation in sustainability mechanisms: Ensuring 100% of suppliers complete sustainability self-assessment management and	No significant difference.

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			sign the “Cathay Sustainable Value Declaration”; ensuring 100% of suppliers participate in sustainability education and training to enhance sustainable concepts and practices. 2. Strengthening Supplier Contract and Inspection Management (1) We have added the following CSR clauses to “Supplier Contracts” as basic norms for supplier engagement: • Environmental protection regulations • Regulations governing occupational safety and health management • Labor rights regulations • Ethical norms regulations If a supplier violates the norms, we will issue a notice to demand improvement as stipulated in the contract. Non-compliance will result in the revocation of cooperation status or termination of the partnership. (2) In 2025, the Company worked with external	

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			consultants to establish “Supplier Sustainability Clause Inspection” and conducted on-site inspections simultaneously during outsourced inspections. We have completed sustainability governance evaluations for six vendors, including Systex Corporation, CanLead International, and Allied Industries International. This initiative further enhances supplier compliance and the implementation of environmental and social responsibilities. (3) We hosted green procurement workshops for 10 advocacy partners to encourage their support of the Ministry of Environment’s green procurement program and to prioritize eco-labeled products. Cumulative declared green procurement has reached NT$29.24 million. 3. Contractor Safety and Health Management To ensure the occupational safety and health for contractors, we have maintained the ISO 45001 Occupational Safety and Health Management System certification and established “Contractor and	

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
			Outsourcing Safety and Health Management Guidelines." Implementation measures include: (1) Held hazard notification and coordination meetings to ensure contractors are aware of relevant safety and health regulations. (2) Conducted unscheduled site inspections to strengthen occupational safety and health maintenance and ensure a safe work environment.	
V. Does the Company prepare sustainability reports or any report of non-financial information based on international reporting standards or guidelines? Are the above mentioned reports supported by assurance or opinion of a third-party certifier?	Y		(I) Cathay Life has prepared the "2024 Corporate Sustainability Report of Cathay Life" in accordance with the GRI Standards. (II) We entrust PwC to conduct limited assurance for the Sustainability Reports published by the Company in accordance with Assurance Standards No.3000 "Assurance Cases of Auditing or Reviewing Non-Historical Financial Information" (stipulated in accordance with International Standard on Assurance Engagements ISAE3000) promulgated by Accounting Research and Development Foundation. In addition, we	No significant difference.

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<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td></td><td></td><td></td><td>adopt the ISO 14064-1:2018 standard for the greenhouse gas inventory data and commission BSI to verify the data.</td><td></td></tr>
<tr><td colspan="5">VI. If the Company has established sustainable development principles based on “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies”, please describe any discrepancy between the principles and their implementation:
The Company’s implementation the “Sustainable Development Best Practice Principles” is aligned with the “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies”. The Company has not fully combined the employee performance evaluation system with the corporate sustainability policy, but a Sustainability and Brand Strategy Department has been established to specifically promote corporate sustainability. Furthermore, a functional Sustainable Development Committee has been formed, supervised by the Board of Directors, and sustainability-related indicators have been incorporated into the annual KPIs of the President and relevant departmental executives.</td></tr>
<tr><td colspan="5">VII. Other information material to the understanding of the ESG practices:
(I) The Company has long been promoting corporate sustainability. To respond to domestic and international sustainability trends and leverage the influence of core competencies of the financial and insurance industry, the Company provides solutions to ESG issues with outstanding performance in 2025, which is listed below:
1. The Company won recognition for outstanding performance for ranking in the “Top 25% of insurance companies” in the 3rd Sustainable Finance Evaluation organized by FSC.
2. The Company received the “Platinum Award of the Corporate Sustainability Report Award,” “Sustainability Single Performance-Information Security Leadership Award” and “Sustainability Single Performance-Social Co-Prosperity Leadership Award” of “Taiwan Corporate Sustainability Awards (TSCA)” organized by the Taiwan Institute for Sustainable Energy.
3. The Company was honored with the “Asia’s Best SDGs Reporting – Bronze” and “Asia’s Best Diversity Reporting – Silver” awards at the</td></tr>
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Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	

Asia Sustainability Reporting Awards (ASRA) organized by CSR Works International.

4. The Company was honored with the "Excellence in Risk Management Award," "Excellence in Service Quality Award," "Excellence in Sustainable ESG Finance Award," and "Excellence in Brand Image Award" at the 2025 Excellence Insurance Awards organized by Excellence Magazine.
5. The Company was listed in the Taiwan Stock Exchange's "2025 Best Institutional Investors' Stewardship List."

(II) Utilizing corporate resources and our volunteer network spanning across Taiwan and following the Group's three sustainability pillars – "climate, health, and empowerment" – Cathay Life promotes diverse social welfare and care initiatives. Through practical action, we fulfill our brand spirit of "bringing happiness and helping others realize their dreams." By funneling resources into areas of greatest social need through sustainability and charity projects, and by combining our volunteer system with cross-disciplinary collaboration, we address diverse social demands and provide compassionate and practical support, striving to serve as a force for social stability in Taiwanese society. The Company's key sustainability and social care initiatives in 2025 are as follows:

1. Social welfare activities
   (1) Dream Come True Program: Under the 12th Dream Come True Program, a panel of experts and scholars selected 23 projects to receive Dream Fulfillment Grants totaling NT$4.04 million. These projects cover areas such as sports competitions, music and art, and cultural roots exploration. Through the provision of Dream Fulfillment Grants, the program supports children in taking on challenges, persevering toward their goals, and developing lifelong skills.
   (2) Winter Warmth Campaign: The "Warm Winter of 2025" campaign is in its 24th year, and this year's event has been expanded to reach 225 remote elementary schools across Taiwan, as well as TFT partner schools and campuses impacted by the wind disaster. The campaign will benefit over 18,000 students, setting a new record. Group employees collaborated on this event, integrating "financial fraud prevention" education and using situational interactions to enhance children's ability to identify scams and reinforce their self-protection awareness with a supportive approach.
   (3) Low-Income and Medical Assistance: To help families facing hardship due to natural disasters, catastrophic illnesses, or sudden accidents,

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volunteers across Taiwan have been providing care visits since 2009 to support individuals through difficult times. In 2025, a total of 127 assistance cases were completed, providing NT$2.168 million in assistance to help disadvantaged families improve their emergency situations and rebuild their daily lives.

(4) After-School Care and Tutoring Program: We have promoted after-school care classes for disadvantaged children and adolescents in many remote areas to provide them with stable homework assistance, daily life care, and emotional support, helping them build learning confidence and fostering positive development. Current locations include: Yunlin’s O Liao Village, Let the Love Fly center in Hualien’s Xiulin Township, Twilight Box in Taipei’s Wenshan District, Sun Book Elementary School in Penghu’s Xiyu Township, and Wenfeng Village, Jiadong Township, Pingtung County. The program provides a safe and friendly learning environment for disadvantaged children through a diverse curriculum and companionship, laying the foundation for their future growth.

(5) Welfare for the Disabled: Since 2007, we have continued to collaborate with the Mixed-disabled Art Group. Through the stories of troupe members overcoming life’s limitations with physical disabilities, we visit campuses and prisons to share the value of cherishing life with young people and detainees. In its 19th year, starting in 2025, the tour will include 8 shows and inspire over 1,800 attendees. Not only did the event provide a stage for people with disabilities to showcase their talents, it also inspired audiences through the performers’ real-life stories and deepened the culture of care in campuses and communities.

(6) Ad-hoc Donations and Volunteer Services: A disaster relief project was launched on September 25, 2025, to help Guangfu Township, Hualien County, with its rapid reconstruction following the disaster, and was completed on December 31 after more than three months. A total of NT$16.89 million was distributed in four stages between September 29 and December 31 to the five most severely affected villages (Da-an, Da-hua, Da-ping, Da-ma, and Da-tong). In terms of volunteer mobilization, more than 700 volunteer shifts from across the Group were mobilized to assist with supplies preparation and environmental cleanup between September 25 and October 9. During the Mid-Autumn Festival holiday, 126 colleagues went to Guangfu Vocational High School to help clean accumulated silt from the campus, enabling the school to quickly reopen. In addition, from September 29 to November 18, the Hualien Communications Office deployed 750

<table>
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<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
<tr><td colspan="5">personnel to assist with relief fund distribution and fully support residents in resuming their lives.
(7) Charity Bazaar Carnival: The “Charity Eco-Friendly Carnival” was held in collaboration with the social welfare organization YMCA, jointly promoting environmental protection and public welfare across three events in northern, central, and southern Taiwan. In 2025, the Taipei event was held at the Yuanshan Area of the Taipei Expo Park, combining environmental protection, public welfare, anti-fraud, and health promotion, which attracted nearly 10,000 participants, mobilized over 600 volunteers, and generated bazaar proceeds of over NT$1.2 million, representing a 5% growth from the previous year. The Taichung event was held at the Taichung New Capital Ecological Park, with over 5,000 attendees and more than 500 volunteers participating, and the bazaar proceeds reached NT$1.18 million, hitting an eight-year high. Through the participation of the general public, the power of goodness continues to be consolidated, allowing environmental protection and public welfare to take root in communities, bringing more warmth and positive influence to society.
2. Social contribution activities
(1) Cathay Excellence Scholarship Program: Scholarships for underprivileged students were introduced in 1980 and transformed into the “Cathay Excellence Scholarship Program” in 2016. As of 2025, it has cumulatively benefited 18,988 students and awarded over NT$238 million. The plan includes a “Specialty Scholarship Category” (to support ESG public welfare proposals and research) and an “Outstanding Student Category” (for outstanding underprivileged high school and vocational school students). In 2025, a total of 460 applications were received, with 100 outstanding students and 28 groups receiving special awards. A total of NT$9.12 million was awarded; home visits were also arranged for underprivileged students who were not selected, to provide them with necessary assistance.
(2) Summer Blood Donation Drive: Since 2000, we have cooperated with the Taiwan Blood Services Foundation to promote national blood donation campaigns. Volunteer teams from 150 branches in the North, Central, South, and East regions work in relays to encourage employees and local communities to participate, ensuring a stable blood supply for the blood bank. By 2025, the organization will be in its 26th year, having collected nearly 750,000 bags of blood to date and continuing to support patients in need. It is also actively implementing ESG principles and contributing to social co-prosperity and sustainable development.</td></tr>
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Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	

(3) Teach For Taiwan (TFT) program: Cathay Public Welfare Group continues its three-year cooperation plan with TFT (September 2022 - September 2025), to jointly support TFT's recruitment and training of teachers for rural schools, encouraging young talents to teach in remote schools and to create an equal educational environment for children in remote areas with improved educational quality, with an annual investment of NT$4 million.

(4) Senior Care Activities: We continue to cooperate with community development associations in various regions to promote the "Happy Farm" project in response to the challenges of a super-aged society. This creates an age-friendly environment where the elderly can establish social connections, improve their physical and mental vitality within familiar communities, and age in place. It has operated in Changhua, Chiayi, Taitung, and Hualien since 2019. In 2025, a new site was added in Majia, Pingtung County, bringing the total number of locations to five. Each location has promoted courses on health promotion, food and agriculture education, sustainable farming, aquaponics, and indigenous food culture inheritance, tailored to local characteristics, helping them revitalize their daily lives and rediscover their value.

(5) Anti-Drug Campaign for the New Generation: Since 2017, Cathay Life has promoted Campus Sustainability Programs, making anti-drug efforts a core issue and keeping students and young people away from drugs through education on "drug identification, drug refusal, and anti-drug measures."

A. The "Refuse Drugs and Fraud 1+1" incentive program was optimized in 2025, utilizing drug-prevention e-sports competitions, anti-drug dance routines, and drug awareness videos to educate students about drug prevention. Throughout the year, a total of 300 events were held in 181 schools, reaching over 20,000 students.

B. Anti-drug board game: Cathay Life collaborated with the K-12 Education Administration and social enterprise Play & Learn School to design an anti-drug board game titled "Road of Destiny" adapted from real-life cases for elementary and junior high school students. The scenario-based design helps teachers grasp teaching skills and guide students to understand drug risks while helping children develop critical thinking and judgment skills. It also held an anti-drug board game workshop to provide professional training

Implementation items	Implementation Status (Note 1)			Deviation(s) from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reason(s)
	Yes	No	Summary	
for teachers and social workers across Taiwan, and to expand the impact of anti-drug education in schools and communities. C. Anti-drug online game: Extending the concept of the anti-drug board game, the game was upgraded and developed into "Path of Destiny +" in 2025, lowering the barrier to entry and increasing interactivity. The scenario design is more diverse, exploring not only drug risks but also various life issues such as family life, interpersonal relationships, and online socializing, allowing schoolchildren to learn anytime, anywhere through gameplay. This also enables teachers and parents to accompany schoolchildren in understanding the influence of interpersonal interactions in a relaxed and fun way, strengthening their self-protection awareness. (6) Sponsorship of Campus Public Broadcasting Rights for "Taiwan Superhuman": Featuring real-life stories that demonstrate courage and resilience in the face of adversity, we partnered with the Cathay Financial Holdings Public Welfare Foundation to donate NT$2 million. In collaboration with the FORMOSA 3D Association, we promoted a campus public screening project, donating the public screening rights of Taiwan Superman to 391 remote junior high schools and remote primary schools with over 100 students across Taiwan, benefiting over 40,000 students. At the same time, an employee fundraising campaign was launched for the first time, raising NT$1.14 million to support an additional 163 schools, further expanding the public welfare impact.				

Note 1: If "Yes" is ticked in the "Implementation status" column, please concretely describe the major policies, strategies, and measures adopted and the status of their implementation. If "No" is ticked in the "Implementation status" column, please explain the deviations and the reasons in the "Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies and the Reasons" column and explain the Company's plans for adoption of related policies, strategies, and measures in the future. However, for Items 1 and 2, the TWSE/TPEx listed company shall describe its governance and supervisory framework for sustainable development, including but not limited to management policy, strategy and goal formulation, and review measures. It additionally shall describe the company's risk management policies or strategies for operations-related environmental, social, and corporate governance issues, and their assessment status.

Note 2: Materiality principle refers to environmental, social and corporate governance issues that are of material impact to the Company's investors and stakeholders.

Note 3: Regarding the method for disclosure, please refer to the "SAMPLE ANNUAL REPORT" page on the website of the Taiwan Stock Exchange Corporate Governance Center.

(IX) Climate-related information of TWSE/TPEx listed companies

Item	Implementation Status
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	1. The Board of Directors shall bear the ultimate liability for climate-related risk management and also the liability for authorizing and supervising the climate risk appetite, risk management framework and policy. The Risk Management Committee subordinated to the Board of Directors convenes a meeting on a quarterly basis. The Risk Management Department submits the "Own Risk and Solvency Assessment (ORSA) Report" and "Risk Management Execution Report" regularly to the Committee for review, and also to the Board of Directors. Meanwhile, the "Corporate Sustainability (CS) Team" led by the President has set forth short-term, mid-term, and long-term goal execution programs since 2018. It convenes regular meetings on a quarterly basis to verify each taskforce's work progress and reports the execution results to the Board of Directors. In response to the risk and opportunity over low-carbon transition arising from climate changes, Cathay Life, through its responsible investment team and green operation team, focuses on investment and own operations respectively, measures investment and operational carbon footprints, and proposes relevant initiatives.
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	2. Cathay Life works with the Risk Control Division of Cathay Financial Holdings to establish a cross-subsidiary climate and nature working group and CS Team. These team members coordinate with related units to identify the short-term, mid-term and long-term climate risks and opportunities for different businesses each year and, based on the qualitative questionnaire assessment and quantitative scenario analysis results, prioritize climate risks and opportunities, and itemize potential impacts for the climate risks and opportunities of higher significance. For instance, the continuous rise in average temperatures will lead to increased energy demand, decreased labor productivity, and rising health risks, and may result in disease transmission and public health challenges. Such changes will push up operational costs and may accelerate the depreciation and impairment of specific assets, as well as drive up insurance claims. The relevant identification results have been disclosed in the CS report.

Item	Implementation Status
3. Describe the financial impact of extreme weather events and transition actions.	3. In consideration of the uncertainty of climate risks, with respect to the climate risks to be faced by the Company in terms of operation and core business, including investment portfolio, life insurance products and self-owned real estate, the Company develops the forward-looking scenario analysis to measure the financial impact posed by climate changes and improve the resilience of the Company's strategies. The assessment results show that all risks are controllable. The Company also continues to follow up and monitor them each year. The relevant research results have been disclosed in the CS report.
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	4. The Company adopted the Company's "Emerging Risk Management Guidelines" in May 2019 to include the climate risk into the entire climate risk management. Furthermore, in order to improve the Company's climate risk resilience, the Company separated climate risk from emerging risks. In March 2021, it adopted the Company's "Guidelines for ESG and Climate Risk Management". In 2025, climate and nature-related risk management measures within the regulations were further refined, and the guidelines were renamed the "ESG Risk Management Guidelines" to identify, evaluate and manage physical climate risks and transition climate risks of borrowers and investees. These guidelines have also been incorporated into the Company's "Risk Management Policy" to embed climate risk into the existing enterprise risk management structure. The related information has been disclosed in the CS report.
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors used and major financial impacts used should be described	5. Aligned with TCFD requirements, the Company selected the climate scenarios with severer impact posed by the transition risk, which impliersing temperature less than 2°C, and developed the scenario analysis under three different temperatures, incorporating the international common climate scenario developed by NGFS into the climate CVaR model, to evaluate the impact posed to the value of investment portfolio of stocks and bonds. The information related to scenarios, parameters, assumptions, analytical factors, and major financial impacts used are all disclosed in the CS Report.

Item	Implementation Status
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	6. In response to the important international climate initiatives, such as RE100 and SBTi, the external rating institutions' expectations, and Taiwan's policy and laws & regulations governing net-zero emissions roadmap, Cathay Life proposes the Dual-path Strategy, namely "Zero Carbon Operation Transformation & Low-carbon Investment Allocation," and sets up related indicators and goals, in order to deal with the international trend and transition risk arising from the increasingly strict regulatory requirements and seize the development opportunities on the market: (1) Zero Carbon Operation A. Promotional strategy (a) Green workplace: Completely promote the low-carbon transformation of operational processes, and extend carbon reduction responsibilities to the supply chain, products, and employee behavior. Reduce the environmental impact of business operations through energy management, green procurement, the circular economy, and digitalized services. (b) Green energy: Increase the use of renewable energy at operating sites and promote energy innovation through renewable energy PPAs, the procurement of renewable energy certificates, rooftop solar power generation for self-consumption at owned buildings, and support for diverse renewable energy sources. (c) Green real estate: Promote low-carbon building design to enhance the energy efficiency of both new and existing buildings, and create a smart green landlord model combined with the "Green Lease Program 2.0" to provide tenants with green electricity services and a new type of office service space "hub," prompting industries to move toward energy transition together. B. Indicators and goals

Item	Implementation Status
	The Company sets the indicators and goals for renewable energy consumption and carbon reduction. The relevant information has been disclosed in the ESG report. (2) Low-carbon investment allocation A. Promotional strategy (a) Green Capital: By expanding the set of low-carbon investment targets to support the green industry, allocating resources to low-carbon transformation enterprises, and setting divestment timelines for coal and unconventional oil and gas industries that fail to transform proactively, the Company improved the entire investment portfolio's climate resilience. (b) Green Engagement: Participate in international initiatives and gather international investors to exercise their influence together. Meanwhile, during the engagement with investees, The Company urges them to disclose the carbon emission inventory results, set more specific mid-term and long-term carbon reduction target. (c) Green Business: Evaluate Taiwan's offshore wind power, solar photovoltaic and other projects, and expand any other investment opportunities for renewable energy to continue accumulating power generation assets. B. Indicators and goals Indicators and goals such as the investment portfolio carbon reduction pathway (Temperature Scoring Methodology), low-carbon investments, engagement, and the phased management of coal-related industries and unconventional oil and gas sectors are disclosed in the Sustainability Report.

Item	Implementation Status
7. If internal carbon pricing is adopted as a planning tool, the basis for pricing should be described.	7. Cathay has passed SBT review and set reduction targets for greenhouse gas emissions each year. To strengthen carbon management, the Company has adopted the ICP as the carbon decision-making and management tool, to enhance the employees' awareness of "carbon has a price" and to promote the achievement of the sustainable development goals. (1) ICP Price and Basis for Pricing The Company's Scope 2 emissions from purchased electricity account for over 90% of overall operational carbon emissions. Using the carbon operational cost that reflects power-saving activities as the baseline for pricing internal carbon reduction costs, the cost per ton of CO2 reduction was calculated to exceed US$100. Through regular market benchmarking and internal carbon reduction effectiveness checks, we plan to gradually adjust the rate to ensure that the carbon price is sufficient to induce substantive behavioral changes and management innovation. (2) ICP Application ■ Power-saving and carbon reduction activities • By organizing power-saving and carbon reduction activities and establishing a carbon fee fund to reward carbon-reducing units, we encourage both office and field employees to implement energy-saving and carbon reduction measures in their daily work. • The carbon fee fund is reinvested in zero-carbon operational transformations, including purchasing high-quality carbon credits, developing renewable energy, and investing in energy-saving technologies, to ensure that the carbon pricing mechanism forms a sustainable model of "low-carbon operations and circular regeneration."

<table>
<tr><th>Item</th><th>Implementation Status</th></tr>
<tr><td></td><td>

■ Equipment procurement
During the procurement stage of major energy-consuming equipment (such as chillers), a shadow pricing mechanism is adopted to set a reasonable shadow price, thereby incorporating the estimated carbon emission costs within the equipment's lifecycle into investment decision-making to internalize potential future carbon emission costs, ensuring that the selected equipment meets high energy efficiency and low-carbon standards. Through carbon pricing, we optimize equipment and efficiently utilize resources, ensuring that the Company achieves "a win-win in carbon reduction and economic benefits".

</td></tr>
<tr><td>8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.</td><td>

8. The Company sets climate-related targets and focuses on the "Environmental Sustainability 3G Strategy" to promote carbon reduction actions. It encompasses three key areas: green energy, green operation, and green real estate.
(1) Climate-related targets and other relevant information are as follows:
■ Net-zero target, scope, timeline

<table>
<tr><th>Target year
(baseline year 2020)</th><th>2025</th><th>2030</th><th>2050</th></tr>
<tr><td>Domestic Location
(Scopes 1 and 2)</td><td>Carbon Reduction ≥ 21%</td><td>Carbon Reduction ≥ 42%</td><td>Net Zero</td></tr>
</table>

■ Renewable energy usage target, scope, timeline, and progress

<table>
<tr><th>Target year</th><th>2024</th><th>2025</th><th>2030</th><th>2050</th></tr>
<tr><td>Renewable energy usage</td><td>Domestic Location 25%</td><td>Domestic Location 50%; Head Office 100%</td><td>Domestic Location 100%</td><td>Global Location 100%</td></tr>
<tr><td>Progress</td><td>Achieved</td><td>Achieved (Note)</td><td>-</td><td>-</td></tr>
</table>

Note: Regarding the 2025 greenhouse gas inventory assurance results, due to timing constraints, verified data was not available by the publication date of the annual report and will be disclosed in the Sustainability Report or on the MOPS.
(2) Renewable energy use strategy and RECs application
Considering industry characteristics and site conditions, the Company adopts the following approaches for renewable energy use strategy:

</td></tr>
</table>

Item	Implementation Status
	• We prioritize “rooftop solar power generation for self-consumption” and “renewable energy power purchase agreement” methods (such as installing solar power generation facilities and signing green power purchase agreements) rather than solely relying on the purchase of Renewable Energy Certificates (RECs) as our main carbon reduction method, thus ensuring tangible carbon reduction benefits. • To address challenges, such as intermittent renewable energy supply and the lack of electricity account ownership for leased sites, we meet the unfulfilled renewable energy demand through REC usage declarations. This ensures the achievement of RE targets and maximizes environmental benefits. • We achieved the RE50 target in 2025, wheeling approximately 29 million kWh of green electricity, with self-generation for self-consumption reaching approximately 2 million kWh. In addition, we entered into a contract to purchase RECs, acquiring a total of 2,000 unbundled certificates. (Data not yet assured)
9. Greenhouse gas inventory and assurance status, as well as reduction goals, strategies, and concrete action plans (to be specified in 1-1 and 1-2 separately).	9. GHG Inventory and Assurance status are shown in Table 1-1.

1-1 Greenhouse gas inventories and assurances for the most recent two years

1-1-1 GHG inventory information

Describe the GHG emissions volume (metric tons CO2e), intensity (metric tons CO2e/NTD million), and data coverage for the most recent two years.
(1) The Company has established a greenhouse gas inventory mechanism in accordance with ISO 14064-1:2018, a greenhouse gas inventory standard published by the International Organization for Standardization (ISO). Since 2021, the Company has gradually expanded the inventory of greenhouse gas emissions from the individual entity of the Company and consolidated subsidiaries to monitor greenhouse gas usage and emission status. The relevant data is as follows:

Year	Data coverage	Scope	Emissions (tons CO2e)	Intensity (tons CO2e / NT$ million in revenue)
2024	The Company	Scope 1 (direct emission)	4,478.3	0.0058
		Scope 2 (indirect emission: electricity)	21,536.3	0.0281
		Subtotal	26,014.6	0.0340
	All subsidiaries included in the consolidated financial report.	Scope 1 (direct emission)	4,590.6	0.0056
		Scope 2 (indirect emission: electricity)	24,887.9	0.0306
		Subtotal	29,478.5	0.0362
2025	The Company	Scope 1 (direct emission)	Due to timing constraints, verified data and a verified opinion were not available by the publication date of the annual report and will be disclosed in the Sustainability Report or on the MOPS.	
		Scope 2 (indirect emission: electricity)		
		Subtotal		
	All subsidiaries included in the consolidated financial report.	Scope 1 (direct emission)		
		Scope 2 (indirect emission: electricity)		
		Subtotal		

Note 1: In 2024, there were 200 domestic operational sites, 88 domestic non-operational sites (with idle spaces), 571 domestic subsidiary locations (including Cathay Securities Investment Consulting Co., Ltd., Cathay Industry Research and Development Center Co., Ltd., Cathay Power Inc., Cathay Wind Power Holdings, and Cathay Wind Power Co., Ltd.), and 160 overseas subsidiary locations (including Cathay Lujiazui Life Insurance Company Limited and Cathay Life Insurance (Vietnam) Co., Ltd.). In 2025, there were 202 domestic operational sites, 89 domestic non-operational sites (with idle spaces), 593 domestic subsidiary locations (including Cathay Securities Investment Consulting Co., Ltd., Cathay Industry Research and Development Center Co., Ltd.,

Cathay Power Inc., Cathay Wind Power Holdings, and Cathay Wind Power Co., Ltd.), and 139 overseas subsidiary locations (including Cathay Lujiazui Life Insurance Company Limited and Cathay Life Insurance (Vietnam) Co., Ltd.). Note 2: We conducted inventories of greenhouse gas emissions using the “operational control approach”. Scope 2 emissions are calculated using the “market-based” approach. Note 3: Intensity (t-CO2e / NT$ million) is also calculated using the market-based approach. Note 4: The 2025 greenhouse gas inventory assurance process could not be fully completed with all relevant data by the publication date of the annual report. The complete greenhouse gas assurance status and related data will be disclosed in the Sustainability Report or on the MOPS.

Note 1: Direct emissions (Scope 1, i.e. directly from emissions sources owned or controlled by the Company), indirect emissions (Scope 2, i.e. indirect GHG emissions from imported electricity, heat or steam) and other indirect emissions (Scope 3, i.e. emissions generated from the Company’s activities that are not indirect energy emissions but come from emissions sources owned or controlled by other companies).

Note 2: The data coverage of direct emissions and indirect energy emissions shall be handled pursuant to the schedule defined by Paragraph 2, Article 10 of the Standards. Other indirect emissions data may be disclosed voluntarily.

Note 3: GHG inventory standards: Greenhouse Gas Protocol (GHG Protocol) or International Organization for Standardization (ISO) ISO 14064-1.

Note 4: The intensity of GHG emissions can be calculated per unit of product/service or turnover, but at least the data calculated in terms of turnover (NTD million) shall be stated.

1-1-2 GHG Assurance Information

Describe the status of assurance in the last two years up to the date of publication of the annual report, including the scope of assurance, assurance institution, assurance criteria, and assurance opinions.

In accordance with the Sustainable Development Roadmap for TWSE/TPEx Listed Companies, the scope of data required to be disclosed for assurance includes the parent company and subsidiaries included in the consolidated financial report, with assurance conducted starting from 2027.

<table>
<tr><th>Year</th><th>Assurance Scope</th><th>Scope</th><th>Emissions (tons CO2e)</th><th>Assurance institution</th><th>Assurance criteria</th><th>Assurance opinions</th></tr>
<tr><td rowspan="8">2024</td><td rowspan="4">The Company</td><td>Scope 1 (direct emission)</td><td>4,478.3</td><td rowspan="8">British Standards Institution (BSI)</td><td rowspan="8">Assurance Standard ISO 14064-1</td><td rowspan="8">Obtained the reasonable assurance level verification report</td></tr>
<tr><td>Scope 2 (indirect emission: electricity)</td><td>21,536.3</td></tr>
<tr><td>Subtotal</td><td>26,014.6</td></tr>
<tr><td>Percentage of inventoried data disclosed in Section 1-1-1</td><td>100%</td></tr>
<tr><td rowspan="4">All subsidiaries included in the consolidated financial report.</td><td>Scope 1 (direct emission)</td><td>4,590.6</td></tr>
<tr><td>Scope 2 (indirect emission: electricity)</td><td>24,887.9</td></tr>
<tr><td>Subtotal</td><td>29,478.5</td></tr>
<tr><td>Percentage of inventoried data disclosed in Section 1-1-1</td><td>100%</td></tr>
<tr><td rowspan="8">2025</td><td rowspan="4">The Company</td><td>Scope 1 (direct emission)</td><td rowspan="8" colspan="4">Due to timing constraints, verified data and a verified opinion were not available by the publication date of the annual report and will be disclosed in the Sustainability Report or on the MOPS.</td></tr>
<tr><td>Scope 2 (indirect emission: electricity)</td></tr>
<tr><td>Subtotal</td></tr>
<tr><td>Percentage of inventoried data disclosed in Section 1-1-1</td></tr>
<tr><td rowspan="4">All subsidiaries included in the consolidated financial report.</td><td>Scope 1 (direct emission)</td></tr>
<tr><td>Scope 2 (indirect emission: electricity)</td></tr>
<tr><td>Subtotal</td></tr>
<tr><td>Percentage of inventoried data disclosed in Section 1-1-1</td></tr>
</table>

Note 1:	Regarding the 2025 greenhouse gas inventory assurance, due to timing constraints, verified data and opinions were not available by the publication date of the annual report and will be disclosed in the Sustainability Report or on the MOPS.
Note 2:	In 2024, there were 200 domestic operational sites, 88 domestic non-operational sites (with idle spaces), 571 domestic subsidiary locations (including Cathay Securities Investment Consulting Co., Ltd., Cathay Industry Research and Development Center Co., Ltd., Cathay Power Inc., Cathay Wind Power Holdings, and Cathay Wind Power Co., Ltd.), and 160 overseas subsidiary locations (including Cathay Lujiazui Life Insurance Company Limited and Cathay Life Insurance (Vietnam) Co., Ltd.). In 2025, there were 202 domestic operational sites, 89 domestic non-operational sites (with idle spaces), 593 domestic subsidiary locations (including Cathay Securities Investment Consulting Co., Ltd., Cathay Industry Research and Development Center Co., Ltd., Cathay Power Inc., Cathay Wind Power Holdings, and Cathay Wind Power Co., Ltd.), and 139 overseas subsidiary locations (including Cathay Lujiazui Life Insurance Company Limited and Cathay Life Insurance (Vietnam) Co., Ltd.).
Note 3:	We conducted inventories of greenhouse gas emissions using the "operational control approach". Scope 2 emissions are calculated using the "market-based" approach.
Note 4:	Cathay Lujiazui Life Insurance Company Limited was transitioned into a joint venture investment with significant influence following a resolution by the Board of Directors on October 9, 2025.

Note 1: The schedule defined in Paragraph 2, Article 10 of the Standards shall apply. If the Company fails to obtain the complete GHG assurance opinions by the date of publication of the annual report, it is necessary to specify that "full assurance information will be disclosed in the sustainability report." If the Company does not prepare a sustainability report, it is necessary to specify that "full assurance information will be disclosed on the Market Observation Post System" and disclose the full assurance information in the annual report for next year.

Note 2: The assurance institution shall comply with the requirements about sustainability report assurance institutions defined by the Taiwan Stock Exchange Corporation and the Taipei Exchange.

Note 3: Please refer to the Best practice example for promotion status of sustainable development on the website of the Corporate Governance Center of the Taiwan Stock Exchange for the contents of disclosure.

1-2 GHG reduction goals, strategies and concrete action plans

Describe the GHG reduction base year and data, reduction goals, strategies, and concrete action plans, as well as the achievement of the reduction goals.

(1) GHG reduction baseline year and data, targets, and progress

The Company completed the greenhouse gas inventory and assurance for the 2024 consolidated financial report in 2025, thereby setting 2024 as the baseline year for carbon reduction.

Responding to global climate change challenges and actively aligning with international trends and government net-zero policies, the Company has set carbon reduction targets (Scope 1 and Scope 2) with 2024 as the baseline year, aiming for an annual carbon reduction of at least 4.2% from 2025 to 2030, and to achieve Net Zero by 2050.

Year	2024 (Baseline year)	2025	2050
Emissions (tons CO2e) (Scope 1 and Scope 2)	29,478.5 (Note 1)	-	-
Carbon reduction target	-	Carbon Reduction ≥ 4.2%	Net Zero
Achievement status	-	(Note 2)	-

Note 1: We conducted inventories of greenhouse gas emissions using the “operational control approach”. Scope 2 emissions are calculated using the “market-based” approach.

Note 2: Regarding the 2025 greenhouse gas inventory assurance, due to timing constraints, verified data was not available by the publication date of the annual report and will be disclosed in the Sustainability Report or on the MOPS.

(2) GHG reduction strategies and concrete action plans

To achieve our net-zero goal, the Company is focused on the “Environmental Sustainability 3G Strategy”. It encompasses three key areas: green energy, green operation, and green real estate, through which we are steadily advancing our “zero-carbon operation transformation plan”. We are taking the following specific actions to meet our Scope 1 and Scope 2 carbon reduction targets:

1. Green Energy

   The Company has joined the RE100 Initiative and planned to achieve 100% of renewable energy use for its headquarters by 2025, domestic sites by 2030, and global sites by 2050. To ensure these targets are met, while considering our industry’s specific needs and site conditions, we are continuously increasing our renewable energy use ratio and building a more resilient green energy ecosystem by:

- We prioritize "rooftop solar power generation for self-consumption" and "renewable energy power purchase agreement" methods (such as installing solar power generation facilities and signing green power purchase agreements) rather than solely relying on the purchase of Renewable Energy Certificates (RECs) as our main carbon reduction method, thus ensuring tangible carbon reduction benefits.
- To address challenges, such as intermittent renewable energy supply and the lack of electricity account ownership for leased sites, we meet the unfulfilled renewable energy demand through REC usage declarations. This ensures the achievement of RE targets and maximizes environmental benefits.
- Diversifying green electricity acquisition channels: This includes promoting community power plants in agricultural and fishing villages or adopting mutually beneficial green energy models to accelerate the widespread adoption of renewable energy.

2. Green Operation

Given that nearly 90% of our operational carbon emissions come from purchased electricity (Scope 2), we are taking multiple measures to reduce our carbon emissions, thus ensuring low-carbon operations and moving toward our net-zero target:

- Implementing an Energy Management System (EMS)
  - Since 2023, we have progressively integrated electricity consumption data from all our sites into an EMS for real-time monitoring to ensure reasonable electricity usage.
  - We are enhancing EMS data analysis to facilitate the planning of inefficient equipment replacement.
- Implementing an ICP mechanism:
  - Through electricity-saving and carbon reduction activities, we are raising employees' awareness of carbon costs, encouraging their low-carbon actions.
  - The carbon fee fund is reinvested in zero-carbon operational transformations, forming a positive cycle of sustainable development.
  - We are setting shadow prices to internalize future carbon costs, to help maximize the low-carbon benefits of equipment selection.
- Strengthening energy-saving equipment and smart management:
  - Remote and automated technology: We adopt automatic scheduled shutdown and remote startup systems to reduce unnecessary standby energy consumption;
  - Replacement of computer equipment: We gradually promote replacing desktop computers with laptops to reduce power;
  - Scaling energy-saving practices: We organize power-saving incentive activities for property managers, and extend the headquarters' energy management measures, such as automatic lights-off at night and optimized equipment operations, to all sites to achieve energy

savings and carbon reduction.

3. Green Real Estate

The Company is dedicated to creating people-centric and eco-friendly real estate ecosystems by promoting the ESG transformation of its owned buildings. Our specific actions include:

- Since 2016, Cathay has mandated that architects appointed to design all new self-developed buildings must conform to green building standards to ensure that all real estate meets specific criteria in areas such as energy use, resource consumption, greening volume, and waste management. In addition to all new buildings that have obtained construction permits since 2023 acquiring either the U.S. LEED or Taiwan Green Building Label, building energy-efficiency labeling has been added to the building design guidelines for new commercial office buildings starting in 2025, and it is expected that the Smart Building Label will be further incorporated in 2026.
- For existing buildings, inventories are conducted and submitted for review if their energy-efficiency evaluations reach Level 2 or above; for new commercial office buildings, achieving at least Level 2 energy efficiency is set as the design standard.
- The Company will continuously obtain Level 2 (or above) energy-efficiency labeling certificates for commercial office buildings, with a short-term goal of accumulating 16 applications for such certifications.
- We will continuously provide green electricity services to assist tenants in reducing carbon, and expand office space HUBs that integrate ESG services to become a smart green landlord.

Note 1: The schedule defined in Paragraph 2, Article 10 of the Standards shall apply.

Note 2: The base year shall refer to the year in which the inventory is completed by identifying the consolidated financial statements as the boundary. For example, according to Paragraph 2, Article 10 of the Standards, companies with capital more than NT$10 billion shall complete the inventory of 2024 consolidated financial statements in 2025. Therefore, the base year is 2024. If the Company has completed the inventory of consolidated financial statements earlier, the year of completion shall be considered as the base year. Further, the data of the base year can be calculated based on one single year or the average of several years.

Note 3: Please refer to the Best practice example for promotion status of sustainable development on the website of the Corporate Governance Center of the Taiwan Stock Exchange for the contents of disclosure.

(X) Enforcement of business integrity, deviation and causes of deviation from Ethical Corporate Management Best Practice Principles for TWSE/TPEx-Listed Companies:

Assessment Items	Implementation Status			The deviation and causes of Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
I. Enactment of ethical management policy and program (I) Has the Company established a set of board-approved business integrity policy, and stated in its Memorandum or external correspondence about the policies and practices it implements to maintain business integrity? Are the board of directors and the senior management committed to fulfilling this commitment?	Y		(I) Cathay Financial Holdings has implemented "Ethical Behavior Guidelines" and a "Business Integrity Code of Conduct" to serve as standards for ethical behavior of employees of the financial group and strengthen core values. The Company also has an "Employee Code of Conduct" formulated by the Board of Directors to strengthen the code of conduct for insurance personnel. In addition, the Company engages in business activities based on the principles of fairness, honesty, trustworthiness, and transparency. In order to implement the integrity management policy and actively prevent unethical behavior, the Company formulated the "Procedures for Ethical Management and Guidelines for Conduct" in accordance with the "Cathay Financial Holdings Integrity Code of Conduct."	No Difference.

Assessment Items	Implementation Status			The deviation and causes of Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
(II) Has The Company developed systematic practices for assessing integrity risks? Does The Company perform regular analyses and assessments on business activities that are prone to higher risk of dishonesty, and implement preventions against dishonest conducts that include at least the measures mentioned in Paragraph 2, Article 7 of "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies"?	Y		(II) 1. The Company's "Employee Code of Conduct" has clearly stipulated that the heads of all units shall periodically evaluate their subordinates and be aware of unethical behaviors of subordinates in daily operations 2. The Company established the "Business Integrity Procedures and Behavioral Guidelines" in order to implement the integrity management policy and actively prevent dishonest conducts. The standard preventive measures include: (1) Prohibition against providing or accepting improper benefits. (2) Procedures for receiving regular social gifts and entertainment. (3) Procedures for handling political contributions. (4) Procedures for handling charitable donations or sponsorships. (5) Recusal. (6) Confidentiality and protection of intellectual properties.	No Difference.

Assessment Items	Implementation Status			The deviation and causes of Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
(III) Has the Company defined and enforced operating procedures, behavioral guidelines, penalties and grievance systems as part of its preventive measures against dishonest conducts? Are the above measures reviewed and revised on a regular basis?	Y		(7) Prohibition against unfair competition. (8) Prohibition against damage to an interested party. Prohibition against insider trading and the confidentiality regime. (III) The Company not only formulated the "Business Integrity Procedures and Behavioral Guidelines," but also stipulated various violations, disciplinary standards, opinions and appeal procedures in the "Employee Rewards and Punishments Policy," with reviews and amendments for changes in relevant laws and regulations.	No Difference.
II. Implementation of ethical management (I) Has the Company assessed a trading counterpart's ethical management record, and expressly states the ethical management clause in the contract to be signed with the trading counterpart?	Y		(I) Chapter IV of the Company's Procurement Management Policy covers review of supplier qualifications and relevant prohibitions, which includes provisions requiring review of supplier qualifications and credit investigation, and rejects transactions of suppliers that violate the integrity of transactions.	No Difference.

Assessment Items	Implementation Status			The deviation and causes of Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			The example of the contract covers provisions including sub-contract prohibitions, guarantee clauses, confidentiality obligations, rights and interests, personal protection, legal compliance, corporate social responsibility, and legal relations in order to have integrity restrictions on counterparties.	
(II) Does the company have a unit that enforces business integrity directly under the board of directors? Does this unit report its progress (regarding implementation of business integrity policy and prevention against dishonest conducts) to the board of directors on a regular basis (at least once a year)?	Y		(II) 1. The Company's "Business Integrity Procedures and Behavioral Guidelines" clearly stipulates that Cathay Life's Corporate Sustainability (CS) team shall be responsible for monitoring the implementation of business integrity, of which its subordinating "Sustainable Governance team" is responsible for enforcing business integrity related matters, while the human resources department is responsible for business integrity planning and implementation of related education and training.	No Difference.

Assessment Items	Implementation Status			The deviation and causes of Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			2. The Company conducts behavior observation on a regular basis (twice a year) on board members and all colleagues, and verifies whether business integrity is implemented via performance evaluation and review of ethical behavior, which covers money laundering, terrorism, and ethical conduct. The annual implementation results are then reported to the Board of Directors.	
(III) Has the Company defined any policy against conflict of interest, provides adequate channel thereof, and fulfills the same precisely?	Y		(III) The Company has formulated the "Regulations Governing Transactions Other Than Loans between Cathay Life Insurance Co., Ltd. and Interested Parties," as well as the "Regulations for Extending Loans by Cathay Life Insurance Co., Ltd. to Interested Parties and Potential Counterparties" to prevent conflicts of interest. In addition, the Company has appropriate communication channels for insurers and employees, including the insurer complaints hotline, fax and e-mail, as well as the Chairman's e-mail.	No Difference.

Assessment Items	Implementation Status			The deviation and causes of Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
(IV) Has The Company implemented an effective accounting policy and internal control system to maintain business integrity? Has an internal audit unit been assigned to devise audit plans based on the outcome of integrity risk assessment, and to audit employees' compliance with various preventions against dishonest conduct, or entrust an accountant to perform the audit? (V) Has The Company organized internal/external education and training program for ethical management periodically?	Y		(IV) The Company has established an effective accounting system and internal control system. The internal audit unit conducts periodic audits, and an entrusted accountant was appointed to conduct audits for the internal control system to ensure continuous and effective implementation of the system. Relevant operations are handled in accordance with the "Business Integrity Procedures and Behavioral Guidelines." (V) Arrange training for new employees, managers and colleagues: 1. New employees: Arrange a company introduction course in newcomer training to communicate corporate culture and core values (Integrity, Accountability and Creativity). 2. Managers: The manager meeting involves communications between managers on the Company's business strategy and corporate vision. The President not only gives instructions, but also encourages managers to abide by the Business Integrity Code of Conduct in order to maximize enterprise value.	No Difference. No Difference.

Assessment Items	Implementation Status			The deviation and causes of Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			3. Colleagues: The Company's annual education and training program incorporates the online courses on "Employees Code of Ethical Conduct," in order to remind colleagues to abide by the Business Integrity Code of Conduct during business promotions.	
III. Status of the Company's whistleblowing system (I) Has The Company defined a specific whistleblowing and rewards system, and established some convenient whistleblowing channel, and assigned competent dedicated personnel to deal with the situation?	Y		(I) The Company has established a whistleblower system that has been approved by the board of directors, which provides multiple and convenient whistleblower channels to be disclosed on The Company's website, including the complaints mailbox, whistleblowing hotlines, e-mail, and postal mail. The Company also designated a legal compliance unit with independent functions to accept and investigate the reported issues. In addition, the "Rewards and Punishments for Employees" has been established, which specify the principles, reporting procedures and types of rewards and punishment, as well as providing examples for corresponding behaviors.	No Difference.

Assessment Items	Implementation Status			The deviation and causes of Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
(II) Has The Company implemented any standard procedures for handling reported misconducts, and subsequent actions and confidentiality measures to be undertaken upon completion of an investigation?	Y		(II) The Company has established standard procedures for handling, filing and investigation of reported misconducts in the reporting system. If any major incident or violation is discovered after investigation, the Company will report to the competent authority, or file a notice or report to the procuratorate, and ensure confidentiality in related procedures. The effectiveness of our internal control system is as follows:	No Difference.
(III) Has The Company adopted any measures to prevent the complainants from being abused after filing whistleblowing?	Y		(III) In addition to confidentiality of the whistleblowers' identity, the Company has also adopted measures to protect whistleblowers, stipulating that it shall not dismiss, demote, reduce the wage of, or render other unfair treatment to a whistleblower after he/she files a whistleblowing.	No Difference.
(IV) Does The Company execute said requirements precisely?	Y		(IV) The Company's implementation results: 1. The Company has executed the relevant requirements precisely. In 2025, a total of 27 cases were submitted via the whistleblowing channel, of which 2 were accepted and investigated by the Company.	No Difference.

Assessment Items	Implementation Status			The deviation and causes of Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary	
			The remaining cases were not considered whistleblower cases as defined by the Company's whistleblower system and were transferred to the relevant responsible units for handling. 2. The contents of the cases are as follows: (1) Accepted cases: False physical examination data (Result: No empirical evidence found after investigation); False financial reporting by a subsidiary (Result: Disciplinary actions taken against relevant personnel). (2) Unaccepted cases: Customer service disputes (6 cases), employee behavior management (15 cases), and other disputes (1 case). 3. These cases were subsequently transferred to the relevant departments for further processing. Most were appropriately resolved with no further disputes or were closed due to a lack of evidence. The remaining cases involving minor violations have been addressed by the responsible	

<table>
<tr><th rowspan="2">Assessment Items</th><th colspan="3">Implementation Status</th><th>The deviation and causes of Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th><th></th></tr>
<tr><td></td><td></td><td></td><td>units through disciplinary reminders; thus, no significant violations were recorded.</td><td></td></tr>
<tr><td>IV. Enhancing Information Disclosure
Has the Company has disclosed the Ethical Management Principles and effect of implementation thereof on its website and Market Observation Post System?</td><td>Y</td><td></td><td>The Company has disclosed its ethical management matters on the corporate website:
https://www.cathaylife.com.tw/cathaylife/-/media/e1322c62c05f485bb8b88b5aad4f250e.pdf?sc_lang=zh-tw&hash=EC9DA61CC50295D5A7F299AD6A69FF2A</td><td>No Difference.</td></tr>
<tr><td colspan="5">V. If the Company has established ethical management principles based on “Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies”, please describe any discrepancy between the principles and their implementation:
In order to establish The Company’s corporate culture and sound development on business integrity, the parent company formulated the “Cathay Financial Holdings Integrity Code of Conduct” with reference to the “Ethical Corporate Management Best-Practice Principles for TWSE/TPEx-Listed Companies” for Cathay Financial Holding Co., Ltd.’ subsidiaries (including The Company) and other enterprises or juristic persons directly or indirectly controlled by The Company.</td></tr>
<tr><td colspan="5">VI. Other information material to the understanding of ethical management operation: (e.g., discussion of an amendment to the ethical management best practice principles defined by the Bank)
The Company engages in business activities based on the principles of fairness, honesty, trustworthiness, and transparency. In order to implement the integrity management policy and actively prevent unethical behavior, the Company formulated the “Procedures for Ethical Management and Guidelines for Conduct” in accordance with the “Cathay Financial Holdings Integrity Code of Conduct,” specifically regulating the matters that the employees shall be aware of when performing their duties.</td></tr>
</table>

(XI) Other information material to the understanding of corporate governance within the Company:

Please visit the “Corporate Governance” section on the Company’s website for details: https://www.cathaylife.com.tw/cathaylife/abouts/governance

(XII) Implementation of internal control system:

1. Declaration of Internal Control System:

Cathay Life Insurance Co., Ltd.
Declaration of Internal Control System

Declaration of The Company's internal control system from January 1 to December 31, 2025 according to the results of self-inspection are as follows:

I. The Company has already set up the system regarding the responsibility of the Board of Directors and management level on establishment, implementation and maintenance of the internal control system. The purpose of the internal control system is to provide reasonable assurance for achieving the objectives for business operations, financial reporting and legal compliance. The Company's business objective is the effectiveness and efficiency of operations, including profitability, performance and safeguarding of asset security. The objective of financial reporting is the reliableness of external financial reporting, while the objective of legal compliance is to comply with relevant laws and regulations. The legal compliance system is part of the internal control system for achieving legal compliance. The financial records and statements are prepared on a consistent basis in accordance with the Insurance Act and relative laws and regulations, including part of the achievements of the internal control system for financial reporting.

II. There are inherent limitations to even the most well-designed internal control system. As such, an effective internal control system can only reasonably assure achievement of the three goals mentioned above. Furthermore, changes in the environment and circumstances may all affect the effectiveness of the internal control system. However, the Company's internal control system has a self-monitoring mechanism which will take corrective actions in a timely manner once the deficiencies are identified.

III. The Company has established the self-inspection system in accordance with "Regulations Governing Implementation of Internal Control and Auditing System of Insurance Enterprises" (hereinafter referred to as "the regulations") of the Financial Supervisory Commission to assess on effective design and implementation of the internal control system with respect to the assessment items stipulated in "the regulations." The internal control system is classified into five elements: 1. control environment, 2. risk assessment, 3. control operations, 4. information and communication, and 5. supervision. Each element also includes several assessment items. For the aforementioned assessment items, please refer to the provisions of "the regulations."

IV. The Company has already applied the above items for judging the internal control system in order to verify the effectiveness of the design and implementation of the internal control system.

V. Based on inspection results in the preceding paragraph, The Company believes that apart from the matters listed in the table, the design and implementation of the internal control system (including business operations, financial reporting, overall execution of information security and legal compliance) is effective during the aforementioned period, and reasonably ensures that the Board of Directors and managers understand the extent of achievement of the business objective and that the financial reporting and legal compliance objectives have already been achieved. The Company also believe that the financial records and statements are prepared on a consistent basis and are presented fairly and correctly in accordance with the Insurance Act and relative laws and regulations.

VI. This statement forms an integral part of the Company's annual report and prospectus, and shall be duly disclosed to the public. Any illegal misrepresentation or non-disclosure in the public statement above is subject to the legal consequences described in Article 20, 32, 171, and 174 of the Securities and Exchange Act or the Insurance Act and other relevant provisions.

VII. This statement was passed by the board of directors on March 11, 2026.

For

Financial Supervisory Commission

Declarers:

Chairman	:	Ming-Ho Hsiung	(signature)
Acting General Manager	:	Chao-Ting Lin	(signature)
Chief Auditor	:	Shu-Chuan Chen	(signature)
Chief Compliance Officer	:	Ta-Kun Liu	(signature)
CISO	:	Ming-Huan Chen	(signature)

March 11, 2026

Cathay Life Insurance Co., Ltd. Areas of Improvement and Rectification of the Internal Control System

(Baseline date: December 31, 2025)

Issues-to-be-improved	Improvement	Scheduled to Complete Improvement on
None.	-	-

2. The CPAs' review opinions for which the Company has retained CPAs to exclusively review its internal control systems:

Review on Internal Control System

Independent Auditor's Reasonable Assurance Report

To: Board of Directors of Cathay Life Insurance Co., Ltd.

For the design and execution of the internal control system of Cathay Life Insurance Co., Ltd. (hereinafter referred to as "Your company") related to the external financial reporting (including the accuracy of reports and information submitted to the competent authority in accordance with the internal control system over financial reporting), protection of asset safety (to protect assets from unauthorized access, use and disposal) and legal compliance on December 31, 2025, and the Declaration of Internal Control System issued by Your company on March 11, 2026, considering that its internal controls related to its external financial reporting (including the accuracy of reports and information submitted to the competent authority in accordance with the internal control system over financial reporting), protection of asset safety (to protect assets from unauthorized access, use and disposal) and legal compliance should have been designed and implemented effectively on December 31, 2025, we have performed the necessary procedures.

Assurance of the subject matter, information of the subject matter, and applicable criteria

For the subject matter hereof and information of the subject matter, please refer to the design and execution of your internal control system related to the external financial reporting (including the accuracy of reports and information submitted to the competent authority in accordance with the internal control system over financial reporting), protection of asset safety (to protect assets from unauthorized access, use and disposal) and legal compliance on December 31, 2025, and the Declaration of Internal Control System issued by Your company on March 11, 2026, considering that your internal controls related to its external financial reporting (including the accuracy of reports and information submitted to the competent authority in accordance with the internal control system over financial reporting), protection of asset safety (to protect assets from unauthorized access, use and disposal) and legal compliance should have been designed and implemented effectively on December 31, 2025, as attached hereto.

The applicable benchmarks for measuring or assessing said subject matter and its information refer to the effectiveness of the internal control system under the Regulations Governing Implementation of Internal Control and Auditing System of Insurers and Regulations Governing Foreign Investments by Insurance Companies.

Inherent limitations

Since any internal control system has its inherent limitations, the internal control system of Cathay Life Insurance Co., Ltd. may still fail to prevent or detect mistakes or malpractices that have already occurred. In addition, the extent of compliance to the internal control system may also be reduced in face of the changing environment in the future. Therefore, a current effective internal control system does not imply that it would still be effective in the future.

Management's responsibilities

The responsibility of management is to establish an internal control system in accordance with the Regulations Governing Implementation of Internal Control and Auditing System of Insurers and relevant laws and regulations, review it from time to time to maintain the effective design and implementation of the internal control system, and then issue the statement of internal control system accordingly upon assessment on the effectiveness thereof.

Auditor's Responsibilities

We are responsible for performing necessary procedures with respect to the subject matter and information of the subject matter in accordance with Article 26 of the Regulations Governing Implementation of Internal Control and Auditing System of Insurers, Regulations Governing Foreign Investments by Insurance Companies, FSC Orders under Jin-Guan-Bao-Cai-Zi No. 11204939731 promulgated on November 13, 2023,
Article 6 of the Guideline Governing Reserves for Change on Foreign Exchange Price by Life Insurance Enterprises, Template Procedures for External Auditor's Audit on Internal Control System of the Insurer, and "ISAE 3000: Assurance Engagements other than Audits or Reviews of Historical Financial Information," in order to obtain reasonable assurance and conclude whether the subject matter and information of the subject matter, in all material respects, comply with the applicable standards and is presented fairly.

Independence and quality management practices

Our office and we have complied with the independence and other ethical requirements of the Norm of Professional Ethics for Accountants, which are based on the following principles: integrity, fairness and objectivity, professional ability and due care, confidentiality, and professional conduct. Additionally, our office complies with the Quality Management Standard No. 1 "Quality Management of CPA Firms," which stipulates the quality management system to be designed, implemented and executed by a CPA firm, including policies or procedures related to compliance with the code of professional ethics, professional standards and applicable laws and regulations.

Summary of procedures implemented

We plan and execute the necessary procedures based on professional judgment to obtain the relevant subject matter and evidence about the information of the subject matter. The procedures implemented include understanding the Company's internal control system, evaluating the process by which the management evaluates the effectiveness of the overall internal control system, and testing and evaluating the accuracy of its internal control system and external financial reporting (including the accuracy of reports and information submitted to the competent authority in accordance with the internal control system over financial reporting), protection of asset safety (to protect assets from unauthorized access, use and disposal) and legal compliance related to the effectiveness of the design and implementation of the internal control system, as well as other assurance procedures as we deem necessary.

Assurance conclusion

In our opinion, the design and execution of your internal control system related to its external financial reporting (including the accuracy of reports and information submitted to the competent authority in accordance with the internal control system over financial reporting), protection of asset safety (to protect assets from unauthorized access, use and disposal) and legal compliance on December 31, 2025, in all material respects, should be held satisfying the effectiveness of the international control system under the Regulations Governing Implementation of Internal Control and Auditing System of Insurers and Regulations Governing Foreign Investments by Insurance Companies. The Declaration of Internal Control System on March 11, 2026, considering that your internal controls related to its external financial reporting (including the accuracy of reports and information submitted to the competent authority in accordance with the internal control system over financial reporting), protection of asset safety (to protect assets from unauthorized access, use and disposal) and legal compliance should have been designed and implemented effectively, in all material respects, was fairly presented.

Deloitte & Touche

Certified Public Accountant	Certified Public Accountant
Shu-Wan Lin	Hsu-Jan Cheng

March 20, 2026

Table

Cathay Life Insurance Co., Ltd. Areas of Improvement and Rectification of the Internal Control System

(Baseline date: December 31, 2025)

Issues-to-be-improved	Improvement	Scheduled to Complete Improvement on
None.	-	-

(XIII) Shareholder meeting(s) and significant board resolutions during the most recent year and up to the date of publication of this annual report:

1. Major resolutions of the Board of Directors entitled to execute shareholders' meeting functions and the execution progress

Time	Major resolutions	Implementation Status
2025.04.29	Audit Report 2024 from the Supervisors	Announced to the public after resolution.
2025.04.29	Issuance of corporate bonds in 2024	Announced to the public after resolution.
2025.04.29	2024 Business Report and financial statements submitted for acknowledgment	Announced to the public after resolution.
2025.04.29	2024 earnings distribution proposal submitted for acknowledgment	Announced to the public after resolution.
2025.05.15	Amendments to certain provisions of the "Derivatives Transaction Policy and Processing Procedures."	Amendments announced to the public after resolution.
2025.11.13	Amendments to the "Procedures for the Acquisition or Disposal of Assets."	Amendments announced to the public after resolution.
2026.02.04	Amendments to the "Procedures for the Use of Insurer's funds in Special Projects, Public Utilities and Social Welfare Enterprises".	Amendments announced to the public after resolution.
2026.03.11	Submit the proposals for 2025 corporate governance business report and adoption of 2026 corporate governance plan.	Follow-up actions are being carried out pursuant to the resolution.
2026.03.11	2025 distribution of compensation for employees	Announced to the public after resolution.
2026.03.11	2025 distribution of compensation for directors and supervisors	Announced to the public after resolution.
2026.03.11	Amendments to certain provisions of the "Derivatives Transaction Policy and Processing Procedures."	Amendments announced to the public after resolution.

2. Major resolutions approved by the Board of Directors

(1) 2025.04.29 19th meeting of the 21st Board of Directors

2024 Business Report and financial statements submitted for acknowledgment

2024 earnings distribution proposal submitted for acknowledgment

The 2024 analysis report on transitioning to the two systems of IFRS 17 and ICS, the evaluation content of transitional measures, and the review, confirmation, and actuarial opinion letter by the signing actuary.

A use efficiency improvement plan for land not to be used immediately

Report on 2024 domestic real estate investment income, use efficiency improvement plan and evaluation on solvency

Appointment of Vice Chairman for Cathay Life Insurance (Vietnam) Co., Ltd.

Proposal to participate in the equity divestment of the Greater Changhua Offshore Wind Farm of Orsted Taiwan Limited together with Cathay Power Inc.

(2) 2025.05.15 20th meeting of the 21st Board of Directors

Financial statements for Q1 of 2025

Application for establishing a presence in the Asia Asset Management Center (Kaohsiung Zone) and for conducting a pilot program for wealth management business.

The hedging plan for the OIU regarding hedged items for indexed universal life insurance liability positions

The 2024 investment policy review report

Investment in real estate and reclassification of self-occupied real estate

Reclassification of various overdue receivables other than loans and non-performing loans and non-accrual loans to bad debts

Evaluation of non-recourse beneficial claims for exclusion from accounts and tracking

2025 Standard stress test assessment report and climate change scenario analysis

Amendments to the Company’s Articles of Incorporation

The Board of Directors is entitled to exercise the right to amend the Company’s rules and regulations on behalf of a shareholders’ meeting

Transactions with Taiwan Mitsubishi Elevator Co., Ltd.

Transactions with San Ching Engineering Co., Ltd.

Transactions with Lin Yuan Property Management Co., Ltd.

Transactions with Cathay Real Estate Development Co., Ltd.

		Subscription Services with Symphox Information Co., Ltd.
		Transactions with Cathay General Hospital
		Application for the adoption of the new Guideline Governing Reserves for Change on Foreign Exchange Price by Life Insurance Enterprises and the transfer of reserves from designated specific liability items to the foreign exchange valuation reserve
(3)	2025.06.20	21st meeting of the 21st Board of Directors
		Investment in real estate and reclassification of self-occupied real estate
		2025 Investment improvement plan for subsidiary, Cathay Wind Power Holdings
(4)	2025.07.17	22nd meeting of the 21st Board of Directors
		Amendment to the hedging plan for the OIU regarding hedged items for indexed universal life insurance liability positions
		Matters regarding the handling of investment-linked insurance product business with guaranteed benefits
		2024 Sustainability Report
		Amendments to the Company’s Articles of Incorporation
		Transactions with San Ching Engineering Co., Ltd.
		Transactions with Cathay General Hospital
		Promotion of managers
(5)	2025.08.15	23rd meeting of the 21st Board of Directors
		Passed the 2025 first-half financial statements
		The Company’s plan for strengthening operational resilience and adjustment
		Matters regarding the handling of investment-linked insurance product business with guaranteed benefits
		Investment in real estate and reclassification of self-occupied real estate
		Reclassification of various overdue receivables other than non-performing loans to bad debts
		The 2025 climate change scenario analysis operations for the insurance industry
		Propose to implement the risk-oriented internal audit system starting from 2026
		Amendments to the Company’s Articles of Incorporation
		Transactions with Cathay United Bank Foundation
		Transactions with Chien Kuo Construction Co., Ltd.
		Transactions with Cathay Century Insurance Co., Ltd.
		Transactions with Ally Logistic Property Co., Ltd.
		Transactions with Seaward Card
		Transactions with Symphox Information Co., Ltd.
		Contract awarded to San Ching Engineering Co., Ltd. for the power

optimization project at Cathay General Hospital.

Transactions with San Ching Engineering Co., Ltd.

Acquisition of shares issued by stakeholders and exercise of the call option from cash capital increase

Proposal to participate in the equity divestment of the Greater Changhua Offshore Wind Farm of Orsted Taiwan Limited together with Cathay Power Inc.

(6) 2025.11.13 24th meeting of the 21st Board of Directors

Financial statements for Q1–Q3 of 2025

Proposal to issue cumulative subordinated corporate bonds of 10 years or more in public offering

New business pilots in the Asia Asset Management Center (Kaohsiung Zone)

Investment in real estate and reclassification of self-occupied real estate

Write-off of non-performing loans and overdue receivables

Evaluation of non-recourse beneficial claims for exclusion from accounts and tracking

Formulation of the 2026 compliance and AML/CFT plan

Signing of the 2025 Qualified Foreign Institutional Investor (QFII) investment account audit agreement with Deloitte & Touche

2026 business plan of Cathay Life Insurance (Vietnam) Co., Ltd.

The 2024 Sustainability Report information update

Amendment to the Company's accounting policies, accounting systems, and financial asset classification principles

Amendments to the Company's Articles of Incorporation

The Board of Directors is entitled to exercise the right to amend the Company's rules and regulations on behalf of a shareholders' meeting

Promotion of managers

Assignment of branch heads

Outsourcing of the construction of the Company's cloud data platform using AWS cloud services.

Outsourcing of the use of cloud-based Generative AI to assist in medical document extraction applications.

Provision of guarantees for the issuance of capital-qualifying bonds by Cathaylife Singapore Pte. Ltd., an overseas financing entity, and joint signing of underwriting agreements, subordinated corporate bond trustee agreements with guarantee clauses, and principal and interest payment agency agreements

Proposed investment in a securities investment fund managed by Global Evolution Asset Management A/S, a related party for financial reporting purposes.

Proposed investment in an equity-based mutual fund issued by

Generali Investments Luxembourg S.A., a related party for financial reporting purposes.

Passed the real estate transaction

Capital increase project through debt-to-equity conversion for the investees, Cathay Walbrook Holding 1 Limited and Cathay Walbrook Holding 2 Limited.

Procurement of points from TAIWAN-CA INC. (TWCA)

Formulation of 2026 Audit Plan

Transactions with Cathay Securities Investment Trust Co., Ltd.

Transactions with Ande Development Co., Ltd.

Transactions with TPIsoftware Corporation.

Transaction with Cathay United Bank Co., Ltd.

Proposal for the Company, Cathay Financial Holdings, and other companies, seven companies in total, to jointly procure the "Financial Group Phase III GCP Enterprise Discount Program."

Proposal for the Company, Cathay Financial Holdings, and other companies, nine companies in total, to amend and execute the "Cathay Financial Holding Co., Ltd. and Subsidiaries Framework Agreement for the Sharing of Information System Equipment and Person."

Transactions with Cathay General Hospital

Transactions with Symphox Information Co., Ltd.

Procurement of Treepoints (Life) from Symphox Information Co., Ltd.

Transactions with San Ching Engineering Co., Ltd.

Transactions with Lin Yuan Property Management Co., Ltd.

(7) 2025.12.10 25th meeting of the 21st Board of Directors

The application report for the Company's own capital and risk capital transitional measures

The principles and evaluation report for the Company's redesignation of accounting classifications for financial assets upon the initial adoption of IFRS 17 "Insurance Contracts"

Appointment of Executive Vice President

Appointment of Senior Vice President

Promotion of managers

Amendments to the Company's Articles of Incorporation

(8) 2026.01.04 26th meeting of the 21st Board of Directors

Investment in real estate and reclassification of self-occupied real estate

Appointment of Senior Vice President

Promotion of managers

Assignment of OIU managers

Amendments to the Company's Articles of Incorporation

Significant credit cases

Discretionary investment mandate for domestic and foreign equities entrusted to Cathay Securities Investment Trust Co., Ltd.

(9) 2026.01.22 27th meeting of the 21st Board of Directors

Adoption of the AC exchange rate amortization method for the deviation from IAS 21

Amendments to the Company's "Accounting Policy"

(10) 2026.02.04 28th meeting of the 21st Board of Directors

Private fund investments

Proposal to update the personnel authorized as the account custodians to the foreign Custodian Bank

2026 risk appetite and risk limits determination

Addition, amendment, and repeal of the Company's rules and regulations

The Board of Directors is entitled to exercise the right to amend the Company's rules and regulations on behalf of a shareholders' meeting

Service fee agreement for premium collection services with FamilyMart Co., Ltd.

The chief auditor's performance evaluation

Proposal for the Company and five other entities, including Cathay Financial Holdings, to jointly procure AWS Enterprise Discount Program cloud services from Nextlink Technology Co., Limited

Proposal for the Company to collaborate with Cathay Financial Holdings and five other entities to establish a group-level strategic partnership with OpenAI, L.L.C.

Approval of year-end bonus, special bonus, and long-term incentives of the Chairman, Vice Chairman, and Resident Supervisor in 2025

(11) 2026.03.05 29th meeting of the 21st Board of Directors

The Company's personnel matters.

(12) 2026.03.11 30th meeting of the 21st Board of Directors

2025 distribution of compensation for employees

2025 distribution of compensation for directors and supervisors

2025 financial statements

2025 Earnings Distribution

2025 Business Report

2026 business targets

2026 financial targets

The 2026 investment improvement plan for subsidiaries on the basis of project funds

2026 sustainable development plan, targets, and related projects

Investment in real estate and reclassification of self-occupied real estate

	Replacement of external auditors, and remuneration for appointment and certification, in 2026
	2025 life insurance policy dividend distribution report
	Reclassification of various overdue receivables other than non-performing loans to bad debts
	2025 Statement on Internal Control System
	2025 Declaration of AML/CFT Internal Control system
	2025 Performance evaluation of the board of directors and functional committees
	Establishment and amendment of the Company's rules and regulations
	The Board of Directors is entitled to exercise the right to amend the Company's rules and regulations on behalf of a shareholders' meeting
	Investment in the primary market of domestic ordinary corporate bonds with Cathay Securities Corporation as the underwriter
	Transactions with Taiwan Mitsubishi Elevator Co., Ltd.
	Participation in Cathay Industry Research and Development Center Co., Ltd.'s cash capital increase
	Transactions with Symphox Information Co., Ltd.
	Acquisition of shares issued by stakeholders and exercise of the call option from cash capital increase
	Transactions with Lin Yuan Property Management Co., Ltd.
(13) 2026.03.31	31st meeting of the 21st Board of Directors
	2026 risk and solvency self-assessment internal report and supervision report
	The self-assessment report on the principle of fair treatment of consumers
	Significant credit cases

(XIV) During the most recent fiscal year and up to the publication date of this annual report, the substance of any dissenting opinions expressed by directors or supervisors with respect to major resolutions adopted by the Board of Directors, where such opinions were recorded or submitted in writing: None.

IV. Professional Fees to CPAs

(I) The amount of audit and non-audit fees paid to the certified public accountant and the accounting firm at which the certified public accountant works and its affiliates, and the content of non-audit services:

Unit: NT$ thousand

Accounting firm name	Names of Auditors	Audit period	Audit Fee	Non-audit Fee	Total	Remarks
Deloitte & Touche	Shu-Wan Lin Hsu-Jan Cheng	2025.01.01–2025.12.31	34,801	22,414	57,215	Non-audit services included the ad-hoc audit and consultation services

1. The audit fees include the professional fees for audit and review of financial statements.
2. The non-audit fees include the tax compliance audit, ad-hoc audit and consultation service fees.

(II) The Company changes its accounting firm and the audit fees paid for the fiscal year in which such change took place are lower than those for the previous fiscal year: None.

(III) The audit fees paid for the current fiscal year are lower than those for the previous fiscal year by 10% or more: None.

V. Information of Independent Auditor replacement: None.

VI. The facts about the Company chairman, president, managerial officer in charge of financial or accounting affairs having served with the CPA Office or the affiliation thereof over the past year: None.

VII. Facts of equity transfer and change in equity pledge about the director or supervisor, managerial office, or shareholders having held the equity exceeding 10%: None.

VIII. Information of stakeholders, spouse, and relative within the second degree of kinship of the top-10 shareholders: None.

IX. Invested businesses jointly held between the financial holding company, its directors, supervisors, managers, and enterprises directly or indirectly controlled by the Company; disclose shareholding in aggregate of the above parties:

December 31, 2025
Unit: shares; %

Invested companies (investments accounted for using equity method)	Held by the Company		Held by Directors, Supervisors, Managers, and Directly/Indirectly Controlled Businesses		Total Investment	
	Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding	Number of shares	Ratio of shareholding
KHL Venture Capital Co., Ltd.	11,806,736	25.00%	-	0.00%	11,806,736	25.00%
KHL IV Venture Capital Co., Ltd.	33,992,757	21.43%	-	0.00%	33,992,757	21.43%
Symphox Information Co., Ltd.	24,511,000	50.00%	-	0.00%	24,511,000	50.00%
Cathay Securities Investment Consulting Co., Ltd.	30,000,000	100.00%	-	0.00%	30,000,000	100.00%
Cathay Venture Inc.	129,543,247	25.00%	-	0.00%	129,543,247	25.00%
Cathay Power Inc.	259,263,900	70.00%	-	0.00%	259,263,900	70.00%
Juxin Energy Co., Ltd.	21,600,000	28.80%	-	0.00%	21,600,000	28.80%
TaiYang Solar Power Co., Ltd.	49,500,000	45.00%	-	0.00%	49,500,000	45.00%
Ding Teng Co., Ltd.	55,511,097	27.36%	-	0.00%	55,511,097	27.36%
PSS Co., Ltd.	20,187,982	30.48%	-	0.00%	20,187,982	30.48%
Rizal Commercial Banking Corporation	452,018,583	18.68%	2	0.00%	452,018,585	18.68%
Generali Investments Holding S.p.A	12,653,862	16.75%	-	0.00%	12,653,862	16.75%
Nan-Gang International 1 Corp.	234,000,000	45.00%	-	0.00%	234,000,000	45.00%
Nan-Gang International 2 Corp.	283,500,000	45.00%	-	0.00%	283,500,000	45.00%
Lin Yuan Property Management Co., Ltd.	1,470,000	49.00%	-	0.00%	1,470,000	49.00%
Cathay Century (China)	-	24.50%	-	0.00%	-	24.50%
Cathay Lujiazui Life Insurance Company Limited	-	50.00%	-	0.00%	-	50.00%
Cathay Life Insurance (Vietnam) Co., Ltd.	-	100.00%	-	0.00%	-	100.00%
Lin Yuan (Shanghai) Real Estate Co., Ltd.	-	100.00%	-	0.00%	-	100.00%
Cathay Woolgate Exchange Holding 1 Limited	468,636,300	100.00%	-	0.00%	468,636,300	100.00%
Cathay Woolgate Exchange Holding 2 Limited	4,733,700	100.00%	-	0.00%	4,733,700	100.00%
Cathay Walbrook Holding 1 Limited	213,750,000	100.00%	-	0.00%	213,750,000	100.00%
Cathay Walbrook Holding 2 Limited	11,250,000	100.00%	-	0.00%	11,250,000	100.00%
Cathaylife Singapore Pte. Ltd.	30,000,000	100.00%	-	0.00%	30,000,000	100.00%
Cathay Industry Research and Development Center Co., Ltd.	445,500,000	99.00%	-	0.00%	445,500,000	99.00%
Cathay Wind Power Holdings Co., Ltd.	2,109,690,000	99.00%	14,917,000	0.7%	2,124,607,000	99.70%
Cathay II Wind Power Holdings Co., Ltd.	990,000	99.00%	7,000	0.7%	997,000	99.70%

Three. Capital Overview

I. Capital and Shares

(I) Source of Capital:

Date	Issue price	Registered Capital		Total Paid-in Capital		Remarks		
		Number of shares	Amount (NTD)	Number of shares	Amount (NTD)	Source of Capital	Assets except cash is offset against share payments	Others
2002.08	10	5,068,615,765	50,686,157,650	5,068,615,765	50,686,157,650	-	-	-
2008.06	75	5,268,615,765	52,686,157,650	5,268,615,765	52,686,157,650	Increase in cash capital (common shares)	-	Note 1
2008.12	50	10,000,000,000	100,000,000,000	5,568,615,765	55,686,157,650	Series A Preferred Share by private placement	-	Note 2
2009.12	50	10,000,000,000	100,000,000,000	5,768,615,765	57,686,157,650	Series B Preferred Share by private placement	-	Note 3
2010.06	10	10,000,000,000	100,000,000,000	5,806,527,395	58,065,273,950	Capitalization of retained earnings (common shares)	-	Note 4
2011.1	40	10,000,000,000	100,000,000,000	5,931,527,395	59,315,273,950	Series C Preferred Share by private placement	-	Note 5
2015.12	50	10,000,000,000	100,000,000,000	5,631,527,395	56,315,273,950	Reduction of Series A Preferred Share	-	Note 6
2016.1	50	10,000,000,000	100,000,000,000	5,431,527,395	54,315,273,950	Reduction of Series B Preferred Share	-	Note 7
2018.07	100	10,000,000,000	100,000,000,000	5,851,527,395	58,515,273,950	Increase in cash capital (common shares by private placement)	-	Note 8
2018.07	40	10,000,000,000	100,000,000,000	5,726,527,395	57,265,273,950	Reduction of Series C Preferred Share	-	Note 9
2019.12	80	10,000,000,000	100,000,000,000	5,851,527,395	58,515,273,950	Increase in cash capital (common shares by private placement)	-	Note 10
2022.12	70	10,000,000,000	100,000,000,000	6,351,527,395	63,515,273,950	Increase in cash capital (common shares by private placement)		Note 11

Note 1: Approved per Order No. Financial-Supervisory-Securities-I-Zi No. 0970029593 of the Financial Supervisory Commission on June 20, 2008.
Note 2: Approved per Order No. Financial-Supervisory-Insurance-I-Zi No. 09702202150 of the Financial Supervisory Commission on November 18, 2008.
Note 3: Approved per Jin-Guan-Bao-Cai-Zi No. 09802210770 of the Financial Supervisory Commission on December 14, 2009.
Note 4: Approved per Jin-Guan-Zheng-Fa-Zi No. 0990024790 of the Financial Supervisory Commission on May 24, 2010.
Note 5: Approved per Jin-Guan-Zheng-Fa-Zi No. 10002516340 of the Financial Supervisory Commission on October 26, 2011.
Note 6: Approved per Jin-Shou-Shang-Zi No. 10401282050 of the Ministry of Economic Affairs on January 12, 2016.
Note 7: Approved per Jin-Shou-Shang-Zi No. 10501286010 of the Ministry of Economic Affairs on December 13, 2016.
Note 8: Approved per Jin-Shou-Shang-Zi No. 10701098950 of the Ministry of Economic Affairs on August 14, 2018.
Note 9: Approved per Jin-Shou-Shang-Zi No. 10701098980 of the Ministry of Economic Affairs on August 22, 2018.
Note 10: Approved per Jin-Shou-Shang-Zi No. 10801187990 of the Ministry of Economic Affairs on January 6, 2020.
Note 11: Approved per Jin-Shou-Shang-Zi No. 11230007680 of the Ministry of Economic Affairs on February 10, 2023.

Share Type	Registered Capital			Remarks
	Outstanding shares	Un-issued shares	Total	
Common stock issued by public companies	5,306,527,395	3,648,472,605	8,955,000,000	—
Common stock issued by private placement	1,045,000,000	0	1,045,000,000	—

(II) List of major shareholders:

March 31, 2026

Shares / Names of major shareholders	Number of shares held	Ratio of shareholding
Cathay Financial Holding Co., Ltd.	6,351,527,395	100%

Note: The Company is a 100%-owned subsidiary of Cathay Financial Holding Co., Ltd.

(III) Dividend Policy and Implementation:

1. Surpluses concluded from a financial year are first subject to taxation and reimbursement of previous losses, followed by provision for legal reserve, provision/reversal of special reserve, and distribution of preferred dividends. The remaining balance (referred to as “Current Year Earnings” below) plus undistributed earnings carried from previous periods are available for distribution. The distributable earnings shall be first appropriated to preferred shares as stipulated in the Articles of Incorporation, followed by common shares, and the remaining amount is appropriated according to the earnings distribution proposed by the Board of Directors which is submitted for resolution by the shareholders’ meeting.
2. The Company’s dividend policy considers the external environment and growth phase of The Company’s commodities, businesses and services. Unless otherwise specified by other statutes and the issuance terms and conditions of preferred shares, dividends are distributed to common shareholders in cash to maintain the goal of stable dividends. The distribution of stock dividends shall not be more than 50% of total dividends. However, the aforementioned dividend policy can be adjusted based on The Company’s business requirements, earnings and other related factors.
3. Implementation status: The Board of Directors resolved a proposed cash dividend distribution of NT$17,585,943,707 for 2025; the actual cash dividend amount is subject to approval by the competent authority.

(IV) Impact to Business Performance and EPS Resulting from the Proposal of Stock Dividend Distribution Made at the Recent Shareholders’ Meeting: None.

(V) Remuneration of Employees, Directors and Supervisors:

1. Under the Articles of Incorporation: Surpluses concluded from a financial year are first subject to taxation and reimbursement of previous losses, followed by provision for legal reserve, provision/reversal of special reserve, and distribution of preferred dividends. The remaining balance (referred to as “Current Year Earnings” below) plus undistributed earnings carried from previous periods are available for distribution. The distributable earnings shall be first appropriated to preferred shares as stipulated in the Articles of Incorporation, followed by common shares, and the remaining amount is appropriated according to the earnings distribution proposed by the Board of Directors which is submitted for resolution by the shareholders’ meeting.

2. The basis for estimating the amount of employee, director, and supervisor compensation, for calculating the number of shares to be distributed as employee compensation, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period: On March 17, 2016, 0.01% to 0.1% of profit of the current year is distributable as employees' compensation and no higher than 0.1% of profit of the current year is distributable as remuneration to directors. However, The Company's accumulated losses shall have been covered. The aforementioned employee remuneration may be made in the form of stocks or cash, which shall be determined by a resolution adopted by a majority vote at a Board of Directors meeting attended by two-thirds or more of the directors and be reported at a shareholders' meeting. Any discrepancy between the actual distributed amount by resolution of the Board of Directors and the estimated figure shall be recognized as income (loss) of the next fiscal year.

3. Information on any approval by the Board of Directors of distribution of compensation:
   (1) The amount of any employee compensation distributed in cash or stocks and compensation for directors and supervisors in 2025 by board resolution: The amount of any employee compensation and compensation for directors and supervisors distributed in 2025 by board resolution are NT$5,076,496 and NT$5,400,000 respectively.
   (2) The amount of any employee compensation distributed in stocks, and the size of that amount as a percentage of the sum of the after-tax net income stated in the parent company only financial reports or individual financial reports for 2025 by board resolution and total employee compensation: None.
   (3) EPS after the distribution of employee, director, and supervisor compensation: NT$8.91.

4. The actual distribution of employee, director, and supervisor compensation for the previous fiscal year (with an indication of the number of shares, monetary amount, and stock price, of the shares distributed), and, if there is any discrepancy between the actual distribution and the recognized employee, director, or supervisor compensation, additionally the discrepancy, cause, and how it is treated: In 2024, the distribution amount of employees' compensation and remuneration to directors/supervisors are NT$7,415,555 and NT$5,400,000 respectively. There was no discrepancy between the actual distribution of employee, director, and supervisor compensation for 2024 and the recognized expenses in the 2024 financial statements.

(VI) Share repurchases: None.

II. Issuance of corporate bonds, preferred shares, Global Depositary Receipts, employee stock option, new restricted employee shares, and merger (including merger and acquisitions and splits):

(I) Issuance of Corporate Bonds:

Corporate bond type (Note 2)		2016 tier 1 unsecured non-cumulative subordinated ordinary corporate bonds without a maturity date (in private placement)	2017 tier 1 unsecured cumulative subordinated ordinary corporate bonds without maturity date (Note 5)	2019 tier 1 unsecured cumulative subordinated ordinary corporate bonds without maturity date (Note 5)
Issuing (transaction) date		December 13, 2016	May 12, 2017	June 26, 2019
Face value		NT$1 billion	NT$1 million	NT$1 million
Place of issuance and exchange (Note 3)		Taiwan	Taiwan	Taiwan
Issue price		100% issuance by denomination	100% issuance by denomination	100% issuance by denomination
Total		NT$35 billion	NT$35 billion	NT$10 billion
Interest rate		The coupon rate is a fixed rate of 3.6% from the issue date to the tenth year, (based on the 10-year Government Bond Yield on the pricing date November 9, 2016, the aforementioned mark up is also referred to as "issue spread"). At ten years from the issue date and every ten years thereafter (referred to as the "interest rate reset date"), if the bond has not been redeemed, the coupon rate will be reset based on the 10-year Government Bond Yield plus the issue spread. The "Interest record date" shall be the previous two business day for financial institutions in Taipei. The 10-year Government Bond Yield shall be the GVTWTO10INDEX as published by Bloomberg on the interest record date. If the above quotations cannot be obtained on the interest record date shall be decided by the issuer in good faith and taken into account of reasonable market rate.	Plus 1% for the coupon rate if the corporate bonds are not redeemed after the tenth year maturity.	Fixed interest rate: 3%.
Duration		No maturity date	No maturity date	No maturity date
Guaranteeing institution		None	None	None
Trustee		None	CTBC Bank Co., Ltd.	CTBC Bank Co., Ltd.
Underwriting institution		None	Cathay Securities Corporation, Cathay United Bank Co., Ltd. and Yuanta Securities	Cathay Securities Corporation, Cathay United Bank Co., Ltd., Yuanta Securities and KGI Securities Co., Ltd.
Certifying attorney		None	Baker & Mckenzie	Baker & Mckenzie
Certifying CPA		None	Ernst & Young	Deloitte & Touche
Repayment method		The Company may, with the approval of the competent authorities, redeem the bonds in full after ten years of the issuance, at a redemption price equal to 100% of the principal amount of the bonds to be redeemed, plus accrued and unpaid interest.	If The Company's risk-based capital ratio is greater than twice the minimum risk-based capital ratio required for insurance companies, The Company may, with the approval of the competent authorities, redeem the bonds in full after ten years of the issuance, at a redemption price equal to 100% of the principal amount of the bonds to be redeemed, plus accrued and unpaid interest.	If The Company's risk-based capital ratio is greater than twice the minimum risk-based capital ratio required for insurance companies, The Company may, with the approval of the competent authorities, redeem the bonds in full after ten years of the issuance, at a redemption price equal to 100% of the principal amount of the bonds to be redeemed, plus accrued and unpaid interest.
Outstanding principal balance		NT$35 billion	NT$35 billion	NT$10 billion
Terms for redemption or early repayment		The Company may, with the approval of the competent authorities, redeem the bonds in full after ten years of the issuance, at a redemption price equal to 100% of the principal amount of the bonds to be redeemed, plus accrued and unpaid interest.	If The Company's risk-based capital ratio is greater than twice the minimum risk-based capital ratio required for insurance companies, The Company may, with the approval of the competent authorities, redeem the bonds in full after ten years of the issuance, at a redemption price equal to 100% of the principal amount of the bonds to be redeemed, plus accrued and unpaid interest.	If The Company's risk-based capital ratio is greater than twice the minimum risk-based capital ratio required for insurance companies, The Company may, with the approval of the competent authorities, redeem the bonds in full after ten years of the issuance, at a redemption price equal to 100% of the principal amount of the bonds to be redeemed, plus accrued and unpaid interest.
Restriction Clause (Note 4)		None	None	None
Name of credit rating organization, rating date, bond rating results		None	None	None
Other rights of bondholders	Converted (exchanged or optioned) amount of common stock, global depository receipts, or other securities up to the date of publication of the annual report	None	None	None
	Issuance and conversion (traded or subscribed) regulations	None	None	None
Possible dilution of equity and impact on equity of existing shareholders due to issuance and conversion, trading or subscription rules, or issuance terms		None	None	None

Corporate bond type (Note 2)	2016 tier 1 unsecured non-cumulative subordinated ordinary corporate bonds without a maturity date (in private placement)	2017 tier 1 unsecured cumulative subordinated ordinary corporate bonds without maturity date (Note 5)	2019 tier 1 unsecured cumulative subordinated ordinary corporate bonds without maturity date (Note 5)
Name of commissioned custodial institution for objects exchanged	None	None	None

Note 1: Corporate bond handling includes publicly offered and privately raised corporate bonds. Publicly offered corporate bonds undertaken refers to those already taken effect (approved by the board); privately raised corporate bond refer to those that have passed a board resolution.

Note 2: The number of columns is adjusted by the number of issuances or application approvals.

Note 3: To be filled for those falling under overseas corporate bonds.

Note 4: Such as restrictions on the distribution of cash dividends, external investments, or requirement to maintain a specific asset ratio.

Note 5: If a private offering, please indicate prominently.

Note 6: Those falling under conversion of corporate bonds, exchange of corporate bonds, general declaration of corporate bond issuance, or bonds with attached warrant shall disclose in tabulated form conversion corporate bond data, exchange corporate bond data, general declaration of corporate bond issuance, and bonds with attached warrant.

(I) Issuance of Corporate Bonds (Continued):

Corporate bond type (Note 2)		2023 tier 1 unsecured cumulative subordinated ordinary corporate bonds (Note 5)	2023 tier 2 USD-denominated unsecured cumulative subordinated ordinary corporate bonds (Note 5)	2023 tier 3 USD-denominated unsecured cumulative subordinated ordinary corporate bonds (Note 5)
Issuing (transaction) date		August 1, 2023	August 7, 2023	October 4, 2023
Face value		NT$1 million	USD 0.1 million	USD 0.1 million
Place of issuance and exchange (Note 3)		Taiwan	Taiwan	Taiwan
Issue price		100% issuance by denomination	100% issuance by denomination	100% issuance by denomination
Total		Class A bonds: NT$17.6 billion Class B bonds: NT$7.5 billion	USD 113 million	USD 25 million
Interest rate		Class A bonds: Fixed interest rate: 3.7%. Class B bonds: Fixed interest rate: 3.85%	Interest rate: 6.1%	Interest rate: 6.1%
Duration		Class A bonds: 10 years Class B bonds: 15 years	10 years	10 years
Guaranteeing institution		None	None	None
Trustee		Mega International Commercial Bank	Mega International Commercial Bank	Mega International Commercial Bank
Underwriting institution		Cathay Securities Corporation, Cathay United Bank Co., Ltd., Yuanta Securities Co., Ltd. and KGI Securities Co., Ltd.	KGI Securities Co., Ltd., Cathay Securities Corporation and Cathay United Bank Co., Ltd.	KGI Securities Co., Ltd., Cathay United Bank Co., Ltd. and Yuanta Securities.
Certifying attorney		Baker & Mckenzie	Baker & Mckenzie	Baker & Mckenzie
Certifying CPA		Deloitte & Touche	Deloitte & Touche	Deloitte & Touche
Repayment method		Class A bonds: To be repaid in full at maturity. Class B bonds: If the Company's risk-based capital ratio is greater than the minimum risk-based capital ratio required for insurance companies, the Company may, with the approval of the competent authorities, redeem the bonds in full after ten years of issuance, at a redemption price equal to 100% of the principal amount of the bonds to be redeemed, plus accrued and unpaid interest.	To be repaid in full at maturity.	To be repaid in full at maturity.
Outstanding principal balance		NT$25.1 billion	USD 113 million	USD 25 million
Terms for redemption or early repayment		Class A bonds: To be repaid in full at maturity. Class B bonds: If the Company's risk-based capital ratio is greater than the minimum risk-based capital ratio required for insurance companies, the Company may, with the approval of the competent authorities, redeem the bonds in full after ten years of issuance, at a redemption price equal to 100% of the principal amount of the bonds to be redeemed, plus accrued and unpaid interest.	To be repaid in full at maturity.	To be repaid in full at maturity.
Restriction Clause (Note 4)		None	None	None
Name of credit rating organization, rating date, bond rating results		Taiwan Ratings: Rating Date: 2023/6/30; Rating: AA-(twn). Fitch Ratings: Rating Date: 2023/6/30; Rating: AA-(twn).	None	None
Other rights of bondholders	Converted (exchanged or optioned) amount of common stock, global depository receipts, or other securities up to the date of publication of the annual report	None	None	None
	Issuance and conversion (traded or subscribed) regulations	None	None	None
Possible dilution of equity and impact on equity of existing shareholders due to issuance and conversion, trading or subscription rules, or issuance terms		None	None	None
Name of commissioned custodial institution for objects exchanged		None	None	None

Note 1: Corporate bond handling includes publicly offered and privately raised corporate bonds. Publicly offered corporate bonds undertaken refers to those already taken effect (approved by the board); privately raised corporate bond refer to those that have passed a board resolution.

Note 2: The number of columns is adjusted by the number of issuances or application approvals.

Note 3: To be filled for those falling under overseas corporate bonds.

Note 4: Such as restrictions on the distribution of cash dividends, external investments, or requirement to maintain a specific asset ratio.

Note 5: If a private offering, please indicate prominently.

Note 6: Those falling under conversion of corporate bonds, exchange of corporate bonds, general declaration of corporate bond issuance, or bonds with attached warrant shall disclose in tabulated form conversion corporate bond data, exchange corporate bond data, general declaration of corporate bond issuance, and bonds with attached warrant.

(I) Issuance of Corporate Bonds (Continued):

Corporate bond type (Note 2)		2023 tier 4 unsecured cumulative subordinated ordinary corporate bonds (Note 5)	2024 tier 1 unsecured cumulative subordinated ordinary corporate bonds (Note 5)	2024 tier 2 USD-denominated unsecured cumulative subordinated ordinary corporate bonds (Note 5)
Issuing (transaction) date		October 12, 2023	April 24, 2024	May 9, 2024
Face value		NT$1 million	NT$1 million	USD 0.1 million
Place of issuance and exchange (Note 3)		Taiwan	Taiwan	Taiwan
Issue price		100% issuance by denomination	100% issuance by denomination	100% issuance by denomination
Total		Class A bonds: NT$2.5 billion Class B bonds: NT$3.0 billion	Class A bonds: NT$32.35 billion Class B bonds: NT$11.65 billion	USD 187 million
Interest rate		Class A bonds: Fixed interest rate: 3.7%. Class B bonds: Fixed interest rate: 3.85%	Class A bonds: Fixed interest rate: 3.7%. Class B bonds: Fixed interest rate: 3.85%	Interest rate: 5.8%
Duration		Class A bonds: 10 years Class B bonds: 15 years	Class A bonds: 10 years Class B bonds: 15 years	10 years
Guaranteeing institution		None	None	None
Trustee		Mega International Commercial Bank	Mega International Commercial Bank	Mega International Commercial Bank
Underwriting institution		Cathay Securities Corporation, Cathay United Bank Co., Ltd., Yuanta Securities Co., Ltd. and KGI Securities Co., Ltd.	Cathay Securities Corporation, Cathay United Bank Co., Ltd., KGI Securities Co., Ltd., Yuanta Securities Co., Ltd., President Securities Corporation, and CTBC Bank Co., Ltd.	Cathay United Bank Co., Ltd., KGI Securities Co., Ltd. and CTBC Bank Co., Ltd.
Certifying attorney		Baker & Mckenzie	Baker & Mckenzie	Baker & Mckenzie
Certifying CPA		Deloitte & Touche	Deloitte & Touche	Deloitte & Touche
Repayment method		Class A bonds: To be repaid in full at maturity. Class B bonds: If the Company's risk-based capital ratio is greater than the minimum risk-based capital ratio required for insurance companies, the Company may, with the approval of the competent authorities, redeem the bonds in full after ten years of issuance, at a redemption price equal to 100% of the principal amount of the bonds to be redeemed, plus accrued and unpaid interest.	Class A bonds: To be repaid in full at maturity. Class B bonds: If the Company's risk-based capital ratio is greater than the minimum risk-based capital ratio required for insurance companies, the Company may, with the approval of the competent authorities, redeem the bonds in full after ten years of issuance, at a redemption price equal to 100% of the principal amount of the bonds to be redeemed, plus accrued and unpaid interest.	To be repaid in full at maturity.
Outstanding principal balance		NT$5.5 billion	NT$4.4 billion	USD 187 million
Terms for redemption or early repayment		Class A bonds: To be repaid in full at maturity. Class B bonds: If the Company's risk-based capital ratio is greater than the minimum risk-based capital ratio required for insurance companies, the Company may, with the approval of the competent authorities, redeem the bonds in full after ten years of issuance, at a redemption price equal to 100% of the principal amount of the bonds to be redeemed, plus accrued and unpaid interest.	Class A bonds: To be repaid in full at maturity. Class B bonds: If the Company's risk-based capital ratio is greater than the minimum risk-based capital ratio required for insurance companies, the Company may, with the approval of the competent authorities, redeem the bonds in full after ten years of issuance, at a redemption price equal to 100% of the principal amount of the bonds to be redeemed, plus accrued and unpaid interest.	To be repaid in full at maturity.
Restriction Clause(Note 4)		None	None	None
Name of credit rating organization, rating date, bond rating results		None	Taiwan Ratings: Rating Date: 2024/3/13; Rating: twAA. Fitch Ratings: Rating Date: 2024/3/13; Rating: AA-(twn).	None
Other rights of bondholders	Converted (exchanged or optioned) amount of common stock, global depository receipts, or other securities up to the date of publication of the annual report	None	None	None
	Issuance and conversion (traded or subscribed) regulations	None	None	None
Possible dilution of equity and impact on equity of existing shareholders due to issuance and conversion, trading or subscription rules, or issuance terms		None	None	None
Name of commissioned custodial institution for objects exchanged		None	None	None

Note 1: Corporate bond handling includes publicly offered and privately raised corporate bonds. Publicly offered corporate bonds undertaken refers to those already taken effect (approved by the board); privately raised corporate bond refer to those that have passed a board resolution.

Note 2: The number of columns is adjusted by the number of issuances or application approvals.

Note 3: To be filled for those falling under overseas corporate bonds.

Note 4: Such as restrictions on the distribution of cash dividends, external investments, or requirement to maintain a specific asset ratio.

Note 5: If a private offering, please indicate prominently.

Note 6: Those falling under conversion of corporate bonds, exchange of corporate bonds, general declaration of corporate bond issuance, or bonds with attached warrant shall disclose in tabulated form conversion corporate bond data, exchange corporate bond data, general declaration of corporate bond issuance, and bonds with attached warrant.

(II) Preferred shares: None.

(III) Issuance of Global Depositary Receipts, employee stock option, new restricted employee shares, and merger (including merger and acquisitions and splits): None.

III. Implementation of the Capital Utilization Plans:

(I) For the period as of the quarter preceding the date of publication of the annual report, with respect to each uncompleted public issue or private placement of securities: None.

(II) For such issues and placements that were completed in the most recent three years but have not yet fully yielded the planned benefits: None.

Four. Overview of Operations

I. The content of business

(I) The scope of business

1. The content of principal business:
   The Company is a life insurer and is engaged in the sales of life insurance policies and related products.

2. Proportion:

Unit: NT$ 100 million

Commodity type \ Item	2025 total premium income (excluding reinsurance premium)	%
Life Insurance	2,660.8	51.2%
Accidental injury insurance	191.1	3.7%
Health insurance	1,161.9	22.4%
Annuity insurance	0.5	0.0%
Investment-linked insurance	1,178.0	22.7%
Subtotal	5,192.3	100.0%

3. Main products:

Traditional Insurance Main Contracts			
1	iCare One-Year Term Hospitalization Daily Health Insurance	58	Chen-ai-ping-an Cancer Term Insurance
2	iCare One-Year Term Hospitalization Daily Health Insurance (Spill-Over)	59	Chen-yang-hsin-an Hospitalization Medical Whole Life Insurance (Spill-Over)
3	iMoney Interest Sensitive Annuity Insurance (Type A)	60	Cathay Life Term Life Insurance (GL)
4	IN-hsiang-ai Term Life Insurance (Spill-Over)	61	Kang-tai-wu-yu PLUS Hospitalization Medical Whole Life Health Insurance (Spill-Over)
5	IN Kang-Ai Cancer Term Health Insurance (Spill-Over)	62	Kang-tai-wu-yu Hospitalization Medical Whole Life Health Insurance
6	OIU Zhi Xiang Ying Index-Linked USD Universal Life Insurance	63	Yu-hsiang-nien-nien Whole Life Insurance
7	OIU Zeng Xiang Ying Interest-Sensitive USD Whole Life Insurance	64	Fu-chuan-nien-nien Whole Life Insurance
8	San-kao-ping-an Term Health Insurance	65	Micro Personal Term Life Insurance
9	Hsin-iLife one-Year Term Life Insurance	66	Wei-hsin-tsai Small Amount Whole Life Insurance
10	Hsin-shou-hu Long-Term Care Whole Life Health Insurance for government employees and teachers (In-Kind Payment Insurance)	67	Hsin-GO-hsin-pao-chang 100 Term Life Insurance
11	Chia-pei-an-hsin Hospitalization Medical Term Health Insurance	68	Hsin-GO-an-hsin-pao-pen Term Insurance
12	Chi-mei-li 101 USD Interest Sensitive Whole Life Insurance (regular payment)	69	Hsin-iHealth One-Year Hospitalization Medical Health Insurance

13	Ji-de-li 101 Interest Sensitive Whole Life Insurance (regular payment)	70	Hsin-iHealth One-Year Hospitalization Medical Health Insurance (Spill-Over)
14	Hao Kang-Ai Cancer Term Health Insurance (Spill-Over)	71	Hsin-le-chuan-shou-hu Long-Term Care Whole Life Insurance
15	An-hsin-shou-hu Type A Long-Term Care Whole Life Insurance (Spill-Over) (In-Kind Payment Insurance)	72	Hsin-chung-hsin-man-fu Major Injuries Term Insurance (Spill-Over)
16	An-hsin-shou-hu Type B Long-Term Care Whole Life Health Insurance (Spill-Over) (In-Kind Payment Insurance)	73	Lu-shou-ao-li AUD Interest Sensitive Whole Life Insurance (regular payment)
17	Nien-nien-chia-hsin Interest Sensitive Whole Life Insurance	74	Lu-Li-Wei-Teng Interest Sensitive Whole Life Insurance (regular payment)
18	Hsu-man-hsin Interest Sensitive Whole Life Insurance (regular payment)	75	Lu-Li-Ao-Xiang AUD Interest Sensitive Whole Life Insurance
19	Zi-you-pei One-Year Term Surgery Medical Health Insurance	76	Lu-mei-fu USD Interest Sensitive Whole Life Insurance (regular payment)
20	Zi-you-pei One-Year Term Surgery Medical Health Insurance (Spill-Over)	77	Wan-mei-li USD Interest Sensitive Whole Life Insurance (regular payment)
21	Zi-you-pei One-Year Term Hospitalization Daily Health Insurance	78	Wan-mei-fu USD Interest Sensitive Whole Life Insurance (regular payment)
22	Zi-you-pei One-Year Term Hospitalization Daily Health Insurance (Spill-Over)	79	Wan-te-li Interest Sensitive Whole Life Insurance (regular payment)
23	Zi-you-pei One-year Term Death and Total and Permanent Disability Insurance	80	Man-yi-pao-pei Cancer Term Insurance
24	Zi-you-pei One-Year Term First-Time Critical Illness Health insurance (Type A)	81	Man-yi-Kang-Ai Cancer Term Health Insurance (Spill-Over)
25	Zi-you-pei One-Year Term First-Time Critical Injury and Illness Health insurance	82	Man-yi-pao Specific Illness Term Health Insurance (regular payment) (Spill-Over)
26	Zi-you-pei One-Year Term First-Time Critical Injury and Illness Health insurance (Spill-Over)	83	Man-fu-pao Interest Sensitive Whole Life Insurance (regular payment) (Spill-Over)
27	Zi-you-pei One-Year Term Long-Term Care Health Insurance	84	Yang-hsin-shou-hu Long-Term Care Whole Life Health Insurance (In-Kind Payment Insurance)
28	Zi-you-pei One-Year Term Long-Term Care Health Insurance (Spill-Over)	85	Ching-chun-kang-Ai Cancer Term Health Insurance (Spill-Over)
29	Xiang-bao-zhang Small Amount Whole Life Insurance	86	Hao-mei-li 101 USD Interest Sensitive Whole Life Insurance (regular payment)
30	Xiang-bao-zhang Term Life Insurance (20-year period and endowment)	87	Hao Kang-Ai Cancer Term Health Insurance (Spill-Over)
31	Xiang-bao-zhang Term Life Insurance (5-year period)	88	Ching-yang-hsin-an Hospitalization Medical Whole Life Health Insurance (Spill-Over)
32	Xiang-bao-zhang Major Illness Term Health Insurance (Type A) (1-year period)	89	Yi-mei-li USD Interest Sensitive Whole Life Insurance (regular payment)
33	Xiang-bao-zhang Major Illness Term Health Insurance (Type A) (20-year period)	90	Le-hsin-an Hospitalization Medical Term Insurance (Spill-Over)
34	Xiang-bao-zhang Micro Personal Term Life Insurance	91	Le-kang-Ai Cancer Term Health Insurance (Spill-Over)
35	Xiang-yi-kao Medical Whole Life Insurance	92	Le-wu-yu Cancer Term Health Insurance
36	Shang-mei-xin USD Interest Sensitive Whole Life Insurance (regular payment)	93	Le-shun-hsin Surgery Medical Term Health Insurance (Spill-Over)
37	Mei-nien-chia-hsin USD Interest Sensitive Whole Life Insurance	94	Le-chung-hsin Specific Illness Term Health Insurance (Spill-Over)
38	Mei-li-gan-xin USD Interest Sensitive Whole Life Insurance (regular payment)	95	Le-chuan-jen-sheng Deferred Annuity Insurance

39	Mei-li-kang-ai USD Interest Sensitive Whole Life Insurance (regular payment) (Spill-Over)	96	Le-chuan-chien-kang Hospitalization Medical Whole Life Insurance
40	Mei-li-sheng-zan USD Interest Sensitive Whole Life Insurance (regular payment)	97	Le-ling-shou-hu Long-Term Care Term Health Insurance (Spill-Over) (In-Kind Payment Insurance)
41	Mei-li-huo-ta USD Interest Sensitive Whole Life Insurance (regular payment)	98	Le-ling-hsiang-tui USD Interest Sensitive Whole Life Insurance (regular payment)
42	Mei-li-shuang-pao USD Interest Sensitive Whole Life Insurance (regular payment)	99	Australia Cheng-Shuang AUD Interest Sensitive Whole Life Insurance
43	Mei-tian-zeng-xin USD Interest Sensitive Whole Life Insurance	100	Chung-hsin-man-yi Major Injuries Term Insurance (Spill-Over)
44	Mei-tian-zeng-tsuan USD Interest Sensitive Whole Life Insurance	101	Chung-ai-shou-hu Cancer Term Insurance
45	Mei-chih-pao USD Interest Sensitive Whole Life Insurance (regular payment)	102	Cathay Life Yi-Shin-Kang-Ai Cancer Term Insurance (Spill-Over) (In-Kind Payment Insurance)
46	Mei-ai-kang-ying USD Interest Sensitive Whole Life Insurance (regular payment) (Spill-Over)	103	Yi-ting-an-hsin Surgery Medical Whole Life Insurance
47	Mei-man-kang-ai USD Interest Sensitive Whole Life Insurance (regular payment) (Spill-Over)	104	Shuang-hsin-nien-nien USD Interest Sensitive Whole Life Insurance
48	Mei-man-shuang-pao USD Interest Sensitive Whole Life Insurance (regular payment)	105	Wen-ying-le-huo USD Interest Sensitive Whole Life Insurance (regular payment)
49	Pei-hsin-shou-hu Long-Term Care Whole Life Health Insurance for government employees and teachers (Spill-Over) (In-Kind Payment Insurance)	106	Lung-lai-fa USD Interest Sensitive Whole Life Insurance (regular payment)
50	Bei-ai-yi-kao Hospitalization Medical Term Insurance (Spill-Over) (Type A)	107	Lung-ying-jen-sheng USD Interest Sensitive Whole Life Insurance (regular payment)
51	Bei-ai-yi-kao Hospitalization Medical Term Insurance (Spill-Over) (Type B)	108	Pin-li 101 Interest Sensitive Whole Life Insurance (regular payment)
52	Chan-wang-nien-nien Interest Sensitive Whole Life Insurance	109	Hsin Money Interest Sensitive Annuity Insurance (Type A)
53	Tai-mei-hao USD Interest Sensitive Whole Life Insurance (regular payment)	110	Hsin-te-li Interest Sensitive Whole Life Insurance
54	Chen-hsin-shou-hu Long-Term Care Whole Life Health Insurance (In-Kind Payment Insurance)	111	Hsin-yi-man-man Cancer Term Health Insurance (Spill-Over)
55	Chen-hsin-an Hospitalization Medical Whole Life Insurance (Spill-Over)	112	Tsuan-mei-li USD Interest Sensitive Whole Life Insurance (regular payment)
56	Chen-an-an Medical Whole Life Insurance (Spill-Over)	113	Tsuan-mei-fu USD Interest Sensitive Whole Life Insurance (regular payment)
57	Chen-kang-shun Surgery Medical Whole Life Insurance (Spill-Over)	114	Tsuan-mei-man USD Interest Sensitive Whole Life Insurance (regular payment)
Traditional Insurance Rider and Endorsement			
115	eTravel Insurance International Air Ambulance Medical Transportation Additional Clause (In-Kind Payment Insurance) (2023)	136	Long Term Rider Renewal Endorsement
116	eTravel Overseas Sudden Illness Medical and Health Insurance Rider	137	Rider Renewal Endorsement
117	OIU Premium Financing Endorsement Clause	138	Policy Loan Endorsement Clause
118	Hsin-an PLUS Surgery Medical Term Health Insurance Rider (Spill-Over)	139	Premium Financing Endorsement Clause
119	Hsin-an PLUS Burns and Scalds Intensive Care Unit Medical and Health Insurance Rider (Spill-	140	Overseas Sudden Illness Medical and Health Insurance Rider (Type C)

	Over)		
120	Hsin-an Surgery Medical Term Health Insurance Rider	141	Chen-ta-hsin PLUS Hospitalization Medical Health Insurance Rider (Spill-Over)
121	Hsin-an Burns and Scalds Intensive Care Unit Medical and Health Insurance Rider	142	Chen-ta-hsin Hospitalization Medical Health Insurance Rider
122	Policy Termination and Rider Renewal Endorsement	143	Chen-yung-chien PLUS Hospitalization Daily Health Insurance Rider (Spill-Over)
123	Foreign Currency Insurance Policy Loans Endorsement (Non-Investment Product)	144	Chen-yung-chien Hospitalization Daily Health Insurance Rider
124	National Health Insurance Medical Care Payment Items and Standards Endorsement	145	Health Plan Age and Member Level/Name Change Endorsement
125	An-chia One-Year Term Premium Waiver Rider	146	Chao-shih-tsai Deductible Hospitalization Medical Health Insurance Rider (Spill-Over)
126	An-hu One-Year Term Premium Waiver Rider	147	Hsin Travel Insurance International Air Ambulance Medical Transportation Additional Clause (In-Kind Payment Insurance)
127	Elderly Hospitalization Advance Payment Additional Clause	148	Hsin-shih-chuan-hsin-yi PLUS Hospitalization Medical Health Insurance Rider (Spill-Over)
128	Zi-you-pei One-Year Term Burns and Scalds Intensive Care Unit Medical and Health Insurance Rider	149	Hsin-shih-chuan-hsin-yi Hospitalization Medical Health Insurance Rider
129	Zi-you-pei One-Year Term First-Time Cancer Diagnosed Health Insurance Rider	150	Yi-chi-shou-hu Term Care Term Health Insurance Rider
130	Zi-you-pei One-Year Term First-Time Cancer Diagnosed Health Insurance Rider (Spill-Over)	151	Yi-chi-shun-hsin Surgery Medical Health Insurance Rider
131	Zi-you-pei One-Year Term Specific Treatment Health Insurance Rider	152	Ching-tsai-jen-sheng PLUS Surgery Medical Health Insurance Rider (Spill-Over)
132	Zi-you-pei One-Year Term Specific Treatment Health Insurance Rider (Spill-Over)	153	Ching-tsai-jen-sheng Surgery Medical Health Insurance Rider
133	Zi-you-pei One-Year Term Health Insurance Rider	154	Shih-chuan-hsin-yi Hospitalization Medical Health Insurance Rider
134	Zi-you-pei One-Year Term Health Insurance Rider (Spill-Over)	155	Chung-yi-chu-fu Major Illness Term Health Insurance Rider (Type B) (Spill-Over)
135	Interest Sensitive Value-Added Feedback Endorsement	156	Expanded Surgery Agreement Coverage Endorsement
Investment-linked Insurance Main Contract			
157	iFund Variable Annuity Insurance	185	Yueh-yueh-man-yi Foreign Currency Variable Life Insurance
158	Hsin-tian-li-fei-yang Variable Annuity Insurance	186	Yueh-yueh-man-yi Variable Annuity Insurance
159	Hsin-tian-li-fei-yang Foreign Currency Variable Annuity Insurance	187	Yueh-yueh-man-yi Foreign Currency Variable Annuity Insurance
160	Chen-fei Young jen-sheng Variable Annuity Insurance	188	Yueh-yueh-tai-li Variable Annuity Insurance
161	Chen-fei Young jen-sheng Foreign Currency Variable Annuity Insurance	189	Yueh-yueh-tai-li Foreign Currency Variable Annuity Insurance
162	Hsin-yi-chi-ai Variable Universal Life Insurance	190	Tai-hsiang-wen-li Foreign Currency Variable Annuity Insurance
163	Hsin-chao-le-hsiang-jen-sheng Variable Life Insurance	191	Tai-hsiang-fu-kuei Investment-Linked Insurance
164	Hsin-chao-le-hsiang-jen-sheng Foreign Currency Variable Life Insurance	192	Tai-hsiang-fu-kuei Foreign Currency Investment-Linked Insurance
165	Hsin-chao-le-hsiang-jen-sheng Variable Annuity Insurance	193	Chao-fei-yang Variable Annuity Insurance

166	Hsin-chao-le-hsiang-jen-sheng Foreign Currency Variable Annuity Insurance	194	Chao-fei-yang Foreign Currency Variable Annuity Insurance
167	Hsin-chao-ao-li-fu Foreign Currency Variable Annuity Insurance	195	Tai-hsiang-to-li Investment-linked Insurance
168	Hsin-chao-yueh-yueh-yu-li Variable Life Insurance	196	Yueh-yueh-yung-yi Variable Life Insurance
169	Hsin-chao-yueh-yueh-yu-li Foreign Currency Variable Life Insurance	197	Yueh-yueh-yung-yi Foreign Currency Variable Life Insurance
170	Hsin-feng-li-888 Variable Life Insurance	198	Chi-yu-jen-sheng Variable Universal Life Insurance
171	Hsin-feng-li-888 Foreign Currency Variable Life Insurance	199	Chi-yu-jen-sheng Variable Annuity Insurance
172	Hsin-feng-li-888 Variable Annuity Insurance	200	Yueh-yueh-yung-yi Variable Annuity Insurance
173	Hsin-feng-li-888 Foreign Currency Variable Annuity Insurance	201	Yueh-yueh-yung-yi Foreign Currency Variable Annuity Insurance
174	Hsin-yueh-hsiang-chia-hsin Variable Life Insurance	202	Yueh-hsiang-an-hsin Variable Annuity Insurance
175	Hsin-yueh-hsiang-chia-hsin Foreign Currency Variable Life Insurance	203	Yueh-hsiang-an-hsi Foreign Currency Variable Annuity Insurance
176	Hsin-yueh-hsiang-chia-hsin Variable Annuity Insurance	204	Le-ying-jen-sheng Variable Annuity Insurance
177	Hsin-yueh-hsiang-chia-hsin Foreign Currency Variable Annuity Insurance	205	Le-ying-jen-sheng Foreign Currency Variable Annuity Insurance
178	Hsin-hao-chi-li Foreign Currency Variable Annuity Insurance	206	Chi-yu-jen-sheng Foreign Currency Variable Universal Life Insurance
179	Hsin-hao-chi-li Foreign Currency Variable Life Insurance	207	Chi-yu-jen-sheng Foreign Currency Variable Annuity Insurance
180	Hsin-chao-yueh-de-yi Variable Life Insurance	208	Fei-yang-yi-sheng Variable Annuity Insurance
181	Hsin-chao-yueh-de-yi Foreign Currency Variable Life Insurance	209	Fei-yang-yi-sheng Foreign Currency Variable Annuity Insurance
182	Hsin-chao-yueh-te-yi Variable Annuity Insurance	210	Yueh-yueh-tai-li Variable Life Insurance
183	Hsin-chao-yueh-te-yi Foreign Currency Variable Annuity Insurance	211	Yueh-yueh-tai-li Foreign Currency Variable Life Insurance
184	Yueh-yueh-man-yi Variable Life Insurance		
Investment-linked Insurance Rider and Endorsement			
212	Ping-chia-jih-chi-chuang-shih-chi Variable Universal Life Insurance Endorsement	238	Entrusted Investment Account Investment Target Endorsement (II)
213	Investment Target Endorsement	239	Entrusted Investment Account Investment Target Endorsement (IV)
214	Fu-li-to Investment Target Endorsement	240	Entrusted Investment Account Investment Target Endorsement (V)
215	Variable Universal Life Insurance plus Yung-an Premium Waiver Rider Endorsement	241	Entrusted Investment Account Investment Target Endorsement (VI)
216	Parent-Subsidiary Fund Investment Target Endorsement	242	Entrusted Investment Account Investment Target Endorsement (VII)
217	Structured Commodity Plus Investment Type Foreign Currency Insurance Policy Loan Endorsement	243	Entrusted Investment Account Investment Target Endorsement (VIII)
218	Investment Target Entrusted to BlackRock Investment Account Endorsement	244	Entrusted Investment Account Investment Target Endorsement (IX)

219	New Money Market Fund and Change Value-Added Bonus Calculation Formula Endorsement	245	Entrusted Investment Account Investment Target Endorsement (X)
220	Accidental Life Care Disability Insurance Additional Clause	246	Entrusted Investment Account Investment Target Endorsement (XI)
221	Yueh-yueh-de-yi Payment Term Change Endorsement	247	Entrusted Investment Account Investment Target Endorsement (XII)
222	iFund Investment Target Endorsement	248	Entrusted Investment Account Investment Target Endorsement (XIV)
223	Yueh-hsiang-feng-pei Investment Target Endorsement	249	Entrusted Investment Account Investment Target Endorsement (XV)
224	Le-yu-le-li Investment Target Endorsement	250	Entrusted Investment Account Investment Target Endorsement (XVI)
225	iSmart Investment Target Endorsement	251	Entrusted Investment Account Investment Target Endorsement (XVII)
226	Yueh-yueh-kang-li Investment Target Endorsement	252	Entrusted Investment Account Investment Target Endorsement (XVIII)
227	Hsiang-le 88 Investment Target Endorsement	253	Hsin-chao-le-hsiang-jen-sheng Investment Target Endorsement
228	Le-hsiang-jen-sheng Investment Target Endorsement	254	Hsin-yueh-hsiang-chia-hsin Investment Target Endorsement
229	Ao-li-fu Investment Target Endorsement	255	Hsin-feng-li-888 Investment Target Endorsement
230	Investment Target Entrusted to Schroder Investment Account Endorsement (Growth Accumulating Type)	256	Feng-li-888 Investment Target Endorsement
231	Fu-li-shuang-hsiang Investment Target Endorsement	257	Yi-chi-ai Investment Target Endorsement
232	Income Distribution/ Return of Asset Payment and Partial Withdrawal Endorsement	258	Chi-yu-jen-sheng Investment Target Endorsement
233	Investment Target Entrusted to Alliance Bernstein Investment Account Endorsement	259	Yueh-yueh-yung-yi Investment Target Endorsement
234	Investment Target Conversion Fee Endorsement	260	Hao-chi-li Investment Target Endorsement
235	Chin-huan-tsuan Investment Target Endorsement	261	Yueh-hsiang-an-hsin Investment Target Endorsement
236	Chin-tsai-chueh-lun Investment Target Endorsement	262	Le-ying-jen-sheng Investment Target Endorsement
237	Entrusted Investment Account Investment Target Endorsement (I)	263	Fei-yang-yi-sheng Investment Target Endorsement
Accidental injury insurance			
264	e-yu-yu Travel Insurance	283	Accident Insurance Rider Amendment Right Endorsement
265	eTravel Insurance Accident Medical Benefits Rider	284	Micro Personal Accident Insurance
266	Construction Workers Group Accident Insurance	285	Micro Personal Accident Medical Insurance Rider
267	Hsin-e-lu-ping-an Accident Insurance	286	Micro Accident Insurance
268	Ping-an-chia-pei Term Insurance	287	Yi-wan-ping-an Injury and Child Accidental Fracture Term Insurance
269	Ping-an-pao-pei Term Insurance	288	Hsin iCarry Accident Insurance
270	Zi-you-pei One-Year Term Accident Hospitalization Daily Injury Insurance Rider	289	Hsin Pedestrian/Public Transport Accident Insurance Additional Clause
271	Zi-you-pei One-Year Term Accident Death and Disability Insurance Rider	290	Hsin-chin-ku-li Injury and Child Accidental Fracture Insurance Rider

272	Xiang-bao-zhang Small Amount Accident Insurance Rider	291	Hsin Travel Insurance
273	Hsiang-pao-chan Micro Personal Accident Insurance	292	Hsin Travel Accident Medical Insurance (no death benefit)
274	Hsiang-pao-chang Micro Personal Accident Medical Insurance Rider	293	Hsin Accident Medical Limited Coverage Accident Insurance Additional Clause (2024)
275	Additional Injury Insurance Benefit Specific Contract (Family) Death Insurance Endorsement	294	Hsin Fracture Accident Insurance Additional Clause
276	Additional Clauses for Accident Medical Insurance Benefit (Type B)	295	New Accidental Injury Dislocation Surgery Insurance Additional Clause
277	Additional Clauses for Accident Medical Insurance Benefit (Type A)	296	New Accidental Injury Severe Burn Additional Clause
278	Personal Accident Insurance Free Extended Warranties Endorsement	297	New Motor Vehicle Accident Insurance Additional Clause
279	Personal Injury Insurance Free Extended Warranties Additional Clause	298	Hsin Motorcycle/Bicycle Accident Insurance Additional Clause
280	Chao-chuan-fang-wei Injury and Child Injury and Disability Insurance Rider	299	Le-huo-hsiang -ping-an Term Insurance
281	Chao-ai-pao-pei One-Year Term Injury Medical Insurance Rider (no death benefit)	300	Le-huo-ping-an Term Insurance
282	Accident Rider Death Insurance Endorsement (Applicable to One-Year Accident Insurance for Under 15 Years of Age)		
Group Insurance Main Contract			
301	Group Term Life Insurance	310	Hsin Group Occupational Accident Insurance
302	Group One Year Major Illness Term Insurance	311	Group ao-yu-shih-tai Health Insurance (Type A, Type B)
303	Hsin Group Term Life Insurance	312	Group Fei-hsiang-shih-tai College Student Insurance (Type A, Type B)
304	Group Accident Insurance	313	He-hu-shih-tai Group and Long-Term Care Health Insurance
305	Fishermen’s Group Insurance	314	Hsieh-chin-min-li-chih-hsing-chin-wu Group Accident Insurance
306	Group Micro Accident Insurance	315	Hsin Group Business Travel Insurance
307 308	Hsin Group Accident Medical Alternative Benefit Accident Insurance Group Accidental Death Insurance	316	Hsin-Shou-hu Group Long-Term Care Health Insurance for government employees and teachers (In-Kind Payment Insurance)
309	Child Group Insurance	317	Hsin Child Group Insurance
Group Insurance Rider and Endorsement			
318	An-pao Group One-Year Term Cancer Death Health Insurance Rider	367	Group Hsin Accident Medical Limited Coverage Accident Insurance Rider
319	An-pao Group One-Year Term Cancer Medical Health Insurance Rider	368	Group Wen-hsin Hospitalization Daily Health Insurance Rider
320	An-shun Group One-Year Term Cancer Health Insurance Rider	369	Group wen-ching Hospitalization Medical Health Insurance Rider (Type A)
321	Hsin Group Hospitalization Daily Health Insurance Rider	370	Group wen-ching Hospitalization Medical Health Insurance Rider (Type B)
322	Group Newly Diagnosed Cancer One-Year Term Health Insurance Rider	371	An-pao Group Newly Diagnosed Cancer One-Year Term Health Insurance Additional Clause
323	Group Major Illness One-year Term Health	372	Group Fei-hsiang-shih-tai College Student

	Insurance Rider (Type A)		Hospitalization Medical Health Insurance Additional Clause
324	Group Cancer One-Year Term Hospitalization Health Insurance Rider	373	Group Fei-hsiang-shih-tai College Student Newly Diagnosed Cancer Health Insurance Additional Clause
325	Group Chuan-i Hospitalization Limited Coverage Medical Health Insurance Rider	374	Group Fei-hsiang-shih-tai College Major Illness Health Insurance Additional Clause
326	Group Hospitalization Surgery Fixed Sum Health Insurance Rider	375	Group Fei-hsiang-shih-tai College Student Fracture Non-Hospitalization Allowance Additional Clause
327	Group Hospitalization Daily Health Insurance Rider	376	Group Accident Insurance Exclusion Endorsement
328	Group Hospitalization 120 Per Day Health Insurance Rider	377	Group Hsin-chuan-i Hospitalization Preferential Medical Health Insurance Endorsement
329	Group Hospitalization Daily Increment Health Insurance Rider	378	Hsin Group Overseas Sudden Illness Emergency Medical Insurance Endorsement
330	Group Hospitalization Fixed Sum Medical Health Insurance Rider	379	Group Fei-hsiang-shih-tai Colleges Subsidies Major Surgery Benefit Health Insurance Additional Clause
331	Hsin Group Business Travel Insurance International Air Ambulance Medical Transportation Additional Clause (In-Kind Payment Insurance)	380	Group Fei-hsiang-shih-tai College Food Poison Condolences Accident Insurance Additional Clause
332	Hsin Group Business Travel Accident Insurance Medical Coverage Additional Clause	381	Group Fei-hsiang-shih-tai College Accident Outpatient Limited Coverage Accident Insurance Additional Clause
333	Group Disability Level 2-11 Accident Insurance Additional Clause	382	Group fei-hsiang-shih-tai College Student Medical and X-ray Examination Fee Limited Coverage Health Insurance Additional Clause
334	Group Elevator Accident Insurance Additional Clause	383	Group Specific Accident Insurance Additional Clause
335	Group Land and Sea Public Transport Accident Insurance Additional Clause	384	Group Accident Outpatient Coverage Accident Insurance Additional Clause
336	Group Intensive Care/ Burn Injury Health Insurance Additional Clause	385	Group Accident Insurance Fracture Non-Hospitalized Medical Benefits Additional Clause
337	Group Intensive Care/ Burn Injury Medical Insurance Additional Clause	386	Group Hsin Hospitalization Surgery Limited Coverage Health Insurance Additional Clause
338	Group ICU Accident Medical Insurance Additional Clause	387	Group Hsin Outpatient Surgery Limited Coverage Health Insurance Additional Clause
339	Group Disability Living Allowance Accident Additional Clause	388	Group Ao-yu-shih-tai Outpatient Emergency Limited Amount Health Insurance Additional Clause
340	Group Disability Coverage Accident Insurance Additional Clause	389	Group Burn Injury Coverage Accident Insurance Additional Clause
341	Group Maternity Benefits Health Insurance Additional Clause	390	Group Occupational Disaster Benefit Medical Health Insurance Additional Clause
342	Group Hospitalization Surgery Limited Coverage Health Insurance Additional Clause	391	Group Occupational Death or Level 1 Disability Insurance Additional Clause
343	Group Hospitalization and Return Visit Health Insurance Additional Clause	392	Group Occupational Accident Insurance Additional Clause
344	Group Hospitalization Two-Week Return Visit Health Insurance Additional Clause	393	Group Accident Medical Limited Coverage Accident Insurance Endorsement
345	Group Insurance Additional Clause Before and	394	Change Insured Person Endorsement

	After Hospitalization		
346	Group Outpatient Surgery Limited Coverage Health Insurance Additional Clause	395	Employee Group Effective Method for Change of Insured Endorsement
347	Group Outpatient Surgery Health Insurance Additional Clause	396	Non-Employee Group Effective Method for Change of Insured Endorsement
348	Group Insurance Air Accident Additional Clause	397	Death Insurance/ Funeral Expenses Insurance Beneficiaries Specific Endorsement
349	Group Emergency Limited Coverage Health Insurance Additional Clause	398	Group Insurance Experience Dividend Endorsement
350	Group Fei-hsiang-shih-tai College Student Surgery Limited Coverage Health Insurance Additional Clause	399	Specific Endorsement of Unpaid Medical Insurance Death Benefits for Dependents
351	An-pao Group Newly Diagnosed Cancer One-Year Term Health Insurance Endorsement	400	Group Insurance Contract Health Promotion Feedback Endorsement
352	Group Chuan-i Hospitalization Limited Coverage Medical Health Insurance Endorsement	401	National Health Insurance Medical Care Payment Items and Standards Endorsement
353	Group Chuan-i Hospitalization Preferential Medical Health Insurance Endorsement	402	Group Insurance Renewal Endorsement
354	Group Hospitalization Surgery Limited Coverage Health Insurance Endorsement	403	New Group Accident Insurance Fracture Non-Hospitalized Medical Benefits Additional Clause
355	Group Hospitalization Increment Compensation Payment Health Insurance Endorsement	404	Hsin Group Overseas Sudden Illness/ Burn Injury Medical Insurance Premiums Rider
356	Group Hospitalization Preferential Medical Health Insurance Endorsement	405	Group Occupational Accident Hospitalization Daily Benefit Accident Insurance Rider
357	Group Fei-hsiang-shih-tai College Student Hospitalization Medical Health Insurance Endorsement	406	Group Occupational Accident Medical Alternative Benefit Accident Insurance Rider
358	Group Hospitalization Limited Coverage Medical Health Insurance Rider (Type A, Type B)	407	Group Occupational Accident Burn Injury Coverage Accident Insurance Additional Clause
359	Group Inpatient Medical Expense Limited Coverage Health Insurance Rider	408	Group Occupational Accident Intensive Care/ Burn Injury Medical Insurance Additional Clause
360	Group Hospitalization Medical Expense Limited Coverage Health Insurance Rider	409	Group Chuan-hsin Hospitalization Daily Health Insurance Rider
361	Group Accident Insurance Rider	410	Group Chuan-fu Hospitalization Limited Coverage Medical Health Insurance Rider
362	Group Accident Emergency Limited Coverage Accident Insurance Rider	411	Hsin Group Insurance Contract Health Promotion Feedback Endorsement
363	Group Accident Hospitalization Daily Benefit Accident Insurance Rider	412	Hsin Group Outpatient Surgery Limited Coverage Health Insurance Additional Clause
364	Group Accident Limited Coverage Medical Accident Insurance Rider	413	Group Insurance Hospitalization Limited Coverage Document Endorsement Clause
365	Group Accident Medical Alternative Benefit Accident Insurance Rider	414	Group Insurance Accidental Medical Limited Coverage Document Endorsement Clause
366	Group Hsin-chuan-i Hospitalization Limited Coverage Medical Health Insurance Rider	415	Cathay Life Pei-hsin-shou-hu Long-Term Care Health Insurance for organizations of government employees and teachers (In-Kind Payment Insurance)

(II) Industry Overview, Technology, Research and Development, and Long and Short-term Business Development Plan

1. Industry Overview:

   In 2025, the penetration rate of Taiwan's life insurance companies reached 9.1%, while the total life insurance premium income reached NT$1.9 trillion, ranking 12th globally, with total assets of NT$37.7 trillion, which grew steadily by 2.2% YoY compared to last year.

2. Technology, Research and Development:

   Please refer to the contents in Chapter One: I. (IV).

3. Short-term business development plan:

   The rapidly-changing insurance business environment currently still faces a number of challenges including aligning with accounting standards, changes to supervision policies, insurance technology development and a shift in demographics, for which a short-term plan is required:

   (1) Enhance big data and AI applications, raise the digitalization level of service models, and deepen data governance and ex-ante internal control to comprehensively reinforce the operational foundation.

   (2) Adjust the product structure, optimize asset allocation, and refine ALM capital management in response to the official integration of IFRS 17 and ICS 2.0 in order to improve profitability and maintain financial soundness.

   (3) The Company enhances its organizational resilience through agile development and cross-domain collaboration, and quickly adapts to external changes by leveraging diverse talent and flexible work models.

   (4) It will integrate group resources, strengthen integrated marketing and diversified financial service capabilities, and promote health services and expertise certification to build a high-value professional team.

   (5) Continue to push forward organizational streamlining, improve per capita productivity and recruitment value through system optimization, and develop training measures for different positions to strengthen the overall organizational combat power.

   (6) We will continue to develop diverse innovative products based on our value orientation, satisfying our customers' needs for health protection and retirement wealth management, and upholding the essence of insurance.

   (7) Use digital tools to integrate business resources and improve administrative and sales efficiency, covering needs analysis, the application process, policy services, and information sharing to comprehensively enhance customer experience.

   (8) Follow the insurance core competencies and Group Sustainability Pillars (climate/health/empowerment), integrating domestic and international sustainability trends to formulate a sustainable strategy and Action Plans, while implementing the Principles for Sustainable Insurance (PSI) and aligning with the Group RE100 and SBT Decarbonization Targets.

4. Long-term business development plan:

Taiwan will soon face four major challenges: the post-pandemic era, advancements in technology, an aging population, and climate change. To protect individuals against risks to their physical health (extended unhealthy life expectancy), mental well-being (lonely elderly), and finances (inability to rely on children for support in old age), Cathay Life has announced its "E.P.S." strategy as part of its social responsibility initiatives. This strategy aims to generate corporate profits, expand business profit sources, fulfill commitments to policyholders, and further strengthen core values for a secure society:

(1) Deepen the protection concept with a customer-centric approach and create a comprehensive elderly risk protection network through the integration of "service x product".

(2) Actively strengthen the protection-type product Portfolio, make up for the medical protection gap, and promote the health strategy blueprint to link products with health promotion, realize all-age health management, and improve healthy life expectancy.

(3) Follow the group's sustainability direction to promote a dual-track transformation of zero-carbon operations and low-carbon investments, and develop green finance to respond to climate risks and enhance sustainability competitiveness.

(4) Based on the existing platform, we will connect cross-industry collaborations and leverage group resources to develop industries such as elderly care and health services, and continuously expand the health services ecosystem.

(5) Cultivate AI and data analytics talent with a data-driven mindset. Leverage big data and AI technology to enhance decision quality and optimize processes, thereby improving customer experience, risk management, and long-term profitability.

II. An analysis of the market as well as the production and marketing situation

(I) Market Analysis:

1. Market share (%):

Item / Year	First-year-premium	Subsequent-year-premium	Total premium
2023	19.8	21.9	21.3
2024	18.3	20.9	20.0
2025	18.9	20.3	19.8

Source: The Life Insurance Association of the R.O.C.

2. Macroeconomic environment:

As the global interest rate reduction cycle continues in 2026, coupled with uncertainties surrounding U.S. President Trump's tariff policies and the expected change in the Federal Reserve Chair in the second half of the year, the market anticipates that the USD will fluctuate and weaken. This will maintain uncertainty regarding global capital costs and financial markets. Looking ahead to 2026, benefiting from the technology investment cycle (AI, semiconductors, high-performance computing, cloud computing, etc.), Taiwan's growth momentum is clear, with the Central Bank projecting an economic growth rate of 3.67%.

3. Regulatory environment:
   (1) Improve FinTech policies and build a digital innovation environment

       The FSC continues to follow the "Five Strategies for FinTech" and the "FinTech Development Roadmap (2.0)" to perfect FinTech policies and promote a more well-established digital innovation ecosystem. In April 2025, the insurance association issued the "Self-Regulatory Guidelines for the Use of Artificial Intelligence Systems by the Insurance Industry," establishing standards for data governance, risk management, explainability, and customer rights protection to strengthen the security and compliance of AI applications in the financial sector. Building on a gradually complete regulatory foundation, we will continue to foster a policy environment conducive to InsurTech development through innovative experiments, business pilot programs, regulatory adjustments, and cross-industry cooperation.

   (2) Promote the Green and Transition Finance Action Plan to achieve the 2050 net-zero carbon emissions and sustainable development goals.

       To support Taiwan's net-zero carbon emissions and sustainability goals, the FSC continues to promote the "Green and Transition Finance Action Plan," and utilizes five core strategies and six implementation aspects, totaling 30 measures, to enhance the impact and capacity of financial institutions in the net-zero transition and sustainable development.

   (3) Building an Asian Asset Management Center

       To achieve the vision of making Taiwan an Asia Asset Management Center, the Kaohsiung Zone for the center was officially launched in July 2025 to encourage the development of new financial products, attract international talent, enhance international financial competitiveness, and promote the overall development of Taiwan's industry .

4. Analysis of future market supply and demand:
   (1) Transform insurance product structure to cultivate CSM cumulatively

       In response to the official integration of the new accounting standard (IFRS 17) and the new-generation solvency regime (TW-ICS), insurance companies are continuing to adjust their product structures by reducing the savings component of policies and shifting their focus toward long-term premium payments and protection-oriented products with higher contractual service margins (CSM). To improve asset-liability matching, the proportion of foreign currency policies is also expected to increase further, aiming to reduce the volatility of profit and loss and net worth, and to strengthen the Company's sound operation and long-term profitability.

   (2) The insurance industry is expanding into the health ecosystem, moving from protection services to health integration.

       Taiwan has officially entered a super-aged society, and, coupled with the rise in national health awareness following the pandemic, people's needs for financial security, health, and medical care are growing, leading to a shift from "post-event compensation" to "prevention" and long-term health management services. While demand is rising, insurance companies are accelerating their expansion into health business entities, building presence in health management, medical services, long-term care, and care platforms. This not only enhances the added value of insurance services but also responds to the diverse health and life support needs required by an aging society, becoming an important development direction for the future insurance market.

(3) Customer segmentation is taking shape, prompting adjustments in product and service models. As market demands become increasingly diverse – such as the health and long-term care of the elderly population, wealth succession planning for high-net-worth individuals, and the protection and medical needs of new immigrant families – insurance companies are gradually shifting toward refined customer segmentation to address the characteristics and protection gaps of different groups. They are also adjusting product and service models to provide protection configurations and service content that more closely align with customers' life scenarios.

5. Objectives and development vision:

(1) Potential opportunities

A. With the alignment of the new accounting standards, the proportion of long-term payment and foreign currency policies continues to maintain a growth trend. In line with the Federal Reserve's initiation of an interest rate reduction cycle, it is expected to attract capital to flow back into the insurance market, promoting premium growth momentum.

B. After Taiwan entered a super-aged society, the extension of unhealthy life expectancy and the increased financial risks for the elderly have caused the national demand for health care, physical and mental support, and retirement financial planning to continue expanding, helping to promote the development of age-related business opportunities.

C. Post-pandemic health management awareness is deeply rooted, and the demand for protection-type products and health promotion services is growing steadily. In the future, the Company will continue to integrate digital platforms, product features, and sales agent service mechanisms with a care-driven approach, to extend the value of insurance from post-event compensation to pre-event prevention, returning to the core of protection.

D. The rapid development of AI technology, coupled with the FSC's gradual loosening of related regulations, is accelerating the digital transformation of the insurance industry. New technology will be further introduced into the insurance value chain to expand service scenarios and improve quality, so as to meet customers' real-time and personalized needs.

(2) Operational threats

A. The U.S. protectionism continues to intensify, the strength of China's economic recovery remains unclear, and geopolitical conflicts persist, thus increasing the uncertainty of the global economy and financial markets. Life insurance companies remain constrained by investment income and interest spread margins and face challenges to their operational stability.

B. The year 2026 marks the official inaugural year for transitioning to IFRS 17 and the next-generation solvency regime (TW-ICS), which will have a substantive impact on net worth calculation methods and financial presentations. This may exacerbate fluctuations in net income and net worth, while increasing the complexity and costs for the Company in regulatory compliance operations, product design, actuarial trial calculations, channel communications, and internal controls.

C. As emerging technologies are accelerated and cross-industry cooperation models expand rapidly, information security and supply chain risks are increasing simultaneously. Companies need to continuously strengthen protection levels and operational resilience to respond to the competent authority's information security policies and maintain the stability of the financial system and uninterrupted service.

(II) Usage and manufacturing processes for The Company's main products: None.

(III) Supply situation for The Company's major raw materials: None.

(IV) A list of any suppliers and clients accounting for 10% or more of The Company's total procurement (sales) amount in either of the two most recent fiscal years, the amounts bought from (sold to) each, the percentage of total procurement (sales) accounted for by each, and an explanation of the reason for increases or decreases in the above figures: None.

III. Employee profile (population, years of service, age and highest educational attainment) for the last two years and before the printing date of the Report.

Year		2024	2025	As of March 31, 2026
Number of employees	Back-Office Personnel	4,956	5,030	4,969
	Front-Office Personnel	24,153	24,088	24,100
	Total	29,109	29,118	29,069
Avg. Age		45.81	46.17	46.33
Average years of services		12.93	12.61	12.57
Highest educational attainment	Doctorate	0.05%	0.06%	0.06%
	Master	9.29%	9.33%	9.30%
	Bachelor	55.76%	56.36%	56.44%
	High School	32.94%	32.43%	32.41%
	Below High School	1.96%	1.82%	1.79%

IV. Disbursements for environmental protection

The Company is part of the insurance service industry, which is not an industry with major pollution issues.

V. Labor relations

(I) Current related agreements and implementation:

1. The Company has built up a harmonious labor-management relationship for more than 50 years since its establishment. In April 1998, the scope of application of the Labor Standards Act was successfully introduced. The Company not only adopted "Work Rules" in accordance with laws and regulations, but also signed labor contracts with employees to establish clear employee rights and obligations and avoid labor disputes.
2. The Company always attaches importance to the organizational commitment across employees, and improves gender equality, the working environment, education and training in order to accept the opinions of employees. It also conducts employee engagement surveys on a regular basis, with employee satisfaction maintained at good levels in recent years. The Company has been awarded as a two-star Best Companies to Work For by the Department of Labor, Taipei City Government (from overall evaluation of the parent company Cathay Financial Holdings), and has won international recognition including the "Improved Quality of Working Life" award by the International Federation Of Training And Development Organizations (IFTDO), and the "Best Companies to Work for in Asia."

(II) Employee benefit programs

1. We provide employees with a sound protection system to ensure that employees can enjoy stable and secure life protection at all stages of their careers:
   (1) Labor Insurance and National Health Insurance for employees: In order to safeguard the health of employees and their families, the employees are fully insured of Labor Insurance and National Health Insurance, with insurance protections including death benefits, injury and illness benefits, occupational disaster medical benefits, maternity benefits, disability benefits and senior health care benefits.
   (2) Employee Benefit Group Insurance: Employees are insured under Group Insurance, which covers death benefits, permanent disability benefits, dependent death benefits, and medical compensation (including dependents).
   (3) Accident Insurance for employees: Each employee is insured with NT$3 million in accident insurance.
2. We provide employees with diverse benefits and subsidies and actively create a positive work atmosphere, while hosting regular events to promote interaction and cohesion among employees:
   (1) Birthday gifts
   (2) Holiday gift certificates
   (3) Spring health program subsidy
   (4) Marriage subsidy, pregnancy gifts, childbirth subsidies, child education subsidies, and scholarships and grants for children's education.
   (5) Foreign language study subsidies, off-duty study grants, and professional examination allowance rewards.
   (6) Employee travel, hiking, Cathay Family Day, fun competitions, talent shows, parent-child

activities, and health promotion activities.

(7) Employee clubs and activities.

(8) Employees' Year-End Festival subsidies.

(9) Other benefits, such as preferential mortgage interest rates for employees and awards for senior employees.

3. Year-end bonus: Employees will be paid a year-end bonus based on the Company's annual earnings as encouragement.
4. Stock ownership trust: The employee stock trust plan was established in December 2022 to assist employees in long-term savings and wealth management to ensure the protection of their future lives, and to strengthen employees' recognition of the Company and improve the effect of long-term talent retention to achieve the goal of mutual prosperity between the Company and employees.
5. Employee health checkup: The health checkup for the Company's current employees has been performed once every two years since 2023. From 2025 to 2026, the employee health checkup adopted in-hospital examinations for the first time and enabled appointment scheduling through online platforms. In addition to the statutory items, the abdominal ultrasound and three optional screening packages (comprehensive cancer screening, cardiovascular, and digestive system) are also made available to employees as options. High-quality health examination services were provided through partnered health examination institutions nationwide.

(III) Continuing Education and Training

1. Various business-related training: The Company designed training blueprints for employees based on their functional requirements for various management levels, and continuously invested large amounts of resources in cultivating financial professionals. To cultivate key talent for teams, training programs were developed based on organizational development and the training needs of all employees at different career stages. Career exploration activities were also introduced to promote mutual growth between individuals and the organization, thereby continuously enhancing the team's core competitiveness.
2. Domestic and foreign research and study: In order to keep in line with the market, latest technology and knowledge, corresponding colleagues are assigned to participate in domestic and foreign seminars based on various professional requirements, in order to enhance The Company's competitiveness.
3. Professional or degree courses: Outstanding colleagues are assigned to participate in short-term professional or degree courses of well-known domestic and foreign institutions on a regular basis, and related costs are fully subsidized.

(IV) Retirement and Separation Systems

1. Bereavement pensions / compensation: Employees who have died in service or died on duty are given bereavement pensions or compensation.
2. Pensions: Employees who retire at the age or apply for retirement can receive retirement benefits, of which employees that reported for duty before March 31, 1998 shall be paid in a maximum of

61 base units of average monthly salary in accordance with the Labor Standards Act and work rules, while employees that reported for duty after April 1, 1998 shall be paid in a maximum of 45 base units of average monthly salary, or the pension fund may be contributed at 6% of the monthly salary and deposited into the personal account opened at the Labor Insurance Bureau based on the Labor Pension Act.

3. Separation Payment: Employees who have served prior to the work rules of Labor Standard Act, and those who have been discharged for a certain period of time or more, can apply for a separation payment according to relative application requirements, with a maximum of 35 base units of average monthly salary.
4. Man Sau Chinese Seniors Club: Retired employees with up to 15 years of service may be members of the Man Sau Chinese Seniors Club.
5. Other benefits such as group insurance and social activities for retired employees.

(V) Loss from labor disputes in the recent years up to the publication of this annual report:

There have been one case arising in 2025, resulting in the loss amounting to NT$550,000. It is impossible to reasonably estimate the possible loss amount that might be incurred by the date of publication of the annual report, as no related cases occurred during the same period.

(VI) Labor inspection results

The finalized punishments for violations against the Labor Standards Act after labor inspection:

Unit: NT$

Date of decision	Decision No.	Violated laws and articles	Contents of Violation	Fine amount
2022/10/03	Fu-Lao-Dong-Zi No. 1110376848	Paragraph 2, Article 11 of the Labor Pension Act	If an employer fails to pay severance pay or retirement pension for the retained seniority in accordance with the average wage at the time of contract termination, it shall be paid within 30 days after the termination of the labor contract.	300,000
2025/6/23	Xin-Bei-Fu-Lao-Jian-Zi No. 1144679426	Violation of Paragraph 6 of Article 30 of the Labor Standards Act	Attendance records shall record the employee’s attendance status daily down to the minute.	80,000

VI. Cyber Security Management

(I) Describe the cyber security risk management framework, cyber security policies, concrete management programs, and investments in resources for cyber security management.

The Company views information security as a core competitive advantage for sustainable operations. Since the establishment of a dedicated information security department in April 2018, we have continued to align with international standards and respond to the FSC's "Financial Information Security Action Plan 2.0" and strive to achieve the goal of "secure, convenient, and uninterrupted" financial services.

1. Alignment with international frameworks: We adopt the NIST Cybersecurity Framework and use the five core aspects of Identify, Protect, Detect, Respond, and Recover as a foundation to fully integrate information security risk management into the entire life cycle of prevention, monitoring, and post-incident response.
2. Board-level supervision: We have established a "Information Security Management Committee" to regularly review implementation effectiveness every six months. An Information Security Advisory Team has been set up under the Board of Directors to provide consultation and education on international trends (such as the impact of emerging technologies) to ensure that the Board can effectively guide information security strategies. We have also formulated an "Information Security Policy," covering confidentiality, integrity, availability, and compliance, which is implemented after approval by the Board, thus fully demonstrating our determination in decision-making and supervision.
3. International standard certifications: To demonstrate our commitment to cloud and data security, we continue to hold ISO 27017 (Information Security Management for Cloud Services) and PCI DSS (Payment Card Industry Data Security Standard) certifications. Furthermore, in 2023, we were the first in the industry to complete the verification of the transition to the new version of ISO/IEC 27001:2022 (Information Security Management System). By the end of 2025, we had completed expanded verification for all administrative departments across the Company, demonstrating integrity and commitment to our customers, partners, and the market to ensure that our management system keeps pace with the times.

(II) Advanced defense and technology application

Facing new types of attacks and digital fraud, the Company adopts "defense-in-depth" and "automated joint defense" strategies to proactively identify and block threats:

1. The Company continues to improve and strengthen the protection against security threats in response to the FSC's "Financial Information Security Action Plan 2.0," thereby ensuring the security, convenience, and continuity of financial services. 24/7 monitoring and drills: We have established a 24/7 Information Security Operations Center (SOC) to monitor risk dynamics in real-time. We regularly conduct white-hat attacks and defenses, DDoS attack simulations, and social engineering drills to verify the practical effectiveness of our defense mechanisms.
2. Intelligent threat detection:
   (1) External detection: We have adopted external counterfeit detection mechanisms to monitor

and immediately take down counterfeit websites and apps to protect customers from fraud.

(2) Border and endpoint protection: We have built next-generation firewalls and advanced Web Application Firewalls (WAFs) to defend against automated bot attacks; internally, we have adopted Endpoint Detection and Response (EDR) protection and whitelist systems to accurately analyze abnormal behavior and prevent unauthorized system changes.

(III) Operational resilience and supply chain management

The Company values risk transfer and supply chain security and builds a resilient cybersecurity ecosystem:

1. Supply chain joint defense: We regularly audit institutions entrusted with processing customer information to ensure outsourced vendors' compliance and risk control capabilities, thereby reducing the risk of data leakage.
2. Crisis response and insurance: We have formulated "Information Security Incident Reporting and Response Operating Procedure" and established a dedicated crisis handling team to conduct regular drills to ensure the timeliness of our response. At the same time, after careful evaluation, we continue to purchase "Information Security Insurance" annually to ensure sound operations through risk transfer mechanisms.
3. Public-private joint defense: We have signed a "Memorandum of Understanding on National Cybersecurity Joint Defense and Intelligence Sharing" with the Investigation Bureau of the Ministry of Justice, cooperated with the Criminal Investigation Bureau on "Financial Anti-Hacking and Anti-Fraud Joint Defense," and regularly proactively feed threat intelligence discovered internally to the Financial Services Information Sharing and Analysis Center (FS-ISAC). By transforming our own defense results into industry early-warning intelligence for financial peers to reference, we implement the spirit of intelligence sharing with actions and build an information security joint defense ecosystem.

(IV) Resource investment and performance review

1. Resource allocation: In 2025, information security expenditures accounted for approximately 9% of total IT spending, ensuring sufficient resources for information security maintenance plans and adhering to the principle of "Security by Design" in the initial stages of business design.
2. Concrete results: Through the implementation of the above control measures, regular computer system security assessments, and KPI reviews, in 2025 and up to the date of the annual report publication, the Company has not experienced any major information security incidents. Additionally, we commissioned an independent third-party organization to evaluate the overall implementation situation, and the results show that the Company's overall information security governance effectiveness is appropriate and effective.

(V) Sustainable operation and digital trust

The Company views information security as a key foundation supporting sustainable operation and digital trust and has integrated it into the Company's ESG and corporate governance framework for overall planning. In terms of governance, through the Board-level information security supervision mechanism and the operation of dedicated units, we ensure that information security risks are included in the Company’s major risk management system. In terms of society, we continue to strengthen the protection of customer personal data and transaction information and safeguard the rights and trust of financial consumers. In terms of environment and operational sustainability, through complete information security protection and business continuity management mechanisms, we reduce the impact of information security incidents on operational stability and ensure the continuous provision of key financial services. In addition to the above, the Company actively responds to competent authorities’ regulatory and disclosure trends in recent years, continuously refines the maturity of information security governance, focuses on Zero Trust Architecture, third-party and supply chain risk management, and pays attention to Post-Quantum Cryptography (PQC) migration issues to enhance information security resilience and operational continuity, thereby strengthening stakeholder trust in the Company’s digital governance, data protection, and sustainable operations.

VII. Important contracts and commitments

Contract Type	Contracting Party	Valid Period	Purpose	Restriction Clause
Major reinsurers and reinsurance contracts	Central Reinsurance Corporation	1970.09.30─	Reinsurance contracts for life, casualty, group and catastrophe insurance policies	None
	Swiss Re Asia Pte. Ltd	1970.09.30─	Reinsurance contracts for life and health insurance policies	
	Munich Reinsurance Company	1975.04.01─	Reinsurance contracts for life, health and casualty insurance policies	
	RGA Reinsurance Company	1998.09.01─	Reinsurance contracts for life and health insurance policies	
	SCOR SE	1998.01.01─	Reinsurance contracts for life and health insurance policies	
	Hannover Rück SE	2003.01.01─	Reinsurance contracts for life and health insurance policies	

Note: If both parties of the reinsurance contracts of life and health insurance are in consent, the contracts will be automatically renewed. Other contracts are one-year contracts.

Five. Review and analysis of financial status and financial performance and risk management

I. Financial Status

Unit: NT$ thousand

Year / Item	2025	2024	Difference		
			Amount	%	
Cash and cash equivalents	$272,887,200	$204,296,686	$68,590,514	33.57	1
Receivable	70,315,309	110,718,541	(40,403,232)	(36.49)	2
Financial assets and loans	7,617,249,250	7,542,291,046	74,958,204	0.99	
Reinsurance assets	2,169,149	2,244,932	(75,783)	(3.38)	
Property and equipment	29,228,934	28,979,380	249,554	0.86	
Intangible assets	20,455,989	22,253,465	(1,797,476)	(8.08)	
Other assets (Note 1)	978,632,376	954,084,784	24,547,592	2.57	
Total assets	8,990,938,207	8,864,868,834	126,069,373	1.42	
Payables	25,315,244	27,668,666	(2,353,422)	(8.51)	
Financial Liabilities	225,430,126	238,339,655	(12,909,529)	(5.42)	
Insurance liabilities, liability adequacy reserve and foreign exchange volatility reserve	7,081,441,327	7,000,299,586	81,141,741	1.16	
Provisions	56,245	56,245	-	-	
Other liabilities (Note 2)	909,665,968	894,007,609	15,658,359	1.75	
Total Liabilities	8,241,908,910	8,160,371,761	81,537,149	1.00	
Capital stock	63,515,274	63,515,274	-	0.00	
Capital surplus	91,914,104	91,938,672	(24,568)	(0.03)	
Retained earnings	680,487,254	617,677,558	62,809,696	10.17	
Other equity	(86,887,335)	(68,634,431)	(18,252,904)	26.59	3
Total equity	749,029,297	704,497,073	44,532,224	6.32	-

Note 1: Other assets include right-of-use assets, deferred tax assets and separate account product assets.

Note 2: Other liabilities include lease liabilities, current income tax liabilities, deferred tax liabilities and separate account product liabilities.

Analysis of increase (decrease) in proportion:

1. The increase in cash and cash equivalents was mainly due to the increase in demand deposits in 2025.
2. The decrease in receivables was mainly due to the decrease in receivables related to foreign investments in 2025.
3. The decrease in other equity items was mainly due to the decrease in other comprehensive income reclassified using the overlay approach in 2025.

II. Financial Performance

Unit: NT$ thousand

Item \ Year	2025	2024	Change in amount	Change in proportion (%)	
Operating income	$736,420,169	$766,221,525	($29,801,356)	(3.89)	
Operating cost	655,522,941	669,028,164	(13,505,223)	(2.02)	
Operating expenses	32,487,541	28,120,641	4,366,900	15.53	1
Operating benefit	48,409,687	69,072,720	(20,663,033)	(29.91)	2
Non-operating income and expenses	2,344,793	2,356,846	(12,053)	(0.51)	
Pre-tax net income of the units in continued business operation	50,754,480	71,429,566	(20,675,086)	(28.94)	
Income tax benefit (expense)	5,820,800	(5,856,729)	11,677,529	199.39	3
Net profit this term of the units in continued business operation	56,575,280	65,572,837	(8,997,557)	(13.72)	
Profit (loss) of the unit discontinued from business operation	-	1,310,472	(1,310,472)	(100.00)	4
Net profit for this year	56,575,280	66,883,309	(10,308,029)	(15.41)	

Analysis of increase (decrease) in proportion:

1. Mainly due to an increase in operating expenses in 2025.
2. Mainly due to the decrease in total operating revenue in 2025.
3. This was mainly due to the income tax benefit generated from changes in deferred income tax in 2025.
4. Mainly attributable to the profit (loss) from discontinued operations arising from the disposal of subsidiary CHL in 2024.

III. Cash flows

(I) Liquidity Analysis

Item \ Year	2025	2024	Change in proportion (%)	
Cash flow ratio (%)	113.65	(61.88)	283.66	1
Cash flow adequacy (%)	(209.50)	(312.86)	33.04	2
Cash reinvestment ratio (%)	1.64	(0.79)	307.53	1

Analysis of increase (decrease) in proportion:

1. Mainly due to higher net cash inflows from operating activities in 2025 compared with 2024.
2. Mainly due to net cash inflows from operating activities in 2025.

(II) Cash Liquidity Analysis for the Next Year

The balance of cash and cash equivalents at the end of 2025 was NT$272.887 billion, with sufficient cash liquidity expected for the Coming Year.

IV. Major capital expenditures in the last year: None.

V. The investment Strategy in the most recent year. Causes for Profits or Losses, Improvement Plans and the Investment Plans for the Coming Year:

The Company reviews and adjusts resource allocation based on the market environment and operating performance of each business entity to improve the efficiency of investments. To strengthen our international presence and operational momentum, we promote the enhancement of talent and management capabilities and deepen cross-border network connections to assist each business entity in establishing a long-term and stable growth foundation. The investment direction for the coming year will focus on consolidating competitiveness in existing markets, enhancing synergistic effects, and evaluating potential investment opportunities based on market conditions. In addition, in coordination with the competent authority's inclusion of "health and welfare businesses" in the scope of insurance-related businesses eligible for insurance industry investment, we will continue to evaluate and seize business opportunities to expand our diversified portfolio and enhance long-term value.

To align with government initiatives encouraging long-term capital investment in domestic public infrastructure, we continue to expand solar power projects through our subsidiary, Cathay Power. We have also invested in a 50% equity stake in Ørsted's Greater Changhua Northwest Offshore Wind Farm project and have committed to invest in a 45% equity stake in Ørsted's Greater Changhua Southwest Offshore Wind Farm project. In the future, we will continue to evaluate opportunities to participate in other public infrastructure investments, including renewable energy, the circular economy, waste treatment, long-term care and senior day care centers, water resources, and data centers, to expand our long-term stable income portfolio.

VI. Risk analysis and evaluation

(I) The impact of changes in interest rates, exchange rates, and inflation on The Company's profit/loss and future countermeasures:

1. Interest rate:

In 2025, with the continuous development of AI and other emerging technology applications and the gradual recovery of the manufacturing sector, the growth of major global economies remained resilient. Taiwan also benefited from strong export performance, with the Directorate-General of Budget, Accounting and Statistics estimating Taiwan's 2025 economic growth rate at 8.6%, a recent high. However, changes in the Trump administration's economic and trade policies led to increased financial market volatility and disrupted the Fed's rate-cutting pace. The Fed cut interest rates by a total of 75 bps throughout the year, and the 10-year U.S. Treasury yield fell by approximately 40 bps within the year. Considering easing inflation and persistent external uncertainties, Taiwan's Central Bank kept policy rates unchanged throughout the year. Trading in the domestic bond market remained light, and overall liquidity stayed abundant, driving the 10-year Taiwan government bond yield gradually lower by approximately 26 bps over the year, with relatively moderate interest rate volatility. Looking ahead to 2026, the market had previously expected major central banks to maintain a relatively accommodative monetary policy stance. However, as geopolitical tensions between the United States and Iran have intensified, triggering a rise in risk-off sentiment, interest rate trends have become significantly more uncertain. It is expected that the pace and timing of Fed rate cuts will need to be re-evaluated based on developments in inflation, employment, and financial markets. Considering that Taiwan's bond market is relatively shallow and interest rate trends are easily influenced by factors such as overseas interest rates, the business cycle, and funding supply and demand, the Company will closely monitor global macroeconomic environment and the policy trends of central banks at home and abroad, evaluate the impact of geopolitical risks on risk-off sentiment, and judge possible scenarios for interest rate changes to flexibly adjust its investment portfolio for the purpose of long-term stable operation.

2. Exchange rate:
In 2025, affected by the uncertainty of the U.S. reciprocal tariff policy, risk-off sentiment in the market rose, thus prompting adjustments in global liquidity conditions. During the year, the pre-stocking of semiconductors and information and communication technology (ICT) products supported Taiwan's export performance, allowing it to hit record highs repeatedly. Additionally, foreign fund inflows into the Taiwanese stock market further fueled market expectations for a stronger New Taiwan dollar (NTD), causing the NTD exchange rate to appreciate sharply. As the Central Bank continued to communicate with the market and adjusted appropriately according to the managed floating exchange rate regime, this helped moderate NTD volatility, with the NTD ultimately appreciating by approximately 4.3% during the year. Looking ahead to 2026, it is expected that financial market sentiment will continue to be swayed by changes in the Trump administration's economic and trade policies. Coupled with unresolved international geopolitical risks and lingering concerns about the U.S. fiscal deficit, this may cause the U.S. dollar to remain volatile, thereby affecting the performance of Asian currencies. Faced with market volatility, the Company will closely monitor the financial market conditions, flexibly adjust its hedging strategies, and strive to manage foreign exchange hedging costs to mitigate the impact of exchange rate volatility on earnings.

3. Inflation:
In 2025, amid declining international crude oil prices, domestic overall inflation cooled significantly. The annual average increase in the Consumer Price Index (CPI) was 1.66%, a five-year low and returning below the Central Bank's 2% warning threshold. Looking ahead to 2026, the intensifying geopolitical conflict between the United States and Iran has increased market concerns over potential disruptions to shipping in the Strait of Hormuz, leading to a significant rise in the risk of international oil price volatility. As a result, uncertainty over the inflation outlook remains. In this regard, the Company will continue to closely monitor geopolitical developments and energy price trends, pay attention to the impact of inflation developments on operations and finance, and adjust relevant response measures in a timely manner to improve its ability to cope with market volatility and maintain operational stability.

(II) Policies governing high-risk and high-leverage investments, loans to others, endorsements and guarantees, and derivatives transactions; major causes of profits or losses; and future countermeasures:

1. The use of the Company's funds complies with applicable laws and regulations. The Company seeks to maximize investment returns while maintaining a prudent and stable investment approach and has not engaged in any high-risk or high-leverage investments.
2. The Company has not provided any endorsements or guarantees to third parties.
3. Derivatives transactions are conducted in accordance with the Regulations Governing Derivatives Transactions Conducted by Insurance Companies for the purposes of hedging and enhancing investment efficiency. Transactions conducted for hedging purposes are intended to reduce the market and credit risks of the Company's assets and mitigate fluctuations in investment income. Transactions conducted to enhance investment efficiency are intended to improve investment returns, provided that the associated risks are adequately controlled. The Company has established investment limits and stop-loss requirements for transactions conducted to enhance investment returns. Profit and loss as well as risk exposures are also evaluated on a daily basis.

(III) Future R & D plans and the budgets on R & D:
Please refer to the contents in Chapter One: I. (IV).

(IV) Financial impacts and measures taken in response to changes in local and foreign regulations:
Corresponding to the event of changes in local regulations in 2025, The Company's relevant response measures are as follows:

1. The Insurance Bureau has clearly stipulated that insurance companies may release liability reserves according to regulations and allocate them to the foreign exchange valuation reserve.
   The Insurance Bureau has formulated the “Adjustment to the Basis for Life Insurance Liability Reserves”, which explicitly allows insurance companies to raise the effective contract liability reserve interest rate for certain insurance products by up to 0.25% (one notch) or to use the 6th Taiwan Standard Ordinary Experience Mortality Table as a basis for releasing liability reserves before December 31, 2025. These released funds may be allocated to the foreign exchange valuation reserve. Additionally, it has adjusted the foreign exchange valuation reserve regulations: insurance companies that apply the aforementioned measures to release liability reserves must increase their annual fixed contribution rate for the foreign exchange valuation reserve by 0.3% and must also allocate 30% of their 2025 pre-tax profit to the foreign exchange valuation reserve. This regulatory change has enabled life insurers to significantly strengthen their foreign exchange valuation reserves through the release of liability reserves, an increase in the fixed contribution rate, and the allocation of 30% of 2025 full-year earnings. The Company applied the aforementioned regulations in June 2025 and applied to increase the foreign exchange valuation reserve by NT$50.85 billion, followed by a further allocation of NT$21.75 billion from 30% full-year pre-tax earnings at the end of 2025. This helps the Company better withstand foreign exchange volatility, enhance the flexibility of foreign exchange risk management, and enable more stable operations.
2. The Insurance Bureau has stipulated the Directions for the Application of Optional Transitional Measures for Capital Resources and Risk Capital of the Insurance Industry
   To assist insurance companies in smoothly implementing the new-generation solvency regime (TIS), the Insurance Bureau has formulated the “Directions for the Application of Optional Transitional Measures for Capital Resources and Risk Capital of the Insurance Industry,” which explicitly states that insurance companies may apply for interest rate risk transitional measures, emerging risk transitional measures, and net assets transitional measures, with an application period of 15 years (2026–2040). Considering that own capital will be valued at fair value and risk capital requirements will be stricter after adoption of the new regime, insurance companies can reduce the impact by applying for these selective transitional measures. Furthermore, the Directions clearly regulate the calculation formulas and adjustment mechanisms for own capital adjustments during the transition period, urging companies to continue strengthening their own capital growth through strategies such as product structure adjustment, investment portfolio optimization, and asset-liability and long-term capital management, so that their capital adequacy ratios meet legal standards after the transition period ends. The Company will comprehensively evaluate the relevant regulations, its capital growth capacity, and market expectations before applying for the applicable selective transitional measures.

(V) Major impact on The Company financial position caused by changes in technology and industry and remedial action:

1. By strengthening the defense system to maintain stable and accident-free operations, the Company has established a dedicated information security unit to comprehensively promote information security governance. Facing external threats, we adopt a proactive defense strategy, regularly conduct various system security tests to strengthen our protection capabilities, and effectively enhance all employees’ information security awareness through continuous education, training, and various information security response drills. This approach helps reduce the risk of hacker intrusions and the leakage of confidential or sensitive customer data from within. Through these rigorous controls, the Company has not experienced any information security incidents that have had a major adverse impact on our finances or business in recent years, clearly demonstrating the effectiveness of our risk management.
2. Strengthening digital resilience and forward-looking cloud compliance: In response to the information security challenges accompanying technological change and the rapid development of digital finance, the Company has established a sound information security risk assessment mechanism and management procedures, and has adopted international standard management

frameworks related to business continuity for verification to ensure and enhance Cathay Life's information security resilience. In addition, in response to the trend of widespread cloud service applications, the Company obtained the "ISO 27017 Cloud Service Information Security Management System" international standard certification as early as 2019. This certification ensures the implementation and integrity of cloud security management policies and measures, effectively supporting the promotion of the Company's digital transformation strategy.

(VI) Major impact of changes in corporate image on crisis management and remedial actions:

The Company and its subsidiaries have long been committed to environmental, social, and governance (ESG) initiatives, with a forward-looking vision to fulfill its responsibility as responsible corporate citizens. In addition to responding to environmental trends, the Company continues to strengthen its brand value through initiatives related to corporate sustainability, health promotion, and digital technology.

Regarding public relations, in addition to cultivating a consistent and trustworthy brand image, the Company proactively monitors information and discussions circulating in the news and on social media through media monitoring and periodic public perception surveys. The Company has also established internal media crisis reporting and response procedures to ensure timely clarification of issues and prompt responses to incidents that may harm the corporate reputation.

(VII) Potential effects and risks associated with mergers and acquisitions and response measures: None.

(VIII) Potential effects and risks associated with expansion in plant capacity and remedial action: None.

(IX) Potential effects and risks associated with the concentration of purchases or sales: None.

(X) Impact and risks brought by significant shareholdings transfer by the Directors, Supervisors, or shareholders with more than 10% ownership, and the remedial actions: None.

(XI) Impacts, risks and response measures associated with a change to the management of the financial holding company: None.

(XII) Litigations or non-contentious matters:

1. For the pursuit of its investment objective in the period of 2003 to 2008, Cathay Life subscribed to shares from Fairfield Sentry Limited, and redeemed the shares as agreed for USD 24,496,798.58. Bernard L. Madoff Investment Securities LLC (Madoff's asset management company), and investee of Fairfield Sentry Limited, was allegedly involved in a Ponzi Scheme, and is in liquidation procedures at BVI (Madoff's asset management company is also in liquidation procedures). The liquidator of Fairfield Sentry Limited and the official receiver of Madoff's asset management company filed a lawsuit against Cathay Life at the United States Bankruptcy Court of New York State in March 2011 and December 2011, respectively. They claimed that Cathay Life must return the proceeds from the redemption of shares to the liquidation panel. The Company has already retained lawyers to defend the charge, and the lawsuits are currently ongoing. Cathay Life and the appointed lawyers believe that these cases will not have a significant adverse impact on Cathay Life's financial position.
2. The Company comprehensively assumed the assets, liabilities, and operations of Global Life Insurance Co., Ltd. (hereinafter referred to as "Global Life") on July 1, 2015. It was discovered that in October of 2003, Global Life purchased from Taipei District Court by way of auction, the following real estates: (1) the second, third, fourth, fifth, and sixth floor of No.50, Sec.1, Zhongxiao West Road, Zhongzheng District, Taipei City, and (2) fifty parking spaces located on the fourth and fifth floor underground in the same building (collectively, the "Real Estate"). The bid was submitted in the name of Chou, Tsai-Fa (the "Defendant"), special assistant of Global Life's then chairman Tseng, Ching-Feng. Subsequent transfer and registration as owner of the Real

Estate were all completed in the name of the Defendant. The Defendant subsequently embezzled the Real Estate, which led to Global Life's claim for the return of the Real Estate and all related rent. On April 30, 2013, the Taipei District Court rendered its judgment in favor of Global Life, holding that Global Life is entitled to NT$1,461,616,737, the proceeds from the auction of the real estate. The judgment was overruled by the Taiwan High Court on June 30, 2015. The Supreme Court has thereafter, on April 21, 2016, overruled the April 30, 2013 Taiwan High Court judgment, and remanded the case to the Taiwan High Court. In the first retrial on June 27, 2018, the Taiwan High Court decided that the Company could not only obtain NT$1,461,616,737 from the real estate auction value but also receive credit of NT$37,007,940. The Supreme Court thereafter, on June 21, 2019, overruled the Taiwan High Court judgment, and remanded the case to the Taiwan High Court. The Taiwan High Court, in its second retrial on August 30, 2022, ruled that the Company could obtain the aforementioned auction proceeds, plus a claim of NT$22,879,972. However, following another appeal by the opposing party, the Supreme Court once again remanded the case for a third retrial on June 13, 2024. It is currently under review in the third retrial at the Taiwan High Court. Cathay Life has already retained lawyers to defend the charge. Both Cathay Life and the lawyers hold that the above-mentioned case will not cause significant impact on Cathay Life's financial position.

(XIII) Other material risks and corresponding measures: None.

VII. Other Major Events:

None.

Six. Special Disclosure

I. For information on affiliates, please refer to the Market Observation Post System (https://mopsov.twse.com.tw/mops/web/t57sb01_q10).

II. Any private placement of securities in the recent years up to the publication of this annual report: None.

III. Other important supplementary information:None.

Seven. Events occurred in the previous year or up to the publication of this annual report, which significantly affect shareholders' equity or price of shares pursuant to Subparagraph 2, Paragraph 3, Article 36 of the Securities and Exchange Act:

The President has resigned, and Executive Vice President Chao-Ting Lin will serve as the acting President.

The Company’s four business concepts

I. Down-to-earth business operation and continuous improvement.

II. Attach importance on business ethics and professional conscience.

III. Attach importance to the rights and interests of the insured and implement corporate social responsibility.

IV. Improve employee benefits and take into account of shareholders’ interests.

Cathay Life Insurance Co., Ltd.

Chairman Ming-Ho Hsiung