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Observation Post System (<https://mops.twse.com.tw>)  
and on the Bank's Website (<https://www.ubot.com.tw>)

The English version of annual report is a brief  
translation and is not part of official document  
of the shareholder's meeting.

The Chinese version shall prevail if there is  
any difference between these two.

# 2024 Annual Report



SUNG, SHIH-SHENG

Authorized by Union Culture Foundation



## **I. Spokesman**

Name: Mr. Yanger Yang / Title: Senior Executive Vice President

Tel.: (02) 2718-0001

E-mail: Yanger\_Yang@ubot.com.tw

## **Second Spokesman**

Name: Ms. Jane Lu / Title: Senior Executive Vice President

Tel.: (02) 2718-0001

E-mail: Jane\_Lu@ubot.com.tw

## **II. Head Office/Domestic Branch, address, and telephone:**

Please refer to Page 189 ~ 192

## **III. Stock Registration Office**

Name: MasterLink Securities Corp.

Homepage: <http://www.masterlink.com.tw>

Address: B1, No.35, Ln. 11, Guangfu N. Rd., Taipei City, Taiwan

Tel.: (02) 2768-6668

## **IV. Credit Ratings Institution**

Name: Taiwan Ratings Corp.

Homepage: <http://www.taiwanratings.com.tw>

Address: 2F, No. 167, Dunhua N. Rd., Taipei City, Taiwan

Tel.: (02) 2175-6800

## **V. CPA for Financial Statement Auditing**

Name: Mr. Kuan-Hao Lee / Mr. Jiun-Hung Shih

Company: Deloitte & Touche

Homepage: <http://www.deloitte.com.tw>

Address: 20F, No.100, Songren Rd., Xinyi Dist., Taipei City, Taiwan

Tel.: (02) 2725-9988

## **VI. Offshore marketable securities exchange company and transaction information: None**

## **VII. Homepage: <http://www.ubot.com.tw>**

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### **1. Results of Operation for 2024**

#### **(1) Foreign & Domestic Financial Environment**

Looking back on 2024, although the global economy continues to face challenges, central banks of various countries have maintained a tight monetary policy to suppress inflation. Although the pressure of inflation has eased compared to that in 2023, it has caused an increase in corporate financing costs, particularly for companies that rely on foreign capital or cross-border supply chains, and the pressure of capital scheduling has increased significantly. In response to the international trend and domestic economic situation, the Central Bank of Taiwan maintained the interest rates unchanged during the first half of 2024, which drove the steady growth of the deposit and loan balance of the banking industry, and the return of Taiwanese business operators to Taiwan. In addition, the government's promotion of the development of semiconductor and green energy industries further supports corporate financing needs, and the banking industry continues to benefit from such positive impact.

#### **(2) Changes in Bank Organization**

The number of domestic branches reached 90 in 2024. There are two overseas representative offices of Union Bank of Taiwan: the Ho Chi Minh Representative Office and the Hanoi Representative Office.

#### **(3) Business Plan, Results of Operations and Budget Execution Status**

Through the concerted effort of all employees, we made excellent performance in all key performance indicators (KPIs) in 2024. With regard to profitability, the Bank reported an after-tax net income of NT\$ 5.215 billion for the year ended Dec. 31, 2024, earnings per share (EPS) was NT\$ 1.16, return on assets (ROA) was 0.55%, and return on equity (ROE) was 7.47%. In terms of asset quality, the Bank was able to maintain sound asset quality, reporting an NPL ratio of 0.22% and bad debt coverage ratio of 537.01%.

Over the years, Union Bank of Taiwan (referred to as the “Bank” or “UBOT”) has been promoting different types of business upon an operational strategy featuring steady growth and local cultivation. On December 12, 2024, Taiwan Ratings Corporation awarded the Bank for the long- and short-term issuer credit rating of “twA+” and “twA-1” respectively, and the outlook on the long-term rating is “stable”. According to the rating report of Taiwan Ratings Corporation, we have strong capital



## **Letter to Shareholders**

power, prudent capital policy and appropriate risk control, and it is expected that the Bank is able to maintain a stable credit structure for the next two years.

### **(4) Revenue/Expenditure and Profitability**

In 2024, the net interest income was NT\$8.366 billion, the non-interest income was NT\$8.661 billion, and the net revenue was NT\$17.027 billion. After deducting net bad debt expenses totaling NT\$1.067 billion and operating expenses totaling NT\$9.846 billion, the net income before and after tax was NT\$6.114 billion and NT\$5.215 billion respectively.

## **2. Credit Rating**

Rating Agency	Date of Rating	Rating Results		Outlook
Taiwan Ratings Corporation	December 12, 2024	Long-Term: twA+	Short-Term: twA-1	Stable
Standard & Poor's Corp.	January 17, 2025	Long-Term: BBB	Short-Term: A-2	Stable

## **3. 2025 Business Plan**

### **(1) Operating plan and important operating policy**

Actively expand the scale of various businesses with innovative and competitive services. In terms of business objectives, the Group adheres to the spirit of localized service to establish long-term relationship with customers and create win-win value:

#### **1. Deposit business**

The Bank will increase the deposit scale by collaborating with external ATM and convenience stores to enhance the visibility and convenience of the Bank. Meanwhile, we will also enhance our business dealings with partners and convenience franchise stores to expand the source of deposits.

#### **2. Corporate banking business**

The Bank has actively undertaken large-scale quality corporate loans (such as companies with Class 1~5 rating by TCRI) and has strengthened the income and risk control. For high-risk credit cases, the Bank also increases service charges and strengthens credit management. In terms of foreign exchange, the

## **Letter to Shareholders**

foreign exchange promotion team supports branch offices to promote foreign currency services, optimizes the foreign exchange system and organizes practical training courses. Moreover, establishment of overseas branches is also promoted. For the bill and bond business, we focus on large-scale enterprises and high self-reliance loans, in order to expand the sources of income such as customer bills and RP, and our position in the bill and bond market is also maintained.

### **3. Consumer banking business**

In response to the Central Bank's policy, we focus on the financing of existing mortgage cases and non-home purchase loans along with the increase of interest rates and service charges. The management of high RW cases is also enhanced. Furthermore, we promote online loan increase services such as SMS and EDM, and strengthen the customer maintenance and financial loan AO training. As for car loan business, we continue to develop new projects and integrate online application procedures, in order to improve service efficiency and business volume.

### **4. Credit card business**

We will introduce differentiated card benefits and will also release new products to attract new customers and maintain market share. Meanwhile, we will enhance the digital platform and transaction security, strengthen channel cooperation, expand the amounts of credit cards and consumer spending. Furthermore, we will adjust our risk management strategy according to Basel III.

### **5. Wealth management, insurance agencies, and trusts**

The Bank will introduce new products such as bonds, multi-funds, and structured notes, introduce the foreign stock/ETF day trading circular fund function, and establish an overseas bond online trading system, in order to improve customers' financial experience and platform convenience. We will strengthen financial advisors' training and professional recruitment, and strengthen professional investors management. In response to the aging trend, we will promote high protection of life insurance and retirement programs and insurance trust, in order to achieve comprehensive trust and inclusive financing.

## **Letter to Shareholders**

### 6. Digital banking service

Personal electronic banking: Optimize operating interface and process, provide new foreign exchange service functions, and enhance the financial friendly environment and bilingual services. Corporate online banking: Strengthen the anti-fraud mechanism, improve the risk management process, and optimize the trading interface to improve user experience. New New Bank: Expand the cross-selling and online service functions for customers, and integrate the video conferencing and physical channels to strengthen the integration of virtual and physical resources. In terms of marketing, we will improve the brand image through social media such as YouTube and DCard, in order to communicate with young people.

### (2) Channel Development

1. Apart from 90 business locations in Taiwan, we will continue to proactively expand overseas presence and operation basis to provide customers with international financial services.
2. The Bank has expanded our ATM service network to offer customers more convenient services and through which we hope to enhance our corporate image and reputation. As of 2024, the Bank has installed a total 426 ATMs to service our clients.

### (3) The Bank's 2025 business goals

1.

Business	Business Goals of 2025
Deposits	NT\$ 849.82 billion by year end
Loans(excluding credit cards)	NT\$ 628.77 billion by year end
Foreign exchange turnover	US\$ 10.538 billion
2. Improvement in business performance targets: In complying the BASEL rules, UBOT maintains its capital adequacy level to meet the standards of the competent authority in the ratios of different categories of capital, the stable sources of capital and high quality liquidable assets to meet the net stable fund ratio (NSFR) and the liquidity coverage ratio (LCR).





### 4. External Factors and Future Development Strategies

Looking ahead to 2025, the market generally expects the Federal Reserve (FED) in the U.S. to cut interest rates during the second half of the year. However, interest rates may remain relatively high, which may support the spread of interest rates and revenues. As the government continues to promote public construction and corporate investments, the scale of loans of the banking industry is expected to grow steadily. However, it is necessary to pay attention to the uncertainty of the global economy, such as the Russo-Ukrainian War, the US-China tech war, the slowdown of economic growth in the US and Europe, and the default risk of the real estate market in China, etc., in order to avoid the impact of overseas exposure on the Bank's asset quality. In addition, the international supervisory authority has strengthened capital adequacy and risk management requirements, such that the banking industry must actively adjust the business strategies and maintain profitability stability by developing digital finance, green finance and diverse financial products, in order to maintain stable profit and sound business management. In general, in 2025, the banking industry still has the growth momentum; nevertheless, the Bank must respond to market changes prudently to ensure financial stability and operational resilience.

Yours sincerely,

董事長    
Chairman Jeff Lin (Hong-Lien Lin)

總經理    
President Wei-Wen Hsu



# Corporate Governance

## 1. Information on Directors, Supervisors, and Executive Officers

(1) Directors and Supervisors

(1) General Information

Shares Holding Recordation Date: March 31, 2025

Unit: Shares ; %:

Title	Name/Gender /Nationality T: Taiwan	Age	Date of Elected	Term	Date of Initial Appointment	Shareholding at Appt. (Common Stock / Preferred Stock) Note2		Current Shareholding (Common Stock / Preferred Stock)		Current Shareholding of Spouse & Minor Children (Common Stock / Preferred Stock)		Shareholding Under Other's Title (Common Stock / Preferred Stock)		Experience & Qualification	Current Positions in the Bank and Other Company	Other Executive Officers, Directors or Supervisors Are Spouse or Within Second-degree Relatives of Consanguinity to Each Other		
						Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio			Title	Name	Relation
Chairman	Union Investment Co., Ltd. Representative: Jeff Lin (Hong- Lien Lin) /M/T	60-69	2024.06.14	3 Yrs	1991.12.10	5,902,240/ 10,000,000	0.14/ 0.25	6,315,396/ 10,000,000	0.14/ 0.23	8,577,465	0.20	-	-	Master Degree of National Taiwan University; President of UBOT	Supervisor of Union Recreation Enterprise Co., Ltd.; Shareholder of Yuyu Holdings Co., Ltd; Director of Lin Rong San Co. Ltd; Shareholder of Union Investment Co., Ltd; Supervisor of Yuyu Holdings Co., Ltd; Supervisor of Lianhe Investment Co., Ltd.; Supervisor of Union Holding Co., Ltd.; Director of Jianchang Asset Co., Ltd. Supervisor of Union Construction Enterprise Co., Ltd.	None	None	None
Independent Managing Director	Yao-Hsien Lee /M/T	70-79	2024.06.14	3 Yrs	2024.06.14	-	-	-	-	-	-	-	-	Graduated from Feng Chia University Manager of Union Bills Finance Corporation Manager of Bills Finance Department, Union Bank of Taiwan	None	None	None	None

## Corporate Governance

Title	Name/Gender /Nationality T: Taiwan	Age	Date of Elected	Term	Date of Initial Appointment	Shareholding at Appt. (Common Stock / Preferred Stock) Note2		Current Shareholding (Common Stock / Preferred Stock)		Current Shareholding of Spouse & Minor Children (Common Stock / Preferred Stock)		Shareholding Under Other's Title (Common Stock / Preferred Stock)		Experience & Qualification	Current Positions in the Bank and Other Company	Other Executive Officers, Directors or Supervisors Are Spouse or Within Second-degree Relatives of Consanguinity to Each Other		
						Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio			Title	Name	Relation
Independent Director	Tzung Hang Lee /M/T	60-69	2024.06.14	3 Yrs	2021.07.20	-	-	-	-	-	-	-	-	PhD of Michigan University, Members of the Board of Examiners; Visiting Scholar of University of Manchester; Professor and College Dean of Tamkang University		None	None	None
Independent Director	Lin-Yu Fan /F/T	70-79	2024.06.14	3 Yrs	2021.07.20	-	-	-	-	-	-	-	-	City University of Seattle; VP of Fuh Hwa Securities Investment Trust Co., Ltd; Executive Chairman of Jian Fuh Hwa Securities Investment Trust Co., Ltd; Director of Union Insurance Co., Ltd.		None	None	None
Managing Director	Chen-Chern Investment Co., Representative: Zhen-Xong Jiang /M/T	80-89	2024.06.14	3 Yrs	1991.12.10	179,147,027/4,245,959	4.5/0.10	191,687,318/4,245,959	4.51/0.99	2,338,650	0.05	-	-	National Defense Medical School; Commissioner of International Rot Club; Managing Director of Union Optronics Corp.; Supervisor of Union Bills Finance Corporation		None	None	None



## Corporate Governance

Title	Name/Gender /Nationality T: Taiwan	Age	Date of Elected	Term	Date of Initial Appointment	Shareholding at Appt. (Common Stock / Preferred Stock) Note2		Current Shareholding (Common Stock / Preferred Stock)		Current Shareholding of Spouse & Minor Children (Common Stock / Preferred Stock)		Shareholding Under Other's Title (Common Stock / Preferred Stock)		Experience & Qualification	Current Positions in the Bank and Other Company	Other Executive Officers, Directors or Supervisors Are Spouse or Within Second-degree Relatives of Consanguinity to Each Other		
						Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio			Title	Name	Relation
Director	Union Investment Co., Ltd. Representative: Wen-Ming Li /M/T	60-69	2024.06.14	3 Yrs	2021.07.20	5,902,240/ 10,000,000	0.14/ 0.25	6,315,396/ 10,000,000	0.14/ 0.23	232,400	-	-	-	Chung Yuan Christian University; Managing Director of Cosmos Foreign Exchange Intl. Co., Ltd.	Supervisor of Union Dyeing and Finishing Co., Ltd.; Managing Director of Cosmos Foreign Exchange Intl. Co., Ltd.; Chairman of One Two Three Life Technology Co., Ltd.; Director of Yuyu International Investment Co., Ltd.; Director of Union Investment Co., Ltd.; Director of Lung Shan Lin Construction Co., Ltd.; Chairman of JP Morgan-Union Assets Management Co., Ltd.; Chairman of Yuyu Holding Co., Ltd.; Supervisor of Lin Rong San Co., Ltd; Chairman of Union Holding Co., Ltd.; Chairman of Lianhe Investment Co., Ltd.; Supervisor of Jianyuan Investment Co., Ltd.; Supervisor of Tiansheng Investment Co., Ltd.; Supervisor of Kunzhe Investment Co., Ltd.; Supervisor of Jincheng Assets Co., Ltd.; Chairman of Haotian Investment Co., Ltd. Supervisor of Xinghao Investment Co., Ltd.;	None	None	None

## Corporate Governance

Title	Name/Gender /Nationality T: Taiwan	Age	Date of Elected	Term	Date of Initial Appointment	Shareholding at Appt. (Common Stock / Preferred Stock) Note2		Current Shareholding (Common Stock / Preferred Stock)		Current Shareholding of Spouse & Minor Children (Common Stock / Preferred Stock)		Shareholding Under Other's Title (Common Stock / Preferred Stock)		Experience & Qualification	Current Positions in the Bank and Other Company	Other Executive Officers, Directors or Supervisors Are Spouse or Within Second-degree Relatives of Consanguinity to Each Other		
						Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio			Title	Name	Relation
															Supervisor of Ji Hao Investment Co., Ltd.; Supervisor of Jiachuang Investment Co., Ltd.; Supervisor of Yuan Ping Investment Co., Ltd.; Supervisor of Yuan Gao Investment Co., Ltd. Supervisor of Bo II Co., Ltd.; Supervisor of Du Shin Co., Ltd.; Director of Union Optronics Corp; Supervisor of Union Securities Investment Trust Co., Ltd.; Chairman of Tsong Li Investment Co., Ltd.; Chairman of Chuang Sheng Investment Co., Ltd.; Chairman of Hi-Life International Co., Ltd.; Partner of No. 4721 branch of Hi-Life International Co., Ltd.			
Director	Yu-Pang Co., Ltd. Representative: Hir-Ming Shieh /M/T	50-59	2024.06.14	3 Yrs	2024.06.14	54,409,095	1.36	58,217,731	1.36	2150 /718	-	-	-	PhD., National Cheng Kung University President of Union Optronics Corp. Director of Union Optronics Corp. Executive Director of Laser Application Development Association	Chairman of Wiseome Inc. Co., Ltd.; Director of Union Optronics Corp	None	None	None



## Corporate Governance

Title	Name/Gender /Nationality T: Taiwan	Age	Date of Elected	Term	Date of Initial Appointment	Shareholding at Appt. (Common Stock / Preferred Stock) Note2		Current Shareholding (Common Stock / Preferred Stock)		Current Shareholding of Spouse & Minor Children (Common Stock / Preferred Stock)		Shareholding Under Other's Title (Common Stock / Preferred Stock)		Experience & Qualification	Current Positions in the Bank and Other Company	Other Executive Officers, Directors or Supervisors Are Spouse or Within Second-degree Relatives of Consanguinity to Each Other		
						Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio			Title	Name	Relation
Director	Her-Man Tu, /M/T	70-79	2024.06.14	3 Yrs	2021.07.20	421,816	0.01	452,595	0.01	-	-	-	-	Chinese Culture University; SEVP of UBOT; Director of Union Securities Investment Trust Co., Ltd.; Supervisor of Union Finance & Leasing (Intl) Corp.	Chairman of Union Securities Investment Trust Co., Ltd.; Chairman of Union Private Equity Co., Ltd;	None	None	None
Director	Pai-Sheng Investment Co., Ltd. Representative: Si-Yong Lin /M/T	70-79	2024.06.14	3 Yrs	1991.12.10	190,540,508/ 8,167,281	4.78/ 0.20	203,878,343/ 8,167,281	4.79/ 0.19	2,687,661	0.06	-	-	National Taiwan Normal University; Director of Hong-Bung Construction Enterprise Co., Ltd.	Chairman of Union Dyeing and Finishing Co., Ltd.; Chairman of Yeh-Shan Construction Co., Ltd.; Chairman of GreenIsland Hotel Co., Ltd.; Chairman of Jen-Yo Investment Co. Ltd.; Chairman of Sun-Che Investment Co., Ltd.; Supervisor of RSL Enterprise Co., Ltd.; Director of Hi-Life International Co., Ltd.; Supervisor of Lung Shan Lin Realstate Mgmt Corp.; Director of Hong-Bung Construction Enterprise Co., Ltd.; Director & Manager of Hong-Bung Construction Enterprise Co., Ltd.; Chairman of Hong Yu Construction Enterprise Co., Ltd.; Supervisor of Heng Chang Investment Co., Ltd.;	None	None	None

## Corporate Governance

Title	Name/Gender /Nationality T: Taiwan	Age	Date of Elected	Term	Date of Initial Appointment	Shareholding at Appt. (Common Stock / Preferred Stock) Note2		Current Shareholding (Common Stock / Preferred Stock)		Current Shareholding of Spouse & Minor Children (Common Stock / Preferred Stock)		Shareholding Under Other's Title (Common Stock / Preferred Stock)		Experience & Qualification	Current Positions in the Bank and Other Company	Other Executive Officers, Directors or Supervisors Are Spouse or Within Second-degree Relatives of Consanguinity to Each Other		
						Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio			Title	Name	Relation
															Chairman of Kang Hong Investment Co., Ltd ; Supervisor of Xinkang Investment; Supervisor of Biokang Investment Co., Ltd. Supervisor Bao Yu Investment Co., Ltd.; Supervisor of Dawei Investment Co., Ltd.; Supervisor of Song-Mai Investment Co., Ltd; Chairman of Kuo-Sheng investment Co., Ltd ; Chairman of Hong Bai Investment Co., Ltd ; Chairman of Hong Ju Investment Co., Ltd; Chairman of Pai-Sheng Investment Co., Ltd.; Chairman of Ju-Bao Investment Co., Ltd. Chairman of Rong San Lin Enterprise Co., Director of Union Realestate Mgn t. Corp.; Chairman of Banglon Construction Co., Ltd.; Chairman of Yuan Ping Investment Co., Ltd. Director of Union Optronics Corp.			

Note: "The chairman and general manager or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship.": None.



## Corporate Governance

### (2) Major Institutional Shareholders

March 31, 2025

Name of Shareholder	Major Shareholders of Institutional Shareholder
Yu-Pang Co., Ltd.	Lin Rong San Co., Ltd. (100%)
Union Investment Co., Ltd.	Jeff Lin (66.66%), Tien-Li Lin-Chao (24%)
Chen-Chern Investment Co., Ltd.	Lian-he Investment Co., Ltd. (100%)
Pai-Sheng Investment Co., Ltd.	Lian-he Investment Co., Ltd. (100%)

### (3) Major Shareholders of Institutional Shareholders

March 31, 2025

Name of Institution	Major Shareholders of Institutional
Lin Rong San Co., Ltd.	Union Bank of Taiwan Co., Ltd. (shareholding ratio of 16.66%), Yuyu Holdings Co., Ltd. (shareholding ratio of 16.66%), Hande International Investment Co., Ltd. (shareholding ratio of 16.66%), Hongbang International Investment Co., Ltd. (shareholding ratio of 16.66%), Yaoxin Investment Co., Ltd. (shareholding ratio of 16.66%), and Rong San Lin Investment Co., Ltd. (shareholding ratio of 16.66%)
Lianhe Investment Co., Ltd.	Hong-Lien Lin (shareholding ratio of 90%) and Tien-Li Lin-Chao (shareholding ratio of 10%)

## Corporate Governance

### (4) Professional qualifications and independence analysis of directors and supervisors

Requirement Name	Professional designation and experience	Status of independence	Number of companies where the Independent Director holds concurrent position as Independent Director
Jeff Lin	<p>Specialized in operation judgment and corporate management, seasoned in banking industry and knowledgeable of the industry and international market.</p> <p>Major experience includes the Director, Vice President, President of Union Bank of Taiwan. UBOT has obtained the written declaration of the Directors that nothing in connection with Article 30 of the Company Act is application to the Bank.</p>	<p>1. Not an employee of the Bank or its affiliates.</p> <p>2. Not a spouse or relative within the second degree of kinship of any other director.</p> <p>3. Other concurrent positions with other companies are exhibited in the profiles of the Directors. As assessed, the function of the concurrent positions poses no conflict of interest with their function at UBOT or defiance of the internal control of respective companies of concurrent positions.</p>	0



## Corporate Governance

Zhen-Xong Jiang	<p>Specialized in operation judgment and corporate management.</p> <p>Major experience includes Director-General of Rotary District 3482, Executive Director of UBOT, Supervisor of UBOT Bills Finance Corporation, and Executive Director of Union Optronics Corp.</p> <p>UBOT has obtained the written declaration of the Directors that nothing in connection with Article 30 of the Company Act is application to the Bank.</p>	<p>1. Not an employee of the Bank or its affiliates.</p> <p>2. Not a spouse or relative within the second degree of kinship of any other director.</p>	0
Yao-Hsien Lee	<p>Specialized in operation judgment and corporate management, seasoned in banking industry and knowledgeable of the industry and international market.</p> <p>Major experience includes Manager of Union Bills Finance Corporation, and manager of Bills Finance Department, Union Bank of Taiwan.</p> <p>UBOT has obtained the written declaration of the Directors that nothing in connection with Article 30 of the Company Act is application to the Bank.</p>	<p>UBOT has obtained the written declaration of the Directors, None of the following circumstances in connection with the direct and indirect conflict of interest with the Banks as stated in “Regulations Governing the Appointment of Independent Directors and Compliance Matters for Public Companies” is</p>	0

## Corporate Governance

Tzung-Hang Lee	<p>Specialized in information technology, eCommerce, and digital economics. Major experience includes member of the Examination Board at Examination Yuan, visiting scholar at Manchester University in the UK, professor of mechanical and electrical engineering at Tamkang University. UBOT has obtained the written declaration of the Directors that nothing in connection with Article 30 of the Company Act is application to the Bank.</p>	<p>assured:</p> <p>1. An employee, director, or supervisor of the Bank and its affiliates who is a director or the director's spouse, relative within the second degree of kinship or direct blood relative within the third degree of kinship, or a natural person shareholder who holds 1% or more of the</p>	0
Lin-Yu Fan	<p>Seasoned veteran in banking industry and knowledgeable of the industry and international market. Major experience includes Vice President of Fuhwa Securities, Executioner Chairperson of Fuhwa Securities Investment Trust, Resident Director at Union Insurance Company, President of Union Securities Investment Trust. UBOT has obtained the written declaration of the Directors that nothing in connection with Article 30 of the Company Act is application to the Bank.</p>	<p>total number of issued shares of the Bank, or ranks among the top ten in shareholdings.</p> <p>2. A director, supervisor, or employee of a corporate shareholder that directly holds 5% or more of the total number of issued shares of the Bank, or that ranks among the top five in shareholdings, or that designates its representative to serve as a director or supervisor of the Bank under Paragraph 1 or 2, Article 27 of the Company Act.</p> <p>3. If a majority of the Bank's director seats or voting shares and those of</p>	0



## **Corporate Governance**

		<p>any other company are controlled by the same person: a director, supervisor, or employee of that other company.</p> <p>4. If the chairman, president, or person holding an equivalent position of the Bank and a person in any of those positions at another company or institution are the same person or are spouses: a director (or governor), supervisor, or employee of that other company or institution.</p> <p>5. A director (or governor), supervisor, managerial officers, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Bank.</p> <p>6. A professional individual who, or an owner, partner, director (or governor), supervisor, or managerial officer's spouse of a professional,</p>	
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## Corporate Governance

		sole proprietorship, partnership, company, or institution that, provides auditing services to the company or any affiliate of the company, or that provides commercial, legal, financial, accounting or related services to the Bank or any affiliate of the Bank for which the provider in the past 2 years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof.	
Hir-Ming Shieh	<p>Specialized in information technology, business management, and professional leadership decision-making.</p> <p>Main experience is President of Union Optronics Corp., Director of Union Optronics Corp., and Executive Director of Laser Application Development Association.</p> <p>UBOT has obtained the written declaration of the Directors that nothing in connection with Article 30 of the Company Act is application to the Bank.</p>	<p>1. Not an employee of the Bank or its affiliates.</p> <p>2. Not a spouse or relative within the second degree of kinship of any other director.</p>	0



## Corporate Governance

Si-Yong Lin	<p>Specialized in leadership and administrative management.</p> <p>Major experience includes Director of Hon Bun Construction Enterprise Co., Ltd., Director of UBOT, and Director of Union Optronics Corp.</p> <p>UBOT has obtained the written declaration of the Directors that nothing in connection with Article 30 of the Company Act is application to the Bank.</p>	<p>1. Not an employee of the Bank or its affiliates.</p> <p>2. Not a spouse or relative within the second degree of kinship of any other director.</p> <p>3. Other concurrent positions with other companies are exhibited in the profiles of the Directors. As assessed, the function of the concurrent positions poses no conflict of interest with their function at UBOT or defiance of the internal control of respective companies of concurrent positions.</p>	0
Wen-Ming Li	<p>Specialized in leadership and administrative management.</p> <p>Major experience includes professional staff at Formosa Chemicals &amp; Fiber Corporation, senior professional staff at Union Construction Enterprise Co., Ltd., Executive Director of Cosmos International Money Brokers Limited Direct pf Cosmos foreign exchange international Co. ltd</p> <p>The Bank has obtained the written declaration of the Directors that nothing in connection with Article 30 of the Company Act is application to the Bank.</p>	<p>1. Not an employee of the Bank or its affiliates.</p> <p>2. Not a spouse or relative within the second degree of kinship of any other director.</p> <p>3. Other concurrent positions with other companies are exhibited in the profiles of the Directors. As assessed, the function of the concurrent positions poses no conflict of interest with their</p>	0

## Corporate Governance

		function at UBOT or defiance of the internal control of respective companies of concurrent positions.	
Her-Man Tu	<p>Seasoned veteran in banking industry and knowledgeable of the industry and international market.</p> <p>Major experience includes Vice President, Senior Vice President of UBOT, Director of Union Securities Investment Trust, Supervisor of Union International Leasing Co., Ltd.</p> <p>UBOT has obtained the written declaration of the Directors that nothing in connection with Article 30 of the Company Act is application to the Bank.</p>	<p>1. Not an employee of the Bank or its affiliates.</p> <p>2. Not a spouse or relative within the second degree of kinship of any other director.</p> <p>3. Other concurrent positions with other companies are exhibited in the profiles of the Directors. As assessed, the function of the concurrent positions poses no conflict of interest with their function at UBOT or defiance of the internal control of respective companies of concurrent positions.</p>	0



## Corporate Governance

### Diversity and Independence of the directors and supervisors

Name	Nationality	Gender	Professional designation and experience						
			Diversified core program						
			Operation judgement	Corporate management	Finance and accounting	Industry and academic knowledge	International view of market	Leadership and decision-making	Risk management
Jeff Lin	Republic of China	Male	V	V	V	V	V	V	V
Zhen-Xong Jiang	Republic of China	Male	V	V		V	V	V	
Yao-Hsien Lee	Republic of China	Male	V	V	V	V	V	V	V
Tzung-Hang Lee	Republic of China	Male	V			V	V	V	
Lin-Yu Fan	Republic of China	Female	V	V		V	V	V	V
Hir-Ming Shieh	Republic of China	Male	V	V		V	V	V	V
Si-Yong Lin	Republic of China	Male	V	V	V	V	V	V	
Wen-Ming Li	Republic of China	Male	V	V		V	V	V	
Her-Man Tu	Republic of China	Male	V	V	V	V	V	V	V

#### (1) Diversity of the directors and supervisors

The substantive policy objective of diversity at UBOT and the attainment:

The members of the Board shall be disciplined with different professional knowledge and skills, or in both genders at different ages:

The Board shall be capable of the following for achieving the ideal goal of corporate governance: operation judgement, corporate management, finance and accounting, industry and academic knowledge, international view of market, leadership and decision-making, and risk management. At least 3 Directors of the Board have developed any of the above capabilities and skills. Individual members of the Board has developed at least 4 of the above 7 capabilities and skills. The professional designation of the members of the Board is specified to the above table. This indicated the accomplishment of the objective of diversity in professional knowledge.

In addition, UBOT also values the equality of gender of the Board. There is at least 1 female director since the beginning of the board, which accounted for 11.1% of the total seats. The objective of gender diversity has been achieved. Currently, there is 1 female director, accounting for

## Corporate Governance

11.11% of the Board of Directors, and complying with the Bank's planning. However, in order to strengthen the diversity of the Board of Directors, the proportion of female directors will be gradually increased in the future, and the ideal goal is to reach more than 1/3 of the total number of directors.

For the age distribution among the members of Board, 1 is at the age of 50-59(11.1%), 3 are at the age of 60-69 (33.3%), 4 is at the age of 70-79(44.5%), 1 is at the age of 80-89 (11.1%). The objective of diversity in age distribution has been achieved.

For the term of office of the current Board members, there are three directors with more than 20 years of term of office (33.3%), and six directors with less than five years of term of office (66.7%). The average term of office is 12.93 years.

- (2) Independence of the Board: Independent Directors occupied 3 seats of the Directors at the ratio of 33.3%. Two Independent Directors are at their 2nd terms and 1 has just assumed office in June 2024.

To fortify the independence of the Board, UBOT limited the tenure of Independent Directors of no more than 3 terms of office from the 11th Board of Directors onward.

None of the Bank's independent directors are concurrently serving as independent directors in other public companies.

- (3) Diversity, complementation and pursuit: The policy of diversity will be subject to revision in line with the operation of the Board, the mode of operation, and development need, including but not limiting to the standard of the 2 aspects of fundamental requirement and value, professional knowledge and skills for assuring the members of the Board are disciplined with the kinds of knowledge, skills and accomplishment necessary for performing their duties.

### (5) Director and Supervisors' Training Records

Title	Name	Date of Training		Organizer	Course Name	Hours	Has the Director or Supervisor Met the Training Requirements <sup>Note</sup>
		From	To				
Chairman	Jeff Lin	2024.06.17	2024.06.17	Taiwan Academy of Banking and Finance	Corporate Governance Seminar (Influential Investment and SDGs Implementation)	3	Yes
Chairman	Jeff Lin	2024.11.18	2024.11.18	Taiwan Academy of Banking and Finance	Corporate Governance Seminar (Adoption of IFRS Sustainability Disclosure Standards S1 and S2)	3	Yes

## Corporate Governance

Title	Name	Date of Training		Organizer	Course Name	Hours	Has the Director or Supervisor Met the Training Requirements <sup>Note</sup>
		From	To				
Independent Managing Director	Yao-Hsien Lee	2024.06.17	2024.06.17	Taiwan Academy of Banking and Finance	Corporate Governance Seminar (Influential Investment and SDGs Implementation)	3	Yes
Independent Managing Director	Yao-Hsien Lee	2024.08.27	2024.08.27	Taiwan Academy of Banking and Finance	Corporate Governance Seminar (Impact of Credit Risk Internal Evaluation Approach (IRB Approach))	3	Yes
Independent Managing Director	Yao-Hsien Lee	2024.10.01	2024.10.01	Taiwan Academy of Banking and Finance	Corporate Governance Seminar (Analysis of Important Practical Decisions on Corporate Governance)	3	Yes
Independent Managing Director	Yao-Hsien Lee	2024.11.18	2024.11.18	Taiwan Academy of Banking and Finance	Corporate Governance Seminar (Adoption of IFRS Sustainability Disclosure Standards S1 and S2)	3	Yes
Managing Director	Zhen-Xong Jiang	2024.06.17	2024.06.17	Taiwan Academy of Banking and Finance	Corporate Governance Seminar (Influential Investment and SDGs Implementation)	3	Yes
Managing Director	Zhen-Xong Jiang	2024.11.18	2024.11.18	Taiwan Academy of Banking and Finance	Corporate Governance Seminar (Adoption of IFRS Sustainability Disclosure Standards S1 and S2)	3	Yes



## **Corporate Governance**

Title	Name	Date of Training		Organizer	Course Name	Hours	Has the Director or Supervisor Met the Training Requirements <sup>Note</sup>
		From	To				
Independent Director	Tzung-Hang Lee	2024.06.17	2024.06.17	Taiwan Academy of Banking and Finance.	Corporate Governance Seminar (Influential Investment and SDGs Implementation)	3	Yes
Independent Director	Tzung-Hang Lee	2024.11.18	2024.11.18	Taiwan Academy of Banking and Finance	Corporate Governance Seminar (Adoption of IFRS Sustainability Disclosure Standards S1 and S2)	3	Yes
Independent Director	Lin-Yu Fan	2024.06.17	2024.06.17	Taiwan Academy of Banking and Finance.	Corporate Governance Seminar (Influential Investment and SDGs Implementation)	3	Yes
Independent Director	Lin-Yu Fan	2024.11.18	2024.11.18	Taiwan Academy of Banking and Finance	Corporate Governance Seminar (Adoption of IFRS Sustainability Disclosure Standards S1 and S2)	3	Yes
Director	Si-Yong Lin	2024.06.17	2024.06.17	Taiwan Academy of Banking and Finance	Corporate Governance Seminar (Influential Investment and SDGs Implementation)	3	Yes
Director	Si-Yong Lin	2024.11.18	2024.11.18	Taiwan Academy of Banking and Finance	Corporate Governance Seminar (Adoption of IFRS Sustainability Disclosure Standards S1 and S2)	3	Yes

## **Corporate Governance**

Title	Name	Date of Training		Organizer	Course Name	Hours	Has the Director or Supervisor Met the Training Requirements <sup>Note</sup>
		From	To				
Director	Wen-Ming Li	2024.06.17	2024.06.17	Taiwan Academy of Banking and Finance.	Corporate Governance Seminar (Influential Investment and SDGs Implementation)	3	Yes
Director	Wen-Ming Li	2024.11.18	2024.11.18	Taiwan Academy of Banking and Finance	Corporate Governance Seminar (Adoption of IFRS Sustainability Disclosure Standards S1 and S2)	3	Yes
Director	Her-Man Tu	2024.06.17	2024.06.17	Taiwan Academy of Banking and Finance	Corporate Governance Seminar (Influential Investment and SDGs Implementation)	3	Yes
Director	Her-Man Tu	2024.11.18	2024.11.18	Taiwan Academy of Banking and Finance	Corporate Governance Seminar (Adoption of IFRS Sustainability Disclosure Standards S1 and S2)	3	Yes
Director	Hir-Ming Shieh	2024.06.17	2024.06.17	Taiwan Academy of Banking and Finance	Corporate Governance Seminar (Influential Investment and SDGs Implementation)	3	Yes
Director	Hir-Ming Shieh	2024.10.01	2024.10.01	Taiwan Academy of Banking and Finance	Corporate Governance Seminar (Analysis of Important Practical Decisions on Corporate Governance)	3	Yes

## **Corporate Governance**

Title	Name	Date of Training		Organizer	Course Name	Hours	Has the Director or Supervisor Met the Training Requirements <sup>Note</sup>
		From	To				
Director	Hir-Ming Shieh	2024.11.18	2024.11.18	Taiwan Academy of Banking and Finance	Corporate Governance Seminar (Adoption of IFRS Sustainability Disclosure Standards S1 and S2)	3	Yes
Director	Hir-Ming Shieh	2024.12.10	2024.12.10	Taiwan Academy of Banking and Finance	Corporate Governance Seminar (Sustainable Trend Analysis and Corporate Management Risks and Opportunities)	3	Yes



## Corporate Governance

### (2) President, SEVP, Chief Auditor, EVP and Managers of Departments/Branches

Recordation Date: March 31, 2025

Unit: Shares ; %

Title	Name/Gender /Nationality T: Taiwan	Date Appointed	Shareholding (Common Stock /Preferred stock)		Shareholding of Spouse & Minor Children(Com mon Stock /Preferred stock)		Shareholding Under Others' Title(Commo n Stock /Preferred stock)		Education/Experience	Also Serve Concurrently As	Managers are Spouse or Within Second-degree of Consanguinity to Each Other		
			Share	%	Share	%	Share	%			Title	Name	Relation
President	Wei-Wen Hsu /M/T	2021.09.09	64,531	0	0	0	0	0	Master's Degree, National Chengchi University, SEVP of UBOT	Supervisor of Taiwan Futures Exchange; Director of iPASS Co., Ltd.	None	None	None
SEVP	Chu-Chang Yang (Yanger Yang)/M/T	2021.08.01	131,812/ 28,930	0	0	0	0	0	Master's Degree, Tunghai University; EVP. of UBOT	Director of Union Securities Investment Trust Co., Ltd.; Director of iPASS Co., Ltd.; Supervisor of Union Energy Co., Ltd; Director of Union Venture Capital Co., Ltd.; Direct of Blue Borders Medical and Health Management Consulting Co., Ltd;; Director of Union Finance & Leasing (Int'l) Corporation	None	None	None
SEVP	Jane Lu/F/T	2024.09.09	123,184	0	0	0	0	0	Master's Degree, University of Illinois; GM of Business Planning & Admin. Dept.	Supervisor of Tian Ji Zhi Hui Neng Yuan Energy Co., Ltd.; Director of iPASS Co., Ltd.; Director of Union Venture Capital Co., Ltd.; Director of Xinrong Energy Technology Co., Ltd.; Director of Union Finance & Leasing (Int'l) Corporation	None	None	None

## Corporate Governance

Title	Name/Gender /Nationality T: Taiwan	Date Appointed	Shareholding (Common Stock /Preferred stock)		Shareholding of Spouse & Minor Children(Com mon Stock /Preferred stock)		Shareholding Under Others' Title(Commo n Stock /Preferred stock)		Education/Experience	Also Serve Concurrently As	Managers are Spouse or Within Second-degree of Consanguinity to Each Other		
			Share	%	Share	%	Share	%			Title	Name	Relation
SEVP	Denfer Hung/M/T	2020.10.05	121,207/ 106,000	0	0	0	0	0	Tunghai University; EVP of UBOT	Director of Union Information Technology Co., Ltd.	None	None	None
Chief Information Security Officer		2021.11.08											
Chief Auditor	Tammy Chang/F/T	2021.09.23	7,033	0	0	0	0	0	Chung Yuan Christian University; Auditor of FSC; VP of Line Bank	None	None	None	None
Chief Compliance Officer & GM of Legal Affair and Compliance Dept.	Yu-Man Chao /F/T	2022.05.16	48,081/ 2,000	0	0	0	0	0	Fu Jen Catholic University Deputy Manager of the Legal Compliance Department and Chief of the Legal Compliance Section of the UBOT	None	None	None	None
GM of Business Planning & Admin. Dept.	Hung-Min Chen /M/T	2024.09.09	96,236/ 16,114	0	370/ 26,000	0	0	0	Master of Da-Yeh University; GM of Taichung Branch	Director of I-pass Co, Ltd; Director of Lan An Co., Ltd.	None	None	None
Chief Corporate Governance Officer		2025.02.01											

## Corporate Governance

Title	Name/Gender /Nationality T: Taiwan	Date Appointed	Shareholding (Common Stock /Preferred stock)		Shareholding of Spouse & Minor Children(Com mon Stock /Preferred stock)		Shareholding Under Others' Title(Commo n Stock /Preferred stock)		Education/Experience	Also Serve Concurrently As	Managers are Spouse or Within Second-degree of Consanguinity to Each Other		
			Share	%	Share	%	Share	%			Title	Name	Relation
EVP & GM of Consumer Credit Dept.	Chueh-Ling Liu/F/T	2024.09.09	108,878/ 10,000	0	0	0	0	0	Master of George Washington University; EVP of UBOT	Director of Union Finance & Leasing (Int'l) Corporation	None	None	None
EVP & GM of Consumer Banking Dept.		2024.09.09											
GM of Trust Dept.	Wendy Chi /F/T	2019.04.01	162,098	0	0	0	0	0	Master's Degree, University of Texas; Branch Manager of Jenai Branch	None	None	None	None
GM of Wealth Management Dept.	Yi-Chun Kao (June Kao)/F/T	2024.03.20	56,638/ 20,000	0	0	0	0	0	National Cheng Chi University; GM of Product Development & Marketing Dept.	None	None	None	None
GM of Securities Finance Dept.	Yun-Han Liu /M/T	2022.05.16	4,344	0	0	0	0	0	College of Continuing Education Affiliated to St. John's University Branch Manager of the securities broker of Daye Branch	None	None	None	None
GM of Bills Finance Dept.	Ming-Teng Wu/M/T	2020.03.16	166,834/ 2,000	0	0	0	0	0	National Chengchi University; VP & Deputy GM of Union Bills Finance Corp.	None	None	None	None



## Corporate Governance

Title	Name/Gender /Nationality T: Taiwan	Date Appointed	Shareholding (Common Stock /Preferred stock)		Shareholding of Spouse & Minor Children(Com mon Stock /Preferred stock)		Shareholding Under Others' Title(Commo n Stock /Preferred stock)		Education/Experience	Also Serve Concurrently As	Managers are Spouse or Within Second-degree of Consanguinity to Each Other		
			Share	%	Share	%	Share	%			Title	Name	Relation
GM of Treasury Dept.	Wen-Chih Cheng/M/T	2016.03.16	85,640	0	0	0	0	0	Feng Jia University; AVP & Division Head of Treasury Dept.	Director of Union Finance & Leasing (Int'l) Corp.	None	None	None
EVP & GM of Corporate Loans Policy & Admin. Dept.	Pi-Chiu Tang (Joy Tang)/F/T	2024.09.09	147,419	0	0	0	0	0	Master's Degree, Memphis State University; Deputy GM of Union Bank	None	None	None	None
GM of Vehicle Loans Dept.	Shum-Chen Tu/M/T	2017.07.01	33,921/ 0	0	0/ 4,000	0	0	0	National Chung Hsing University; AVP & Division of Vehicle Loans Dept.	None	None	None	None
GM of Product Development & Marketing Dept.	Chi-Hung Chen (Joseph Chen)/M/T	2024.03.20	61,972/ 0	0	16,472/ 8,000	0	0	0	Chinese Culture University; VP & Deputy General Manager of Product Development & Marketing Dept.	None	None	None	None
GM of Information Technology Dept.	Chang-Chieh Hsu/M/T	2024.05.20	14,218	0	0	0	0	0	Fu Jen Catholic University; Deputy GM of Union Information Technology Co., Ltd	Director of Union Information Technology Co., Ltd.; Director of iPASS Co, Ltd	None	None	None

## Corporate Governance

Title	Name/Gender /Nationality T: Taiwan	Date Appointed	Shareholding (Common Stock /Preferred stock)		Shareholding of Spouse & Minor Children(Com mon Stock /Preferred stock)		Shareholding Under Others' Title(Commo n Stock /Preferred stock)		Education/Experience	Also Serve Concurrently As	Managers are Spouse or Within Second-degree of Consanguinity to Each Other		
			Share	%	Share	%	Share	%			Title	Name	Relation
GM of Human Resources Dept.	Guan-Hung Li/M/T	2024.07.08	8,601	0	0	0	0	0	Tamkang University; GM of Insurance Dept. of UBOT	None	None	None	None
GM of General Affairs Dept.	Yu-Chang Chang (Russell Chang)/M/T	2003.10.01	270,781	0	0	0	0	0	Taiwan Institute of Technology; Deputy GM of General Affairs Dept. Of UBOT	Supervisor of Union Architecture Corp.	None	None	None
GM of Consumer Finance Operation Center	Shu-Feng Hsueh /F/T	2005.09.06	73,022/ 10,000	0	3,290/ 0	0	0	0	National Cheng Chi University; AVP of Hsintien Branch	None	None	None	None
GM of North Region of Corporate Banking Operations Center	Fang-Ni Wang /F/T	2023.06.26	70,326	0	0	0	0	0	Master's Degree National Central University; GM of Taipei Branch	None	None	None	None

## Corporate Governance

Title	Name/Gender /Nationality T: Taiwan	Date Appointed	Shareholding (Common Stock /Preferred stock)		Shareholding of Spouse & Minor Children(Com mon Stock /Preferred stock)		Shareholding Under Others' Title(Commo n Stock /Preferred stock)		Education/Experience	Also Serve Concurrently As	Managers are Spouse or Within Second-degree of Consanguinity to Each Other		
			Share	%	Share	%	Share	%			Title	Name	Relation
GM of International Banking Department	Hung-Zu Chang/M/T	2022.05.16	53,687	0	33,775	0	0	0	Tamkang University Deputy Manager of Treasury Dept. and Chief of the Marketing Section of the Union Bank of Taiwan	None	None	None	None
GM of Offshore Banking Branch		2024.07.13											
Rep. of Ho Chi Minh Rept. Office	Le Thi Viet Hoa/F/VN	2020.10.01	0	0	0	0	0	0	Banking University of Ho Chi Minh City; CFO of Cathy United Bank Chu Lai Branch	None	None	None	None
Rep. of Hanoi Rept. Office		2021.07.01											
GM of Credit Card & Payment Finance Division	Ling-Jung Hsiung/F/T	2016.06.15	68,927	0	0	0	0	0	Master's degree of New Jersey Institute of Technology; SVP of Citibank	Director of I-Pass Corporation; Supervisor of Union Information Technology Corp.	None	None	None
GM of Risk Management Department	Huei-Wen Chang/F/T	2016.08.24	64,133/ 2,000	0	0/ 2,000	0	0	0	Tamkang University; AVP & Division Head of Risk Management Dept.	None	None	None	None
GM of Insurance Agency Department	Meng-Wen Tsao/F/T	2023.03.20	29,961/ 8,000	0	0	0	0	0	Soochow University GM of Breeze Center Mini Branch	None	None	None	None



## Corporate Governance

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			Share	%	Share	%	Share	%			Title	Name	Relation
GM of Real Estate Management Department	Miao-Hui Chou/F/T	2022.05.16	23,296/ 2,000	0	0	0	0	0	National Chengchi University; Chief of the Management Section in Real Estate Management Dept.	None	None	None	None
GM of Taipei Branch	Jeffery Tsai/M/T	2023.03.20	120,121/ 29,662	0	0	0	0	0	Master Degree, Fu Jen Catholic University; GM of Nanking East Road Branch	None	None	None	None
GM of Business Dept.	Gary Tsai /M/T	2022.07.01	75,843/ 243	0	0/ 50,000	0	0	0	Lunghwa University of Science and Technology; GM of Neihu Branch	None	None	None	None
GM of Taoyuan Branch	Jyh-Chiang Huang /M/T	2019.09.01	105,041/ 0	0	25,171/ 5,008	0	0	0	National Chiao Tung University; GM of Taoying Branch	None	None	None	None
GM of Taichung Branch	Hung-Yuan Shen /M/T	2024.09.09	10,137	0	0	0	0	0	Providence University; AVP of Taichung Branch	None	None	None	None

## Corporate Governance

Title	Name/Gender /Nationality T: Taiwan	Date Appointed	Shareholding (Common Stock /Preferred stock)		Shareholding of Spouse & Minor Children(Com mon Stock /Preferred stock)		Shareholding Under Others' Title(Commo n Stock /Preferred stock)		Education/Experience	Also Serve Concurrently As	Managers are Spouse or Within Second-degree of Consanguinity to Each Other		
			Share	%	Share	%	Share	%			Title	Name	Relation
GM of Nanking E. Road Branch	Tereasa Lin /F/T	2023.03.20	30,557/ 4,262	0	0	0	0	0	Chihlee Institute of Technology; GM of Jenai Branch	None	None	None	None
GM of Chungli Branch	Chu-Shih Wei /M/T	2025.02.03	75,296/ 7,029	0	0	0	0	0	Feng Chia University; GM of Luzhu Branch	None	None	None	None
GM of Sanchung Branch	Chin-Ying Chen/F/T	2024.04.01	46,806/ 717	0	0	0	0	0	Taipei University; AVP of Gueishan Branch	None	None	None	None
GM of East Taipei Branch	Ging-Yang Yu /M/T	2021.09.01.	109,471/ 14,889	0	17,542/ 702	0	0	0	China Culture University; AVP of Jenai Branch	None	None	None	None
GM of Kaohsiung Branch	Ya-Yun Yang /F/T	2023.04.10	46,990	0	0	0	0	0	National Kaohsiung University of Applied Sciences; GM of Chiuju Branch	None	None	None	None

## Corporate Governance

Title	Name/Gender /Nationality T: Taiwan	Date Appointed	Shareholding (Common Stock /Preferred stock)		Shareholding of Spouse & Minor Children(Com mon Stock /Preferred stock)		Shareholding Under Others' Title(Commo n Stock /Preferred stock)		Education/Experience	Also Serve Concurrently As	Managers are Spouse or Within Second-degree of Consanguinity to Each Other		
			Share	%	Share	%	Share	%			Title	Name	Relation
GM of Panchiao Branch	Lee-Hao Chen /M/T	2021.09.01	65,532/ 21,152	0	0/ 25,000	0	0	0	Tunghai University; AVP of Taipei Corporate Finance Dept.	None	None	None	None
GM of Tainan Branch	Ying-Chieh Huang/M/T	2022.05.16	36,174	0	0	0	0	0	National Open University; AVP of Chiayi Branch.	None	None	None	None
GM of Yuanlin Branch	Tsung-Cheng Hsueh/M/T	2021.09.01	83,424	0	0	0	0	0	Dayeh University; AVP of Yuanlin Branch	None	None	None	None
GM of Jenai Branch	Anita Hung /F/T	2023.03.20	66,050	0	0	0	0	0	Soochow University; GM of Hsihu Branch	None	None	None	None
GM of Nankan Branch	Kuo-Ming Lin /M/T	2021.09.01	23,511/ 40	0	0	0	0	0	Open Business Colleague Affiliated with NTUB; AVP of Taoyuan Corporate Banking Center	None	None	None	None



## Corporate Governance

Title	Name/Gender /Nationality T: Taiwan	Date Appointed	Shareholding (Common Stock /Preferred stock)		Shareholding of Spouse & Minor Children(Com mon Stock /Preferred stock)		Shareholding Under Others' Title(Commo n Stock /Preferred stock)		Education/Experience	Also Serve Concurrently As	Managers are Spouse or Within Second-degree of Consanguinity to Each Other		
			Share	%	Share	%	Share	%			Title	Name	Relation
GM of Hsinchu Branch	Cheng-Hsien Tseng /M/T	2017.05.15	69,517/ 6,722	0	0	0	0	0	Tamsui Oxford College; Deputy GM of Hsinchu Branch	None	None	None	None
GM of Luchou Branch	Fei-Kun Lin /M/T	2017.06.01	75,189/ 21,329	0	0	0	0	0	Tamkang University; GM of Taipei Corporate Banking Center	None	None	None	None
GM of Chiuju Branch	Chi-Jui Lin /M/T	2023.04.10	20,932	0	0	0	0	0	Tamsui Oxford College; Deputy GM of Kaohsiung Corporate Banking Center stationed in Lingya Branch	None	None	None	None
GM of Shuanho Branch	Jacky Liao /M/T	2019.04.01	65,439/ 16,000	0	0	0	0	0	Chungyu Institute of Technology; GM of Panchiao Branch	None	None	None	None
GM of Hueilong Branch	Kuang-Yi Kuo /M/T	2017.12.01	78,124/ 11,596	0	0	0	0	0	Tamkang University; AVP of Tenshin Branch	None	None	None	None

## Corporate Governance

Title	Name/Gender /Nationality T: Taiwan	Date Appointed	Shareholding (Common Stock /Preferred stock)		Shareholding of Spouse & Minor Children(Com mon Stock /Preferred stock)		Shareholding Under Others' Title(Commo n Stock /Preferred stock)		Education/Experience	Also Serve Concurrently As	Managers are Spouse or Within Second-degree of Consanguinity to Each Other		
			Share	%	Share	%	Share	%			Title	Name	Relation
Branch Manager of Chiayi Branch	Sabina Tsai /F/T	2021.07.12	50,427	0	0	0	0	0	Tatung Institute of Technology; Deputy GM of Chiayi Branch	None	None	None	None
GM of Kungkuan Branch	Chun-Hsien Chang /M/T	2023.05.16	45,468/ 6,000	0	0	0	0	0	National Chung-Shin University; GM of Yonghe Branch	None	None	None	None
GM of Neili Branch	Mei-Ling Lee/F/T	2022.05.16	90,799/ 8,000	0	0	0	0	0	Ching Yun University; GM of Dajhu Branch	None	None	None	None
GM of Chunghsiao Branch	Zhi-Zhong Zhang/M/T	2017.06.01	38,486/ 120,000	0	0	0	0	0	National Chao Tung University; GM of East Taipei Branch	None	None	None	None
GM of Hsinchuang Branch	Wen-Shien Chu /M/T	2017.06.01	88,452/ 20,000	0	0	0	0	0	Fu Jen Catholic University; Deputy GM of the Law and Compliance Dept.	None	None	None	None

## Corporate Governance

Title	Name/Gender /Nationality T: Taiwan	Date Appointed	Shareholding (Common Stock /Preferred stock)		Shareholding of Spouse & Minor Children(Com mon Stock /Preferred stock)		Shareholding Under Others' Title(Commo n Stock /Preferred stock)		Education/Experience	Also Serve Concurrently As	Managers are Spouse or Within Second-degree of Consanguinity to Each Other		
			Share	%	Share	%	Share	%			Title	Name	Relation
GM of Fengshan Branch	Chiou-Ing Fang /F/T	2020.03.16	58,282	0	0	0	0	0	Master's Degree, National Kaohsiung University of Applied Sciences; Deputy GM of Kaohsiung Branch	None	None	None	None
GM of Taoying Branch	Chia-Yu Chuo/F/T	2020.11.16	78,527/ 6,000	0	0	0	0	0	Master's degree, Yuan Ze University; GM of Sanxia Branch	None	None	None	None
GM of Lungtan Branch	Po-Feng Wu/M/T	2021.09.01	49,429	0	0	0	0	0	Nanya Institute of Technology; AVP of North Chungli Branch	Director of Yangbang International Logistics Co., Ltd.	None	None	None
GM of Hsintien Branch	Lin-Lin Huang /M/T	2020.03.16	49,122	0	0	0	0	0	Fu Jen Catholic University; AVP of Hsintien Branch	None	None	None	None
GM of Tatze Branch	Chien-Hui Li/M/T	2019.04.01	58,373	0	0	0	0	0	Soochow University; GM of Dann Branch	None	None	None	None



## Corporate Governance

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			Share	%	Share	%	Share	%			Title	Name	Relation
GM of Chungshan Branch	Pao-Ching Lee /M/T	2023.03.16	11,080	0	0	0	0	0	Takming University of Science and Technology; AVP of Neihu Branch	None	None	None	None
GM of Wenshin Branch	Hung-Yi Chen /M/T	2024.04.01	36,212	0	0	0	0	0	Tunghai University; AVP of Wenshin Branch	None	None	None	None
GM of Chienshin Branch	Yu-Mei Tsai /F/T	2021.09.01	33,385/ 8,000	0	0	0	0	0	Open Business Colleague Affiliated with NTUB; Deputy GM of Taoyuan Corporate Banking Center	None	None	None	None
GM of Chungho Branch	Chun-Tzu Huang /F/T	2024.06.01	4,664	0	0	0	0	0	Shih Chien University; AVP of Chungho Branch	None	None	None	None
GM of Neihu Branch	Liang-Wen Liu /M/T	2022.07.01	35,143	0	0	0	0	0	Yanping College; GM of Tunhwa mini Branch	None	None	None	None

## Corporate Governance

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			Share	%	Share	%	Share	%			Title	Name	Relation
GM of Dayuan Branch	Chang-Fu Tsai /M/T	2021.09.01	67,044/ 1,044	0	0/ 20,000	0	0	0	Feng Jia University; GM of Lungtan Branch	None	None	None	None
GM of Yonghe Branch	Yuan-Jei Cheng /M/T	2023.05.16	49,053	0	0	0	0	0	Diwan University; AVP of Yonghe Branch	None	None	None	None
GM of Chungkung Mini Branch	Shu-Huey Huang /F/T	2019.06.01	127,838	0	0	0	0	0	Lunghwa University of Science and Technology; GM of Chungkung Mini Branch	None	None	None	None
GM of Tonghwa Mini Branch	Yu-Jen Cheng/M/T	2023.09.04	18,750	0	0	0	0	0	National Chung Hsing University; GM of Breeze Center Mini Branch	None	None	None	None
GM of Shihtung Branch	Ju-Ling Kuo /F/T	2019.04.01	44,748	0	0	0	0	0	Takming College; GM of Wenlin Branch	None	None	None	None

## Corporate Governance

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			Share	%	Share	%	Share	%			Title	Name	Relation
GM of Breeze Center Mini Branch	Li-Hui Lu /F/T	2023.09.04	60,631/ 10,000	0	0	0	0	0	Ming Chuan University; Deputy GM of Corporate Banking Dept.	None	None	None	None
GM of Changchun Branch	Ming-Tsan Hung /M/T	2016.08.29	55,834/ 5,000	0	0	0	0	0	Chinese Culture University; Junior Manager of Neihu Branch	None	None	None	None
GM of Sungchiang Branch	Ben Tsai /M/T	2023.03.16	79,049/ 11,541	0	0	0	0	0	Ming-Chung University; GM of Sanxia Branch	None	None	None	None
GM of Daan Branch	Wen-Chi Chiang /M/T	2024.04.01	51,458/ 0	0	10,662/ 10,000	0	0	0	National Chiao-Tong University; GM of Beitou Mini Branch	None	None	None	None
GM of Yungchi Branch	Tsai-Ling Liao /F/T	2019.04.01	0	0	0	0	0	0	Taipei College of Commerce; GM of Hoping Branch	None	None	None	None



## Corporate Governance

Title	Name/Gender /Nationality T: Taiwan	Date Appointed	Shareholding (Common Stock /Preferred stock)		Shareholding of Spouse & Minor Children(Com mon Stock /Preferred stock)		Shareholding Under Others' Title(Commo n Stock /Preferred stock)		Education/Experience	Also Serve Concurrently As	Managers are Spouse or Within Second-degree of Consanguinity to Each Other		
			Share	%	Share	%	Share	%			Title	Name	Relation
GM of Wenlin Branch	Chien-Lung Chen /M/T	2023.03.16	208,843/ 14,588	0	0	0	0	0	Master of Aletheia University; GM of Sungchiang Branch	None	None	None	None
GM of Tungmen Branch	Chuen-Chour Li /F/T	2024.05.20	39,223/ 35,000	0	0	0	0	0	National Chung Hsing University; GM of Houpu Branch	None	None	None	None
GM of Hsihu Branch	Pei-Chun Lin /F/T	2023.03.20	48,511	0	0	0	0	0	Institutes of Technology University; AVP of Nanking East Road Branch	None	None	None	None
GM of Beitou Mini Branch	Li-Hui Shen /F/T	2024.04.01	54,078	0	0	0	0	0	Chinese Municipal Vocational School; AVP of Hsihu Branch	None	None	None	None
GM of Houpu Branch	Cooper Kao /M/T	2024.05.20	108,477/ 16,710	0	632/ 0	0	0	0	Chinese Municipal Vocational School; GM of Tungmen Branch	None	None	None	None

## Corporate Governance

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			Share	%	Share	%	Share	%			Title	Name	Relation
GM of North Chungho Branch	Wen-Hua Yang /M/T	2020.03.16	30,290/ 65	0	0	0	0	0	Master's degree of National Central University; Deputy GM of Hoping Branch	None	None	None	None
GM of Fuguo Branch	Hsiung-Ping Tsai/M/T	2020.11.17	33,138	0	0	0	0	0	National Chengchi University; AVP of Shingchung Branch	None	None	None	None
GM of Shulin Branch	Chint-Sung Wang /M/T	2022.05.16	34,032	0	0	0	0	0	Chin-Yi Institutes of Technology; AVP of Business Dept.	None	None	None	None
GM of Hsichih Branch	Sheng-Chieh Chang /M/T	2020.03.16	52,312/ 6,000	0	0	0	0	0	Aletheia University; GM of Shulin Branch	None	None	None	None
GM of North Taoyuan Branch	Chien-Chou Chen /M/T	2025.02.03	67,632/ 24,069	0	0	0	0	0	Master Degree of Yuan Ze University; GM of Daye Branch	None	None	None	None

## Corporate Governance

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			Share	%	Share	%	Share	%			Title	Name	Relation
GM of North Chungli Branch	I-Ho Ou /M/T	2025.02.03	54,954/ 14,000	0	55,735/ 0	0	0	0	National Chung Hsing University; GM of Gaorong Branch	None	None	None	None
GM of North Taichung Branch	Hsin-Yi Yang /F/T	2021.09.01	41,917	0	0	0	0	0	Master Degree of Feng Chia University; GM of Yuanlin Branch	None	None	None	None
GM of Minchuan Branch	Hui-Fen Chao /F/T	2017.12.01	255,059	0	0	0	0	0	Master Degree of National Yunlin University of Science and Technology; GM of North Taichung Branch	None	None	None	None
GM of Hsitun Branch	Wen-Ju Huang /F/T	2021.09.01	50,845	0	12,950	0	0	0	Master Degree of National Yunlin University of Science and Technology; AVP of North Taichung Branch	None	None	None	None
GM of Shingchung Branch	Chien-Tsung Wu /M/T	2016.08.29	90,312	0	0	0	0	0	The Overseas Chinese Institute of Technology; GM of Beitun Branch	None	None	None	None



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			Share	%	Share	%	Share	%			Title	Name	Relation
GM of Beitun Branch	Yu-Ju Lin /F/T	2020.03.16	76,660	0	0	0	0	0	Soochow University; AVP of North Taichung Branch	None	None	None	None
GM of Fucheng Branch	Shan-Chih Yen /M/T	2024.07.27	132,960/ 150,766	0	5,427/ 14,217	0	0	0	Master Degree of Chiayi University; GM of South Tainan Branch	None	None	None	None
GM of Fongyuan Branch	Jing-Lin Huang /F/T	2024.04.01	26,302	0	0	0	0	0	Master of Chang Jung Christian University; Junior GM of North Taichung Branch	None	None	None	None
GM of Fuchiang Branch	Chuang-Chieh Chung/M/T	2021.09.01	15,066	0	0	0	0	0	Kun Shan University; Junior GM of Fuchiang Branch	None	None	None	None
GM of Kaiyuan Branch	Chien-Wen Tan /M/T	2018.07.25	36,937	0	0	0	0	0	Tunghai University; AVP of Fengshan Branch.	None	None	None	None

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			Share	%	Share	%	Share	%			Title	Name	Relation
GM of South Tainan Branch	Shih-Chao Huang /M/T	2024.07.27	40,500	0	0	0	0	0	Nan-Ying Business School; Head of Fucheng Loan Center Consumer Banking Dept.	None	None	None	None
GM of Lingya Branch	Hsien-Ming Yen /M/T	2017.12.01	501	0	0	0	0	0	Feng Chia University; GM of Fucheng Branch	Director of iPASS Co., Ltd	None	None	None
GM of North Kaohsiung Branch	Szu-Min Yang /M/T	2022.06.01	34,430	0	0	0	0	0	National Chung Hsing University; AVP of Wealth Management Dept.	None	None	None	None
GM of Sanmin Branch	Roger Chang/M/T	2022.05.16	39,122	0	0	0	0	0	National Open University; GM of Tainan Branch	None	None	None	None
GM of Wuchia Branch	Cheng-Min Chen /M/T	2023.04.10	21,960	0	455	0	0	0	National Cheng Kung University; Deputy GM of Consumer Credit Dept. stationed in Jiouru Branch	None	None	None	None

## Corporate Governance

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			Share	%	Share	%	Share	%			Title	Name	Relation
GM of Pingtung Branch	Chi-Fang Chu /F/T	2014.03.19	58,840/ 8,000	0	0	0	0	0	Master's Degree, National Kaohsiung First University of Science and Technology; Junior GM of Pingtung Branch	None	None	None	None
GM of Hoping Branch	Wen-Ping Chou /M/T	2023.09.01	0	0	0	0	0	0	National Taiwan University; GM of Taipei Corporate Center 2 <sup>nd</sup> Unit & Corporate Banking Dept. stationed in Sungchiang Branch	None	None	None	None
GM of Yongchun Branch	Yung-Li Huang/M/T	2023.05.16	0	0	0	0	0	0	National Chengchi University; Senior Manager of King's Town Bank	None	None	None	None
GM of Tenshin Branch	Yei-Chang Hsieh /M/T	2019.05.08	28,965	0	0	0	0	0	Master Degree of Soochow University; AVP of Business Dept.	None	None	None	None



## Corporate Governance

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			Share	%	Share	%	Share	%			Title	Name	Relation
GM of Ankang Branch	Wen-Chang Juan/M/T	2019.04.01	116,967/ 9,404	0	0	0	0	0	Fu Jen Catholic University; Senior Manager of Taipei Corporate Finance Dept.	None	None	None	None
GM of Dajhu Branch	Jing-Yeh Wang/F/T	2022.05.16	10,905	0	0	0	0	0	Fu Jen Catholic University; Junior Manager of Taoyuan Corporate Banking Center in South Taoyuan Branch	None	None	None	None
GM of Gueishan Branch	Sheng-Yung Peng /M/T	2022.05.16	45,722	0	33,669	0	0	0	Ching Yun University; GM of Neili Branch	None	None	None	None
GM of Linkou Branch	Cheng-Fa Huang /M/T	2017.12.01	22,345	0	0	0	0	0	Tamkung University; Junior Manager of Linkou Branch	None	None	None	None
GM of Wugu Branch	Chih-Yeh Lin /M/T	2024.06.01	17,083	0	0	0	0	0	Tungnan University; Junior Manager of Taipei Corporate Finance Dept.	None	None	None	None

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			Share	%	Share	%	Share	%			Title	Name	Relation
GM of Gaorong Branch	Chun-Tang Chang /M/T	2025.02.03	11,750	0	40,817	0	0	0	Tamkung University; AVP of Longtan Branch	None	None	None	None
GM of Daye Branch	Kuo-Kuang Chou /M/T	2025.02.03	55,063/ 8,000	0	0/ 6,000	0	0	0	National Taipei College of Commerce- Open Junior College of Commerce; GM of North Taoyuan Branch	None	None	None	None
GM of Luzhu Branch	James Tsai /M/T	2025.02.03	166,474	0	237,711	0	0	0	Tamkang University; GM of North Chungli Branch	None	None	None	None
GM of Tucheng Branch	Cheng-Sheng Hsu /M/T	2024.04.01	40,987/ 1,000	0	0	0	0	0	Lunghwa University of Science and Technology; AVP of South Taoyuan Branch	None	None	None	None
GM of South Taoyuan Branch	Ta-Wei Shih /M/T	2019.04.01	74,870/ 20,000	0	0	0	0	0	Master's Degree, Tamkang University; GM of Chienshin Branch	None	None	None	None

## Corporate Governance

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			Share	%	Share	%	Share	%			Title	Name	Relation
GM of JiSian Branch	Shih-Fu Liu /M/T	2015.08.01	78,875/ 0	0	6,520/ 14,000	0	0	0	Master degree, Fu Jen Catholic University Junior Manager of JiSian Branch	None	None	None	None
GM of Sanxia Branch	Hsing-Jung Fei/F/T	2023.03.16	11,694	0	47,819	0	0	0	Ming-Chung University; Junior Manager of Sanxia Branch	None	None	None	None
GM of Donghu Branch	Ru-Chen Yuan/M/T	2020.03.16	79,167/ 4,372	0	0	0	0	0	Fu Jen Catholic University; AVP of Taipei Corporate Finance Dept.	None	None	None	None
GM of Tamsui Mini Branch	Chung-Chih Yeh /M/T	2019.09.02	51,695	0	0	0	0	0	Chienkuo Junior College of Technology Junior Manager of Jisian Branch	None	None	None	None
GM of Jincheng Branch	Yi-Hsien Wu /M/T	2019.09.02	83,460/ 14,734	0	0	0	0	0	Master Degree, Saint Louis University; AVP of Taipei Corporate Banking Center	None	None	None	None



## Corporate Governance

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			Share	%	Share	%	Share	%			Title	Name	Relation
GM of Nangang Branch	Shiu-Lan Hsieh /F/T	2022.01.03	95,772	0	0	0	0	0	National Taipei College of Commerce- Open Junior College of Commerce; GM of Yongchun Branch	None	None	None	None
GM Of Zhubei Branch	Ching-Hua Chao /M/T	2024.11.11	0	0	0	0	0	0	Master of Chung Hua University; AVP of Hsinchu Branch	None	None	None	None

Note: "The general manager or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship.": None.

(3) Retired Chairman and President of the Bank and its affiliates returned as consultants : None

# Corporate Governance

## 2. Remuneration of Directors, Supervisors, President and SEVP for the Latest Fiscal Year

### A. Director's Remuneration

Unit: NT Dollar Thousand; %, December 31, 2024

Remuneration from Investee Companies Excluding Subsidiaries		Nil																																										
Total of (A, B, C, D, E, F & G) as a % of Net profit after tax	All Companies in the Consolidated Statement		1,295;0.02		1,577;0.03		612;0.01		600;0.01		278;0		327;0		588;0.01		828; 0.01		958;0.01		521;0.03		505;0.03																					
	The Bank		1,295;0.02		1,577;0.03		612;0.01		600;0.01		278;0		327;0		588;0.01		828; 0.01		958;0.01		521;0.03		505;0.03																					
	All Companies in the Consolidated Statement		0																																									
	The Bank		0																																									
Total No. of Shares Issued for Employee Stock Option (H)	The Bank		0																																									
	All Companies in the Consolidated Statement		0																																									
	The Bank		0																																									
	All Companies in the Consolidated Statement		0																																									
Earnings Distribution for Employees' Bonus (G)	The Bank		0																																									
	All Companies in the Consolidated Statement		0																																									
	The Bank		0																																									
	All Companies in the Consolidated Statement		0																																									
Termination payment and pension costs (F)	The Bank		0																																									
	All Companies in the Consolidated Statement		0																																									
	The Bank		0																																									
	All Companies in the Consolidated Statement		0																																									
Salaries, Bonus and Special Allowance (E)	The Bank		0																																									
	All Companies in the Consolidated Statement		0																																									
	The Bank		0																																									
	All Companies in the Consolidated Statement		0																																									
Total of (A, B, C and D) and % of Net profit after tax	All Companies in the Consolidated Statement		1,295;0.02		1,577;0.03		612;0.01		600;0.01		278;0		327;0		588;0.01		828; 0.01		958;0.01		521;0.03		505;0.03																					
	The Bank		1,295;0.02		1,577;0.03		612;0.01		600;0.01		278;0		327;0		588;0.01		828; 0.01		958;0.01		521;0.03		505;0.03																					
	All Companies in the Consolidated Statement		0		330		60		48		24		24		36		176		208		154		138																					
	The Bank		0		330		60		48		24		24		36		176		208		154		138																					
Costs Incurred to Perform Duties(D)	All Companies in the Consolidated Statement		0		330		60		48		24		24		36		176		208		154		138																					
	The Bank		0		330		60		48		24		24		36		176		208		154		138																					
	All Companies in the Consolidated Statement		1,295		647		432		432		194		237		432		292		356		647		647																					
	The Bank		1,295		647		432		432		194		237		432		292		356		647		647																					
Earning Distribution for Director's Remuneration (C) (Note 1)	All Companies in the Consolidated Statement		0																																									
	The Bank		0																																									
	All Companies in the Consolidated Statement		0																																									
	The Bank		0																																									
Earning Termination payment and pension costs (B)	All Companies in the Consolidated Statement		0																																									
	The Bank		0																																									
	All Companies in the Consolidated Statement		0																																									
	The Bank		0																																									
Remuneration (A)	All Companies in the Consolidated Statement		0		600		120		120		60		66		120		360		394		720		720																					
	The Bank		0		600		120		120		60		66		120		360		394		720		720																					
	All Companies in the Consolidated Statement		0																																									
	The Bank		0																																									
Name	Chairman		Union Investment Co., Ltd. Representative: Jeff Lin		Managing Director		Chen-Chern Investment Co., Representative: Zhen-Xong Jiang		Director		Union Investment Co., Ltd. Representative: Wen-Ming Li		Director		Herman Tu		Director		Yu-Pang Investment Co., Representative: Pa-San Wu		Director		Yu-Pang Investment Co., Representative: Hir-Ming Shieh		Director		Pai-Sheng Investment Co., Representative: Si-Yong Lin		Independent Managing Director		Guo-Zhang Li		Independent Managing Director		Yao-Hsien Lee		Independent Director		Tzung-Hang Lee		Independent Director		Lin-Yu Fan	
	Title		Chairman		Managing Director		Director		Director		Director		Director		Director		Director		Independent Managing Director		Independent Managing Director		Independent Director		Independent Director		Independent Managing Director		Independent Managing Director		Independent Director		Independent Director		Independent Director		Independent Director		Independent Director		Independent Director		Independent Director	

1. The latest annual surplus distribution proposal of the amount of the directors 'remuneration paid by the board of directors before the shareholders' meeting.

2. The employee bonus to President, SEVP, Chief Auditor and Chief Compliance Officer be distributed as approved by the Board of Directors before the shareholders' meeting for the motion of distribution of earnings for the most recent year (the projected amount based on the proportion of distribution last year).

- The latest annual surplus distribution proposal of the amount of the directors' remuneration paid by the board of directors before the shareholders' meeting.
- The employee bonus to President, SEVP, Chief Auditor and Chief Compliance Officer be distributed as approved by the Board of Directors before the shareholders' meeting for the motion of distribution of earnings for the most recent year (the projected amount based on the proportion of distribution last year).

Note 1: Juristic Person Director's Remuneration is distributed to Juristic Person, not to Representative of juristic person director.

# Corporate Governance

## B. President, SEVP, Chief Compliance Officer & Chief Auditor's Remuneration and Range

Unit: NT Dollar Thousand; %, December 31, 2024

Title	Name	Remuneration (A)	Termination payment and pension costs (B)	Bonus & Special Allowance (C)	Employees' Bonus from Earnings (D)	Total of (A+B+C+D ) as a % of Net profit after tax	Remuneration from Investee Companies Excluding Subsidiaries							
							All Companies in the Financial Statement	The Bank						
		The Bank	All Companies in the Financial Statement											
				Stock Dividend	Cash Dividend									
President	Wei-Wen Hsu	18,270	18,270	10,167	10,167	6,835	6,835	0	972	0	972	36,244/0.69	36,244/0.69	330
SEVP	Denfer Hung													Nil
SEVP	Jeng-Ping Liu													Nil
SEVP	Yanger Yang													35
SEVP	Grace Lee													20
SEVP	Jane Lu													50
Chief Auditor	Tammy Chang	18,270	18,270	10,167	10,167	6,835	6,835	0	972	0	972	36,244/0.69	36,244/0.69	Nil
Chief Compliance Officer	Yu-Man Chao													Nil

Note1: The employee bonus to President, SEVP, Chief Auditor and Chief Compliance Officer be distributed as approved by the Board of Directors before the shareholders' meeting for the motion of distribution of earnings for the most recent year (the projected amount based on the proportion of distribution last year)

Note2: Remuneration to the Bank's four drivers totalled NT\$ 3,361,000.

Unit: NT Dollar

Range of Remuneration Paid to President, SEVP, Chief Compliance Officer & Chief Auditor	Name of President, SEVP, Chief Compliance Officer & Chief Auditor	
	UBOT	All the Companies in the Financial Statement
Less than NT\$ 1,000,000	-	-
NT\$1,000,000 (inclusive) ~ NT\$2,000,000(non-inclusive)	Jane Lu	Jane Lu
NT\$2,000,000 (inclusive) ~ NT\$3,500,000(non-inclusive)	Grace Lee, Tammy Chang, Yu-Man Chao	Grace Lee, Tammy Chang, Yu-Man Chao
NT\$3,500,000 (inclusive) ~ NT\$5,000,000(non-inclusive)	Denfer Hung, Yanger Yang,	Denfer Hung, Yanger Yang,
NT\$5,000,000 (inclusive) ~ NT\$10,000,000(non-inclusive)	Wei-Wen Hsu	Wei-Wen Hsu
NT\$10,000,000 (inclusive) ~ NT\$15,000,000(non-inclusive)	Jeng-Ping Liu	Jeng-Ping Liu
Total	8	8

## C. Top five highest remuneration Paid to Managers : Not applicable



## **Corporate Governance**

### **D. Bonus to Managers**

Unit NT Dollar Thousand; %, Dec 31 2024

Title	Name	Stock Dividend	Cash dividend	Total	Total as % of Net Profit after Tax
Please refer Page 06 to Page 50		9,780	0	9,780	0.19

Note: The employee bonus to managers to be distributed as approved by the Board of Directors before the shareholders' meeting for the motion of distribution of earnings for the most recent year (the projected amount based on the proportion of distribution last year).

### **E. Analysis of Payments of Remuneration to Directors, Supervisors, President, Senior Executive Vice President and Chief Auditor, as a percentage of net profit after tax in the latest two years, Remuneration Policy, Standard and Combination, Procedure for determining remuneration and their relationship to operating results and future risk**

- a. The remuneration paid to Directors, Supervisors, President, Senior Executive Vice President and Chief Auditor in 2023 is NT\$36,903,000 and its ratio to net profit after tax is 0.85%.
- b. The remuneration paid to Directors, Supervisors, President, Senior Executive Vice President and Chief Auditor in 2024 is NT\$46,333,000 and its ratio to net profit after tax is 0.89%.
- c. Remuneration paid to directors and supervisors primarily include meeting attendance fees and salaries. All remuneration is paid on a fixed basis and will not exceed 0.1% of the total profit of the Bank. Remuneration to executive management was made in accordance with their respective experience, degree of business involvement and contribution, and compare with the salary and remuneration standard of the Industry peers. The salary and remuneration schedule will be submitted to the Board of Directors for resolution after it is examined by Salary and Remuneration Committee pursuant to the Bank's Article of Incorporation. In addition to monthly basic salaries and allowances, executives may also be eligible for the annual and the performance bonuses and the employee bonuses (according to the Bank's Article of Incorporation 1%-5%) depending on the Bank's annual results of operation and individual performance. As such, remuneration to S executive management is closely related to the Bank's operating performance. The occurrence of major risk events that may impair the Bank's goodwill, or incidents of deficiency in internal management, or employee fraud would vastly affect the amount of bonuses to executive management. The Risk Management Dept. should report directly to the Board of Directors regarding the status of the Bank's risk control and risk exposure on a quarterly basis.

# Corporate Governance

## 3. Execution of Corporate Governance

### (1) Board of Directors

The Board of Directors held 8 meetings in 2024. The status of attendance was as follows:

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	Note
Chairman	Union Investment Co., Ltd. Representative: Jeff Lin	8	0	100% (Number of required attendance: 8 times)	-
Managing Director	Chen-Chern Investment Co., Representative: Zhen-Xong Jiang	7	0	87.5% (Number of required attendance: 8 times)	Not attend 1 time
Independent Managing Director	Guo-Zhang Li	3	1	75% (Number of required attendance: 4 times)	Released from duty on 2024.06.14
Independent Managing Director	Yao-Hsien Lee	4	0	100% (Number of required attendance: 4 times)	Assumed the position on 2024.06.14
Independent Director	Tzung Hang Lee	8	0	100% (Number of required attendance: 8 times)	-
Independent Director	Lin-Yu Fan	7	1	87.5% (Number of required attendance: 8 times)	-
Director	Yu-Pang Investment Co., Representative: Pa-San Wu	4	0	100% (Number of required attendance: 4 times)	Released from duty on 2024.06.14
Director	Yu-Pang Investment Co., Representative: Hir-Ming Shieh	4	0	100% (Number of required attendance: 4 times)	Assumed the position on 2024.06.14
Director	Pai-Sheng Investment Co., Representative: Si-Yong Lin	6	0	75% (Number of required attendance: 8 times)	Not attend 2 times
Director	Union Investment Co., Ltd. Representative: Wen-Ming Li	8	0	100% (Number of required attendance: 8 times)	-
Director	Herman Tu	8	0	100% (Number of required attendance: 8 times)	-

1. If the operation of the Board of the Directors refers to the following issue, the Bank should specify the dates of meetings, terms, and contents of resolutions, all independent directors' opinions and the Bank's response to the independent directors' opinions:

(1) Matters listed in Article 14-5 of the Securities and Exchange Act: The Bank has set up the Audit Committee, matters listed in Article 14-3 of the Securities and Exchange Act are included in Article 14-5 of the Securities and Exchange Act. Please refer to the resolutions by the Audit Committee for the relevant content.

## Corporate Governance

- (2) In addition to previous matters, other resolutions which were objected to or retained opinions and had a recorded or written statement by an independent director: The resolutions of the Board were adopted by all the attending director

### 2. Execution situation of directors avoidance on motions with conflict of interests:

Term	Content of the resolution	Director's name	Reasons for recusal	Situation of participation in voting
Jan. 11, 2024 The 19th meeting of the 11th term	The Bank continues to entrust its subsidiary, Union Information Technology Corp., to be responsible for maintaining the Bank's website.	Pa-San Wu	Stakeholder	The stakeholders did not participate in discussion and voting in accordance with the laws. The other directors had no opinions and resolutions were adopted unanimously.
	Renewal of the lease contract on real estate property	Pa-San Wu	Stakeholder	The stakeholders did not participate in discussion and voting in accordance with the laws. The other directors had no opinions and resolutions were adopted unanimously.
March. 11, 2024 The 20th meeting of the 11th term	The Company cooperated with Hi-Life International Co., Ltd. to participate in the 2023 2nd semester of the Kaohsiung City Government Education Bureau's regular holidays and 2024 summer vacation safe meal digital ticket redemption activity and various subsequent social welfare activities	Jeff Lin, Si-Yong Lin, Wen-Ming Li	Stakeholder	The stakeholders did not participate in discussion and voting in accordance with the laws. The other directors had no opinions and resolutions were adopted unanimously.
	Plan to cooperate with Hi-Life International Co., Ltd. to promote digital banking services	Jeff Lin, Si-Yong Lin, Wen-Ming Li	Stakeholder	The stakeholders did not participate in discussion and voting in accordance with the laws. The other directors had no opinions and resolutions were adopted unanimously.
May. 13, 2024 The 22th meeting of the 11th term	Credit card joint marketing cooperation with Hi-Life International Co., Ltd.	Jeff Lin, Si-Yong Lin, Wen-Ming Li	Stakeholder	The stakeholders did not participate in discussion and voting in accordance with the laws. The other directors had no opinions and resolutions were adopted unanimously.
Aug. 26, 2024 The 3rd meeting of the 12th term	Change of the original contract signing representative of Hi-Life International Co., Ltd. for joint organization of various public welfare activities and digital finance business cooperation	Jeff Lin, Wen-Ming Li, Si-Yong Lin(not attend)	Stakeholder	The stakeholders did not participate in discussion and voting in accordance with the laws. The other directors had no opinions and resolutions were adopted unanimously.



## Corporate Governance

	Property rental	Jeff Lin, Wen-Ming Li, Zhen-Xong Jiang, Hir-Ming Shieh, Si-Yong Lin(not attend)	Stakeholder	The stakeholders did not participate in discussion and voting in accordance with the laws. The other directors had no opinions and resolutions were adopted unanimously.
Nov. 11, 2024 The 4th meeting of the 12th term	Proposal for jointly organization of credit card cash-back benefit event with Hi-Life convenient stores	Jeff Lin, Si-Yong Lin, Wen-Ming Li	Stakeholder	The stakeholders did not participate in discussion and voting in accordance with the laws. The other directors had no opinions and resolutions were adopted unanimously.
	Proposal for purchase of goods from Hi-Life International Co., Ltd.	Jeff Lin, Si-Yong Lin, Wen-Ming Li	Stakeholder	The stakeholders did not participate in discussion and voting in accordance with the laws. The other directors had no opinions and resolutions were adopted unanimously.
	The Bank's donation to the Union Culture Foundation	Jeff Lin, Herman Tu	Stakeholder	The stakeholders did not participate in discussion and voting in accordance with the laws. The other directors had no opinions and resolutions were adopted unanimously.
	Investment in securities by the Bank under discretionary authorization	Herman Tu	Stakeholder	The stakeholders did not participate in discussion and voting in accordance with the laws. The other directors had no opinions and resolutions were adopted unanimously.

### 3. Execution situation of the Board of Directors and performance evaluation.

Frequency	Period	Range	Method	Evaluation content
Internal evaluation - The evaluation of the previous year shall be conducted once a year in the first quarter. The Board of Directors shall be finished before the end of first quarter of the following year.	From 2024/1/1 to 2024/12/31	Performance evaluation for Board of Directors, individual Board members, and functional committees (Audit Committee and Remuneration Committee)	Self assessment for Board of Directors Self assessment for Board Members and functional committees	<p>1. Performance evaluation of the Board covers five major aspects in degree of participation in the Company's operation, enhancement of Board decision-making quality, composition and structure of the Board, election and continuous education of Directors, and internal control. There are 41 indicators in total.</p> <p>2. Self-assessment of the performance of Board members covers six major aspects in understanding of the Company's objectives and tasks, awareness of Directors' responsibilities, degree of participation in the Company's operation, operation and communication of internal relationship, professions and continuous education of Directors, and internal control. There are 23 indicators in total.</p> <p>3. Performance evaluation of functional committees covers five major aspects in degree of participation in the Company's operation, awareness of the duties and responsibilities of the functional committees, improvement of the decision-making quality of the functional committees. functional committee member</p>

## Corporate Governance

Performance evaluation results:

The Bank completed the evaluation of the performance of the Board of Directors, directors, Audit Committee, Remuneration Committee, and Nomination Committee in March 2025, and reported the evaluation results to the 6th meeting of the 12th term of the Board of Directors on March 10, 2025 for future reference. The results of this evaluation will also be used by the Remuneration Committee as a reference for the adjustment of individual directors' remuneration and the nomination of directors by the Nomination Committee for re-election.

To improve the identification of the indicators measured by the Board of Directors' performance evaluation results, if the achievement rate of all the indicators is more than 90%, it is considered as "Exceeding the Standards"; when the achievement rate is more than 80% (inclusive) but less than 90%, it is considered "Meeting the Standards"; if the achievement rate is less than 80%, it is rated as "Room for Improvement".

The results of the performance evaluation of the Board of Directors and functional committees, and the committees' recommendations to the Bank:

1. Board of Directors: The achievement rate of the overall indicators is 99.5%, and the performance evaluation result is "Exceeding the Standards".

In 2024, the Board held a total of 8 meetings, with an average attendance rate of 93% in person, which reached the corporate governance evaluation indicator of "the average actual attendance rate at the Board of Directors' meetings for all directors during the year being evaluated to be at more than 80%". At least two or more independent directors must attend the meeting in person for each board meeting. The directors have provided timely opinions on the review of the information security, fair customer treatment, sustainable development policy, credit quality and overdue loans, and the implementation status of the improvements for deficiencies identified by the competent authorities. The achievement rate of various evaluation items was 99.5%, and the performance evaluation result was "Exceeding the Standard". The evaluation results show that the Board of Directors has fulfilled its responsibilities in guiding and supervising the company's strategy, compliance with relevant regulations, major operations, and risk management, and has been able to establish an appropriate internal control system, and has actively participated in sustainable operation (ESG) affairs while protecting the rights and interests of shareholders. The overall operation is sound and in line with corporate governance.

Board members: The average achievement rate of the board members in all evaluation items is 98%, and the performance evaluation result is "Exceeding the Standard".

All of the Bank's current directors have completed the indicator items, demonstrating that all directors of the Bank have received positive evaluation scores for the indicators of all operational efficiency and effect.

2. Audit Committee: The achievement rate of the overall indicators is 99.2%, and the performance evaluation result is "Exceeding the Standards".

The members actively perform their duties, provide sufficient consultation and guidance on the amendments to the regulations of each unit, deficiencies improvement and information security, etc. The achievement rate of all evaluation items is 99.2%, and the performance evaluation result is "Exceeding the Standard", demonstrating that the overall operation of the committee is complete and meeting the requirements of corporate governance, and the functions of the Board of Directors are effectively enhanced.

3. Remuneration Committee: The achievement rate of the overall indicators is 97.14%, and the performance evaluation result is "Exceeding the Standards".

The members make inquiries, properly understand and engage in sufficient discussion on the achievement status of the Bank's various business performance, the rationality of the bonus calculation, the implementation of corporate governance and legal compliance. The members also inquire to discuss whether the remuneration of managers and above is in line with the market level, in order to determine its appropriateness.

4. Director Nomination Committee: The achievement rate of the overall indicators is 96.8%, and the performance evaluation result is "Exceeding the Standards".

The overall operation is sound, in line with corporate governance, and effectively enhances the functions of the board of directors.



## Corporate Governance

Frequency of evaluation	Period for evaluation	Scope of evaluation	Method of evaluation	Content of evaluation
External evaluation - It shall be performed every three years.	In April 2022, the Bank appointed Taiwan Corporate Governance Association, an external professional independent organization and corporate juristic person, to evaluate the performance of the Board of Directors.	The Board of Directors has been evaluated from eight aspects, including its composition, instruction, authorization, supervision, communication, internal control and risk management, self-discipline, and other aspects such as Board of Directors meeting and support systems.	External professional independent institutions or external experts and scholars have been appointed to conduct performance evaluation. We have obtained a professional and objective evaluation report about the Bank owing to the review on the operation of the Bank's current Board of Directors and functional committees by a professional organization as well as the guidance given by and communication made with the evaluation committee members.	The Association has evaluated the Board of Directors from eight aspects, including its composition, instruction, authorization, supervision, communication, internal control and risk management, self-discipline, and other aspects such as Board of Directors meeting and support systems, and assessed the performance of the Bank's Board of Directors through open-ended questionnaires and on-site visits. [For the general comments, summary of recommendations and the Bank's improvement measures, please refer to the Bank's website / Corporate Governance Zone / Board of Directors and Functional Committees / Information about the Board of Directors / Results of the Performance Evaluation on the Board of Directors]
<p>Results of External performance evaluation:</p> <p>Taiwan Corporate Governance Association has conducted a performance evaluation on the Bank's Board of Directors, and given the following general comments: The Bank's emphasis on putting heads together during discussions in the Board of Directors meetings helps to improve the quality of resolutions, and the smooth communication between Board members and between directors and managers by different means (such as telephone and Line) effectively increases the efficiency of decision-making, which contributes to a good atmosphere in the Board of Directors' meetings. The Bank has a third-party whistleblowing platform responsible for supervision after complaints have been submitted and regular reporting of the results to the Board of Directors, and the current whistleblowing system functions well in practice. It is proposed that the Bank increase the seats and proportion of external directors in different professions in consideration of the Bank's future development needs and environmental challenges, so as to enhance the independence of the Board of Directors and the diversity of directors' professional abilities. In addition, it is proposed that the Bank review its performance evaluation system and indicators for the president and senior managerial officers at regular intervals to ensure their compliance with the Bank's business strategies, so as to maximize evaluation efficiency. The Bank shall also incorporate the development, training, and succession plans aimed at supervising senior managers into the organizational procedures of the Remuneration Committee, regularly review the implementation of the plans, and accordingly review senior managerial officers' salaries based on the implementation, which can effectively motivate the management team and promote sustainable development. The overall performance evaluation report of the Board of Directors has been submitted for review at the 11th meeting of the 11th term of Board of Directors on October 17, 2022. The Bank has listed relevant suggestions as plans to be prioritized for strengthening corporate governance, which have been completed with sustained efforts.</p>				
<p>4. Execution situation assessment of measures taken to strengthen the functionality of the Board in the current year &amp; recent years:</p> <ol style="list-style-type: none"> <li>(1) The Director Nomination Committee was established in January 2021 for the vitalization of corporate governance and fortification of the function of the Board of the Bank.</li> <li>(2) The members of the "Director Nomination Committee" have been approved by the Board for establishment on January 27 2021. This functional committee shall proceed with performance evaluation in accordance with the "Regulations Governing the Evaluation of Board Performance". The Board of UBOT approved to introduce the "Director Nomination Committee Performance Evaluation Sheet" on October 4 2021.</li> <li>(3) In April 2022, the Bank appointed Taiwan Corporate Governance Association, an external professional independent organization and corporate juristic person, to evaluate the performance of the Board of Directors.</li> <li>(4) The Bank's "Accountability Committee" has been established on November 11, 2024 with the approval of the Board of Directors. The committee members consist entirely of independent directors, the executive independent directors act as the convener.</li> </ol>				



## Corporate Governance

### (2) Audit Committee

The Audit Committee held 6 meetings (A) in 2024. The status of attendance was as follows:

Title	Name	Professional designation and experience	Actual frequency of attendance (B)	Attendance by proxy	Actual attendance rate (%) (B/A)	Note
Independent Executive Director	Guo-Zhang Li	Specialized in operation judgment and corporate management, seasoned in banking industry and knowledgeable of the industry and international market. Major experience includes the Vice President of Taiwan Business Bank, President, Chairman of UBOT Bills Finance, Director-General of Bills Finance Association, Independent Director of UBOT.	2	1	66.67% (Number of required attendance: 3 times)	Released from duty on 2024.06.14
Independent Executive Director	Yao-Hsien Lee	Specialized in operation judgment and corporate management, seasoned in banking industry and knowledgeable of the industry and international market. Major experience includes manager of UBOT Bills Finance Co., Ltd., GM of Bills & Finance Dept. of UBOT.	3	0	100% (Number of required attendance: 3 times)	Assumed the position on 2024.06.14
Independent Director	Tzung Hang Lee	Specialized in information technology, eCommerce, and digital economics. Major experience includes member of the Examination Board at Examination Yuan, visiting scholar at Manchester University in the UK, professor of mechanical and electrical engineering at Tamkang University.	6	0	100% (Number of required attendance: 6 times)	
Independent Director	Lin-Yu Fan	Seasoned veteran in banking industry and knowledgeable of the industry and international market. Major experience includes Vice President of Fuhwa Securities, Executioner Chairperson of Fuhwa Securities Investment Trust, Resident Director at Union Insurance Company, President of Union Securities Investment Trust.	5	1	83.33% (Number of required attendance: 6 times)	-

Other supplementary notes:

- Where any of the following circumstances have occurred during operations of the audit committee, the date, term, issue, resolution results of the audit committee and how the company handles opinions of the audit committee thereof:

## Corporate Governance

### (1) Matters listed in Article 14-5 of the Securities and Exchange Act:

	Content of the resolution	Opinion of Independent Director	Date/Term of Meeting of Board of Directors	Resolution results and further handling
Jan. 11, 2024 The 17th meeting of the 3th term	<ol style="list-style-type: none"> <li>1. Amendment of the “Internal control system of the Bank's concurrent operation of the securities firms”.</li> <li>2. Renewal of the lease contract on real estate property.</li> <li>3. The Bank's continuous entrustment of its subsidiary, Union Information Technology Corp., to be responsible for maintaining the Bank's website.</li> </ol>	No opinion	Jan. 11, 2024 The 19th meeting of the 11th term	It was adopted unanimously by all the members of the Audit Committee. The Independent directors had no opinions and it was adopted unanimously by all the attending directors.
Mar. 11, 2024 The 18th meeting of the 3rd term	<ol style="list-style-type: none"> <li>1. Amendment of the “internal control system of the Bank's concurrent operation of the securities firms”</li> <li>2. Amendment of the “Information Security Policy of the Bank”.</li> <li>3. Cooperation with Hi-Life International Co., Ltd. to participate in the 2023 2nd semester of the Kaohsiung City Government Education Bureau's regular holidays and 2024 summer vacation safe meal digital ticket redemption activity and various subsequent social welfare activities.</li> <li>4. Cooperation with Hi-Life International Co., Ltd. to promote various digital financial services and businesses.</li> <li>5. Amendment of parts of the provisions of the “Audit Committee Charter” and “Rules of Procedure for Board of Directors' Meetings” of the Bank.</li> <li>6. The Bank's re-appointment of Deloitte Taiwan to handle the Bank's certification affairs in 2024.</li> <li>7. “Signing of the Statement of the Internal Control System for Anti-money Laundering and Counter-terrorism Financing”.</li> <li>8. Evaluation result on the effectiveness of the Bank's internal control system for 2023 and the issuance of the Statement of the Internal Control System indicating effective implementation.</li> </ol>	No opinion	Mar. 11, 2024 The 20th meeting of the 11th term	It was adopted unanimously by all the members of the Audit Committee. The Independent directors had no opinions and it was adopted unanimously by all the attending directors.

## Corporate Governance

	<p>9. Submission of the "Pre-approval of Applicable Scope and Service List of Non-assurance Services Provided by Independent Auditors' Firm in 2024" and "Summary of Non-assurance Services Provided by Independent Auditors' Firm in 2023" for review.</p> <p>10. The Bank's 2023 parent company only and consolidated financial statements and business report.</p> <p>11. The Bank's 2023 earnings distribution proposal.</p> <p>12. Proposal for the Bank's 2023 capital increase by retained earnings.</p> <p>13. Proposal for the Bank's 2023 employees' remuneration for capital increase with issuance of new shares.</p>				
May. 13, 2024 The 19th meeting of the 3rd term	<p>1. Credit card joint marketing cooperation with Hi-Life International Co., Ltd.</p> <p>2. Amendment to the "Policy for Anti-money Laundering and Counter-terrorism Financing of Union Bank of Taiwan Co., Ltd. and its subsidiaries".</p> <p>3. The Bank's 2024 Q1 consolidated financial statements.</p>	No opinion	May. 13, 2024 The 22th meeting of the 11th term	It was adopted unanimously by all the members of the Audit Committee. The Independent directors had no opinions and it was adopted unanimously by all the attending directors.	
Jul. 8, 2024 The 1st meeting of the 4th term	<p>1. Amendment to the "Internal control system of the Bank's concurrent operation of securities firms in the broker business introducing futures".</p> <p>2. Amendment to the "[Standard Operation Procedure for Internal Control of Securities Dealers" for the proprietary trading business of UBOT as securities dealer".</p> <p>3. Report on the assessment of anti-money laundering and counter-terrorism financing risks for the insurance agency business</p> <p>4. The Bank's "Reporting Files for Compliance with Supervisory Review Principles"</p> <p>5. Amendments to the Bank's "Risk Management Policy", "Credit Risk Management Guidelines", "Market Risk Management Guidelines", "Operational Risk Management Guidelines", and "Capital Adequacy</p>	No opinion	Jul. 8, 2024 The 2nd meeting of the 12th term	It was adopted unanimously by all the members of the Audit Committee. The Independent directors had no opinions and it was adopted unanimously by all the attending directors.	



## Corporate Governance

	Management Guidelines”			
Aug. 26, 2024 The 2nd meeting of the 4th term	<ol style="list-style-type: none"> <li>1. Amendment to the “Internal Control System of UBOT in engagement as Securities Dealership”.</li> <li>2. Application for the split of the Bank's concurrent operation of securities business for the establishment of a new 100% owned subsidiary, and the termination of securities brokerage business, futures introducing broker business, and securities trading for customers and futures introducing broker services.</li> <li>3. Change of the original contract signing representative of Hi-Life International Co., Ltd. for joint organization of various public welfare activities and digital finance business cooperation</li> <li>4. Property leasing cases.</li> <li>5. Establishment of risk control plan according to the evaluation results of the Bank's anti-money laundering and counter-terrorism financing risks.</li> <li>6. Amendment to parts of the provisions of the “UBOT Work Rules”</li> <li>7. Individual and Consolidated Financial Statements of UBOT for the first half year of 2024.</li> </ol>	No opinion	Aug. 26, 2024 The 3rd meeting of the 12th term	It was adopted unanimously by all the members of the Audit Committee. The Independent directors had no opinions and it was adopted unanimously by all the attending directors.
Nov. 11, 2024 The 3rd meeting of the 4th term	<ol style="list-style-type: none"> <li>1. Amendment to the “Internal Control System for Insurance Broker, Insurance Broker in Solicitation of Business System and Procedures of UBOT”.</li> <li>2. Proposal for jointly organization of credit card cash-back benefit event with Hi-Life convenient stores.</li> <li>3. Proposal for purchase of goods from Hi-Life International Co., Ltd.</li> <li>4. The Bank’s donation to the Union Culture and Education Foundation.</li> <li>5. Investment in securities by the Bank under discretionary authorization</li> <li>6. Amendment to the "UBOT Liquidity Risk Management Policy" and “UBOT Interest Rate Risk in the Banking Book (IRRBB) Management Policy”.</li> </ol>	No opinion	Nov. 11, 2024 The 4th meeting of the 12th term	It was adopted unanimously by all the members of the Audit Committee. The Independent directors had no opinions and it was adopted unanimously by all the attending directors.

## Corporate Governance

	<p>7. Amendment to the “UBOT Procedures for Derivative Trading” and ‘UBOT Guidelines for Handling Structured Investment Portfolio”.</p> <p>8. The Bank’s 2025 Annual Audit Plan and the 2025 Internal Audit Plan and Declaration of the implementation of the plan for the securities dealer and futures introducing broker business undertaken by the Bank.</p> <p>9. The Bank's consolidated financial statements for 2024 third quarter.</p>			
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(2) In addition to the preceding items, any resolution that has not been approved with the consent of the audit committee members but approved with the consent of two-thirds or more of all directors: None.

(3) The Audit Committee's annual main focus is explained as follows:

The Audit Committee of the Bank is composed of 3 independent directors. It aims to assist the Board of Directors with the execution of the supervision of quality and integrity of the Bank’s accounting, audit, financial reporting process and financial control.

The Audit committee held 6 meetings in 2024, and the main issues that were audited included:

- A. Establishment or amendment to the internal control system pursuant to Article 14-1 of the Securities and Exchange Act.
  - B. Assessment of the effectiveness of the internal control system.
  - C. Establishment or amendment to the procedures for the acquisition or disposal of assets, engagement in derivative trade, loaning of funds to a third party, endorsement and guarantee in favor of a third party or other acts of financial and business significance pursuant to Article 36-1 of the Securities and Exchange Act.
  - D. Issues involving the private interest of the Directors
  - E. Transactions with related parties required for review under law.
  - F. Significant transaction of assets or derivative trade.
  - G. Offering, issuance or private placement of equity securities.
  - H. The appointment, dismissal or remuneration to the CPAs in the capacity of Independent Auditors
  - I. The appointment and dismissal of chief financial officer, chief accounting officer and chief internal auditor.
  - J. The annual financial report requiring the signatures or seals of the Chairman, Manager, and chief accounting officer and the financial report of Q2 pending on the audit of the CPAs.
  - K. Other materiality as required by the Company or the competent authority.
2. Execution status of directors, avoidance on motions with conflict of interests. The names of directors, the content of the motion, the reasons of avoidance, and the voting participation status should be clearly stated:
3. Communication between independent directors and auditors:
- (1) Communication between independent internal directors and auditors:  
The Chief Auditor is involved in all Board of Directors meetings and Audit Committee meetings, and reports regularly to the Audit Committee on the progress of ongoing audits. Before the end of the financial year, the internal audit department would submit in writing the next year’s audit plan for review by the Audit Committee. Furthermore, internal auditors engage independent directors in half-yearly meetings to present internal audit reports and to discuss any weaknesses found in the internal control system.

Date	Points of communication	Situation of implementation
Jan. 11, 2024	Audit department work report in the second half of 2023, the execution situation of the regular report of the audit operation.	<p>1. Allowed for future reference.</p> <p>2. Submitted to the Board of Directors for future reference.</p>

## Corporate Governance

Mar. 11, 2024	Reviewed the deficiencies of the internal control system every half year and held seminars by the auditors and independent directors.	Followed up the implementation situation of the opinions of the independent directors in the seminars, and submitted the meeting minutes to the Board of Directors for reporting.
Aug. 26, 2024	Audit department work report in the first half of 2024, the execution situation of the regular report of the audit operation.	1. Allowed for future reference. 2. Submitted to the Board of Directors for future reference.
Aug. 26, 2024	Reviewed the deficiencies of the internal control system every half year and held seminars by the auditors and independent directors.	Followed up the implementation situation of the opinions of the independent directors in the seminars, and submitted the meeting minutes to the Board of Directors for reporting.
Nov. 11, 2024	Internal audit plan for 2025	1. The resolutions were adopted unanimously. 2. Submitted to the Board of Directors for resolution.
Mar. 10, 2025	Audit department work report in the second half of 2024, the execution situation of the regular report of the audit operation.	1. Allowed for future reference. 2. Submitted to the Board of Directors for future reference.
Mar. 10, 2025	Reviewed the deficiencies of the internal control system every half year and held seminars by the auditors and independent directors.	Followed up the implementation situation of the opinions of the independent directors in the seminars, and submitted the meeting minutes to the Board of Directors for reporting.

- (2) Communication between independent directors and accountants:  
The CPA hold regular meetings with the independent directors on a semi-annual basis on the audit method of financial reports and major audit adjustments

Date	Points of communication	Situation of implementation
Mar.11, 2024	The CPAs explained the scope, method and key audit matters of the 2023 audit, and communicated with the independent directors on the amendments to the laws and interpretations as well as IFRS S1/S2.	No Suggestion
Aug. 26, 2024	The CPAs are to explain the audits and adjustments to the financial statements in the first half of 2024, and the newly amended/released laws and regulations.	No Suggestion

- (3) Items to be disclosed in Accordance with “Principles Governing Corporate Governance Practices of Banks”:

Please Refer to the Bank’s Official Website: [https://www.ubot.com.tw/esg\\_governance](https://www.ubot.com.tw/esg_governance)



## Corporate Governance

(4) Status of implementation of The Corporate Governance, stating Discrepancy, if any, with Best Corporate Governance Practices of Banks and giving Reasons:

Item	Implementation Status (Note 1)			Discrepancy, if any, with Best Corporate Governance Practices of Banks and Reasons
	Yes	No	Memo	
1. The Bank's shareholder structure and shareholder equity				
(1) Way in which the Bank defines any internal operating procedure to deal with suggestions, questions, disputes and legal actions from shareholders, and to implement the procedure.	V		(1) According to the Bank's Corporate Governance Best-Practice Principles, the Bank has delegated the spokesman and deputy spokesman and established an email box to take care of the suggestions, questions and disputes from shareholders. A dispute, if any, will be handed over to the Bank's legal counsel. The way to contact said spokesman is disclosed in the "investor relations" on the Bank's website and on the cover page of the Bank's annual report. Meanwhile, the Bank has also established the e-Service Center responsible for answering to and processing of the questions raised by customers via phone, processing of customers' complaints and opinions, and follow-up on various assignments. Therefore, the inquiries about the Bank's business and shareholders' suggestions or disputes may be referred to the related units by customer service attendants, if necessary.	No material discrepancy
(2) Ways in which the Bank regularly monitors the list of key shareholders who have management control of the Bank, or those who have ultimate control of key shareholders.	V		(2) In accordance with the related legal rules, the main shareholders of the Bank should report their shareholding situation monthly to the Bank, the related legal rules and forms are also disclosed on the website of the Bank.	No material discrepancy
(3) Whether the bank has established and implemented risk control and firewall mechanisms with affiliated enterprises	V		(3) The 4th meeting of the 10th Board of Directors passed the "Rules for Board Performance Evaluation" on November 7, 2018. The Board of Directors and functional committees shall perform at least one annual internal evaluation on the performance of the Board of Directors, members of the Board, the Audit Committee, and the Remuneration Committee. The internal and external performance evaluations of the Board of Directors shall be completed before the end of the first quarter in the following year. The "Board Performance Evaluation Form" shall be completed by the Board's Secretarial Department based on the evaluation results of "Board Member Self-Assessment Questionnaire" and actual execution. The evaluation report shall be submitted to the Board for review and improvement.	No material discrepancy

## Corporate Governance

Item	Implementation Status (Note 1)			Discrepancy, if any, with Best Corporate Governance Practices of Banks and Reasons
	Yes	No	Memo	
2. Composition and responsibilities of Board of Directors: (1) Does the Board of Directors make diversifying guidelines for member composition and implement them precisely?	V		(1) A. The Bank formulated the “Principles Governing Corporate Governance Practices of Banks”, in which diversifying guidelines were made in Chapter 4, “Strengthening the functions of the Board of Directors”. The Board of Directors of the Bank approved the establishment of the Director Nomination Committee on January 27, 2021 Responsible for nominating director candidates, reviewing qualifications, and evaluating the independence of independent directors. In addition to evaluating the educational experience and qualifications of each candidate, it also refers to the opinions of stakeholders, and abides by the "Director Selection Procedures" and "Corporate Governance Code of Practice", and Ensure the diversity and independence of directors.  B. The policy of board member diversification and specific management achievement, please refer to P.20-P.21	No material discrepancy
(2) Whether the Bank, in addition to establishing the remuneration committee and audit committee pursuant to laws, is willing to establish any other functional committees voluntarily?	V		(2) 1 The Bank has set up a Remuneration Committee according to regulations and the Bank’s Article of Incorporation in 19th Meeting of 7th Board of Directors on August 24, 2011 and formulated “Regulations Governing the Organization of Remuneration Committee” for compliance. 2 The Audit Committee was assembled in accordance with law and the Company's Articles of Incorporation during the 1st extraordinary meeting of the 9th board of directors held on June 26, 2015. A set of “Audit Committee Foundation Rules” has been implemented for guidance. 3 The Bank’s Board of Directors approved the “establishment of a Director Nomination Committee” on January 27, 2021 with the Director Nomination Committee Charter formulated for compliance. The main responsibility of the committee is to nominate and review director candidates and review their qualifications, while assessing the independence of independent directors and devising directors’ training plans. 4 In order to promote the corporate culture of ethical management, the Bank has established a corporate governance structure based on responsibility. The Bank’s has approved the establishment of the	No material discrepancy

## Corporate Governance

Item	Implementation Status (Note 1)			Discrepancy, if any, with Best Corporate Governance Practices of Banks and Reasons
	Yes	No	Memo	
			<p>responsibility map system during the 4th meeting of the 12th term of Board of Directors on November 11, 2024, and has also established the "Accountability Committee".</p> <p>5 In addition, to strengthen the management mechanism, the Bank's "Asset and Liability Management Committee", "Automated Operation Committee", "Investment and Credit Review Committee", "Overdue Credit, Collection, and Bad Debt Clearance Committee", "Trust Property Review Committee", "Personnel Appraisal Committee", "Corporate Social Responsibility Committee", and "Fair Treatment of Consumers Management Committee" will have their resolutions reported to corresponding levels of approval based on the approval hierarchy.</p>	
(3) Has the listed/OTC bank established methodology for evaluating the performance of its Board of Directors, on an annual basis, reported the results of performance to the Board of Directors, and use the results as reference for Directors' remuneration and renewal?	V		<p>(3) The Bank has formulated the "Rules of the Performance Evaluation of the Board of Directors", which has been approved by the Board of Directors. It is stipulated that the internal performance evaluation of the overall operation of the Board of Directors, functional committees, and individual directors shall be implemented at least once a year while an external professional independent institution or an external team of experts and scholars shall perform external evaluation at least once every three years. The results of the internal and external performance evaluation of the Board of Directors shall be completed before the end of the first quarter of the following year and reported to the audit committee and the Board of Directors.</p> <p>The "Board Performance Evaluation Form" shall be completed by the Board's Secretarial Department based on the evaluation results of "Board Member Self Assessment Questionnaire" and actual execution. The evaluation report shall be submitted to the Board for review and improvement.</p>	No material discrepancy



## Corporate Governance

Item	Implementation Status (Note 1)			Discrepancy, if any, with Best Corporate Governance Practices of Banks and Reasons															
	Yes	No	Memo																
(4) Regular evaluation of external auditors' independence.	V		<div><div>(4) The Bank's Audit Committee evaluates the independence and suitability of its assigned CPAs annually. In addition to requiring CPAs to provide the "Declaration of Independence" and "Audit Quality Indicators (AQIs)," the audit committee shall also evaluate the independence and suitability of the assigned CPAs in accordance with Note 1 of the standards and the 13 items of AQI indicator for evaluation. It was confirmed that the CPAs have no other financial interests or business relationship with the Bank, except for the expenses of audit and taxation matters, and that the CPAs' family members do not violate the independence requirements. AQI information is used as reference to confirm that the CPAs and the firm have the training hours that are comparable to the industry average, and the Company will continue to introduce digital audit tools in the next 3 years to improve audit quality. The evaluation results of the most recent year were discussed and approved by the Audit Committee on March 10, 2025, and were submitted to the Board of Directors' resolution on March 10, 2025 to evaluate the independence and suitability of the CPAs.</div><div>Note 1: Criteria for evaluating the independence of CPAs:</div><table><tr><th>Evaluation Items</th><th>Evaluation Result</th><th>Independence</th></tr><tr><td colspan="3">I. To maintain the independence of the CPAs engaged in audit and certification, the following principles shall be observed:</td></tr><tr><td>(I) Whether there is any significant financial interest relationship with the Bank.</td><td>None</td><td>Yes</td></tr><tr><td>(II) Whether there is any improper relationship with the Bank.</td><td>None</td><td>Yes</td></tr><tr><td>(III) Whether the CPAs make the members of the audit service</td><td>Yes</td><td>Yes</td></tr></table></div>	Evaluation Items	Evaluation Result	Independence	I. To maintain the independence of the CPAs engaged in audit and certification, the following principles shall be observed:			(I) Whether there is any significant financial interest relationship with the Bank.	None	Yes	(II) Whether there is any improper relationship with the Bank.	None	Yes	(III) Whether the CPAs make the members of the audit service	Yes	Yes	No material discrepancy
Evaluation Items	Evaluation Result	Independence																	
I. To maintain the independence of the CPAs engaged in audit and certification, the following principles shall be observed:																			
(I) Whether there is any significant financial interest relationship with the Bank.	None	Yes																	
(II) Whether there is any improper relationship with the Bank.	None	Yes																	
(III) Whether the CPAs make the members of the audit service	Yes	Yes																	

## Corporate Governance

Item	Implementation Status (Note 1)			Discrepancy, if any, with Best Corporate Governance Practices of Banks and Reasons
	Yes	No	Memo	
			team honest, fair, objective and independent.	
			II. Does the CPAs avoid the following situations that affect their independence:	
			(I) Whether the Bank obtains financial interests through the Bank, or whether there is a conflict of interest with the Bank due to other matters of interest.	
			None	
			Yes	
			(II) Is there any joint investment or profit sharing with the Bank?	
			None	
			Yes	
			(III) Whether the company uses the name of its certified public accountant for others.	
			None	
			Yes	
			(IV) Having any money lending or lending relationship with the Bank, except for normal dealings with financial institutions.	
			None	
			Yes	
			(V) Are there any management functions that are involved in the decision-making of the Bank?	
			None	
			Yes	
			(VI) Concurrently engaged in any other business that may lose its independence.	
			None	
			Yes	
			(VII) Any director/supervisor serving in the Bank, or any position that has a direct and significant impact on the audit case.	
			None	
			Yes	
			(VIII) Are there any defenders of the Bank's positions or	
			None	
			Yes	

## Corporate Governance

Item	Implementation Status (Note 1)			Discrepancy, if any, with Best Corporate Governance Practices of Banks and Reasons
	Yes	No	Memo	
			<div>opinions that causes doubts about the objectivity of such opinions?</div> <div>(IX) Are there any relatives of the directors, supervisors, managers, or personnel who have a significant impact on the audit of the Bank?</div> <div>(X) Are there any business-related commissions received?</div>	
3. If the bank set up appropriate corporate governance unit or personnel to be in charge of corporate governance affairs (including but not limited to furnishing information required for business execution by directors and supervisors, handling matters relating to board meetings and shareholders meetings according to laws, handling corporate registration and amendment registration, producing minutes of board meetings and shareholders meetings, etc.)?	V		<p>1. The Bank has set up the Board of Director Conference Service Division, which belongs to the Board of Directors and take charge of board meetings.</p> <p>2. The Bank's corporate governance affairs are allocated and handled by the Business Administration Department, the Board Meeting Affairs Team, and the General Affairs Department. These units are all corporate governance adjunct units of the Bank. The former Corporate Governance Officer, Hung-Ming Chien, was relieved of duty on February 1, 2025 and Hung-Ming Chen, Manager of the Business Administration Department, was appointed to act as the Corporate Governance Officer and to be in charge of supervising the Bank's corporate governance affairs, who has at least three years of management experience related to legal affairs, financial or shareholders service in public companies. The corporate governance affairs mentioned above include providing directors with the data needed in executing business, assisting directors in legal compliance, preparing for board meetings in accordance with regulations.</p> <p>3. The execution process in 2024</p> <p>(1) Company amendment registration</p> <p>(2) Prepared the matters related to board meetings in accordance with the</p>	No material discrepancy



## Corporate Governance

Item	Implementation Status (Note 1)			Discrepancy, if any, with Best Corporate Governance Practices of Banks and Reasons																							
	Yes	No	Memo																								
			<p>regulations.</p> <p>(3) Registered the shareholders’ meetings date in advance in accordance with the regulations, prepared meeting notices, meeting handbook and memorandum within the required time period.</p> <p>(4) Assisted the Bank in adhering to laws related to the Board of Directors and shareholders’ meetings.</p> <p>(5) Provided directors with the data needed in executing business.</p> <p>(6) Conduct annual director performance evaluation.</p> <p>(7) Amendment to Articles of Incorporation.</p> <p>(8) Amendment to corporate governance related rules such as the Rules and Procedures of Board of Directors Meetings and Corporate Governance Best Practice Principles °</p> <p>4. Status of further studies for corporate governance managers:</p> <table><tr><th>Date of further studies</th><th>Orga nizer</th><th>Name of course</th><th>Further studies hours</th><th>Total hours</th></tr><tr><td>Mar. 22, 2024</td><td>Taiwan Stock Exchange</td><td>Creating a New Era of Carbon with Sustainable Knowledge" CDP Taiwan Announcements</td><td>3.0</td><td rowspan="3">12</td></tr><tr><td>Jun 17, 2024</td><td>Taiwan Academy of Banking and Finance</td><td>Corporate Governance Seminar (Influential Investment and SDGs Implementation)</td><td>3.0</td></tr><tr><td>Oct 8, 2024</td><td>Taiwan Stock Exchange</td><td>2024 WIW Joint Forum "Digital Banking and Sustainable Finance Collaboration Under the AI Trend" Seminar</td><td>3.0</td></tr><tr><td>Nov. 18, 2024</td><td>Taiwan Academy of Banking and Finance</td><td>Corporate Governance Seminar (Adoption of IFRS Sustainability Disclosure Standards S1 and S2)</td><td>3.0</td><td></td></tr></table>	Date of further studies	Orga nizer	Name of course	Further studies hours	Total hours	Mar. 22, 2024	Taiwan Stock Exchange	Creating a New Era of Carbon with Sustainable Knowledge" CDP Taiwan Announcements	3.0	12	Jun 17, 2024	Taiwan Academy of Banking and Finance	Corporate Governance Seminar (Influential Investment and SDGs Implementation)	3.0	Oct 8, 2024	Taiwan Stock Exchange	2024 WIW Joint Forum "Digital Banking and Sustainable Finance Collaboration Under the AI Trend" Seminar	3.0	Nov. 18, 2024	Taiwan Academy of Banking and Finance	Corporate Governance Seminar (Adoption of IFRS Sustainability Disclosure Standards S1 and S2)	3.0		
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## Corporate Governance

Item	Implementation Status (Note 1)			Discrepancy, if any, with Best Corporate Governance Practices of Banks and Reasons
	Yes	No	Memo	
4. Establishment of communication channels with stakeholders	V		The Bank has created a stakeholders section on its website. In addition, related parties should also contact with the Bank through mail, telephone, fax and internet etc. All communication channels are easily accessible and smooth.	No material discrepancy
5. Information Disclosure				
(1) Establishment of corporate website to disclose information regarding the Bank's financials, business and corporate governance status.	V		(1) The Bank has regularly disclosed financial and corporate governance status in the Bank's website ( <a href="http://www.ubot.com.tw">http://www.ubot.com.tw</a> ), and will disclose related information following the relevant regulations of the competent authority.	No material discrepancy
(2) Other information disclosure channels (e.g. English website, designating particular person to handle information collection and disclosure, appointing spokesperson, webcasting investor conference)	V		(2) Information Disclosure Method' a. A designated department is to take charge of the collection and disclosure of information on the Bank's website. b. The Bank has set spokesperson and acting spokesperson position to be the sole outlet of the statement to the publics, and the Bank has also formulated "Procedures for Handling Significant Internal Information" for compliance. c. The annual report is prepared each year, disclosing the relevant information in accordance with the "Standards Governing Information to be published in the Annual Report of Banks".	No material discrepancy
(3) After the end of the accounting year, has the bank announced and reported the annual financial statements within the prescribed period in accordance with requirements of the Banking Act and Securities and Exchange Act, and announced and reported the first, second, and third quarterly financial reports and monthly operations in advance of the stipulated period?	V		(3) The Bank announces and reports its financial reports within the prescribed period and announces and reports monthly operations in advance of the stipulated period according to requirements of the Banking Act and the Securities and Exchange Act.	No material discrepancy

## Corporate Governance

Item	Implementation Status (Note 1)			Discrepancy, if any, with Best Corporate Governance Practices of Banks and Reasons
	Yes	No	Memo	
6. Other important information that helps to understand the Bank's corporate governance status (such as rights of employees, care for employees, investor relations, rights of stakeholders, Directors' and Supervisors' training records, implementation of risk management policies and risk evaluation measures, implementation of customer protection policies, purchasing liability insurance for directors and supervisors, and donate to political parties, related parties and charitable foundations):	V		<ol style="list-style-type: none"> <li>1. Rights of employees and care for employees: The Bank has put in place the "Rules of Employment" to clearly define the rights and obligations of the Bank and employees. The Bank also convenes regular labor relations meeting to enhance the bank-employee relationships and ensure rights of employees. In addition, the Bank undertakes evaluation of the various remuneration and welfare policies to maximize benefits for the employees. The Bank has also put in place the "Criteria for Prevention, Reporting and Punishment of Sexual Harassment Incidences" to ensure equal employment opportunities and human dignity.</li> <li>2. Investor relations: The Bank has set up an investor's relationship window for a smooth communication channel.</li> <li>3. Any transaction between the Bank and our stakeholders are carried out treated in accordance with the "Operational Standards for Non-Credit Transactions Between Union Bank of Taiwan and Related Parties" and relevant regulations governing credit transactions.</li> <li>4. Directors and Supervisors' training records: the Bank's directors and supervisors have taken related trainings of practical operation and company governance. The record may be accessed on the Market Observation Post System (<a href="http://newmops.tse.com.tw">http://newmops.tse.com.tw</a>) and is included in the annual report.</li> <li>5. Risk management policy and execution of the risk evaluation standards: The Bank has put in place a Risk Management Policy, established necessary risk management system and standard to effectively manage risks. (Qualitative and quantitative information for assessing the various risks, please refer to P.177 to P.182.).</li> <li>6. The implementation of customer protection policies: Customers may offer comments or lodge complaints on the website or via the hotline for complaints and suggestions. The Bank's responsible department will re-direct the issues to the relevant department for handling and follow-up. The Bank has also put in place the "Criteria and Operational Regulations Governing the Management of Suspected Illegal or Abnormal Deposit Account" and the "Organization of the Customer Dispute Processing Team &amp; Procedures for Handling Customer Disputes" to protect the rights of customers. Take the initiative to care and effectively remind customers to prevent the suffering of loss from being cheated.</li> <li>7. The Bank takes out the liability insurance for its directors regularly, and the information is disclosed in the "Directors and Supervisors Liability Insurance Status" section of the MOPS - Corporate Governance.</li> </ol>	No material discrepancy



## Corporate Governance

Item	Implementation Status (Note 1)			Discrepancy, if any, with Best Corporate Governance Practices of Banks and Reasons
	Yes	No	Memo	
			<p>8. Donation to political parties, stakeholders, and charitable foundations:</p> <p>(1) Organized a children's charity drawing contest and children's wealth management camp. Based on the number of participants and drawings, a donation of NTD 10 per case plus the income from the event registration for donation to the "Shei-Pa National Park" for making contribution to protection of the ecological environment and the animal habitats.</p> <p>(2) On the issuance of charity affinity cards, the Bank will also donate a portion of the cards to charity organizations based on the spending amount of the cards, including donations of guardian angel affinity cards to "Taiwan World Vision", "Ping An affinity cards to "Ping An Foundation", BEATITUDES Charity Affinity Card to the "BEATITUDES Union Charity Organization", and donated the UBOT green cards to "Taiwan Environmental Information Association."</p> <p>(3) On January 1, for the Japan Noto Peninsula Earthquake, the Bank donated to the "Ministry of Health and Welfare Donation Account" in order to make contribution to the Ministry of Foreign Affairs for providing relief for the earthquake in Japan.</p> <p>(4) On April 3, for the Hualien earthquake, the Bank donated to the "Taiwan Foundation for Disaster Relief" established under the Ministry of Health and Welfare, Executive Yuan, in order to help the injured with subsequent medical treatment, life and social reconstruction related expenses.</p> <p>(5) Donation to the Taiwan Financial Services Roundtable for the establishment of the "Financial Service Education Welfare Foundation" in order to help disadvantaged young people to complete their education and promote financial knowledge.</p> <p>(6) The Bank donated to the Children Are Us Foundation to hold an annual public performance and purchased handmade lunch boxes.</p> <p>(7) UBOT and Union Culture Foundation jointly unveiled the charity donation platform of "Well-Being Together". The funds raised will be donated to the "Puzangalan Children's Choir", the "Long-Yan-Lin welfare association at Zhongliu Village of Nantou County", the Children Are Us Foundation, the "Service Station for the Elderly and Children at</p>	

## Corporate Governance

Item	Implementation Status (Note 1)			Discrepancy, if any, with Best Corporate Governance Practices of Banks and Reasons
	Yes	No	Memo	
			<p>Xuhai Elementary School in Mudan Aboriginal Tribe at Mudan Township of Pingtung County”, “Kitchen for the Elderly in Tounan Township Community Development Association of Yunlin County”, and other public welfare groups, and rural schools in Chiayi County (Alishan elementary and middle school, Yizhu middle school).</p> <p>(8) Sponsored the cultural and creative activities organized by the county and city governments, including the "2024 Taiwan Lantern Festival" organized by the Tainan City Government, and sponsored the "2024 Finglory, Livable City - Nantou Light Festival" organized by the Nantou County Government, sponsored the Pingtung County Government's "Luo Shan Feng Art Festival"; sponsored the "Art Spring Festival" series of events and the "Pondering and Enthusiasm - Violin Concert" co-organized by the Cultural Affairs Bureau of the Kaohsiung City Government and the Kaohsiung Philharmonic Cultural and Arts Foundation.</p> <p>(9) Sponsoring “Taoyuan Metro Corporation,” “Taichung MRT Corporation,” and “Kaohsiung MRT Corporation” to hold various social welfare activities.</p> <p>(10) Donation to the "Union Culture Foundation" to organize the Union Arts Competition and Union Arts Touring Exhibition to promote the use of oil painting in Taiwan.</p> <p>(11) Political contributions: None.</p>	
7.	<p>Explain the state of rectification addressing to the Corporate Governance Evaluation Result released by Taiwan Stock Exchange Corporation Corporate Governance Center in the previous period, and issues pending on further corrective action and issues required rectification at top priority and the measures to be taken:</p> <p>UBOT was rated among 6-20% in the 11th Corporate Governance Evaluation announced by Taiwan Stock Exchange Corporation.</p> <p>To enhance the corporate governance of the Bank, the Bank has been actively reviewing and improving the indicator items of the 11th Corporate Governance Evaluation without scoring, and has listed them as the priority for the corporate governance improvement plan, such as promoting the transparency of individual directors' remuneration, etc.</p>			

(5) The composition, responsibilities and operation status of the Salary and Remuneration Committee of the Bank:

1. Members of Salary and Remuneration Committee of the Bank

As of December 31, 2024

Requirement	Professional designation and experience	Status of independence	Number of companies where the members hold concurrent positions as members of their Remuneration Committees.
Identity			
Name			

## Corporate Governance

<p>Convener Independent Executive Director</p>	<p>Tzung-Hang Lee</p>	<p>Specialized in information technology, eCommerce, and digital economics. Major experience includes member of the Examination Board at Examination Yuan, visiting scholar at Manchester University in the UK, professor of mechanical and electrical engineering at Tamkang University.</p>	<p>UBOT has obtained the written declaration of the Independent Directors thereby, and none of the following circumstances in connection with the direct and indirect conflict of interest with the Banks as stated in “Regulations Governing the Appointment of Independent Directors and Compliance Matters for Public Companies” has been identified:</p> <ol style="list-style-type: none"> <li>1. An employee, director, or supervisor of the Bank and its affiliates who is a director or the director’s spouse, relative within the second degree of kinship or direct blood relative within the third degree of kinship, or a natural person shareholder who holds 1% or more of the total number of issued shares of the Bank, or ranks among the top ten in shareholdings.</li> <li>2. A director, supervisor, or employee of a corporate shareholder that directly holds 5% or more of the total number of issued shares of the Bank, or that ranks among the top five in shareholdings, or that designates its representative to serve as a director or supervisor of the Bank under Paragraph 1 or 2, Article 27 of the Company Act.</li> <li>3. If a majority of the Bank's director seats or voting shares and those of any other company are controlled by the same person: a director, supervisor, or employee of that other company.</li> <li>4. If the chairman, president, or person holding an equivalent position of the Bank and a person in any of those positions at another company or institution are the same person or are spouses: a director (or governor), supervisor, or employee of that other company or institution.</li> <li>5. A director (or governor), supervisor, managerial officers, or shareholder holding 5% or more of the shares, of a specified company</li> </ol>	<p>0</p>
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## Corporate Governance

Independent Director	Lin-Yu Fan	Seasoned veteran in banking industry and knowledgeable of the industry and international market. Major experience includes Vice President of Fuhwa Securities, Executioner Chairperson of Fuhwa Securities Investment Trust, Resident Director at Union Insurance Company, President of Union Securities Investment Trust.	or institution that has a financial or business relationship with the Bank. 6. A professional individual who, or an owner, partner, director (or governor), supervisor, or managerial officer's spouse of a professional, sole proprietorship, partnership, company, or institution that, provides auditing services to the company or any affiliate of the company, or that provides commercial, legal, financial, accounting or related services to the Bank or any affiliate of the Bank for which the provider in the past 2 years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof.	0
Director	Wen-Ming Li	Specialized in leadership and administrative management. Major experience includes professional staff at Formosa Chemicals & Fiber Corporation, senior professional staff at Union Construction Enterprise Co., Ltd., Executive Director of Cosmos International Money Brokers Limited.	1. Not an employee of the Bank. 2. Not a spouse or relative within the second degree of kinship of any other director. 3. Other concurrent positions with other companies are exhibited in the profiles of the Directors. As assessed, the function of the concurrent positions poses no conflict of interest with their function at UBOT or defiance of the internal control of respective companies of concurrent positions.	0

## Corporate Governance

### 2. Operations of Salary and Remuneration Committee of the Bank

I. There are three people in the Salary and Remuneration Committee of the Bank.

II. The term of commissioner: 2024.06.14 to 2027.06.13. Salary and Remuneration Committee of the Bank held 2 meetings in 2024. The status of attendance as follows:

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	p.s.
Convener	Guo-Zhang Li	0	0	0%	Previous term of office Applied for leave for 1 meeting convened during the term of office Re-election on 2024/6/14
Commissioner	Lin-Yu Fan	1	0	100%	New term of office Re-election on 2024/6/14
Convener	Tzung-Hang Lee	2	0	100%	Consecutive term of office Re-election on 2024/6/14
Commissioner	Wen-Ming Li	2	0	100%	Consecutive term of office Re-election on 2024/6/14

#### Other Necessary Notes:

- With the attention of kind managers, the committee should perform the following duties faithfully and be responsible to the board of directors, and submit the recommendations to the board of directors for discussion:
  - Formulate and regularly review the policies, systems, standards and structure of directors and managers' performance evaluation and salary and remuneration.
  - Regularly evaluate and determine the remuneration of directors and managers.
- Salary and compensation committee's resolutions and bank's response toward the opinions of compensation and compensation committee:

Term	Subject for Discussion	Resolution	The handling of Bank toward Remuneration Committee opinions.
Jan.10, 2024 The 6th meeting of the 5th Committee	2023 Performance Bonus	The Chairman proposed the relevant resolution for approval. It was adopted unanimously by all the Directors presented at the meeting. The proposal was sent to Board of Directors for resolution.	The Chairman proposed the relevant resolution for approval in Board of Directors' meeting. It was adopted unanimously by all the Directors presented at the meeting.
Jun.26, 2024 The 1st meeting of the	Evaluation of Directors' remuneration and attendance fee	The Chairman proposed the relevant resolution for approval. It was	The Chairman proposed the relevant resolution for approval in Board of Directors' meeting. It was adopted unanimously by

## Corporate Governance

	6th Committee		adopted unanimously by all the Directors presented at the meeting. The proposal was sent to Board of Directors for resolution.	all the Directors presented at the meeting.
	Evaluate Managers' remuneration		The Chairman proposed the relevant resolution for approval. It was adopted unanimously by all the Directors presented at the meeting. The proposal was sent to Board of Directors for resolution.	The Chairman proposed the relevant resolution for approval in Board of Directors' meeting. It was adopted unanimously by all the Directors presented at the meeting.
	Directors' and managers' remuneration for the year of 2023		The Chairman proposed the relevant resolution for approval. It was adopted unanimously by all the Directors presented at the meeting. The proposal was sent to Board of Directors for resolution.	The Chairman proposed the relevant resolution for approval in Board of Directors' meeting. It was adopted unanimously by all the Directors presented at the meeting.
<p>3. Board of director decline to adopt or require to modify recommendations of the remuneration committee: None.</p> <p>4. Resolutions of the remuneration committee to which a member or members of the committee has or have expressed dissents or reservations which were recorded or made in writing: None.</p>				

3. Information on members of the nomination committee of Directors and information on its operation
  - A. Eligibility and duties of the committee members to be nominated by the Board:  
The Committee shall consist at least 3 members to be nominated by the Board at least half of whom shall be Independent Directors.  
The function of the committee:
    - (1) Nomination of the candidates to the seats of Directors of the Company and the review of their qualification requirement.
    - (2) Evaluation of the state of independence of the Independent Directors
    - (3) Mapping out the plan for the continuing education of the Directors.
  - B. The eligibility and experience of the members of the Director Nomination Committee and the function of the committee:
    - (1) The Director Nomination Committee of the Company is consisted of 3 members.
    - (2) The tenure of the members for this term of the Committee started on June 14 2024 and expires on June 13 2027. The Director Nomination Committee convened twice



## Corporate Governance

(A) in 2024. The professional designation and experience, attendance to the sessions of the Committee, and the motions for discussion are specified below:

Occupational Title	Name	Professional designation and experience	Actual frequency of attendance (B)	Attendance by proxy	Actual attendance rate (%) (B/A)	Remark
Convener	Guo-Chang Li	Specialized in operation judgment and corporate management, seasoned in banking industry and knowledgeable of the industry and international market. Major experience includes the Vice President of Taiwan Business Bank, President, Chairman of UBOT Bills Finance, Director-General of Bills Finance Association, Independent Director of UBOT.	2	0	100%	Previous term of office Re-election on 2024/6/14
Committee member	Jeff Lin	Specialized in operation judgment and corporate management, seasoned in banking industry and knowledgeable of the industry and international market. Major experience includes the Director of UBOT, Vice President of UBOT, and President of UBOT.	2	0	100%	Consecutive term of office Re-election on 2024/6/14
Committee member	Tzung-Hang Lee	Specialized in information technology, eCommerce, and digital economics. Major experience includes member of the Examination Board at Examination Yuan, visiting scholar at Manchester University in the UK, professor of mechanical and electrical engineering at Tamkang University.	2	0	100%	Consecutive term of office Re-election on 2024/6/14
Committee member	Lin-Yu Fan	Seasoned veteran in banking industry and knowledgeable of the industry and international market. Major experience includes Vice President of Fuhwa Securities, Executioner Chairperson of Fuhwa Securities Investment Trust, Resident Director at Union Insurance Company, President of Union Securities Investment Trust.	0	0	No meeting was convened during the term of office	New term of office Re-election on 2024/6/14

Note :

- The content of the motions, the result of resolution of the Director Nomination Committee, and the response of UBOT to the opinions of the Director Nomination Committee:

Term	Points of discussion	Resolution	Response of UBOT to the opinions of the Remuneration Committee
Mar.06, 2024 3 <sup>rd</sup> session of the 2 <sup>nd</sup> term	Draw up 2024 annual training plan of Board of Directors.	The Presiding Officer inquired all members in session for opinion. All members in session acted in favor of the motion as stated at common consent. The resolution was referred to the Board for final approval.	The Presiding Officer inquired all members in session for opinion on referring to the Board. All members in session acted in favor of the motion as stated at common consent.
Apr.10, 2024 4 <sup>th</sup> session of the 2 <sup>nd</sup> term	Nomination of the candidate roster for the 12th term of directors (including independent directors) of the Bank.	The Presiding Officer inquired all members in session for opinion. All members in session acted in favor of the motion as stated at common consent. The resolution was referred to the Board for final approval.	The Presiding Officer inquired all members in session for opinion on referring to the Board. All members in session acted in favor of the motion as stated at common consent.

- Board of director decline to adopt or require to modify recommendations of the remuneration committee: None.
- Resolutions of the remuneration committee to which a member or members of the committee has or have expressed dissents or reservations which were recorded or made in writing: None.

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### (6) Fulfillment of Corporate Social Responsibilities:

Item	Implementation Status			Discrepancy, if any, with Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Memo	
1. Has UBOT set up the governance framework for sustainable development, and establish the body for the advocacy of sustainable development on a full-time (part-time) basis, and the Board has authorized the senior management to administer the work? How about the supervision of the Board?	V		<p>The Board of Directors is the highest supervisory unit for the Bank's sustainable development. The 17th meeting of the 8th term of Board of Directors in 2015 has passed the establishment of the "Regulations for Establishment of CSR Committee" to form the UBOT CSR Committee. In 2022, the name of the "CSR Committee" was changed to the "Sustainable Development Committee" responsible for supervising and promoting the Company's sustainable development policy, management guidelines and concrete promotion plan. The Chairman acts as the Director-General of the Committee, other members are the President, Vice Presidents, Chief Internal Auditor, Compliance Officer at corporate headquarters, and the function heads at corporate headquarters. The corporate governance, customer concern, employee care, environment sustainability and social charity groups under the committee have also been established to carry out the plans for assuring the proper pursuit of corporate social responsibility and for economic, social and environmental improvement.</p> <p>The Sustainable Development Committee convenes regular meetings. This Committee is responsible for the review and approval or the annual objectives and action plans in all aspects, tracking the pursuit of sustainable development, review of the result, and decision or reference filing of all other matters pertinent to sustainable development. Proposals of the 2024 meeting include:</p> <ol style="list-style-type: none"> <li>1. Sustainable finance evaluation and corporate governance evaluation results and improvement status</li> <li>2. Compilation of Sustainability Report</li> <li>3. Identify material issues and formulate strategies</li> <li>4. Annual implementation results and future promotion plans and goals</li> <li>5. Disclosure of climate-related information, and implementation of Science Based Targets (SBT)</li> <li>6. Review or inspection of sustainable development related matters (compliance with the "Guidelines for Financial Institutions on Greenwashing Prevention" implementation status, bank industry's introduction of responsibility map system self-discipline regulations, establishment of inclusive financing statement, establishment of sustainable credit extension and investment policies, establishment of</li> </ol>	No material discrepancy

## Corporate Governance

Item	Implementation Status			Discrepancy, if any, with Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Memo	
			<p>sustainable information management regulations, IFRS sustainable disclosure standards introduction plan, and the customer information non-disclosure obligation declaration, etc.)</p> <p>The Sustainable Development Committee reports to the Board on the progress of sustainable development at regular intervals of the year (at least once a year). The Board shall review the result of the pursuit of sustainable development of the management team and review the feasibility of all plans with timely recommendation for assuring the inclusion of environmental, social and corporate governance factors in the management policy and business activities of the Bank while pursuing sustainable development in operation and profit.</p>	
2. Did UBOT assess the environmental, social, and corporate governance risks pertinent to its operation under the principle of materiality, and map out related risk management policies or strategies?	V		<p>1. The information disclosed covers the performance of UBOT in sustainable development in 2024 (from January 1 2024 to December 31 2024). The boundary of risk assessment confines to scope of operation and services provided by UBOT and its subsidiaries in Taiwan.</p> <p>2. Based on the material topics identified according to GRI G3, the Bank further evaluates the impact of each material topic on the company's operations, economics, environment, and people (human rights), in order to be used as the basis for sustainable development strategy planning, and corresponding management measures and strategies are also established. For the relevant contents, please refer to the Chapter of Stakeholder Engagement of the 2024 Sustainability Report.</p>	No material discrepancy



## Corporate Governance

Item	Implementation Status			Discrepancy, if any, with Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Memo	
3. Fostering a Sustainable Environment: (1) Establishment of proper environment management systems based on the characteristics of its industry.	V		(1) The Bank established the Energy Management Committee in 2015, and set up environmental management personnel in the General Affairs Department. With reference to the ISO50001 energy management system and the ISO14000 environmental management system, the Bank formulated the "Energy and Environmental Management Manual", and carried out the Bank's environmental management related operations in accordance with its regulations. , to promote various energy-saving measures. The buildings harboring the corporate headquarters, Chungshan Branch, Taoying Branch, Minquan Branch, and Lingya Branch have been accredited with ISO50001 energy management system certification (valid from 2024.12.01 to 2027.12.01) and the ISO14001 environmental management system certification (valid from 2024.12.17 to 2026.12.12).	No material discrepancy
(2) Is the bank committed to improving energy efficiency and using recycled materials with low impact on the environment?	V		(2) The Bank has formulated the "Energy and Environmental Management Policy" and has prioritized the procurement of green energy products equipped with the marks of energy-saving, green building materials, environmental protection, and water-saving, etc., such as the selection of air conditioner, refrigerator, and drinking machine, etc. with the Class 1 energy efficiency rating. In addition, in order to improve the reuse rate of equipment and items, a database of various idle machinery, equipment and supplies has also been established. The database must be checked before the property purchase operation, and the reuse of idle inventory will be given priority to improve the reuse rate of items. Paper is used for double-sided printing or single-sided recycling and re-copying, and paper for expired documents is sent to paper mills for disposal as raw materials for recycled paper.  The Bank will increase the use of renewable materials each year with 2024 as the base year, and has set the goal of increasing the use of 30% of renewable materials until 2030.	No material discrepancy

## Corporate Governance

Item	Implementation Status			Discrepancy, if any, with Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Memo	
(3) Does the Bank collect data for greenhouse gas emissions, water usage and total weight of waste in the past two years, and set energy conservation, carbon reduction, greenhouse gas emissions reduction, water usage reduction and other waste management policies?	V		<p>(3) In order to understand the impact of climate change on the Bank, according to the type of climate risks (physical risks and transformation risks) and climate opportunities, and based on the consideration of the business type and the two aspects of occurrence probability and impact level, we have identified material climate risk and opportunity topics, corresponding responsive measures are adopted:</p> <ol style="list-style-type: none"> <li>1. Make individual assessments based on individual customers' industries and impacts of climate change.</li> <li>2. Climate risk topics: <ol style="list-style-type: none"> <li>A. Extreme climate causing damage to customer assets: Incorporate ESG principles into credit extension and investment decision-making, process evaluation and enhance due diligence; provide funds necessary for restoration and reconstruction of damaged properties due to natural disasters; for real property appraisal rules specifying the condition of high climate risk, include such condition in the precaution section of the appraisal report.</li> <li>B. Topics of climate-related policies, tougher regulations and increase of raw material costs: Incorporate ESG principles into credit extension and investment decision-making, process evaluation and enhance due diligence; actively adopt engagement actions for customers in the industries of high-carbon emissions, encourage customers to implement mitigation measures; provide green and sustainability related credit extension to assist the low-carbon transformation.</li> </ol> </li> <li>3. Opportunity topics: <ol style="list-style-type: none"> <li>A. Promote green and sustainable loan products: Provide green credit loans and set up the "Guidelines for Sustainability Linked Credit Extension Business" to offer more favorable interest rate conditions, in</li> </ol> </li> </ol>	No material discrepancy

## Corporate Governance

Item	Implementation Status			Discrepancy, if any, with Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Memo	
			<p>order to assist customers in the transformation of low-carbon and sustainable operation.</p> <p>B. Improve energy/natural resource utilization efficiency of business locations: Change to install LED bulbs, replace old air-conditioners, participate in the promotion program of the Bureau of Energy, Ministry of Economic Affairs (MOEA), control the temperature of air conditioning in summer, and promote various energy-saving measures. The green building materials used for interior decoration must reach 45% or more.</p> <p>C. Increase the consumption amount of renewable energy: Expand the use of renewable energy and gradually increase the percentage of renewable energy used in accordance with the global corporate renewable energy initiative RE100. In addition, we have also progressively installed roof-top solar power plants on our own buildings, in order to increase the low-carbon energy consumption rate.</p>	
(4) Does the Bank collect data for greenhouse gas emissions, water usage and total weight of waste in the past two years, and set energy conservation, carbon reduction, greenhouse gas emissions reduction, water usage reduction and other waste management policies?	V		<p>(4)</p> <ol style="list-style-type: none"> <li>1. The Bank has established an "Energy and Environmental Management Policy" for greenhouse gas reduction. Please refer to Page 98 for specific goals and plans.</li> <li>2. <ol style="list-style-type: none"> <li>A. The Bank's water consumption: In 2023 was 72,362 m<sup>3</sup>/ In 2024 was 72,356 m<sup>3</sup>.</li> <li>B. The total weight of waste produced by the Bank in 2023 was 156.8 metric tons. The total weight of waste produced by the Bank in 2024 was 174.7 metric tons.</li> </ol> </li> <li>3. The total amount of greenhouse gas (GHG) emissions for all 90 business locations of the Bank in 2023 was 10,064.465 tons of carbon dioxide equivalent. The total amount of GHG emissions for all 92 business locations of the Bank in 2024 was 9,786.8757 tons of carbon dioxide equivalent.</li> </ol>	No material discrepancy



## Corporate Governance

Item	Implementation Status			Discrepancy, if any, with Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies and Reasons						
	Yes	No	Memo							
			4. The carbon emissions density per NT\$ million of revenue in 2023: 0.656 tons of CO2e/NT\$ million. The carbon emissions density per NT\$ million of revenue in 2024: 0.4936 tons of CO2e/NT\$ million.							
4. Preserving Public Welfare (1) Whether the Bank has established the related management policies and procedures in accordance with the relevant laws and international human right conventions?	V		(1) UBOT recognizes and support the spirit and fundamental principles of the UN “Universal Declaration of Human Rights, “Global Impact”, “International Labor Convention” and other international human rights conventions for the protection of human rights, and established its “Human Right Policy” for the respect and obligation of protecting human rights for the realization of the aforementioned declarations. UBOT seeks to perform its corporate social responsibility to its entirety through the protection of human right at workplace, health and safety at workplace, labor-management relation, protection of personal information, and information security for the protection of the fundamental human right of all staff, customers, and stakeholders.  The Bank's human rights management policies and specific plans are summarized as follows: <table><tr><th>Human Rights Management Policy</th><th>Specific plan</th></tr><tr><td>Workplace Human Rights Protection</td><td>All policies shall neither constitute differential treatment nor any forms of discrimination on the basis of gender, sexual orientation, race, class, age, marital status, language, ideology, religion, party affiliation, nationality, birthplace, appearance, facial features, physical or mental disability, or previous union membership identity. The Bank has established the "Union Bank of Taiwan Prevention Plan for Unlawful Infringement When Performing Duties” to protect employees from physical or mental harm when performing their duties. A total of 4,544 people in 2024 completed online and physical programs on physical and mental abuses, abnormal workload, ergonomic hazards, maternal health protection, and prevention of sexual harassment.</td></tr><tr><td>Healthy and Safe</td><td>Formulate the "Safety and Health Work Principles" and</td></tr></table>	Human Rights Management Policy	Specific plan	Workplace Human Rights Protection	All policies shall neither constitute differential treatment nor any forms of discrimination on the basis of gender, sexual orientation, race, class, age, marital status, language, ideology, religion, party affiliation, nationality, birthplace, appearance, facial features, physical or mental disability, or previous union membership identity. The Bank has established the "Union Bank of Taiwan Prevention Plan for Unlawful Infringement When Performing Duties” to protect employees from physical or mental harm when performing their duties. A total of 4,544 people in 2024 completed online and physical programs on physical and mental abuses, abnormal workload, ergonomic hazards, maternal health protection, and prevention of sexual harassment.	Healthy and Safe	Formulate the "Safety and Health Work Principles" and	No material discrepancy
Human Rights Management Policy	Specific plan									
Workplace Human Rights Protection	All policies shall neither constitute differential treatment nor any forms of discrimination on the basis of gender, sexual orientation, race, class, age, marital status, language, ideology, religion, party affiliation, nationality, birthplace, appearance, facial features, physical or mental disability, or previous union membership identity. The Bank has established the "Union Bank of Taiwan Prevention Plan for Unlawful Infringement When Performing Duties” to protect employees from physical or mental harm when performing their duties. A total of 4,544 people in 2024 completed online and physical programs on physical and mental abuses, abnormal workload, ergonomic hazards, maternal health protection, and prevention of sexual harassment.									
Healthy and Safe	Formulate the "Safety and Health Work Principles" and									

## Corporate Governance

Item	Implementation Status			Discrepancy, if any, with Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Memo	
			<p>Workplace</p> <p>"Occupational Safety and Health Management Regulations" to continuously improve the safety and health conditions of the working environment, and strive to reduce the risk of occupational disasters to protect the physical and mental health of employees. Provided 26 on-site professional physician health consultation services.</p> <p>Conducted employee health advisory and awareness of total 1,402 people.</p> <p>A bank-wide "musculoskeletal symptom survey" is conducted to promote employee health and care about the physical condition of employees every month. A total of 4,352 surveys were conducted in 2024.</p> <p>A total of 4,271 people in 2024 completed education and training programs on physical and mental abuses, abnormal workload, ergonomic hazards, maternal health protection, and prevention of sexual harassment.</p> <p>Organized 46 health promotion seminars.</p>	
			<p>Support freedom of association</p> <p>The Bank respects employees' right to form and join union and various types of clubs. In addition, we also continue to maintain smooth communication channels with employees and provide diversified communication mechanisms and platforms to protect and enhance the rights and interests of employees, and strive to promote harmonious labor-management relations.</p> <p>Held every three months, with four labor-management meetings held in 2024.</p>	
			<p>Personal information and information security protection</p> <p>To protect the privacy of all customers, employees and stakeholders, the Company has established comprehensive and strict personal data and information security control mechanisms and protective measures to ensure data security.</p> <p>The online education and training on personal information protection and information security were completed by 3,715 and 3,851 employees, respectively, in 2024.</p>	
(2) Has the Bank established appropriately managed employee welfare measures (include salary and compensation, leave and others), and link operational performance or achievements with employee salary and compensation?	V		(2) The Bank's "Guidelines for payroll under personnel management regulations" have defined the standards about granting of salary, allowance, compensation and bonuses. In addition, the Bank	No material discrepancy

## Corporate Governance

Item	Implementation Status			Discrepancy, if any, with Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Memo	
			<p>has enacted the “Criteria for handling employee merit and disciplinary incidents”.</p> <p>The Bank regularly conducts promotion and salary adjustment to provide reasonable remuneration. In order to promote family care welfare and comply with the Labor Standards Act, we have established menstrual leave, pregnancy check-up leave, maternity leave, paternity leave, and miscarriage leave. The Company established an employee welfare committee to provide holiday bonuses, marriage, funeral, maternity and material natural disaster payments. Where there is a profit in the Bank's annual final accounts, the Board of Directors will consider the operating performance of the current year, issue year-end and performance bonuses, and distribute employee compensation (1% to 5% of the profit) to employees. From 2021, the Bank set up an employee stock ownership trust, and qualified employees can join freely to achieve the purposes of long-term savings, wealth accumulation, and ensuring a stable life in the future. If major deficiencies occurred in financial consumer protection, fair treatment of customer disputes and so on, in accordance with the "Procedures for Performance Appraisal of Business Units," the competent authority will impose a fine or the business unit involved in the case of fraud will have its performance bonus deducted after approval by the president depending on the severity of the case. The performance bonus shall be properly linked to the implementation results of financial consumer protection disputes and fair customer treatment.</p> <p>The Company promotes diversity policies in the workplace and implements employment diversity, compensation and fair promotion opportunities. All policies shall neither constitute differential treatment nor any forms of discrimination on the basis of gender, sexual orientation, race, class, age, marital status, language, ideology, religion, party affiliation, nationality, birthplace, appearance, facial features, or physical or mental</p>	



## Corporate Governance

Item	Implementation Status			Discrepancy, if any, with Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Memo	
			disability. In 2024, female employees accounted for 63.4%, female supervisors accounted for 53.1%; employees under 30 years old accounted for 25.8%, employees over 30 years old under 50 years old accounted for 52%, and employees over 50 years old accounted for 22.2%; another 17 employees who are persons with mental or physical disabilities were hired under the "Persons with Disabilities Rights Protection Act."	
(3) Whether the Bank has provided safe and healthful work environments and training on safety and health for employees on a regular basis?	V		<p>(3) UBOT provides a safe and health work environment for its employees, and provides on-the-job training on topics of occupational health and safety for the employees at regular intervals as required by the competent authority.</p> <p>1. UBOT conducts inspection on the safety of power use, lighting intensity and indoor air quality on all its facilities twice a year for providing a safe and healthy work environment for the employees. UBOT also provides training on occupational safety and health for the new employees, for existing employees, training for personnel in charge of occupational safety, and first-aid staff as required by the competent authority.</p> <p>2. In 2024, there were 26 cases of occupational hazards occurred involving 26 employees or 0.0065% of the total employee population. The main cause of the hazards is traffic accidents on the roads to work and from work. The occupational safety and health officers of the branches intensified the education on safety at morning meetings or through training on occupational safety to remind the employees on reducing driving speed and keeping distance in rainy weather, and duly observe traffic safety regulations. The Bank provides employees with safe and healthy work environment and performs labor safety &amp; health on-the-job education and training periodically.</p> <p>3. The number of fire incidents and the number of casualties to the total number of employees in 2024 were both zero.</p>	No material discrepancy
(4) Whether the Bank has established some effective career development training plan for employees?	V		<p>(4) In responding to the rapid change in the financial environment, the corporate strategy of the Bank and the training of employees in career development, UBOT holds lectures, seminars, professional training programs and sending banking staff to receive training in finance and</p>	No material discrepancy

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Item	Implementation Status			Discrepancy, if any, with Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies and Reasons																				
	Yes	No	Memo																					
			<p>banking and corporate management from time to time in the year in accordance with the Regulations Governing Continuing Education of Employees and with reference to the career development planning of the employees for enriching them with the required professional knowledge and skills and developing into a full-seasoned talents in finance and banking services. UBOT has installed the E-learning platform for online learning and training. This platform makes available a wide array of digital learning programs online at the education section. Employees may access to the platform at time of their choosing voluntarily for upgrading their professional skills and capacity. Training of employees in career capacity is also carried out through job rotation.</p> <table><tr><th colspan="4">Continuing education in 2024</th></tr><tr><th>Category of personnel</th><th>Nature of the program</th><th>Class</th><th>Number of participants in training</th></tr><tr><td>New employees</td><td>Orientation</td><td>7</td><td>363</td></tr><tr><td>Employees of all functions</td><td>Professional courses</td><td>701</td><td>61,165</td></tr><tr><td>Newly appointed officer</td><td>In charge of training</td><td>13</td><td>35</td></tr></table>	Continuing education in 2024				Category of personnel	Nature of the program	Class	Number of participants in training	New employees	Orientation	7	363	Employees of all functions	Professional courses	701	61,165	Newly appointed officer	In charge of training	13	35	
Continuing education in 2024																								
Category of personnel	Nature of the program	Class	Number of participants in training																					
New employees	Orientation	7	363																					
Employees of all functions	Professional courses	701	61,165																					
Newly appointed officer	In charge of training	13	35																					
(5) Does the Bank’ s product and service comply with related regulations and international rules for customers’ health and safety, privacy, sales, labelling and set polices to protect consumers’ rights and consumer appeal procedures?	V		(5) To protect customers, the Bank has established fair customer treatment policies, fair customer treatment principles, and execution steps, in order to enhance consumers' confidence on the Bank and to ensure the Bank's sustainable development. The Bank has implemented fair customer treatment policies, strategies and execution steps for all business activities, and also complies with the Financial Consumer Protection Act and relevant regulations. For the protection of consumers’ interests, a “Consumer Dispute Resolution Policy” was formulated and passed during the 2nd meeting of the 9th board on August 26, 2015. The Bank also maintains a 24-hour, all-year-round customer service hotline. When a customer who has	No material discrepancy																				

## Corporate Governance

Item	Implementation Status			Discrepancy, if any, with Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Memo	
			<p>business with the Bank claims his rights has been damaged and has disputes over products or services, he or she may file a complaint through proper channels (e.g. telephone, mail, web message, or over the counter at branches). All complaints will be handled in discretion according to the Bank's "Customer Complaint Handling Procedures," and followed up by dedicated department. The Bank will resolve every customer dispute in a fast and efficient manner, and perform statistical analyses on complaint cases to identify rooms for improvement and thereby prevent similar occurrences.</p> <p>A "Consumer Dispute Resolution Team" has also been assembled to resolve disputes arising from business between the Bank and clients that were unable to reach agreement in the hope of resolving the issue with satisfactory result.</p>	
(6) Does the Bank set supplier management policy and request suppliers to comply with related standards on the topics of environmental protection, occupational safety and health or labor right, and their implementation status?	V		<p>(6)</p> <p>1. The Bank has formulated a supplier management policy and requires suppliers to comply with such policy. Suppliers engaging in the contract signing are required to sign the "Declaration of Compliance with Corporate Social Responsibility, Ethical Corporate Management Policy and Regulatory Requirements". In 2024, a total of 29 declarations were signed to regulate suppliers of goods and services that they must commit to comply with relevant laws and regulations of the Environmental Protection Act, the Occupational Safety and Health Act, and the Labor Standards Act, etc. in the process of manufacturing and providing labor services, and must also pay attention to the safety and hazard factors related to labor rights and the work environment, and shall take measures to prevent occurrence of hazards, and shall comply with the ethical management policy. Furthermore, the contracts signed with suppliers also include the provisions stating that if the supplier violates the above policy contents or causes any significant impact on the environment and society, the Bank may terminate or rescind the contract at any time to avoid transactions with those who violate</p>	No material discrepancy



## Corporate Governance

Item	Implementation Status			Discrepancy, if any, with Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Memo	
			<p>the Bank's corporate social responsibility policy.</p> <p>2. The Bank requires all suppliers to fill out the "Supplier Corporate Social Responsibility Self-Assessment Form". 46 suppliers have completed the form in 2024. Accordingly, it is able to allow the Bank's understanding of the suppliers in pursuing environmental protection, occupational safety and health, human rights of labor, and ethical corporate management. If any supplier fails to meet the requirements of the Bank and also fails to improve after guidance is provided, the Bank will decline all transactions with such supplier.</p>	
5. Does the Bank refer to international reporting rules or guidelines to publish CSR Report to disclose non-financial information of the Bank? Has the said Report acquire 3rd party accreditation institution's verification or statement of assurance?	V		<p>The Bank's sustainability report has been prepared in accordance with the GRI Standards published by the Global Reporting Initiative (GRI) in 2021. For the report information disclosure directions, the Bank also followed the "Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies," "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies," and the "Guidelines for Climate Risk Financial Disclosure by Banks in Taiwan," and corresponding to the UN SDGs goals and Sustainability Accounting Standards Board (SASB) standard published by the International Sustainability Standards Board (ISSB) of the IFRS Foundation, the Bank has obtained assurance from a third party, the verification unit of Ernst &amp; Young. The Company's financial statements have been certified in accordance with the Assurance Standard No. 3000 "assurance over non-historical financial information" issued by the Accounting Research and Development Foundation of the ROC. Independent limited assurance was conducted and the assurance report was disclosed as attached to the Bank's sustainability report which is available on the Bank's website and on the Market Observation Post System (MOPS) website.</p>	No material discrepancy
6. UBOT established the "Corporate Social Responsibility Best Practice Principles" by the 8th Board in its 18th session on March 18 2015, and passed by the 11th Board to rename as "Sustainable Development Best Practice Principles" in its 7th session on March 7 2022 thereby related provisions were amended in accordance with the "Sustainability Development Best Practice Principles for TWSE Listed and TPEX Listed Companies" for strengthening the pursuit towards the goal of sustainable development. UBOT reviews the status of				

## Corporate Governance

Item	Implementation Status			Discrepancy, if any, with Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Memo	
implementation in accordance with the Principles and based on the Principles for taking corrective action. The Company has implemented improvements for sustainable development related affairs in accordance with the Principles, and there has been no discrepancy up to the present day. There is no difference since the implementation.				
7.	Other important information to facilitate better understanding of the Bank’s corporate social responsibility practices (e.g., environmental protection, community involvement, social contribution, social work, social welfare, consumer rights, human rights, safety and hygiene and the adopted policies and measures to fulfill corporate social responsibilities and the status of performing such responsibilities):  Please refer to Page 146.			

### (7) Climate-related information of the Bank

#### 1. Implementation of climate-related information

Item	Status of implementation
1. Describe the monitoring and governance of climate-related risks and opportunities by the Board of Directors and the management.	<ol style="list-style-type: none"> <li>To ensure the implementation of corporate social responsibility, sustainable development policies and climate change risk management, the "Sustainable Development Committee" under the Board of Directors and the "Assets, Liabilities and Risk Management Committee" under the Chairman are responsible for related matters.</li> <li>The "Sustainable Development Committee" is responsible for the overall planning of sustainable development policies, management guidelines and specific promotion plans, and reports the status to the Board of Directors regularly.</li> <li>The "Assets, Liabilities and Risk Management Committee" is responsible for reviewing and monitoring the management reports or information provided by business units and the Risk Management Department.</li> <li>The Risk Management Department is responsible for coordinating and coordinating the financial disclosures related to climate change among all units, and regular reporting information related to climate change risk issues to the Asset, Liability, and Risk Management Committee and the Board of Directors.</li> </ol>
2. Describe how the identified climate risks and opportunities affect the business, strategy and finance of the Company (short-, medium-, and long-term).	<ol style="list-style-type: none"> <li>The Bank identifies climate risks and opportunities annually. In 2024, 6 physical risks, 6 transformation risks, and 7 climate opportunity topics have been identified. The Bank identifies the potential financial, value chain (own operations, investment and financing business, products and sales, and suppliers) and short, medium, and long-term impacts. In addition, 3 major risk and opportunity topics have been screened and selected through the matrix of "Occurrence Probability" and "Impact Level" matrix as follows: <ol style="list-style-type: none"> <li>Climate risk topics: (Mid-term) "Extreme climate causing damage to customer assets" and "Increase of raw material costs", (Short- to Mid-term) "Climate-related policies and regulations becoming more stringent", and all of such risks can affect the Bank's financing business, resulting in a decrease of</li> </ol> </li> </ol>



## Corporate Governance

Item	Status of implementation
	<p>the Bank's revenue.</p> <p>(2) Climate opportunity topics: (Short- to Mid-term) "Promotion of green and sustainable related loan commodities" can affect the financing business, and the Bank's operating revenue will be increased. In addition, (Short- to Mid-term) "Improvement of energy/natural resource efficiency of business locations" and (Short-, Mid- to Long-term) "Increase of renewable energy consumption" can affect the Bank's operations, and the Bank's operating costs will be reduced.</p> <p>2. The Bank has formulated relevant countermeasures or climate actions for the aforementioned topics.</p> <p>(Please refer to the Bank's 2024 climate-related financial disclosure report or sustainability report for details of the aforementioned information).</p>
<p>3. Describe the financial impact of extreme climate events and transformation actions.</p>	<p>1. Extreme climate events (such as typhoons and flooding) can cause damage to customers' assets, resulting in negative impacts on customers' operations or damage to the value of collateral, such that the default risk is increased and the Bank's revenue also decreases.</p> <p>2. Transformation actions (such as: climate-related policies and tougher regulations, increase of raw material costs) and additional costs incurred to customers due to carbon emission control, increase of raw material prices, and impact on profitability and repayment capability, such that the Bank's revenue also decreases.</p> <p>3. The Bank has also evaluated the impact on the Bank's financial performance by analyzing scenarios of "physical risks - flooding and slope land disasters", "transformation risks - scenarios affected by carbon fee" and "domestic bank climate change scenario analysis operation planning", etc. self-specified by the Bank.</p> <p>4. The Bank has formulated relevant countermeasures or climate actions for the aforementioned climate risk topics.</p> <p>(Please refer to the Bank's 2024 climate-related financial disclosure report or sustainability report for the aforementioned details).</p>
<p>4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</p>	<p>1. The "Risk Management Policy" established by the Bank is the supreme management principle for risk management, including the "Climate Change and Environmental Sustainability Risk Management Guidelines"; The risk management process includes the following procedures: risk identification, risk assessment, risk monitoring, risk mitigation, and risk reporting, as summarized in the following:</p> <p>(1) Risk identification: Refer to domestic and foreign climate-related risk reports and documents to identify climate-related risks and opportunities.</p> <p>(2) Risk measurement: Each responsible unit assesses the likelihood and degree of impact of the climate-related risks identified, and their impact on the Bank's business or finance.</p> <p>(3) Risk monitoring and mitigation: After assessing the impact of climate-related impacts, each responsible unit formulates or develops relevant countermeasures or action plans (such as control, mitigation,</p>



## Corporate Governance

Item	Status of implementation
	<p>avoidance, etc.).</p> <p>(4) Risk reporting: Each responsible unit will regularly report the relevant monitoring results to the responsible manager. The Risk Management Department will regularly report the information on climate change risk issues to the Asset, Liability, and Risk Management Committee and the Board of Directors.</p> <p>2. The Bank's climate risk management practices consist of the three-defense-line structure for the internal control, and each of the three defense lines is responsible for its own duties as described in the following:</p> <p>(1) First line of defense: The business unit is responsible for identifying and controlling daily operating activities for its job duties within its scope of responsibility.</p> <p>(2) Second line of defense: The Legal Compliance Department and the Risk Management Department establish a compliance system and a risk management mechanism respectively, and also carry out monitoring to ensure the effectiveness of the mechanism operation.</p> <p>(3) Third line of defense: The Audit Department establishes an internal audit system and conducts independent audits and monitoring, in order to ensure the effective operation of the internal control system.</p>
<p>5. If a scenario analysis is used to evaluate the resilience in the face of climate change risks, the scenarios, parameters, assumptions, analysis factors and main financial impacts used shall be explained.</p>	<p>The Bank uses the following scenarios to assess climate change risk resilience:</p> <p>1. Transformation risk for carbon fee impact scenario: The carbon emission data of the Ministry of Environment is used to evaluate credit extension and banking book stock and bond investment customers under the three carbon fee scenarios, and to analyze the changes in default rate and expected credit losses under the circumstance where the customer has to pay additional carbon fee costs.</p> <p>2. Physical risk for flooding and slope land disaster scenario: The hazard and weakness classification map for townships and villages in Taiwan announced by the National Science and Technology Center for Disaster Reduction to evaluate the impact of the high-risk areas for flooding and slope disasters on the Bank's operating locations and real estate collateral loans.</p> <p>3. According to the [long-term scenarios] set up according to the "Climate Change Scenario Division Planning for Domestic Banks" announced by the Financial Supervisory Commission. the test scenarios of "scheduled net zero", "unscheduled transformation" and "passive transformation" at the respective time points of 2030 and 2050 and the [short-term scenarios] with the test scenarios of "physical risk - strength adjustment scenario", "transformation risk scenario" and "comprehensive loss scenario", the impact on the Bank's financial performance is assessed. Among which the environmental factors include "heavy rain", "flood", "drought", "slope disaster" and "heat wave", and the transformation factors include the simulation of "enterprise carbon emissions" and "carbon price changes". For the banking book credit extension (including credit cards), bills and bonds, and equity investment positions, the expected loss amount under</p>

## Corporate Governance

Item	Status of implementation
	<p>long-term and short-term scenarios is assessed to determine the ratio of the expected loss amount over the Bank's net worth and pre-tax income ratio. (The aforementioned assessment results are disclosed in the Bank's Sustainability Report.)</p>
<p>6. If there is a transformation plan in response to the management of climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transformation risks.</p>	<ol style="list-style-type: none"> <li>1. The Bank has set the reduction goal with the base year of 2023 according to the Science Based Targets initiative (SBTi) for the Banks' own operations (including subsidiaries) for GHG emissions Scope 1 and 2. In addition, the Bank has established carbon reduction strategies (reduction of carbon emissions from own operations, expansion of use of renewable energy, implementation of energy and environmental management, and expansion of influential power). The Bank has also formulated specific action plans (such as: reduction of electricity/water/fuel consumption, introduction of internal carbon pricing, installation of solar power plants, and increase of renewable energy use, to achieve the RE100 initiative goals, etc), in order to achieve the goal of carbon reduction of 42% reduction in 2030, and the net zero carbon emissions in 2050 for the long-term goal.</li> <li>2. The Bank has developed relevant indicators or goals in relation to climate risks (such as: high-carbon emission industry ratio, inclusion of climate risk factors in the credit assessment process for corporate banking business, and carbon reduction commitments, etc.). Furthermore, the Bank has also developed the inventory, verification and carbon emission reduction goals for the financial carbon emission management. (The aforementioned assessment results are disclosed in the Bank's Sustainability Report.)</li> </ol>
<p>7. If the internal carbon pricing is used as a planning tool, the basis for setting the price shall be stated.</p>	<ol style="list-style-type: none"> <li>1. Introduction of internal carbon pricing mechanism to strengthen climate risk financial management: <ol style="list-style-type: none"> <li>(1) In response to the possible financial impact of climate change, the Bank has introduced the "internal carbon pricing" system, in order to strengthen the integration of carbon management and operation decision-making. The internal carbon pricing is calculated based on the weighted average method and with reference to the long-term/short-term climate change risks, future carbon price trends, and the overall external regulations and internal energy-saving investment costs.</li> <li>(2) The internal carbon pricing is calculated based on the weighted average of three indicators, including the short-term carbon fee of NTD 300 per ton announced by the Ministry of Environment in 2026, the estimated long-term carbon fee in 2030, and the carbon reduction cost per ton invested in the replacement of lamps and air-conditioning equipment in the past two years. After a comprehensive assessment, the Company has set the internal carbon pricing at NTD 1,100 per ton, applicable to the carbon emissions of Scope 1 and Scope 2, as the basis for the procurement decision, operation management and carbon reduction action promotion.</li> <li>(3) According to the 2024 GHG inventory result the total carbon emissions of the entire Bank, the total emissions of the Bank are 9,786.8757 tons (Scope 1 and Scope 2), and the estimated internal carbon</li> </ol> </li> </ol>



## Corporate Governance

Item	Status of implementation
	<p>pricing is NTD 1,100 per ton, corresponding to a total potential carbon cost of approximately NTD 10.765 million. It has little impact on the Bank's financial and corporate operation.</p> <p>2. The Bank has adopted the internal carbon pricing application and management mechanism to strengthen the incentives for carbon reduction and sustainable operation. The Bank's internal carbon pricing mechanism will be actually applied to the evaluation of procurement decision and operation management, and is reflected in the earnings calculation of each unit in a quantitative manner, in order to implement the responsibilities of the department and encourage low-carbon transformation. Management measures are follows:</p> <p>(1) Vehicle replacement and upgrade: In 2025, the Bank will replace old company vehicles above the age of 15 years old in priority. It is expected that 12 units will be changed to electric motorcycles. For company vehicles, the Bank will change to use hybrid vehicles in priority upon the expiration of the lease term when one single vehicle's driving mileage reaches 27,000km.</p> <p>(2) Associated with operation incentive design: the Bank has established the electricity consumption control design. For units not reaching the target, the carbon emission is calculated based on the annual electricity consumption (less green power), multiplied by the internal carbon pricing amount of NTD 1,100 per ton, and credited to the unit's earnings in order to reflect its environmental cost.</p>
<p>8. If climate-related goals are set, the activities covered, the scope of greenhouse gas emissions, the planning period, and the progress of each year should be explained; if carbon offsets or renewable energy certificates (RECs) were used to achieve the goals, it should be explained of the source and quantity of carbon reduction credits or quantity of Renewable Energy Certificates (RECs) for which they are exchanged.</p>	<p>1. For Scope 1 and 2 of the Bank's GHG emissions, the year of 2023 is the base period, and it is planned to achieve 6% of carbon reduction annually, and it is expected that by 2030, the carbon reduction of 42% of SBTi and the RE60 renewable energy consumption goal will be achieved.</p> <p>2. For Scope 1 and 2 of the GHG emissions of subsidiaries of the Bank, the year of 2024 is the base period, and it is planned to achieve 7% of carbon reduction annually, and it is expected that by 2030, the carbon reduction of 42% of SBTi and the RE60 renewable energy consumption goal will be achieved.</p> <p>3. In 2023, 50 solar photovoltaic certificates were used by the Tienliao Lienyongchang Livestock Farm, 44 solar photovoltaic certificates were used by the Jiaxian Junior High School, 59 solar photovoltaic certificates were used by the Tienjiaxian Farmer's Association plum factory, 63 solar photovoltaic certificates were used by the Neimen Elementary School, 11 solar photovoltaic certificates were used by the Shanlin Farmer's Association, and 67 solar photovoltaic certificates were used by the Jiangjun District Changlong Section.</p>
<p>9. Greenhouse gas inventory and assurance, and reduction targets, strategies, and concrete action plans. (To be filled in 1-1, 1-2 and 1-3 separately).</p>	<p>Please refer to 1-1, 1-2 and 1-3.</p>



# Corporate Governance

## 1-1 Greenhouse Gas Inventory and Assurance of the Bank in the Past Two Years

### 1-1-1 Greenhouse Gas Inventory Information

Greenhouse gas emission volume (metric tons CO <sub>2</sub> e), intensity (metric tons CO <sub>2</sub> e /NTD million), and data coverage for the most recent two years.	
1.	The 2023 GHG emissions inventory was calculated to be 10,064.465 tons of CO <sub>2</sub> e. 1.1 Scope 1 GHG emissions was calculated to be 439.3939 tons of CO <sub>2</sub> e. 1.2 Scope 2 GHG emissions was calculated to be 7356.3762 tons of CO <sub>2</sub> e. 1.3 Scope 3 GHG emissions for commercial travel was calculated to be 638.758 tons of CO <sub>2</sub> e. 1.4 Scope 3 GHG emissions from electricity, water and gasoline upstream was calculated to be 1629.9371 tons of CO <sub>2</sub> e.
2.	Carbon intensity per NT\$ million of revenue: 0.656 tons of CO <sub>2</sub> e/NT\$ million.
3.	Scope of coverage: 90 business locations of the entire Bank.
1.	The 2024 GHG emissions inventory was calculated to be 9,786.8757 tons of CO <sub>2</sub> e. 1.1 Scope 1 GHG emissions was calculated to be 419.2728 tons of CO <sub>2</sub> e. 1.2 Scope 2 GHG emissions was calculated to be 7144.6423 tons of CO <sub>2</sub> e. 1.3 Scope 3 GHG emissions for commercial travel was calculated to be 632.5128 tons of CO <sub>2</sub> e. 1.4 Scope 3 GHG emissions from electricity, water and gasoline upstream was calculated to be 1590.4478 tons of CO <sub>2</sub> e.
2.	Carbon intensity per NT\$ million of revenue: 0.4936 tons of CO <sub>2</sub> e/NT\$ million.
3.	Scope of coverage: 92 business locations of the entire Bank (including 2 business locations in Ho Chi Minh and Hanoi, Vietnam).

### 1-1-2 Greenhouse Gas Assurance Information

Explanation of assurance status in the last 2 years up to the date of publication of the annual report, including assurance scope, assurance institution, assurance criteria and assurance opinions.
<p>Assurance Scope:</p> <p>In 2023, Scope 1, Scope 2, and Scope 3 “1-14” of 90 business locations and headquarters throughout the Bank.</p> <p>In 2024, Scope 1, Scope 2, and Scope 3 “1-14” of 92 business locations and headquarters throughout the Bank. (including 2 business locations in Ho Chi Minh and Hanoi, Vietnam).</p> <p>Assurance Institution: SGS.</p> <p>Standard of assurance: ISO 14064-3: 2006</p> <p>Assurance opinion: Full assurance information will be disclosed in the Sustainability Report.</p>

## 1-2 Greenhouse gas reduction goals, strategies and concrete action plans (Affiliates included)

Base year and data of greenhouse gas reduction, reduction goals, strategies, and concrete action plans, and achievement of reduction goals.
<p>1. Carbon reduction goal:</p> <p>The Bank has established its own annual carbon reduction goals for Scope 1 and Scope 2 based on the Science Based Targets initiative (SBTi). With the year of 2023 and 2024 as the base year, the goal is to achieve 42% of carbon reduction and achieve RE60 (green power usage reached 60%) by 2030. The long-term goal is to achieve the net zero carbon emissions and achieve RE100 by 2050.</p> <p>2. Carbon reduction strategy:</p> <p>(1)Reduce carbon emissions from own operations of the Bank</p> <p>(2)Expand the use of renewable energy</p> <p>(3)Implement energy and environmental management and expand influential power</p> <p>3. Actual actions:</p> <p>(1) In compliance with the RE100 international renewable energy initiative, the Bank has set 2023 as the base year, and aims to achieve the goal of RE60 by 2030 and the goal of RE100 by 2050.</p> <p>(2) Full-scale adoption of electricity-saving equipment equipped with energy-saving mark</p> <p>(3) Use of water-saving toilets and faucets equipped with water-saving mark</p> <p>(4) Replace company vehicles with vehicles of new energy gradually</p> <p>(5) Starting from 2023, the Bank has installed electric vehicle charging system at the parking lots of the Bank’s own buildings</p> <p>(6) By 2035, the Bank’s owned buildings will have at least 5 roof-top solar power plants installed</p> <p>(7) Execution and participation in green procurement and green office activities</p> <p>(8) Formulate internal carbon pricing and incorporate carbon emissions into the assessment of internal expenses and costs</p> <p>4. Achievement status in 2024:</p> <p>(1) Carbon reduction of 3% compared to 2023</p> <p>(2) Use of 220,800 KWH of green power</p>

## Corporate Governance

- (3) The internal carbon pricing is set at NTD 1,100 per ton, and the carbon emission is included in the assessment of the replacement cost of the company's vehicles.
- (4) Replaced 8 combustion engine motorcycles with electric motorcycles
- (5) Replaced 40 air-conditioning systems and 1,937 lamps with energy-saving mark
- (6) Replaced sanitation equipment of 20 sets of toilets and 15 sets of faucets with water-saving mark
- (7) Performed green procurement amount of approximately NTD 37.67 million, and participated in the green procurement platform reporting activities
- (8) Headquarters building responded to and participated in the green office activities promoted by the Ministry of Environment
- (9) Responded to global energy-saving initiatives of "Earth Hour", "Earth Day", and "World Environment Day".

### 1-3 Greenhouse Gas Inventory Information on Affiliated Enterprises

#### 1-3-1 Union Finance & Leasing Greenhouse Gas Inventory Information

1. The 2024 GHG emissions inventory was calculated to be 334.9456 tons of CO<sub>2e</sub>.
  - 1.1 Scope 1 GHG emissions was calculated to be 28.2703 tons of CO<sub>2e</sub>.
  - 1.2 Scope 2 GHG emissions was calculated to be 215.4285 tons of CO<sub>2e</sub>.
  - 1.3 Scope 3 GHG emissions for commercial travel was calculated to be 37.3062 tons of CO<sub>2e</sub>.
  - 1.4 Scope 3 GHG emissions from electricity, water and gasoline upstream was calculated to be 53.9406 tons of CO<sub>2e</sub>.
2. Scope of coverage: 20 business locations of the Company.

#### 1-3-2 Union Securities Investment Trust Greenhouse Gas Inventory Information

1. The 2024 GHG emissions inventory was calculated to be 80.8776 tons of CO<sub>2e</sub>.
  - 1.1 Scope 1 GHG emissions was calculated to be 2.9555 tons of CO<sub>2e</sub>.
  - 1.2 Scope 2 GHG emissions was calculated to be 64.3576 tons of CO<sub>2e</sub>.
  - 1.3 Scope 3 GHG emissions for commercial travel was calculated to be 13.5645 tons of CO<sub>2e</sub>.
2. Scope of coverage: 1 business location of the Company.

#### 1-3-3 Union Venture Capital Greenhouse Gas Inventory Information

1. The 2024 GHG emissions inventory was calculated to be 274.8419 tons of CO<sub>2e</sub>.
  - 1.1 Scope 1 GHG emissions was calculated to be 3.9583 tons of CO<sub>2e</sub>.
  - 1.2 Scope 2 GHG emissions was calculated to be 225.4616 tons of CO<sub>2e</sub>.
  - 1.3 Scope 3 GHG emissions for commercial travel was calculated to be 45.4220 tons of CO<sub>2e</sub>.
2. Scope of coverage: 2 business locations of the Company.

#### 1-3-4 Union Information Technology Greenhouse Gas Inventory Information

1. The 2024 GHG emissions inventory was calculated to be 468.5170 tons of CO<sub>2e</sub>.
  - 1.1 Scope 1 GHG emissions was calculated to be 3.7098 tons of CO<sub>2e</sub>.
  - 1.2 Scope 2 GHG emissions was calculated to be 387.0418 tons of CO<sub>2e</sub>.
  - 1.3 Scope 3 GHG emissions for commercial travel was calculated to be 0.6759 tons of CO<sub>2e</sub>.
  - 1.4 Scope 3 GHG emissions from electricity, water and gasoline upstream was calculated to be 77.0895 tons of CO<sub>2e</sub>.
2. Scope of coverage: 1 business location of the Company.



## Corporate Governance

### (8) Fulfillment of ethical Management and Adopted measures:

Item	Implementation Status			Discrepancy, if any, with Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Memo	
1. Formulate the Policy and Procedures for Ethical Management (1) Whether the Bank has expressly stated the ethical policy and its fulfillment by the board of directors and the management in its Articles of Incorporation and public documents?	V		(1) The Bank's board of directors has approved the Ethical Corporate Management Best Practice Principles and Guidelines for Conduct of Union Bank of Taiwan, which clearly states that the Board of Directors and senior management shall be committed to putting into practice the principles actively. In order to fulfill its commitments, the Bank has set up a "Corporate Governance Team" under the "Corporate Social Responsibility Committee" of the Board of Directors as the dedicated unit for the Bank's integrity management, and is responsible for overseeing the implementation of the Bank's integrity management policies and various preventive programs.	No material discrepancy
(2) Whether the Bank has established an assessment mechanism for the risk of unethical conduct; regularly analyzes and evaluates within a business context, the business activities with a higher risk of unethical conduct; has formulated a program to prevent unethical conduct with a scope no less than the activities prescribed in paragraph 2, Article 7 of the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies?	V		(2) Each business unit of the Bank has strict internal control and risk control mechanisms. In addition to complying with the regulations of the competent authorities and the head of each business unit, the Bank has compliance, audit, and risk management units for strict supervision. The preventive programs in the preceding paragraph also stipulate relevant regulations on the prohibition of bribery to ensure that the Company operates with integrity. Also, the Bank conducts a self-evaluation on operational risk control every year to understand the effectiveness of various control measures and whether they are implemented as required, and to adopt enhanced measures as appropriate. The evaluation results are compiled into a summary report and reported to the Asset and Liability Management Committee and the Board of Directors.	No material discrepancy



## Corporate Governance

Item	Implementation Status			Discrepancy, if any, with Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Memo	
(3) Has the Bank set up operating procedure, behavior guideline, disciplinary actions, and complaint system in the plans to prevent unethical conduct? Does the Bank strictly execute the implementation and periodically revise the afore-mentioned plan?	V		(3) The Bank's program to prevent dishonest conduct is to specify operation process of the Bank, code of conduct, disciplinary action for violation in the Bank's human resource management procedure and work rule. The procedure and rule are periodically reviewed and modified. In addition, the Bank ensures the implementation of preventive measures through the legal compliance system, internal audit and whistle blower system.	No material discrepancy
2. Implementation of Ethical Management	V		(1) The Bank's business activities shall avoid any trading with persons with unethical record, and the Bank planned to expressly state the clause about compliance with the Bank's ethical management policy in contracts. Meanwhile, before conclusion of any contract, the Bank will have the contract reviewed by the legal affairs unit to ensure the right, obligation and validity of the contract.	No material discrepancy
(1) Whether the Bank has evaluated the ethical record of trading counterparts and specifically set out the ethical management clause in business contract?				
(2) Whether the Bank has set up a unit under the Board which is dedicated to promoting the company's ethical standards and regularly (at least once a year) reports directly to the Board of Directors on its ethical corporate management policy and relevant matters, and program to prevent unethical conduct and monitor its implementation?	V		(2) The "Corporate Governance Team" under the "Corporate Social Responsibility Committee" that reports to the Board is responsible for monitoring the promotion of the Bank's ethical corporate management policies and the implementation of various preventive measures. The team regularly (at least once a year) reports to the Board of Directors.	No material discrepancy
(3) Whether the Bank has defined the policy to prevent conflict of interest and to offer appropriate channels for providing a statement in regard to the situation, and implemented the same precisely?	V		(3) The Bank's policies and channels for preventing conflicts of interest are clearly stipulated in the "Ethical Corporate Management Best Practice Principles and Guidelines for Conduct" in the work rules and employee service regulations (for employees), and the Bank has set up a grievance system and provided smooth communication channels. In addition, a recusal system (for directors) is stipulated in the Bank's Rules of the Meeting of the Board of Directors, and is strictly implemented as required.	No material discrepancy

## Corporate Governance

Item	Implementation Status			Discrepancy, if any, with Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Memo	
(4) To implement relevant policies on ethical conducts, has the company established effective accounting and internal control systems, audit plans based on the assessment of unethical conduct, and have its ethical conduct program audited by internal auditors or CPA periodically?	V		(4) The Bank's accounting policies were established in accordance with relevant laws, FSC-approved IFRS, International Accounting Standards, and Interpretations thereof, and have been adjusted to accommodate existing and future business requirements. The Bank's internal control system was developed based on "Implementation Rules of Internal Audit and Internal Control System of Financial Holding Companies and Banking Industries." The purpose is to facilitate sound business operation and to provide assurances in effectiveness and efficiency of business performance, reliability of financial reporting, and regulatory compliance. The audit unit drew up relevant audit plans based on the self-evaluation results of operational risk control, to examine the effectiveness of the design and implementation of the internal control system through the internal audit system and self-audit system to audit the compliance with the preventive programs for unethical conduct.	No material discrepancy
(5) Whether the Bank has organized internal/external educational and training programs for ethical corporate management periodically?	V		(5) (i) According to the Bank's ethical corporate management best-practice principles, the Bank will organize the internal propagation activity to communicate the importance of ethics to directors, employees and appointees from time to time. The related staff will also attend the related workshops and educational training programs organized by external entities. (ii) The Bank held internal and external trainings related to ethical management in 2024 (including compliance of ethical management regulations, accounting policy and internal control). There are 3,636 participants and 114 courses in total.	No material discrepancy
1. Status of the Bank's complaint system (1) Whether the Bank has defined a specific complaints and rewards system, and established some convenient complaint channel, and assigned competent dedicated personnel to deal with the	V		The Bank's ethical corporate management best-practice principles have defined the relevant complaint and handling procedures. The Bank also established an internal independent email box and hotline for complaints	No material discrepancy

## Corporate Governance

Item	Implementation Status			Discrepancy, if any, with Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Memo	
situation?			<p>available to the Bank's internal and external personnel. The dedicated unit will designate competent dedicated personnel subject to the circumstances, declare in writing that it will keep confidential the complainant's ID and contents of the complaint and promise to protect complainants from unfair treatment due to the complaint.</p> <p>(1) The Bank's whistleblowing system implementation rules were submitted to the Board and adopted on Aug. 22, 2018. The complaint types are defined in the rules, the complaint can be submitted via paperwork, hotline, e-mail or complaint platform. The complaint will be handled by different units according to different recipients of the complaints. In order to encourage the employees to file complaints, if the complaints are verified, after the recipient of the complaint is punished according to the Bank's rules, the internal complainant will be rewarded.</p>	
(2) Whether the Bank has established standard operating procedures for investigating the complaints received, follow-up measures after investigation are completed, and ensuring such complaints are handled in a confidential manner?	V		<p>(2) The Bank's Rules for Implementation of Whistleblowing System expressly states the procedure for receiving, investigating, reporting for disciplinary action, and notification of complaint cases, and a clear division is established between the responsibilities of the complaint receiving department and those of the investigation department. The complaint receiving department will report to Board of Directors regarding context of complaints, handling of complaints, and follow up improvement measures. It also expressly states the confidentiality obligations regarding the complainant identification, complaint letters or complaint record, and other related materials.</p>	No material discrepancy
(3) Whether the Bank has adopted the measures for protecting complainants from inappropriate disciplinary actions due to their complaints?	V		<p>(3) The Bank's whistleblowing system expressly states that the complainant's ID is kept confidential and the complainant's right of work is guaranteed. The Bank cannot discharge, downgrade, cut wages, prejudice the interests guaranteed by the laws, contract, or</p>	No material discrepancy



## Corporate Governance

Item	Implementation Status			Discrepancy, if any, with Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies and Reasons
	Yes	No	Memo	
			practice, or enforce other punishments because of complaints.	
4. Enhancing Information Disclosure Whether the Bank has disclosed the content and the status of implementation of its ethical corporate management best practice principles on its websites and the MOPS?	V		The Bank's website has set up the "Sustainability Development Area" to disclose the requirements about ethical corporate management best-practice principles and status of the implementation thereof. In addition, for information transparency, the related information has been also uploaded to the MOPS for access by investors.	No material discrepancy
5. If the bank has established corporate governance best-practice principles in accordance with the "Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies," please describe the current practices and any deviations from the Best-Practice Principles: None.				
6. Other important information that is helpful in understanding the Bank's ethical corporate management:				
A. The Bank cooperates with suppliers and has established the "Letter of Commitment for Supplier Compliance with Corporate Social Responsibility, Ethical Corporate Management Policy and Legal Regulations" and "Supplier Self-Evaluation Form", and requires suppliers to sign these documents before transaction, in order to promote and advocate the Bank's corporate social responsibility policy, and to request suppliers to commit to the compliance with corporate ethics, ethical management, employee safety and protection of employees' rights and interests, and environmental protection.				
B. The 4th meeting of the 12th term of Board of Directors on November 11, 2024 has approved the establishment of the "UBOT Responsible Map System", the establishment of a corporate governance structure based on responsibility and the responsibility allocation of each department, the strengthening of the professional governance mechanism for high-level management personnel to enhance their responsibilities and to take responsibility for their own behaviors. All high-level management personnel have signed the statement of compliance with ethical management, in order to implement the corporate culture of integrity of the Bank.				
C. In 2024, a total of 7 reported cases were received. One of the cases was verified to be true, which violated the internal operation regulations. After the Personnel Evaluation Committee reviewed and handled the cases, three cases were found to have no violations, and three cases were not of the type or scope of a reported case (two were responses to customer's demand and inadequate service attitude, and customers were assisted for proper handling and forwarded to the Business Administration Department for handling; one of the reported cases was an employee of the manpower dispatch company, and it was transferred to the manpower company for handling).				

- (9) Operating procedure for internal important information:  
In order to establish the Bank's fair important internal information processing and disclosure mechanism to prevent information from being disclosed inadequately and to ensure the accuracy and consistency of the information released by the Bank to the public and enhance the control over prevention of insider trading, the Bank defined the "Operating Procedure for Processing of Important Internal Information".  
On July 17, 2020 and November 27, 2020, the Bank offered education and awareness-raising courses for new employees. The content of the courses included the confidential work of material information, the reasons for the formation of insider transactions, and the identification process, and relevant contents are placed in the Company's internal system.
- (10) Other material information sufficient to enhance understanding of the status of the Bank's corporate governance practices:  
Please refer to the Bank's website: <https://www.ubot.com.tw/ourResponsibility>.

## **Corporate Governance**

- (11) Implementation of the internal control system:
- a. The Bank's 2024 Statement of Internal Control System is available on the MOPS website Of the Taiwan Stock Exchange/Corporate Governance/Internal Control Section/Internal Control Statement.  
<https://mops.twse.com.tw/mops/#/web/t06sg20>
  - b. If an accountant is entrusted to review the internal control system, the accountant review report shall be disclosed : N/A
- (12) Material Resolutions of Shareholders Meetings or Board of Directors Meetings During the Current Fiscal Year up to the Date of Printing of the Annual Report
1. Material resolutions of the shareholders' meeting during 2024 and the status of implementation
    - A. Ratification of the surplus earnings distribution for 2023: The resolution was adopted.  
Status of implementation: In the shareholders' meeting, the Bank has resolved on the dividend distribution, the preferred stock dividends of (NT\$ 2.559226025 per share), the common stock dividends of NT\$ 0.90 per share (cash dividend NT\$0.20 and stock dividend NT\$0.70). The distribution record date was determined to be Jul. 13, 2024 and Jul. 30, 2024, the stock and cash dividends were paid on Jul.31, Aug. 27, and Sep. 11, 2024.
    - B. Ratification of the 2023 business report and financial statements: The resolution was adopted.
    - C. The Bank's new issuance of common shares from earnings: The resolution was adopted.  
Status of implementation: The Bank's proposal of capital increase via return earning and employee compensation was adopted by the Financial Supervisory Commission on Jul. 3, 2024, and also adopted by the Ministry of Finance on Aug. 28, 2024 and Letter No. 11330142590 was issued, and the shares were listed and traded on the stock market on Sep. 11, 2024.
  2. Material resolutions of the Board of Directors meeting during 2024 and during the current fiscal year up to the date of publication of the annual report.
    - A. The 19th meeting of the 11th term of board of directors passed the resolution on January 11, 2024 on the following: Amendment to the "Internal Control System for the Bank's Concurrent Securities Dealer", amendment to the "'Performance Appraisal Measures of the Bank's Securities and Finance Department Head Office (Branch)", amendment to the "Regulations Governing Salary and Bonus to Securities Brokers at the Bank"; amendment to the "Regulations Governing the Evaluation of the Bank's Wealth Management Personnel", "Proposal for the Bank to Continue to Entrust the Subsidiary Union Information Technology Corp. for Maintaining the Bank's website", "Property lease renewal to subsidiary", "Proposed Credit Limits for Loans to the Bank for the Purchase, Construction or Development of Real Estate", amendments to the "Regulations Governing the Evaluation and Incentives to the Bank's Corporate Banking Personnel", amendments to the "Procedures for Performance Bonus of the Corporate Banking Sector of our bank", amendments to the "Regulations of the Bank's Performance Appraisal for Business Units", amendments to the "Organizational Charter of the Bank", "2024 Bank-wide and Different Business Budgets", and "Business Guidelines of the Bank", the establishment of the "Legal Compliance Plan of the Bank in 2024", and "Resolution of the 6th meeting of the 5th Remuneration Committee of the Bank".
    - B. On March 11, 2024, the 20th meeting of the 11th term of the Board of Directors resolved to approve the following: The establishment of "Matters Relating to the



## **Corporate Governance**

Convening of the Bank's 2024 Annual General Meeting of Shareholders", the establishment of "Matters Relating the Acceptance of Shareholders' Proposals for the 2024 General Shareholders' Meeting", establishment of "The 2024 Annual General Meeting of Shareholders period for receiving nominations for directors (including independent directors), the number of seats to be elected, and the premises for accepting the nominations", "Election of the Bank's 12th board of directors (including independent directors) at the regular shareholders' meeting in 2024", amendment to the "Internal Control System for the Bank's Concurrent Securities Dealer", amendment to the "The Bank's Information Security Policy", "Social Welfare Activities Funding", "Marketing Expenses for Various Digital Financial Services", "Planning to maintain the credit limits for credit customers with original credit rating at higher risks levels after re-examination in 2024", "Planning to maintain the credit limits of various stocks and non-listed stocks originally secured for borrowings after the 2024 re-examination", "Planning to maintain the original industry credit position limit and loss limit after the 2024 re-examination", amendments to "Property-Backed Loan Credit Limits", "Review of Credit Risk Concentration Limits in 2024", "Change of Address on the Bank's Business License", "Operation status in the fourth quarter of 2023 of the Bank's subsidiary UNION FINANCE & LEASING (INT'L) CORP.", amendments to some articles of "The Bank's Audit Committee Charter", amendments to some articles of "Rules of Procedure for Board of Directors Meetings of the Bank", amendments to some articles of "The Bank's Articles of Incorporation", "The Bank's re-appointment of Deloitte Taiwan to handle the Bank's certification affairs in 2024", "2024 director training and education", and "Signing the "Declaration of AML/CFT Internal Control System", "The Bank's 2023 Internal Control System Effectiveness Evaluation Results and Statement on the Proposal of an Effective Implementation of the Internal Control System", the amendments to "the Bank's Vehicle Loan Performance Appraisal Regulations", the "2023 Parent Company Only and Consolidated Financial Statements and Business Report", "2023 Remuneration Distribution of the Bank's Employees and Directors", "2023 Proposal of the Bank's Earnings Distribution", "2023 Recapitalization of 2023 earnings", "2023 Proposal for capital increase by annual employee remuneration through issuance of new shares".

- C. The 21st meeting of the 11th term of Board of Directors on April 15, 2024 passed the amendment of the "Regulations Governing the Appointment, Promotion and Evaluation of Consumer Banking Representatives", "Application for Relocation of Non-business Office and Change of Non-business Office at 2F to Branch Office for Gishan Branch", amendment of the "Regulations Governing the Entrustment of the Bank's Operations to Others for Handling Internal Operations", "Resolution of the 4th meeting of the 2nd term of the Board of Directors of the Bank", "Cancellation of the non-competition restriction on the 12th term of directors of the Bank".
- D. The 22nd meeting of the 11th term of Board of Directors on May 13, 2024 reached the resolution on the approval of "Application for establishment of overseas branch to financial supervisory commission", "Card application and bonus point redemption services for promotion of UBOT credit card benefit event, and continuous cooperation and promotion of credit card business, with annual relevant expense of NTD 10 million (payment for actual expense incurred)", "Re-examination of remaining house mortgage related control measures for the current year", "Credit limit of "Residential Construction and Corporate Construction Loan" not to exceed 10% of total loan balance in principle based on review of current year", amendment to the "UBOT and Subsidiaries Anti-money Laundering and Combating of Financing of Terrorism Policy", amendment to the "Sustainable Development Best Practice



## **Corporate Governance**

Principles of the Bank" and "Sustainable Development Committee Charter of the Bank", and "2024 Q1 consolidated financial statement of the Bank".

- E. The 1st meeting of the 12th term of Board of Directors passed on June 14, 2024 reached the resolution to approve the "Election of the Bank's 12th term of managing directors", "Election of the Chairman of the 12th term of Board of Directors of the Bank", "Election of the convener and chair of the 4th term of Audit Committee of the Bank", "Election of the 6th term of Remuneration Committee members of the Bank", and "Appointment of the 3rd term of Nomination Committee members by the Board of Directors of the Bank".
- F. The 2nd meeting of the 12th term of Board of Directors on July 8, 2024 reached the resolution to approve the amendment of the "Internal control system of the Bank's concurrent operation of securities firms in the broker business introducing futures", "The "Internal Control System Standards for Securities Firm" for the proprietary bonds trading business of the Bank's concurrent operation of securities firm", "Report on the risk assessment of anti-money laundering and counter-terrorism financing in the Insurance agency business of the Bank", "Report on the Bank's 2024 compliance and supervision principles required reporting information", amendment to the "Risk Management Policy" of the Bank, "Credit Risk Management", "Market Risk Management Rules", "Operational Risk Management Rules", and "Capital Adequacy Management Rules", "Submission of the Bank's 2023 Sustainability Report in Chinese Language", "Submission of FSC's "Inspection Opinion Improvement Report (Table B)" for inspection on the Bank's general business operation", "Setting of July 30, 2024 as the ex-dividend date for the Bank's common shares and stock dividends distribution", and "Resolution of the 1st meeting of the 6th term of Remuneration Committee of the Bank".
- G. The 3rd meeting of the 12th term of Board of Directors on August 26, 2024 reached the resolution to approve the amendment of the "Internal Control System for the Bank's Concurrent Operation of Securities Firm", "Application for the split of the Bank's concurrent operation of securities business for the establishment of a new 100% owned subsidiary, and the termination of securities brokerage business, futures introducing broker business, and securities trading for customers and futures introducing broker services", "Application for establishment of overseas branch with FSC", "Proposal for re-appointment of contract signing representative due to the release of duty of original contract signing representative Independent Director Kuo-Chang Li for the social welfare activities and digital financial services guidance benefit activities originally launched by the Bank's cooperating company", "Proposal for real estate lease", "Proposal for the Bank's incentive measures for Class A rating in six main core strategic industry loan performance, and application for change of Northern Zhonghe Simple Branch to normal branch and relocation to Hsinchu County with name change to Zhubei Branch, and application for relocation of North Sanchong Branch to original address of former Northern Zhonghe Simple Branch with name change to Northern Zhonghe Branch for business continuation", "Proposal for establishment of risk control plan according to the anti-money laundering and combating of financing of terrorism risk assessment result of the Bank", amendment to the "Work Rules of the Bank", and "The Bank's parent company only and consolidated financial for the first half of 2024".
- H. The 4th meeting of the 12th term of Board of Directors on November 11, 2024 reached the resolution to approve the "Renewal of lease of company vehicles", "Purchase of real property", amendment to the "Internal Control System for Insurance Broker, Insurance Broker in Solicitation of Business System and Procedures of UBOT", amendment to the "Securities Broker Salary and Bonus Regulations of the Bank", amendment to the "Regulations for Performance

## **Corporate Governance**

Evaluation of Wealth Management Department Personnel”, “Proposal for the Bank’s entrustment of the subsidiary Union Information Technology Corp. to continue to handle the Bank’s website maintenance work”, “Proposal for organization of credit card cash back benefit activity”, “Proposal for donation to the Union Culture and Education Foundation”, “Proposal for the Bank’s discretionary investment in securities”, amendment to “Liquidity Risk Management Policy of the Bank” and “UBOT Interest Rate Risk in the Banking Book (IRRBB) Management Policy”, amendment to the “Procedures for Derivative Trading of the Bank” and “Guidelines for Handling Structured Investment Portfolio of the Bank”, submission of “2025 UBOT’s “Financial Inter-industry Authorization Limit Table””, “Investment limit authorization principle for purchase of non-guarantee short-term bills authorization issued by domestic enterprises” and “Insurance company and investment and trust fund transaction limit authorization principle”, establishment of “Sustainable Credit and Investment Policy of the Bank”, “Announcement of the Bank’s inclusive finance declaration”, amendment to the “Organizational Charter of the Bank”, “Proposal for re-establishment of control measures for “restriction on personnel at all levels to keep passbooks, seals, ATM cards or application documents under custody on behalf of customers”, “Submission of improvement plan for response to excessive high non-performing (NPL) loan ratio”, amendment to “the Bank’s fair customer treatment principles and execution steps”, establishment of “UBOT Responsible Map System”, “2025 internal audit plan of the Bank and “”2025 internal audit operation audit plan and implementation status report” for the Bank’s concurrent operation of securities firms in the broker business introducing futures””, and “2024 Q3 consolidated Financial Statements of the Bank”.

- I. The 5th meeting of the 12th term of Board of Directors on January 13, 2025 reached resolution to approve the amendment of the "Internal control system of the Bank's concurrent operation of the securities firms and internal control system for broker business introducing futures", amendment to the "Consumer Dispute Resolution System of the Bank", “Proposal for purchase of vouchers of Hi-Life Convenient Store for business promotion and development activity incentive planning use”, “Proposal for renewal of lease of company vehicles”, “Proposal for renewal of lease of parking spaces for company vehicles”, “Periodic review of the contents of control measures of real estate industry and financial industry credit extension business in Vietnam annually, and proposal for maintaining the control measures unchanged”, “Proposal for re-examination of limit amount for the current year (2025) to effectively management and monitor the loan credit risk of real properties purchased or constructed by the Bank”, establishment of “Tax Governance Policy of the Bank”, establishment of “IFRS Sustainability Disclosure Standards Introduction Plan of the Bank”, amendment of “Institutional Investment Voting Policy of the Bank”, amendment to the “Sustainable Development Committee Charter of the Bank”, establishment of the “Regulations Governing Sustainable Information Management of the Bank”, “Proposal for participation in the cash capital increase of the Bank’s investee iPASS Corporation”, amendment of the “Regulations for Legal Compliance System Implementation of the Bank”, “Review of the Bank’s legal compliance policy, and establishment of 2025 legal compliance plan”, “FSC’s “Inspection Opinion Improvement Report (Table B)” for inspection on the general business operation of branches of the Bank in June 2024”, “Proposal for application of the business for “Handling Financial Commodities and Services Applicable to High-Asset Customers” with FSC”, “Proposal for application of “Virtual Asset Custody Service” theme trial operation”, “The Bank’s 2025 “Operating budget for the Bank and each business” and “Operational directives for each business””, and “Resolutions of the 2nd meeting of the 6th term of Remuneration Committee of the



## **Corporate Governance**

Bank”.

- J. The 6th meeting of the 12th term of Board of Directors reached the resolution to approve the “Convention of the Bank’s 2025 annual general shareholders’ meeting related affairs”, amendment of “Internal control system of the Bank’s concurrent operation of the securities firms and internal control system for broker business introducing futures”, “Proposal for maintaining credit extension limit for real estates at specific areas”, “Proposal for maintaining total credit extension position limit for China region (including Hong Kong) and high-risk industry credit extension position limit after re-examination in 2025”, “Proposal for maintaining original industry credit extension position limit and loss limit after re-examination in 2025”, “Proposal for maintaining original credit rating for credit extension limit of loan borrowers of high-risk level after re-examination in 2025”, “Report of deficiency improvement of Fengyuan Branch”, amendment of “Real property secured loan credit concentration limit”, “Re-examination of credit risk centralization limit in 2025 and amendment of “UBOT Regulations for Managing Credit Risk Concentration for Identical Individual, Group Enterprise and Industry” in 2025”, “Proposal for renewal of contract with subsidiary for system project development service”, “Proposal for the Bank’s continued retention of Deloitte Taiwan as the CPA firm for the Bank in 2025”, “2024 Q4 Operation status of the Bank’s subsidiary UNION FINANCE & LEASING (INT’L) CORP.”, amendment of “Organizational Charter of the Bank”, amendment of “parts of the provisions of the Articles of Incorporation of the Bank”, “Application for handling foreign bonds proprietary business and relevant foreign exchange business permit”, “2024 directors’ continuing education plan”, “Singing of “Anti-money Laundering and Combating of Financing of Terrorism International Control System Statement””, “The Bank’s 2024 internal control system effectiveness assessment result and proposal for issuance of declaration for effective implementation of internal control statement”, “FSC’s “Inspection Opinion Improvement Report (Table B)” for inspection on the Bank’s anti-fraud risk control mechanism project in August 2024”, “The Bank’s distribution of 2024 remunerations of employees and directors”, “Proposal for execution of 2024 capital increase by remuneration of employees with issuance of new shares”, “The Bank’s 2024 parent company only and consolidated financial statements”, “The Banks 2024 earnings distribution proposal” and “Execution of 2024 capital increase by surplus earnings with issuance of new shares to replenish the capital”.

- (13) During the current fiscal year up to the date of printing of the annual report, a director or supervisor has expressed a dissenting opinion with respect to a material resolution passed by the board of directors, and said dissenting opinion has been recorded or prepared as a written declaration, disclose the principal context thereof: None.



## Corporate Governance

### 4. Information on CPA professional fees

In NT\$ thousand

Name of CPA Firm	Name of CPA	Audit Period	Audit Fees	Non-Audit Fees	Total Fees	Note
Deloitte & Touche	Kuan-Hao Lee	January ~ December 2024	8,645	9,040	17,685	-
	Jiun-Hung Shih	January ~ December 2024				

- (1) Auditing fee refers to the fee for the service of the certified public accountants in conducting audit, review, second review of financial statements and the audit of financial forecast.
- (2) Services not included in the auditing public expense: personal information protection projects/FCCS system projects/CRS consultation/agreement procedures/transfer pricing/surplus capital increase/computer system information security/tax verification and doubtful debts audit.
- (3) Change of audit engagement and that the audit fee for the year of change is less than that charged for the year prior to the change: None.
- (4) Auditing fee decreased 10% or more below the fee charged for the previous year: None

### 5. Information on change of CPA: None.

### 6. The Chairman, President and Executive Officers in charge of the Bank's financial or accounting affairs who have, during the past year, served a position in the CPA firm to which or its affiliated enterprises the independent auditor(s) belong to: None.

### 7. Transfer of Equity and Changes in Equity Used as Collateral by Directors, Supervisors, Managers, and Others Required to Report Equity in accordance with Article 11 of the Banking Act. :

- (1) Changes in shareholding (preferred stock shows with "P" while occurs)

Title	Name	2024		Mar. 31, 2025	
		Shareholding Increase (Decrease)	Share Pledges Increase (Decrease)	Shareholding Increase (Decrease)	Share Pledges Increase (Decrease)
Chairman	Jeff Lin	561,142	0	0	0
Independent Managing Director	Yao-Hsien Lee	0	0	0	0
Independent Director	Tzung-Hang Lee	0	0	0	0
Independent Director	Lin-Yu Fan	0	0	0	0
Managing Director	Chen-Chern Investment Co., Ltd.	12,540,291	0	0	0
Director	Union Investment Co., Ltd.	413,156	0	0	0
Director	Yu-Pang Co., Ltd.	3,808,636	0	0	0

## Corporate Governance

Title	Name	2024		Mar. 31, 2025	
		Shareholding Increase (Decrease)	Share Pledges Increase (Decrease)	Shareholding Increase (Decrease)	Share Pledges Increase (Decrease)
Director	Pai-Sheng Investment Co., Ltd.	13,337,835	0	0	0
Director	Herman Tu	30,779	0	0	0
President	Wei-Wen Hsu	17,969	0	0	0
SEVP	Denfer Hung	17,939	0	0	0
SEVP	Jane Lu	14,116 (5,000)	0	0	0
SEVP	Chu-Chang Yang(Yanger Yang)	17,215	0	0	0
Chief Auditor	Tammy Chang	7,033	0	0	0
EVP	Chueh-Ling Liu	14,082	0	0	0
EVP	Pi-Chiu Tang(Joy Tang)	16,475	0	0	0
Manager	Lee-Hao Chen	7,892	0	0	0
Manager	Huei-Wen Chang	7,856	0	0	0
Manager	Chuen-Chour Li	6,346	0	0	0
Manager	Chien-Wen Tan	6,553	0	0	0
Manager	Chang-Chieh Hsu	11,127	0	0	0
Manager	Hsin-Yi Yang	6,952	0	0	0
Manager	Wendy Chi	15,931	0	0	0
Manager	Ming-Tsan Hung	7,656	0	0	0
Manager	Chien-Hui Li	7,633	0	0	0
Manager	Pao-Ching Lee	3,792	0	0	0
Manager	Ya-Yun Yang	6,751	0	0	0
Manager	Sabrina Tsai	8,609	0	0	0
Manager	Chi-Hung Chen	8,496	0	0	0
Manager	Kuo-Ming Lin	4,408	0	0	0
Manager	Miao-Hui Chou	5,081	0	0	0
Manager	Cheng-Fa Huang	5,113	0	(8,000)	0
Manager	Chia-Yu Chuo	11,324	0	0	0
Manager	Yu-Man Chao	9,847	0	0	0
Manager	Yei-Chang Hsieh	5,228	0	0	0
Manager	Yi-Chun Kao (June Kao)	8,860	0	0	0
Manager	Ging-Yang Yu	10,521	0	0	0
Manager	Kuo-Kuang Chou	7,365	0	0	0
Manager	Fang-Ni Wang	8,965	0	0	0
Manager	Jacky Liao	8,645	0	0	0
Manager	Hsing-Jung Fei	4,569	0	0	0
Manager	Anita Hung	9,304	0	0	0
Manager	Ching-Hua Chao	0	0	0	0
Manager	Wen-Chi Chiang	7,113	0	0	0
Manager	Ling-Jung Hsiung	15,756	0	0	0
Manager	Hung-Zu Chang	6,820	0	0	0
Manager	Po-Feng Wu	7,344	0	0	0
Manager	Yu-Chang Chang (Russell Chang)	24,115	0	0	0
Manager	Ying-Chieh Huang	6,318	0	0	0

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Title	Name	2024		Mar. 31, 2025	
		Shareholding Increase (Decrease)	Share Pledges Increase (Decrease)	Shareholding Increase (Decrease)	Share Pledges Increase (Decrease)
Manager	Gary Tsai	12,673	0	0	0
Manager	Shum-Chen Tu	7,031 (5,000)	0	0	0
Manager	Guan-Hong Lee	4,987	0	0	0
Manager	Chu-Shih Wei	10,403	0	0	0
Manager	Yu-Mei Tsai	6,286	0	0	0
Manager	Chint-Sung Wang	5,008	0	0	0
Manager	Chun-Hsien Chang	7,808	0	0	0
Manager	Tsung-Cheng Hsueh	9,246	0	0	0
Manager	Chien-Lung Chen	18,225	0	0	0
Manager	Ta-Wei Shih	9,750	0	0	0
Manager	Shu-Feng Hsueh	9,164	0	0	0
Manager	Jing-Yeh Wang	3,893	0	0	0
Manager	Wen-Ju Huang	7,915	0	0	0
Manager	Szu-Min Yang	5,577	0	0	0
Manager	Hung-Yi Chen	6,197	0	0	0
Manager	Li-Hui Shen	7,018	0	0	0
Manager	Jing-Ying Chen	6,327	0	0	0
Manager	Zhi-Zhong Zhang	6,900	0	0	0
Manager	Yuan-Jei Cheng	7,497	0	0	0
Manager	Tsai-Ling Liao	5,031 (5,031)	0	0	0
Manager	Chun-Tang Zhang	0	0	0	0
Manager	Shih-Fu Liu	9,606	0	0	0
Manager	Le Thi Viet Hoa	0	0	0	0
Manager	Sheng-Yung Peng	8,275	0	0	0
Manager	I-Ho Ou	7,512	0	0	0
Manager	Ping-Hui Lin	7,403	0	0	0
Manager	Yu-Jen Cheng	4,213	0	0	0
Manager	Sheng-Chieh Chang	6,876	0	0	0
Manager	Yung-Li Huang	0	0	0	0
Manager	James Tsai	19,062	0	0	0
Manager	Chung-Chih Yeh	7,592	0	0	0
Manager	Hui-Fen Chao	38,249	0	5,000	0
Manager	Shih-Chao Huang	5,350	0	0	0
Manager	Wen-Chang Juan	11,003	0	0	0
Manager	Yun-Han Liu	4,344	0	0	0
Manager	Chien-Tsung Wu	10,432	0	0	0
Manager	Yi-Hsien Wu	9,928	0	0	0
Manager	Lin-Lin Huang	6,243	0	0	0
Manager	Hung-Yuan Shen	0	0	0	0
Manager	Chi-Fang Chu	9,141	0	0	0
Manager	Wen-Ping Chou	0	0	0	0
Manager	Roger Chang	6,511	0	0	0
Manager	Hsien-Ming Yen	6,311 (6,000)	0	0	0
Manager	Ching-Ling Huang	5,123	0	0	0
Manager	Chuang-Chieh Chung	4,214	0	0	0



## Corporate Governance

Title	Name	2024		Mar. 31, 2025	
		Shareholding Increase (Decrease)	Share Pledges Increase (Decrease)	Shareholding Increase (Decrease)	Share Pledges Increase (Decrease)
Manager	Zeng-Min Chen	5,872	0	0	0
Manager	Chi-Jui Lin	5,794	0	0	0
Manager	Cheng-Hsien Tseng	10,390	0	0	0
Manager	Jeffery Tsai	12,738	0	0	0
Manager	Ju-Ling Kuo	7,051	0	0	0
Manager	Li-Hui Lu	8,305	0	0	0
Manager	Jyh-Chiang Huang	13,771	0	0	0
Manager	Meng-Wen Tsao	5,431	0	0	0
Manager	Shiu-Lan Hsieh	10,458	0	0	0
Manager	Teresa Lin	8,378 (3,000) (P)	0	0	0
Manager	Cheng-Sheng Hsu	6,754	0	0	0
Manager	Cooper Kao	11,543	0	0	0
Manager	Shan-Chih Yen	13,222 45,000(P)	0	10,000(P)	0
Manager	Wen-Hua Yang	5,504	0	0	0
Manager	Kuang-Yi Kuo	9,028	0	0	0
Manager	Chang-Fu Tsai	9,160	0	0	0
Manager	Liang-Wen Liu	6,204	0	0	0
Manager	Ming-Teng Wu	15,769	0	0	0
Manager	Chun-Tzu Huang	3,955	0	0	0
Manager	Yu-Ju Lin	8,988	0	0	0
Manager	Mei-Ling Lee	10,201	0	0	0
Manager	Chih-Yeh Lin	4,059	0	0	0
Manager	Wen-Shien Chu	12,024	0	0	0
Manager	Fei-Kun Lin	9,129	0	0	0
Manager	Shu-Huey Huang	13,389	0	0	0
Manager	Chien-Chou Chen	9,064	0	0	0
Manager	Ru-Chen Yuan	9,200	0	0	0
Manager	Chiou-Ing Fang	7,576	0	0	0
Manager	Ben Tsai	9,553	0	0	0
Manager	Hsiung-Ping Tsai	5,433	0	0	0
Manager	Wen-Chih Cheng	11,917	0	0	0
Manager	Hung-Min Chen	11,051	0	0	0
Major Shareholder	Tsong-Li Investment Co., Ltd.	20,936,098	0	0	0
Major Shareholder	Pai-Sheng Investment Co., Ltd.	13,337,835	0	0	0
Major Shareholder	Tien-Sheng Investment Co., Ltd.	12,996,573	0	0	0
Major Shareholder	Chen-Chern Investment Co., Ltd.	12,540,291	0	0	0
Major Shareholder	Chien-Yuan Investment Co., Ltd.	12,091,724	0	0	0
Major Shareholder	Wei-Chih Investment Co., Ltd.	11,576,244	0	0	0
Major Shareholder	Chuo-Pao Investment Co., Ltd.	10,892,500	0	0	0
Major Shareholder	Kun-Che Investment Co., Ltd.	10,544,940	0	0	0

## Corporate Governance

Title	Name	2024		Mar. 31, 2025	
		Shareholding Increase (Decrease)	Share Pledges Increase (Decrease)	Shareholding Increase (Decrease)	Share Pledges Increase (Decrease)
Major Shareholder	Chi-Shun Investment Co., Ltd.	9,734,898	0	0	0
Major Shareholder	Jan-Pang Construction Co., Ltd.	9,663,920	0	0	0
Major Shareholder	Pao-Shing Investment Co., Ltd.	9,123,634	0	0	0
Major Shareholder	Hong-Yu Construction Enterprise Co., Ltd.	9,117,241	0	0	0
Major Shareholder	Hung-Hsiang Investment Co., Ltd.	9,028,756	0	0	0
Major Shareholder	Bai-Ing Investment Co., Ltd.	8,318,643	0	0	0
Major Shareholder	Chen-Sheng Investment Co., Ltd.	7,827,654	0	0	0
Major Shareholder	Lin, Chang Su-O	7,782,095	0	0	0
Major Shareholder	Homg-Gow Construction Inc., Ltd.	7,579,881	0	0	0
Major Shareholder	Homg-Pern Construction Co., Ltd.	5,940,769	0	0	0
Major Shareholder	Union Recreation Enterprise Co., Ltd.	4,410,492	0	0	0
Major Shareholder	Jianyou Investment Co., Ltd.	4,067,219	0	0	0
Major Shareholder	Lin Rong San Foundation of Culture and Social Welfare	3,959,538 (4,868,321)	0	0	0
Major Shareholder	Yu-Pang Co., Ltd.	3,808,636	0	0	0

Note: Share number change is for preferred stocks, which shows with "P" while occurs; the unmarked numbers are for common stocks.

- (2) Information on Share Transfer: Not applicable as the counter parties to the share transfer are non-related parties.
- (3) Information on Share Pledge: Not applicable as there is no change on the share pledge.

## Corporate Governance

### 8. Information on Top 10 Shareholders Being the Related Parties

March 31, 2025 Unit: Shares ; %

Shareholder <sup>(Note 1)</sup>	Shareholding		Spouse or minor children's shareholding		Top 10 shareholder s being the related parties to each other		Name of and Relationship Between the Top Ten Shareholders Being A Related Party as Defined in Statements of Financial Accounting Standards No. 6	
	Shares (Preferred Stock Included)	%	Shares	%	Shares	%	Name	Relation
Tsong Li Investment Co., Ltd. Representative: Wen-Ming Li	320,023,220 232,400	7.52 0	0 0	0 0	0 0	0 0	-	-
Pai-Sheng Investment Co., Ltd. Representative: Si-Yong Lin	212,045,624 444,353	4.98 0.01	0 2,243,308	0 0.05	0 0	0 0	Chu-Pao Investment Co., Ltd. Pai-Sheng Investment Co., Ltd.	The Company's responsible person is the same as that of the other company
Tien-Sheng Investment Co., Ltd. Representative: Tzung-Yu Lee	198,661,914 79,182	4.67 0	0 0	0 0	0 0	0 0	Tien-Sheng Investment Co., Ltd. Chen-Chern Investment Co., Ltd.	The Company's responsible person is the same as that of the other company
Chen-Chern Investment Co., Ltd. Representative: Tzung-Yu Lee	195,933,277 79,182	4.61 0	0 0	0 0	0 0	0 0	Tien-Sheng Investment Co., Ltd. Chen-Chern Investment Co., Ltd.	The Company's responsible person is the same as that of the other company
Chien-Yuan Investment Co., Ltd. Representative: C.C. Chang	184,830,652 526,147	4.34 0.01	0 0	0 0	0 0	0 0	-	-
Wei-Chih Investment Co., Ltd. Representative: S.S. Yeh	176,951,170 0	4.16 0	0 0	0 0	0 0	0 0	-	-
Chu-Pao Investment Co., Ltd. Representative: Si-Yong Lin	166,499,654 444,353	3.91 0.01	0 2,243,308	0 0.05	0 0	0 0	Chu-Pao Investment Co., Ltd. Pai-Sheng Investment Co., Ltd.	The Company's responsible person is the same as that of the other company



## Corporate Governance

Shareholder <sup>(Note 1)</sup>	Shareholding		Spouse or minor children's shareholding		Top 10 shareholders being the related parties to each other		Name of and Relationship Between the Top Ten Shareholders Being A Related Party as Defined in Statements of Financial Accounting Standards No. 6	
	Shares (Preferred Stock Included)	%	Shares	%	Shares	%	Name	Relation
Kun-Che Investment Co., Ltd. Representative: Y. C. Huang	161,186,952 12,570	3.79 0	0 0	0 0	0 0	0 0	-	-
Chi-Shun Investment Co., Ltd. Representative: Jyh-Dong Chen	148,804,872 1,006	3.50 0	0 0	0 0	0 0	0 0	-	-
Jan-Pang Construction Co. Ltd. Representative: Hong-Pan Lin	147,719,921 0	3.47 0	0 0	0 0	0 0	0 0	-	-

Note: Calculation of shares and holding rate includes the Preferred Stock.

## 9. Ownership of Investee Companies

December 31, 2024 Unit: Shares ; %

Investee Companies (Note)	Invested by the Bank (A)		Investments from Directors, Supervisors, Executive Officers and Directly or Indirectly Controlled Entities of the Bank (B)		Total Investments (C=A+B)	
	Shares	%	Shares	%	Shares	%
Union Finance Int'l (HK)Ltd.	30,000,002	100.00	0	0.00	30,000,002	100.00
Union Information Technology Corp.	9,999,230	99.99	0	0.00	9,999,230	99.99
Union Finance and Leasing Int'l Corp.	217,000,000	100.00	0	0.00	217,000,000	100.00
Union Securities Investment Trust Corp.	31,014,261	99.60	0	0.00	31,014,261	99.60
Union Real-Estate Management Corp.	2,000,000	40.00	2,500,000	50.00	4,500,000	90.00
Taiwan Asset Management Corp.	6,000,000	0.57	0	0.00	6,000,000	0.57
Li Yu Venture Corporation	390,778	4.76	0	0.00	390,778	4.76
Taiwan Financial Asset Service Corp.	5,000,000	2.94	0	0.00	5,000,000	2.94
Financial Information Service Co., Ltd.	17,678,750	2.61	0	0.00	17,678,750	2.61
Taiwan Depository & Clearing Corp.	1,937,453	0.25	0	0.00	1,937,453	0.25

## Corporate Governance

Investee Companies (Note)	Invested by the Bank (A)		Investments from Directors, Supervisors, Executive Officers and Directly or Indirectly Controlled Entities of the Bank (B)		Total Investments (C=A+B)	
	Shares	%	Shares	%	Shares	%
Taiwan Futures Exchange Co., Ltd.	12,674,221	2.04	0	0.00	12,674,221	2.04
Taipei Forex Inc.	160,000	0.81	0	0.00	160,000	0.81
Lian An Service Corporation	125,000	5.00	0	0.00	125,000	5.00
I-Pass Corporation	38,696,603	33.94	0	0.00	38,696,603	33.94
Taipower Corporation	394,879	0.001	0	0.00	394,879	0.001
Taiwan Mobile Payment Corporation	600,000	1.00	0	0.00	600,000	1.00
Sunny Asset Management Co.	386,376	6.44	0	0.00	386,376	6.44
LINE BIZ+ Taiwan Limited	5,857,410	8.61	0	0.00	5,857,410	8.61
Union Venture Capital Co., Ltd.	140,000,000	100.00	0	0.00	140,000,000	100.00
Line Bank Taiwan Limited	75,000,000	5.00	0	0.00	75,000,000	5.00

Note: Investments made in accordance with Article 74 of the Banking Act.

# Fund Raising Status

## 1. Capital and Shares

### (1) Sources of Capital

Date	Issued Price	Authorized Capital		Paid-in Capital		Remark	
		Shares	Amount (\$)	Shares	Amount (\$)	Source of Capital	Notes
Dec. 1991	10	1,200,000,000	12,000,000,000	1,200,000,000	12,000,000,000	The promoters of a company subscribed shares for 9,600,000,000 Publicly soliciting subscription to shares for 2,400,000,000	—
Jul 1995	10	1,230,000,000	12,300,000,000	1,230,000,000	12,300,000,000	Capital Increase Via Return Earning	1
Jul 1997	10	1,281,660,000	12,816,600,000	1,281,660,000	12,816,600,000	Capital Increase Via Return Earning	2
Jul 1998	10	1,361,516,990	13,615,169,900	1,361,516,990	13,615,169,900	Capital Increase Via Return Earning	3
Jul 1999	10	1,418,700,704	14,187,007,040	1,418,700,704	14,187,007,040	Capital Increase Via Return Earning	4
Jul 2000	10	1,488,926,389	14,889,263,890	1,488,926,389	14,889,263,890	Capital Increase Via Return Earning	5
Mar 2005	10	2,488,926,389	24,889,263,890	1,788,926,389	17,889,263,890	Cash Capital Increase	6
Jun 2005	10	2,488,926,389	24,889,263,890	1,825,394,074	18,253,940,740	C.B. Conversion	7
Dec. 2006	10	2,488,926,389	24,889,263,890	1,827,797,807	18,277,978,070	C.B. Conversion	8
Mar 2007	10	2,488,926,389	24,889,263,890	1,828,066,183	18,280,661,830	C.B. Conversion	9
Sep 2007	10	3,000,000,000	30,000,000,000	2,228,066,183	22,280,661,830	Preferred Stocks of Private Placement	10
Sep 2007	10	3,000,000,000	30,000,000,000	2,318,824,429	23,188,244,290	C.B. Conversion	11
May 2010	10	3,000,000,000	30,000,000,000	1,753,661,989	17,536,619,890	Capital reduction offset loss	12
Sep 2010	10	3,000,000,000	30,000,000,000	1,948,499,589	19,484,995,890	Capital Increase Via Amalgamation	13
Sep 2012	10	3,000,000,000	30,000,000,000	2,026,439,572	20,264,395,720	Capital Increase Via Return Earning	14
Aug 2013	10	3,000,000,000	30,000,000,000	2,216,525,121	22,165,251,210	Capital Increase Via Return Earning & Bonus Share	15
Aug 2014	10	3,000,000,000	30,000,000,000	2,450,930,628	24,509,306,280	Capital Increase Via Return Earning & Bonus Share	16
Sep 2015	10	3,000,000,000	30,000,000,000	2,605,152,427	26,051,524,270	Capital Increase Via Return Earning & Bonus Share	17
Oct 2017	50	4,500,000,000	45,000,000,000	2,805,152,427	28,051,524,270	Issuance of preferred stock by cash	18 (revised in Articles of Association)
Aug 2018	10	4,500,000,000	45,000,000,000	2,890,012,883	28,900,128,830	Capital Increase Via Return Earning & Bonus Share	19



## **Fund Raising Status**

Aug 2019	10	4,500,000,000	45,000,000,000	3,084,455,292	30,844,552,920	Capital Increase Via Return Earning & Bonus Share	20
Aug 2020	10	4,500,000,000	45,000,000,000	3,293,368,806	32,933,688,060	Capital Increase Via Return Earning & Bonus Share	21
Oct 2021	10	4,500,000,000	45,000,000,000	3,495,218,694	34,952,186,940	Capital Increase Via Return Earning & Bonus Share	22
Sep 2022	10	4,500,000,000	45,000,000,000	3,794,046,028	37,940,460,280	Capital Increase Via Return Earning & Bonus Share	23
Aug 2023	10	4,500,000,000	45,000,000,000	3,978,952,502	39,789,525,020	Capital Increase Via Return Earning & Bonus Share	24
Sep 2024	10	4,500,000,000	45,000,000,000	4,050,072,873	40,500,728,730	Capital Increase Via Return Earning & Bonus Share	25

Notes: 1. According to Tai-Tsai-Zheng Tze (1) Letter No. 35096 issued by the Ministry of Finance on June 14, 1995.

2. According to Tai-Tsai-Zheng Tze (1) Letter No. 44753 issued by the Ministry of Finance on June 6, 1997.

3. According to Tai-Tsai-Zheng Tze (1) Letter No. 55074 issued by the Ministry of Finance on June 23, 1998.

4. According to Tai-Tsai-Zheng Tze (1) Letter No. 57967 issued by the Ministry of Finance on June 25, 1999.

5. According to Tai-Tsai-Zheng Tze (1) Letter No. 57163 issued by the Ministry of Finance on July 4, 2000.

6. According to Jin-Kuan-Zheng Tze (1) Letter No. 0930160237 issued by the Financial Supervisory Commission on January 10, 2005.

7. According to Jing-Shou-Shang Tze Letter No. 09401110140 issued by the Ministry of Economic Affairs on June 21, 2005.

8. According to Jing-Shou-Shang Tze Letter No. 09601055460 issued by the Ministry of Economic Affairs on March 20, 2007.

9. According to Jing-Shou-Shang Tze Letter No. 09601248450 issued by the Ministry of Economic Affairs on October 16, 2007.

10. According to Jin-Kuan-Yin Tze (2) Letter No. 09600410990 issued by the Financial Supervisory Commission on September 21, 2007.

11. According to Jing-Shou-Shang Tze Letter No. 09601305020 issued by the Ministry of Economic Affairs on December 14, 2007.

12. According to Jin-Kuan-Zheng Tze (1) Letter No. 0990020484 issued by the Financial Supervisory Commission on May 14, 2010.

13. According to Jing-Shou-Shang Tze Letter No. 09901196320 issued by the Ministry of Economic Affairs on September 1, 2010.

14. According to Jing-Shou-Shang Tze Letter No. 10101199660 issued by the Ministry of Economic Affairs on September 24, 2012.

15. According to Jing-Shou-Shang Tze Letter No. 10201171350 issued by the Ministry of Economic Affairs on August 22, 2013.

16. According to Jing-Shou-Shang Tze Letter No. 10301166960 issued by the Ministry of Economic Affairs on August 26, 2014.

17. According to Jing-Shou-Shang Tze Letter No. 10401185290 issued by the Ministry of Economic Affairs on September 10, 2015.

18. According to Jin-Kuan-Zheng Tze Letter No. 1060033586 issued by the Financial Supervisory Commission on September 1, 2017.

19. According to Jing-Shou-Shang Tze Letter No. 10701109740 issued by the Ministry of Economic Affairs on August 30, 2018.

20. According to Jing-Shou-Shang Tze Letter No. 10801114660 issued by the Ministry of Economic Affairs on August 26, 2019.

21. According to Jing-Shou-Shang Tze Letter No. 10901150600 issued by the Ministry of Economic Affairs on August 14, 2020.

## Fund Raising Status

22. According to Jing-Shou-Shang Tze Letter No. 11001169410 issued by the Ministry of Economic Affairs on September 29, 2021.

23. According to Jing-Shou-Shang Tze Letter No. 11101138620 issued by the Ministry of Economic Affairs on August 03, 2022.

24. According to Jing-Shou-Shang Tze Letter No. 11230154100 issued by the Ministry of Economic Affairs on August 17, 2023.

25. According to Jing-Shou-Shang Tze Letter No. 11330142590 issued by the Ministry of Economic Affairs on August 28, 2024.

Type of Shares	Authorized Capital			Remark
	Issued Shares	Unissued Shares	Total	
Common Stock	4,050,072,873	249,927,127	4,500,000,000	Listed shares
Preferred Stock	200,000,000			

### (2) Major Shareholders

March 31, 2025

Major Shareholders	Shares	No. of shares Held (preferred stocks included)	% of shareholding
Tsong-Li Investment Co., Ltd. 仲利投資股份有限公司		320,023,220	7.52%
Pai-Sheng Investment Co., Ltd. 百盛投資股份有限公司		212,045,624	4.98%
Tien-Sheng Investment Co., Ltd. 天聖投資股份有限公司		198,661,914	4.67%
Chen-Chern Investment Co., Ltd. 全成投資股份有限公司		195,933,277	4.61%
Chien-Yuan Investment Co., Ltd. 建元投資股份有限公司		184,830,652	4.34%
Wei-Chih Investment Co., Ltd. 偉志投資股份有限公司		176,951,170	4.16%
Chu-Pao Investment Co., Ltd. 鉅寶投資股份有限公司		166,499,654	3.91%
Kun-Che Investment Co., Ltd. 坤哲投資股份有限公司		161,186,952	3.79%
Chi-Shun Investment Co., Ltd. 吉順投資股份有限公司		148,804,872	3.50%
Jen-Pang Construction Co., Ltd. 正邦建設股份有限公司		147,719,921	3.47%
Pao-Shing Investment Co., Ltd. 寶興投資股份有限公司		145,048,025	3.41%
Hongyu Construction Enterprise Co., Ltd. 鴻御建設企業股份有限公司		139,363,542	3.27%
Hung-Hsiang Investment Co., Ltd. 宏祥投資股份有限公司		138,010,988	3.24%
Bai-Ing Investment Co., Ltd. 百英投資股份有限公司		127,156,414	2.99%
Chen-Sheng Investment Co., Ltd. 全勝投資股份有限公司		119,651,286	2.81%
Lin, Chang Su-O 林張素娥		118,954,882	2.79%
Homg-Gow Construction Co., Ltd. 鴻構建設股份有限公司		115,863,897	2.72%
Homg-Pern Construction Co., Ltd. 鴻鵬建設股份有限公司		90,808,911	2.13%
Union Recreation Enterprise Co., Ltd. 聯邦育樂事業股份有限公司		67,417,530	1.58%
Jianyou Investment Co., Ltd. 建友投資股份有限公司		62,170,360	1.46%
Lin Rong San Foundation of Culture and Social Welfare 財團法人林榮三文化公益基金會		56,724,367	1.33%
Yu-Pang Co., Ltd. 友邦股份有限公司		58,217,731	1.36%

#### Notes:

1. The list above shows the shareholders with shareholding over 1% or ranked top 10.

2. The number of shares held and the % of shareholding include preferred stocks.



## **Fund Raising Status**

### (3) Dividend Policy and Implementation

#### A. Dividend policy set out in the Bank's Articles of Incorporation:

According to the Bank's dividend policy, based on the current and future development plans, considering the investment environment, capital needs, and domestic and international competition, and taking into account shareholders' interests, where there are earnings in the annual final accounts, the Bank shall pay income tax in accordance with the law, compensate the losses accumulated from prior years, and then appropriate 30% of the balance to the statutory reserve while making an appropriation for or reversing special reserves according to laws and regulations or business needs. For the balance, priority shall be given to dividends for the preference shares for the current year. With the remaining balance, together with the accumulated undistributed earnings from the previous year, the board of directors shall put forth an earnings distribution proposal to be resolved by the shareholders' meeting to distribute dividends and bonuses. After deducting or appropriating the aforesaid amounts for each year, at least 50% of the balance shall be allocated for shareholders' dividends, of which the cash dividend shall not exceed 50% of the total dividends distributed. However, if the percentage of the Bank's own capital or the risk-weighted assets is lower than the requirement of the competent authority, or lower than the percentage specified by the competent authority plus one percentage point, stock dividends may be preferred. Before the statutory reserves reach the amount of the total capital, the maximum cash dividends to be distributed shall not exceed 15% of the total capital.

#### B. Proposal for dividend distribution for the current year:

The Board of Directors resolved in the meeting held on March 10, 2025 to approve the earnings distribution proposal for 2024 as follows: cash dividends on preferred stocks are NT\$ 2.630625 per share (It is calculated according to the re-set interest rate on April 24, 2023); stock dividends are NT\$0.70 per share and cash dividends are NT\$ 0.35 per share on common shares. The actual earnings per share distributed described above may be adjusted by the Board of Directors based on the number of outstanding shares as recorded in the common shareholders' register on the record date.

### (4) Impact on the bank's Operations Results and Earning per Share resulting from the Proposal for Stock Dividend Distribution

Item		Year	Year 2025 (Forecast)
Beginning Paid-In Capital			Common shares: NT\$40,500,729,000 Preferred stocks: NT\$2,000,000,000
Stock and Cash Dividend in this Year	Cash Dividend per share		Preferred stocks: NT\$2.630625 Common Share: NT\$0.35 dollars per share
	Capitalization of Retained Earnings Stock Dividend per share		0.70 shares per share (common shares)
	Capitalization of Capital Reserves Stock Dividend per share		None



## Fund Raising Status

Item		Year	Year 2025 (Forecast)
Operation Result Changes	Operating Profit		Not Applicable (Note)
	Ratio of Increase (Decrease) in Operating Profit Compared to the same period last year		
	Net Profit after Tax		
	Ratio of Increase (Decrease) in After Tax Net Profit Compared to the same period last year		
	Earnings per Share (NT\$)		
	Ratio of Increase (Decrease) in Earnings per share Compared to the same period last year		
	Annual Average Return on Investment (Reciprocal of Annual Average Price/Earnings Ratio)		
Pro forma Earnings per Share and P/E Ratio	If Capitalization of Surplus is all changed to the Issuance of Cash Dividend	Pro forma earnings per share (NT\$)	
		Pro forma annual average return on investment	
	If Capitalization of Capital Reserve in not conducted.	Pro forma earnings per share (NT\$)	
		Pro forma annual average return on investment	
	If Capitalization of Capital Reserve is not conducted and Capitalization of Surplus is all changed to the Issuance of Cash Dividend	Pro forma earnings per share (NT\$)	
		Pro forma annual average return on investment	

Note: The Bank has not published the financial forecasts for the 2025 fiscal year. According to Tai-Tsai-Zheng Tze (1) Letter No. 00371 issued by the Ministry of Finance on February 1, 2000, companies that have not published their financial forecasts are not required to disclose this information.

### (5) Employees' Bonus and Directors' & Supervisors' Remuneration

- A. The percentages or ranges with respect to employee bonuses and director/supervisors' remuneration, as set forth in the Bank's Articles of Incorporation:
- (1) Employees' remuneration: Between 1% and 5% of net profit; where employees' remuneration is paid in shares, the beneficiaries may include employees of subordinated companies that satisfy certain criteria. These criteria shall be determined by the board of directors.
  - (2) Directors' remuneration: No more than 0.1% of net profit.  
The board of directors is authorized to change the rules of employees' and directors' remuneration described above.  
In any case, however, profits must first be taken to offset against cumulative losses, if any, before the remainder can be distributed as employees' and directors' remuneration according to the above percentages.
- B. If the estimated bonus to employees and remuneration to directors and supervisors, differ from the actual amounts subsequently resolved by the stockholders meeting the differences are to be recorded the profit (loss) of the year as result of a change in accounting estimate.

## **Fund Raising Status**

C. The proposals to distribute remuneration approved by the Board of Directors are as follows:

(1) Employees' and directors' remuneration distributed by cash or stocks:

The Bank's Board of Directors resolved on March 10, 2025 to distribute the employees' remuneration and directors' remuneration in 2024 totaling NT\$ 114,719,099 and NT\$ 5,611,260, respectively. The employees' remuneration will be distributed in stocks and calculated based on the Bank's common stock closing price of 16.45 on March 7, 2025, which are 6,973,805 shares in total with face value of 10 per share (the remaining remuneration of 6.75 that is not enough for one share will be distributed by cash); the remuneration for directors are all distributed by cash. The amounts mentioned above have no difference with that estimated in the year of expense recognition.

(2) The ratio of the employees' stock remuneration to the after-tax income in the individual financial report for the current period and the total amount of employees' remuneration: 2.15%.

D. Actual employees', directors', and supervisors' remuneration in the previous year:  
Unit: NTD

	Amount proposed and passed by the board	Amount actually paid	Difference	Remarks
Employees' remuneration	96,927,336	96,927,336	—	
Directors and supervisors remuneration	4,741,011	4,741,011	—	
Total	101,668,347	101,668,347	—	

Note: Directors' and supervisors' remuneration were paid in cash, whereas employees' remuneration was paid in shares. The number of shares issued was calculated based on the closing market price one day before the annual general meeting. Based on this calculation, a total of 6,593,696 shares were issued at 14.70 each.

(6) Share Repurchases by the bank: None

## **2. Issuance of Financial Debentures**

Type of Financial Debentures	1 <sup>st</sup> Subordinated Financial Debentures issued in 2019	1 <sup>st</sup> Perpetual Non-Cumulated Subordinated Financial Debentures issued in 2021
Date & No. Approved by Central Competent Authority	Jin-Kuan-Yin-Kuo-Zi-No. 10802143320 Aug.22, 2019	Jin-Kuan-Yin-Kuo-Zi-No. 1100204963 Mar.11, 2021
Issuing Date	Sep. 26, 2018	Mar. 25, 2021
Face Value	1,000,000	1,000,000
Issuance/Trade Place	Domestic	Domestic
Currency	NTD	NTD
Issuance Price	Issued at par	Issued at par
Issuance Amount	A: 0.5 billion B: 1.5 billion	3 billion

## Fund Raising Status

Type of Financial Debentures	1 <sup>st</sup> Subordinated Financial Debentures issued in 2019	1 <sup>st</sup> Perpetual Non-Cumulated Subordinated Financial Debentures issued in 2021
Interest Rate	A: 1.10%, fixed rate B: 1.23% fixed rate	The coupon rate of the bond is 1.92% per annum (benchmark interest rate plus 1.1183%), and the "benchmark interest rate" refers to the arithmetic mean of the one-year fixed interest rates of Bank of Taiwan, Land Bank of Taiwan, Taiwan Cooperative Bank, First Commercial Bank, Hua Nan Commercial Bank, Ltd., and Chang Hwa Commercial Bank, Ltd., rounded to the nearest fourth decimal place. The coupon rate will be reset upon maturity after 5 years and 6 months from the issue date and every 5 years and 6 months thereafter.
Term	A: Maturity Date: Sep 26, 2026 B: Maturity Date: Sep 26, 2029	Perpetual
Order of Redemption	Subordinate	Subordinate
Guarantor	Nil	Nil
Trustee	Nil	Nil
Underwriter	Nil	Nil
Auditor	S.S. Lai	S.S. Lai
CPA	Deloitte & Touche (Vincent Cheng)	Deloitte & Touche (Terence Huang)
Certifying Financial Institution	"Book-Entry"	"Book-Entry"
Method of Redemption	Repaid in full upon maturity	Refer to the terms of redemption or advance payment for details.
Unredeemed Balance	2.0 billion	3.0 billion
Paid-in Capital For the Previous Fiscal Year	28.90 billion	32.93 billion
After-tax Net Worth for the Previous Fiscal Year	49.81 billion	56.24 billion
Performance	Normal	Normal
Redemption or Early Redemption	Nil	Early redemption clause: After 5.5 years upon the expiration of the issuance of the bonds, if the ratio of capital to risk-based assets after calculation meets the minimum requirements set by the Competent Authority, the Bank may apply for redemption upon the consent of the Competent Authority. The Bank shall make an announcement on the 30th day before the scheduled redemption date and redeem all the bonds at face value plus interest accrued.
Conversion & Exchange Conditions	Nil	Nil
Restrictions terms	Nil	Nil
Fund Utilization Plan	Improve financial structure to raise capital adequacy ratio	Improve financial structure to raise capital adequacy ratio
Balance of issued debentures before adding the declared issue amount as a percentage of after-tax net worth for the previous fiscal year (%)	4.02%	9.78%
Whether it is accounted for as qualified core capital and type	Tier 2 capital	Tier 1 capital
Name of rating agency, date and result of rating	Taiwan Ratings Corp. twA+ Dec. 21, 2022	Taiwan Ratings Corp. twA+ Dec. 21, 2022



## Fund Raising Status

### 3. Issuance of Preferred Stock:

Issue Date		October 24, 2017 (Series A Preferred Stock of Union Bank of Taiwan)
Item		
Face Value		NT\$ 10
Issue Price		NT\$ 50 per share
Share Number		200,000,000 shares
Total Amount		Total capital stock is NT\$ 2,000,000,000; Total amount issued is NT\$ 10,000,000,000
Duties& Rights	Distribution of Dividends and Surplus	<p>1. Dividend: The dividend rate of Series A Preferred Stock (annually) is 4.8% (=5-yr IRS rate 0.89125% + 3.90875%), and are calculated based on the issue price per share. The 5-yr IRS rate will be reset on the second business day after 5.5 years since the issue date and be reset every 5.5 years afterwards. The pricing record date of the rate reset is two Taipei financial business days before the reset day. The interest rate indicator, the 5-yr IRS, is the average rate of the 5-yr interest rate swap price of PYTWDFIX and COSMOS3 published by the Reuter at 11:00 AM on the Taipei financial business day of the rate reset day. If the above-mentioned price cannot be obtained before the rate reset day, the rate will be decided by the Bank at the market price and based on the principle of good faith.</p> <p>2. Dividend distribution: If there are earnings left in the Bank's annual resolution, in addition to the required payment of income tax, the Bank shall first offset the losses in the previous years, recognize legal reserve and recognize or reverse special reserve, and then may distribute the regulated dividends to the preferred stocks based on the earnings balance with priority. The Bank reserves the discretion right on the dividend distribution of preferred stocks. However, if there are no earnings or not enough earnings for distribution in the Bank's annual resolution, or if the dividend distribution of the preferred stock will cause the Bank's capital adequacy ratio to be lower than the requirement of laws or the minimum limit regulated by the competent authority, or if there is other necessary consideration, the Bank may decide not to distribute the dividends of preferred stocks. The shareholders of the preferred stock shall not have other opinions. The dividends decided not to be distributed or are distributed inadequately will also not accumulated as the future payment in years with earnings. The dividends of Series A Preferred Stock are distributed by cash one time annually. The distributable dividends for the previous year and the record date of payment are decided by the Board of Directors after the ratification of financial reports by the Annual Shareholders General Meeting. The distributed amount in the issue year and call year is calculated based on the actual issue days in the year. The dividends distributed will be recorded in the dividend certificate.</p> <p>3. Excess dividend distribution: The shareholders of Series A Preferred Stock shall not participate in the cash and capital distribution of earnings and capital surplus in common stock, except for the regulated dividend rate mentioned above.</p>
	Distribution of Residual Property	The order the shareholders of Series A Preferred Stock in distributing the Bank's residual property is former than that of the shareholders of common stocks and is the same with the shareholders of the Bank's other preferred stocks; except when the Bank is taken over by the competent authority, required to stop business for clearing and liquidation in accordance with "Regulations Governing the Capital Adequacy and Capital Category of Banks", the distribution order of the shareholders of Series A Preferred Stock is the same with that of the common stock shareholders. However, their order is inferior to the holders of Tier 2 capital tools, depositors and the general debtholders, and the dividend amount shall not exceed the issue amount.
	Execution of Voting Right	The shareholders of Series A Preferred Stock have no voting rights and election rights, but have voting rights on the preferred stock shareholders meetings or when there are circumstances in which their duties and rights are involved.
	Others	There is no maturity date for the Banks' Series A Preferred Stock. When the Bank issued new stocks by cash, the shareholders of Series A Preferred Stock have the same stock

## **Fund Raising Status**

			option right with common stock shareholders.
Outstanding Preferred Stock	Amount called or converted		NT\$ 0
	Balance not called or converted		NT\$ 2,000,000,000
	Terms of call and convert		1. The shareholders of Series A Preferred Stock shall not convert the preferred stocks into common stocks, and have no rights in asking the Banks to call back the Series A Preferred Stock they hold. 2. The Bank may call all or part of the preferred stocks at the original issue price anytime under approval of the competent authority on the second day after 5.5 years of the issuance. The preferred stocks not called still satisfy the duties and rights mentioned above. If the Bank's shareholders meeting decides to distribute dividends in the year that Series A Preferred Stock is called, then the dividends that should be distributed until the call day are calculated based on the actual issue days in that year.
Market Price per Share	2023	Highest	52.80
		Lowest	50.40
		Average	51.67
	2024	Highest	53.80
		Lowest	51.10
		Average	52.60
	As of March 31, 2025	Highest	54.00
		Lowest	52.90
		Average	53.50
Other rights attached	Amount converted or bought as of the date Annual Report is printed		The shareholders of Series A Preferred Stock shall not convert the preferred stocks into common stocks.
	Guidelines for issuance and convert or buying		None
Effect of issue terms on the right of shareholders; circumstances that equity may be diluted and the effect on existing shareholders' right			None
Impact of callable preferred stocks on capital to risk-weighted asset ratio			Not applicable

#### **4. The Status of Overseas Depository Receipts and Employee Stock Option: None**

#### **5. Acquisitions or Disposition of Other Financial Institutions**

- (1) Where the bank has acquired another financial institution through merger or acquisition in the most recent fiscal year, the annual report shall disclose the CPA's opinion on the reasonableness of the share swap ratio: None.
- (2) Mergers or acquisitions of other financial institutions in the past five years: None.
- (3) Where the Board of Directors has, during the most recent fiscal year or the current fiscal year up to the date of printing of annual report, adopted a resolution approving issuance of new shares due to merger or acquisition of shares of another financial institution, the annual report shall disclose the state of implementation and the basic information of the institution merged or acquired: None.

## **Fund Raising Status**

### **6. Fund Utilization Plan and Execution Status**

1. Fund Utilization Plan
  - A. Description of the plan: Please refer to previous pages for details of previous public issues or private placement of securities and bank debentures.
  - B. Uncompleted previous public issues or private placement of securities, or those completed in the most recent three years but have not yet fully yielded the planned benefits: None.
2. Execution Status

Status of implementation: There are no circumstances that the execution progress or benefits do not meet the expected goal.



# Operational Highlights

## 1. Business Description

### (1) Main Businesses

#### A. Primary Business Activities of the Respective Business Units

- a. To accept all types of deposits.
- b. To extend corporate loans, discount bills and notes, issue domestic letters of credit and conduct accounts receivable factoring.
- c. To handle exports, imports, foreign remittances, foreign currency loans and guarantees.
- d. To extend mortgage, auto loans, personal loans and other consumer credits, and provide credit card services.
- e. Wealth management, trust, custodian business, safe-deposit box rental and certification services for marketable securities.
- f. To extend the insurance agency business and property insurance business.
- g. To trade marketable securities and futures on behalf of customers.
- h. To provide peripheral financial services by acting as collecting and paying agent for public facilities fees, taxes and remittances.
- i. To conduct other relevant businesses authorized by the competent authorities.

#### B. Operational Highlight

- a. Deposits: NTD and foreign currencies (including OBU), deposits from peers, and deposits from Chunghwa Post)

Amount: NT\$ Million

Type	December 31, 2024		December 31, 2023		Comparison	
	Amount	Ratio	Amount	Ratio	Increase (Decrease)	Growth Rate%
Current Deposit	386,286	47.64%	368,303	48.35%	17,983	4.88%
Time Deposit	424,490	52.36%	393,496	51.65%	30,994	7.88%
Total	810,776	100.00%	761,799	100.00%	48,977	6.43%

#### b. Loans

Amount: NT\$ Million

Type	December 31, 2024		December 31, 2023		Comparison	
	Amount	Ratio	Amount	Ratio	Increase (Decrease)	Growth Rate%
Consumer Banking	380,314	62.47%	358,147	63.20%	22,167	6.19%
Corporate Banking	228,482	37.53%	208,576	36.80%	19,906	9.54%
Total	608,796	100.00%	566,723	100.00%	42,073	7.42%

#### c. Foreign Exchange

Amount: US\$ Million

Type	December 31, 2024		December 31, 2023		Comparison	
	Amount	Ratio	Amount	Ratio	Increase (decrease)	Growth Rate%
Exports	44	0.36%	84	0.95%	(40)	(47.62%)
Imports	298	2.42%	353	4.00%	(55)	(15.58%)
Foreign Remittances	11,987	97.22%	8,385	95.05%	3,602	42.96%
Total	12,329	100.00%	8,822	100.00%	3,507	39.75%

## Operational Highlights

### d. Trust & Wealth Management

Amount: NT\$ Million

Type		December 31, 2024	December 31, 2023	Comparison	
		Amount	Amount	Increase (decrease)	Growth Rate%
Trust	Non-discretionary Money Trust Invested in Securities	76,765	62,617	14,148	22.59%
	Fund Custody Business	12,012	15,106	(3,094)	(20.48%)
	General Trusts	29,327	27,284	2,043	7.49%
Ancillary Service	Other Custody Business	3,234	3,974	(740)	(18.62%)
Total		121,338	108,981	12,327	11.34%

### e. Credit Card Business

Unit: NT\$ Million ; Card

Item	December 31, 2024	December 31, 2023	Comparison	
	Amount / Card	Amount / Card	Increase (Decrease)	Growth Rate%
Card in New Issue	388,105	641,997	(253,892)	(39.55%)
Cards in Circulation	2,764,467	2,866,981	(102,514)	(3.58%)
Valid cards	1,868,354	1,775,992	92,362	5.20%
Credit Amount	191,471	171,580	19,891	11.59%
Cash Advance	475	492	(17)	(3.46%)
Revolving Credit Balance	6,403	6,172	231	3.74%

### f. Revenue and Percentage by Business

Item	% of Total Revenue 2024	% of Total Revenue 2023	Changes (%)
Corporate Banking	18.62%	21.28%	(2.66%)
Consumer Banking	34.92%	38.73%	(3.81%)
Trust & Wealth Management	11.34%	9.34%	2.00%
Investment Banking & Other	35.12%	30.65%	4.47%
Total	100.00%	100.00%	0.00%

## **Operational Highlights**

### (2) Business Plan for 2025

#### A. Deposit business

- a 、 Continue to increase the deposit volume of the Bank.
- b 、 Continue to evaluate the establishment of new offsite ATMs and strengthen the setup of ATM locations outside the convenience stores to expand service locations, improve the Bank's visibility and expand the deposit business; also, evaluate the abolition of offsite ATMs with poor performance.
- c 、 Continue to expand deposit solicitation with merchants that the Bank engages in business with; open deposits and exchange accounts with convenience stores franchisees or enhance business relationship with merchants with account opening at the Bank, in order to increase deposit volume.

#### B. Corporate banking

- a 、 Actively expand corporate loan and facility loan (MIT) and self-repayment loans, and aim to expand business with high-quality corporate customers (such as TWSE/TPEX-listed companies of Class 1-5 ratings or companies with certain scale of exports) in order to generate deposits and business transactions.
- b 、 For credit extension cases under Article 72-2 of the Banking Act, Central Bank's construction financing loans or credit extension cases of real property as collateral and enhanced creditor's rights applying higher risk weights, the conditions shall be assessed on a case-by-case basis with reference to profitability and contribution.
- c 、 Moderately increase the processing fee income for complex transactions, high operating costs, or bridge loan cases.
- d 、 In response to the growth of the corporate banking business, accelerate the training of corporate banking salesperson, continue to optimize the evaluation standards and items, and formulate incentive measures to motivate the salesperson and enhance the growth momentum.
- e 、 Foreign exchange business
  - I. The "Foreign Exchange Business Development Team" accompanies the branch to visit customers. In addition to assisting the needs for export related business, for the purpose of enhancing customers' deposits, increasing the customer adhesion, cooperating with the promotion of various deposit services, team assists the branch's business development with best effort.
  - II. The Bank will continue to introduce preferential deposit projects in foreign currencies based on market interest rates and capital needs to expand deposit services.
  - III. Continue to optimize the foreign exchange related information system and add new functions to enhance the competitiveness of the Bank in the market.
  - IV. The Bank organizes foreign exchange practice courses on a regular basis to enhance the AO and employees' understanding on the foreign exchange business. The Bank also arranges case studies to facilitate business development.
  - V. To expand overseas markets, the Bank is actively performs overseas



## **Operational Highlights**

branch application and establishment operations.

- f. Bill & Bond Financing Business
  - I. Guarantee business - The Bank actively expands the TCRI Class 1-5 large enterprises, and adjusts the structure of credit extension account customers. The Bank also gives priority to the credit extension for self-repayment (such as customer bills), bank deposits (the Bank's bills and bonds RP) or quality stocks approved by the Bank under the guarantee criteria, in order to strengthen the post-loaning of fund management, and to maintain a steady growth of "interest".
  - II. Bill & bond business:
    - i. In terms of the investment business, actively cultivate financial transaction talents, select high-quality investment targets, and implement relevant risk control disciplines to increase overall revenue, and continue to enlarge customer base, seek enterprises' issuance of floating pricing FRCP business, diversify sources of funds, and reduce liquidity risk, in order to increase revenue and maintain the Bank's market position.
    - ii. The bond position adopts the strategy of natural maturity without increase in the book value, but still maintains the operation mobility to grasp the market trend, in order to timely establish a bond value increase position higher than the current level.
    - iii. Deposits and other businesses- The Bank actively refers customers to the branches in the neighborhood for business visits, and strive to gain the trust of customers to deposit or purchase bills RP from the Bank. In addition to the guarantee limit for commercial paper according to the credit extension account business needs, the Bank actively develops other businesses of credit extension, TMU, foreign exchange, order collection, trust, and wealth management, etc., in order to strengthen customer relationship.

### **C. Consumer banking**

- a 、 In response to the Central Bank's measures on the total amount of residential house mortgage, the Bank actively promotes the non-residential purchase type of original house investment business, and offers preferential programs to specific high-quality customers, and to encourage bank employees to develop and provide referral incentive programs to branch neighborhood customers applying for loans with the Bank.
- b 、 In order to effectively use funds and increase earnings yield, the Banks increases the interest rates and case service charges for newly accepted cases (particularly high RW cases) and improves the mortgage and life insurance penetration rates. For renewal contract cases for circular loan limits, the fund drawing status is re-examined to reduce the undrawn amount.
- c 、 The bank actively promotes online mortgage services by sending text messages or E-DMs to improve the efficiency and service quality of the Bank's mortgage investment capital management for existing customers. In

## **Operational Highlights**

addition, the bank also maintains existing customers without AO by providing the customer list to the managers and the head of each branch, and assigns dedicated personnel to contact such customers.

- d、To achieve the "Domestic Banks' Enhancement of SME Loan Lending Program" rating incentive, the Bank continues to organize and promote reward activities for small enterprises, and systematically collects the list of small enterprises having business dealings with the Bank and have been repaid loans completely or partially, in order to provide such list to business units for credit extension promotion.
- e、Continue to train and develop financial loan AO, invite managers or senior sales staff to share their experience in customer development, and strengthen the AO practical ability through actual case study and training. For employees with lagging sales performance, their status is understood and consultation is provided.
- f、Car loans
  - I. Enhance the promotion of original car loans and extension cases, in order to increase business earnings.
  - II. Continue to develop new car loan business projects and expand the business with quality of pre-owned vehicle business operators.
  - III. Continue to strengthen the relationship with branches, and cooperate in the processing of car loans and other sales assistance items.
  - IV. Enhance the recruitment and training of car loan center AO personnel, in order to increase the business volume.
  - V. Adjust and centralize the planning of the administrative staff arrangement, in order to improve operation efficiency.
  - VI. The bank offers online car loan services to improve the efficiency and service quality of additional loan applications of existing customers.

### **D. Credit card business**

- a. Focus on the management of the cardholder market, offer differentiated cardholder benefits, increase brand value, and continue to introduce new services through the development of credit card products, in order to continue to gain new customers and maintain market share.
- b、Enhance digital platform services, improve customer-friendly operation with card personalized function management (inquiry, transaction, limit amount, etc.); and continue to introduce diverse transaction verification methods, in order to ensure transaction security.
- c、Grasp the consumption trend, enhance customer base management, improve customer adhesion, actively activity exposure and focus on channel enhanced cooperation to promote marketing, drive the momentum of credit card purchase, and expand the scale of credit card purchase and consumption amount to increase revenues.
- d、Continue to develop medium and large-scale online stores, chain store merchants, and strengthen the depth and breadth of existing customer



## **Operational Highlights**

cooperation and improve the regional balance.

- e 、 In response to the new Basel III regulations and anti-fraud risk control mechanism, the Bank adjusts the cardholder management strategies flexibly (including but not limited to the use of card opening and limit amount usage condition), in order to control RWA (risk assets) and to reduce the customer card use risks.

### **E. Wealth management, insurance agencies, and trusts**

- a 、 Enhance the sales momentum of bonds and bond and multi-funds post-collection level, add conservative structured instruments, and expand product diversity, in order to satisfy customers' comprehensive financial needs, and expand the size of specific money trust services and increase business revenues.
- b 、 Add the function of foreign stock/ETF trading, day trading circular fund function, and expand wealth management online transaction service functions, and establish online trading service for overseas bonds.
- c 、 Continue to optimize the trading platform and trading procedures for various products, and provide customers with real-time and convenient trading experience, in order to improve customer service satisfaction.
- d 、 Continue to recruit financial consulting personnel through diverse channels, and enhance the professional competence training for financial consulting personnel, in order to enhance the Bank's professional image.
- e 、 Actively expand customers with professional investor qualifications and strengthen the management of customer base, provide professional services to customers with asset allocation and asset inheritance needs, in order to become a main financial management bank preferred by customers, and strive to increase the scale of asset management.
- f 、 In response to the trend of super-aged and childless demographics, the demand for insurance for the economic life and medical care of the elderly is increasing. The Bank will continue to promote long-term and high-protection life insurance, medical insurance and other products to help customers plan for retirement and preparation for asset inheritance.
- g 、 In response to the aging society trend and the Trust 2.0 "Comprehensive Trust" policy, the Bank provides information on retirement, care for family members (minors or disabled), asset inheritance and taxation, etc., and offers customized retirement trust services according to the personal demands of customers, and comprehensive trust services and financial care commodities of pre-signing of retirement trust and insurance fund trust, in order to establish the corporate culture of "fair customer treatment" to achieve the goals of "inclusive financing" and "sustainable development".
- h 、 Continue to cultivate trust professional talents and encourage employees to apply for elderly financial planning consultants and family trust planning consultants, and to train employees equipped with licenses as trust seed employees for job assignments at different business units in northern, central and southern Taiwan, to provide local services and to satisfy the financial service needs of elderlies, thereby continuing to protect the Bank's philosophy of providing friendly services to customers.



## **Operational Highlights**

### **F. Digital banking service**

#### **a 、 Personal E-banking services**

- I. Anti-fraud measures: The Bank cooperates with the authority's anti-fraud measures by strengthening the control over the transfer-in accounts, and inspecting and controlling customers who without business dealings with the Bank for a long time.
- II. Promote bilingual financial environment: The Bank cooperates with the authority's policy of promoting a bilingual environment and establishes an English version of mobile banking and modifies the electronic banking counter applications forms to bilingual forms.
- III. Establish financial friendly environment: The Bank continues to provide various friendly services to the disabled, integrates friendly financial access interface, provides the reading function of contract terms for visually impaired customers, strengthens care for the disadvantaged and elderly groups, and strengthens various financial friendly services of the Bank.
- IV. Improve foreign exchange service functions: Add functions such as large amount foreign exchange settlement, and over-the-counter price negotiation online settlement, etc., in order to improve the convenience of foreign exchange transactions for customers.
- V. Continue to optimize user operation interface and process: Add mobile banking with graphic/gesture login, and integrate the mobile banking transaction interface, in order to provide convenient and user-friendly operation experience. Optimize personal e-banking services, add large-scale foreign exchange settlement, online settlement for inward foreign exchange remittances, and foreign currency non-preset transfer, in order to improve the convenience of customers' foreign exchange transactions.

#### **b 、 Corporate E-banking services**

- I. Anti-fraud measures: Cooperate with the competent authority's anti-fraud financial measures, strengthen the review of corporate application control measures, and enhance transaction monitoring process and inspection of customers without business dealings with the Bank for a long period of time.
  - i. Strengthen the risk management mechanism and establish a risk assessment process, in order to identify potential risks in advance.
  - ii. Corporate with the competent authority's operation control requirements, in order to ensure that the corporate Internet banking operation complies with regulations and standards.
  - iii. Add anti-corruption measures to reduce the probability of fraud

## **Operational Highlights**

incidents and to improve overall security.

- II. Improve foreign exchange service functions: Add functions of large amount foreign exchange settlement, and over-the-counter price negotiation online settlement, etc., in order to provide better cash flow service platform to enterprises.
  - III. Enhance the user experience of corporate customers and improve service competitiveness: Update the e-banking website, and aim to optimize the convenience, efficiency and security of operations, continue to optimize various transaction processes.
- c 、 New Bank digital banking services
- I. Based on the goal of improving market share and achieving cross-sale synergy, the Bank plans relevant business preferential activities, and promotes the account opening of new customers through internal and external media promotions, thereby enhancing the businesses of foreign exchange, credit card, investment and financial management, and credit extension services with existing customers, in order to improve the customer contribution and operational synergy.
  - II. Continue to expand the functions of online financial services, including the improvement of foreign exchange services, integration of diverse functions of credit loan, credit card, securities and wealth management, and introduction of video conference identity and over-the-counter verification methods, to optimize the online service process continuously; furthermore, add the offline over-the-counter service transaction functions, in order to provide comprehensive services.
  - III. Implement digital banking to enhance the benefits of integrated services, and realize the close connection between online and offline cash flow services through cooperation with non-traditional financial service locations such as convenience stores, LINE Pay, and campus payments, thereby enhancing customers' convenience, create a more comprehensive and efficient financial ecosystem, enhance customer experience, and improve overall service innovation and competitiveness.
  - IV. Enhance anti-fraud related measures, add monitoring of relevant abnormal patterns, and control the transaction authority of suspicious accounts in advance, in order to reduce the probability of fraud occurrence.
- d 、 Fortifying the use of community and various information platforms in marketing.
- I. Enhance social marketing; utilize emerging media such as YouTube, DCard and personal video/audio platforms, in order to strengthen the

## **Operational Highlights**

Bank's brand, products and communication with the younger generation.

II. Strengthen the cultivation of the community and upgrade different kinds of information platforms such as LINE BC, text message, and eDM for integrated use, and combine related new function of LINE API to continue the refinement of the personal message notification, marketing promotion and service application.

III. Establish APP push service, in order to improve the information communication platform and to strengthen marketing conversion efficiency.

e 、 Integration and application of new digital financial services

I. Evaluate different types of cross-system services in accordance with the policies of the competent authority (such as personalization of MyData digital service, financial FIDO and Open Banking API services).

II. Implement video conferencing customer services; add identity verification methods, in order to facilitate the promotion of various businesses.

III. Integration and application of new digital financial services, and the introduction of smart customer service into the customer service system to reduce the cost of dedicated service and improve service efficiency and quality.

G. Securities financing business

a 、 Develop corporate business and improve the ranking of each branch of the securities firm.

b 、 Promote regular and fixed amount investment business.

c 、 Optimize the securities trading system platform to provide customers with more functions and convenient services.

d 、 Strengthen information security and risk control, and implement the fair customer treatment principle, in order to reduce the frequency of default, misstatement, and operational errors, etc.

H. Others

a 、 In response to climate changing, the Bank adopts strategies as follows:

i. Toward net zero: Manage the Bank's daily business activities, respond to energy conservation and carbon reduction, and gradually move towards the goal of net zero carbon emissions.

ii. Supporting low-carbon economic activities: Developing and deploying potential business opportunities and related financial benefits brought about by climate change, managing related risk, and assisting customers in their low-carbon transformation, supporting the development of low-carbon technologies, and promoting climate finance products and services.

b 、 To increase the efficiency of capital utilization, strengthen risk management, and maintain good asset quality.

c 、 In complying the BASEL rules, the Bank maintains its capital adequacy level



## **Operational Highlights**

to meet the standards of the competent authority in the ratios of different categories of capital, the stable sources of capital and high quality liquid assets to meet the net stable fund ratio (NSFR) and the liquidity coverage ratio (LCR).

- I. In terms of investment business, the Bank actively cultivates financial transaction talents; carefully selects investment targets and implement the disciplinary requirements in relation to risk control in capital operation so as to contribute to the Bank's profit; strive to improve the profitability of various assets, strengthen risk management and maintain good asset quality; review the appropriateness of the notes and bond position at all times to maintain better funding flexibility. In investment business, cultivate financial trading talents, choose investment targets carefully and execute disciplinary financial operations in order to control the risk and increase the Bank's income, do our best to improve the profitability of all assets, strengthen risk management, and maintain good asset quality.
- J. Ensure effective management of funds available to the Bank, regularly increase the investment amount of government bonds and corporate bonds issued by quality enterprises to increase the Bank's investment return, actively assist in the development of all the businesses to enhance the overall capital efficiency and maintain an appropriate level of liquid capital to ensure that the Bank has a sound liquidity level. For TMU business, in addition to continuing serving existing clients, provide them with all the real-time financial market information and products, and assist with developing new clients to increase the Bank's business turnovers in deposits, loans, and foreign exchange business.

### **(3) Market Analysis**

#### **A. Region of business:**

By the end of March 2025, the Bank has 90 domestic business locations, including 48 in the Great Taipei Region, 19 in Taoyuan & Hsinchu, and 9 in Taichung & Changhua, 6 in Chiayi & Tainan, and 8 in Kaohsiung & Pingtung; and one offshore banking branch. The Bank also has Ho Chi Minh City Representative Office and Hanoi Representative Office in Vietnam.

#### **B. Future Market Supply and Demand & Development Analysis**

The market generally expects the Federal Reserve (FED) to cut interest rates in the second half of the year; however, the interest rate level may remain at relatively high level, which may support the spread of interest rates and revenues. As the government continues to promote public construction and corporate investments, the scale of loans of the banking industry is expected to grow steadily. However, it is necessary to pay attention to the uncertainty of the global economy, such as the Russo-Ukrainian War, the US-China tech war, the slowdown of economic growth in the US and Europe, and the default risk of the real estate market in China, etc., in order to avoid the impact of overseas exposure on the Bank's asset quality. In addition, the international supervisory authority has strengthened capital adequacy and risk management requirements, such that the banking industry must actively adjust the business strategies and maintain profitability stability by developing digital finance, green finance and diverse financial products, in order to maintain stable profit and sound business management. In general, in 2025, the banking industry still has the growth momentum; nevertheless, the Bank must respond to market changes prudently to ensure financial stability and operational resilience.

## **Operational Highlights**

### **C. Competitive Niches and Advantages/Disadvantages Relating to Development Prospects And Responsive Measures**

#### **a. Advantages**

- i. In response to the international trend and domestic economic situation, the Central Bank of Taiwan maintained the interest rates unchanged during the first half of 2024, which drove the steady growth of the deposit and loan balance of the banking industry, and the return of Taiwanese business operators to Taiwan. In addition, the government's promotion of the development of semiconductor and green energy industries further supports corporate financing needs, and the banking industry continues to benefit from such positive impact.
- ii. After the COVID-19 pandemic, the public's demand for tourism, dining, and more has increased, driving the private consumption to rise steadily. In addition, given the rebound of semiconductor investment, emerging technologies, and net zero emissions, issues such as private investment demand momentum have boosted the momentum of private investment. This helps in the increase in fee revenues from credit cards and wealth management services for the banks.
- iii. The development of emerging technology accelerates the development of digital finance in the banking industry, attracting more customers of all ages due to the convenience of digital finance, and reducing labor costs by using financial technology, thus accelerating the reduction of physical branches in the banking industry and improving operating performance within the industry.

#### **b. Disadvantages**

- i. High interest rates may affect customers' repayment ability and credit quality, leading to an increase in the overdue ratio. The credit risks posed by housing loans and credits will increase accordingly. Therefore, risk control over the financial industry is undoubtedly an issue that must be paid attention to.
- ii. Central banks in various countries have maintained tight monetary policies to curb inflation. Although inflationary pressures have eased compared to 2023, corporate financing costs have risen, particularly for companies reliant on foreign capital or cross-border supply chains, intensifying their funding pressures.
- iii. Since taking office, Trump has frequently introduced new tariff measures, and he recently plans to impose reciprocal tariffs on all imported goods. Relevant U.S. agencies will review non-reciprocal trade relationships with all of America's trading partners and will adjust the final tariff policies based on each country's response and the investigation outcomes. This move may increase tariffs on U.S. trading partners, heighten global economic uncertainty, and affect international trade and financial markets.

#### **c. Countermeasures**

- i. For the effective management and control of the credit risk deriving



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from the pledge of property as collateral for loans, UBOT has set the mortgaged loan limit and will continue to support the government in the measures for the control of risk deriving from mortgaged loans. In addition, the Bank is actively developing credit business by drawing on qualified financial collateral (e.g. deposits, stocks, etc.) to reduce credit risk.

- ii. Actively supervise domestic and international loans, quickly handle exposures, strengthen training for personnel at all levels, and pay attention to pre-loan customer risk evaluation and post-loan management and tracking.
- iii. In alignment with the development of FinTech, UBOT provides diversified services in real-time. The combination of the digital deposit account with credit card, loans, insurance, and securities, and the link to electronic payment service give customers better convenience. These could help to earn customer loyalty.

### **(4) Research of Financial Products and Status of Business Development**

#### **A. Main Financial Instruments and the Size of New Business Departments Introduced During the Past Two Years and the Profit/Loss Status**

- a. The Bank's corporate banking business focuses on the facility loan for production and manufacturing enterprises (MIT industry) in Taiwan, and continues to promote high-quality stock financing loans, specific money trust beneficiary rights self-pledge business, time deposits pledged loans, prepayment loans, simple bill discounts, corporate finance foreclosure real estate loans, root loans, and various government project preferential loans as well as other financial products, in order to provide corporate customers with diverse loan choices.
- b. The financing loan business offers a variety of short and medium-term funding options to customers. As of the end of 2024, total loan granted amounted to NT\$25.9 billion, and the balance of loan amounted to NT\$74.8 billion, representing an increase of 10% comparing to the end of 2023.
- c. Wealth management business

In 2024, the Bank continued to introduce a wide range of financial products of numerous funds, foreign bonds, and ETF/overseas stocks, etc., and provided customers with a wide range of trading channels for selection.

The number of wealth management accounts in 2024 increased by 19.55% from 2023, with a monthly average balance of total management assets up by 9.03% compared to 2023.

Specific money trust business: Benefiting from the steady US economy, mitigation of inflation, development of AI industry, and continuous inflow of funds to the US stock market, the S&P 500 index rose by 23% and the NASDAQ index rose by 28.7% in 2024, driving a significant increase in the sales of specific money products of foreign bonds, US stocks, and funds. The specific money trust in 2024 indicated a growth of NTD 298 million (+49.76%) compared to the previous year.

Insurance agency business: The Bank offers financial services to customers in asset management, retirement planning, and tax reserve management. In addition, the Bank continues to promote highly secured interest-sensitive



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insurances and insurance policies that are equipped with protection function and opportunities for policy profit sharing, in order to achieve a win-win situation and to increase the profit. In 2024, the insurance service fee revenue increased by NTD 183 million (+24.41%) from the previous year.

d. Fortune Passbook

The Bank promotes Passbook (integrating Taiwan Dollar deposits, foreign exchange deposits, securities, and funds) for people under 18 years old. “Fortune Referral”: UBOT has held activities to refer customers to open accounts and cooperated with high-quality children's art and literature contracted stores (including Yunmen Wuchi Dance Classroom, Xinyi Parent-child Game Study, Chiayu Center, Ifkids Theatre, Just-Apple Theatre, and Jukuo Children's Drama Troupe) to provide special offers. At the end of 2024, the balance of assets of the Fortune Passbook holders amounted to NT\$14,460,990,000, representing 14.01% growth rate compared to NT\$12,684,260,000 at the end of 2023.

e. VISA debit cards

In 2024, the Bank consecutively launched numerous credit card purchase benefit return activities of “PX Mart Lunar New Year purchase benefit, UBOT credit card with 600 benefit points for specific credit card purchase amount,” “PX Mart binding of UBOT credit card and specific purchase amount for 200 gift points”, “PX Mart binding of UBOT credit card and specific purchase amount for 650 gift points”, “Free city parking”, “Payment of UBOT credit card for six days with 1% benefit return“ and “Daily Hi-Life coffee with UBOT credit card payment”, etc. The total credit card payment amounts of UBOT’s VISA bank cards (including Easy Debit Card and iPass Debit Card) in 2023 was approximately NT\$2.21647 billion, an increase of 2.24% from 2023.

f. Promotion of automated services and e-banking

- i. The bank has established ATMs and unmanned banks in the stations along the Kaohsiung/Taoyuan/Taichung MRT Line, OK marts, Hi-Life marts, the Breeze Center, and some of Carrefour branches. By the end of 2024, the Bank has set up 229 ATMS to provide customers with more convenient services.
- ii. The “New New Bank” digital deposit account continued to unveil series of special offers through the combination of deposit, credit card, securities, loan, insurance and iPASS MONEY across different types of business. By the end of 2024, the number of accounts reached 838,998.
- iii. Deposit account is lined to electronic payment service. UBOT will continue to launch series of special offers like the account opening with “iPASS MONEY”, link to deposit account, and consumer gift. By the end of 2024, more than 230,971 deposit accounts of the Bank had been linked with iPass Money.
- iv. The Bank continues to optimize the e-Banking functions and services based on user experience, improve the functions and user interfaces of personal online banking and mobile banking, and refine transaction processes, in order to improve the competitiveness and overall utilization rate of e-Banking services. By the end of 2024, e-Banking at UBOT had some 1,279,017 applications by head count; cooperate online banking had 26,909 users.

g. The new business departments in the last two years:

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The Bank added a "Corporate Finance Operations Center" on May 8, 2023 to improve the operational efficiency of its corporate banking operations, and changed the name of the original "Operations Center" to "Consumer Finance Operations Center" to facilitate organizational delineation. File creation and disbursement of consumer finance, vehicle loans, and wealth management loans; the organizational structure of the newly added "Corporate Banking Operations Center": one manager, and a "Management Division" to coordinate the handling of "Corporate Banking" and the preparation of verification documents and Certificate of the Obligatory Claim; the Bank has also established three regional operations teams, namely Northern District, Taoyuan District and Southern District which can act as agent for each other to lower operation costs and the management time of the operating units and enables commitment to expand the Bank's business.

### B. R&D Expenditures and Achievements for the Last Two Years and a Brief Description of Future R&D Plan

#### a. R&D expenditure and results

Unit: NTD Thousand

Item \ Year	2024	2023
R&D expenditure	264,426	313,040

- i. The Bank continues to improve the system and user interface of personal online banking and mobile banking, with user experience as the core, by enhancing the user experience in transaction services on e-Banking platforms, and introducing functions such as foreign currency transfer through virtual accounts, deposit certificates for depositing in installments while paying in lump sums and query of the number of interbank transfer with discounts. It provided verification for transferring an application with no reservation / changing or adding a new card and other services, hoping to provide customers with multiple service channels and more convenient financial services experience through a new user service interface.
- ii. In order to attract digital customers, the Bank continues to optimize and add New New Bank related services, and also introduces the NFC sensor for natural person verification mechanism, in order to facilitate the customer verification operation. The Bank also adds online loan services, integrating existing diverse services of deposit, investment, and credit card, etc., in order to provide a one-stop financial service platform. In addition, the Bank cooperates with Eastern Union Interactive Co., Ltd. to develop a mobile banking APP with four foreign languages (Thai, Vietnamese, Filipino and Indonesian) that are friendly to migrant workers.
- iii. In order to optimize the Bank's anti-money laundering system and comply with relevant regulations of the Anti-money Laundering Control Act, the Bank regularly purchases "AML Prevention and Control Risk Execution Project Maintenance Contract" from "Stark Technology Inc." and also purchases the "Name Scanning Database" from "Dow Jones Factiva Limited". In addition, the Bank also commissions "Asgard System, Inc." to assist the Bank in the establishment of "Transaction Monitoring Automatic Process" to integrate basic information and transaction data of all



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customers of the Bank with the information system, in order to improve the efficiency of the Bank's anti-money laundering operations. The Bank also purchases the "Pre-Warning System Model and Data Analysis" from "Hongzhi Technology Co., Ltd." to generate model from the computation transactions of customers of the Bank and to issue warning in a timely manner, in order to allow the Bank to examine any transactions with potential risks.

- iv. Establish an online collection system that is common to all credit operations of the Bank, to improve automation, efficiency and precision of related operations. By contacting professional vendors for the procurement of collection systems, the Bank paid in full for the software development and maintenance of hardware facility of NTD 6,465,000 in 2024.

### **b. Future R&D project**

- i. The online loan management system is being continuously optimized to streamline the credit granting process and enhance the operation efficiency.
- ii. To reduce the credit risk of credit granting, the Bank has built an internal evaluation system for the credit granting to correspond to the credit risk structure of Basel.
- iii. Utilize big data information to screen out the promotion list and provides it to the branches for them to develop potential customers of the Bank, in order to expand the scale of loans for industrial and commercial enterprises.
- iv. Based on the government's concept of "green finance" and sustainable financial development, the Bank applies related credit loans and policies promotion.
- v. In view of the maturity of mobile devices and the Internet environment, the Bank's research and development of digital financial services will continue to focus on mobile device applications, reinforce the existing e-banking service platforms, and continue to optimize services of personal Internet banking, corporate Internet banking, and mobile banking. Also, it will increase online applications of various services and digital banking services, focus on the customer needs as the core for design, and emphasize user experience and service interface, in order to ensure digital financial information security, to continuously enhance user identity verification mechanism and to provide real-time, secure and convenient e-banking services to customers.
- vi. The Bank continues to strengthen the development and promotion of FinTech (including sustainability), and also researches and pays attention to the development of FinTech applications and related technology services in the financial market. The Bank optimizes the development of the FinTech legal system and policies, actively cultivates related talents, and promotes new FinTech fields such as artificial intelligence, block chain technology, biometrics, and Big Data utilization, etc. In response to the future service pattern changes, the Bank has budgeted NTD 87 million in 2024 for the research and development of various digital services and applications. The new digital financial services are utilized to develop the Bank's digital customer base, in order to secure the foundation of the Bank's future development of various businesses.
- vii. Optimize the Bank's wealth management system by combining asset allocation planning with wealth management customer grading system to



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- improve the operating efficiency of financial consultants.
- viii. In order to expand the high-asset business and improve the customer service experience, the Bank plans to expand relevant information system based on the existing information system with respect to the customer relationship management, product development and risk control mechanism, in order to ensure that high-asset customers are able to receive more diversified and stable investment choices.
  - ix. To continuously optimize the anti-money laundering system of the Bank, the Bank signs the “AML Risk Executive Maintenance Agreement” with system service providers annually and purchases the “Name Scanning Database” from list service providers periodically, and also integrates customer and transaction data inquiries via “Transaction Monitoring Automatic Process”, in order to improve the transaction monitoring efficiency and accuracy and to continue the implementation of AML operation of the Bank. In 2022, NTD 6.57 million has been expected to invest in this area.
  - x. In order to develop the Bank's digital, automated and intelligent regulatory system, in addition to the "compliance operating system" and the "financial regulation database", the Bank plans to establish a compliance platform to conduct collection of external laws and regulations and response tracking, sorting of laws and regulations and risk assessment, self-evaluation and spot checks on compliance, and other compliance monitoring operations, to implement the Bank's compliance with laws and regulations.
  - xi. The Company will release structured notes to wealth management customers to cooperate with the wealth management business.

### **(5) Long-term and Short-term Business Development Plan**

- A. Short-term Business Development Plan: Please refer to P.130~P.137 “Chapter (2) 2025 Business Plan”.
- B. Long-term Business Development Plan: Please refer to P.5 “4. External Factors and Future Development Strategies of I. Letter to Shareholders”

## Operational Highlights

### 2. Employee Analysis

- (1) Employee Data for the Last Two Years and Current Year Up to the Printing Date of the Annual Report:

Year		End of 2023	End of 2024	Until Mar. 31, 2025
Number of Employees	Permanent	3,981	3,997	3,930
	Temporary	0	0	0
	Other	0	0	0
	Total	3,981	3,997	3,930
Average age		39.46	39.91	40.21
Average year of service		10.76	11.03	11.26
Education	Doctorate	0.05	0.03	0.03
	Master	6.88	7.16	7.20
	University (College)	88.07	87.69	87.68
	Senior High School	5.00	5.13	5.09
	Junior High School & Under	0	0	0
Type of professional certification held by employees		End of 2023	End of 2024	Mar31, 2025
Certified Anti-Money Laundering Specialist (CAMS)		7	10	8
Professional Exam for Anti-Money Laundering and Countering Terrorism Financing Specialist		406	493	522
Certified Information Systems Auditor (CISA)		1	1	1
Basic Proficiency Test for International Banking Personnel		368	372	366
Proficiency Test on Foreign Exchange Trading		9	10	10
Proficiency Test for Trust Operations Personnel		2,900	3,035	3,014
Subject Test - Laws and Regulations on Trust Businesses		38	35	34
Qualification exam for "General knowledge of Financial Markets and professional code of Ethics"		3,068	3,031	3,024
Financial Risk Manager (FRM)		3	2	2
Class B Accounts Clerk		6	7	7
Class C Accounts Clerk		103	97	96
Basic Proficiency Test for Bank Lending Personnel		441	455	448
Advanced Proficiency Test for Bank Lending Personnel		24	22	22
Proficiency Test for Bank Collateral Appraisal Personnel		9	9	9
Proficiency Test for Financial Planning Personnel		318	308	306
Certified Financial Planner(CFP)		4	4	4
Structured Product Sales Personnel Qualification Test		563	585	582
Qualification exam for securities investment trust and consulting regulations (including professional ethics rules)		14	15	14
For taking "Investment trust & consulting regulations(including self-disciplinary rules)" only		1,413	1,419	1,422
Life insurance salesperson		3,054	3,085	3,059
Investment-oriented insurance salesperson		1,267	1,216	1,206
Fundamental Test of Investment-oriented insurance salesperson and financial market		239	232	233
Property Insurance Salesperson Registration Certificate		1,355	1,340	1,322
Qualification Test for Life Insurance Salesperson Selling Non-Investment Type of Insurance Product in Foreign Currency		1,130	1,093	1,090
Personal Insurance Agent		3	3	3
Property Insurance Agent		5	5	5
Futures specialist		321	316	309
Bill finance specialist		93	97	95

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Year	End of 2023	End of 2024	Until Mar. 31, 2025
Fin Tech Knowledge Test	99	107	109
Certification Test for Eldercare Financial Planning consultant	74	73	74
Certification Test for Family Trust Planning Consultant	8	9	9
Labor safety and health specialists (Class B certificate for labor safety and hygiene)	3	4	4
Class A Manager of Labor Safety & Health Affairs	55	52	51
Class B Manager of Labor Safety & Health Affairs	109	121	119
Class C Manager of Labor Safety & Health Affairs	33	31	29
Fire Fighting Administrator	146	147	146
First Aid Specialist	191	207	209
Bond Specialist	21	20	20
Basic Proficiency Test on Internal Controls	2,868	3,137	3,102
Securities specialist	427	424	418
Senior securities specialist	253	261	251
Securities investment trust and consulting professionals	193	191	188
Securities investment Analyst	2	5	4
Specialist of "Margin and Stock Loans by Securities Firms"	55	55	54
Assistant real estate Brokers	14	17	18
Sustainable development basic competence test	0	456	455

Note: Not include 3 employees of offshore units.

### (2) Advanced Education and Training of Employees

In response to the fast changing financial environment and for the purpose of enhancing the professional competency of our employees, the Bank organizes the various business seminars and symposiums each year as well as sends employees to attend the various external training programs. The bank also requests, where possible, the relevant staff at all levels to acquire the required certification. The bank aims to upgrade the capabilities in product innovation and improve the operational procedures.

Dec. 31 2024

Item	Internal program	External program	Total
Number of employees trained	55,240	14,538	69,778
Total training expense ( in NT\$ thousand)	9,600	5,377	14,977

### (3) Rules of Employee Behavior and Ethics

The Bank has put in place the "Employment Standards" and "Employee Service Rules" to govern employees' behaviors and dedication for works. The Bank motivates its employees to take the corporate mission above all personal pursuits and perform their duties in accordance with corporate rules to facilitate the development of the various businesses.

### (4) Protection for Work Environment and Employee Safety

- A. Access Security: The Bank has installed a premise access surveillance system to monitor people entering or leaving the office premise. The system is linked to the police stations at all times and is subject to regular trial checks. Security guards stationed on site to ensure personnel and premise security.
- B. Office Premises and Equipment: The Bank performs regular or random maintenance check on the various equipment in accordance with the relevant regulations on public safety and fire tests of office premises.
- C. Security Maintenance: The security maintenance regulations enforced by the competent authority and Bankers' Association prescribe that each



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retail office shall conduct anti-robbery rehearsals each year.

- D. Safety and health: We have established the “Safety and Health Work Rules” and “Occupational Safety and Health Management Plan”. In addition, we implement various environmental examinations and organize occupational safety and health education/training activities and first aid training courses in accordance with the Occupational Safety and Health Act and relevant regulations to ensure workplace safety for employees.

### **3. Corporate Responsibility and Ethical Conduct**

#### **(1) Education on inclusive financing:**

To promote proper financial knowledge of elementary school students at young age, the Bank has organized 6 sessions of "Little Financial Specialists, Children Financial Camp" in Taipei, Taoyuan, Taichung, Kaohsiung, and other remote elementary school campus, in order to achieve inclusive financing. The courses include basic financial management, anti-fraud, environmental protection, and other SDGs sustainable development concepts. To educate young students at universities and colleges about financial knowledge, and to cultivate practical skills, and financial talent, the Bank has cooperated with Chien Hsin University of Science and Technology to open "Employment Course" and with Aletheia University to offer "Bank Management Practice" at the school campus. For elderlies and disabled, the Bank actively supports the "Trust Promotion Community Program" by organizing retirement trust promotion activities in communities and public welfare organizations for the disabled, in order to explain elderly risk and disabled related trust basic concept. For foreign migrant workers, the Bank has collaborated with strategic partners to set up a financial service booth at the "2024 Philippines Christmas" migrant worker event jointly organized by the Philippine Representative Office in Taiwan and New Taipei City Government, in order to promote digital financial services with use convenience for migrant workers from the Philippines. In terms of promoting financial knowledge for all ages, the Bank has donated to the "Financial Service Education Welfare Found" of the Taiwan Financial Services Roundtable to organize financial knowledge education promotional activities for students, women, elderlies, new residents, indigenous people, and financial service personnel. In addition, to enhance the latest wealth management knowledge and financial anti-fraud concepts, the Bank has organized 110 sessions of customer financial investment seminars and has also organized 124 sessions of anti-fraud seminars with the branch offices, communities, schools, agencies, organizations and local police authorities.

#### **(2) Promotion of art and culture**

- A. To promote the oil painting arts in Taiwan, the Bank has sponsored the UBOT Culture and Education Foundation to organize the 22nd "UBOT Arts Impression Award" and the 27th "UBOT Arts Newcomer Award" with the total prize amount reaching NTD 2.4 million. In addition, 11 sessions of UBOT Art Exhibitions have been organized in various locations of Taipei, Kaohsiung, Taichung, Chiayi, Miaoli, Hualien, Taitung Nantou and Pingtung. In addition, to promote the arts education of children, the 23rd "Drawing of Mom by Artistic Children" children charity drawing contest has been organized. Furthermore, to create diverse artistic value, contestants have also created NFT digital assets for permanent collection.

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- B. To emphasize local arts and cultural development, the Bank actively participates in the arts and cultural events organized by the county and city governments. In 2024, the Bank sponsored the "2024 Taiwan Lantern Festival in Tainan City" of Tainan City Government, sponsored the "2024 Finglory, Livable City - Nantou Light Festival" organized by the Nantou County Government, sponsored the Pingtung County Government's "Luo Shan Feng Art Festival"; sponsored the "Art Spring Festival" series of events and the "Pondering and Enthusiasm - Violin Concert" co-organized by the Bureau of Cultural Affairs of the Kaohsiung City Government and the Kaohsiung Philharmonic Cultural and Arts Foundation.

### **(3) Social Engagement**

- A. Support local agriculture: To support the local farmers, the Bank purchased about 40,000 carnation plants from Flower Farmer Tian Wei on Mother's Day and distributed them to the customers of the Bank.
- B. Care for the youth students: Launched the "Let the World Hear Taiwan" fund-raising project jointly with the Union Culture Foundation, and donated to Puzangalan Children's Choir to participate in the Europe Choir Competition overseas.
- C. Support local industries: Every year the Bank order a large quantity of Lunar New Year gifts such as ceramic Chinese zodiac piggy banks, calendars, red envelops, and Spring Festival couplets. Local MIT manufacturers are always our priority contractors.
- D. Disaster relief: Japan Noto Peninsula Earthquake on January 1 and Hualien Earthquake on April 3 have caused series damages respectively. The Bank and its affiliates have jointly made donations and provided disaster relief to assist the subsequent expenses related to the medical treatment of injured people, living and social reconstruction.
- E. Build Lohas City: In order to build a comfortable and healthy urban life, the Bank has sponsored the Taoyuan MRT, Taichung MRT, and Kaohsiung MRT to hold various social sustainability charity events.
  - I. Worked with the Taoyuan MRT Corporation to organize the "Parents and Children Handcraft, Lake Music Feast" to provide unique experience for the children and parents to participate in the event; organized the "Taoyuan MRT Light Trip for Village Children" to promote the MRT etiquette; organized the "Parents and Children Reading Holiday Movie Theater " to build an open reading space in Taoyuan City.
  - II. Worked with Taichung MRT to organize the "Taichung Music Story Concert" to build up the local connection between Taichung and Taichung, and organized "Blood Donation Event" to increase the willingness of blood donation and mitigate the severe shortage of blood for domestic medical use; organized the "Christmas Market for Parents and Children" to build the Christmas check-in point for the MRT station and activate the community.
  - III. Collaborated with the Kaohsiung MRT Corporation to organize the "Little Kids Summer Camp" to encourage people to take the Kaohsiung MRT to save energy and carbon emissions; organized the "Summer



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Kaohsiung MRT Anime Season" to promote the anime culture in Taiwan; organized the "Three-On-Three Basketball Game" and "Charity Road Running" to promote the sports culture of the public; organized the "Charity Symphonic Music Concert" to invite charity groups or disadvantaged families to attend the symphonic music, and donated the income of that day to charity groups.

### **(4) Charity**

- A. Donation to charities: To support life care and work projects of people with Down syndrome, the Bank sponsored the "Children Are Us Foundation" art therapy project and its annual performance event, and subscribed hand-made meal boxes; The Bank has collaborated with public welfare organizations to launch a credit card donation campaign for disadvantaged groups in society, including: Eden Social Welfare Foundation "Courage for Early Treatment and Moving Forward Together", for the Down Syndrome Foundation "2024 Standing Force", Taipei Parents' Association for the Visually Impaired "Speak Up for Eye", Genesis Social Welfare Foundation "2024 Show Love to Patients in Persistent Vegetative State".
- B. Fundraising and donations: the Bank and Union Culture Foundation jointly unveiled the charity donation platform of "Well-Being Together". The money we raised donated to the "Puzangalan Children's Choir", the "Long-Yan-Lin welfare association at Zhongliao Village of Nantou County", "Children Are Us Foundation", the "Service Station for the Elderly and Children at Xuhai Elementary School in Moudan Aboriginal Tribe at Moudan Township of Pingtung County", "Kitchen for the Elderly in Tounan Township Community Development Association of Yunlin County", and other public welfare and disadvantaged groups and rural school in Chiayi (Alisan Elementary and Junior High School, Yizhu Junior High School).
- C. Christmas lighting charity 4vent: The Bank collaborated with the UBOT Culture and Education Foundation and co-branded group Breeze Charity Foundation to organize Christmas Lighting Charity Event at the Taipei Main Station, and launched the Wish Box Adoption Program to invite people to participate in adoption and to help children realize their dreams.
- D. The spending amount on affinity cards is donated to charitable organizations.
  - I. The Bank issued the charity affinity cards including the 8 Blessing Affinity Card, Guardian Angel Affinity Card, and the Peace Affinity Card. When card holders used credit card charge for payment, a percentage of the payment amount will continued to be donated. A charity budget has also been prepared for feedback to charity organizations and charity purposes at the county or city level.
  - II. Continue to respond to the government's "Green Finance Action Plan 2.0" policy. The "Union Green Card" issued by the Bank continues to give back through green consumption channels including "electric car recharging," "shared transportation," "fresh and organic products", "Green Donation" and more, linking the cardholders' green life circle. 0.1% of the spending from credit card charge will be donated to the "Taiwan Environmental Information Association", for environmental



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protection, promoting environmental protection education and related charity events through resources of green charity groups.

- E. Collaboration between Union card holders and charity groups in making donation through payment by credit cards  
World Vision Taiwan: Continued to participate in "Red envelope for love! Help to children for better future" project, and invited UBOT cardholders to send a red envelope of blessings to care for the disadvantaged children in Taiwan, and to help them grow safely and healthily, and allowing disadvantaged children to realize their dreams.
- F. United Culture and Education Foundation and the co-brand Breeze Charity Foundation have joined hands to organize a Christmas light-up event  
The Bank organizes Christmas Lighting Event jointly with Breeze Charity Foundation annually to light up the Christmas tree like stars, continues to participate in the public welfare activity of "Wish Box" to help children of Down Syndrome, indigenous children, and visually impaired children to realize their dreams, and to help children to have greater confidence and courage for the future, and to light up their lives.

### **(5) Green promotion actions**

- A. Adoption of parks and green lands: The Bank continues adopt "Minyao Park #2 in Songshan District, Taipei City" and the "Front Garden of Luzhou Elementary School, New Taipei City".
- B. Participation in animal conservation: In order to promote the knowledge and concept of animal conservation, the Bank participates in the adoption of the protected animals of "leopard cat" and "ring-necked pheasant" in Taiwan, and also publishes related articles and promotional literatures.
- C. Encouragement of the public to participate in green actions
  - (1) The Bank has organized the "Mother's Day ESG Fair" and participated in the "Charity Carnival" event held by the Taiwan Financial Services Roundtable in 2024. Both events have been arranged with various financial sustainability and environmental conservation knowledge questions and answers, interactive game and reward activities, in order to encourage the public to understand relevant ecological conservation concepts, and to implement ecological environmental protection in practice.
  - (2) The Bank organized the "Children's Public Welfare Drawing Competition" in 2024 to encourage children to participate in ecological conservation actions at young age. For every drawing submitted contestants, the Bank donated NTD 10 to "Shei-Pa National Park" as a means to protect the ecological conservation.
- D. Union Green Card: The Bank first launched the "Union Green Card" in the third quarter of 2021 with the theme of energy sustainability and green cycle. Not only it is the first credit card in the industry to issue both environmental-friendly physical and virtual cards, the core philosophy is to "encourage cardholders to spend at designated green channels to promote environmental and social sustainability, in order to practice ESG philosophy and fulfill corporate social responsibility." The Bank connects cardholders with a green circle of life, in order to drive a virtuous circle of sustainable development among the Bank, customers, and other industries. The main

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selection of green consumption reward channel program includes the “Electronic automobile recharging”, “shared transportation”, “Fresh and Organic Product Selection”, “Green Donation”, and more. Since 2012, the Bank has continued to donate 0.1% of the spending amount of green card holders to the “Taiwan Environmental Information Association”, engaging in more environmental protection activities and promoting of environmental education related charity activities through green charity groups.

In addition, the “iPASS Card Green Points” double points collection event has been launched with the iPASS Card since 2024 to encourage passengers to take public transportation and respond to the net zero and green life. Up to the end of December 2024, 16% of UBOT green cardholders have already applied for virtual cards, which is equivalent to the reduction in carbon emissions of 13 tonnes and also equivalent to the annual carbon absorption capacity of one hectare of forest! UBOT green card continues to strengthen the green living circle and provides actual preferential benefits, in order to encourage the general public to respond to ESG in daily consumption and commuting, to bring positive influence on environmental sustainability, and to achieve common good jointly.

- E. Promotion of electronic billing: The electronic billing rate of billing in the fourth quarter of 2024 reached 72% (an increase of 9% from 2023), and reduced the carbon emissions in the delivery of this paper bill and the felling of trees to achieve the dual benefits of “carbon reduction” and “carbon sequestration”.
- F. Encourage online credit card applications: The Bank continues to optimize digital services on the credit card website to reduce the paper-printing required for paper-based applications, enabling energy saving and carbon reduction to expand to every digital service introduced. Cardholders can thus jointly contribute to the sustainable development of the environment.

## **4. Number of Non-managerial Staff, Amount of Employee Welfare Expenses, and Differences from the Previous Year**

Unit: NT\$ thousands; %

Category	2023	2024	Difference	
Head count	3,629	3,685	56	1.54%
Average welfare expense	912	1,027	115	12.61%
Median welfare expense	805	900	95	11.8%

## **5. Facilities of Information Technology**

### **(1) Maintenance and Allocation of Hardware & Software for major IT systems:**

- A. Operating system server room:  
There are one IBM z15(8562-J02) operating host, one IBM z14(Linux ONE) host for onsite backup, two IBM disk drives, one IBM virtual tape drive, seven IBM RS/6000, one IBM AS/400, and 100 PC servers.
- B. Remote backup server room:  
There are one IBM z14(Linux ONE) host for remote backup, one IBM virtual tape drive, one IBM disk drive, two IBM RS/6000, one IBM AS/400, and 10 PC servers.



## **Operational Highlights**

- C. Network: Several CISCO routers and switches are used for the operating system server room and the remote backup server room, and the two server rooms are connected by optical fibers. Each branch uses two dedicated lines to connect with the two server rooms, respectively, and the two server rooms are the mutual backup.
- D. The Bank has signed a maintenance contract with each of the relevant suppliers/providers for the equipment above.
- (2) Future development or procurement plans:
  - A. Large server virtual magnetic tape system transformation planning.
  - B. Planning for upgrading of large backup server.
  - C. RS6000 system upgrade and replacement project.
  - D. Data middle office system phase 1.
  - E. Application middle office system establishment project.
  - F. Additions of functions to the personal e-banking system.
  - G. Add mobile banking functions.
  - H. New functions for digital deposit NEWNEW app.
  - I. Credit card information push integration planning and establishment project.
- (3) Emergency Backup and Security Protection Measures
  - A. Construct on-site backup device and the remote backup support.
  - B. Off-site media backup and storage of sensitive documents.
  - C. Completed the establishment of a remote server room, including access control, surveillance and video recording, line control, fire-fighting equipment, environmental monitoring, power, network, and other systems.
  - D. Conducted computer system information security assessment program, strengthened compliance review and improvement measures.
  - E. Used the information security incident management platform to strengthen the reporting and response of warnings and information security incidents.
  - F. Implemented system source code detection, vulnerability test and penetration test to enhance system security.
  - G. Used mechanisms such as firewalls, email filtering and auditing, intrusion detection and defense, anti-virus detection and containment, threat intelligence handling, etc. to strengthen the depth of information security and ensure network and data security.
  - H. Enact the “Plan for Union Bank of Taiwan IT Security Contingency” and conduct annual rehearsals of on-site and remote backup and fire safety in accordance with the “Plan for Union Bank of Taiwan IT Disaster Contingency”.

## **6. Information Security Management**

### **(1). Information security management strategy and framework:**

The Bank has established the "UBOT Information Security Policy" to strengthen the information security of the Bank, and ensure the security of data, systems, equipment and network. The overall objective of policy pursuit is to assure the confidentiality, integrity and usability of the Bank in the application of information, and prevent any impact of security incidents on the operation of the Bank to reduce possible operation risk.



## **Operational Highlights**

This Bank's information security policy shall be applicable to all personnel, data, application system, hardware, machine room, and Internet facility.

A. The Bank's Information security management framework

Board of Directors: It is the highest decision-making unit for the Bank's information security policy, and has members with information and information security backgrounds. It is responsible for reviewing and approving the Bank's information security policy and information security overall implementation reports.

UBOT has set up the "Information Security Management Section" under the Information Department in 2017 charged with information security, governance, planning, supervision and enforcement of information security to build up multilateral information security defensive capacity and the awareness of employees in information security. In 2021, a Vice President has been appointed as the Chief Information Security Officer to administer the launch of information security policy and allocation of resources.

1. UBOT adopts the 3 lines of defense management framework for the internal control of information security: the 1st line of defense is guarded by Information Department and all functional units of UBOT in the enforcement of information security. The 2nd line of defense is guarded by the information security unit in the design, monitoring and control, and enforcement of information security system and policy. Law and compliance unit is responsible for the assurance of compliance with applicable legal rules. Risk management unit is responsible for information security risk management. The 3rd line of defense is guarded by the audit and examination conducted by the internal audit function of UBOT.
2. UBOT has established the "Security Protection Supervisory Team" to meet the needs of information security protection of the Bank, reinforce the mechanism of security protection, and upgrade the self-regulatory function. The Supervisory Vice President of Business Administration Department is the convener of this team for the supervision of the organization and testing of the security in pursuit, education and training, and routine exercise drill. The members of this team are the heads of Business Administration Dept., General Affairs Department, Human Resources Department, and Information Department. Other function heads of personnel may be invited to sit in the meeting as observers on the discussion of specific topics where necessary. For facilitating the pursuit of security protection and audit of UBOT, the Chief Internal Auditor or internal auditors will also be invited to participate in the team meeting to provide relevant advice. The team holds the "Security Protection Reporting Meeting" quarterly. The convener will preside over the meeting and report on the security affairs in operation of the Bank and related information security works in the quarter will be presented as instruction of major works, and review of the performance of

## **Operational Highlights**

works so that related defects could be addressed to and rectified. The meeting of the minute on record shall be subject to the approval of President Chen and Chairman, and report to the Board in regular session for record.

### **3. Framework of the Personal Information Protection Committee**

For supervising the effective running of the personal information protection system, and assuring security for all personal information data files at UBOT, UBOT established the "Personal Information Management Committee". A designated Vice President was appointed by the President as the convener of the committee. Members of the committee are the heads of Corporate Banking Department, Business Administration Department, Wealth Management Departments, Credit and Payment Division, Law and Compliance Department, Information Department, and Risk Management Department. The heads of other functional departments may also be invited to the committee meetings where necessary. The Chief Internal Auditor shall be invited as observer. The function of the committee: supervision and management of the personal information protection system of UBOT, tracking on the rectification to the defect of personal information protection at UBOT, examination of the review and corrective action on personal information incidents, other aspects of supervision and management of personal information protection. Officer will jointly issue the Declaration of the Overall Performance of Information Security.

### **B. The Bank's Information security policy**

#### **(1) Implementation of international information security management system**

The Bank has adopted the ISMS information security management system and obtained the ISO 27001:2022 certificate. In order to implement the international information security standards, the following information security management organization has been established in accordance with the "Information Security Organization Implementation Management Standards".

- A. Information Security Management Committee:** The Chief Information Officer is the convener, responsible for the resolution of information security management system related matters and convening management meeting to lower the enterprise information security threats.
- B. Information Security Promotion Team:** Responsible for planning and executing various information security operations.
- C. Emergency Response Team:** Responsible for emergency response to major information security incidents.
- D. Audit Team:** Responsible for the internal audit of the information security management system.

#### **(2) Information security management practice**

UBOT designed and installed an information security system and



## **Operational Highlights**

network security multilateral protection environment in accordance with the “Union Bank Information Security Policy” and the “ISMS information security management system”, including the organization and segregation of duties and authorities of security, asset classification and control, personnel safety control, physical and environmental safety management, information and operation security management, safe access control of information resources, system development and maintenance, Disaster Backup Management and compliance of applicable legal rules. UBOT also established information security management policy and system and conduct routine audit on security, network monitoring and control, and personnel safety management mechanisms to fortify the information security overall defense capacity and reduce the security threat and loss from disasters.

### **C. Information security risk management**

#### **(1) Information security assessment practice**

UBOT delegates a third party professional institution to inspect on the overall performance in information security annually for the proper implementation of information security. Inspection on the design, monitoring and execution of the overall security management measures in accordance with the requirements of the competent authority and the self-regulatory rules of the industry association. Related reports will be compiled on the basis of the findings from the evaluation, and will be submitted to the Audit Committee and the Board for review and approval. The Chairman, President, Chief Internal Auditor, and Chief Information Security Officer will jointly issue the Declaration of the Overall Performance of Information Security.

#### **(2) Information security management strategy**

The Bank reviews the applicability of information security policies and protection measures based on the plan, implementation, audit and action management cycle mechanism of the ISMS information security management system.

A. For the planning stage, the Bank focuses on the information security risk management, and has established a complete information security management system. The Bank continues to promote relevant units to introduce the international information security management system and to pass the certification, in order to reduce the corporate information security threat from the system, technology, and procedure aspects.

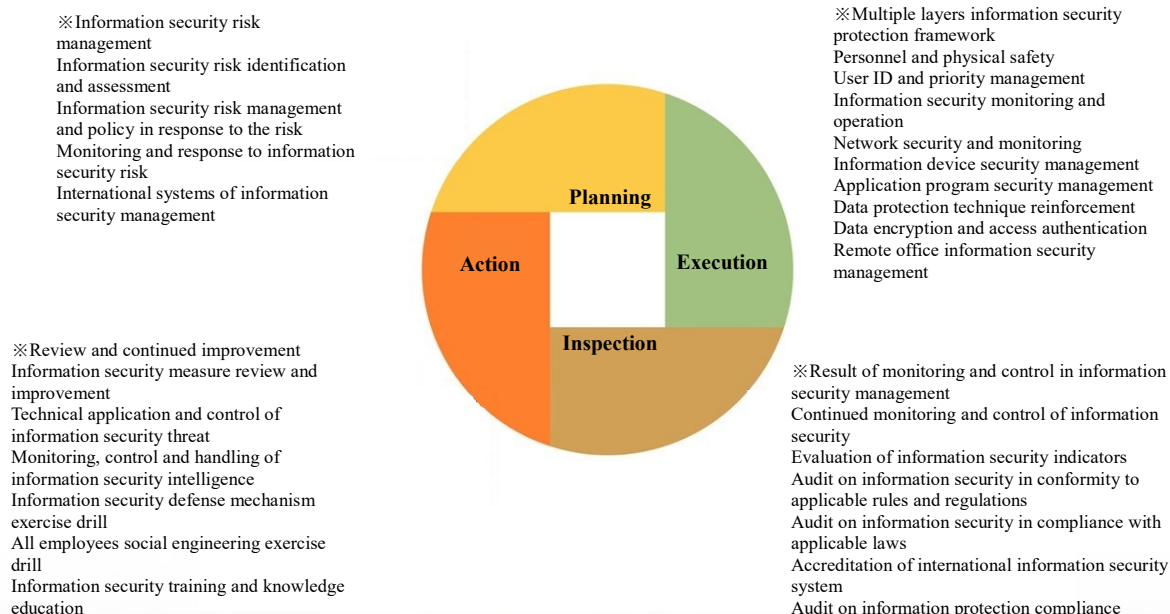
B. The gravity of work at the doing stage is the buildup of multiple layers of information security protection, fortifying the defense depth and the continued introduction of innovation know-how in information security defense. Information security control mechanism will be integrated and internalized into equipment maintenance, application system and information security management and related process, and achieve information security through systematic monitoring and control to protect the vital assets



## Operational Highlights

of UBT in the aspects of confidentiality, integrity, and usability.

- C. During the audit stage, the Bank actively reviews the effectiveness of information security management. Internal and external audits are conducted and professional information security organizations are assessed. Improvement measures are implemented based on the audit results.
- D. The gravity of work at the action stage is the review and continued improvement through proper supervision and audit for assurance the ongoing effectiveness of the information security rules and regulations. Review and take action for improvement including information security measures, education and training, and promotion for assurance of the normal running of the system and the security of vital and sensitive information.



### (3) Information security management substantive plan

#### i. Information system surveillance and precaution

UBOT execute detection, monitoring, management early warning work in real time, and fortify the strategic depth of information security defense through layers of firewall, mail screening and audit, junk mail screening, detection of phishing website, web page control and protection, detection and defense of intrusion, antivirus detection and interception, data leak protection, and response to intelligence on threat round-the-clock for assuring network and data security. In addition, UBOT also uses the information security management platform to intensify warning analysis and security incident reporting and response.

#### ii. Information security intelligence application management and sharing

The Bank joins the Financial Information Security Sharing and Analysis Center (F-ISAC) and Financial Information Joint Defense

## **Operational Highlights**

Monitoring Center (F-SOC) information security joint defense programs, and handles the receiving and sharing of information security intelligence information. Risk assessments and appropriate countermeasures are also adopted based on the intelligence information received to prevent information security incidents.

iii. Transaction security management and data protection

For assuring the security of transaction information and accuracy in transmission, UBOT continues to fortify the secrecy, integrity of information and the traceability of the sources, no overlapping and un-deniability of information in its information security protective measures as security design, and comply with the regulatory requirements of respective industry associations in strengthening security control mechanism and protection of security of online transaction. In addition, network segregation, access control, weak spot management and related security design and defense strategy are also adopted with continued upgrade of system reliability.

iv. Conduct information security testing and exercise drill

The Bank commissions external professional organizations to conduct testing and drills annually. The Bank conducts various information security drills, including social engineering drills, vulnerability scanning, penetration testing, dispersed interruption service attack drills, APP and website security testing, etc., in order to verify the effectiveness of the defense and incident response capability, and to conduct vulnerability testing and repair measures accordingly.

v. Information security education training

In 2024, all personnel in charge of information security have completed more than 15 hours of information security professional courses or competency training each year, with a total of 7 employees for a total of 318 hours; all employees are required to participate in a 3-hour information security online course and pass the test, with a total of 3,841 persons participating in the training. 13 people failed to participate in the training/testing or have resigned.

vi. Information security event response management

The Bank has established the "Information Security Incident Management Guidelines" to handle information security incidents. When an information security incident is confirmed (or suspected to occur), each unit shall report to the unit manager and respond to the information department's contact, and complete the internal notification process.

The "Emergency Response Handling Task Force" will determine to take appropriate actions on the basis of the report on the incident and the influence and risk tolerance, and adjust the control measures of the information security protection plan and proceed to subsequent operation procedure.

vii. Information system or service outsourced management

UBOT outsources information communication system work or services in accordance with the "Guidelines for Outsourcing of Service and Important Notice to Financial Institutions in Outsourcing for Services", and in compliance with the principles



## **Operational Highlights**

under the “Information Operation Management Code”.

viii. Cooperation with financial information security action plan implementation

In support of the FSC's goal for promotion of financial information security, the Bank has actively participated and handled the execution of various measures for financial institutions in the action plan, and has developed a corporate culture focusing on information security, in order to improve the Bank's information security governance capability and level, and to ensure the system operation continuity and data security, thereby enhancing the Bank's capability to manage operation continuity.

(4) Resources committed to information security management

UBOT continues to commit resources to information security related affairs, including security basic structure in management and know-how, fortification of information security defense facility, security intelligence gathering and analysis, and related education and training in all aspects of information security capabilities from management to know-how, and from equipment to personnel.

(5) The result of UBOT in the pursuit of corporate information security policies is specified below:

- i. In 2024, information security policy and amendments to 54 information and information security management specifications were completed.
- ii. Compilation of teaching materials for information security training and videotaping of online program in 2024 to convey the message to all employees on important rules and regulations and important notice of information protection and information security.
- iii. Installation of new and replacement of obsolete information security hardware and software with proper system upgrade.
- iv. Installation of the mechanisms for alternate site and remote office information security protection of whole UBOT in different districts with effective implementation.
- v. Installation of the automatic data backup mechanism. Further to same site backup, the data backup copies will be placed in the computer system at alternate sites with routine data recovery exercise drill.
- vi. The Bank has set up firewall, anti-virus system, and network monitoring and control devices, and delegates professional information security service providers to execute weakness scanning 4 times, penetration test 2 times and DDoS exercise drill 1 time at regular intervals of the year for assuring the security of the information system and network. For reducing the risk deriving from DDoS attack to the extent that website service is impaired, UBT designed and installed related defense mechanisms. In 2024, the Company held 2 social engineering drills, with a total of 3,865 training accounts per time. After the



## **Operational Highlights**

- drills, a social engineering training course was conducted for those who failed. A total of 165 employees and 59 employees completed the course and test, respectively.
- vii. The APP for mobile devices was passed by the testing of a delegated qualified third-party laboratory in accordance with the information security testing standard under the regulations governing the supply of mobile APP by financial institutions.
  - viii. For fortifying the detection and protection from disguised external service website and mobile APP, UBOT continues to check for the existence of phishing sites or act of disguise.
  - ix. In the aspect of personnel training, UBOT arranged professional training for the information security staff and upgrade the knowledge and awareness of all in information security through information security training and social engineering exercise drill. In addition, UBOT also delegated professional institutions to offer courses in program security, and established the channels of counseling to upgrade the overall capacity of information personnel in secure development.  
The Bank has complied with the FSC's policy for encouraging financial institutions to train information security personnel with diverse expertise and to obtain information security certifications issued by international or professional training institutions. A total of 16 employees have obtained 26 international information security certifications.
  - x. Third party professional institution was delegated to conduct assessment on information security in order to review the effectiveness and security of the control measures in service, and reduce the risk of information security.
  - xi. UBOT works in cooperation with F-ISAC for intelligence gathering and sharing in order to keep abreast of the overall information security status and trend in finance and banking, and respond to the risk and threat as early as possible.
  - xii. Join the information security joint protection program initiated by F-SOC and irregularly share intelligence.
  - xiii. No significant defect has been detected in the 2024 information security audit of the Bank, and no occurrence of critical information security incident in defiance of information security that resulted in the leak of customer information and fine from the authorities.
  - xiv. The Bank has implemented international standards for information security by introducing the ISO/IEC 27001:2022 information security management system into its insurance agency business in 2024 and obtaining ISO/IEC 27001 certification. The current certificate is valid from June 7, 2024 to June 6, 2026; and in 2019, it

## **Operational Highlights**

introduced the ISO/IEC 27701 privacy information management system and obtained ISO/IEC 27701 certification on a regular basis. The current certificate is valid from June 7, 2024 to June 6, 2026.

- (2) In the most recent year and up to the date of publication of the annual report, if the loss, possible impact and countermeasures of a major information security incident cannot be reasonably estimated, the fact that it cannot be reasonably estimated shall be explained: None

### **7. Labor Relations**

- (1) Execution status of employee welfare and retirement policy, labor agreements and protection of employee welfare:
- A. Establish the Employee Welfare Committee. Deduct 0.5% of employees' monthly salaries and appropriate 0.1% of operating revenue and use the fund to administer employee welfare affairs such as Mother's Day Fair and special allowances for marriage, funeral, birth (including spouse) and major accident.
  - B. In order to promote family care and welfare and comply with the Labor Standards Act, we have established menstrual leave, pregnancy check-up leave, maternity leave, paternity leave, and miscarriage leave. Employees with children younger than three years old may apply for child care leave without pay. The Bank also provides quality breastfeeding (collecting) rooms for female employees.
  - C. Offer deposits, loans and unsecured consumer loan for staff at special rates.
  - D. Set up an employee stock ownership trust, and qualified employees can join freely to achieve the purposes of long-term savings, wealth accumulation, and ensuring a stable life in the future.
  - E. Labor insurance and universal health insurance are handled according to the social insurance system, and group insurance (including term life insurance, group injury insurance, work-related injury insurance, occupational disaster insurance, cancer health insurance, and hospitalization medical insurance for employees and dependents) are provided by the Bank.
  - F. The Bank has set up retirement plan for employees and established the Labor Pension Fund Supervisory Committee, and makes monthly contributions of 2% to 15% to the pension reserve fund in the commissioned account in the Bank of Taiwan to protect labor rights. When an employee apply for retirement, and his service years comply with Labor Standards Act or he meets retirement criteria set out by the Bank's employment rules, the Bank will provide pensions. After the implementation of the Labor Pension Act with effect from July 1, 2005, the Bank makes monthly contributions of 6% to the employees' individual pension account in accordance with the retirement scheme applicable to the Ordinance.
  - G. The Bank has set up rules for governing labor-management committee to maintain sound and harmonious labor-management relationship.
  - H. In order to prevent sexual harassment in the workplace and protect employees' rights and interests, the Bank has formulated the "Workplace Sexual Harassment Prevention, Complaint, and Punishment Guidelines"



## **Operational Highlights**

in line with a friendly workplace and the Act of Gender Equality in Employment. In addition, the Bank has formulated the “Program for Illegal Harm During Performance of Duties” to provide employees with complaint channels about physical, psychological, and verbal violence, and sexual harassment in order to maintain a safe work environment.

- (2) List Any Loss Sustained As A Result of Labor Disputes in the Most Recent Fiscal Year, and During the Current Fiscal Year up to The Date of Publication of the annual report, Disclose an Estimate of Losses Incurred to Date or Likely to Be Incurred in the Future, and Indicate Mitigation Measures Being or to Be Taken. If the Loss Cannot Be Reasonably Estimated, Make a Statement to That Effect :

In 2024, the Information Department adjusted the professional allowance for employees and included it in the salary distribution. However, an employee filed a complaint to the Department of Labor of Taipei City Government. The Department of Labor determined that the Bank's wages were not fully paid to the employees and violated the regulations of Paragraph 2 of Article 22 of the Labor Standards Act, such that a penalty fine of NTD 20,000 was imposed.

## **8. Major Contracts**

Mar 31, 2025

Nature of Contract	Concerned Parties	Contract Period	Content	Restriction on Contract
Insurance Contract	Central Deposit Insurance Corporation	Since Apr. 27, 1994	Performance bond agreement for the solvency of financial institution in paying depositors	None
Insurance Contract	MSIG Mingtai Insurance Co., Ltd.	Jan. 21, 2025 to Jan. 21, 2026	Bankers Blanket Insurance	None
Outsource Contract	Union Information Technology Corp.	Jan. 01, 2025 to Dec. 31, 2025	Provide the Bank with virtual mainframe resources and conduct website design and maintenance.	None
Outsource Contract	Union Information Technology Corp.	Jul. 01, 2022 to Jun. 30, 2027	Credit card information system	None
Outsource Contract	Kyndryl Taiwan Corporation	Jul. 01, 2022 to Jun. 30, 2026	Credit card information system	None
Outsource Contract	Financial eSolution Co., Ltd.	Since Apr. 14, 2011	Chip card transactions processing	None
Outsource Contract	Union Information Technology Corp.	Apr. 01, 2024 to Dec. 31, 2024	Collections system of Convenient Store and tuition	None
Outsource Contract	Foongtone Technology Co., Ltd.	Since Feb. 16, 2024	Manufacturing of chip credit cards	None
Outsource Contract	Foongtone	Since Feb. 15, 2023	Manufacturing	None



## **Operational Highlights**

Nature of Contract	Concerned Parties	Contract Period	Content	Restriction on Contract
	Technology Co., Ltd.		of chip ATM cards	
Outsource Contract	Taiwan Name Plate Co., Ltd.	Since Feb. 16, 2024	Manufacturing of chip credit cards	None
Outsource Contract	TECO Smart Technologies Co., Ltd.	Oct. 31, 2014 to Aug. 15, 2024 (Terminated)	Manufacturing of chip credit cards	None
Outsource Contract	Yuen Foong Paper Co., Ltd.	Since Oct. 01, 2022	Printing and mailing Statement	None
Outsource Contract	Yuen Foong Paper Co., Ltd.	Since Dec. 26, 2019	Printing and mailing integrated Statement	None
Outsource Contract	Ma Chiu Consulting Management Co. Ltd.	Since May. 10, 2023	Household registration transport apply	None
Outsource Contract	Ma Chiu Consulting Management Co. Ltd.	May 18, 2024 to May 17, 2025	Household registration and financial/tax information search	None
Outsource Contract	EVERY8D Co., LTD.	Aug. 01, 2024 to Jul. 31, 2025	Messaging system and message delivery service	None
Outsource Contract	Mitake Inc.	Mar. 01, 2025 to Feb. 28, 2026	Messaging system and message delivery service	None
Outsource Contract	Kyndryl Taiwan Corporation	Jul. 01, 2022 to Jun. 30, 2026	Credit card statement printing	None
Outsource Contract	Chunghwa Post Co., Ltd. Taipei Post	Since Nov. 01, 2017	Printing, the credit card notification letter	None
Outsource Contract	Chunghwa Post Co., Ltd. Taipei Post	Since Nov. 01, 2017	Enveloping the credit card notification letter and aerogram, aerogram Event DM and other printed materials are labelled and sealed on behalf of the work	None
Outsource Contract	Chunghwa Post Co., Ltd. Taipei Post	Since Nov. 01, 2017	Delivery Service	None
Outsource Contract	SYSTEX Corporation	Since Aug. 01, 2018	Delivery of credit card statements	None
Outsource Contract	SYSTEX Corporation	Since Jan. 01, 2016	Delivery of credit card e-statements	None

## **Operational Highlights**

Nature of Contract	Concerned Parties	Contract Period	Content	Restriction on Contract
Outsource Contract	Leebao Security Co., Ltd	Since Aug. 01, 2007	Cash transportation	None
Outsource Contract	Taiwan Security Co., Ltd.	Since Feb. 01, 2016	Cash transportation	None
Outsource Contract	An Fong Enterprise Co., Ltd.	Since Oct. 01, 2004	ATM banknote replenishment and troubleshooting operation	None
Outsource Contract	Lian-An Service Co., Ltd.	Since Feb. 01, 2016	ATM banknote replenishment and troubleshooting operation	None
Outsource Contract	Transnational Group	Since Jan. 01, 2023	Check clearing house delivery operation	None
Outsource Contract	Yeah Ju-Cui Conveyancing Office	Nov. 25, 2014 to Jun.30, 2024 (Terminated)	Conveyancing services	None
Outsource Contract	Hsin Yaun Conveyancing Office	Nov. 14, 2014 to Jun.30, 2024 (Terminated)	Conveyancing services	None
Outsource Contract	Ja Chou Conveyancing Office	Nov. 17, 2014 to Jun.30, 2024 (Terminated)	Conveyancing services	None
Outsource Contract	Lin Hsiu-Fan Conveyancing Office	Dec 01, 2014 to Jun.30, 2024 (Terminated)	Conveyancing services	None
Outsource Contract	Chou Jin-Kuo Conveyancing Office	Dec 01, 2014 to Jun.30, 2024 (Terminated)	Conveyancing services	None
Outsource Contract	Yuan-Chih Shih Land Agent Firm	Nov. 25, 2014 to Jun.30, 2024 (Terminated)	Conveyancing services	None
Outsource Contract	Lin Yin-Hui Conveyancing Office	Dec 01, 2014 to Jun.30, 2024 (Terminated)	Conveyancing services	None
Outsource Contract	Huang Jin-Yuan Conveyancing Office	Dec 01, 2014 to Jun.30, 2024 (Terminated)	Conveyancing services	None
Outsource Contract	Pu-Hsin Conveyancing Office	Dec 01, 2014 to Jun.30, 2024 (Terminated)	Conveyancing services	None
Outsource Contract	Fong Tai Management Consulting Co., Ltd.	Since Apr. 01, 2019	Lost car search service	None
Outsource Contract	Tai Ding Industrial Co., Ltd.	Since Apr. 01, 2019	Lost car search service	None
Outsource Contract	Hong Jeh Management Consulting Co., Ltd.	Since Apr. 01, 2019	Lost car search service	None
Outsource Contract	SinJang Enterprise Co., Ltd.	Since May. 10, 2013	Lost car resell	None

## **Operational Highlights**

Nature of Contract	Concerned Parties	Contract Period	Content	Restriction on Contract
Outsource Contract	Ho Rong Co., Ltd.	Since May. 10, 2013	Lost car resell	None
Outsource Contract	Hotai Leasing Corporation	Since Oct 21, 2021	Lost car resell	None
Outsource Contract	Lee & Lin Real Estate Consultant	Since Oct 13, 2021	Conveyancing services	None
Outsource Contract	He Zong Real Estate Consultant	Since Jan 2, 2024	Conveyancing services	None
Outsource Contract	Justor Collection Management Co. Ltd.	Since Jul. 01, 2007	Collection of receivables	None
Outsource Contract	YuBan Credit Management Consulting Co., Ltd.	Since Jul. 06, 2007	Collection of receivables	None
Outsource Contract	Sparkle Collection Management Co., Ltd	Since Jul. 01, 2007	Collection of receivables	None
Outsource Contract	Chung Yu Credit Finance & Credit Management Co., Ltd.	Since Jul. 01, 2007	Collection of receivables	None
Outsource Contract	E-HAO MANAGEMENT CONSULTANT LTD	Since Jul. 01, 2007	Collection of receivables	None
Outsource Contract	Standard Finance & Credit Management Co., Ltd.	Since Jul. 01, 2007	Collection of receivables	None
Outsource Contract	United Credit Services Ltd.	Since Apr. 01, 2011	Collection of receivables	None
Outsource Contract	Asia Credit Management Co., Ltd.	Since Oct. 01, 2009	Collection of receivables	None
Outsource Contract	Hung Lih Asset Management Consulting Co., Ltd.	Oct. 01, 2011 to Oct. 22, 2024 (Terminated)	Collection of receivables	None
Outsource Contract	Uni-President Enterprises Corporation	Since Jul. 01, 2011	Collection of consumer loan payment	None
Outsource Contract	Taiwan FamilyMart Co., Ltd.	Since Jun. 01, 2011	Collection of consumer loan payment	None
Outsource Contract	OK Mart Taiwan	Since Jun. 25, 2024	Collection of credit card payment	None
Outsource Contract	Hi-Life International Co., Ltd	Since Sep. 25, 2024	Collection of credit card payment	None
Outsource Contract	Taiwan FamilyMart Co., Ltd.	Since Jun. 01, 2024	Collection of credit card payment	None



## **Operational Highlights**

Nature of Contract	Concerned Parties	Contract Period	Content	Restriction on Contract
Outsource Contract	Uni-President Enterprises Corporation	Since Sep. 01, 2024	Collection of credit card payment	None
Outsource Contract	iPASS Corporation	Since Sep. 26, 2024	Collection of credit card payment	None
Full Authorization Contract in Security Investment	Union Securities Investment Trust Co., Ltd.	Jan. 01, 2025 to Dec. 31 2025	Conducting security investment with full authorization in accordance with Article 74-1 of the Banking Act	None
Full Authorization Contract in Security Investment	Prudential Financial Securities Investment Trust Enterprise	Jan. 01, 2025 to Dec. 31 2025	Conducting security investment with full authorization in accordance with Article 74-1 of the Banking Act	None
Full Authorization Contract in Security Investment	First Securities Investment Trust Co., Ltd.	Jan. 01, 2025 to Dec. 31 2025	Conducting security investment with full authorization in accordance with Article 74-1 of the Banking Act	None
Other major contracts	Dow Jones Factiva Limited	Nov. 21, 2022 to Nov. 20 2025	Name scanning database	None
Other major contracts	Stark Technology, Inc.	Oct. 01, 2021 to Sep. 30 2022/ Jan. 01, 2023 to Dec. 31 2024/ Jan. 01, 2025 to Dec. 31 2025	AML Anti-Money Laundering Risk Causes Project Maintenance	None
Other major contracts	Hong Zhi Technology, Inc.	Dec. 12, 2023 to Jun. 7, 2024	Early warning system model and data analysis project	None
Other major contracts	Asgard System, Inc.	Nov. 29, 2024 Jul. 28, 2025	Transaction monitoring automatic process establishment project	None
Other major contracts	Smart Star Software Inc.	Apr. 07, 2021 Jan. 09, 2024 (Terminated)	Maintenance of debt collection System	None

**9. Securitization Commodities approved by the competent authority and relevant information launched in accordance with Financial Asset Securitization Act or Real Estate Securitization Act in recent years:** None

## **Analysis of the Financial Status and Operating Results & Risk Management**

### **1. Financial Status**

In NT\$ thousand

Item	Year	Dec. 31, 2024	Dec. 31, 2023	Difference	
				Amount	%
Cash & cash equivalent, Due from Central Bank and other banks		52,677,554	43,300,547	9,377,007	21.66
Financial assets at fair value through profit or loss		56,021,935	52,855,566	3,166,369	5.99
Fair value through profit or loss financial assets.		62,897,886	58,459,080	4,438,806	7.59
Amortized cost financial assets		81,725,126	81,648,341	76,785	0.09
Securities purchased under re-sale agreements		59,118,321	62,727,638	(3,609,317)	(5.75)
Account receivable – net		40,464,033	37,808,389	2,655,644	7.02
Current income tax asset		8,019	15,608	(7,589)	(48.62)
Discount & loans – net		606,021,210	564,107,624	41,913,586	7.43
Stock investments accounted for under the Equity Method		360,711	1,942,531	(1,581,820)	(81.43)
Other Financial Assets – net		1,562,805	1,841,988	(279,183)	(15.16)
Property & equipment – net		16,106,731	15,351,294	755,437	4.92
Right-of-use asset		1,745,478	1,819,034	(73,556)	(4.04)
Investment property-net		4,563,187	4,669,256	(106,069)	(2.27)
Intangibles		2,200,029	2,161,412	38,617	1.79
Deferred income tax assets		759,038	943,965	(184,927)	(19.59)
Other assets		9,225,403	9,494,772	(269,369)	(2.84)
Total assets		995,457,466	939,147,045	56,310,421	6.00
Due to Central Bank & other banks		15,232,374	12,844,229	2,388,145	18.59
Funds Borrowed from Central Bank and banks		1,405,281	1,403,184	2,097	0.15
Financial liability at fair value through profit or loss		468,953	1,824,034	(1,355,081)	(74.29)
Securities sold under re-purchase agreement		58,563,701	61,079,195	(2,515,494)	(4.12)
Accounts Payable		8,504,262	9,166,930	(662,668)	(7.23)
Current income tax liabilities		209,587	226,334	(16,747)	(7.40)
Deposit & remittance		803,449,537	756,162,659	47,286,878	6.25
Bank debentures		5,885,881	5,927,202	(41,321)	(0.70)
Preferred stock liability		375,000	375,000	0	0.00
Other financial liability		13,244,765	11,414,307	1,830,458	16.04
Provision		510,926	361,129	149,797	41.48
Finance lease obligations		1,747,230	1,812,408	(65,178)	(3.60)
Deferred income tax liabilities		2,749,178	2,284,362	464,816	20.35
Other liabilities		3,658,193	3,623,617	34,576	0.95
Total liabilities		916,004,868	868,504,590	47,500,278	5.47

## Analysis of the Financial Status and Operating Results & Risk Management

Item	Year	Dec. 31, 2024	Dec. 31, 2023	Difference	
				Amount	%
Capital stock		42,500,729	39,789,525	2,711,204	6.81
Capital surplus		8,168,291	8,125,732	42,559	0.52
Retained earnings		20,708,534	17,899,120	2,809,414	15.70
Others equity (note 7)		5,857,262	2,619,575	3,237,687	123.60
Total equity attributable to owners of the Bank		77,234,816	68,433,952	8,800,864	12.86
Non control interest		2,217,782	2,208,503	9,279	0.42
Total Equity		79,452,598	70,642,455	8,810,143	12.47

**Notes:**

1. Increase in cash and cash equivalents, deposits in the Central Bank and other banks: mainly due to the increase in deposits in the Central Bank.
2. Decrease in income tax assets of the current period: mainly due to the decrease in income tax assets.
3. Decrease in investment under equity method - net: mainly due to the fact that after the Bank's investment in the Linepay listed at the Emerging Stock Market, its assets were reclassified as financial assets measured at fair value.
4. Decrease in financial liabilities measured at fair value through profit and loss: mainly due to the decrease in foreign exchange swap contracts.
5. Increase in liability reserve: mainly due to the increase in the provision for decommissioning liabilities.
6. Increase in deferred income tax liabilities: mainly due to the increase in deferred income tax liabilities.
7. Increase in other equity: mainly due to the increase in financial assets measured at fair value through other comprehensive income.

## 2. Results of Operation

In NT\$ thousand

Item	2024	2023	Change in Amount	Change in %
	Amount	Amount		
Interest Income	8,277,819	8,351,987	(74,168)	(0.89)
Income other than Interest Income	11,549,050	9,582,640	1,966,410	20.52
Reversal of Bad debt expense (note 1)	1,107,084	628,393	478,691	76.18
Operating expense	12,552,681	12,070,837	481,844	3.99
Income (loss) before tax	6,167,104	5,235,397	931,707	17.80
Income tax benefits (expense)	944,591	914,717	29,874	3.27
Consolidated income	5,222,513	4,320,680	901,833	20.87
Other comprehensive income, net of income tax (note 2)	4,744,732	3,784,705	960,027	25.37
Total comprehensive income	9,967,245	8,105,385	1,861,860	22.97

**Notes of change:**

1. Net expenses on doubtful debts: due to the increase in provision for bad debts.
2. Total of other comprehensive income (after-tax) and comprehensive income: mainly due to the increase in the profit or loss of the debt instruments measured at fair value through other comprehensive income.



## **Analysis of the Financial Status and Operating Results & Risk Management**

### **3. Cash Flow**

#### **(1) Cash Flow Analysis for the Past Two Years**

In NT\$ thousand

Item \ Year	2024	2023	Change in %
Cash flow ratio (%)	-	24.85%	-
Cash flow adequacy ratio (%)	242.73%	268.35%	(25.62%)
Cash flow satisfaction ratio (%)	-	558.53%	-
The decrease of the cash flow adequacy ratio is mainly because of the increase of capital expenditure outflows for the past five years.			

#### **(2) Liquidity Analysis for the Next Year**

In NT\$ thousand

Opening balance of cash ①	Expected cash inflows (outflows) from operating activities ②	Total expected cash inflows (outflows) ③	Expected cash surplus (deficit) ①+②+③	Corrective measures for cash Deficiency	
				Investment Plan	Financing Plan
69,947,183	23,116,082	(1,943,651)	91,119,614	-	-
Cash flow analysis:					
1. Operating activities: The increase was due to the growth of operating activities.					
2. Investing and financing activities: The increase was due to the issuance of subordinated debt and the increase of reinvestment.					
3. Measures to finance cash deficiency and liquidity analysis: None.					

### **4. The Impact of Major Capital Expenditure on the Bank's Financial Operations for the recent years: None**

### **5. Reinvestment Policy, the Main Reasons for Profit or Loss, Corrective Action Plan in last year, and Investment Plan for the Next Year:**

#### **(1) Reinvestment Policy**

The Bank's basic principles of reinvestment are to be in line with the government policy, to carry out business diversification and to optimize capital utilization. In addition, the bank will coalesce its related financial business channels to provide customers with multiple services and to create an operating synergy for the group.

#### **(2) The Main Reasons for Profit or Loss**

The Bank's Investment profit recognized in 2024 totaling NT\$ 556.086 million and the main items recognized are the operating profit and cash dividend income of the reinvestment business.

#### **(3) Improvement Plan**

The Bank evaluates the performance and risks of our investee companies on a regular basis during the year. We adopt a proactive management approach in that we examine the financial and business status of investee companies from time to time and make adjustments accordingly to ensure performance.

#### **(4) Investment Plan for the Next Year**

Will depend on the overall economic environment and the Bank's operating strategy.

## **Analysis of the Financial Status and Operating Results & Risk Management**

### **6. Risk Management**

(1) Qualitative and Quantitative Information About the Various Risks:

A. Credit Risk Management System and Capital Requirement:

a. Credit Risk Management System-2024

Item	Contents
1. Credit risk management strategies and procedures	<ol style="list-style-type: none"> <li>1. Credit risk management strategy: The Bank has enacted UBOT credit risk management principle as the basis to plan, promote, manage and execute the credit risk.</li> <li>2. Credit risk management objective: The Bank has established credit risk management mechanism to lower credit risk, and to achieve the objective of operating and management, and to attain a balance between risk control and business development.</li> <li>3. Credit risk management policy: The Bank has aimed at maintaining an adequate capital base within an acceptable level of credit risk to complete the objective of credit risk strategy and maximize revenue in after-risk-adjusted.</li> <li>4. Credit risk management procedure: The Bank has employed procedures such as risk recognition, risk measuring, risk offsetting, risk control and risk reporting etc. to establish risk management system.</li> </ol>
2. Credit risk management organization and framework	<ol style="list-style-type: none"> <li>1. Board of Directors: The highest decision-making unit of the Bank's credit risk management policy. Responsible for reviewing the Bank's credit risk management policy.</li> <li>2. Audit Committee: Responsible for assisting the Board of Directors to review the Bank's operational risk management guidelines, review operational risk control reports, and supervise the implementation of operational risk management.</li> <li>3. Assets and Liabilities Management Committee: Responsible for reviewing the implementation of the Bank's credit risk management.</li> <li>4. Risk Management Dept.: Responsible for examining the risk management mechanisms established by the respective business administration departments, performing the risk control and submitting the risk control report to the Board of Directors regularly.</li> <li>5. Business Planning and Administration Dept.: Responsible for formulating the business management rules and control mechanisms and properly supervising the performance of risk control of respective business unit.</li> <li>6. Respective business units: Shall comply with the rules and regulations set forth by the Business Planning and Administration Departments while conducting their day-to-day operations.</li> </ol>
3. Scope and characteristics of credit risk reporting and measurement system	<ol style="list-style-type: none"> <li>1. Scope of Risk Reporting <ol style="list-style-type: none"> <li>(1) All business administration departments report to the Assets and Liabilities Management Committee on a periodic basis regarding the status of business promotion and execution as well as information on the allocation of risk-based assets.</li> </ol> </li> </ol>

## **Analysis of the Financial Status and Operating Results & Risk Management**

Item	Contents
	<p>(2) The Risk Management Dept. monitors the control of the Bank's credit limits on a periodic basis and reports to the Assets and Liabilities Committee with respect to concentration of credit risks and achievement of the BIS targets set for various business sectors. The Risk Management Dept. also reports to the Board of Directors on the various business volumes achieved, status of nonperforming loans, and concentration of credit risks and the execution of credit risk control measures.</p> <p>2. Measurement System: The Bank adopts the Standardized Approach to compute the capital requirement and regularly generates official risk management reports. The Risk Management Dept. and the respective business administration departments generate various risk exposure reports by business, industry, country, group, credit concentration and types of collateral, to effectively measure and manage the combination of asset.</p>
4. Credit risk hedging or risk reduction policies, and strategies and procedures for monitoring the effectiveness of hedges and risk reduction tools	The Bank employs suitable strategies such as eschewing, transfer, control and undertaking to tackle possible credit risk losses of all business units according to their respective business characteristics and cost-effective considerations. The Bank's IT system provides the relevant risk information to assist the Bank's management to perform risk monitoring procedures. The Risk Management Dept. reports the status of risk control measures to the Board of Directors on a six-monthly basis.
5. Method used to provide the legal capital	Standard Method.

### **b. Exposure after risk reduction & capital requirement for standard method of credit risk calculation**

As of Dec. 31, 2024

Type of exposure	Exposure after risk reduction	In NT\$ thousand
		Capital requirement(Note)
Sovereign states	116,355,368	120,001
Public departments other than the central government	5,514,361	115,802
Banks (including multiple development banks)	26,965,582	1,100,901
Enterprises (including securities and insurance companies)	50,906,585	4,550,155
Retailing credits	81,269,478	6,096,179
Residential real estate	510,136,373	32,998,713
Investments in equity securities	18,636,618	2,630,346
Equity securities investment in funds and venture capital businesses	2,057,759	154,178
Other assets	21,114,333	1,419,665
Total	832,956,457	49,185,940

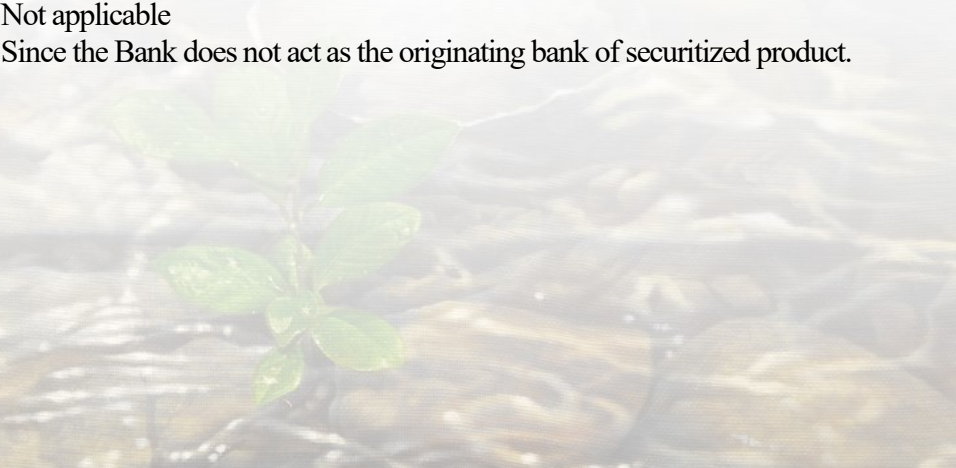
Note: The capital requirement is exposure after risk reduction multiplying by the statutory minimum capital adequacy ratio (2024: 10.5%).



## **Analysis of the Financial Status and Operating Results & Risk Management**

### **B. Risk Management System, Risk Exposure and Capital Requirement of Asset Securitization:**

#### **a. Risk Management System of Asset Securitization in 2024**

Item	Contents
1. Management strategy and procedure of securitization	<p>(1) Securitization Strategy: The current asset securitization investment positions held by the Bank belong to the banking books. In principle the bank does not act in the capacity of the originating bank of securitization products, but rather plays as the investor to earn stable income. The investment target products are mainly of the investment grade with higher security.</p> <p>(2) Securitization procedure: Before making investment, the bank evaluates the characteristics, credit rating, returns and risks of the products to understand the security, liquidity and profitability. Investment proposals should be submitted to the Board of Managing Directors for approval, and regularly review the exposure status on the investment targets.</p>
2. Securitization management organization and framework	The Bank does not act as the originating bank of any securitized products. The risks of positions invested are evaluated and reviewed by the investing unit and the Bank's risk management department periodically.
3. Scope and characteristics of securitization risk report and measuring system	In addition to observing the global economy and market interest rate change in connection with the investment on securitization products, regular evaluation and monitoring on risk and income are performed periodically and the results are submitted to Asset and Liability Management committee and the Board of Director.
4. Securitization hedging or risk reduction policies, and effective strategies and procedures for controlling risk hedging and risk reduction tools	The relevant units shall review and control the securitized products periodically.
5. Approach to require the authorized capital	Standard Method
6. Disclosure of Marco qualitative: a. Objectives of securitization activities and the risk of re-securitization. b. Other risk of asset securitization. c. The role and the degree of involvement in securitization process.	<p>Not applicable Since the Bank does not act as the originating bank of securitized product.</p> 

## **Analysis of the Financial Status and Operating Results & Risk Management**

Item	Contents
d. The description of monitoring tool in credit and market fluctuation related to securitization exposure. e. Management policy of offsetting credit risk in securitization and re securitization.	
7. The description of accounting policy of bank's securitization.	
8. Explain the exposure of securitization and ECAI in the banking book	
9. Explain major change in the quantities information after reporting period	

### **b. Status of Asset Securitization as of December 31, 2024**

Type	Total issue amount	Outstanding balance	Amount repurchased
None			

## Analysis of the Financial Status and Operating Results & Risk Management

### c. Exposure & Capital Requirement of Asset Securitization as of December Dec 31, 2024

In NT\$ thousand

In MPE thousands													
Type of exposure  Book Type  The role of bank		Type of Asset	Conventional		Portfolio			Total					
			Exposures			Capital requirement (2)	Exposures	Capital requirement (4)	Capital requirement prior to securitization	Capital requirement (6) = (2) + (4)	Exposures (5) = (1) + (3)		
Non-originating bank		CMO	32,762,229	32,762,229	24,650	Held or Purchased (3)	Capital requirement (4)	32,762,229	24,650	24,650			
											Bank Book	Trade Book	Subtotal
Originating bank		Not applicable	32,762,229	32,762,229	24,650	Held or Purchased (3)	Capital requirement (4)	32,762,229	24,650	24,650			
											Bank Book	Trade Book	Subtotal
Total			32,762,229	32,762,229	24,650			32,762,229	24,650	24,650			



## Analysis of the Financial Status and Operating Results & Risk Management

### d. Information of Securitized commodities investment as of December 31, 2024

#### I. Summary of Investment in Securitized commodities

USD : NTD = 1 : 32.781

In NT\$ thousand

Item	Account	Initial Cost	Cumulative Valuation Gain or Loss	Cumulative Impairment	Carrying Amount
CMO	Financial Assets at Fair Value Through Profit or Loss	17,110	(1,218)	0	15,892
CMO	Investment in Debt Instruments at Amortized Cost	32,655,985	0	(262,628)	32,393,357

Note1: The above numbers do not include the amount of Interest Receivable.

Note2: Accumulated valuation gains or losses and accumulated impairment losses were calculated and provided by an internationally renowned professional risk management agency (Yield Book model).

#### II.

#### i. Information on Securitized commodities investment where the initial cost of a single investment is in excess of NT\$300 million (excluding those held by the Originator for the purpose of credit enhancement):

USD : NTD = 1 : 32.781

In NT\$ thousand

Name of Securities	Account (Note)	Currency	Issuer & Place	Purchase Date	Coupon Rate	Credit Rating	Method of Interest Payment & Principal Repayment	Initial Cost	Cumulative Valuation Gain or Loss	Cumulative Impairment	Carrying Amount	Attachment Point	Details of Asset Pool
Ginnie Mae CMO	Non-active market debt instruments	USD	Ginnie Mae	20100830-20220531	2.5%~	Moody's Aaa	Monthly	27,893,275	0	213,050	27,680,225	N/A	N/A
				20291026-20401001	4.75%	Fitch AA+							
Fannie Mae CMO	Non-active market debt instruments	USD	Fannie Mae	20121030	3.0%	S&P AA+	Monthly	397,075	0	3,856	393,219		
				20330111									

#### ii. Securitized commodities held by the bank as the originator for the purpose of credit enhancement

In NT\$ thousand

Name of Securities	Currency	Purchase Date	Maturity Date	Coupon Rate	Credit Rating	Method of Interest Payment & Principal Repayment	Initial Cost	Cumulative Valuation Gain or Loss	Cumulative Impairment	Carrying Amount	Attachment Point	Details of Asset Pool
None												

## **Analysis of the Financial Status and Operating Results & Risk Management**

- iii. Bank acting as the buyer or liquidating buyer of the impaired assets of Securitized commodities

In NT\$ thousand

Name of Securities	Currency	Issuer & Place	Maturity Date	Contract Details	Status of Contract Execution
None					

- III. Bank acting as the guarantor of, or the provider of liquidity facility for the Securitized commodities

In NT\$ thousand

Name of Securities	Currency	Purchase Date	Maturity Date	Coupon Rate	Credit Rating	Acting As	Amount	Attachment Point	Details of Asset Pool
None									

### **C. Operation Risk Management System and Capital Requirement**

#### **a. Operation Risk Management System**

2024

Item	Risks
1. Operation risk management strategies and procedures	<p>1. Strategies: The Bank has enacted the "Operation Risk Management Guidelines of Union Bank of Taiwan" which serves as the basis for relevant business units to plan, promote, manage and execute operations risk management.</p> <p>2. Procedure: The Bank has built up an operation risk management mechanism through procedures for risk identification, assessment, measuring, monitoring and reporting.</p>
2. Operational risk management organization and framework	<p>1. Board of Directors: The top decision-making body of the Bank's operational risk management policy. Responsible for reviewing the Bank's operational risk management policy.</p> <p>2. Audit Committee: Responsible for assisting the Board of Directors to review the Bank's operational risk management guidelines, review operational risk control reports, and supervise the implementation of operational risk management.</p> <p>3. Assets and Liabilities Management Committee: Responsible for reviewing the implementation of the Bank's operational risk management.</p> <p>4. Risk Management Dept.: Responsible for examining the risk management mechanisms established by the respective business administration departments, performing risk control and the submitting the risk control report to the board of Directors regularly.</p> <p>5. Business Planning and Administration Dept.: Responsible for formulating the business management rules and control mechanisms and supervising the performance of risk control of respective business unit.</p> <p>6. All business units: Shall comply with the rules and regulations set forth by the Business</p>

## **Analysis of the Financial Status and Operating Results & Risk Management**

Item	Risks
	Administration departments in daily operations.
3. Scope and characteristics of the operational risk reporting and measurement system	<ol style="list-style-type: none"> <li>1. The Bank adapts the “Guidelines for Collection of Operational Risk Information” and establishes the “Operational Risk Reporting System” for all departments to report any operational risk incident to the Risk Management Dept.</li> <li>2. The Bank has put in place the “Operational Risk Indicators”. Upon setting the control frequency and risk warning standards, the relevant departments are responsible for providing the risk indicator values based on the risk control frequency to the Risk Management Dept. Improvement measures are taken to address any risks that exceeded the set standards.</li> <li>3. The Bank has adopted the “Guidelines for Operational Risk Control Self-Assessment” and established the “Operational Risk Control Self-Assessment” database to carry out the operational risk control self-assessment throughout the Bank periodically.</li> <li>4. The Risk Management Dept. reports the status control of “Operational risk events”, “Operational risk indicators” and “Operational risk control self-assessment” to the Assets and Liabilities Management Committee and Board of Directors on a regular basis.</li> </ol>
4. Operational risk hedging or risk reduction policies, and strategies and procedures for monitoring the effectiveness of hedges and risk reduction tools	<ol style="list-style-type: none"> <li>1. The Bank evaluates the frequency and level of influence with respect to operation risk confronted and adopts a series of risk reduction measures such as insurance, outsourcing operation, procedure improvement, personnel training enhancement, urgent response actions set up and risk hedging.</li> <li>2. The Bank takes every possible operation risk into consideration and build up acceptable action measures while enacting operation manual for core products. In addition, External and internal auditing are the enhancements of operation risk prevention.</li> <li>3. Risk Management Dept. informs Assets and Liabilities Management Committee about operation risk incidents collected quarterly and reports the Board of Director the operation risk control status of all business biannually.</li> </ol>
5. Method used to provide the legal capital	Basic Indicator Approach.

### **b. Operation Risk Capital Requirement as of Dec.31, 2024**

In NT\$ thousand

Year	Gross profit	Capital requirement
2022	14,547,058	
2023	15,659,662	
2024	17,122,313	
Total	47,329,033	2,366,452



## **Analysis of the Financial Status and Operating Results & Risk Management**

### **D. Market Risk Management System and Capital Requirement**

#### **a. Market Risk Management System — 2024**

Item	Contents
1. Market risk management strategies and procedures	<ol style="list-style-type: none"> <li>1. The Bank has enacted “Union Bank market risk management principle” approved by the Board of Directors, as the basis for market risk management.</li> <li>2. The management procedure of market risk management contains the following five processes: <ol style="list-style-type: none"> <li>(1) Risk Identification: For items on/off the Balance Sheet, the bank identify the market risk factors of various products and investment business to evaluate the risk and define management procedure and control mechanism.</li> <li>(2) Risk Measurement: To cope with market risk quantification, there is at least one assessment tool for each investment or transaction. The assessment tools include mark-to-market, nominal principal, and sensitivity analysis, value at risk and pressure test.</li> <li>(3) Risk Monitoring: Clearly define risk limits on relevant operation regulations for all business and monitor by frequency. Risk Management Dept. is in charge of the summarization and presentation of market risks for the Bank.</li> <li>(4) Risk Reporting: Risk Reporting is divided into routine reporting, overrun reporting and exceptional reporting. Routine reports are distributed to proper authorized level in accordance with the List of Separation of Duties; overrun reports should explain overrun status and suggest responsive measures; Exception reports are submitted by business unit before an event due to temporary business needs.</li> <li>(5) Risk reduction: Risk reduction procedures such as risk hedging, investment portfolio adjustment, position allocation, stop-loss and close new transactions.</li> </ol> </li> </ol>
2. Market risk management organization and framework	<ol style="list-style-type: none"> <li>1. Board of Directors: The top decision-making body of the Bank’s market risk management policy responsible for examining and approving the Bank’s market risk policy and the total risk limit targets for all businesses, and setting and modifying the Bank’s market risk management organization structure.</li> <li>2. Audit Committee: Responsible for assisting the Board of Directors to review the Bank’s operational risk management guidelines, review operational risk control reports, and supervise the implementation of operational risk management.</li> <li>3. Asset and Liability Management Committee: Examine the management reports and information submitted by risk management department and the business units.</li> <li>4. Risk Management Dept.: It is a dedicated independent risk management unit executing three pillars related operation of BASEL II market risk, planning and building market risk measuring tools, and monitoring according to the risk limits for different products.</li> <li>5. Business Units: responsible for the execution of daily market risk management for the business they handle, and reporting the market risk and investment status related information to proper authorization level.</li> </ol>
3. Scope and characteristics of the market risk reporting and measurement system	<ol style="list-style-type: none"> <li>1. Market Risk evaluated trading book position for various financial products and use fair market value or evaluation model as basis to regularly evaluate the profit/loss condition of the position held.</li> <li>2. All business units and Risk Management Department should make relevant management reports regularly and submit to proper authorization level.</li> <li>3. Market risk management system combine with front-desk trading position and middle desk evaluation to generate sufficient information for assisting all management levels to execute each individual risk monitoring task, and can support</li> </ol>

## Analysis of the Financial Status and Operating Results & Risk Management

Item	Contents
	the capital calculation method selected by a bank to generate relevant internal and external reports as the basis for management decision-making.
4. Market risk hedging or risk reduction policies, and strategies and procedures for monitoring the effectiveness of hedges and risk reduction tools	When market risk is excessive or the position limit or stop-loss limit has been exceeded, the bank will take following market risk reduction method: hedging, portfolio adjustment, position adjustment, square stop-loss and stop new transaction.
5. Method used to provide the legal capital	Standardized Approach.

### b. Market Risk Capital Requirement

December 31, 2024

In NT\$ thousand

Type of risk	Capital requirement
Interest rate risk	1,330,397
Equity securities risk	1,050,215
Foreign exchange risk	97,325
Product risk	-
Total	2,477,937

### E. Liquidity Risk Including the Analysis of Maturities of Assets and Liabilities, and Also Specify the Approach to Manage the Liquidity of Assets and Maturity Gap:

#### a. Maturity Analysis of NTD Assets and Liabilities

December 31, 2024

In NT\$ thousand

Item	Total	The amount of remaining period to maturity					
		0~10 days	11~30 days	31~90 days	91~180 days	181 days ~ 1 year	Over 1 year
Main capital inflow on maturity	899,462,319	121,729,496	89,467,374	42,029,267	69,406,494	128,228,214	448,601,474
Main capital outflow on maturity	1,037,457,808	51,447,141	53,760,894	149,020,257	129,522,993	265,483,775	388,222,748
Gap	(137,995,489)	70,282,355	35,706,480	(106,990,990)	(60,116,499)	(137,255,561)	60,378,726

Note: The figures in above Table represent the New Taiwan Dollars (excluding foreign currency) assets and liabilities.

#### b. Maturity Analysis of USD Assets and Liabilities

December 31, 2024

In US\$ thousand

Item	Total	The amount of remaining period to maturity				
		1~30 days	31~90 days	91~180 days	181 days ~ 1 year	Over 1 year
Main capital inflow on maturity	4,835,017	858,679	1,547,148	82,988	142,479	2,203,723
Main capital outflow on maturity	4,838,921	1,494,770	1,614,716	459,582	420,086	849,767
Gap	(3,904)	(636,091)	(67,568)	(376,594)	(277,607)	1,353,956

Note: The figures in above Table represent the foreign currency (in USD equivalent) assets and liabilities.



## **Analysis of the Financial Status and Operating Results & Risk Management**

- c. Approach to Manage Assets and Liabilities
  - i. The Bank's assets and liabilities management mechanism applies the asset and liability interest rate sensitivity and gap analysis for control purpose. Presently, the Bank has set up the Assets and Liabilities Management Committee to provide guidance and policy instruction and, to manage interest rate fluctuations and gaps. In addition to fully monitoring on interest rate, senior executive meetings are called from time to time as needed to exercise overall adjustment and review the Bank's asset and liabilities structure, and present result to the Committee for approval.
  - ii. For the interest rate risk of NTD and foreign currencies, the Bank employ well-established trading and funding MIS to manage daily changes of deposit and loan amounts, as well as the cost and balance of deposits in various types and terms. In addition, it will produce the analysis of floating and fixed interest rate deposits and loans, the analysis of interest rate sensitivity and the analysis of interest rate spread. The Bank will utilize above mentioned information and analyses to set up strategies for interest rate adjustment.
  - iii. For foreign exchange risk, the Bank has designed independent and related procedures for transaction settlement, and has also applied the position control, individual trader position control and stop-loss control etc.
  - iv. For liquidity risk, the Bank strictly monitor cash on hands and the movement of deposits and loans every day. Meanwhile, the Bank has also launched the mechanism to forecast, measure, calculate and early warning for future needs and changes of funding so as to realize current assets to meet the needs.
- (2) Domestic and Global Changes in Government Policies and Legal Environment, and the Effect on the Financial and Operational Status of the Bank, and Response Actions thereof:
  - A. In cooperation with the authority's policy to promote enterprises to implement sustainable development, for the purpose of implementing corporate social responsibilities and enhancing information disclosure, the Bank has established the "UBOT Customer Data Confidentiality Declaration" and disclosed it on the Bank's website.
  - B. The Financial Supervisory Commission announced the "Fair Treatment of Customer Principles in Financial Service Industry", and UBOT has established its fair treatment of customer policy, principles, strategies and execution plans for enhancing the awareness of the employees in the protection of financial consumers and the compliance with applicable legal rules governing the protection of financial consumers. The Bank has begun planning and responding to the 2025 FSC's "Principle for Financial Service Industries to Treat Clients Fairly" evaluation on the robustness of fraud prevention and complaint handling mechanism. It is promoted continuously by the Customer Fair Treatment Management Committee for effective implementation of fair treatment of customers, protecting customer rights, and reducing the risk and expense of future legal compensation. The FSC also urges the Association of Banks to establish a "Self-Regulatory Rules with the Introduction of a Responsibility Mapping System in the Banking



## **Analysis of the Financial Status and Operating Results & Risk Management**

Industry." The Bank has established its own responsibility map system in accordance with the "Self-Regulatory Rules for Banking Industry to Introduce Responsibility Map System" and has formed the Accountability Committee to ensure that senior managers are aware of their responsibilities and assume the responsibility to promote the Bank's corporate governance culture and establish a corporate governance structure based on responsibility.

- C. In support of the "New Generation of Anti-Fraud Action Plan Guidelines" promoted by the Executive Yuan and according to the "Fraud Crime Hazard Prevention Act", the "Money Laundering Control Act" and the "Regulations Governing Fraud Crime Hazard Prevention by Financial Institutions and Businesses or Personnel Providing Virtual Asset Services" that have passed the third-reading on July 31, 2024, the Bank has established the fraud early-warning mechanism system completely, and has strengthened its review of abnormal cases and control procedures. including: Building an account-wide predictive model with big data analysis and alerting customers, enhance the predictive model to strengthen the detection rate and accuracy rate of hawk-eye projects, and compile the black and gray customer lists that require internal and external attention to establish a database of concerned customer lists; build the risk accounts database and integrate forms and operations at counters and various channels to formulate the Bank's operating procedures for fraud detection and prevention, and evaluates the cost and expenditure of human resources, education and training, and information systems.

(3) The Effect of Technological and Industrial Changes on the Bank's Financial Position and Its Response Actions:

- A. The progress of science and technology has boosted the development and application of financial technology, gradually transforming the business mode of the banking industry. The development focus is been turned from traditional physical branches to online and virtual channels, reducing the barriers of consumers' access to financial services. In response to the changes in digital financial services and technological environment, UBT not only works actively to promote digital financial services to meet the diverse and fast-changing needs of consumers, but also strengthens the information security risk assessment to protect customers' rights and interests.

Further to the proactive launch of a wide array of financial services and the acceleration of the digitization of financial service products, UBOT also continued to bolster the integration of equipment and information sources under the notion that information security is the fundamental condition for the development of FinTech, and strengthen information security control and protection. In addition, UBOT also values the assessment of information security risk and spares no effort in the protection of customer information and rights for responsible innovation.

- B. Information Technology Security Risk and Management Policy  
Seeing that information security is the cornerstone for the development of FinTech, UBOT continues to bolster the integration of equipment and information sources and strengthen information security control and

## **Analysis of the Financial Status and** **Operating Results & Risk Management**

protection. In addition, UBOT also values the assessment of information security risk and spares no effort in the protection of customer information and rights for responsible innovation. The Bank has introduced the international information security management standards and has passed the verification with certificate. In order to implement the international information security standards, the Bank has established an information security management organization in accordance with the regulations. UBOT has deployed several protection measures, including the Internet firewall, intrusion detection/protection, application program firewall, data leak protection, DDoS prevention and response, and Advanced Persistent Threat Defense. In addition, UBOT also provided training for the employees' information security to upgrade the awareness of the employees on information security and the ability to respond. For the proper control of overall information security risk, UBOT has delegated a third party professional institution to assess information security annually for inspection and interview on issues pertinent to information security, and assure the security and integrity of the information structure, equipment and process. In responding to the incidents and risks detected from the assessment, UBOT maps out related corrective action plans or control measures of the time limit for tackling with the problems for subsequent follow-up action and a second review. Related reports and result of the second review will be submitted to the senior management and the Board for the proper monitoring and management of information security. UBOT has installed related information security protective measures for the Internet and computers, but cannot guarantee its information system for operation under control or maintenance can be free from any third party attempt to paralysis the system through attack from the Internet. These attacks from the Internet may be launched through illegal intrusion to the Internet or Intranet system of the Bank so as to inflict damage to the operation and the good will of the Bank. Under severe Internet attack, the system of UBOT may suffer loss on its vital data. Accordingly, operation service may also be interrupted. UBOT has continued to review and assess its information securities rules and regulations and operation procedures for assuring appropriate and effective. Yet, this cannot guarantee the Bank can be free from the influence of emerging information security risks and malicious attacks under the ever evolving information security threats worldwide. Internet attack may be an attempt to steal the business secrets of other confidential information of the Bank, such as the exclusive information on the customers or other stakeholders, and the personal information of the employees of the Bank. Hackers may also attempt to plant computer virus, riskware and ransomware into the Internet system of the Bank so as to interfere the operation of the Bank, and exert intimidation and extortion against the Bank, acquire the control of the computer system, or probing confidential information. These attacks may inflict loss deriving from the compensation to the customers due to the delay or interruption of services that caused. Or, huge amount of expense is incurred from seeking remedy or improvement so as to fortify the Internet security system defense of the Bank. This may also make the Bank involve in material legal responsibility under lawsuit or investigation of the supervisory body due to the leaking of information on



## **Analysis of the Financial Status and Operating Results & Risk Management**

its employees, customers or third parties where the Bank has the obligation of keeping this information confidential.

In addition, the Bank may also outsource with third party providers for service. Notwithstanding that the Bank and the third party service providers are required to observe confidentiality and/or the requirement of Internet security as stated in the agreement, the Bank cannot guarantee each and every third party service provider will duly observe their obligation of this kind. The network, system and equipment maintained by the aforementioned service providers and/or their contractors may also be vulnerable to the risk of an Internet attack. If the Bank or the aforementioned service providers cannot solve the technical problems caused by these attacks timely, or assure the integrity and usability of the data of the Bank and its customers or third party, or control the computer system of the Bank or the aforementioned service providers, the commitment of the Bank to its customers and other stakeholders may be seriously jeopardized. Accordingly, the result of business operation, financial position, prospect and reputation of the Bank may be unfavorably and significantly affected.

- (4) The effect of change in the Bank's corporate image on the Bank and its response actions:

To ensure proper communication with the media, and avoid a public relation crisis that would hurt the corporate image, the Bank adopts the spokesperson system, and it also has formulated the "Union Bank of Taiwan Crisis Management Guidelines" and "internal material information procedures". When a crisis that would hurt the corporate image arises, the issue will be escalated to the accountable department according to the SOP. Meanwhile, the public will be addressed through the spokesperson in an appropriate manner to prevent damage from spreading, and thereby protect the Bank's reputation and brand image.

- (5) Expected Result and Possible Risks of Mergers and Acquisitions and Response Actions thereof: None

- (6) Expected Result for Establishing More Business Locations, Possible Risk and Response Actions Thereof:

The establishment of business unit will not only increase transaction volume of deposits/loans/wealth management but also improve profits as well as provide comprehensive services to our customers. Effectively nevertheless, there is possibility that the economy of scale may not be achieved due to poor branch location or the business activities may be below our expectation. The Bank will then access the needs for relocation.

- (7) Risk in the Over Concentration of Business and Response Action thereof:

In order to avoid the risk of major losses generated by excessive concentration of business, UBT has established concentration limit management mechanisms for four categories of investment as well as financing businesses, targeting customers, industries, groups and countries, and has also stipulated the proportion of large deposits in deposit business, to enable management from different aspects and regular monitoring.

For the protection of debts, the corporate finance business seeks to secure real



## **Analysis of the Financial Status and Operating Results & Risk Management**

estate or strengthen debts, and give priority to self-paying loans and production businesses, and to reduce risks through credit guarantee funds and high-quality collateral.

- (8) The Effect of Change in the Management of the Bank, Possible Risk and Response Action Thereof: The Bank was founded with the mission for sustainable operation. We maintain the management concepts of “Enthusiasm”, “Stability”, “Efficiency” and “Innovation” to provide financial products and services that meet the needs of customers and to service the general public. The Bank employs professional managerial officers to manage the businesses and as such, the Bank’s business management will not change or be impacted significantly as a result of changes in management power. The Bank shall provide the relevant internal management information and enhance the transparency of information disclosure in the event of a change in management power in order to secure investor and consumer confidence.
- (9) The effect that large transfer in shares of director or supervisor, or shareholders holding more than ten percent of shares of the company, Possible Risk and Response Action:  
There has been no significant change in share ownership of the Bank’s shareholders, directors and supervisors. The Bank employs professional managerial officers to manage the Bank’s business. Therefore, the Bank’s operational management will not be impacted as a result of a significant change in share ownership. The Bank shall ensure information transparency in the event of a significant transfer or change in share ownership and files a declaration and makes public announcement with respect to the changes in accordance with the relevant banking regulations to secure investor and consumer confidence.
- (10) Legal Actions and Non-contentious Matters: None.
- (11) Other Major Risks and Response Actions thereof: None.

### **7. Contingency Plan**

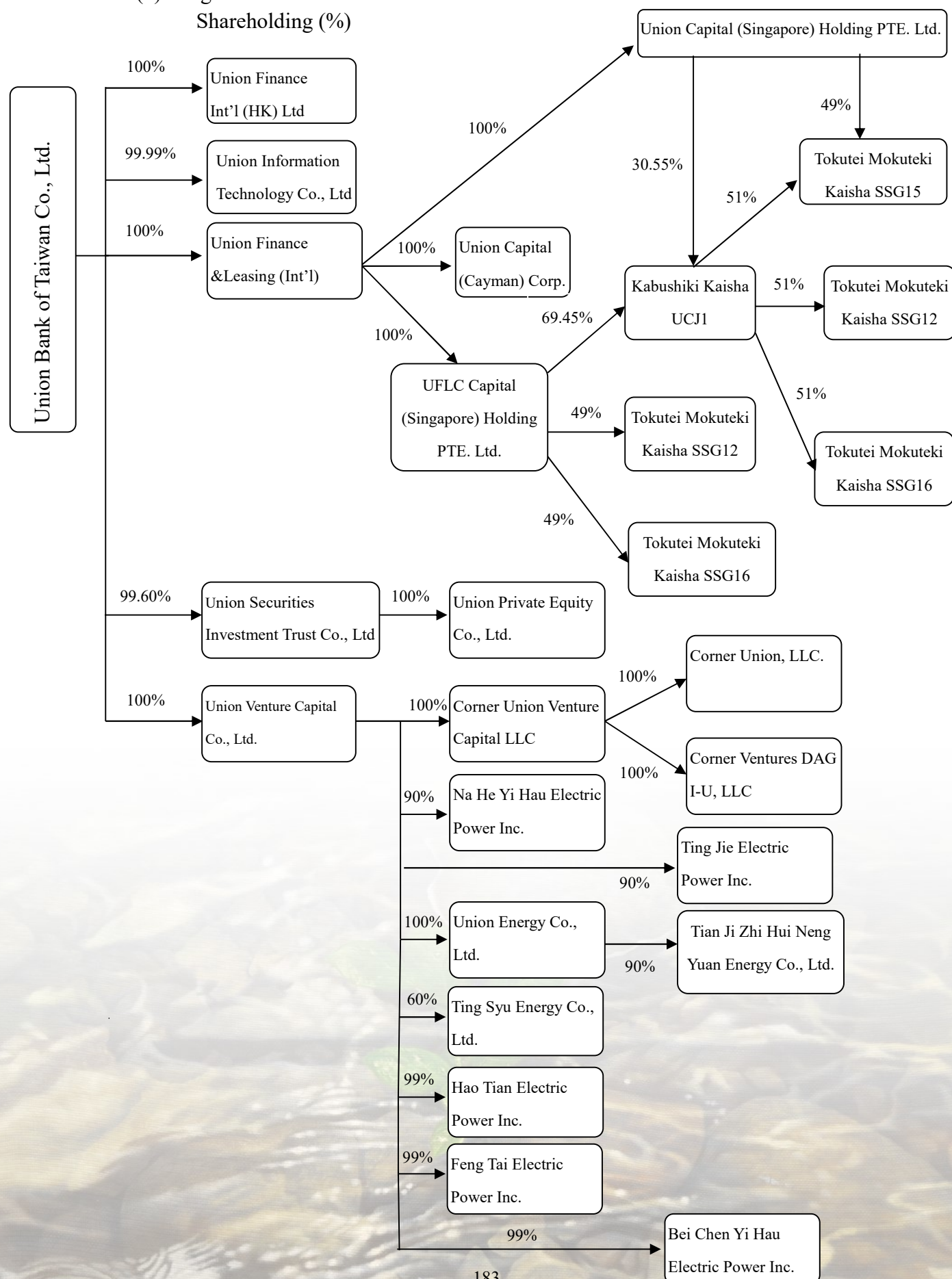
The Bank has enacted the “Essential Points for Urgent Response Action to Disasters” and has set up a crisis management taskforce, urgent contact and report mechanism to execute the disaster rescue measures effectively. The various business units shall perform the disaster education training and drill in accordance with the Bank’s “Instructions to Safety Protection” and “Safety Protection Drill Implementation Plan”, and shall also check and maintain the safety facilities more than twice a year.

### **8. Other Important Matters: None**

# Affiliated and Special Notes

## 1. Information on Affiliated Enterprises

### (1) Organization Chart Shareholding (%)



## Affiliated and Special Notes

Amount in NTD 、JPY 、USD thousand

Name of Enterprise	Date of Establishment	Address	Paid-in Capital	Main Business or Production Activities
Union Finance International (HK) Ltd	1996.04.23	Unit 18, 35/F, West Tower, Shun Tak Centre, 200 Connaught Road, Central, Hong Kong	TWD 126,664	Import and export financing
Union Information Technology Co., Ltd.	1998.08.10	6 F., No. 399, Ruiguang Rd., Neihsu Dist., Taipei, Taiwan	TWD 100,000	IT and software services
Union Finance & Leasing (Int'l) Co., Ltd.	1996.11.11	9F, 137, Sec. 2, Zhongshan Dist. Nanking E. Road, Taipei, Taiwan	TWD 2,170,000	Installment purchases, leasing, auto loan and car rental business
Union Securities Investment Trust Co., Ltd.	1998.12.22	6F, 137, Sec. 2, Zhongshan Dist. Nanking E. Road, Taipei, Taiwan	TWD 311,400	Securities investment trust
Union Venture Capital Co., Ltd.	2019.11.21	3 F, No. 230, Songjiang Rd., Zhongshan Dist., Taipei, Taiwan	TWD 1,400,000	Venture Capital
Union Capital (Cayman) Corp.	1997.07.23	P.O.Box 1034, George Town, Grand Cayman, Cayman Islands, British West Indies.	JPY 5,854	Installment purchase and lease investment businesses
Union Capital (Singapore) Holding PTE. Ltd.	2014.09.12	1 Harbourfront Avenue, #14-07 Keppel Bay Tower, Singapore 098632	-	Lease investment businesses °
UFLC Capital (Singapore) Holding PTE. Ltd.	2016.03.11	1 Harbourfront Avenue, #14-07 Keppel Bay Tower, Singapore 098632	-	Lease investment businesses °
Kabushiki Kaisha UCJ1	2014.09.12	1 Chome 11, Kanda Jinbocho, Chiyoda ,Tokyo, Japan	JPY 286,130	Lease investment businesses °
Tokutei Mokuteki Kaisha SSG15	2014.02.21	1 Chome 11, Kanda Jinbocho, Chiyoda ,Tokyo , Japan	JPY 1,430,200	Lease investment businesses °
Tokutei Mokuteki Kaisha SSG12	2014.02.21	1 Chome 11, Kanda Jinbocho, Chiyoda ,Tokyo , Japan	JPY 1,930,200	Lease investment businesses °
Tokutei Mokuteki Kaisha SSG16	2015.10.22	1 Chome 11, Kanda Jinbocho, Chiyoda ,Tokyo , Japan	JPY 1,300,200	Lease investment businesses °
Union Private Equity Co. ,Ltd.	2020.09.17	6F, 137, Sec. 2, Nanking E. Road, Taipei, Taiwan	TWD 47,860	Investment and management of private equity fund
Corner Union Venture Capital LLC	2020.04.20	1013 Centre Road, Suite 403-B, Wilmington, Delaware 19805	USD 11,753	Overseas investment management consulting business
Corner Union, LLC.	2020.07.14	850 New Burton Road, Suite 201, Dover, Delaware 19904, County of Kent.	USD 1,753	Venture Capital
Corner Ventures DAG I-U, LLC	2020.04.27	850 New Burton Road, Suite 201, Dover, Delaware 19904, County of Kent.	USD 10,000	Venture Capital
Na He Yi Hau Electric Power Inc.	2020.02.20	3 F, No. 230, Songjiang Rd., Zhongshan Dist., Taipei, Taiwan	TWD 290,000	Power generation, transmission, distribution and energy technology service business
Ting Jie Electric Power Inc.	2020.02.20	3 F, No. 230, Songjiang Rd., Zhongshan Dist., Taipei, Taiwan	TWD 1,621,000	Power generation, transmission, distribution and energy technology service business
Union Energy Co., Ltd.	2020.12.17	3 F, No. 230, Songjiang Rd., Zhongshan Dist., Taipei, Taiwan	TWD 391,736	General investment consulting and energy business management
Tian Ji Zhi Hui Neng Yuan Energy Co., Ltd.	2018.08.21	3 F, No. 230, Songjiang Rd., Zhongshan Dist., Taipei, Taiwan	TWD 399,513	Power generation
Ting Syu Energy Co., Ltd.	2022.07.07	3 F, No. 230, Songjiang Rd., Zhongshan Dist., Taipei, Taiwan	TWD 1,000	Power generation, transmission, distribution and energy technology service business
Bei Chen Yi Hau Electric Power Inc.	2020.02.04	No. 186, Sec. 2, Wenxing Rd., Zhubei City, Hsinchu County	TWD 229,000	Power generation



## Affiliated and Special Notes

Feng Tai Electric Power Inc.	2020.02.21	1F., No. 451, Datong Rd., Donggang Township, Pingtung County	TWD 210,500	Power generation
Hao Tian Electric Power Inc.	2020.02.03	1F., No. 96, Aikou 2nd Rd., Zhubei City, Hsinchu County	TWD 210,500	Power generation

### (2) Information on Directors, Supervisors and President of Affiliated Enterprises

December 31, 2024

Name of Enterprise	Title	Name of Representative	Shareholding	
			Shares	%
Union Finance International (HK) Ltd	Director	Union Bank of Taiwan (Representative: Jeff Lin)	30,000,002	100
	Director	Union Bank of Taiwan (Representative: Denfer Hung)	0	0
	Director & President	Union Bank of Taiwan (Representative: Amanda Lin)	0	0
Union Information Technology Co., Ltd.	Chairman	Union Bank of Taiwan (Representative: Pa-San Wu)	9,999,230	99.99
	Director	Union Bank of Taiwan (Representative: Denfer Hung)		
	Director	Union Bank of Taiwan (Representative: Chang-Chieh Hsu)		
	Supervisor	Ling-Jung Hsiung	0	0
	President	Chung-Chieh Hsu	0	0
Union Finance & Leasing (International) Co., Ltd.	Chairman	Union Bank of Taiwan (Representative: Cheng-Juh Hsieh)	211,000,000	100
	Director	Union Bank of Taiwan (Representative: Yanger Yang)		
	Director	Union Bank of Taiwan (Representative: Chueh-Ling Liu)		
	Director	Union Bank of Taiwan (Representative: Hung-Ming Chien)		
	Director	Union Bank of Taiwan (Representative: Jane Lu)		
	President	Cheng-Juh Hsieh	0	0
Union Securities Investment Trust Co., Ltd.	Chairman	Union Bank of Taiwan (Representative: Herman Tu)	31,014,261	99.60
	Director	Union Bank of Taiwan (Representative: Yanger Yang)		
	Director	Union Bank of Taiwan (Representative: Wen-Chih Cheng)		
	Supervisor	Wen-Ming Li	0	0
	President	Ya-Ching Chuang	0	0
Union Venture Capital Co., Ltd.	Chairman	Union Bank of Taiwan (Representative: Pa-San Wu)	140,000,000	100
	Director	Union Bank of Taiwan (Representative: Jane Lu)		
	Director	Union Bank of Taiwan (Representative: Yanger Yang)		
Union Capital (Cayman) Corp	Director	Union Finance & Leasing (International) Co., Ltd. (Representative: Ju-Chu Tsai)	50,000	100
	Director	Union Finance & Leasing (International) Co., Ltd. (Representative: Cheng-Juh Hsieh)		
Union Capital (Singapore) Holding PTE. Ltd.	Director	Union Finance & Leasing (International) Co., Ltd. (Representative: Cheng-Juh Hsieh)	1	100
	Director	Union Finance & Leasing (International) Co., Ltd. (Representative: Ju-Chu Tsai)	0	0
UFLC Capital (Singapore) Holding PTE. Ltd.	Director	Union Finance & Leasing (International) Co., Ltd. (Representative: Cheng-Juh Hsieh)	1	100
	Director	Union Finance & Leasing (International) Co., Ltd. (Representative: Ju-Chu Tsai)	0	0
Kabushiki, Kaisha UCJ1	Director	Rika Nakamura	0	0

## **Affiliated and Special Notes**

Name of Enterprise	Title	Name of Representative	Shareholding	
			Shares	%
Tokutei Mokuteki Kaisha SSG15	Director	Kabushiki, Kaisha UCJ1 (Representative: Rika Nakamura)	14,586	51
	Supervisor	Ando Ryufu	0	0
Tokutei Mokuteki Kaisha SSG12	Director	Kabushiki, Kaisha UCJ1 (Representative: Rika Nakamura)	19,686	51
	Supervisor	Ando Ryufu	0	0
Tokutei Mokuteki Kaisha SSG16	Director	Kabushiki, Kaisha UCJ1 (Representative: Ando Ryufu)	13,260	51
	Supervisor	Rika Nakamura	0	0
Union Private Equity Co., Ltd.	Chairman	Union Securities Investment Trust Co., Ltd. (Representative: Herman Tu)	4,786,000	100
	Director	Union Securities Investment Trust Co., Ltd. (Representative: Ya-Ching Chuang)		
	Director	Union Securities Investment Trust Co., Ltd. (Representative: Ying-Yi Weng)		
Corner Union Venture Capital LLC	-	Union Venture Capital Co., Ltd. (Representative: Pa-San Wu)	-	100
Corner Union, LLC	-	Union Venture Capital Co., Ltd. (Representative: Pa-San Wu)	-	100
Corner Ventures DAG I-U, LLC	-	Union Venture Capital Co., Ltd. (Representative: Pa-San Wu)	-	100
Na He Yi Hau Electric Power Inc.	Chairman	Union Venture Capital Co., Ltd. (Representative: Pa-San Wu)	14,940,000	90
	Supervisor	RFD Micro Electricity Co. Ltd. (Representative: Min-Ti Wang)	1,660,000	10
Ting Jie Electric Power Inc.	Chairman	Union Venture Capital Co., Ltd. (Representative: Pa-San Wu)	1,890,000	90
	Supervisor	RFD Micro Electricity Co. Ltd. (Representative: Min-Ti Wang)	210,000	10
Union Energy Co., Ltd.	Chairman	Union Venture Capital Co., Ltd. (Representative: Pa-San Wu)	1,673,621	100
	Supervisor	Yanger Yang	0	0
Tian Ji Zhi Hui Neng Yuan Energy Co., Ltd.	Chairman	Union Energy Co., Ltd. (Representative: Pa-San Wu)	33,904,232	90
	Supervisor	Jane Lu	0	0
Ting Syu Energy Co., Ltd.	Chairman	Union Venture Capital Co., Ltd. (Representative: Pa-San Wu)	60,000	60
	Supervisor	Rongdian Energy Technology Co., Ltd (Representative: Chi-Jung Liu)	40,000	40
Bei Chen Yi Hau Electric Power Inc.	Chairman	Yin-Chuan Chiu	90,000	0.39
	Supervisor	Tzu-Yu Chen	0	0
Feng Tai Electric Power Inc.	Chairman	Chia-Lin Wu	90,000	0.43
	Supervisor	Chia-Chen Wu	0	0
Hao Tian Electric Power Inc.	Chairman	Hsien-Ching Tsai	90,000	0.43
	Supervisor	Yu-Ju Lin	0	0

## **Affiliated and Special Notes**

### (3) General Information of Affiliated Enterprises

December 31, 2024

In NT\$ thousands except Earnings per Share (NT\$)

Name of Enterprise	Paid-in Capital	Total Assets	Total Liabilities	Net Worth	Operating Income	Operating Profit	Net Income (Loss) After Tax	Earnings Per Share After-tax (\$)
Union Finance International (H.K.) Ltd.	126,664	172,290	0	172,290	1,832	(4,077)	(4,077)	-
Union Information Technology Co., Ltd.	100,000	285,681	132,778	152,902	246,494	(7,147)	10,034	1.00
Union Finance & Leasing (International) Co., Ltd.	2,170,000	21,537,890	18,201,292	3,336,598	2,615,943	32,597	101,837	0.47
Union Securities Investment Trust Co., Ltd.	311,400	460,622	42,280	418,342	137,500	(14,296)	10,184	0.33
Union Venture Capital Co., Ltd.	1,400,000	2,055,101	244,002	1,811,099	99,562	89,697	28,339	0.20
Union Capital (Cayman) Corp. Note2	1,228	61,104	20	61,084	3,152	2,986	2,986	59.72
Union Capital (Singapore) Holding PTE. Ltd. Note2	-	660,077	560,276	99,801	20,463	8,015	6,418	6,418,298
Uflc Capital (Singapore) Holding PTE. Ltd. Note2	-	1,257,434	1,178,860	78,575	21,541	(4,141)	(6,390)	-
Kabushiki Kaisha UCJI Note2	60,037	1,217,507	923,449	294,058	27,616	36	(6,218)	-
Tokutei Mokuteki Kaisha SSG15 Note2	300,092	800,171	470,844	329,327	68,303	33,061	29,550	9,743.62
Tokutei Mokuteki Kaisha SSG12 Note2	405,004	861,188	434,500	426,688	49,398	24,849	21,917	5,354.49
Tokutei Mokuteki Kaisha SSG16 Note2	272,814	616,826	368,540	248,286	26,154	5,077	(340)	-
Union Private Equity Co., Ltd.	47,860	71,761	7,130	64,631	13,333	10,234	13,757	2.87
Corner Union Venture Capital LLC	385,275	395,329	0	395,329	0	(9,958)	(9,960)	-
Corner Union, LLC.	57,485	13,400	551	12,849	0	(19,066)	(19,066)	-
Corner Ventures DAG I-U, LLC	327,810	347,960	394	347,566	18,105	(9,659)	(9,659)	-
Na He Yi Hau Electric Power Inc.	290,000	440,334	165,894	274,440	0	(1,663)	(1,310)	-
Ting Jie Electric Power Inc.	1,621,000	4,390,601	2,826,624	1,563,976	201,272	32,599	(21,768)	-
Union Energy Co., Ltd.	391,736	414,039	375,120	38,919	2,929	2,743	2,743	1.64
Tian Ji Zhi Hui Neng Yuan Energy Co., Ltd.	399,513	2,323,186	1,804,536	518,650	248,154	77,554	22,307	0.44
Ting Syu Energy Co., Ltd.	1,000	4,051	3,045	1,006	0	0	12	0.12
Bei Chen Yi Hau Electric Power Inc.	229,000	317,365	110,709	206,656	0	(463)	(16,632)	-



## **Affiliated and Special Notes**

Name of Enterprise	Paid-in Capital	Total Assets	Total Liabilities	Net Worth	Operating Income	Operating Profit	Net Income (Loss) After Tax	Earnings Per Share After-tax (\$)
Feng Tai Electric Power Inc.	210,500	345,497	135,930	209,567	0	(216)	(160)	-
Feng Tai Electric Power Inc.	210,500	346,839	137,973	208,866	0	(443)	(390)	-

Note1: Union Finance International (H.K.) Ltd.:

HKD/TWD: 4.222125 for Asset and Liability items; HKD/TWD: 4.123214 for P/L items

Note2: Union Capital (Cayman) Corp. 、Union Capital (Singapore) Holding PTE. Ltd. 、Uflc Capital (Singapore) Holding PTE.

Ltd. 、Kabushiki Kaisha UCJ1 、Tokutei Mokuteki Kaisha SSG15 、Tokutei Mokuteki Kaisha SSG16 、Tokutei Mokuteki Kaisha SSG12: JPY/TWD: 0.209825 for Asset and Liability items; JPY/TWD: 0.212084 for P/L items

Note3: Corner Union Venture Capital LLC (Delaware,US) 、Corner Union LLC (Delaware,US) 、Corner Ventures DAG I-UI:

USD/TWD: 32.781 for Asset and Liability items; USD/TWD: 32.164667 for P/L items.

- (4) Consolidated Financial Reports of affiliated enterprises: please refer to Market Observation Post System (CODE: 2838) and the Bank's website.

Market Observation Post System : [https://mopsov.twse.com.tw/mops/web/t57sb01\\_q1](https://mopsov.twse.com.tw/mops/web/t57sb01_q1)

The Bank's website-113 Consolidated financial reports:

<https://www.ubot.com.tw/investors>

- (5) Report on relationships between the business activities conducted by affiliated enterprises: please refer to Market Observation Post System (CODE: 2838) and the Bank's website.

Market Observation Post System : [https://mopsov.twse.com.tw/mops/web/t57sb01\\_q10](https://mopsov.twse.com.tw/mops/web/t57sb01_q10)

The Bank's website-113 Individual financial reports:

<https://www.ubot.com.tw/investors>

2. **Private placement of marketable securities and financial debentures in the past year and current year up to the printing date of the annual report:** None.
3. **Other necessary supplements:** None.
4. **In the past year and current year up to the printing date of the annual report, any event which has a material impact on shareholders' equity or securities prices pursuant to Article 36.3.2 of the Security and Exchange Law:** None.

## **Bank Directory**

### **Bank Directory**

Branch Name	Address	Telephone
Head Office	3F, No.109, Sec. 3, Minsheng E. Rd., Songshan District, Taipei City 105, Taiwan (R.O.C.)	(02)2718-0001
International Banking Dept	2F, No.109, Sec. 3, Minsheng E. Rd., Songshan District, Taipei City 105, Taiwan (R.O.C.)	(02)2718-0001
Trust Department	3F, No.137, Sec. 2, Nanjing E. Rd., Chungshan District, Taipei City 104, Taiwan (R.O.C.)	(02)2507-4066
Credit Cards & Payment Dept.	5F, No.399, Rueiguang Rd., Neihu District, Taipei City 114, Taipei City 105, Taiwan (R.O.C.)	(02)2719-2233
Offshore Banking Branch	2F, No.109, Sec. 3, Minsheng E. Rd., Songshan District, Taipei City 105, Taiwan (R.O.C.)	(02)2718-0001
Business Department	1F, No.109, Sec. 3, Minsheng E. Rd., Songshan District, Taipei City 105, Taiwan (R.O.C.)	(02)2718-0001
Taipei Branch	No.105, Sec. 1, Chengde Rd., Datong District, Taipei City 103, Taiwan (R.O.C.)	(02)2556-8500
Changchun Branch	No.328, Changchun Rd., Jhongshan District, Taipei City 104, Taiwan (R.O.C.)	(02)2545-5588
Nanking East Road Branch	No.137, Sec. 2, Nanjing E. Rd., Jhongshan District, Taipei City 104, Taiwan (R.O.C.)	(02)2515-1333
East Taipei Branch	No.217, Sec. 5, Nanjing E. Rd., Songshan District, Taipei City 105, Taiwan (R.O.C.)	(02)2753-0900
Chunghsiao Branch	2F., No.5, Lane 223, Sec. 4, Jhongsiao E. Rd., Da-an District, Taipei City 106, Taiwan (R.O.C.)	(02)2773-3456
Jenai Branch	No.179, Yanji St., Da'an District, Taipei City 106, Taiwan (R.O.C.)	(02)2781-3366
Tungmen Branch	No.101, Sec. 2, Sinyi Rd., Jhongjheng District, Taipei City 100, Taiwan (R.O.C.)	(02)2358-2345
Hoping Branch	No.68-2, Sec. 3, Heping E. Rd., Da-an District, Taipei City 106, Taiwan (R.O.C.)	(02)2735-2828
Chungshan Branch	No.83, Sec. 2, Jhongshan N. Rd., Jhongshan District, Taipei City 104, Taiwan (R.O.C.)	(02)2571-7890
Kungkuan Branch	No.272, Sec. 3, Roosevelt Rd., Jhongjheng District, Taipei City 100, Taiwan (R.O.C.)	(02)2369-2678
Sungchiang Branch	No.228, Songjiang Rd., Jhongshan District, Taipei City 104, Taiwan (R.O.C.)	(02)2561-6601
Breeze Center Mini Branch	2F., No.39, Sec. 1, Fusing S. Rd., Songshan District, Taipei City 105, Taiwan (R.O.C.)	(02)8772-2858
Nangang Branch	No. 271, 272, Chongyang Rd., Nangan Dist., Taipei City, Taiwan (R.O.C.)	(02)2788-5200
Taan Branch	No.165, Sec. 4, Hsin-I. Rd., Da-an District, Taipei City 106, Taiwan (R.O.C.)	(02)2704-9588
Tonghwa Mini Branch	No.74, Tonghua St., Da-an District, Taipei City 106, Taiwan (R.O.C.)	(02)2739-5888
Yongchun Branch	No.453, Sec. 5, Jhongsiao E. Rd., Sinyi District, Taipei City 110, Taiwan (R.O.C.)	(02)2748-0188
Yungchi Branch	No.306, Yongji Rd., Sinyi District, Taipei City 110, Taiwan (R.O.C.)	(02)2748-0329
Neihu branch	No.399, Rueiguang Rd., Neihu District, Taipei City 114, Taiwan (R.O.C.)	(02)2658-6121



## **Bank Directory**

Branch Name	Address	Telephone
Donghu Branch	No.150-3, Sec. 6, Minquan E. Rd., Neihu District, Taipei City 114, Taiwan (R.O.C.)	(02)2796-7779
Hsihu Branch	No.88, Sec. 1, Neihu Rd., Neihu District, Taipei City 114, Taiwan (R.O.C.)	(02)8797-1537
Tachih Branch	No.649, Mingshuei Rd., Jhongshan District, Taipei City 104, Taiwan (R.O.C.)	(02)2532-3836
Shihlung Branch	No.9, Lane 91, Shihdong Rd., Shihlin District, Taipei City 111, Taiwan (R.O.C.)	(02)2875-6161
Wenlin Branch	No.758, Wunlin Rd., Shihlin District, Taipei City 111, Taiwan (R.O.C.)	(02)2835-1818
Beitou Mini Branch	No.68, Sec. 1, Jhongyang N. Rd., Beitou District, Taipei City 112, Taiwan (R.O.C.)	(02)2896-6333
Panchiao Branch	No.226, Mincyuan Rd., Banciao District, New Taipei City 220, Taiwan (R.O.C.)	(02)2965-6600
Houpu Branch	No.77, Chongcing Rd., Banciao District, New Taipei City 220, Taiwan (R.O.C.)	(02)2964-2777
Sanchung Branch	No.10, Sec. 3, Chongsin Rd., Sanchong District, New Taipei City 241, Taiwan (R.O.C.)	(02)2977-7666
Tenshin Branch	No.16, Sec. 3, Jhongsiao Rd., Sanchong District, New Taipei City 241, Taiwan (R.O.C.)	(02)8982-1155
JiSian Branch	No.329, Wuhua St., Sanchong Dist., New Taipei City 241, Taiwan (R.O.C.)	(02)2855-9996
Sanxia Branch	No.261, Xuecheng Rd., Sanxia Dist., New Taipei City 237, Taiwan (R.O.C.)	(02)2673-0808
Luchou Branch	No.80, Jhongjheng Rd., Lujhou District, New Taipei City 247, Taiwan (R.O.C.)	(02)2848-5577
Chungho Branch	No.150, Jian 1st Rd., Jhonghe District, New Taipei City 235, Taiwan (R.O.C.)	(02)8226-5168
North Chungho Branch	No.146, Sec. 3, Jhongshan Rd., Jhonghe District, New Taipei City 235, Taiwan (R.O.C.)	(02)2221-9698
Shuanho Branch	No.222, Jhongjheng Rd., Yonghe District, New Taipei City 234, Taiwan (R.O.C.)	(02)2945-9898
Yungho Branch	No.137, Sec. 2, Yonghe Rd., Yonghe District, New Taipei City 234, Taiwan (R.O.C.)	(02)8660-0808
Hsintien Branch	No.102, Mincyuan Rd., Sindian District, New Taipei City 231, Taiwan (R.O.C.)	(02)2219-9989
Ankang Branch	No.161, Sec. 2, Ankang Rd., Sindian District, New Taipei City 231, Taiwan (R.O.C.)	(02)2211-9088
Hsinchung Branch	No.601, Sihyuan Rd., Sinjhuang District, New Taipei City 242, Taiwan (R.O.C.)	(02)8522-7799
Fuguo Branch	No.108, Fuguo Rd., Sinjhuang District, New Taipei City 242, Taiwan (R.O.C.)	(02)2205-2299
Chungkung Mini Branch	No.308, Jhonggang Rd., Sinjhuang District, New Taipei City 242, Taiwan (R.O.C.)	(02)2276-9678
Wugu Branch	No.6-1, Sec.3, Chengtai Rd., Wugu District, New Taipei City 248, Taiwan (R.O.C.)	(02)2291-5888
Linkou Branch	No.468, Jhongsiao Rd., Linkou District, New Taipei City 244, Taiwan (R.O.C.)	(02)2600-6969
Shulin Branch	No.275, Jhonghua Rd., Shulin District, New Taipei City 238, Taiwan (R.O.C.)	(02)8685-8939
Hsichih Branch	No.159, Sec. 1, Sintai 5th Rd., Sijhih District, New Taipei City 221, Taiwan (R.O.C.)	(02)8642-5289



## **Bank Directory**

Branch Name	Address	Telephone
Tamsui Mini Branch	No. 16, Sec. 3, Xinshi 2nd Rd., Tamsui Dist., New Taipei City 251, Taiwan (R.O.C.)	(02)2626-0909
Tucheng Branch	No.3, Chengtian Rd., Tucheng District, New Taipei City 236, Taiwan (R.O.C.)	(02)2268-1799
Jincheng Branch	No. 25, Sec. 2, Jincheng Rd., Tucheng Dist., New Taipei City 236, Taiwan (R.O.C.)	(02)8262-7799
Taoyuan Branch	No.332, Sianfu Rd., Taoyuan District City, Taoyuan City 330, Taiwan (R.O.C.)	(03)339-5300
North Taoyuan Branch	No.191, Yong-an Rd., Taoyuan District City, Taoyuan City 330, Taiwan (R.O.C.)	(03)339-6262
South Taoyuan Branch	No.1308, Zhongshan Rd. Apartment A, Taoyuan District, Taoyuan City 330, Taiwan (R.O.C.)	(03)369-7388
Taoying Branch	No.343, Taoying Rd., Taoyuan District, Taoyuan City 330, Taiwan (R.O.C.)	(03)377-9797
Daye Branch	No.388 , Sec. 1, Daye Rd., Taoyuan District, Taoyuan City 330, Taiwan (R.O.C.)	(03)357-7388
Zhongli Branch	No.62, Sec. 1, Jhongyang W. Rd., Zhongli District, Taoyuan City 320, Taiwan (R.O.C.)	(03)426-5111
North Zhongli Branch	No.222, Yuanhua Rd., Zhongli District, Taoyuan City 320, Taiwan (R.O.C.)	(03)426-1133
Neili Branch	No. 258, Sec. 1, Jhonghua Rd., Zhongli District, Taoyuan City 320, Taiwan (R.O.C.)	(03)435-1288
Chenshin Branch	No.189, Jianxing Rd., Zhongli District, Taoyuan City 320, Taiwan (R.O.C.)	(03)428-0808
Gaorong Branch	No.280, Sec. 5, Minzu Rd., Zhongli District, Taoyuan City 320, Taiwan (R.O.C.)	(03)490-9777
Nankan Branch	No.137, Jhongjheng Rd., Lujhu District, Taoyuan City 338, Taiwan (R.O.C.)	(03)322-9699
Dajhu Branch	No.43, Dasin Rd., Lujhu District, Taoyuan City 338, Taiwan (R.O.C.)	(03)313-4688
Luzhu Branch	No.3, Sec. 1, Ren'ai Rd., Luzhu District , Taoyuan City 338, Taiwan (R.O.C.)	(03)222-1389
Hueilong Branch	No.253, Sec. 1, Wanshou Rd., Gueishan District, Taoyuan City 333, Taiwan (R.O.C.)	(02)8209-0808
Gueishan Branch	No.688, Sec. 2, Wanshou Rd., Gueishan District, Taoyuan City 333, Taiwan (R.O.C.)	(03)319-2323
Lungtan Branch	No.245, Jhongjheng Rd., Longtan District, Taoyuan City 325, Taiwan (R.O.C.)	(03)470-9188
Tayuan Branch	No.56, Jhongjheng E. Rd., Dayuan District, Taoyuan City 337, Taiwan (R.O.C.)	(03)385-0505
Hsinchu Branch	No.107, Jhongjheng Rd., Hsinchu City 300, Taiwan (R.O.C.)	(03)524-9966
Zhubei Branch	No.98, Sec.1, Jiafeng S. Rd, Zhubei City, Hsinchu County 302, Taiwan (R.O.C.)	(03)668-3179
Taichung Branch	No.711, Sec.2, Taiwan Blvd., Situn District, Taichung City 407, Taiwan (R.O.C.)	(04)2328-5666
North Taichung Branch	No.13, Sec. 3, Wunsin Rd., Situn District, Taichung City 407, Taiwan (R.O.C.)	(04)2311-8555
Wenhsin Branch	No.208-1, Sec. 4, Wunsin Rd., North District, Taichung City 404, Taiwan (R.O.C.)	(04)2298-0808
Beitun Branch	No.701, Sec. 4, Wunsin Rd., Beitun District, Taichung City 406, Taiwan (R.O.C.)	(04)2245-2636

## **Bank Directory**

Branch Name	Address	Telephone
Minchuan Branch	No.135, Mincyuan Rd., West District, Taichung City 403, Taiwan (R.O.C.)	(04)2220-6789
Hsitun Branch	No.277, Sec. 2, Situn Rd., Situn District, Taichung City 407, Taiwan (R.O.C.)	(04)2702-2152
Singchung Branch	No.406, Sec. 1, Fusing Rd., South District, Taichung City 402, Taiwan (R.O.C.)	(04)2261-4040
Fongyuan Branch	No.102, Fucian St., Fongyuan District, Taichung County 420, Taiwan (R.O.C.)	(04)2522-8800
Yuanlin Branch	No.37, Sanmin St., Yuanlin Township, Changhua County 510, Taiwan (R.O.C.)	(04)834-7666
Chiayi Branch	No.285, Jhongshan Rd., Chiayi City 600, Taiwan (R.O.C.)	(05)228-5908
Tainan Branch	No.271, Sec. 4, Simen Rd., North District, Tainan City 704, Taiwan (R.O.C.)	(06)251-3377
Fucheng Branch	No.92, Jhongjheng Rd., West Central District, Tainan City 700, Taiwan (R.O.C.)	(06)229-0866
Fuchiang Branch	No.15, Sec. 3, Dongmen Rd., East District, Tainan City 701, Taiwan (R.O.C.)	(06)260-1268
Kaiyuan Branch	No.229, Kaiyuan Rd., North District, Tainan City 704, Taiwan (R.O.C.)	(06)235-4445
South Tainan Branch	No.379, Sec. 1, Jinhua Rd., South District, Tainan City 702, Taiwan (R.O.C.)	(06)265-5663
Kaohsiung Branch	No.204, Guanghua 1st Rd., Lingya District, Kaohsiung City 802, Taiwan (R.O.C.)	(07)226-5353
Lingya Branch	No.30, Sihwei 4th Rd., Lingya District, Kaohsiung City 802, Taiwan (R.O.C.)	(07)338-6033
Sanmin Branch	No.73, Jiouru 1st Rd., Sanmin District, Kaohsiung City 807, Taiwan (R.O.C.)	(07)389-0258
Chiuju Branch	No.495, Jiouru 2nd Rd., Sanmin District, Kaohsiung City 807, Taiwan (R.O.C.)	(07)311-8871
North Kaohsiung Branch	No.468, Bo'ai 1st Rd., Gushan District, Kaohsiung City 804, Taiwan (R.O.C.)	(07)558-6158
Fengshan Branch	No.224, Kaisyuan Rd., Fongshan District, Kaohsiung City 830, Taiwan (R.O.C.)	(07)763-8185
Wuchia Branch	No.173, Nanhua Rd., Fongshan District, Kaohsiung City 830, Taiwan (R.O.C.)	(07)721-5866
Pingtung Branch	No. 130, Chenggong Rd., Pingtung City, Pingtung County 900, Taiwan (R.O.C.)	(08)766-0688
Ho Chi Minh Representative Office	Royal Tower Building, 8th Floor, Room 805, 235 Nguyen Van Cu Street, Dist.1, Ho Chi Minh City, Vietnam	(8428)3925-9208
Hanoi Representative Office	No. 1104, 11th Floor, Pacific Place, 83B Ly Thuong Kiet Street, Hoan Kiem District, Hanoi, Vietnam	(8424)3726-5223