

# 2024 Corporate Responsibility Report





# Contents



**Letter from Our CEO**

3

**Who We Are**

4

**About This Report**

5

**Environment**

6

- The Way We Operate 7
- The Way We Do Business 9
- Investment in Solar Energy Projects 10

**Community Engagement**

11

- Investment in Affordable Housing 12
- Affordable Checking 13
- Small Business Lending 14
- Community Development Lending 15
- Home Mortgage Lending 16
- Federal Home Loan Bank San Francisco Programs 17
- Community Support 18
- Financial Literacy Initiatives 19
- First-Time Homeownership Workshops 22
- Donations, In-Kind Services, and Sponsorships 23
- Supplier Inclusion 25

**Our People**

26

- Recruitment and Inclusion 27
- Training and Career Development 28
- Leadership Skills Enhancement and Effective Communication Training 29
- Team Member Engagement 30
- Health and Benefits 31

**Business Code & Ethics**

32

- Code of Conduct 33
- Reporting Concerns 34

**Governance**

35

- Governance and Board Oversight 36
- Board Independence and Experience 37
- Enterprise Risk Management 38
- Financial Crimes Prevention 40

**Information Security & Cybersecurity**

42

- Guidelines and Framework 43
- Information Security Training and Awareness 44
- Staff and Skill Development 45
- Independent Reviews 46
- Sustainability Accounting Standards Board (SASB) Aligned Index 47

**Important Notes & Disclaimers**

49



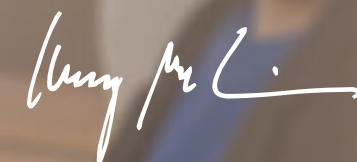
# Letter from Our CEO

The sustainability landscape is fast-evolving and often in flux. As it continues to evolve, we have seen significant shifts in the global landscape in the past year, including the recent mandatory climate disclosing requirements in California and how many companies are adopting new changes to their approach in sustainability planning and integration.

We at Cathay aim to make financial lives better. Sustainability and responsible governance are embedded into the core of how we do business. We believe that a strong governance framework strengthens board and management accountability that is essential to risk mitigation and ensures ethical conduct and transparency, thereby creating long-term shareholder value. Vibrant, thriving communities are the cornerstone of our business strategy and success. We therefore take a pragmatic and thoughtful approach to creating sustainable impact in communities where we and our clients are deeply rooted. We believe that advancing environmental and social responsibilities begins with our people. We actively bring down barriers, foster belonging that aligns with our values to build a workplace that attracts, retains, and develops the best of talents and prepares them not only for the future of work but also to build on a more sustainable and inclusive economy.

This report reflects our belief that long-term financial success goes hand in hand with environmental stewardship, social progress, and sound governance. We are proud to share our progress and the strategic direction we are taking to meet the expectations of our clients, communities, team members, and shareholders. We acknowledge that meaningful transformation requires accountability, and that is why we continue to align with leading frameworks and remain committed to increasing transparency and clarity of our disclosures.

Thank you for your continued trust in us. Despite the challenging years ahead, we intend to continue to advance sustainability priorities to deliver solutions that benefit our clients and society.



**Chang M. Liu**  
President and CEO, Cathay General Bancorp



**Founded**

**1962**

**Headquarters**

**Los Angeles,  
California**

**Branches**

**64**

**Branch Locations**

**California | New York | Washington | Texas |  
Illinois | Massachusetts | Maryland | Nevada |  
New Jersey | Hong Kong**

**Ticker Symbol**

**CATY**

**Asset Size**

**\$23 Bil**

**People**

**1,266**

Information as of December 31, 2024





# About This Report

## Report Overview

Cathay General Bancorp (“Cathay”) published the 2024 Corporate Sustainability Report, which covered the environment, social, and governance (ESG) implementation outcomes, strategies, and plans for 2024. This report aims to disclose the impact of the company’s businesses and activities to address ESG-related issues regarding society and the environment for stakeholders in a transparent manner. Cathay will continue to publish the Corporate Sustainability Report annually to communicate and move forward with stakeholders.

## Reporting Period

This report presents the company’s ESG performance and activities during the period between January 1, 2024 and December 31, 2024. While this report is primarily focused on developments and data from 2024, select information from early 2025 to the date of publication are included where relevant to provide important context or highlight significant milestones that occurred shortly after the reporting period that contributes to a more comprehensive understanding of our ongoing initiatives.

## Reporting Standard

This report aligns with the Sustainability Accounting Standards Board (SASB) information disclosure standards and referenced the Task Force on Climate-Related Financial Disclosures (TCFD) when writing the report.



# Environment

In the face of escalating global environmental challenges, we recognize the critical importance of operating business sustainably through reducing our environmental footprint. We have integrated environmental initiatives throughout our business operations and continue to seek out ways to enhance environmental well-being.



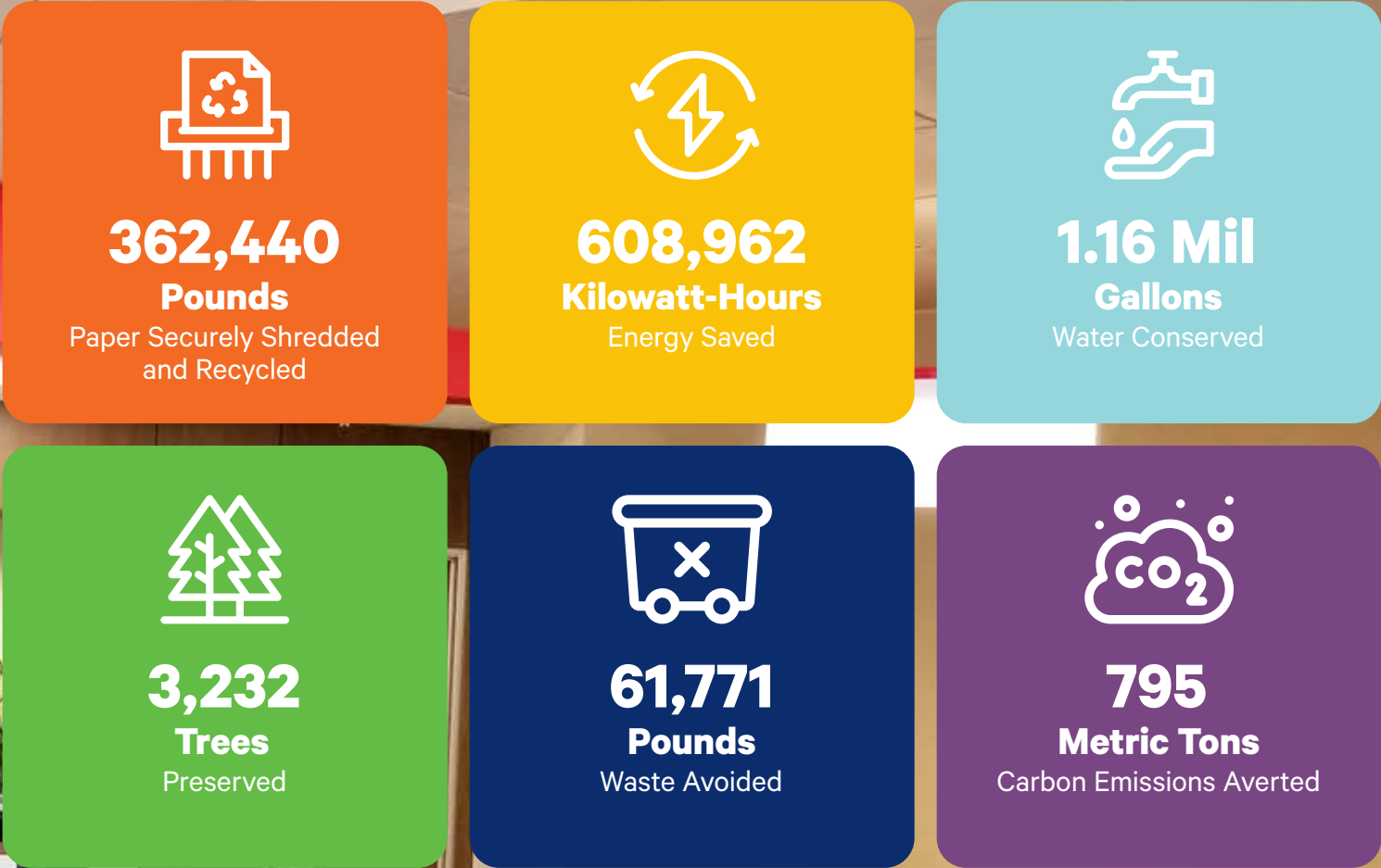


# The Way We Operate

As part of our ongoing commitment to sustainability, responsible resource use, and operational efficiency, we have implemented a range of initiatives to reduce paper consumption and encourage environmentally conscious practices in the workplace.

We have implemented secure digital platforms for contracts, internal documentation, and approvals, minimizing the reliance on printed materials. Team members, clients, and board documentation are processed using secure e-signature platforms to streamline workflows and minimize paper use. Team members are equipped with dual monitors to facilitate document comparison and editing without printing, thereby increasing productivity while reducing paper usage. Printers are configured to print double-sided by default to cut down on paper consumption. Team members are encouraged to use digital collaboration platforms such as network drives to share and edit documents in real time, eliminating the need for printed versions.

Under our current recycling efforts in the workplace, we place clearly labeled recycling bins throughout our offices and branch locations to encourage proper disposal of paper and other recyclable materials. Through our secure shredding program, we conserve resources ranging from energy to water and minimized waste, carbon emissions, and deforestation. One hundred percent of the shredded paper is recycled into new paper products to help minimize waste and resources, thereby reducing greenhouse gas emissions.



The figures above are based on paper shredded in 2024 and are calculated by our secure shredding vendors using the Environmental Paper Network Paper Calculator™ methodology.



We are committed to reducing our environmental footprint through targeted infrastructure improvements and sustainable employee services. We use energy-efficient LED fixtures in our offices and branches to reduce electricity consumption and maintenance costs while improving lighting quality and workplace comfort.

We installed a solar panel system to power a portion of our Corporate Center in El Monte, California. This clean energy source has the capacity to generate an average of 500,000 kilowatts annually and can reduce our total annual electric consumption by about 35% annually, contributing to lower greenhouse gas emissions associated with our office operations. In addition, we installed water-efficient fixtures that can save an estimated 600,000 gallons of water annually, based on vendor-provided performance specifications for the fixtures.

We installed electric vehicle charging stations at our facilities for team member and client use, supporting the adoption of electric vehicles and encouraging sustainable commuting.

We facilitate team member access to carpool and rideshare options and encourage the use of public transportation, electric vehicles, or other forms of non-carbon emission transportation. We offer green transportation incentives through various district- and city-sponsored platforms, such as the South Coast Air Quality Management District, to further reduce the carbon impact of daily commuting.

We offer a hybrid work-from-home model and adopted digital collaboration tools that contribute to our sustainability initiatives to reduce commuting-related emissions and office energy usage. We continue to invest in and advocate for the use of teleconferencing and video communication tools, to facilitate seamless collaboration across teams and geographies, thereby reducing the need for business travel and carbon impact, while maintaining productivity and connectivity.





## The Way We Do Business

We encourage clients to use online banking to reduce their carbon footprint by eliminating the need for branch travel time, paper consumption, and other consumables that can emit harmful carbon emissions. As of December 31, 2024, 65% of business clients had enrolled in online banking, with 81% of them opting to receive electronic statements in lieu of paper and mailing. Among our consumer clients, online banking engagement increased by 4% compared to the year before, growing the number of clients who choose to take advantage of online services for at least some of their banking needs.

Our approach to risk management incorporates ESG considerations, including climate-related risks, into various processes across our financial services and investments. We recognize that an environmental management strategy is important to help us address and reduce the environmental impact stemming from our operations. Environmental due diligence on our collateral properties is a standard part of our real estate lending process, conducted in compliance with regulatory guidelines. We closely monitor our exposure to investments in the fossil fuel sector, we do not provide financing on the construction of new coal-fired power plants, and we strive to expand sustainable investment such as investment in and lending to renewable energy sectors to facilitate the transition to a low-carbon economy. Our Credit Administration team reports on credit risk analysis across our loan portfolio at least quarterly to the Board.

We assess ESG considerations as part of our enterprise risk management process, conducted by the Risk Management team and the Board's Risk Committee on an annual basis. The assessment is performed via a risk and control self-assessment within the Bank's system and reported to the Board and various management committees with assessment factors, analysis conclusions, corrective action recommendations, and audit and exam issue statutes. Assessment factors considered more broadly by the Bank include community relations; recycling efforts; and reduced consumption of paper, energy, and water.





# Investment in Solar Energy Projects

We invest in renewable energy sources. We have been a solar energy tax equity investor since 2015. As of December 31, 2024, we have invested in five solar energy projects totaling \$271 million.



**\$271 Mil**  
Solar Energy  
Investments



# Community Engagement

We work to improve the welfare of our communities, and we proudly support local organizations with initiatives that focus on affordable housing, homeownership, financial literacy, workforce development, and small businesses in low- to moderate-income (LMI) areas.





# Investment in Affordable Housing

We support the development of affordable housing through investment in low-income housing tax credit (LIHTC) projects. These projects are intended to increase the availability of low-income rental housing. As of December 31, 2024, we invested \$618 million to help finance the acquisition, construction, and rehabilitation of affordable rental housing to benefit LMI households.



**\$618 Mil**  
**Affordable Housing**  
**Investments**



## Affordable Checking

As part of our commitment to financial inclusion and accessibility, Cathay Bank offers low-cost checking accounts designed to provide affordable banking access to the unbanked, underbanked, and underserved individuals working toward better financial health.

In 2024, we conducted a review of our community checking account together with our basic checking account offerings. Based on the assessment, we developed a new checking type that is certified under the Bank On National Account Standards, designed to better meet the needs of underserved communities. Our new EveryDay Checking Account features a

low minimum opening amount with no monthly maintenance fee, no-cost online bill pay service, free access to online and mobile banking, and surcharge-free withdrawals at any Cathay Bank ATM and other designated machines. This new account initiative reflects our alignment with best practices aimed at expanding access to safe and affordable banking services and supports our broader goal of promoting economic empowerment and removing barriers to financial stability. As of December 31, 2024, we have 33,964 EveryDay Checking accounts, with an aggregate balance of \$190.5 million.



EveryDay Checking Account

**\$190.5 Mil**  
Aggregate Balance

**33,964**  
Accounts





# Small Business Lending

Small businesses are the backbone of the economy and help shape the identity of our communities through employment, innovation, market diversity, and economic growth. Cathay Bank sets an annual goal of providing at least 50% of all small business loans (SBL) to businesses with a gross annual revenue of less than \$1 million and a per-loan amount of less than \$150,000. In addition, we have in place a referral program to direct SBL requests that we are unable to accommodate to local technical assistance providers and Community Development Financial Institutions (CDFI) that provide financial products and services to businesses located in underserved markets.

Year	Total Amount of SBL at Origination	Total Number of SBL at Origination	Within Our Assessment Areas	
			% of SBL Made in LMI Geographies	% of SBL Made to Businesses with Gross Annual Revenues of \$1 Million or Less
2019	\$262 Million	908	38.4%	54.4%
2020	\$399 Million	2,550	36.9%	52.6%
2021	\$347 Million	2,312	36.1%	47.7%
2022	\$211 Million	796	36.4%	56.2%
2023	\$203 Million	724	35.4%	55.3%
2024	\$150 Million	481	38.3%	48.4%



# Community Development Lending

We provide community development financing with the purpose of improving quality of life, promoting sustainability, encouraging entrepreneurship, and creating wealth opportunities in the community. The primary focus of these loans is to promote affordable housing, economic development through job creation and retention, provide community services targeted toward LMI individuals, and help revitalize and stabilize LMI communities.

In 2024, Cathay Bank originated \$451 million in community development loans, of which \$132 million was used toward providing affordable housing to LMI individuals and families within our assessment areas. Between 2019 and 2024, Cathay Bank originated 608 community development loans totaling more than \$2.1 billion.

**SoLa Impact Project** ▶

In early 2024, Cathay provided \$13 million in construction financing to construct a SoLa Impact project in Whittier, California, consisting of 70 apartment units, 13 of which were designated as affordable units restricted to tenants earning 30% or less of the area median income.



# Home Mortgage Lending

In addition to traditional mortgages, Cathay Bank offers non-traditional mortgage lending solutions that utilize non-traditional credit history to provide greater underwriting flexibility. We are proud to originate a high majority of mortgage loans within the communities we serve.

## Cathay Bank Community Homebuyers Program and Down Payment Assistance Program

Cathay Bank offers flexible mortgage solutions and grant assistance to help support our community. The Cathay Bank Community Homebuyers Program (CHBP) offers qualified first-time homebuyers a lower down payment as compared to traditional mortgage programs. Qualified CHBP applicants may also be eligible for a grant under the Cathay Bank Down Payment Assistance Program (DAP), which can be used toward their down payment and/or closing costs. The maximum DAP Grant amount per household is 2% of the home purchase price. In 2024, Cathay Bank originated 37 CHBP loans that totaled \$18.6 million and awarded \$267,320 in DAP Grants to 26 households.



### Mortgage Loans Originated and/or Purchased in 2024

**1,265**  
Number of  
Mortgage Loans

**\$1 Bil**  
Amount of  
Mortgage Loans

**+95%**  
Within Our  
Assessment Areas



## Federal Home Loan Bank San Francisco Programs

Cathay Bank is a Federal Home Loan Bank (FHLB) member and participates in various community programs offered by the FHLB San Francisco, helping our community access resources available to it.

### FHLB Access to Housing and Economic Assistance for Development (AHEAD) Grant

The AHEAD Grant supports innovative, targeted initiatives that promote new economic opportunities in lower-income communities through investing in infrastructure and resources needed with the changing economy. The AHEAD Grant is available to nonprofit organizations and is awarded through a competitive application process by submission through a FHLB member like Cathay Bank. In 2024, Cathay Bank assisted a nonprofit organization in securing a \$100,000 AHEAD Grant to provide entrepreneurs with management training, technical assistance, microloans, networking events, and other resources essential to start and scale a business.

### Empowering Homeownership Matching Grant Program

This grant program helps the HUD-approved Housing Counseling Agencies in expanding capacity to provide services to more at-risk homeowners. The FHLB works with member banks in promoting affordable homeownership for low-, moderate-, and middle-income families. In 2024, Cathay Bank assisted three Housing Counseling Agencies in obtaining a combined total of \$55,000 in matching grants.



### FHLB Workforce Initiative Subsidy for Homeownership (WISH) Program

The WISH program provides down payment assistance grants to eligible low- to moderate-income households that fall within 80% or less of the area median income. This program matches \$4 for every \$1 a homebuyer contributes toward the purchase of their home, up to the Federal Housing Finance Agency annual maximum subsidy limit. In 2024, the maximum subsidy limit was \$30,806 per household. The WISH Grant is used towards down payment and closing costs. Cathay Bank delivers the WISH Grant through local nonprofit homeownership and homebuyer counseling agencies. In 2024, Cathay Bank successfully assisted one LMI family obtain a grant of \$30,000 for down payment and closing costs.

### FHLB Middle-Income Down Payment Assistance Program (MIDPA)

A pilot program offered through FHLB in 2023 and renewed in 2024, the MIDPA program helps put sustainable homeownership within reach for more families. This program awards grants of up to \$50,000 to eligible first-time homebuyers with a household income from over 80% to 140% of the area median income. In 2024, Cathay Bank successfully assisted three homebuyers in obtaining grants totaling \$150,000 to use toward their down payment and/or closing costs.



# Community Support

We take pride in lifting our community up and are proud to provide philanthropic support through sponsorships, donations, and in-kind services. We focus on initiatives that concentrate on affordable housing, financial literacy, workforce development, and technical assistance for small businesses in LMI areas.

With a common goal of fostering a positive impact on the area we serve, we give back through volunteerism for various local organizations. Our team members provide knowledge and serve on community boards and loan committees. In addition

to educating community youths, adults, and the elderly about financial literacy, our team members leverage other areas of experience to provide additional support and education to the community, including tax return preparation assistance for low-income taxpayers, facilitating first-time homeownership workshops, and volunteering in fundraising activities.

Cathay Bank pays full-time team members to volunteer during scheduled work hours and encourages each team member to put in at least nine hours of service annually.



**\$2.7 Mil**  
Grants Made in 2024

**254**  
Organizations  
Benefited

**3,730 Hrs**  
Total Volunteer  
Service

**10.4 Hrs**  
on Average  
per Team Member





# Financial Literacy Initiatives

Financial literacy contributes to overall economic stability and educates the community to make better financial decisions for healthier financial lives. As part of our commitment to social responsibility, we invest in financial literacy programs that empower individuals and communities with the knowledge and tools to make informed financial decisions.

Our team members volunteer in activities including community workshops and education in collaboration with local organizations that focus on financial literacy in community youths and adults. Our curriculum includes discussion on types of banking services available; identity protection awareness; and money management skills such as budgeting, saving, managing debt, and how to use credit responsibly. In 2024, 236 team members volunteered in financial literacy related programs that benefited 6,664 attendees.

We use the FDIC Money Smart financial education curriculum to conduct our financial literacy classes. This curriculum is designed to enhance financial skills and create a positive banking relationship through planning and budgeting, credit and identity protection, savings, investing, and financial planning.



## Financial Literacy Efforts

**6,664**  
Total  
Attendees

**236**  
Total Member  
Volunteer



**Junior Achievement Program**

We are a long-term supporter of the Junior Achievement Finance Park program, a very meaningful program that helps students from kindergarten through 12th grade learn about financial responsibility through hands-on budgeting, career exploration, income and taxes, savings and investment, managing cost of living, credit risk, and debt. Through a day-long simulation exercise, each student gets to experience the world of personal finances by assuming the role of an “adult for the day.” Each student is given a unique life profile that includes their profession, annual income, and marital status (including kids!). Based on their answers to a series of lifestyle questions, using their given adult persona and resources, each student navigates the life of an adult by creating a balanced monthly budget and makes a series of financial decisions from housing, transportation, and car/home insurance to savings and loans, groceries, and entertainment expenses. This simulation enables students to recognize how their decisions about education and career impact their potential income and quality of life.





## Volunteer Income Tax Assistance (VITA) Program

We support the IRS-sponsored Volunteer Income Tax Assistance (VITA) program, an initiative designed to offer free tax preparation help to the underserved individuals and families that qualify, including those with low to moderate income, persons with disabilities, the elderly, and limited English speakers. Through local community organizations, we provide funding, and our team members provide volunteer support at VITA sites. In 2024, our team members provided 200 volunteer hours to the program.





# First-Time Homeownership Workshops

We provide homeownership counseling workshops for LMI first-time homebuyers, in collaboration with counseling agencies certified by HUD. In each of the workshops, homebuyers spend eight hours learning about budgeting, selecting a real estate agent, the basics of how a bank underwrites a loan, mortgage financing, improving and protecting credit scores, verifying licenses, foreclosure prevention, and the types of mortgage programs available in the market. In 2024, our team members provided 570 volunteer hours on workshops for 199 attendees.





## Donations, In-Kind Services, and Sponsorships



As part of our commitment to social impact, we work with community organizations through strategic relationship development to improve social, economic, and educational opportunities, as well as the overall wellness of our communities.

Through the **Cathay Bank Foundation**, we support underserved communities through strategic grantmaking and alliances. In 2024, our foundation awarded \$2.5 million in grants to 240 community organizations, providing funding to initiatives focused on financial literacy efforts and affordable housing. Each year, we designate 5% of our giving to support the long-term strategy of diversity education targeted to both general and young audiences to combat anti-Asian violence.

We support various initiatives that provide financial assistance contributing to the revitalization of our communities. In 2024, **Cathay Bank provided** \$200,000 in funding toward **financial assistance programs**, of which \$50,000 was used to cover pre-development costs associated with five new affordable housing developments, \$75,000 was used as loan loss reserve to three CDFI, and \$75,000 was distributed among six organizations

used for technical assistance and training to help small- and minority-business owners develop a business plan.

We believe in the power of education to transform lives and create lasting opportunities. We established the **Cathay Bank Annual Scholarship Program** to support low- to moderate-income students with academic potential and determination, investing in future leaders and contributing to more inclusive and resilient communities. Annually, we award scholarships to 20 students who demonstrate remarkable academic achievements, leadership qualities, and community investment. In 2024, we awarded a total of \$50,000 in scholarships to attend colleges and universities across the country to pursue their higher academic goals. In the selection process, 122 team members volunteered 563 hours to review the 720 applications received.

Beyond financial contributions, we come together for our communities in other meaningful ways. Every holiday season, **Cathay Bank team members organize a Bank toy drive** benefiting children from low- to moderate-income families. Through this annual tradition, team members donate new toys

to spread joy and make the season a little brighter for local families, reflecting our shared values and commitment to build stronger, more connected communities.

Some of the community organizations we work with:





**California Wildfire Recovering Efforts**

Southern California has been home to Cathay Bank for more than six decades. In response to the devastating wildfires that affected Southern California, through the collective effort of our team members and company match through the Cathay Bank Foundation, we raised \$600,000 in philanthropic donations to fund the following local relief organizations actively providing emergency aid, shelter, and resources to the impacted communities: California Community Foundation – Wildfire Recovery Fund, Dream Center Foundation, Pasadena Community Foundation – Eaton Canyon Fire Relief & Recovery Fund, World Central Kitchen, LA Fire Department Foundation, Door of Hope, Habitat for Humanity Greater LA, and the Sherwood Forestry Service – Watch Duty.

In addition, Cathay Bank initiated a Client Assistance and Relief Program to provide home mortgage assistance, loan deferment plans, special loan assistance, and workshops to help affected clients rebuild their lives and homes impacted by the wildfires.





## Supplier Inclusion

We encourage an inclusive range of businesses among our suppliers and vendors that leads to more innovative solutions with greater flexibility to help address our needs while encouraging competitive pricing to reduce costs.

This promotes equitable opportunities for businesses that have historically faced barriers to entry into the marketplace, such as companies owned and operated by traditionally underrepresented groups. Through the Cathay Bank Vendor Diversity Program, we seek to foster inclusion among our supplier base contributing to the long-term economic

sustainability of our communities. We maintain a database of local suppliers to support companies that are owned and operated by underrepresented groups, as well as minority- and women-owned businesses and small businesses. The program is in the process of being enhanced to recognize and validate businesses that operate as an independent business, are at least 51% owned, operated, and controlled by US citizens, and is/are members of one or more of the following groups: racial/ethnic minorities as recognized by the US government, women, disabled individuals, veterans, or LGBTQ+.



# Our People

Our people are the foundation of our success. Team member engagement and dedication shape our company culture and uphold values that are critical to achieving organizational goals and creating positive, enduring change in our communities. We focus on recruitment and retention, support emerging talent to help build meaningful careers, and provide leadership training and mentorships designed to encourage long-term growth and advancement, recognize and reward performance, and support the health and wellness of our team members.





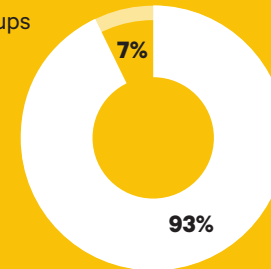
## Recruitment and Inclusion

Cathay Bank is a minority depository institution and our workforce comprises a multiplicity of viewpoints, background and experiences that compliments the multifaceted communities which we serve. We foster an inclusive, ethical, and harmonious work environment where team members are empowered to grow and contribute meaningfully to our purpose. Our sustainability strategy plays a critical role in attracting and retaining a purpose-driven workforce that drives innovation and long-term growth. At the executive level, over 20% of women hold executive positions.

### Race

- Non-Asian traditionally underrepresented racial/ethnic groups
- Caucasian

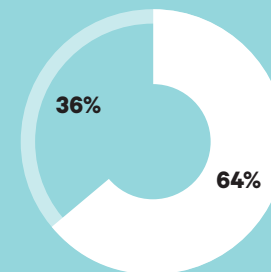
**93%  
Minority**



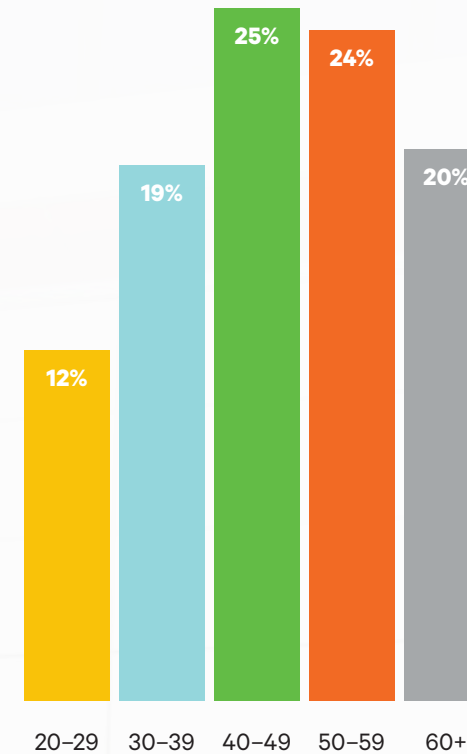
### Gender

- Male
- Female

**64%  
Female**



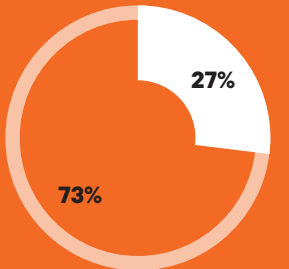
### Age



### Executive/Senior Officials & Managers

- Male
- Female

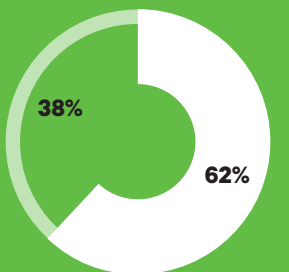
**27%  
Female**



### First/Middle Officials & Managers

- Male
- Female

**62%  
Female**





# Training and Career Development

We strive to foster a culture of continuous learning and development to adapt to the changing market and stay updated with industry trends, technologies, and best practices. This is a crucial component to our overall success and contributes to the knowledge, morale, organizational efficiency, and improvement of our team members. Through mentorship, team- and cohort-based learning, on-the-job skill building, and strengths-based feedback, we give team members the tools and resources they need for professional development. We invest in educational tools and training programs to support team member growth, building new skills and guiding team members through their career advancement.



**11%**  
**Promoted**  
to Higher or Management  
Position in 2024

**69%**  
**Women**  
of Those Promoted  
in 2024

**94%**  
**Racial/Ethnic  
Minority**  
of Those Promoted  
in 2024

**21 Hrs**  
**Professional  
Training**  
on Average Per  
Team Member



## Leadership Skills Enhancement and Effective Communication Training

### Relationship Banker Training Program

Develop relationship banker knowledge in the areas of banking and teller operations, new accounts, mortgages, and sales.

### Operations Training Program

Designed to boost and fine-tune the confidence and development of decision-making skills with an emphasis on understanding the “why” behind operational decisions.

### #Strive2Succeed@Cathay

Through a series of live web-based training, e-learning, speaker’s series, and networking opportunities, this program helps team members develop professional and transferable skills tied to the 10 competencies for success that complement existing technical job skills.

### Essential Supervisory Training Program

Designed to help supervisors new to their role and team leads discover various supervisory responsibilities and learn how to build skills and confidence and apply core people-leadership practices.

### Inspirational Leadership Training

Provide the tools and teach skill set needed to build rapport and stronger working relationships that enhance efficiency and communication effectiveness within the organization and foster a positive work environment while keeping team members motivated, engaged, and inspired.

### Emerging Leadership Program I

Learn a range of critical supervisory and managerial skills to support and promote leadership development. This program is designed to take leadership development to the next level.

### Emerging Leadership Program II

Focus on the importance of developing a leadership voice and refining ways to communicate with team members that motivate and promote results while learning about effective coaching practices.

### Executive Coaching

This program uses a series of self-assessments that includes a 360-degree feedback assessment designed to help team members communicate more effectively and address conflict while working to resolve matters in real time or implement company initiatives.





## Team Member Engagement

Our people are the core of our success. We are committed to creating a workplace culture that fosters engagement, inclusion, growth, and well-being. We listen and learn from our team members in our ongoing commitment to provide a rewarding work environment to thrive and perform at their best. Team member engagement is essential in fostering an organizational culture that promotes transparency, inclusivity, and mutual respect.

We actively engage with team members through multiple channels to ensure their voices are heard and valued:

### Regular Surveys

We conduct employee engagement surveys on a regular basis to gather feedback and assess satisfaction aligned with company values, with action plans developed in response to key findings and conduct exit interviews to identify key themes to drive meaningful strategic and cultural improvements. The insights provide valuable information for making informed decisions that help improve our operations and strategies, team members' experience, and ultimately, our business.

- In 2024, we invited team members to share their work experience, including things that could help them feel more engaged and inspired in their roles. Our 2024 Engagement Survey showed an overall engagement score of 70%, showing a continued upward trend. Team member feedback showed a positive sentiment toward team collaboration and communication. Eight out of 10 team members feel heard and supported by their managers. The results also identified opportunities, particularly around work-life balance, to strengthen recognition and rewards through alignment of team member performance, communication across the organization, and meaningful action taken based on team member feedback.



### Town Halls and Open Forums

Senior leadership hosts periodic meetings and executive updates to promote transparency and open dialogue.

### Skills and Leadership Development

We invest in our team members by providing professional development programs such as leadership training, technical upskilling, and mentoring. We also offer tuition assistance to encourage continuous learning.

### Recognition and Feedback

We have recognition programs in place to reward both individual and team achievements that emphasize core values such as innovation, collaboration, and sustainability. We promote a culture of continuous feedback and encourage open dialogue between managers and team members.

We believe in a holistic approach when collecting team member feedback and measuring engagement around growth opportunities, work-life balance, and more. We measure engagement based on three factors:





## Health and Benefits

We believe that a healthy workforce is a productive and resilient one. Our commitment to team members' well-being is a key pillar of our social responsibility. When team members feel supported, they are more engaged and motivated.

We provide a holistic range of health benefits and wellness programs designed to support our team members' physical, mental, and financial health.

We offer a robust benefits package for our team members and their families, including:

- Medical, dental, and vision insurance with multiple plan options
- Basic life, accidental death and dismemberment and long-term disability insurance and paid time off for holidays, illness, and vacation
- Prescription drug coverage and access to health savings accounts to help maximize spending dollars and provide greater tax benefits
- Dependent and domestic partner benefits to support family health
- Mental health and emotional well-being

Through our signature Cathay Bank Well-Being Program, team members manage and maintain work-life balance through participation in healthy lifestyle activities. Participation in the Program is encouraged through point awards incentives and other benefits such as health insurance premium discounts.

Mental health is a core component of our wellness strategy. We provide Employee Assistance Programs that offer free counseling and support to team members facing personal or work-related challenges and provide resources on stress management, mindfulness, and emotional resilience, along with flexible work schedules, hybrid schedules, and remote work options.

Understanding that financial stress impacts overall wellness, we offer retirement planning support and a company-matched 401(k) retirement savings plan, team member discounts on tickets to activities, shows and amusement parks, and other Bank service fee discounts.



### **Recipient of the 2025 Thrive Award for Exceptional Team Engagement and Well-Being Program**

Cathay Bank receives the Thrive-Experience Award from Personify Health (formerly known as Virgin Pulse) for the second year. This recognition honors those who continue to innovate employee experience and foster connected experience above benchmarks that drive loyalty, trust, and satisfaction. Cathay Bank has had consistent year-over-year enrollment at 76%, exceeding the industry benchmark by 13 points and an impressive engagement of more than 70%, which exceeds the industry benchmark by 29 points.



# Business Code & Ethics

We seek to conduct business with the highest ethical standards to merit and maintain the trust and confidence of our clients and the public. Our [Code of Conduct](#) serves as a foundational guide for responsible decision-making, promoting integrity, transparency, and accountability. Through regular training, clear policies and a robust oversight, we ensure compliance with laws, foster a culture of fairness and respect, and empower team members to act ethically.





# Code of Conduct

Our Code of Conduct upholds organization values and standards and promotes an ethical work culture at every level. Each team member is required to confirm that they understand the professional standards that are expected of them and acknowledge each year that they will continue to practice and comply with such standards.

Team members are required to undergo annual training on, including but not limited to, anti-money laundering, anti-bribery and corruption, privacy, cybersecurity and identity theft, anti-harassment, and anti-discrimination, as well as other mandatory training pertinent to their respective roles at Cathay Bank.

Our corporate culture is guided by our [Code of Conduct](#) which addresses the following main topics:

**Conflict of Interest**  


**Personal Conduct**  


**Privacy & Information Security**  


**Compliance with Laws & Policies**  


**Confidentiality**  


**Anti-Corruption & Anti-Bribery**  


**Anti-Competition Behavior**  


**Whistleblower Policy**  


**Workforce Safety**  




## Reporting Concerns

To support a transparent and accountable workplace, we maintain secure, anonymous reporting channels that enable team members and stakeholders to raise concerns without fear of retaliation.

Our team members are encouraged to report actual or suspected misconduct or concerns through normal supervision channels or utilizing anonymous reporting methods such as the anonymous Cathay EthicsPoint website. Cathay Bank strictly prohibits retaliation of any kind against team members for good faith reports of misconduct or ethical violations. Team members are encouraged to talk to their supervisors, managers, or Human Resources when in doubt about the best course of action in a particular situation.



# Governance

We believe that strong corporate governance is fundamental to delivering long-term value to stakeholders and maintaining trust in our operations. Our governance structure is designed to promote ethical behavior, responsible decision-making, and effective risk management throughout the company. Our business is managed under the direction and oversight of our Board of Directors. We are committed to maintaining the highest standards of business conduct and corporate governance. The Board has adopted [Corporate Governance Guidelines](#), which together with our certificate of incorporation, bylaws, [Code of Ethics](#), and Board committee charters form the framework for the governance of the company.





# Governance and Board Oversight

## Nomination and Governance Committee

Oversees our commitment to corporate responsibility matters and the development and implementation of our corporate responsibility governance framework that includes ESG efforts and reporting. The committee assists the Board with the review of senior management development and succession planning, Board and committee assessments, and director qualification, as well as considering Board candidates and making recommendations.

## Audit Committee

Oversees financial reporting integrity, performs independent oversight of the Board and provides structured, systematic oversight of the company’s governance, risk management, and internal control practice, including initiatives for values and ethics.

## Compensation Committee

Oversees the compensation philosophy, policies, practices, and implementation for our executive officers and directors, as well as the administration of our equity-based compensation plans. This committee regularly reviews the design and function of the director and executive compensation program to promote risk appropriation.

**Clawback Policy** To maintain a culture of responsible management and the avoidance of excessive risk taking, Cathay has adopted a clawback policy, in which any bonus or incentive compensation for executive officers is subject to recovery by Cathay if such compensation is based on criteria that are later shown to be materially inaccurate. See [Clawback Policy](#).

**Insider Trading Policy** Adopted to govern the purchase, sale, and other dispositions of our securities by directors, officers, and team members in a way that we believe is reasonably designed to promote compliance with insider trading laws, rules and regulations, and applicable Nasdaq listing standards. See [Insider Trading Policy](#).

## Risk Committee

Oversees enterprise-wide risk management practices and implementation of an appropriate risk management framework that is commensurate with our capital structure, risk profile, complexity, activities, size, and other risk-related factors. This committee exists alongside the Cathay Bank-level Risk and Compliance Committee, which, among other things, oversees and approves the development and administration of our data governance program and our Community Reinvestment Act (CRA) program that determines the level of community and small business lending, investment, and service activities.

## Investment Committee

The Investment Committee oversees investment and funds management policies at the holding company level. This committee works alongside the Cathay Bank level Investment Committee, which establishes, approves, and monitors our investment strategy, such as investment in renewable energy projects.

Board Committees	Board Committee Members as of June 30, 2025												* Independent Director	● Committee Member
	Dunson K. Cheng Chairman of the Board	Peter Wu Vice Chairman of the Board	Anthony M. Tang Vice Chairman of the Board	Nelson Chung* Lead Independent Director	Chang M. Liu CEO and President	Felix S. Fernandez* 	Maan-Huei Hung* 	Jane Jelenko* 	Ann Yee Kono* 	Richard Sun* 	Shally Wang* 	Elizabeth Woo* 		
Nomination and Governance				●			Chair	●		●				
Audit						●		●	●					Chair
Compensation							●			Chair	●	●		
Risk	●	●		●	●	●		Chair	Vice Chair					
Investment	●	●	●		●	Chair								



# Board Independence and Experience

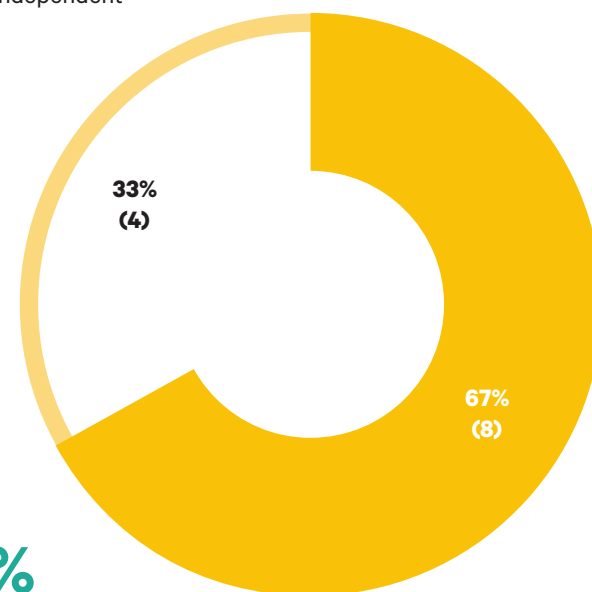
Our Board is composed of individuals with a broad range of professional backgrounds, where complementary qualifications, expertise, and attributes combine to bring distinct viewpoints and perspectives that effectively contribute to the Board’s overall oversight responsibilities. A majority of our Board of Directors is independent, which supports objective oversight and decision-making aligned with the long-term interests of stakeholders.

The illustrations below highlight certain key experiences, qualifications, skills, and attributes of our Board of Directors. For more information about corporate governance, please refer to our [most recent Proxy Statement](#).



## Board Independence

- Independent
- Non-Independent

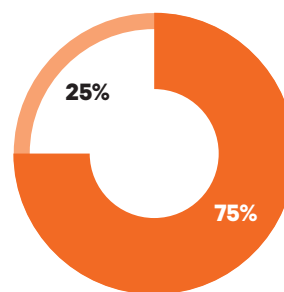


**67%**  
Independent

## Technology/Systems

Technology/Systems experience is relevant to the Company as it looks for ways to enhance client experience and internal operations.

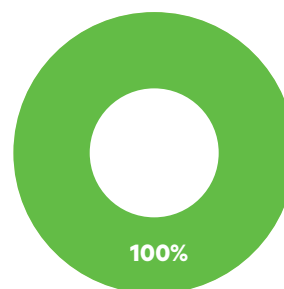
**75%**  
Experience



## Finance

Finance includes financial expertise and literacy that is important as it assists the directors in understanding and overseeing the Company’s financial reporting and internal controls.

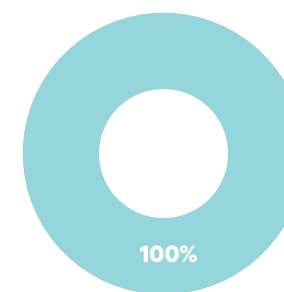
**100%**  
Experience



## Leadership

Leadership experience in holding significant leadership roles over an extended period of time provides the Company with unique insights.

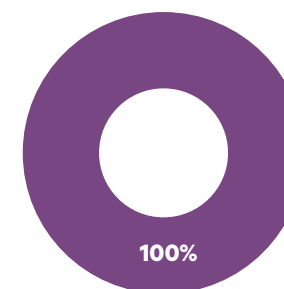
**100%**  
Experience



## Risk Management

Risk Management experience is critical to the Board’s role of overseeing the risks facing the Company.

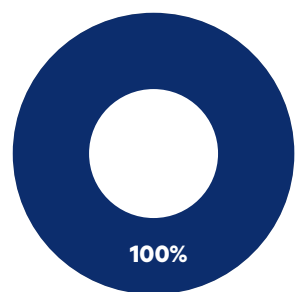
**100%**  
Experience



## Business Operations

Business Operations experience gives directors a practical understanding of development, implementation, and assessment of the Company’s operating plan and business strategies.

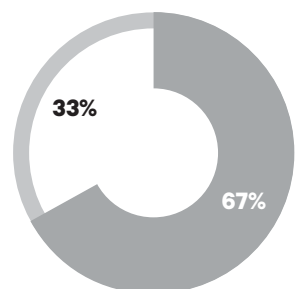
**100%**  
Experience



## Real Estate

Real Estate experience is crucial in understanding and reviewing the Company’s business and strategies in lending and investments.

**67%**  
Experience





# Enterprise Risk Management

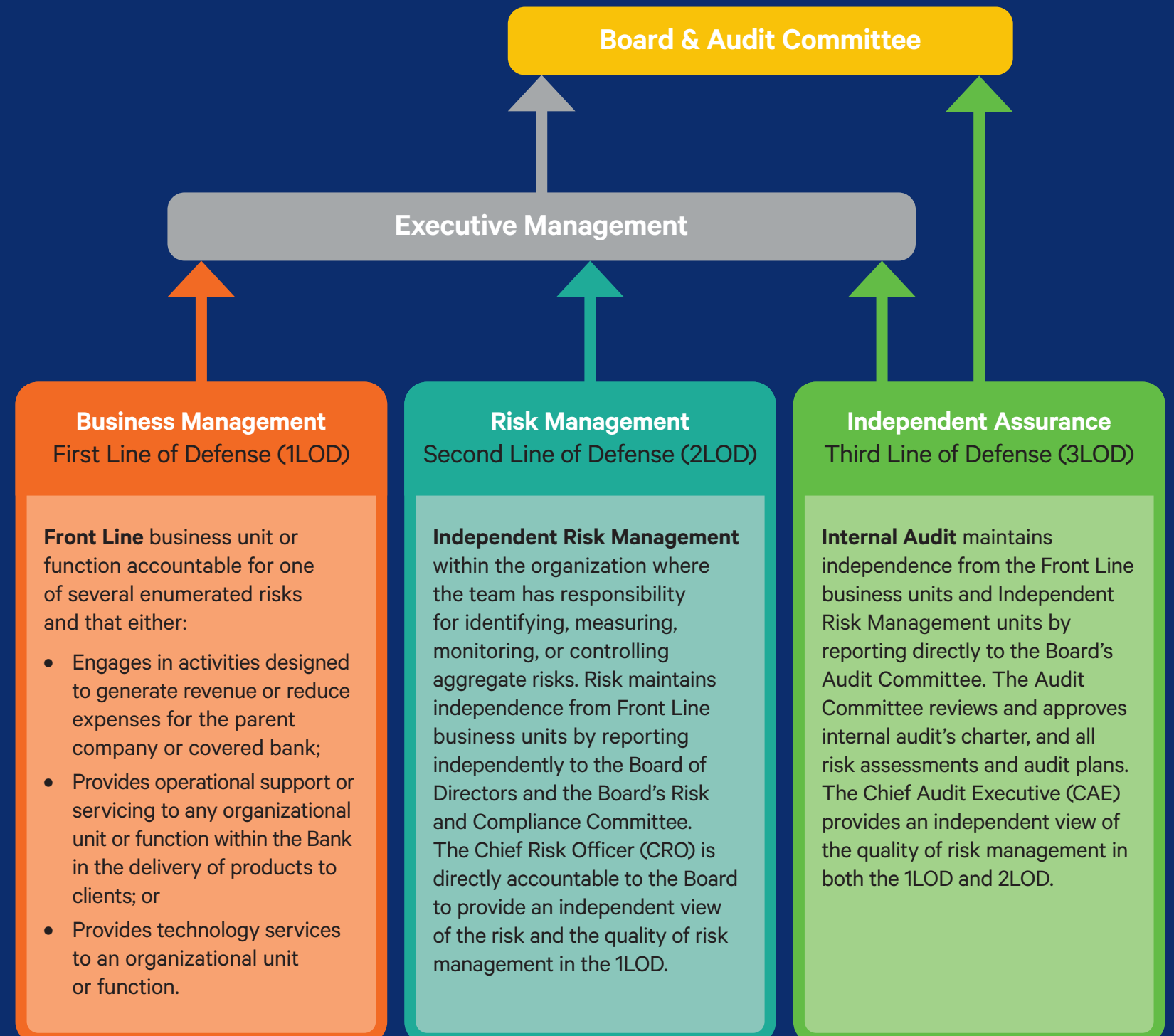
## Managing Risk

All team members play a vital role in managing risk. The Risk Committee of the Board and Cathay Bank-level Risk and Compliance Committee, assist the Board in its oversight of risk management, provide independent challenges, and review and approve key policies and practices.

The Board has also delegated authority to the management-level Enterprise Risk Management Committee (ERMC) that is charged with identifying risks that may adversely impact the company, as well as managing those risks within the enterprise risk appetite, reviewed and approved by the Board of Directors, to achieve corporate objectives. The primary responsibility of the ERMC is to ensure sound governance and policies are in place for the enterprise-wide management of the Company’s material risks, manage them accordingly, and share the results with the Cathay Bank-level Risk and Compliance Committee. The ERMC is chaired by the Cathay Bank Chief Risk Officer. Other ERMC members include the President and CEO, the Chief Financial Officer, and the Chief Credit Officer, who together provide a multi-disciplinary approach and diversity of thought to our efforts.

Our Risk Management Framework is reviewed and approved by the Risk Committee of the Board at least annually. It incorporates a “three lines of defense model,” covering our approach to risk taking, oversight, and risk assurance practices. The Risk Management Framework also clearly defines roles, responsibilities, and risk management policies and procedures, including our Risk Appetite Framework and oversight by the Bank Risk and Compliance Committee and the ERMC.

## Three Lines of Defense Model





### Defining Our Appetite for Risk

Our internal Risk Appetite Framework articulates the types of risk we may be willing to accept and those we seek to avoid in pursuit of our business objectives. It guides our decision-making process and serves as the link between our corporate values, business operations, and risk culture by aiming to ensure the Board and our team members share a consistent understanding of our appetite for risk. In formulating our risk principles, we consider business integrity and reputation, our long-standing culture, our colleagues, and our communities.

We have identified Bank-level risk appetite metrics by risk type which are deemed critical measures of the organization's adherence to our risk appetite, including compliance and legal, credit, operational, financial reporting, country, liquidity, and reputation risk. Risk thresholds and limits for each of these metrics consider performance under stress conditions and are set by the Enterprise Risk Management Department and approved by the CRO and Risk Committee of the Board. The Risk Appetite Framework is intended to be a dynamic document that is reviewed regularly to evolve with the business. Managers at all levels reinforce its principles, and the statement and its supporting metrics are reviewed at least annually by the CRO, the Risk Committee of the Board, and the Board.

In addition to the ongoing monitoring of metrics, management regularly assesses and monitors its adherence to its desired Risk Appetite, and results of this analysis are shared with the ERM and the Risk Committee of the Board.

### Independent and Risk-Based Assurance

Our Internal Audit Department's mission is to enhance and protect organizational and shareholder value by providing risk-based and objective assurance, advice, and insight. As the third line of defense is independent from the first and second lines, Internal Audit provides assurance to executive management and the Board of the effectiveness of our risk management programs, policies, processes, practices, and controls. The division is led by our Chief Audit Executive, who reports directly to the Audit Committee of the Board. Internal Audit's Audit Plan is based on a risk-based assessment and presented annually to the Audit Committee for approval. The Audit Plan considers key aspects of Bank operations. Internal Audit maintains a continuous auditing program to support a dynamic risk assessment reflective of emerging risks and changes in the control environment and infrastructure, as well as changes to businesses, products, services, or regulations.



# Financial Crimes Prevention

Cathay Bank is firmly committed to participating in efforts to adhere to sanctions compliance, to combat money laundering and the funding of terrorist activities. We have in place an Anti-Money Laundering (AML)/Countering the Financing of Terrorism (CFT)/Office of Foreign Assets Control (OFAC) and Foreign Corrupt Practices Act (FCPA) Compliance Program (the Program) that establishes the framework for oversight and controls around the Bank Secrecy Act (BSA)/AML related risks associated with our business, as well as specific rules in accordance with regulations that our business units and operations must adhere to. The Program also considers the National Anti-Money Laundering and Countering of Terrorism Financing Priorities as set forth by the Financial Crimes Enforcement Network (FinCEN).



## Putting Policy into Action

The Coalition to Abolish Slavery and Trafficking (CAST) is a Los Angeles-based nonprofit organization that works to put an end to modern slavery and human trafficking through comprehensive, life-transforming services to survivors and serves as a platform to advocate for groundbreaking policies and legislation. Cathay Bank is proud to support CAST with a grant in 2024 to be used towards the organization's dedication to put an end to human trafficking.



### Governance Framework

The Cathay Bank Board and executive management oversee the Program. Cathay Bank has designated an enterprise-wide Chief Financial Crimes Management Risk Officer, who is accountable for the design and operation of the Program and has direct access to, and regular communication with, executive management and the Board, who are responsible for approving changes to the Program. The Officer also provides regular reports on the operations and effectiveness of the Program. Periodically, the Internal Audit Department will conduct an independent, risk-based enterprise-wide testing of the Program controls and provide an independent assessment of the effectiveness of the Program to the Board and executive management.

### Policies, Procedures, and Training

Cathay Bank has documented policies and procedures establishing its enterprise-wide requirements regarding the various components of the Program. These policies and procedures are consistent with the requirements of United States and Hong Kong regulatory bodies. All policies are published internally and accessible to team members. The Cathay Bank Board, executive management and team members are trained on the Program annually. Team members receive formal and updated trainings annually, including an assessment of their knowledge.



### Social Impact

Financial data collected from financial institutions by FinCEN has proven to be of considerable value in money laundering, terrorist financing, and other financial crime investigations by law enforcement. When combined with other data collected by law enforcement and the intelligence communities, FinCEN data assist investigators in connecting the dots in their investigations by allowing for a more complete identification of the respective subjects with information such as personal information, previously unknown addresses, businesses and personal associations, banking patterns, travel patterns, and communication methods. In our effort to combat human trafficking and slavery, we have developed training and bank wide policy requirements to fight against fraud schemes that facilitate human trafficking and modern slavery. Financial Crimes Intelligence Unit (FCIU) team members are vigilant in identifying red flag indicators and reporting incidents to law enforcement.

In 2015, FinCEN initiated the Director's Law Enforcement Awards Program to recognize information reported under the Bank Secrecy Act that has been critical to prosecutorial success. Since its inauguration, FCIU has been recognized five times, most recently in 2024, for its contribution in assisting law enforcement with its investigative efforts.



# Information Security & Cybersecurity

The security of our operations is critical to maintaining the trust of clients, stockholders, and regulators. Our Information Security Program consists of a robust set of frameworks, policies, standards, and procedures.





## Guidelines and Framework

Our Information Security Program is managed by our Chief Information Security Officer (CISO), who leads our Information Security team and is responsible for leading the enterprise-wide cybersecurity strategy, policy, standards, architecture, and processes. Our CISO has more than 20 years of experience in financial services, including management experience with the Globally Systemically Important Banks, as well as experience in cybersecurity, information security and information technology risk management, governance, risk, and compliance. The CISO provides periodic reports to executive management, as well as the cross-functional management steering committee that oversees information security and information technology programs. These reports address key cybersecurity topics, including the implementation and operation of preventative controls and the detection, mitigation, and remediation of cybersecurity incidents. Our CISO also provides reports to our President and Chief Executive Officer and other senior management members, as appropriate. The CRO and the Board-level Risk Committees report to the full Board of Directors on key cybersecurity risk management topics, as appropriate.

We leverage the following guidelines and frameworks to develop and maintain our Information Security Program:

- Federal Financial Institutions Examination Council (FFIEC) Information Technology Examination Handbook Infobase
- FFIEC Cybersecurity Assessment Tool (FFIEC CAT)
- Interagency Guidelines
- Center for Internet Security Critical Security Controls
- Open Worldwide Association Security Project
- National Institute of Standards and Technology (NIST) Special Publications 800 Series and the NIST Cybersecurity Framework
- GLBA 501(b), including Appendix B to 12 CFR 30

The policies and standards within our Information Security Program govern various aspects of information systems and information security use that are consistent with the security requirements established by FFIEC guidance. Our team members are required to comply with these policies and standards. We rely on a series of processes to identify threats, hazards, and other risks to our assets. In addition to regular risk assessments, we rely on independent assessments, internal and external audits, and cybersecurity feeds from vendors, including patch and vulnerability management tools. Our assets are classified and protected based on the results of our risk assessment practices, which assess a variety of critical factors, including the type of data stored, system availability needs, confidentiality requirements, recovery time objectives, transactional processing, the number of users, and the volume and magnitude of transactions. Our Information Technology and Information Security teams meet weekly across several disciplines to ensure that risks are identified in a timely manner, patch and vulnerability requirements are monitored, and the necessary changes are implemented. The Information Security and Information Technology teams support the business through early engagement in the Project Management Office routines and the Vendor Management Office's requirements, to ensure that new products, projects, and vendors are engaged with appropriate oversight.

### Industry Recognition

In March 2024, Cathay Bank, its CISO, and the Information Security team were recognized by *Forbes* and ranked as one of America's most cybersecure banks. *Forbes* published its first-ever list ranking the top 50 banks in the nation whose website security and cybersecurity infrastructure make them best-in-class. At #15, Cathay Bank was the highest-ranked California-based bank.





## Information Security Training and Awareness

Within our organization, cybersecurity awareness plays a critical factor in risk mitigation. Our Information Security team works to create a cybersecurity conscious workplace through ongoing corporate training and communication, and regularly disseminates security training and awareness materials to team members. Cybersecurity education is provided throughout the year, and each team member is required to provide confirmation that they have read and understood the Bank's acceptable use policy, code of conduct, and the written information security program on an annual basis. It is the responsibility of each team member to uphold the information security of the organization, and each team member is required to complete training on the proper use and protection of the resources entrusted to them. Team members are also asked to immediately report suspicious emails. Periodic phishing simulations are conducted around the year to improve awareness of email red flags and related risks. Targeted and specialized education is also provided based on roles, exposure to potential risks and involvement in system administration.

We also understand that educating our clients about cybersecurity awareness is critical to their safety and security. The Information Security team works cross-functionally with our Information Technology team, our vendors, and across Cathay Bank's front line business units in tandem with our communications and marketing support professionals to ensure that educational materials about fraud trends are freely available to the public and regularly updated. Examples of this material can be found at [cathaybank.com](https://cathaybank.com) in the [Security Information Center | Cathay Bank](#), with hot topics and emerging risks featured as blog posts in [Insights by Cathay | Cathay Bank](#).





## Staff and Skill Development

Our Information Security team is experienced and holds the following industry certifications. In 2024, the team participated in more than 1,000 hours of continuing education in cybersecurity to enhance its cyber and related skill sets and to keep up with evolving threats, trends, techniques and tactics used by cyber attackers.

- Certified Chief Risk Officer (CCRO)
- Certified Data Privacy Solutions Engineer (CDSPSE)
- Certified Ethical Hacker (CEH)
- Certified Identity & Access Manager (CIAM)
- Certified in Risk and Information Systems Control (CRISC)
- Certified in the Governance of Enterprise Information Technology (CGEIT)
- Certified Information Security Auditor (CISA)
- Certified Information Security Manager (CISM)
- Certified Information Systems Security Professional (CISSP)
- Project Management Professional (PMP)
- Systems Security Certified Practitioner (SSCP)



## Independent Reviews

Our independent registered public accounting firm, KPMG LLP, audits the company's internal control over financial reporting annually, based on criteria established under the Internal Control – Integrated Framework (2013) issued by the Committee of Sponsoring Organizations of the Treadway Commission that includes cybersecurity controls to comply with SOX 404 requirements. In addition, independent reviews of information security and cybersecurity practices and processes are carried out by professional services organizations against industry requirements, such as the FFIEC Information Technology Examination Handbooks and best practices such as the NIST Cybersecurity Framework. In 2024, we engaged an independent consultant to assess the company's controls against the NIST CSF 2.0 framework for the 2024 period and achieved an average score of 3.08. These frameworks also provide guidance that we leverage for overseeing and identifying cybersecurity threats associated with the use of third-party service providers. We also retain third-party experts to conduct intrusion and penetration testing on a regular basis. The results of these independent tests are used to drive enhancements to our information security program as a continuous cycle of improvement.





Sustainability Accounting Standards Board (SASB) Aligned Index

The index below includes SASB standards for the financial sector that we have determined to be most relevant for our business: Commercial Banks. This is Cathay’s second disclosure against the SASB standards, and our disclosures on these topics will likely evolve over time. All disclosures are based on Version 2023-12 of the SASB standards. Unless otherwise noted, all data and descriptions apply to our entire enterprise and are as of or for the year ended December 31, 2024.

Certain information is not disclosed within the index below because we believe that information (i) is privileged or confidential, (ii) could cause a competitive disadvantage to our business if publicly disseminated, or (iii) is not currently collected in a manner wholly correlative to the related SASB metric.

Topic	Activity Metric	Response
Data Security		
FN-CB-230a.1	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of account holders affected	Consistent with SEC guidance, we disclose material cybersecurity incidents and risks in our public filings. We currently do not have any material data breaches to report.
FN-CB-230a.2	Description of approach to identifying and addressing data security risks	See “ <a href="#">Information Security &amp; Cybersecurity</a> ” in this Report above. We also disclose our approach in Item 1C, Cybersecurity of our <a href="#">2024 Annual Report</a> .
Financial Inclusion & Capacity Building		
FN-CB-240a.1	(1) Number and (2) amount of loans outstanding that qualify for programmes designed to promote small business and community development	In 2024, we originated 481 small business loans totaling \$150 million and 102 community development loans totaling \$451 million.  Small business loans and community development loans are defined in accordance with the FFIEC’s Guide to CRA Data Collection and Reporting.
FN-CB-240a.2	(1) Number and (2) amount of past due and nonaccrual loans or loans subject to forbearance that quality for programmes designed to promote small business and community development	We do not disclose the number and amount of past due and nonaccrual loans for small business lending or community redevelopment.
FN-CB-240a.3	Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers	As of December 31, 2024, Cathay Bank has 33,964 EveryDay Checking accounts with a balance of \$190.5 million.
FN-CB-240a.4	Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers	Specific to activities related only to financial literacy, for the year ended December 31, 2024, approximately 6,664 attendees participated in these events, which Cathay Bank hosted or volunteered in.



Topic	Activity Metric	Response
Incorporation of Environment, Social & Governance Factors in Credit Analysis		
FN-CB-410a.2	Description of approach to incorporation of environmental, social and governance (ESG) factors in credit analysis	See “ <a href="#">Environment - The Way We Do Business</a> ” in this Report above.
Business Ethics		
FN-CB-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	We disclose any material legal proceedings in Item 3, Legal Proceedings of our <a href="#">2024 Annual Report</a> .
FN-CB-510a.2	Description of whistleblower policies and procedures	Our whistleblower policies and procedures are aligned with our <a href="#">Code of Conduct</a> .
Systemic Risk Management		
FN-CB-550a.1	Global Systemically Important Bank (G-SIB) score, by category	Not Applicable We are not considered to be a Global Systemically Important Bank (G-SIB) and, accordingly, do not have a G-SIB score.
FN-CB-550a.2	Description of approach to integrate results of mandatory and voluntary stress tests into capital adequacy planning, long term corporate strategy, and other business activities	Please see the “Regulation and Supervision” section, as well as related disclosures, in our <a href="#">2024 Annual Report</a> .
Activity Metrics		
FN-CB-000.A	1) Number and (2) value of checking and savings accounts by segment: (a) personal and (b) small business	Cathay Bank generally does not break out small business deposits by segment. We disclose aggregate balances of deposit on page 57 of our <a href="#">2024 Annual Report</a> .
FN-CB-000.B	1) Number and (2) value of loans by segment: (a) personal, (b) small business, and (c) corporate	We disclose outstanding balances by loan classification consistent with SEC guidance, on page 56 of our <a href="#">2024 Annual Report</a> .



## Important Notes & Disclaimers

The statements in this Report include forward-looking statements within the meaning of the applicable provisions of the Private Securities Litigation Reform Act of 1995 regarding management’s beliefs, projections, and assumptions concerning future results and events. We intend such forward-looking statements to be covered by the safe harbor provision for forward-looking statements in these provisions. All statements other than statements of historical fact are “forward-looking statements” for purposes of federal and state securities laws. Words such as “aims,” “anticipates,” “believes,” “can,” “could,” “estimates,” “expects,” “hopes,” “intends,” “may,” “plans,” “projects,” “seeks,” “shall,” “should,” “will,” “predicts,” “potential,” “continue,” “possible,” “optimistic,” “target,” “committed,” and variations of these words and similar expressions are intended to identify these forward-looking statements.

Forward-looking statements by us are based on estimates, beliefs, projections, and assumptions of management and are not guarantees of future performance. Management’s expectations and assumptions, and the continued validity of the forward-looking statements, are subject to change due to a broad range of factors. Factors that could cause changes in expectations or assumptions on which forward-looking statements are based cannot be foreseen with certainty and include the risks discussed in our Form 10-K and other filings filed with the Securities and Exchange Commission (SEC). Actual results in any future period may also vary from the past results discussed in this Report. Given these risks and uncertainties, readers are cautioned not to place undue reliance on any forward-looking statements. Any forward-looking statement speaks only as of the date on which it is made, and, except as required by law, we undertake no obligation to update or review any forward-looking statement to reflect circumstances, developments or events occurring after the date on which the statement is made or to reflect the occurrence of unanticipated events.

Additionally, our discussion of ESG initiatives, targets, and issues herein or in other locations, including elsewhere on our corporate website are informed by various ESG standards and frameworks (including standards for the measurement of underlying data), and the interests of various stakeholders. As such, these matters are not, and should not be understood to be, necessarily material for purposes of our reporting obligations, including in our SEC filings, even if we use language of “materiality” or similar. Moreover, given the uncertainties, estimates, and assumptions associated with some of these matters, and the timelines involved, materiality is inherently difficult to assess in advance. Furthermore, much of this information is subject to assumptions, estimates or third-party information that is still evolving and subject to change. Furthermore, much of this information is subject to methodologies or third-party information that is still evolving and subject to change. Our approach to such matters and disclosures may evolve as well, but we cannot guarantee that our approach will align with any particular stakeholder’s expectations. Moreover, while we may reference various standards and frameworks, we cannot guarantee, and any language of “alignment” or similar should not be interpreted to mean, strict adherence to these standards. In addition, our disclosures based on any standards may change due to revisions in framework requirements, availability or quality of information, changes in our business or applicable government policies, or other factors, some of which may be beyond our control.

As a final note, website and document references in this Report are provided for convenience and are expressly not incorporated by reference into this Report.





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