

First Commercial Bank

Slavery and Human Trafficking Statement for the year ended December 31, 2025

This statement is made pursuant to Section 54(1) of the United Kingdom Modern Slavery Act 2015. It sets out the steps that First Commercial Bank Ltd. ('FCB') has taken to identify and to mitigate the risks of modern slavery in its business dealings and its supply chains. This statement covers the financial year ended December 31, 2025.

Background

First Commercial Bank was originally established on November 12, 1899 as Savings Bank of Taiwan. Following a number of mergers and name changes, the Bank was transformed from a government entity into a private bank in 1998. After the establishment of First Financial Holding Co., Ltd. as the parent company on January 2, 2003, the Bank became a wholly-owned subsidiary. The Bank has its headquarters in Taipei, Taiwan and provides financial services through 183 domestic branches, 1 offshore banking branch and 35 overseas branches/sub-branches/representative offices (including the London Branch) and 1 subsidiary with 8 branches and a loan production office.

Commitment

FCB's parent, the First Financial Holding Co., Ltd., upholds the principles of corporate social responsibility and is committed to combat modern slavery and human trafficking. FCB is therefore obliged to maintaining effective policies and procedures to mitigate the risks that it is exposed to in this respect.

Policies & Due Diligence Processes

FCB operates a zero tolerance policy to modern slavery and human trafficking. It strives to act ethically and with integrity in all its business areas and will not knowingly enter into a new, or maintain an existing, business relationship that will cause contravention to its policy.

FCB supports an equal opportunity workplace. Its employees enjoy universally accepted labour rights, and related information is openly available to staff. It ensures that there is no discrimination against any employees at all times under whatever basis.

All business units of FCB follow local laws and regulations on human rights. It expects its suppliers and business partners to adhere to the same standards. Suppliers and business partners are assessed on compliance with human rights regulations and whether they take reasonable steps to ensure that other third parties they do business with behave similarly.

FCB endeavours to deal with its suppliers and business partners in a fair and transparent manner. It therefore abides by its Anti-Bribery & Corruption and Anti-Money Laundering policies to address risks that it might be exposed to in the supply chains. Furthermore, a Whistleblowing policy is also in place to provide staff members with channels to expose wrongdoings. Also staff members would monitor transaction activity for any red flags to ensure that no human smuggling or trafficking-related activity take place in FCB.

Training

FCB provides trainings to all employees regarding risks of modern slavery and human trafficking in its business dealings and supply chains.

To access First Financial Holding Co., Ltd.'s Corporate Social Responsibility Report, please follow the links below:

http://csr.firstholding.com.tw/en/csr_report.html (English)

http://csr.firstholding.com.tw/tc/csr_report.html (Chinese)

Since July 2021, The UK government has required that this statement of compliance to the modern slavery act 2015, is to be registered with the Home Office on website: <https://modern-slavery-statement-registry.service.gov.uk>

This statement was approved by the bank's Board of Directors.

Signed by



Malcolm Wang

Executive Vice President

First Commercial Bank

Date : 2026.4.23