



Slavery and Human Trafficking Statement

Introduction

The Section 54 of United Kingdom Modern Slavery Act of 2015 (the “Act”) requires commercial organizations to publish a statement each financial year to disclose the measures they have taken to guarantee that modern slavery and human trafficking doesn’t occur in their own business and their supply chains.

This statement applies to Mega International Commercial Bank Co., Ltd. (Mega Bank) for the financial year ending 31 December 2025 and will be reviewed and updated annually.

Corporate Structure and Business

Mega Bank is a banking and financial service institution with its head office located in Taipei, Taiwan. It is a wholly-owned subsidiary of Mega Financial Holding Co., Ltd. (Mega Holdings).

Mega Bank provides a wide-range of financial products and related services to corporate and personal customers on a global basis. It has 108 domestic branches, 1 offshore banking unit, 34 overseas branches/sub-branches/representative offices (including one branch operating in London) and 1 subsidiary in Thailand with 4 branches.

Our Policies and Due Diligence Process

Mega Bank takes a zero tolerance approach to modern slavery and human trafficking.

As a member of Mega Holdings, Mega Bank complies and implements the Policies and Procedures consistent with Mega Holdings to prevent modern slavery and human trafficking.

Mega Holdings’ “Principles for Ethical Management” provides the framework of the business standards and expectations of the culture for the entire group. The “Code of Ethical Conduct” further sets out rules for the staff to observe in order to conduct business in accordance with Mega Holdings’ fundamental mission and social responsibilities. The “Human Rights Policy” strictly prohibited Mega Holdings from employment of children and the use of forced labor and slavery.

In addition to the ethical climate set by Mega Holdings, Mega Bank reinforces its commitment to acting ethically and with integrity in all of its business relationship by articulating in its “Corporate Governance Best Practice Principles,” Anti-Money Laundering and Know Your Customer policies and procedures, Human Resources policies and procedures.



As a financial services provider, Mega Bank's supply chains are relatively simple. The nature of goods and services provides limited opportunity for modern slavery and/or human trafficking practices. Mega Bank builds relationship with reputable suppliers and requests major suppliers to comply with related labor regulations, basic human rights of labor, and ban on the use of child labor by signing the "Supplier Sustainability Statement". The relationship will be terminated if the suppliers violated the contract and caused significant negative impact on society.

Mega Bank's "Mechanism for Whistleblowing" empower employees to raise any concerns relating to slavery or human trafficking in confidence without any fear of retaliation.

Training

Mega Bank provides relevant and ongoing training to areas of its business where the risk of modern slavery and human trafficking may be discovered or reported.

Effectiveness

Mega Bank continues to adopt the following indicators to show and evaluate the effectiveness of managing the risk of slavery and human trafficking in the business or the suppliers:

- Eligibility assessment on suppliers or contractual provisions with suppliers to mitigate the risk of slavery and human trafficking occurring in supply chains;
- Continuing advocate on the Act;
- Ensure that Mega Bank pays employees excellent and reasonable wage plus benefits.

Based upon the key indicators above and an evaluation of the results, there were no cases of modern slavery and human trafficking within our business or supply chains during the period this statement covers.

Approval

This statement covers the financial year 1 January 2025 to 31 December 2025.

This statement was approved by the Mega Bank's Board of Directors on 10 April 2026.

Ray-Beam Dawn

Chairman of the Board

Mega International Commercial Bank Co., Ltd.

Date: April 25, 2026