

3.1.6 Employee Satisfaction Survey (Parent Company)

Employee satisfaction is a comprehensive indicator of employees' loyalty, cohesion, and sense of belonging to the company. Catcher conducts satisfaction surveys on issues related to the Company's future development, various training programs, and catering services to assess employees' level of satisfaction. Based on the results, the Company implements improvement measures to enhance employees' recognition of their work and strengthen their sense of value.

Item	Survey on Sustainability Issues	Survey on Employee Training Courses	Survey on Company Catering
Plan	Survey conducted annually by the Sustainability Development Office	Survey conducted at each course by the Human Resources Department	Survey conducted annually by the Human Resources Department
Outcome	<ul style="list-style-type: none">Collected 119 questionnairesAverage satisfaction on sustainability-related issues: 80%	<ul style="list-style-type: none">Collected 374 course evaluation questionnairesAverage course satisfaction rate: 95%	<ul style="list-style-type: none">Collected 284 questionnairesAverage satisfaction rate: 78%
Optimization	<ul style="list-style-type: none">❖ S. Talent attraction and employee benefits, talent development❖ S. Workplace health and safety❖ G. Integrity and pragmatism	Provided training organizers with participant feedback as a reference for future course improvements	The survey results help the Company enhance meal offerings and serve as references for renewing contracts with catering vendors



3.3 Training & Development Plan

(1) Policies/Commitments

- Guided by the talent development policy of “diversified training and continuous learning,” Catcher is committed to cultivating employees’ comprehensive and versatile problem-solving capabilities. Through a holistic training and development curriculum, employees are able to enhance their knowledge, strengthen skills, and unlock their potential—thereby reinforcing both individual growth and the Company’s overall competitiveness.

(2) Targets: Diversity and Learning

Target	2024 Goal and Actual Performance	Short-term Goal (1~3years)	Mid-term Goal (3-10 years, till 2030)	Long-term Goal (>10 years, till 2050)
Total hours of in-service training (Group)	713,659.3hrs Goal achieved ✓	640,000hrs	660,000hrs	680,00hrs
Training satisfaction	95% Goal achieved ✓	>90%	>95%	>95%

(3) Responsibilities

- The Human Resources Department is responsible for planning, organizing, monitoring, and implementing Catcher’s annual education and training programs. Its duties include designing, executing, and reviewing training for new recruits and scheduled courses; assisting departments in program execution; evaluating the effectiveness of training; and maintaining all training records.
- Other departments are responsible for identifying and proposing annual training needs, planning and adjusting training activities, participating in implementation and review, and ensuring that employees complete the required training programs.

(4) Resources

- Each year, Catcher allocates appropriate funding to invest in learning resources, including course development, instructor training, and training activities. Several dedicated training personnel are employed to provide comprehensive support and centralized administration for all training programs.

(5) Grievance Mechanisms

- Each training course provides employees with a mechanism for immediate feedback and response, which is treated with the same importance as an employee grievance. Responsible personnel are required to complete a review of trainees’ feedback and provide corresponding improvement measures within seven days.

(6) Specific Actions Taken for the Year

To enhance the efficiency of knowledge transfer, Catcher continues to expand its online courses and strengthen its e-learning platform. As the Company undergoes a period of strategic transformation, talent development remains a critical factor in this process. To reinforce core competitiveness, Catcher has planned a series of training programs in three key domains—medical, semiconductor, and aerospace—alongside courses on programming and machining software, as well as projects focused on automation technologies, to cultivate specialized technical talent. In addition, to continuously improve employees’ workplace English proficiency, the Company has introduced an AI-powered oral learning platform, creating an intelligent language-learning environment.



▲ AI English Learning Camp Opening Ceremony

1. Talent Development and Cultivation

To sustain innovation and competitiveness, Catcher places strong emphasis on employee training and development. In alignment with the principles and regulations of the Taiwan Talent Quality-management System (TTQS), the Company has established a diversified educational training system. Each year, a systematic annual training plan is formulated to close the gap between Catcher's business development needs and employees' skill sets, while also encouraging participation in a wide range of internal and external training programs.

- ◆ **Internal Training Programs** Through on-the-job training, job instruction, job rotation, and other learning approaches, employees' core and professional competencies are enhanced. Key initiatives include pre-employment training for new hires, management skills training for supervisors, professional competency training, internal instructor programs, general education courses, AI English boot camps, as well as programming, processing software, and automation technology training projects.
- ◆ **External Training Programs** Based on specific job requirements, employees are given opportunities to attend professional seminars and courses in collaboration with renowned domestic and international universities and training institutions. These programs help strengthen employees' competitiveness in emerging fields.

By the end of the reporting year, Catcher Group employed 14,759 people, who collectively completed 713,659.3 hours of training—an average of 48.35 hours per person. As of the end of 2023, the Company recorded 2,672 employees with a total of 10,137.6 training hours. In response to the pandemic and accelerating digital transformation in recent years, Catcher has continued to expand online learning, streamlining course content to increase efficiency.

Overall, Catcher's training programs provide employees with professional knowledge, management skills, and stress-relief support. These programs—including orientation for new hires, supervisor training, professional function training, internal lectures, and general education courses—ensure that employees have access to appropriate learning resources. This enables Catcher to cultivate professional talent to meet the evolving needs of production lines and new process development in the fast-changing technology industry, while also supporting employees in achieving a balance between work and life.

2. Orientation Training for New Hires

On their first day of work, new employees participate in a full-day orientation program designed to help them quickly adapt to the workplace. The training covers the Company's systems and policies, corporate values and culture, information security and personal data protection, quality management systems, process introductions, workplace safety, and corporate social responsibility (CSR). The CSR segment includes topics such as labor and human rights, freedom of association, prevention of sexual harassment, integrity management, and anti-corruption. Through this comprehensive introduction, new employees are able to gain an understanding of Catcher's core practices and expectations, and integrate smoothly into their roles.

3. Professional Function Training System

Professional techniques and training courses that each department requires are provided. These programs include foundational principles and theories, troubleshooting guidance, and machine operation training—covering automated processes and professional skills at entry, basic, and intermediate levels. In addition, Catcher regularly organizes product application seminars, inviting external suppliers of equipment, raw materials, and consumables to share insights on technological applications and industry development trends. These sessions not only broaden employees' perspectives but also inspire them to apply their skills toward process optimization and efficiency improvements, thereby enhancing overall work capabilities.



4. Supervisor Competency Training

To strengthen leadership and management skills, Catcher provides tiered training programs designed for supervisors at different stages of their careers. These courses focus on developing responsibility, target-setting and monitoring, continuous improvement, and effective communication.

Since 2014, the Company has also implemented a “New Leader Training Program,” inviting outstanding internal talent to share their experiences through classroom sessions, weekly publications, seminar-style interviews, vitality camps for junior managers, and knowledge-sharing talks. This program has helped build a strong pipeline of future leaders by enhancing managerial knowledge, professional skills, and team cohesion.

5. New Leader Training Program



3.3.6 Internal Lecturer Training

To enhance the teaching capabilities of internal lecturers, Catcher requires all lecturers to complete a structured series of training programs. These programs focus on both the concepts and practices of effective instruction, as well as corporate-specific training for internal lecturers. Each participant must complete at least 18 hours of training to build the knowledge base, teaching mindset, and professional attitude required for the role. Through this process, potential lecturers are equipped to present materials logically, apply diverse teaching methods, and inspire learner engagement to facilitate knowledge and skill transfer.



▲ Teacher's Day Appreciation Event for Internal Lecturers

In addition to formal coursework, new lecturers are required to conduct a trial lecture before offering official classes. Senior lecturers and subject experts are invited to attend these sessions to provide feedback and constructive suggestions, enabling new lecturers to refine their delivery and ensure effective teaching performance.

Internal lecturers serve as key facilitators of knowledge sharing within the Company. By transferring their personal experience and expertise, they play a critical role in driving talent development. To honor their contributions, Catcher expresses appreciation each year on Teacher's Day by presenting thank-you cards and gift vouchers. This recognition not only affirms the dedication of current lecturers but also motivates more outstanding employees to take part in knowledge transfer, thereby amplifying the benefits of continuous learning across the organization.

7. General Education Courses

Catcher organizes general education courses as needed to provide employees with fundamental skills that support their broader personal and professional development. These courses cover a wide range of topics, including employee care and assistance, health and wellness seminars, sports activities, English language learning, and travel-related knowledge. By offering opportunities beyond job-specific training, the program enables employees to broaden their horizons, enhance their overall well-being, and achieve greater balance in both physical and mental development.

8. Succession Planning and Operations for Key Management

Over 75% of Catcher's management positions are filled through internal training and promotion, reflecting the Company's strong commitment to cultivating talent from within. Succession planning is a central component of Catcher's strategy to pass down its business philosophy and sustain long-term competitiveness. In alignment with the Company's medium- and long-term development goals, comprehensive succession plans are established for key management positions.

Potential successors are regularly identified and evaluated at all levels, with selection criteria emphasizing not only professional competence but also the embodiment and practice of Catcher's core philosophy: technological innovation, customer service, integrity and practicality, and sustainable management.

To build leadership pipelines and ensure future readiness, the Company implements a variety of development and training measures, including:

1. Departmental Rotations and Project Assignments – Appropriate rotations and cross-functional assignments are arranged to broaden management knowledge and enhance leadership skills.
2. Executive Development Programs – Managers are encouraged to participate in executive seminars, online academies, web forums, and consensus camps, with additional external courses arranged to align with personal career development plans.
3. Engagement on Emerging Issues – Participation in discussions on corporate governance, sustainable management, information security risks, and innovation management develops competencies for adapting to rapidly changing global trends.
4. Exposure to Governance Practices – Attendance at affiliate board meetings and participation in internal management meetings provides practical insights into board and functional committee operations as well as overall Company management.

Through these measures, Catcher ensures that future leaders possess the professional expertise, strategic vision, and values-driven mindset needed to guide the Company toward sustainable growth.



3.4 Safety & Health

▲ISO 45001
(valid from 2024 to 2027)

(1) Policies/Commitments

- Catcher upholds the management philosophy of "regulatory compliance, continuous improvement, disaster prevention, educational implementation, and proactive communication". Guided by this principle, the Company promotes the policy of "all employees prioritize industrial safety to ensure safe and sound operations." In practice, Catcher continues to implement the ISO 45001 Occupational Safety and Health Management System, which applies to all employees as well as contractors across both domestic and overseas facilities.

(2) Targets: Catcher is committed to continuously optimizing the occupational safety and health management system with the ultimate goal of achieving zero workplace injuries.

Target	2024 Goal and Actual Performance	Short-term Goal (1~3years)	Mid-term Goals (3-10 years, till 2030)	Long-term Goals till 2050)
Occupational Diseases Rate	0 Goal achieved ✓	0	0	0
Workplace Fatality Rate	0 Goal achieved ✓	0	0	0

Note:

- The data covers all employees and contractors.
- Occupational Disease Rate (ODR): Calculated as the total number of occupational disease cases divided by total work hours, multiplied by 200,000.
- Occupational Fatality Rate: Calculated as the number of work-related deaths divided by total work hours, multiplied by 200,000.

(3) Responsibilities

- The Occupational Safety Office and the occupational physician regularly review employees' working environments and practices, providing recommendations for engineering improvements and work redistribution where needed. All employees are also encouraged to continuously monitor their own work environments and conduct hazard identification and risk assessments. At the same time, in accordance with the internal "Contractor Control and Management Procedures", detailed provisions have been established to define contractors' rights and obligations regarding occupational safety, health, and environmental protection. These measures ensure that contractors fully comply with the Company's occupational safety and health management system.

(4) Resources

- Dedicated occupational safety personnel, on-site nurses, facilities and engineering controls for hazard prevention, health promotion resources, education and training.



(5) Grievance Mechanisms

- Public complaints, employee grievance channels.

(6) Specific Actions Taken This Year

Continue to Enhancing Safety and Health

Since 2017, Catcher's Tainan Factory has collaborated with the Tainan City Department of Labor to establish the Catcher Occupational Safety and Health (OSH) Family. Guided by the spirit of "a mother hen leading her chicks," Catcher has worked alongside supply chain partners to exchange knowledge and resources, strengthening collective OSH management capabilities and reducing workplace risks and incidents.

Deepening the Catcher OSH Family

Throughout the year, Catcher actively engaged in activities organized by the Tainan City Department of Labor and the Southern Occupational Safety and Health Center. These included:

- Executive forums and quarterly communication meetings with OSH regulators
- Jointly organized OSH training courses and achievement presentations
- Recreational walking and mountain-climbing activities
- Workplace health certifications and OSH competitions

To further extend communication, Catcher launched an online OSH Family platform, enabling real-time sharing of regulatory updates and case studies. Upholding the belief that "OSH can always be improved, but never perfected," Catcher and its supply chain partners continuously advanced step by step. Their collective efforts were recognized with the Excellence Award in Safety and Health Family Performance Evaluation from the Tainan City Department of Labor.

Strengthening Occupational Safety and Health Management

Catcher implements the ISO 45001 Occupational Safety & Health Management System, ensuring that plans and emergency response procedures are based on systematic hazard identification and risk assessment. These measures aim to minimize the occurrence of both manmade and natural disasters.

In addition to safety, Catcher prioritizes employee health by offering:

- Regular professional medical consultation services
- Comprehensive health checks
- Tailored health promotion programs

Clear procedures for accident reporting, investigation, and management are also in place. The process includes accident reporting, incident handling and adjustment, submission and dissemination of investigation reports, corrective actions with follow-up, and archiving with trend analysis. This ensures transparency and accountability while providing employees and stakeholders with a reliable mechanism for addressing occupational hazards.

3.4.1 Safety and Health Promotion Organization

Each factory has established a Safety and Health Management Committee, which convenes quarterly to review the effectiveness of safety and health initiatives and to discuss opportunities for improvement. The committees are chaired by the respective factory managers and composed of department managers, labor representatives, and members of the Environmental, Health and Safety (EHS) Department.

At the parent company's factories, labor representatives account for 36.84% at Ren-Ai Factory, 36.23% at T.I.P. Factory, and 38.46% at Y.K.I.P. Factory. Across the subsidiaries, labor representatives represent an average of 26.83% of committee members. These ratios are fully compliant with Article 11 of the Occupational Safety and Health Act, ensuring balanced representation and fostering direct communication between management and employees on safety and health matters.

In addition, factory managers hold weekly environmental, safety, and health meetings, where divisions address a wide range of topics. Safety discussions include mechanical equipment operation, adequacy of fire protection facilities, monitoring of electric panel temperatures, noise detection in production processes, and both internal and external occupational injury investigations. Health discussions cover issues such as hyperglycemia, hyperlipidemia, and hypertension management, occupational physician consultations and training, as well as return-to-work evaluations.

Through these committees and meetings, Catcher not only strengthens communication between management and employees but also demonstrates its strong commitment to safeguarding employee safety and health.

3.4.2 Safety and Health Management Practices

When planning and implementing measures related to workplace safety, Catcher complies with all applicable laws and regulations, including the Occupational Safety & Health Act and its Enforcement Rules, the Labor Health and Safety Facilities Regulation, and the Guidelines for Implementation of Labor Workplace Environmental Monitoring. Beyond local requirements, Catcher is also committed to aligning with international best practices and customer expectations.

The process begins with identifying and recording activities at different worksites, including raw materials, machinery, equipment, tools, and associated risk factors, as well as monitoring practices. Risks are then assessed based on three dimensions: frequency of occurrence, severity, and effectiveness of risk control measures. Corresponding designs, engineering controls, administrative controls, and continuous training are implemented to mitigate hazards such as machinery operation, automated equipment use, chemical handling, combustible dust, and ergonomic risks. Each factory also conducts environmental monitoring annually, as required by law, to safeguard employee health and ensure a safe working environment.

To manage latent risks, Catcher appoints dedicated personnel to carry out daily patrols and inspections, focusing on high-risk operations and common deficiencies. An emergency response management procedure and taskforce is in place to coordinate actions during earthquakes, fires, and chemical leaks. The Company also participates in the National Toxic Hazard Joint Defense System organized by the Environmental Protection Administration, regularly sending employees to toxic hazard drills to enhance mutual support, optimize resource allocation, and strengthen first-aid capabilities. These measures aim to minimize disaster impacts and ensure effective pollution control.

In 2024, there were two fire incidents across the Group, resulting in zero casualties (0% of total workforce). The fire department was immediately notified for control and rescue, and the incidents were resolved without disruption to production processes. Following the events, fire safety improvements were implemented. Catcher will continue to strengthen chemical management practices and conduct chemical disaster drills in line with fire safety management procedures, while enhancing employee education and training on chemical storage safety.



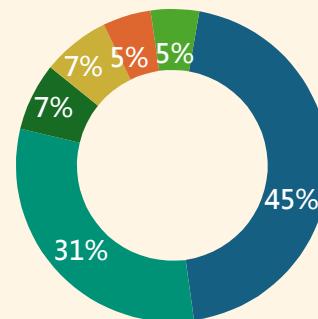
▲ Fire Safety, Earthquake, and Leak Prevention Disaster Preparedness Education and Drills



3.4.3 Occupational Accident Statistics and Prevention and Improvement Measures

Catcher places great importance on occupational hazard management. Dedicated nursing personnel are assigned to record and compile statistics on common types of occupational hazards and the departments where such incidents most frequently occur, in accordance with the statistical indicators of the Ministry of Labor. These data serve as the basis for developing targeted improvement strategies and designing training programs. In addition, management status is reported regularly to both competent authorities and factory managers.

In 2024, a total of 42 occupational accidents were reported at the major operating sites of Catcher Group, involving 42 employees (representing 0.28% of the Group's total workforce). For each incident, Catcher carried out hazard identification and risk evaluation, conducted cause analysis, and reviewed relevant software, hardware, and standard operating procedures to identify opportunities for improvement. Through these efforts, Catcher aims to continuously enhance the working environment and strengthen safety practices, thereby reducing the risk of occupational accidents in the future.



- Slips, Falls, and Collisions
- Caught in or Entangled
- Cut, Laceration, and Abrasion Injuries
- Struck by Falling Objects
- Contact with High or Low Temperatures
- Others

Occupational Injury Statistical Analysis

Item	2022		2023		2024	
	Parent Company		Parent Company		Group	
	Male	Female	Male	Female	Male	Female
Frequency of Disability Injury (FR)	0.62	0.89	0.74	0.29	0.89	0.35
Severity of Disability Injury (SR)	7.15	19.50	10.7	13.08	37.47	17.26
Absentee Rate (AR)	0.00%	0.01%	0.01%	0.01%	0.03%	0.01%
	0.01%		0.02%		0.04%	
Occupational Diseases Rate (ODR)	0	0	0	0	0	0
Total Recordable Incident Rate (TRIR)	0.14		0.15		0.25	
Fatality Rate	0		0		0	
Near Miss Frequency Rate (NMFR)	0		0		0	

Note:

- Scope of data statistics includes all employees and contractors; Occupation disaster category excludes car accidents outside the factory.
- Frequency of disability injury (FR) = Number of person with disability injury x 1,000,000/ total working hours, where the number of days with loss starts from 24 hours of the accident, excluding less than one day and accident outside the factory; so does Public injury rate (IR).
- Severity Rate of disability rate (SR) = Total number of days with loss x 1,000,000/ Total working hours, where the number day with loss starts from 24 hours of the accident, excluding less than one day and accident outside the factory; so does Lost day rate (LDR).
- Absentee Rate (AR) = (Total absentee hours during the reporting period / total work hours)*100%.
- Occupational Diseases Rate (ODR) = (Total number of ODR cases/ total working hours) x 200,000.
- Total Recordable Incident Rate (TRIR)= (Total number of recordable incidents / Total work hours)*200,000.
- Occupational death accident rate = (number of work-related deaths / total work hours)*200,000.
- Near Miss Frequency Rate (NMFR) = (number of near miss events /total work hours) *200,000.



Prevention and Improvement Measures for Occupational Hazards

Occupational Injury Categories	Falls, Slips, Trips, Collisions	Being Caught or Entangled
Preventive and Improvement Measures	<ol style="list-style-type: none">Conduct regular hazard identification and risk assessments.Strengthen employee education and training programs.<ul style="list-style-type: none">Post awareness signage in stairways (e.g., "Caution: Slippery," "Use Handrails," "No Running," "Do Not Use Mobile Phones").Place anti-slip mats and hazard notices in work areas; remind employees to wear non-slip footwear.Eliminate slipping hazards by installing anti-slip mats and improving work environments.Implement regular on-site inspection plans. During rainy days, increase manpower for frequent patrols to remove water accumulation on the ground and remind drivers to drive carefully when entering parking areas.	<ol style="list-style-type: none">Conduct regular hazard identification and risk assessments.Enhance equipment safety inspections and the proper use of protective gear.<ul style="list-style-type: none">Regularly check the effectiveness of equipment safeguards, safety interlocks, anti-entanglement photoelectric sensors, and emergency stop devices.Ensure proper use of protective equipment by employees.Implement regular inspection plans to check compliance, including the wearing of protective equipment, the condition of safety devices and signage, and adherence to safe operating procedures by employees.

Every year, Catcher organizes a series of occupational safety and health training programs to foster a strong culture of workplace safety. By raising awareness and strengthening employees' understanding of safety and health policies, the Company ensures that employees are well-prepared to comply with regulations and internal requirements. In doing so, Catcher instills correct safety concepts across the organization and unites the workforce in building a safe and healthy workplace.

Occupational Safety and Health Training Achievement (Group)

Number of Participants Training Hours

13,011

17,711.5 hrs



3.4.4 Implementation of Health Checkups and Health Promotion Programs

Catcher collaborates with occupational disease specialists from National Cheng Kung University Hospital to provide on-site medical consultations and referral services through the factory's medical service window, while actively assessing potential health risks arising from the work environment. Each year, Catcher also partners with professional medical institutions to conduct health checks for employees engaged in both general and special hazardous operations. The scope and frequency of these examinations exceed local statutory requirements.

Based on the results of these health checks, risk levels are established, and physicians are assigned to provide necessary follow-up care.



▲ Annual Employee Health Examination

Based on the results of employee health check-ups over the years, Catcher has observed that a majority of employees across all age groups exhibit slightly elevated body fat levels. To actively and continuously promote both physical and mental well-being, the Company launched a variety of fitness and health courses in 2021 with strong support from management. In addition, an occupational disease specialist was invited to the factory to deliver courses on metabolic syndrome prevention. Through these initiatives, Catcher aims to strengthen employees' health awareness, encourage healthier lifestyle habits, and support the prevention of obesity and chronic diseases. Ultimately, helping employees maintain long-term health remains one of Catcher's core commitments.

3.4.5 Maternity Workplace Protection

For female employees engaged in specific jobs that may pose health risks, Catcher conducts risk assessments and implements appropriate control measures. These include arranging medical consultations, managing risk levels, and adjusting work assignments as needed. Implementation is regularly monitored by professional nursing staff to ensure ongoing protection. In addition, Catcher provides female employees with comprehensive support measures such as health counseling, access to health information, designated parking spaces, and breastfeeding rooms. These initiatives are designed to safeguard maternal health and foster the well-being of the next generation.

Promotion of Maternity Protection in the Workplace

Health Risk Assessment

Catcher conducts workplace health risk assessments focusing on employees in pre-pregnancy, pregnancy, childbirth, and breastfeeding stages. Risks are identified, ranked, and managed to control potential hazards.

Breastfeeding Rooms

Dedicated breastfeeding rooms are established in every factory to support nursing mothers.

Medical Consultations

Regular doctor and nurse interviews are arranged to provide health guidance, counseling, and access to relevant health information.

Exclusive Parking

Reserved parking spaces for pregnant employees are provided at each factory for their convenience and safety.

Work Reassignment:

Female employees classified as high-risk (Level 3) based on health risk ratings follow the recommendations of occupational medical doctors. Adjustments may include changes to the work environment, modified working hours, or reassignment to safer duties.

3.4.6 Occupational Safety & Health Implementation

Catcher is committed to creating a safe and healthy workplace by continuously implementing occupational safety and health management measures and assigning dedicated safety personnel at each factory. The Company conducts regular work environment monitoring, onsite inspections, and equipment checks to ensure that employees can perform their duties in a secure and supportive environment.





Environment Surveillance on Labor Work

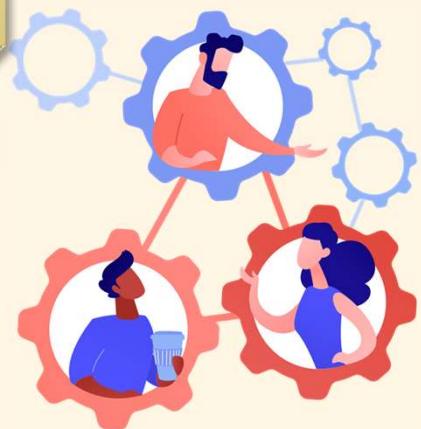
In compliance with the Implementation Measures on Monitoring the Labor Work Environment, Catcher's Work Safety Office has established a comprehensive monitoring plan in collaboration with factory officers, labor representatives from each process, and a certified work environment monitoring institute accredited by the central competent authority. Depending on operational patterns, sampling is conducted either quarterly or semi-annually. The monitoring process covers hazard identification and data collection, grouping of similar exposure categories, sampling strategy planning and execution, sample analysis, and subsequent data evaluation.

To ensure objectivity, an accredited third-party unit is engaged to carry out chemical factor monitoring, enabling real-time assessment of workplace conditions and employee exposure levels. All analysis results are reported to the information system designated by the central competent authority. Furthermore, Catcher compiles and reviews each round of sampling data for statistical analysis, applying the findings to optimize the work environment through engineering improvements and preventive measures.



Patrolling Inspections and Follow-up Improvement

Catcher has implemented Patrolling Inspection Data Registration Systems and EHS Audit Deficiency Registration Systems to strengthen workplace safety management. Regular in-plant patrolling inspections and special safety audits are conducted, with all identified deficiencies recorded in the EHS audit deficiency system. Corrective actions and repair requests are issued immediately, and their execution is closely tracked to ensure timely resolution and continuous improvement in safety performance.





Equipment Safety Management

Catcher has established an Equipment Maintenance and Checkup Registration System to ensure the safe and reliable operation of all machinery. Under this system, equipment supervisors are required to conduct daily self-checks before commencing work, with the results recorded in the system to support continuous monitoring. The same process is applied to monthly and annual maintenance, creating a comprehensive framework for preventive maintenance and operational safety.



Professional Work Safety Managers

Each Catcher factory has established a Labor Safety Organization in compliance with relevant laws and regulations. Employees engaged in specialized operations are required to hold the appropriate licenses—such as those for first-aid personnel, forklift operators, fixed crane operators, and supervisors for dust, organic solvent, or oxygen-deficient operations—based on the nature of their work.

To ensure compliance, a license management system is in place to track license validity, send reminders prior to expiration, arrange refresher training, and manage assignments for staff transitions or replacements. In addition, Catcher designates qualified, licensed professionals as first-aid personnel to oversee the implementation of safety measures, ensuring that all operations are conducted under strict supervision and in accordance with established safety procedures.



Safety & Health Awards Received in 2024



3.1.2 Employee Benefits

In addition to formulating a competitive salary system, Catcher also continuously develops a wide range of welfare measures for all employees to retain talents, allowing employees at ease to stay devoted to work while achieving a work-life balance. Apart from the existing three festival gift/vouchers and bonuses, Catcher offers the following important welfare initiatives:

- ★ Art Performance Tickets for free**
- ★ Fully Subsidized Meals**
- ★ Employee party allowance**
- ★ Cash Gift for Birthday, Marriage Allowance, Childbirth Allowance, Funeral Subsidy, Cash Gift for Relocation, Scholarships/ Student support for Employees' Children**
- ★ Department dinner funding subsidy**
- ★ Activities for Physical and Mental Balance, club funding subsidy**
- ★ Fully subsidized Employee Health Checks**
- ★ Care for Foreign Employees**



2.5 Integrity Management

(1) Policies/Commitments

- With the highest ethical standards as its foundation, Catcher's management leads by example in practicing the Company's business philosophy of "Integrity and Pragmatism." All business interactions are conducted in accordance with principles of integrity, without offering or accepting any improper benefits.

(2) Targets: Zero Corruption

Target	2024 Goal and Actual Performance	Short-term Goal (1~3years)	Mid-term Goal (3-10 years, till 2030)	Long-term Goal (>10 years, till 2050)
Total losses incurred from legal proceedings related to the handling of material non-public information and insider trading	0	Zero losses were incurred. Ongoing training and communication strengthen ethical awareness among employees and suppliers, ensuring zero tolerance for corruption.		
Total losses incurred from legal proceedings related to anti-competitive practices	0			
Average coverage rate of integrity management training	99.97%	>95%		

(3) Responsibilities

- The Legal Office serves as the central unit for promoting corporate integrity management and is responsible for coordinating its implementation. The Sustainable Development Office oversees execution and regularly reports audit results. In addition, the Legal Office reports annually to the Board of Directors on the operation and implementation status of integrity management.
- To ensure effective implementation, Catcher has established a sound accounting system and internal control mechanisms, supported by dedicated internal audit personnel who conduct regular reviews. These audits assist the Board of Directors and management in examining and addressing deficiencies in internal controls, thereby enhancing operational effectiveness and efficiency while promoting integrity in business practices.

(4) Resources

- Dedicated legal office personnel, dedicated sustainable development office personnel, dedicated training personnel, education and training.

(5) Grievance Mechanisms

- Employee grievance channels, supplier whistleblowing hotline.

Employee Channels for Business Ethics Compliance	Suppliers Whistleblowing Hotline
<p>Tel: 886-06-253-9000 #1103</p> <p>Fax: 886-06-253-9989</p> <p>e-mail: mingyu.deng@catcher-group.com audit@catcher-group.com</p>	<p>Tel: 886-06-253-9000#1103</p> <p>Fax: 886-06-253-9989</p> <p>e-mail: mingyu.deng@catcher-group.com audit@catcher-group.com</p>



Clearly Defined Integrity Management Policies and Management Achievements

Guided by the principles of Ethics and Integrity, Catcher adheres to the Company Act, Securities and Exchange Act, Business Entity Accounting Act, TWSE/GTSM listing rules, and all other applicable laws and regulations governing business conduct, as well as the Responsible Business Alliance (RBA) Code of Conduct. In 2024, Catcher did not, either directly or indirectly, engage in monetary or non-monetary political contributions. The Company was also not involved in any legal actions related to anti-competitive behavior, anti-trust, or monopoly practices. Furthermore, there were no penalties, sanctions, or litigations for violations concerning corruption or accounting fraud.

In March 2021, the Board of Directors approved the Procedures for Ethical Management and Guidelines for Conduct, which set forth clear requirements for integrity management. These include prohibitions against dishonest conduct, bribery and acceptance of bribes, unlawful political donations, improper charitable contributions or sponsorships, unreasonable gifts, services, hospitality, or other inappropriate benefits, along with comprehensive anti-corruption and anti-bribery policies. Members of the Board and executive management sign the Integrity Management Commitment Letter, thereby setting a strong example of ethical conduct. For all employees, compliance with ethical standards is guided by the Social Responsibility Management Procedures, Work Rules, and the Employee Opinion Grievance and Recommendation Operating Guidelines. Each employee also signs the Integrity and Cleanliness Commitment Letter, affirming their commitment to integrity. To further strengthen accountability, Catcher has established an anonymous grievance channel for reporting illegal or unethical activities. This mechanism ensures that both management and employees adhere to the highest standards of ethical conduct in the performance of their duties.

To ensure that employees clearly understand the commitments and requirements of integrity management, Catcher provides corporate social responsibility training for all new hires during onboarding, with a focus on integrity management regulations. In addition, the Company conducts annual integrity management training for employees and, where appropriate, sends personnel to external programs. Through these ongoing efforts, Catcher strengthens awareness, reinforces compliance, and ensures the continuous implementation of ethical and honest conduct across the organization.

Catcher periodically conducts risk assessments on ethics, integrity management, and anti-corruption across all operating sites. The 2024 assessment concluded that no significant risks were identified. For lower-risk activities such as business integrity and information disclosure, effective accounting and internal control systems have been established. The Legal Office is responsible for promoting corporate integrity management, while the Auditing Office oversees implementation by formulating annual audit plans and assigning audit tasks. To further mitigate potential risks, Catcher provides ongoing training programs covering integrity management, confidentiality agreements, anti-bribery clauses, trade secret protection, and the handling of material internal information and insider trading. Additionally, annual audits are conducted on internal and external grievance channels to identify any risks of integrity violations or corruption. The operation, implementation status, and audit results of integrity management are compiled and reported to the Board of Directors each year.



Integrity Management Related Education Training Results (Group)

Course Title	Number of Participants	Training Hours	Completion Rate
Integrity Management Education and Training	7,960	1,592.0hrs	99.99%
Confidentiality Agreement and Anti-Bribery Clause	7,982	1,596.4hrs	99.96%
Protection of Trade Secrets	7,983	1,596.6hrs	99.98%
Internal Handling of Significant Information and Insider Trading	681	136.2hrs	99.71%



Whistleblowing System and Grievance Channel

Catcher has established Whistleblowing Procedures to provide accessible and effective grievance channels. Violations of the Code of Ethical Conduct are handled in accordance with internal work rules and evaluated based on the severity of the incident. This framework ensures that management and employees alike refrain from improper practices such as accepting contracts, bribes, commissions, rebates, or any other form of undue benefit. In 2024, no cases of illegal conduct (including corruption), unethical behavior, or violations of integrity management were reported through the ethical management grievance channels.

Internal Grievance Channel	External Grievance Channel
Dedicated personnel are assigned to manage and follow up on complaints and grievances. An anti-retaliation mechanism is in place to protect whistleblowers, maintain confidentiality, and safeguard employees' rights to raise concerns.	Complaint and grievance mechanisms are available through the Company's official website and supplier service platform, allowing suppliers and stakeholders to provide feedback or raise concerns in a timely manner. These channels strengthen transparency and accountability, ensuring that no illegal or unethical practices occur.



Supplier Ethics and Integrity (Anti-Corruption) Management

In addition to upholding the highest ethical standards internally, Catcher actively works to raise supplier awareness on anti-corruption principles and to promote ethical conduct across its supply chain. Prior to entering into business transactions or collaborations, Catcher conducts integrity assessments of potential suppliers. Suppliers are required to review Catcher's expectations for ethical behavior, as published on the Company's official website, and must agree to comply with the Supplier Code of Conduct (including the Cleanliness Policy). This ensures the prevention of dishonest practices and establishes clear accountability. Under Catcher's Integrity Management requirements, any violation by a supplier entitles the Company to terminate or cancel the contract and pursue penalties or claims for damages. Through these measures, Catcher seeks to foster a supply chain built on mutual respect, integrity, and shared responsibility, creating a business environment that prevents unethical behavior at all levels.

