

3.1.3 Protecting Employee Rights

Catcher values human rights and will do its best to prevent infringement of human rights; therefore, The Company strictly adheres to the code of conduct of RBA, and requires all employees to sign the Employment Agreement. Catcher has also developed relevant management procedures such as Work Rules, Social Responsibility Management Procedures, Employee Opinion Grievance and Recommendation Operating Guidelines, Operating Guidelines for (Sexual) Harassment, Discrimination, and Torture Prevention, Grievance, and Punishment, Child Labor and Adolescent Protection Operating Guidelines, and Employee Club Establishment and Subsidy Management Regulations. These procedures serve to protect employees against infringement of the basic labor and human rights and work interests and to establish an excellent workplace environment. Under the regulations of the aforementioned policies, there were no infringement of local human rights in Taiwan in this year, nor were there reports of grievances pertaining to human rights.



United Nations Global Compact Comparison Reference Table

Category	The Ten Principles	Page/Note
Human Rights	1: Businesses should support and respect the protection of internationally proclaimed human rights	<ul style="list-style-type: none"> • 3.1.3 Protecting Employee Rights • 3.1.4 Human Rights Due Diligence • 3.1.5 Measures to promote human rights policies
	2: Businesses should make sure that they are not complicit in human rights abuses	
Labor	3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	<p>2024 Sustainability Report P53~55</p>
	4: Businesses should uphold the elimination of all forms of forced and compulsory labor	
Environment	5: Businesses should uphold the effective abolition of child labor	<p>2024 Sustainability Report P79</p>
	6: Businesses should uphold the elimination of discrimination in respect of employment and occupation	
Anti-Corruptions	7: Businesses should support a precautionary approach to environmental challenges	<p>2024 Sustainability Report P81~103</p>
	8: Businesses should undertake initiatives to promote greater environmental responsibility	
Anti-Corruptions	9: Businesses should encourage the development and diffusion of environmentally friendly technologies	<p>2024 Sustainability Report P38~40</p>
	10: Businesses should work against corruption in all its forms, including extortion and bribery	

3.1.4 Human Rights Due Diligence

Catcher conducts regular Human Rights Due Diligence, which involves processes such as issue identification, risk assessment, implementation of mitigation measures, and continuous improvement. These efforts aim to minimize the likelihood of human rights risks and fulfill the responsibility of safeguarding human rights. In this year, the potential human rights issues that must be given importance were: forced labor, reasonable working hours, freedom of association, and human dignity treatment and Non-discrimination.



Human Rights Due Diligence process



Identification of Issues

Collect human rights issues through the United Nations Global Compact, International Human Rights Conventions, relevant national labor laws, and the Responsible Business Alliance (RBA).



Risk Assessment

Assess the potential risks and impacts related to human rights issues.



Mitigation Measures

Develop mitigation and preventive measures for human rights issues and monitor their implementation.



Continuous Improvement

Regularly review and adjust management policies to ensure the fulfillment of human rights protection responsibilities.



Human Rights Due Diligence Item and evaluation

Item	Explanation of Operation Risk Issues	Survey/Communication Channels	Operational Risk Assessment
Forced Labor	Employees may face forced labor, violence, threats, or illegal restrictions on personal freedom.		Low
Reasonable Working Hours	Employees may experience unreasonable restrictions on working hours or lack of rest and leave rights.	Physical Suggestion Box, Email, Phone/Fax, Employee Feedback Platform	Medium
Freedom of Association	Potential issues of restricting employees' freedom of association, collective bargaining, and participation in peaceful assemblies and collective bargaining rights.		Low
Human Dignity Treatment (Non-discrimination)	Employees may experience inhumane treatment, including violence, abuse, harassment, sexual harassment, physical or verbal abuse, and oppressive behavior.		Medium

3.1.5 Measures to promote human rights policies

To enhance employees' knowledge on human right policies, Catcher has, since 2014, started including RBA labor code of conducts in training courses for new hires, and also opened up courses on labor and human rights for in-house employees every year. Also, Catcher regularly reports to executive managements and continues to develop practices for human right protection every year. The outcomes of implementation of matters relating to employee rights and interests are summarized below:

Prohibition of Compulsory Labor

- Pursuant to the law, Catcher signs Employment Agreements with its employees, which states that employees are protected from the use of forced, bonded or debt bondage, indentured labor or involuntary prison labor, slavery or trafficking of persons, and that all work is voluntarily completed and employees are free to leave work at any time or terminate their employment. Catcher also communicates the prohibition of compulsory labor to its partnering workforce agencies to make sure that they comply with the requirements of Catcher and local regulations.

Reasonable Working Hours and Remuneration

- Concerning working hours, Catcher adheres to the Labor Standard Act and customer requirements, using work hour control system and meetings to implement control over the reasoning amount of time employees spend on working. Catcher has also established competitive remuneration and welfare policies, which are superior to statutory and industry standards. It does not use salary deduction as a form of punishment.



Freedom of Association

- In conformance with local laws and regulations, Catcher respects the right of employees to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of employees to refrain from such activities, in order to avoid potential violations or severely endangering employees right to freedom of association and collective bargaining. Catcher has no union organization, but with the negotiation mechanism of labor-management meetings, employees are able to communicate concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.

Prohibition of Inhumane Treatment, Discrimination and Non-discrimination

- Catcher has established an employee grievance mechanism and ensures that complainants are fully protected against retaliation. The Company is committed to fostering a workplace free from prejudice, discrimination, and harassment, as well as inhumane treatment of any kind, including violence, abuse, sexual harassment, corporal punishment, mental or physical coercion, or verbal abuse. Catcher strictly complies with the conventions of the International Labour Organization (ILO) prohibiting discrimination on the basis of race, social status, language, religion, political affiliation, ethnicity, country of birth, national origin, gender, sexual orientation, color, age, marital status, appearance, disability, nationality, gender identity, or previous union membership in all hiring and employment practices. Furthermore, employees and job applicants are not subject to medical tests or physical examinations that could be used in a discriminatory manner. In 2025, there were no reported incidents of discrimination, reflecting the Company's commitment to equal opportunity and respect for human rights in the workplace.