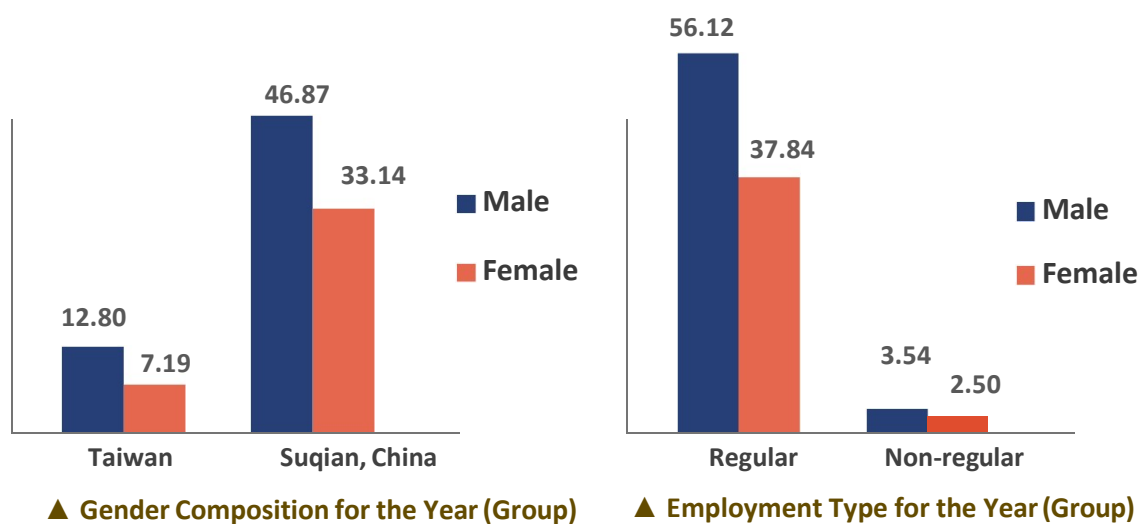
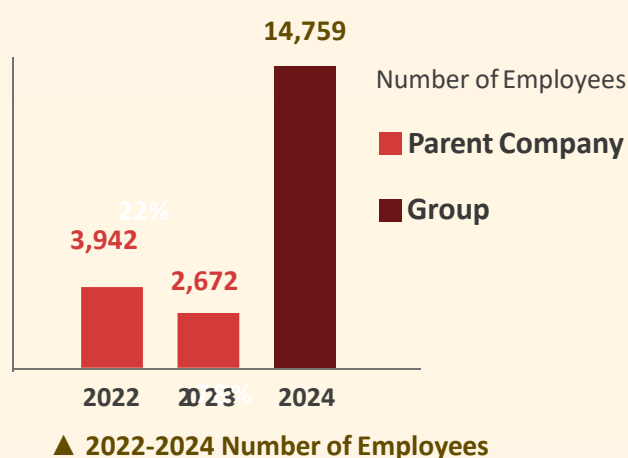


Talent is the most valuable resource in any organization. Catcher offers competitive compensation and benefits above the statutory minimum wage, determined by job requirements, education, experience, seniority, and external market benchmarks. This approach ensures employees are fairly rewarded and able to meet their living needs. To support retention, the Company provides performance-based bonuses and dividends, reflecting financial results, operational performance, industry practices, and regular assessments, while recognizing individual contributions that create long-term value. The Compensation Committee regularly reviews remuneration policies for employees and directors and submits its recommendations to the Board of Directors.

Catcher also invests in employee growth through tailored training programs aligned with roles, skills, and expertise. For high-potential talent, the Company provides career development opportunities such as job rotation, overseas assignments, and cross-functional projects to build problem-solving capabilities and broaden perspectives. These efforts help employees leverage their strengths and develop fulfilling careers. In 2023, the internal promotion rate at the management level reached 80.83%.

### 3.2.1 Human Resource Structure

Employees are Catcher's most important asset. Beginning this year, the Company discloses the total number of Group employees, which stood at 14,759 as of the end of December. Of the total workforce, 59.67% were male and 40.33% were female. This gender ratio reflects differences in job characteristics rather than any gender-based hiring practices. Formal employees accounted for 93.96%, while non-formal employees represented 6.04% of the workforce.

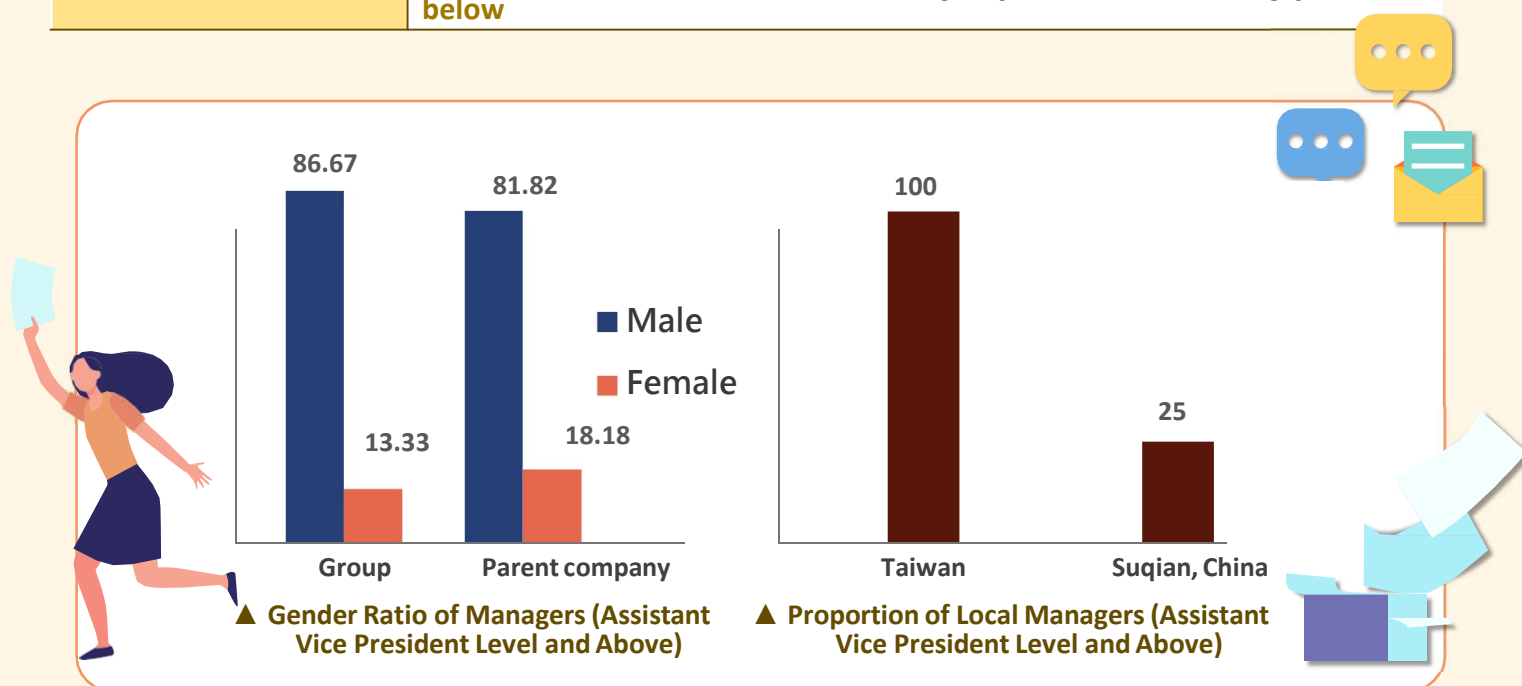


Among Catcher's regular employees, over 70% are between the ages of 31 and 50. The Company has set a minimum hiring age of 16 and strictly verifies identification documents during recruitment to prevent the use of child labor, with remedial measures in place should such issues ever arise. For employees under 18, Catcher enforces reasonable restrictions on job types and working hours, ensuring they are not assigned tasks that could endanger their health or safety. In 2023, there were no incidents of child labor within the Catcher Group.

Employee management practices are tailored to job categories—such as production line and non-production line roles—based on the knowledge, skills, and competencies required. According to this year's data, more than 70% of employees are frontline technicians, while 1.72% hold a Master's degree or higher and serve in R&D or other professional management positions.

Under the regulations governing assessment and promotion, Catcher strictly prohibits any form of discrimination. All capable and high-performing employees are given equal opportunities for promotion. In 2023, the male-to-female ratio among the Group's senior management at the associate director level and above was approximately 8:1. In line with its commitment to enhancing local employment opportunities, 100% of senior management positions at the associate director level and above in the Taiwan plant are filled by local personnel, demonstrating Catcher's dedication to talent localization. To facilitate the transfer of management experience, supervisors well-versed in company processes have been assigned to support operations at the Suqian plant, resulting in a lower proportion of local supervisors. Looking ahead, Catcher plans to gradually increase the recruitment of local management talent to strengthen its understanding of local needs and further enhance its market reputation.

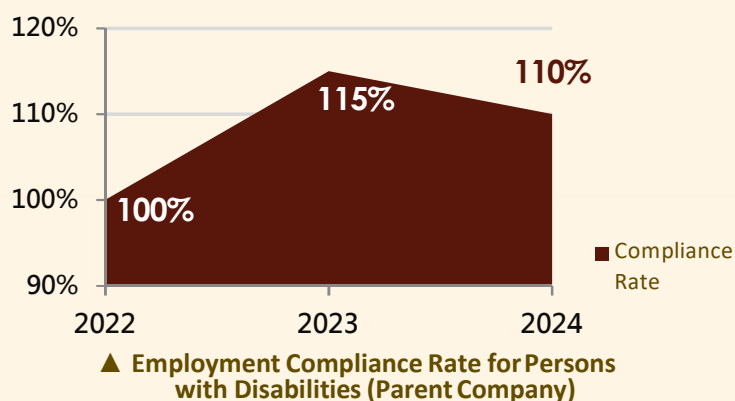
Category		Male (%)	Female (%)
Location	Taiwan	13.47	7.55
	Suqian, China	46.26	32.72
Age	Under 30 years old	15.92	7.77
	31 -50 years old	41.90	32.06
	Over 51 years old	1.91	0.44
Position	Management	3.00	0.27
	Engineer	10.79	2.32
	Administrator	8.37	4.72
	Technician	37.57	32.96
Education	Ph.D. degree	0.09	0.01
	Master degree	1.34	0.28
	College/university	26.54	11.34
	Vocational/high school and below	31.76	28.64



### 3.2.2 Workplace Diversity and Equality

Catcher bases employee recruitment, promotion, and compensation on job category, education and experience, professional skills, seniority, and individual performance, in accordance with the principles of fairness and its equal pay for equal work policy. The Company does not permit any differences in treatment on the basis of race, social class, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, appearance, physical features, disability, astrological sign, blood type, prior union membership, skin color, pregnancy, or association with any organization. This ensures that employees are free from discrimination, harassment, or unfair treatment, while fostering a diverse and inclusive workplace.

In alignment with government efforts to promote the employment of people with disabilities, Catcher also provides opportunities for such employees to fully utilize their strengths. In the reporting year, the Company exceeded statutory requirements by employing 32 individuals with hearing or physical impairments, thereby offering appropriate job opportunities to disadvantaged groups.



### 3.2.3 Talent Mobility and Retention

Catcher strictly complies with local labor laws and follows the principles of merit-based employment and proper talent placement. In response to business performance and job requirements, the Group hired a total of 17,600 new full-time employees in the reporting year, of whom 60.18% were male and 39.82% were female. The majority of new hires were in the 31–50 age group.

In the reporting year, the Group's turnover rate for full-time employees was 4.39%, with 58.09% male and 41.91% female. To address talent mobility, Catcher continually optimizes its management framework, including improvements in compensation, benefits, and the working environment. When employees submit a resignation request, their immediate supervisor or the Human Resources Department conducts an exit interview to understand the reasons for departure and to help reduce talent loss. In some cases, after evaluating an employee's skills and willingness during the interview, the Company has reassigned them to other positions, creating a win-win outcome for both the enterprise and its employees.

**Note:** Turnover rate = total number of resignations in the year / (total number of resignations in the year + year-end number of employees) / 12

Composition of New Full-time Employees in the Group for the Year			
Category	Item	Male (%)	Female (%)
Work Location	Taiwan	1.95	1.21
	Suqian, China	58.23	38.61
Age	Under 30 years old	28.62	19.07
	31 - 50 years old	31.39	20.65
	Over 51 years old	0.16	0.11

Composition of Resigned Full-time Employees in the Group for the Year			
Category	Item	Male (%)	Female (%)
Work Location	Taiwan	1.82	1.39
	Suqian, China	56.27	40.52
Age	Under 30 years old	22.05	16.15
	31 - 50 years old	35.76	25.72
	Over 51 years old	0.28	0.04

To encourage employees to pursue continuous growth and to effectively evaluate work performance, Catcher has established internal Performance Appraisal Management Procedures. At the beginning of each year, supervisors and subordinates jointly set work objectives, which are then regularly tracked and assessed through quarterly evaluations. For departmental supervisors, quarterly assessments cover multiple dimensions, including attendance, work capability, development potential, job performance, work ethic, and attitude, supplemented by relevant reward and disciplinary records. The results serve as a basis for salary adjustments, promotions, and bonus allocations.