

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 (>10 years, 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.



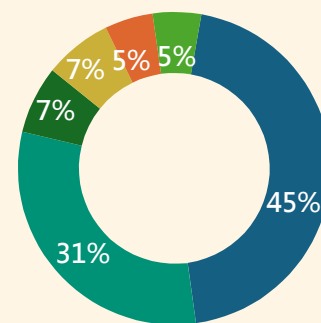
▲ Fire Safety, Earthquake, and Leak Prevention Disaster Preparedness Education and Drills



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"> 1. Conduct regular hazard identification and risk assessments. 2. 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. 3. Eliminate slipping hazards by installing anti-slip mats and improving work environments. 4. 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"> 1. Conduct regular hazard identification and risk assessments. 2. 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. 3. 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**

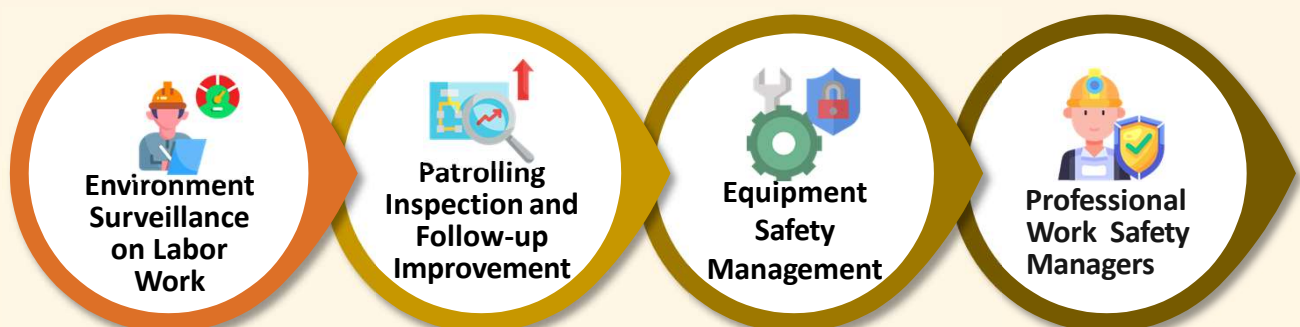
Reserved parking spaces for pregnant employees are provided at each factory for their convenience and safety.

- **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

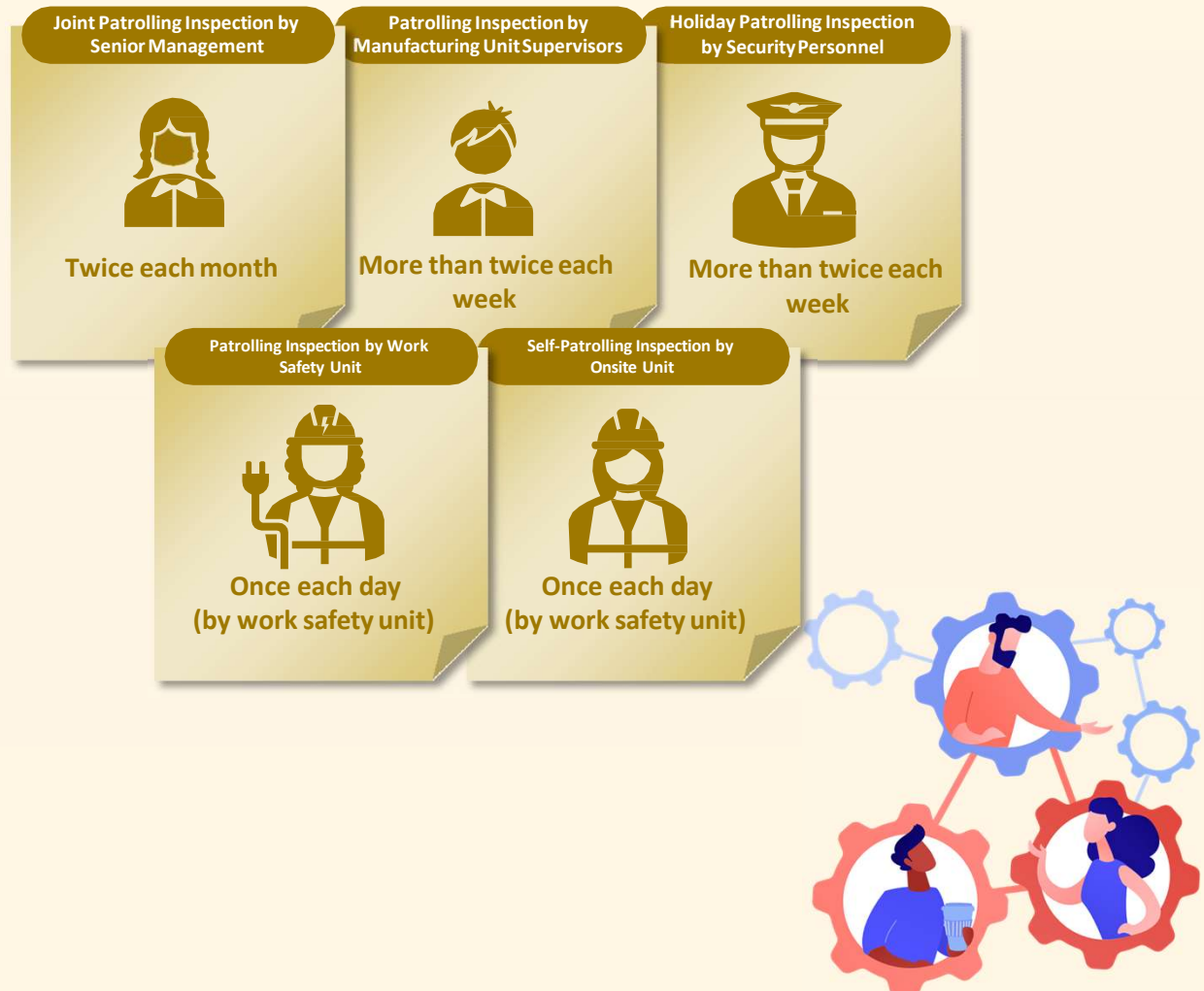
In compliance with the Implementation Measures on Monitoring the Labor Work Environment, Catcher's Work Safety Office has established a comprehensive monitoring plan in collaboration with factory officers, labor representatives from each process, and a certified work environment monitoring institute 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

Occupational Health and Safety Family Excellence Award

Tainan City Government

Healthy Workplace Certification and Health Promotion Label

Ministry of Health and Welfare

