

Catcher Technology's Achievements in Sustainable Development

- Catcher Technology is committed to sustainable development by adhering to regulations, protecting the environment, prioritizing people, and continuously enhancing corporate governance.
- In 2023, Catcher Technology was selected by Business Weekly as one of Top 100 Carbon Competitiveness Companies.
- In 2024, Catcher Technology was once again included in the FTSE4Good Emerging Markets Index and the Taiwan Sustainability Index, and ranked in the top 21~35% of listed companies in the Corporate Governance Evaluation.
- In 2025, Catcher Technology's near-zero and net-zero targets were officially approved by the Science Based Targets initiative (SBTi). The Company also received a “B” rating for both Climate Change and Water Security in the CDP questionnaire for the first time.
- Chairman Hung Shui-Shu has been repeatedly elected among the Top 100 Business Leaders by Harvard Business Review (HBR).

Corporate Governance

- **Board of Directors:** Catcher Technology’s Board of Directors consists of seven members and holds meetings at least once per quarter. The independence of independent directors complies fully with regulations, including constituting more than one-third of the Board seats, serving no more than three consecutive terms, and holding independent directorships at no more than three other publicly-listed firms.
- **Functional Committees:** The Board has established a Remuneration Committee and an Audit Committee to assist in fulfilling its fiduciary oversight responsibilities. In 2024, the Remuneration Committee convened twice, while the Audit Committee met six times.
- **Conflict of Interest Management:** Catcher Technology’s “Rules of Procedure for the Board of Directors” clearly stipulate the mechanism for avoidance of conflicts of interest for directors. No conflict of interest incidents were reported in 2024.
- **Board Diversity Policy and Management Targets:** The composition of Catcher Technology’s Board of Directors meets the diversity management objectives set forth in the “Corporate Governance Best Practice Principles.”

Management Targets	Status
More than half of the Board seats shall be held by members who are not related to one another as spouses or within the second degree of kinship.	Achieved
The number of directors concurrently holding managerial positions in the company shall not exceed one-third of the total number of directors on the Board.	Achieved
Independent directors are recommended not to serve more than three consecutive terms.	Achieved
At least two-thirds of the directors shall have relevant core capabilities in operational judgment, business management, and crisis/risk management.	Achieved
The Board shall include at least one director of a different gender.	Achieved. Ms. Su-Huei Kuo, Chairwoman and President of Wei Chih Steel, was elected as the corporate director representative in the 2025 AGM, marking the first inclusion of a female director for Catcher Technology.

Integrity Management and Risk Management

- **Integrity Management:** In March 2021, Catcher Technology’s Board of Directors approved the Procedures for Ethical Management and Guidelines for Conduct, clearly defining the procedures and behavioral guidelines for integrity management and appointing the Legal Affairs Office to regularly report the implementation status of relevant policies to the Board. In 2024, Catcher Technology did not make any political donations, was not involved in legal proceedings concerning anti-competitive, antitrust, or monopolistic behavior, and incurred no penalties or sanctions related to corruption or accounting fraud.
- **Risk Management:** In November 2024, the Board approved the Policies and Procedures for Risk Management and appointed functional committees to take the relevant oversight responsibilities. The Sustainability Development Office reports at least annually to the functional committees and the Board on the status of risk management operations.
- **Intellectual Property:** Catcher Technology has established the “Intellectual Property Management Procedures” and assigned the R&D Division to regularly report on the operation of IP management to the Board. As of December 31, 2024, the Group held a total of 70 active patents worldwide.
- **Cybersecurity and Personal Data Protection:** Catcher Technology upholds the philosophy of “Company-wide participation to raise cybersecurity awareness; proactive prevention to enforce cybersecurity management; earning customers’ trust to ensure sustainable operations.” An Information Security Risk Organization has been established, with the Chairman serving as the convener and a Chief Information Security Officer (CISO) appointed. Catcher Technology has obtained ISO 27001 Information Security Management System certification from a third-party organization (valid until October 2025). In 2024, there were no complaints related to violations of customer privacy or incidents involving the loss or leakage of customer data that could harm customer interests, nor were there any cases involving personal data protection issues.
- **Quality Management:** Catcher Technology has so far obtained certifications for AS 9100 Aerospace Quality Management System, IATF 16949 Automotive Quality Management System, ISO 13485 Medical Devices Quality Management System, and ISO 9001 Quality Management System.

	<u>Supply Chain Management</u> • In 2024, all suppliers of Catcher Technology committed to complying with the Hazardous Substance Control policy and the Responsible Business Alliance (RBA) standards. The Company has also issued comprehensive guidelines – the Supplier Code of Conduct, Suppliers’ Corporate Social Responsibility, Regulations of Restricted Hazardous Substances Management for Suppliers, and the Catcher Technology’s Conflict-Free Minerals Declaration – to promote supplier adherence to corporate social responsibility commitments. • Local Supplier Ratio in 2024: 94.79%. • Audit Results: In 2024, Catcher Technology conducted RBA management audits on 48 key suppliers, accounting for 70% of all key suppliers. Four suppliers were found non-compliant but completed corrective actions and follow-ups within the same year.
Social Responsibility	<u>Human Rights and Employee Development</u> • In 2024, female workers accounted for 40.34% of Catcher Group’s workforce. The Group will continue to deepen gender equality actions and promote women’s career development. • No human rights violations were reported in 2024. • Catcher Technology has obtained the Talent Quality-management System (TTQS) certification. The Group’s total training hours in 2024 reached 713,659.3 hours. • Catcher Technology offers comprehensive internal and external training programs to promote diverse development for employees: (1) Internal programs: Through on-the-job training, job instruction, and job rotation, Catcher Technology strengthens employees' core and professional competencies. Specific programs include pre-employment training for new hires, managerial skills development for supervisors, functional and professional training, internal instructor development, general education courses, AI English bootcamps, as well as initiatives such as programming and machining software training and automation technology development projects. (2) External programs: Based on job requirements, Catcher Technology provides employees opportunities to attend professional seminars and participate in courses offered in collaboration with renowned domestic and international universities and training institutions, aiming to enhance employees’ core competencies in emerging fields. • Catcher Technology sponsored the “2024 Precision Engineering Project and Thesis Awards” organized by the Taiwanese Society for Precision Engineering to foster a culture of innovation and promote collaboration among industry, academia, and research institutions. • Based on the 2024 Employee Satisfaction Survey: “Training and Development” received a score of 95%, while “Meal Services” scored 78%. <u>Workplace Safety and Employee Health</u> • Catcher Technology was awarded Healthy Workplace Certification and Health Promotion Label by the Ministry of Health and Welfare. • Catcher Technology received Excellence Award in the Occupational Safety and Health Family Performance Evaluation from the Tainan City Government. • Catcher Group’s major production sites have obtained ISO 45001 certification for occupational health and safety management systems. • In 2024, Catcher Group organized occupational health and safety training sessions with a total participation of 13,011 individuals, accumulating 17,711.5 hours of training. <u>Local Care and Social Inclusion</u> • In 2024, Catcher Technology donated nearly NT\$20 million to social welfare, covering talent cultivation, music and arts, social care, among other areas. Over NT\$3 million was invested in music, arts, and reading activities. • In 2025, collaborated with the Tainan Enterprise Culture and Arts Foundation to launch the “Tainan 400 ‘Good South’ Sustainable Education Project,” connecting 17 local Tainan businesses and artisans, with university students leading elementary students in developing sustainable education actions. • For 11 consecutive years, partnered with the Taiwan Blood Services Foundation to hold blood donation drives, receiving the Blood Donation Excellence Award four times.

Climate Change and Environmental Management

- Catcher Technology has always adhered to its Environmental, Safety and Health policy, which emphasizes strict compliance with applicable laws and regulations, continuous improvement, proactive disaster prevention, comprehensive education implementation, and active communication.
- The Group’s main production sites have all obtained ISO 14001 Environmental Management System certification; the third-party certification is valid from 2024 to 2027.

Circular Economy and Greenhouse Gas

Year 2025

- Catcher Technology’s carbon reduction targets were officially approval by the Science Based Targets initiative (SBTi), marking the Company the 12th Taiwanese high-tech hardware equipment maker receiving the certification.
 - (1) Targets by 2030: Reducing the absolute Scope 1 and 2 greenhouse gas (GHG) emissions by a total of 46.2%, and Scope 3 emissions by 27.5%.
 - (2) Targets by 2050: Reducing the absolute Scope 1, 2, and 3 GHG emissions by a total of 90%.
- Received a B rating for both Climate Change and Water Security in the CDP questionnaire.

Year 2024

- Catcher Technology is committed to advancing resource circularity and reducing carbon emissions by utilizing recycled aluminum and magnesium alloys as key raw materials, integrating renewable energy, and implementing patented eco-friendly technologies such as phosphate-free anodizing chemical polishing solutions and energy-efficient titanium alloy heterojunction treatments. The Company also employs eco-friendly recycled packaging materials to systematically minimize greenhouse gas emissions and environmental impact across the entire product lifecycle.
- GHG emissions are inventoried according to the GHG Protocol standards; the Southern Taiwan Science Park plant has received the third-party verification (by DNV).
- Comprehensive energy consumption per standard product dropped to 3.54 Kgce/unit, down 20.27% year-on-year.
- Recycled aluminum is used in nearly 100% of the manufacturing processes for low-carbon products. Overall, the recycling rate exceeds 75%. Products made of green materials account for over 90% of the Group’s total revenue.

Green Energy Development and Energy Management

- Catcher Technology has since 2019 invested in the Clean Energy Fund, with total investment amount surpassing US\$ 70 million in early 2024 and 498 million kWh of green electricity received to date, fully covering the renewable energy usage at its Suqian (China) facility. The Suqian plant was awarded ISO 50001 Energy Management System certification in late 2024.
- In 2024, the Group saved 3.67 million kWh of electricity by implementing energy-saving equipment, consolidating air compressors, and using LED lighting. Each plant aims to reduce electricity consumption by at least 1.5% annually.
- Major operation sites have installed self-generated solar power systems, producing approximately 34 million kWh of green electricity annually.
- The Company has been continuously awarded the Enterprise of Outstanding Green Procurement by the Tainan City Government.

Air Pollution Control

- Catcher Technology’s air pollution control measures and equipment comply with all regulatory requirements.

Waste Management

- In 2024, Catcher Technology’s waste reuse rate (including scrap reuse) reached 95.35%.
- Hazardous industrial waste totaled 389.10 metric tons and represented a share of 0.52% in 2024, meeting the below-1% target.

Water Resource and Wastewater Management

- The quality of Catcher Technology’s effluent discharge complies with all regulatory standards.
- Catcher Technology continues to promote process water recycling, with recycled water accounting for 27.23% in 2024.

Biodiversity

- None of Catcher Technology’s operational sites are located within globally significant natural conservation areas.