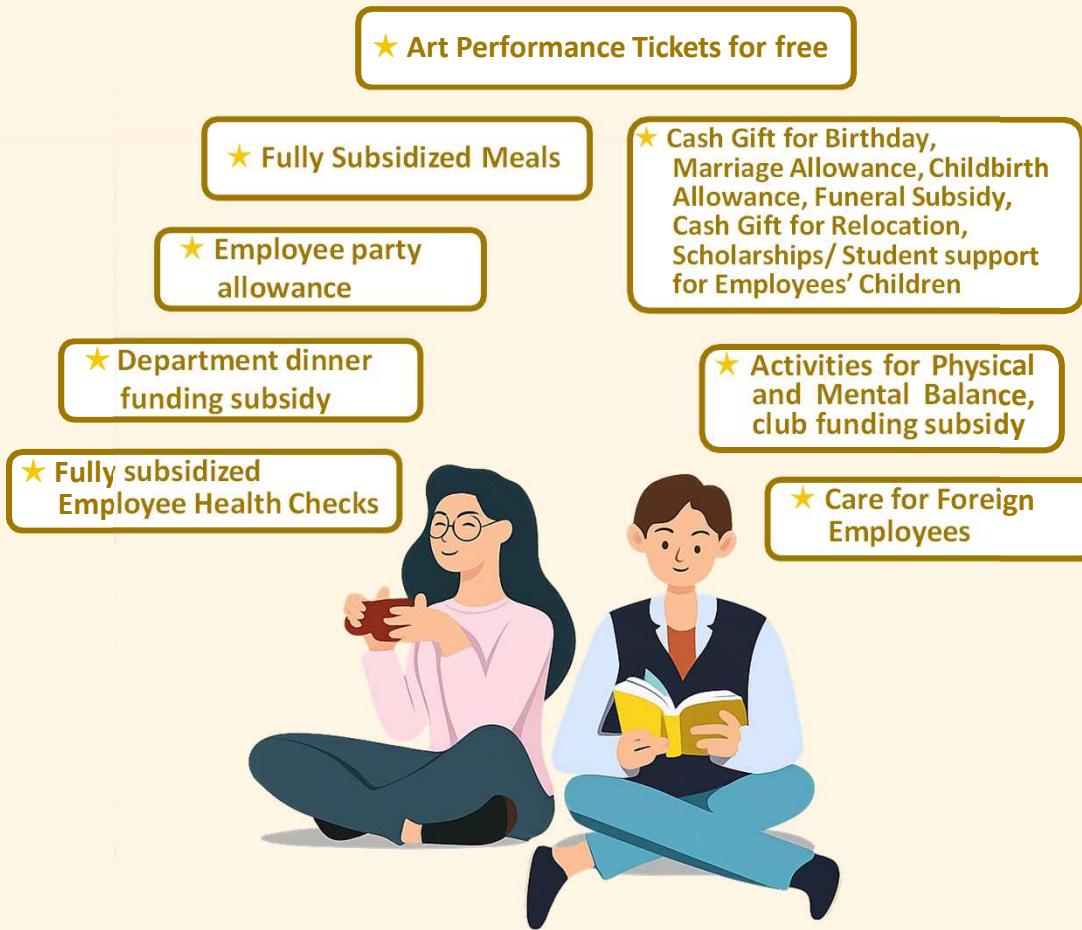


3.1.2 Employee Benefits

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:



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.

Human Rights Related Education Training Results (Group)	
Number of Participants	Training Hours
30,937	15,958.7 hrs