

## **Catcher Technology Co., Ltd.**

### **Succession Planning for Board Members and Key Management**

#### **Succession Planning for Board Members**

Catcher Technology adheres to its Articles of Incorporation and Rules for Election of Directors, which adopts a candidate nomination system for the election of directors. In line with the Corporate Governance Best Practice Principles, the Company has also developed diversity policies tailored to its operational model, industry characteristics, and long-term development. These policies encompass, but are not limited to, the following two key aspects:

1. Fundamental attributes: Gender, age, nationality, cultural background, etc.
2. Professional expertise: Backgrounds in law, accounting, industry, finance, marketing, and/or technology, along with professional skills and relevant industry experience.

Board members are expected to possess the essential knowledge, experience, and capabilities required to fulfill their fiduciary duties. Collectively, the Board should demonstrate the following core competencies:

1. Business judgment
2. Accounting and financial analysis skills
3. Business management expertise
4. Crisis management capabilities
5. Industry-specific knowledge
6. International market insight
7. Leadership
8. Decision-making ability

To ensure effective governance, Catcher Technology has established the Rules for Performance Evaluation of the Board of Directors and Functional Committees. These evaluations serve to enhance Board effectiveness and provide a reference for future nominations. Evaluation criteria span six key areas:

1. Alignment with corporate goals and mission
2. Understanding of directorial responsibilities
3. Participation in company operations
4. Oversight of internal communications and relationships
5. Professionalism and commitment to ongoing learning
6. Contribution to internal control mechanisms

The outcomes of these evaluations are used to inform future director appointments and succession planning.

## **Succession Planning and Execution for Key Management Personnel**

Catcher Technology's succession planning for key management personnel goes beyond ensuring professional competence. The Company places equal importance on alignment with its core management philosophy – Technological Innovation, Customer Service, Integrity and Pragmatism, and Sustainable Development. In developing future leaders, emphasis is placed on cultivating strong leadership, strategic planning and execution, critical thinking, and communication skills.

To systematically nurture successors for key management roles, the Company implements a range of structured development initiatives, including:

1. Rotational assignments across business units and affiliated companies
2. Board participation in subsidiaries and group enterprises
3. Comprehensive training programs, such as executive seminars, online academies, webinars, and consensus-building workshops

These initiatives are designed to strengthen capabilities in sustainable management, strategic execution, innovation leadership, and cross-industry and emerging issue awareness. Through these efforts, Catcher Technology ensures a robust leadership pipeline. Notably, over 75% of the current management team has been developed and promoted from within the organization.