

Catcher Technology Co., Ltd.

2016 Corporate Social Responsibility Report



Technological Innovation, Best Customer Service, Honesty, Stability and Sustained Operation

About This Report



Compilation Guideline

The purpose of this Report is to inform all stakeholders of Catcher's performance outcomes and future plans with regards to corporate social responsibility (CSR) in 2016. The information contained in this Report is presented in accordance with the Global Reporting Initiative (GRI) G4 Core Options. Based on the sustainability context and principles of stakeholder inclusiveness, preliminary screening of issues was performed, after which a stakeholder survey questionnaire was formulated for distribution to facilitate ranking of material issues, which serve as references for the extent of disclosure of each issue. In addition, a table of GRI G4 indicators with reference to the UN Global Compact is provided herein.



Scope of Report

This Report covers the economic, social, and environmental practices of Catcher offices/factories in Taiwan (Ren Ai Factory, T.I.P. Factory, Taipei Operations Center, and Taoyuan Office) as well as Catcher Educational Foundation in the period between January 1, 2016 and December 31, 2016. The financial data of factories/offices in China are included in the scope of this Report. In other words, the financial information encompasses the business performance of the parent company and all subsidiaries within the Catcher Group. Please visit the Investor section of the Company's website for details on finance-related information (http://www.catcher-group.com/tw/investor_financial_psc.aspx).



Guarantee

The financial information in this Report was sourced from the annual report that has been verified by the Company's accounting firm. The ISO 14001 Environmental Management System and OHSAS 18001 Occupational Safety and Health Management System have been verified by a third party verification unit. Estimation or calculation equations are presented below tables and figures when necessary.




To enhance reliability, Catcher plans to obtain relevant statements of guarantee from verification units for future reports.



Publication

Catcher publishes CSR reports on an annual basis. An executive summary of the CSR report was published for the first time in June 2015. A complete version, which is this 2016 CSR Report, was published for the first time in June 2017, and the next issue will be published in June 2018. To ensure environmental conservation, Catcher CSR reports are published as electronic files (*.pdf) on the Company's official website (http://www.catcher-group.com/tw/csr_esh_more.aspx?ID=5). We welcome all feedback and suggestions.

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Message from Management

To those who value Catcher's progress in sustainable developments:

Catcher Technology focuses on its primary business activities and fulfills its corporate social responsibility (CSR) by integrating CSR practices into every aspect of its business activities, thus transforming CSR into an integral part of corporate management. In this Report, we disclose the outcomes of our economic, social, and environmental efforts. In future, we will continue to dedicate more resources and attention to meeting the expectations of the general public.

Looking back through 2016, Catcher again turned in an exceptional performance. Our outstanding achievements are rooted on our optimal human resources. Internally, we help employees develop their career through training courses and prepare them for the future development of the Company. Externally, we share our generosity and success in aiding the relief operations of Tainan earthquake and Typhoon Nepartak. Regarding the environment, Catcher protects the environment by implementing the ISO 14001 environmental management system and promoting green sustainability projects.

Looking forward into the future with hope and optimism, Catcher will persist in the practice of corporate governance, continue to build a workplace that embraces humanity and equality, and encourage employees to make contributions to society. To effectively monitor the environmental trends of the world, Catcher aims to formulate an even more integrated CSR management system. We would like to express our sincere gratitude for the concentrated efforts of all our employees and for the support that the general public has given us all these years. While the global environment continues to evolve, Catcher will persist in upholding its core business values of "Technological Innovation, Best Customer Service, Honesty, Stability and Sustained Operation" because we believe that these values will enable us to attain our goal and vision of sustainable governance.

Chairman, Catcher Technology Co., Ltd.

洪水樹

CSR Performance Highlights

Governance

Performance Indicator	2016 Completion Rate	
Uploaded Chinese annual report 10 days prior to the shareholders' meeting	Completed 24 days earlier	✓
Uploaded English annual report 7 days prior to the shareholders' meeting	Completed 9 days earlier	✓
Uploaded Chinese meeting agenda 30 days prior to the shareholders' meeting	Completed 34 days earlier	✓
Uploaded English meeting agenda 21 days prior to the shareholders' meeting	Completed 24 days earlier	✓
Number of reports filed for cases of corruption: 0	0	✓
Total score on customer satisfaction survey: 80	84.3 points	✓
Customer satisfaction with complaint handling: 80	83 points	✓
Customer complaint case closing rate: 100%	100%	✓
Computer anti-virus software coverage rate: 100%	100%	✓
Information service (machine room/server) maintenance rate: 99%	99.6%	✓
Number of hours of information service (machine room/server) accountable abnormalities: 0	0	✓
Catcher external website update at least once every month	Updated 485 times	✓
Ratio of suppliers that have signed CSR-related commitments: 80%	98%	✓
Ratio of suppliers that have signed statements of guarantee against use of hazardous substances: 100%	100%	✓
Ratio of local suppliers: 80%	91%	✓

Society

Performance Indicator	2016 Completion Rate	
Safety and health audit improvement rate: 100%	100%	✓
Electrification prevention completion rate: 100%	100%	✓
Disabling frequency rate (FR) <1.7	0.71	✓
Disabling severity rate (SR) <23	5	✓
Hours of training per person on average: 8	11.5 hours	✓
Total hours of in-service training: 28,000 hours	33,954 hours	✓
Training satisfaction: 90%	93%	✓
Number of employees with physical disabilities higher than statutory requirements	1.1%	✓
Rate of reinstatement after maternal/parental leave: 60%	100%	✓
Total number of employees promoted: 8%	8.75%	✓
Rate of response to employee grievance within 7 days: 90%	100%	✓
Number of labor dispute lawsuits filed: 0	0	✓
New employee ethics training rate: 95%	100%	✓

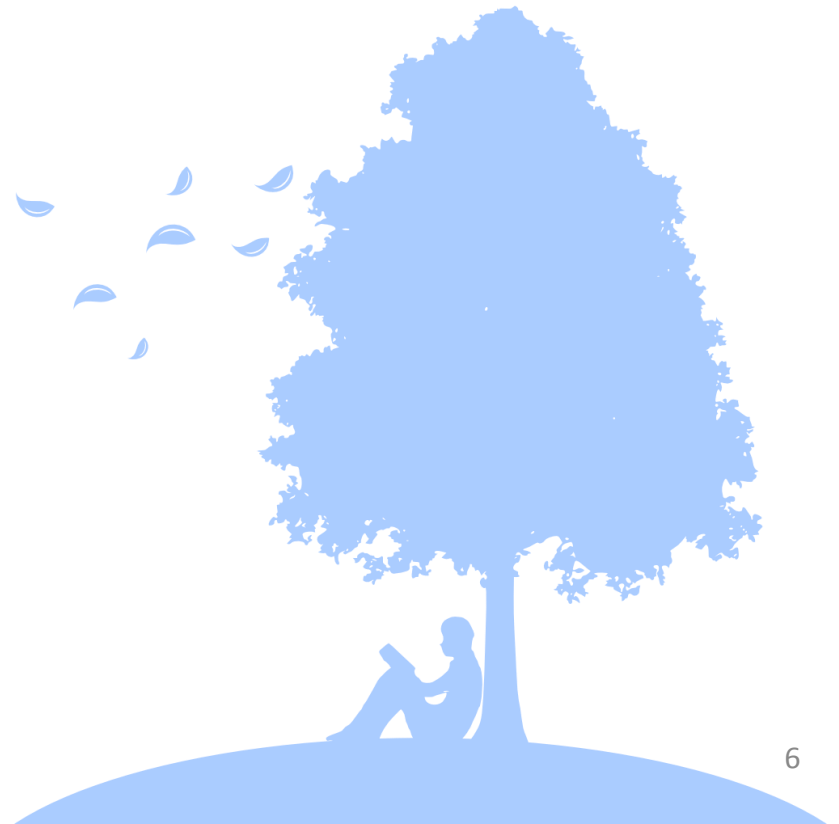
Environment

Performance Indicator	2016 Completion Rate	
Recycled materials sold for reuse: 5,500 tonnes	7,600 tonnes	✓
Per capita daily amount of trash: <0.86 kg	0.42 kg	✓
Hazardous industrial waste: <3%	0%	✓
Energy conservation: 1-3%	Reduced by 2.5% (Primary energy)	✓
Reduction of 0.5% in absolute GHG emissions compared with previous year	Reduced by 1%	✓
Monthly savings through energy conservation projects: >NT\$200,000	NT\$580,000 on average	✓



1. Catcher and Stakeholders

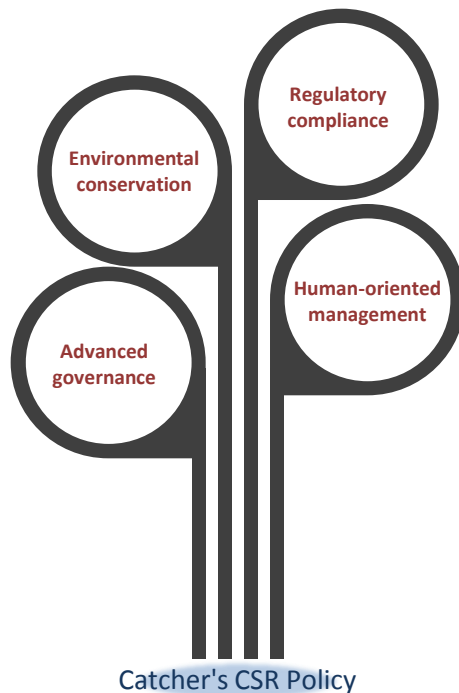
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1.1 Catcher's CSR Commitment

In 2014, Catcher established a CSR Team responsible for appointing dedicated personal to work in collaboration with various departments in the handling of CSR-related matters. The Team is composed of members from the GM Office, Internal Audit Office, EHS, Human Resource Department, Strategic Procurement Department, Sales and Marketing Department, Investor Relations Department, and Quality & Reliability Assurance Department, and who are collectively responsible for formulating CSR performance indicators. As part of its routine operations, the Team ensures that the expectations of stakeholders are appropriately fulfilled. Implementation projects and performance of material issues are regularly reported to the Board of Directors and Chairman of the Board by Deputy General Manager and Company Spokesperson James Wu.

Catcher's CSR reports contain issues of concern for all of the Company's stakeholders, and disclose Catcher's performance and future plans regarding CSR in order to ensure a mutually beneficial and reciprocal relationship. Meanwhile, CSR reports can also effectively facilitate the sound operation of internal management systems and advancement toward sustainable development. To demonstrate our determination in fulfilling our corporate social responsibility, Catcher has developed a CSR policy and ten major principles, which have been signed and announced by the Chairman. The Company adopts the latest behavioral guidelines of the Electronic Industry Citizenship Coalition (EICC) as the key reference for internal CSR implementation.



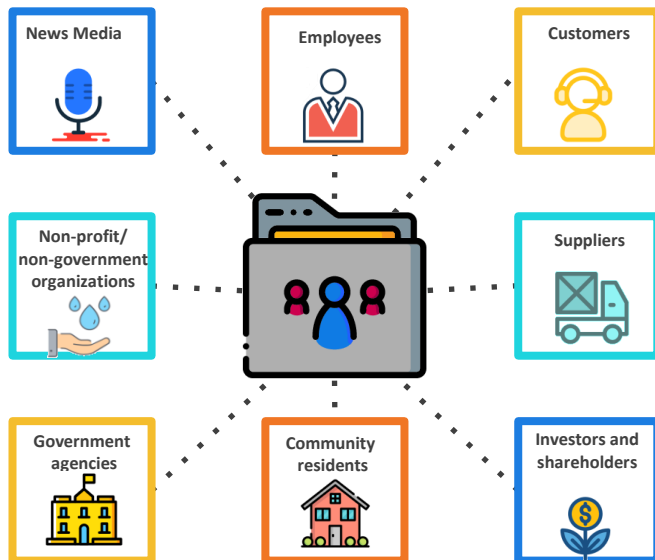
Catcher's 10 Major CSR Principles



- Comply with laws and regulations and pursue reasonable profits.
- Create corporate value, maintain corporate transparency, ensure favorable corporate governance, and optimize shareholder interest.
- Practice integrity management, adhere to business ethics, and engage in fair competition.
- Respect human rights and basic labor principles, create a safe, healthy, harmonious, and fair workplace, and provide legitimate and reasonable salary and welfare systems.
- Protect the environment, conserve resources, and facilitate the sustainable development of the environment.
- Unite customers who are willing to make a difference, work together to invent outstanding products, and showcase the excellence of human craftsmanship.
- Encourage and reward innovation and R&D, and respect intellectual properties.
- Actively participate in governmental, social, and community events, establish favorable communication channels and interaction, and fulfill citizen responsibilities.
- Sponsor cultural, educational, and public welfare events, and encourage full employee participation.
- Integrate the principles and practices of CSR in supply chain management.

1.2 Identification and Communication

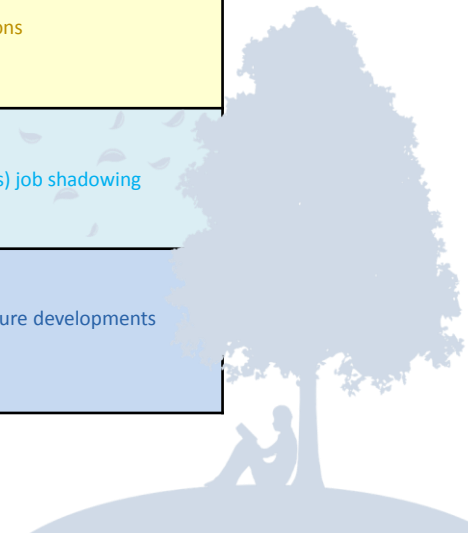
Catcher defines stakeholders as organizations or individuals who influence Catcher or are influenced by Catcher. Based on this definition, the CSR Team has identified the following major stakeholders: Employees, customers, suppliers, investors and shareholders, community residents, government agencies, non-profit/non-government organizations, and news media. To accurately identify the needs of our stakeholders, Catcher has established a suitable bi-directional communication channel through which to interact with stakeholders. Additionally, a Stakeholder section and CSR mailbox (csr@catcher-group.com) are provided on the Company's website. Through such diverse communication channels, Catcher can therefore adequately respond to CSR issues that are of interest to stakeholders and gain a better understanding of their expectations. These insights will in turn serve as references for the sustainable management of Catcher.



Catcher's primary stakeholders

	Issues of Concern	Corresponding chapters/sections	Communication Channel
Employees	Employee rights	3.4 Protecting Employee Rights	<ul style="list-style-type: none"> Communicate information on bulletin boards and portal website Regularly convene labor negotiation meeting Regularly convene welfare committee/catering committee Handle/inquire on the progress and status of handling employee feedback and grievances Conduct annual Catcher catering satisfaction survey Hold internal factory leisure events (e.g., Family Day, sports competition) Regularly/occasionally conduct educational training Each business department regularly/occasionally convene communication meetings and interviews Setup Stakeholder section on the company's website
	Employer–Employee Relations	3.2 Establishment of Employee–Employer Relations	
	Occupational safety and health management system	3.1 Safety & Health	
	Visions and Strategy of Sustainability	Message from Management 2.5 Stability and Sustained Operation	
Customers	Corporate Governance Capability	2. Catcher and Governance	<ul style="list-style-type: none"> Conduct customer audit and improve deficiencies Company website consulting service Collect customer satisfaction survey questionnaire every year Manage customer complaints by following internal standard operating procedures Setup contact window for immediate customer response and face-to-face communication Convene impromptu meetings in case of unexpected situations Setup Stakeholder section on the company's website
	Communication with stakeholders	1. Catcher and Stakeholders	
	Customer relation management	2.3 Best Customer Service	
Suppliers	Visions and Strategy of Sustainability	2.5 Stability and Sustained Operation	<ul style="list-style-type: none"> Provide product and governance related information on company's website Provide supplier consulting service on company's website Educate suppliers on CSR from time to time Dedicated window handle procurement matters Anti-corruption reporting mailbox Occasionally convene supplier business review meetings Conduct supplier evaluation and audit Setup Stakeholder section on the company's website
	Integrity and anti-corruption	2.4 Honesty	
	Communication with stakeholders	1. Catcher and Stakeholders	
	Customer relation management	2.3 Best Customer Service	

	Issues of Concern	Corresponding chapters/sections	Communication Channel
Investors and shareholders	Corporate Governance Capability	2. Catcher and Governance	<ul style="list-style-type: none"> Regularly resolve company's material matters through shareholders' meeting Occasionally convene investor conference to present the company's business outcomes and prospects Disclose material business and financial information through stock exchange and company's website Occasionally release press to announce company's business operation or events Appoint dedicated personnel to handle and respond to investors' stock affairs Actively participate in seminars and investor forums of domestic and foreign investment institutions Setup Stakeholder section on the company's website
	Customer relation management	2.3 Best Customer Service	
	Visions and Strategy of Sustainability	2.5 Stability and Sustained Operation	
	Integrity and anti-corruption	2.4 Honesty	
	Employer–Employee Relations	3.2 Establishment of Employee–Employer Relations	
Community residents	Occupational safety and health management system	3.1 Safety & Health	<ul style="list-style-type: none"> Occasionally partake in community events for information exchange Provide CSR email and have dedicated personnel to reply emails Occasionally visit village chief, residents, schools, and economically disadvantaged groups located near factories Occasionally attend village meetings and sponsor village activities Setup Stakeholder section on the company's website
	Environmental management system	4.2 Management System Operation	
	Environmental pollution prevention	4.1 Environmental Pollution Prevention	
	Climate change strategy	4.3 Climate Change Strategy	
	Social engagement and public welfare	5. Catcher and Society	
Government agencies	Integrity and anti-corruption	2.4 Honesty	<ul style="list-style-type: none"> Disclose information on company's website in pursuant to government regulations Occasionally facilitate government audit inspections inside the factories Every year, regularly confirm regulatory updates and state of compliance Every year, regularly conduct statistics and declare/report company information Every year, occasionally participate in projects or seminars/conferences held by the government Implement related matters in accordance with government regulations Deliver information through official letters and documents Setup Stakeholder section on the company's website
	Occupational safety and health management system	3.1 Safety & Health	
	Environmental management system	4.2 Management System Operation	
	Environmental pollution prevention	4.1 Environmental Pollution Prevention	
Non-profit/non-government organizations	Social engagement and public welfare	5. Catcher and Society	<ul style="list-style-type: none"> Occasionally sponsor projects and events Occasionally take part in NPO/NGO seminars and activities Provide Tainan school students (vocational high schools to graduates) job shadowing opportunities Setup Stakeholder section on the company's website
	Communication with stakeholders	1. Catcher and Stakeholders	
	Employee rights	3.4 Protecting Employee Rights	
News Media	Corporate Governance Capability	2. Catcher and Governance	<ul style="list-style-type: none"> Every month, regularly release news on operating revenue Occasionally hold press conference or press release to announce future developments Provide spokesperson contact details to respond to media questions Accept press interviews and project planning
	Supply Chain Management	2.5.3 Supply Chain Management	
	Integrity and Anti-corruption	2.4 Honesty	
	Employer–Employee Relations	3.2 Establishment of Employee–Employer Relations	
	Customer Relation Management	2.3 Best Customer Service	



1.3 Analysis of Material Issues

To collect stakeholder opinions, Catcher not only continues to understand stakeholders through communication channels, but it also compiles a preliminary list of 14 CSR issues based on the aspects of GRI G4 and the background context for sustainable development. Subsequently, questionnaire survey was conducted to identify the level of attention each stakeholder pays to CSR issues, as well as the effects of each CSR issue on company operations as assessed by executive management. Following analysis, Catcher's material CSR issues in 2016 are ranked as follows: Customer Relation Management, Visions and Strategy of Sustainability, and Environmental Pollution Prevention. Meanwhile, Catcher reviews the boundaries of each aspect, includes them in the key tasks for the year, and then discloses and provides corresponding responses in the CSR reports according to the principles of materiality and completeness.

Identification of CSR issues

Using the aspects of GRI G4 as the basis, we collected issues that can reflect the economic, environmental, and social impacts of Catcher, or issues that influence stakeholders' evaluations and decisions relating to Catcher. A total of 14 CSR issues concerning Catcher were identified.

Investigate stakeholders' degree of concern

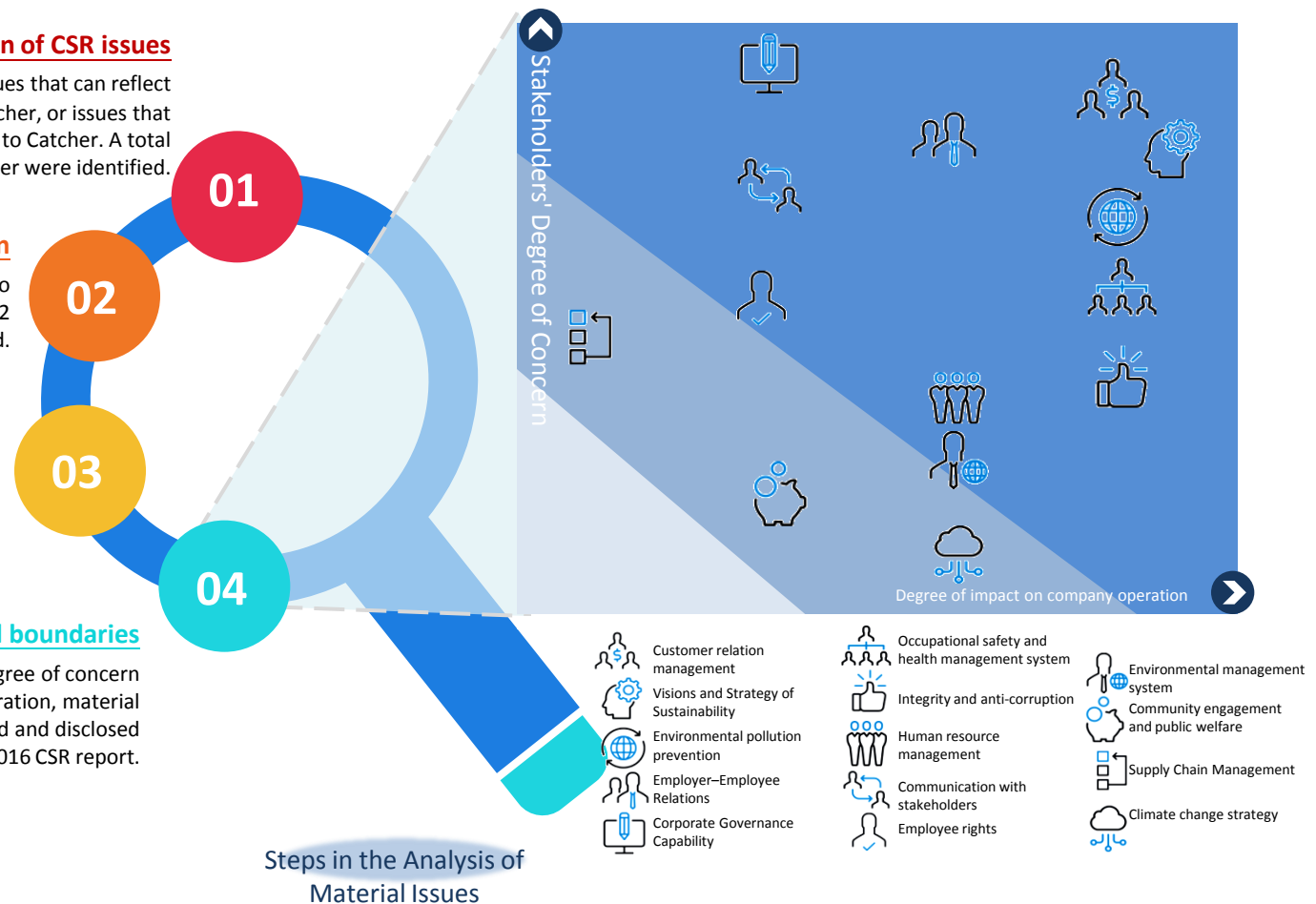
Distribute questionnaire to 8 major stakeholders to understand their degree of concern over CSR issues; 112 valid questionnaires were retrieved.









Investigate degree of impact on company operation

Invite department managers to analyze the degree of influence of each CSR issue on company operations according to sustainability visions, international laws, and current trends.

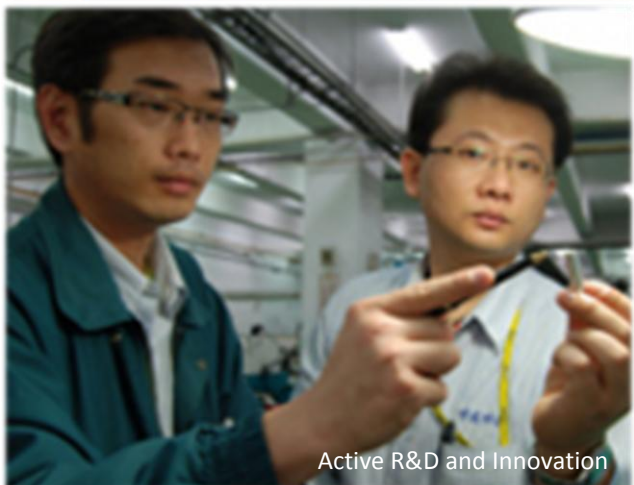
Identify material aspects and boundaries

According to the sum of stakeholders' degree of concern and degree of impact on company operation, material aspects corresponding GRI G4 were selected and disclosed in the 2016 CSR report.



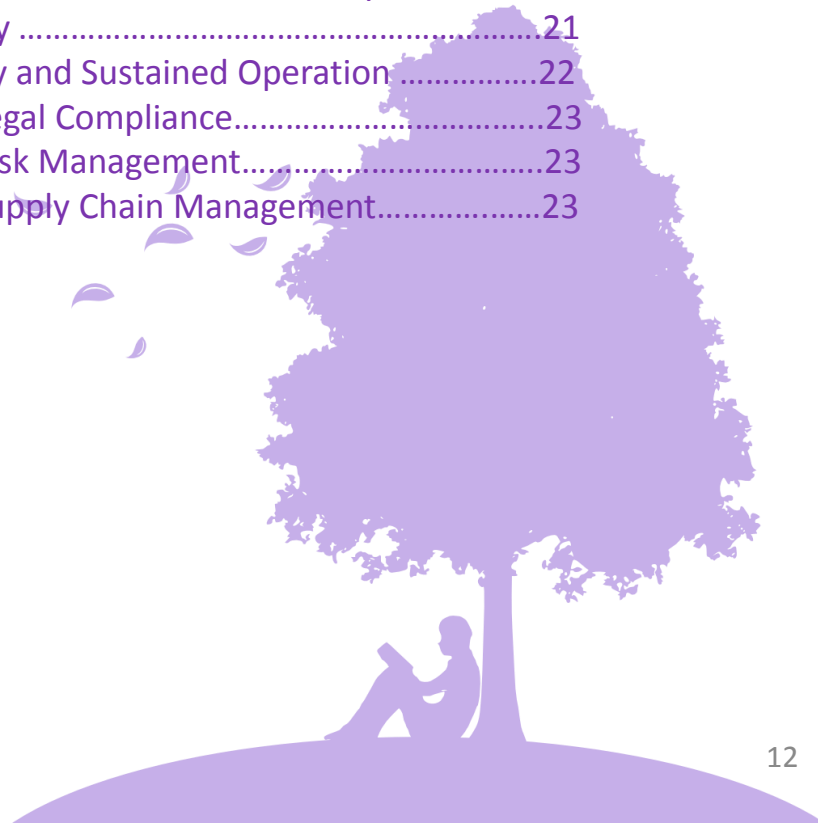
CSR Issues 	Aspects to consider with respect to GRI G4 	Corresponding chapters/sections 	Boundary Within the Organization		Boundary Outside the Organization		
			Taiwan 	China 	Customers 	Suppliers 	Community 
Visions and Strategy of Sustainability	--	Message from Management 2.5 Stability and Sustained Operation	●	●			
Corporate Governance Capability	Economic Performance	2. Catcher and Governance	●	●			
Communication with stakeholders	Environmental Grievance Mechanisms/Labor Practices Grievance Mechanisms/Human Rights Grievance Mechanisms	1. Catcher and Stakeholders	●		●	●	●
Integrity and anti-corruption	Anti-corruption/Public Policy/Anti-competitive Behavior	2.4 Honesty	●	○		●	
Employer–Employee Relations	Employer–Employee Relations/Labor Practices Grievance Mechanisms/Human Rights Grievance Mechanisms	3.2 Establishment of Employee–Employer Relations	●	○			
Employee rights	Investment/Non-discrimination/Freedom of Association and Collective Bargaining/Child Labor/Forced or Compulsory Labor	3.4 Protecting Employee Rights	●	○			
Human resource management	Market Presence/Labor/Management Relations/Diversity and Equal Opportunity	3.3 Human Resource Management	●	○			
Occupational safety and health management system	Occupational health and safety	3.1 Safety & Health	●	○			
Environmental management system	Environmental Grievance Mechanisms	4.2 Management System Operation	●	○			●
Environmental pollution prevention	Water/Effluents and Waste	4.1 Environmental Pollution Prevention	●	○			●
Climate change strategy	Energy/Emission	4.3 Climate Change Strategy	●	○			●
Customer relation management	Product and Service Labeling/Customer Privacy	2.3 Best Customer Service	●	○	●		
Social engagement and public welfare	--	5. Catcher and Society	●				●
Supply Chain Management	Supplier Assessment for Impacts on Society/Supplier Assessment for Labor Practices/Supplier Human Rights Assessment/Supplier Assessment for Impacts on Society	2.5.3 Supply Chain Management	●	○		●	

● Material influence; disclosed in this Report
○ Material influence; will be disclosed in the future



2. Catcher and Governance

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About Catcher

Provider of Total Solutions



- 👍 Company name: Catcher Technology Co., Ltd.
- 👍 Address of Headquarters: No. 398, Ren Ai Street, YungKang Dist, Tainan City
- 👍 Registered Capital: NT\$7,703,911,000
- 👍 Primary products and services: Casing and internal mechanical parts made of metal/other materials, including notebooks, tablet computers, mobile phones, wearable device, MP3, PDA and other portable devices, as well as casing and internal mechanical parts for computer, communication, and consumer electronics and cooling modules.
- 👍 Sales Region: Domestic (3.35%) and Export (96.65%, including Asia, America, Europe, and others)
- 👍 2016 Net Sales: NT\$79,113,653,000
- 👍 2016 Production Capacity: 98,800,000 units
- 👍 2016 Production Output: 82,066,000 units
- 👍 Total number of employees in Taiwan: 3,348 (Data as of December 31, 2016)

- ▼ **1984**  Established Catcher and researched and developed aluminum alloy die casting parts
- ▼ **1986** Developed magnesium alloy die casting technologies
- ▼ **1994** Received DNVI ISO 9002 Certification

- ▼ **1997** Received BVQI ISO 9001 Certification and submitted an IPO proposal

- ▼ **2000** Built the Ren Ai factory and considerably increased the scale of business operation

- ▼ **2001** Received product certification from international mobile phone manufacturers and officially launched mass production and shipment

- ▼ **2002** Extended business into producing desktop computer chassis and casings, and began mass production and shipping in Suzhou factory

- ▼ **2006** Ranked by Forbes as one of the best 200 enterprises in Asia

- ▼ **2009** Received ISO 14001 Environmental Management System Certification

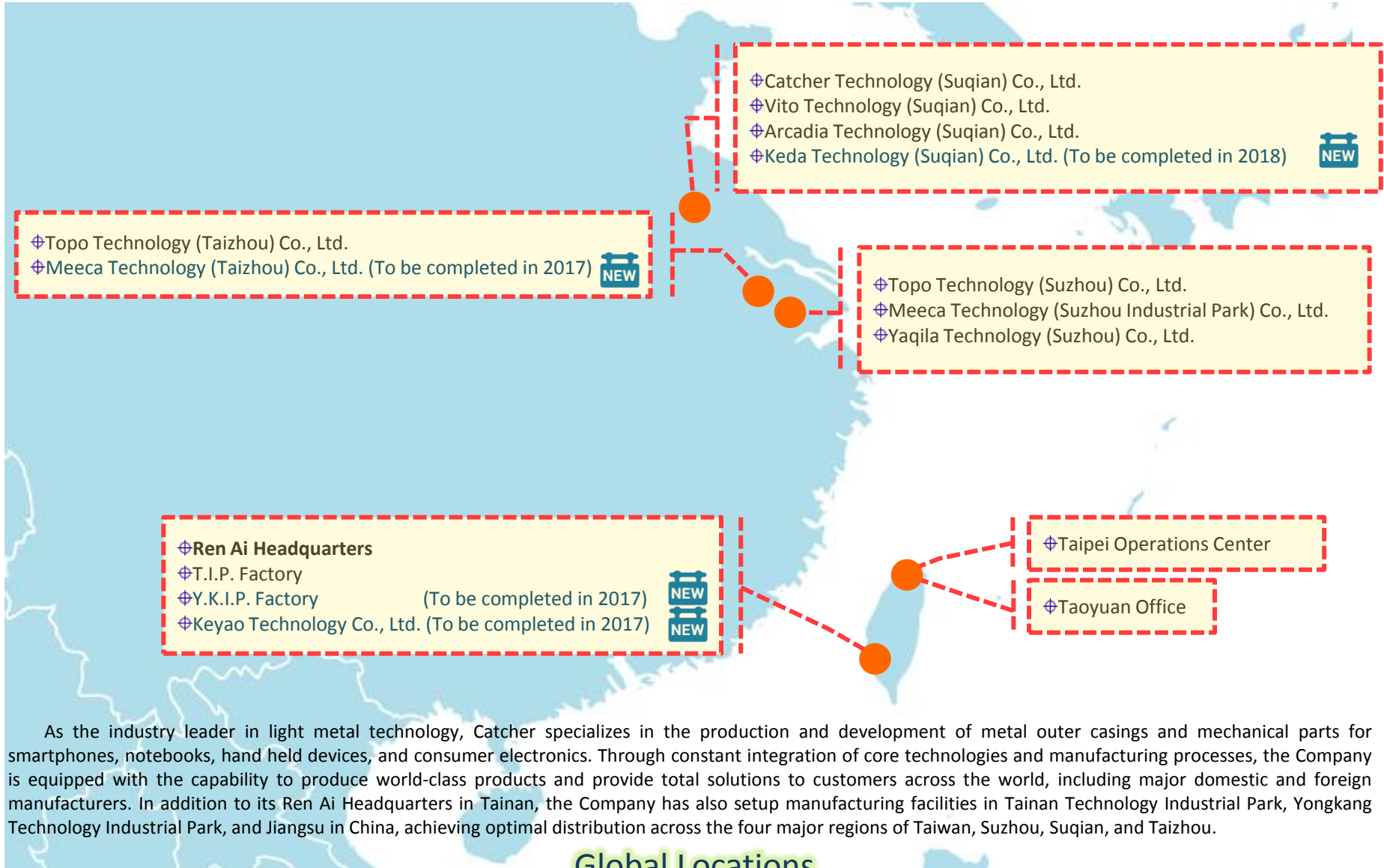
- ▼ **2010** Received IECQ QC080000 Hazardous Substance Process Management System Certification

- ▼ **2012** Ranked by the International Business Times as one of the 1000 fastest growing companies in the world

- ▼ **2015**
 - Received OHSAS 18001 Occupational Safety and Health Management System Certification
 - Ranked by Forbes as one of the best 50 enterprises in Asia

2016

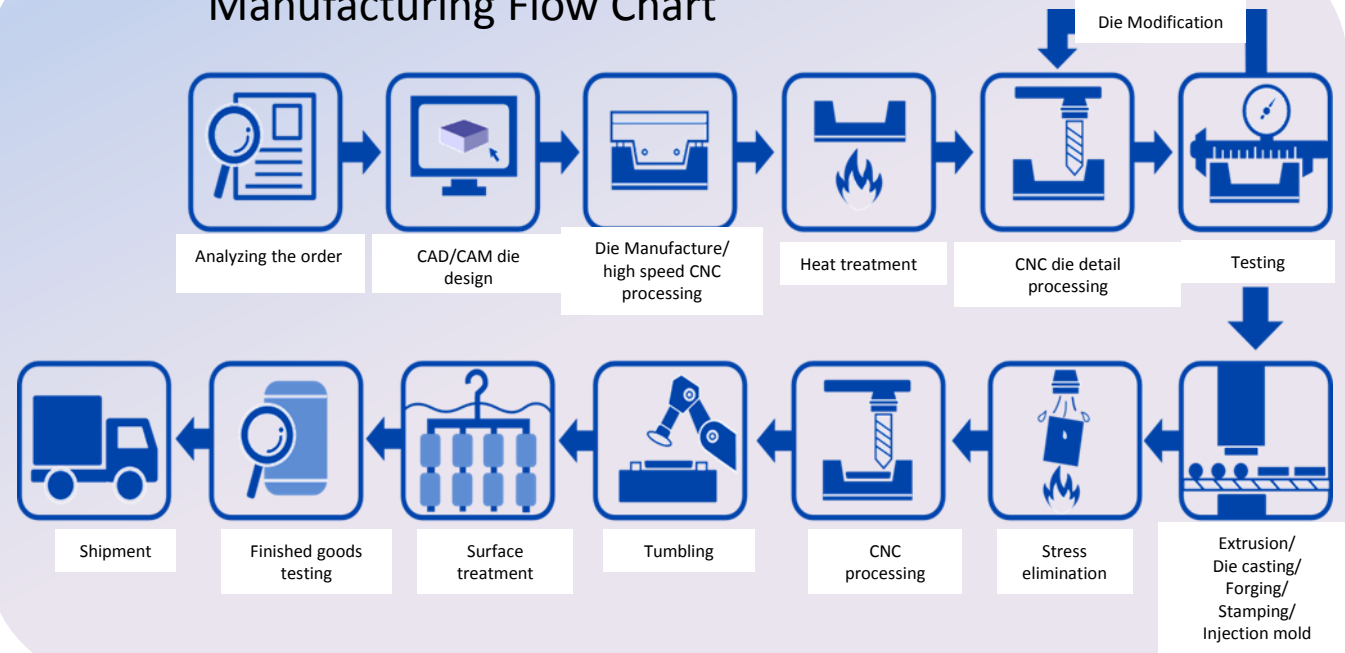
- ▼
 - Ranked top 10 in Nikkei's Asia300 ranking
 - Rated as an Excellent Taiwanese Corporation in China by the Management Institute in Taipei
 - Received the Sports Enterprise Certification by the Sports Administration of the Ministry of Education



Global Locations

Manufacturing technologies include Magnesium/aluminum alloy die casting, aluminum extrusion, forging, stamping, metal injection molding (MIM), injection, thermoforming, CNC processing, anode, PVD, and coating. The materials we deal with encompass aluminum alloy, magnesium alloy, stainless steel, composite materials of carbon fiber and glass fiber, and engineering plastics. Technologies and distinct binary processing methods are adopted depending on the materials involved. Finally, surface processing technologies are employed to create ultra-fine and aesthetically appealing mechanical parts.

Manufacturing Flow Chart



Intro to Manufacturing Process

In a rapidly changing market such as an electronic information industry, the relatively short product life cycle necessitates reliance on key innovation technologies and prospect governance capabilities in order to live up customer expectations and enhance financial performance. In 2016, the Catcher Group generated NT\$79.1 billion in total operating revenue, NT\$22.02 billion in net income after tax, and a basic EPS of NT\$28.58.



Please review Catcher's 2016 Annual Report for details on financial information on our Company website:
http://www.catcher-group.com/tw/investor_financial_psc.aspx

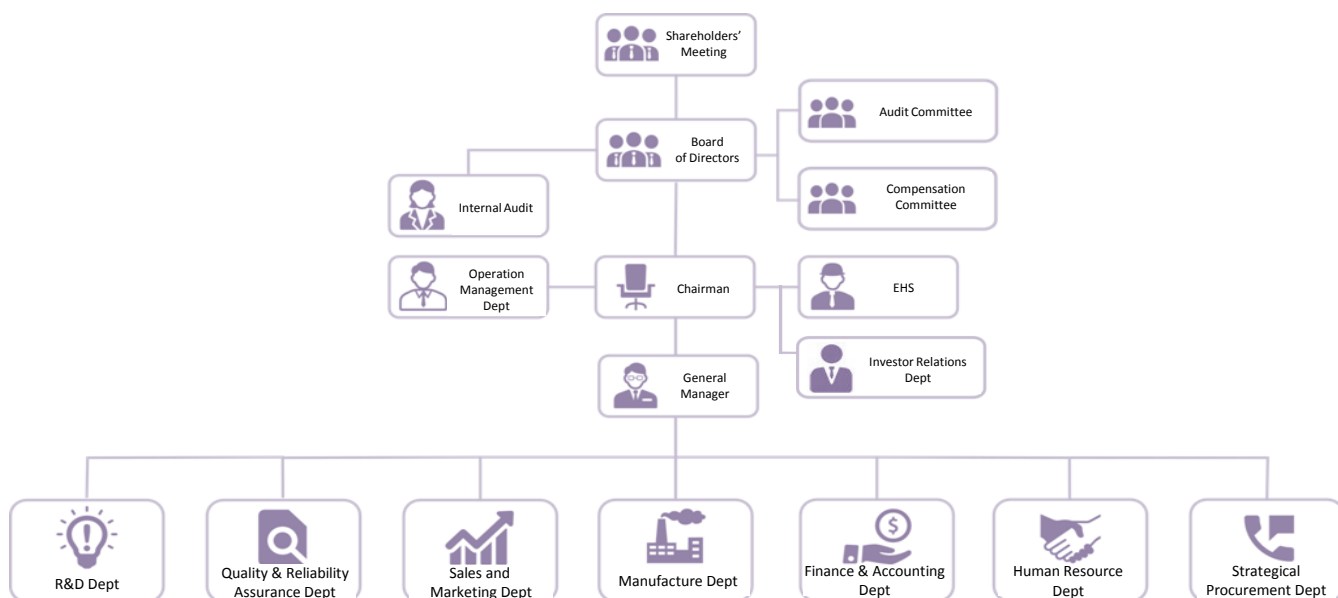
Operational Performance



2.1 Corporate Governance

Catcher pays attention to business transparency as well as instant and consistent information disclosure. In addition to disclosing relevant information on the Market Observation Post System (MOPS) as mandated by the stock exchange, the Company has also established website available in Simplified Chinese, Traditional Chinese, and English, where financial report, management, corporate governance, CSR, investor conference, and other operations and governance situations are disclosed periodically or non-periodically to provide a reference for domestic and foreign investors. The Company has appointed a spokesperson, acting spokesperson, and investor relations service providers, all of whom are responsible for communicating issues of concern to stakeholders via postal mail, telephone, or email.

In accordance with the Company Act, the Securities and Exchange Act, and other relevant laws and regulations, Catcher has established a sound and efficient Board of Directors responsible for ensuring that each and every department of the Company performs its roles and duties. This facilitates the creation of a favorable governance framework for elevating the Company's business operation performance.



Organizational Structure

Independent directors are nominated by the Board of Directors and elected at the shareholders' meeting. The directors are elected from among the shareholders at the shareholders' meeting. The Chairman of the Board acts as the external representative of Catcher. Board meetings are held at least once every quarter. Unless otherwise provided for under the Company Act, resolutions of the Board of Directors are adopted by a majority of the directors at a meeting attended by a majority of the directors. Catcher selects directors by using standards that are superior to statutory standards. Occasionally, the Company also holds continuing education courses for directors to educate them on business, finance, and stock affair policies, laws and regulations, and professional knowledge. The Company hopes to perfect management decisions and enhance governance quality through the experience and professionalism of its directors. Every year, the Board of Directors will convene a shareholders' meeting at least once within 6 months after the end of the fiscal year, and when necessary, it will hold extraordinary general meetings of shareholders in accordance with the provisions provided under the Company Act. Unless otherwise regulated by the Company Act, a shareholders' meeting resolution is passed when more than 50% of all outstanding shares are represented in the meeting, and voted in favor by more than 50% of all voting rights represented at the meeting.

Catcher acknowledges the importance of conflicts of interest. A system requiring recusal due to conflict of interest is established in the Board of Directors Meeting Rules, mandating that if a conflict of interest exists for a director or the legal person they represent with regard to a specific matter on the agenda, then the director may not take part in the discussion and voting. The shareholders' meeting also operates in accordance with Article 12 of the Shareholders' Meeting Rules, which states that a shareholder who has a personal interest in the matter under discussion at a meeting, and which may impair the interest of the Company, may not participate in voting nor exercise their voting right on behalf of another shareholder.

The Compensation Committee and Audit Committee established under the authorization of the Board of Directors to assist the Board with the exercising of its functions and duties. The organizational rules for the aforementioned two committees have been approved by the Board of Directors and are regularly reported to the Board. With an independent system of operation, the Board serves to improve the Company's governance capabilities. The status of operations is regularly disclosed on Catcher's annual report.



Please refer to the 2016 Annual Report for details on the status of the corporate governance operations of the Board of Directors, shareholders' meeting, and committees.

http://www.catcher-group.com/tw/investor_financial_psc.aspx



Business Philosophy

To further improve Catcher's operational performance, Catcher considers "Technological Innovation, Best Customer Service, Honesty, Stability and Sustained Operation" as its highest business philosophy. We expect all of our employees to uphold these philosophies in resource allocation and management in order to exceed customer expectation and create greater value for Catcher.

Regarding the four major aspects of the Company's business philosophy, the relevant management and implementation outcomes in 2016 are described in Chapters 2.2–2.5.

Honesty
(Refer to
Chapter 2.4)



**Technological
Innovation**
(Refer to
Chapter 2.2)



**Stability and
Sustained
Operation**
(Refer to
Chapter 2.5)



**Best Customer
Service**
(Refer to
Chapter 2.3)



CATCHER
smart process
可成科技

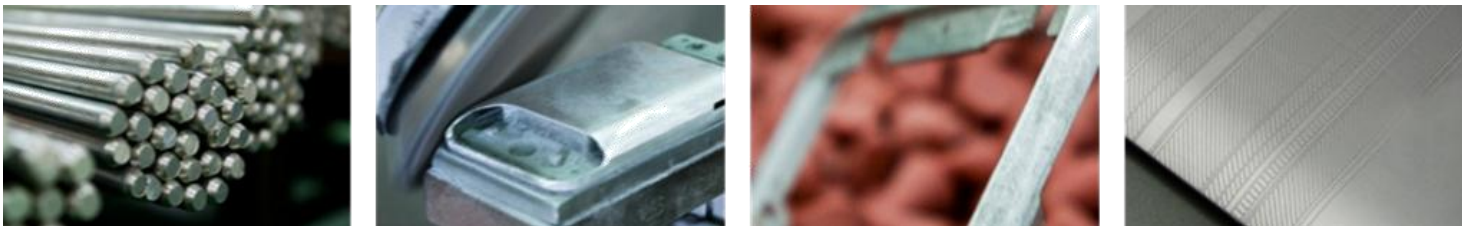
2.2 Technological Innovation

Catcher's R&D team is committed to R&D beginning from the product design stage, and is responsible for determining what customers expects from new products. During R&D, special manufacturing processes and technologies are actively developed using existing processes and technologies to provide multidimensional product designs that can satisfy customer needs. Furthermore, different materials and processes are mixed and matched to manufacture unique all-in-one casings featuring special surface properties and textures. During R&D and manufacturing processes, the team thoroughly informs customers of all kinds of information, including product samples, materials, functions, packaging and mass production criteria, and environmental and social impacts.

In 2016, Catcher invested NT\$1,288,617,000 in R&D while also enhancing the level of education for its R&D personnel to demonstrate how much the Company values R&D. By upholding the principles of technological autonomy, Catcher ensures that all of its key manufacturing processes adopted within the factories are independently developed to maintain its unique competitive advantage. New R&D outcomes include low temperature vacuum sputtering of aluminum alloys, plastic clad on metal technology for molding mobile phones casings, metal-injection stainless steel bezels and vacuum thin film sputtering surface processing, high quality metal/plastic injected accessories and mechanical parts with diverse surface processing for mobile phones and notebooks, etching techniques for mobile phones and notebooks, multi-colored anode aluminum alloy casings, high-strength integrally formed precision metal extrusion casings, special cooling technology developments and related applied product designs, low-density carbon fiber composite plates, and glass fiber composite plates.

To protect Catcher's business autonomy and strengthen its competitive edge, as of December 31, 2016, Catcher holds 10 valid global patents in total, providing effective protection over the intellectual properties of Catcher and its customers. To date, we continue to research and develop the use of special magnesium and aluminum alloy, stainless steel, carbon (glass) fiber, plastics, glass, and other metals in casing and mechanical part designs, as well as new manufacturing processes such as laser engraving/seamless welding, metal/plastic all-in-one injection molding coating technology, etching/multi-color processing with anode processing technology, and precision large-scale metal casing extrusion technology. Using these materials and techniques, we are able to produce mobile phones, notebooks, or tablet products that are of highest quality and remarkably lightweight.

Looking forward into the future, Catcher will continue to employ a diverse range of materials, complex designs, innovative manufacturing techniques, and massive economies of scale to establish multiple advantages, raise the barrier to entry of the mechanical industry, and strengthen the Company's leading status in the industry.



2.3 Best Customer Service

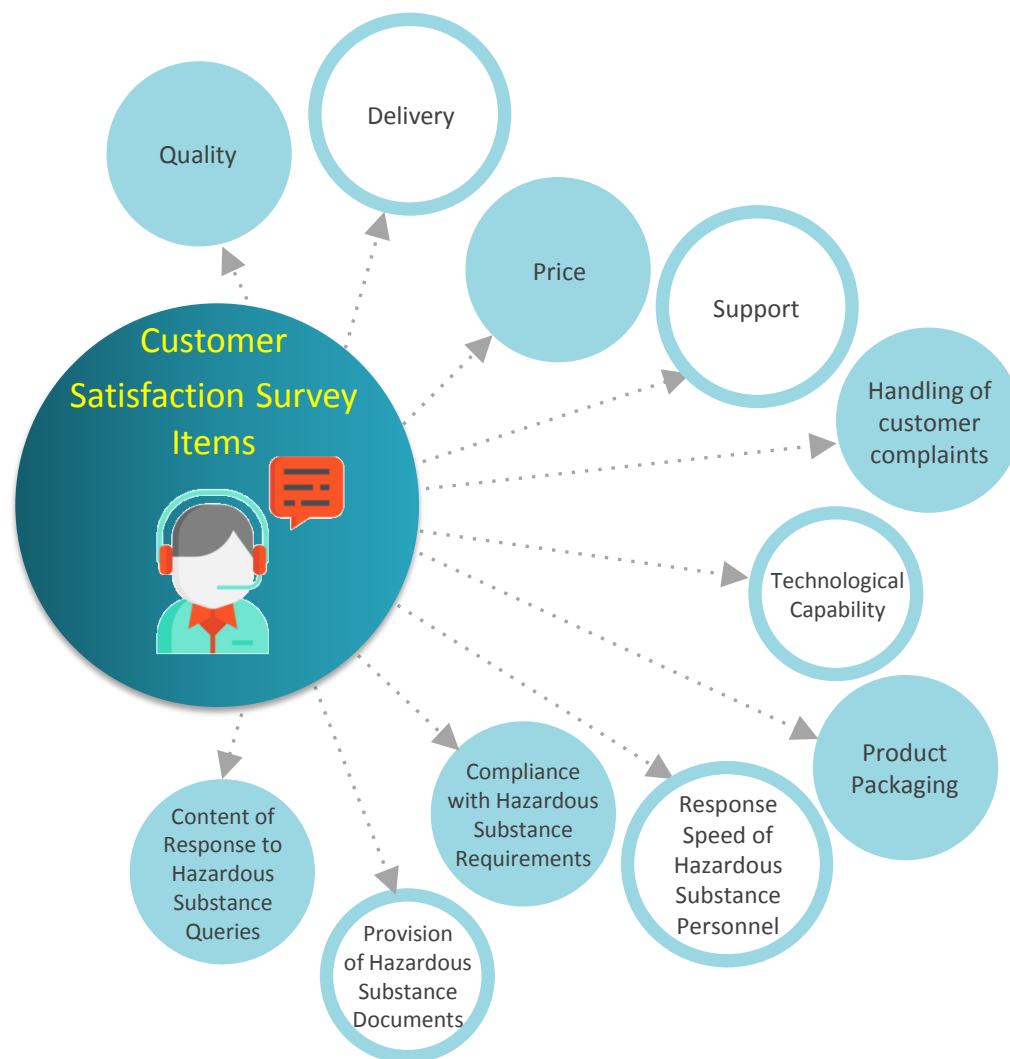
Catcher is the leading brand in providing total mechanical part solutions to iconic customers of the international electronics industry. Through our one-stop shop services, Catcher develops special diversified process matrix as well as materials, forming technologies, binary processing, surface processing, and other advanced techniques, and identifies customer needs and the trends of product development in order to produce products that live up to customer expectations.

2.3.1 Customer Relations

To provide the best quality and services to our customers, Catcher manages its quality by following ISO9001 Quality Management System regulations and customer requirements to establish key performance indicators. Additionally, Catcher regularly convenes management review meetings and ensures that employees of all departments, including manufacturing, administration, and sales, comply with quality requirements. In terms of service management, Catcher as a customer relation management procedure in place to facilitate effective and flexible communications during the order processing and order delivery processes. In addition to sales personnel providing customers with instant feedback and face-to-face communication, web pages as consulting service platform are available, in hopes of rendering diverse range of convenience services. When customer complaints/appeals are received, Catcher is able to immediately ascertain the reason of complaint and relevant information such as non-conforming items and quantity and expected outcomes, notify the Quality & Reliability Assurance Department to make a response at the first instance, and when necessary set up a team to strengthen control or conduct investigations in person. Subsequently, internal responsibilities are determined, and actions are taken by the Quality & Reliability Assurance Department and production line defect unit to put an emergency stop to the production line and implement improvement measures. Involved units are tracked to monitor the effectiveness of the improvements, and necessary information is documented and archived to prevent similar problems from happening in the future. This series of steps is aimed at elevating product quality and protecting the company's reputation.

Catcher attaches a high level of importance to customer service, which is evident by its constant communication with customers during daily operations. At the end of the year, we also conduct customer satisfaction surveys to collect information serve as a reference for improving the future operations and management practices of Catcher. Any deficiencies identified by customers are used as the basis for formulating corresponding improvements, reflections and analyses, and improvement strategies. According to statistics, customer satisfaction in 2016 scored on average 84.3 points, and no customer complaints were received. There were no incidents of product recall or quality-induced damage to customer interests, nor was there infringement of customer privacy, information leakage, or theft and loss of customer information. This performance highlights the outcomes of the improvements made and also how much Catcher values customer service.

The increasing complexity of product structures and high-end requirements for product appearance have prompted customers to impose stringent quality regulations. In future, Catcher will make continuous improvements on any inadequacies, integrate advantages, and implement strengthened customer service management in order to exceed customer expectation, maintain a closer, better, and stronger partnership with our customers, increase the Company's competitiveness, and maintain our leading status.



2.3.2 Information Confidentiality

Catcher understands the importance of confidential information to the Company itself and to its customers, because our reputation and the trust our customers have in us all depend upon it. Improper management is likely to impose punishment or penalty, which is why Catcher is devoted to giving our all in respecting and protecting privacy and confidentiality. Externally, we request our customers, suppliers, contractors, verification companies, and other external parties to sign non-disclosure agreement, which is aimed to prevent losses due to disclosure of confidential information. In 2016, there were no violations of customer privacy rights or grievances with regards to damage to customer rights as a result of loss or disclosure of customer information. This achievement accentuates the effectiveness of Catcher's internal management.

Internally, Catcher implements control by building an information security management mechanism. The "Company Information Security Policy Operating Guidelines" and "Employee Information Security Regulation Operating Guidelines" specifically mandate the need for compliance in daily operations, and these two guidelines also serve as the basis of evaluation by internal independent auditing units. These measures ensure the effective implementation of management mechanisms and adequate use of advanced technologies to reduce the possibility of information leaks. For employees whose works involve the company's business secrets, Catcher requires such employees to sign an Undertaking of Confidentiality, install anti-virus software on their personal computers, and have their USB devices subject to collective management.

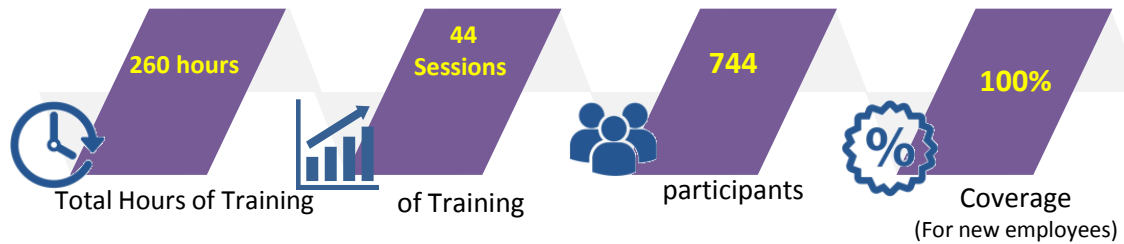
Catcher also comprehensively enforces strengthened educational training for employees. Not only does new employees need to undertake information security training and evaluation examinations, but every month, current employees are also educated on information security regulations. Employees responsible for information security services are provided with internal continuing education (four sessions in 2016 attended by 17 employees) to enhance their knowledge on information security and personal information filing maintenance, thereby establishing a positive information security culture.



2016 Outcomes of Information Security Training for
New Employees in Taiwan

With "Ethics" and "Integrity" as the highest principles of our business philosophy, Catcher has always complied with the Company Act, Securities and Exchange Act, Business Entity Accounting Act, rules relevant to TWSE/GTSM listed companies, and other laws and regulations related to business conduct as well as the EICC code of conducts. In 2016, Catcher did not directly or indirectly engage in monetary and non-monetary political contributions, nor involved in any legal actions for anti-competitive behavior, anti-trust, and monopoly practices. There were no cases of penalties, sanctions, and litigations for violations of corruption and accounting fraud regulations.

Members of the Board and executive managements are committed to realizing the codes of ethical conducts in order to establish a favorable role model in ethical management practices. Compliance in code of ethical conducts for all employees is based on the provisions given under the Labor Condition and Ethical Regulation Management Operating Guidelines and Work Rules. A grievance channel is provided for anonymous reporting of illegal activities so that management levels and all employees are able to comply with the highest level of ethical standards when performing their duties. Cases of violations of code of ethical conducts are handled following internal work rules according to the severity of the situation. Thus, managements and base-level employees are ensured to abstain from engaging in the acceptance of contracts, bribes, or any other improper benefits of any form. In 2016, there were no cases or concerns reported through the ethical management grievance channel.



2016 Outcomes of Ethics Training for Employees in Taiwan

Catcher periodically conducts ethics risk assessment on all business locations in Taiwan. The assessment result for 2016 indicated no involvement in major risks. Effective accounting systems and internal control systems are already in place for low-risk operating activities (e.g., business integrity and information disclosure). The head of the Audit Office is responsible for devising annual audit plans and allocating audit assignments. The Audit Office also works with the Labor Condition and Ethical Regulation Management Committee to regularly formulate, revise, and review ethical regulations and policy goals.

In addition to placing high standards upon ourselves, Catcher takes the initiative to raise the awareness of suppliers on anti-corruption concepts and encourage ethical conducts among suppliers. In 2016, 613 partnering vendors had completed ethics awareness training, and 97% of them had signed the Integrity and Social Responsibility Commitment. Such participation demonstrates our suppliers' willingness to co-create a business environment that embraces mutual respect for one another.

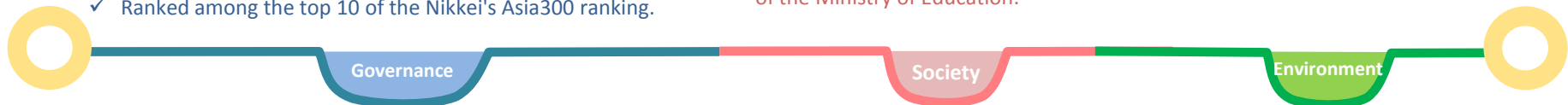


2.5 Stability and Sustained Operation

- ✓ The Group generated NT\$79.1 billion in consolidated revenue, and NT\$22 billion in net profit, both second-high records throughout company history.
- ✓ Catcher's Chairman was ranked third place among the top 50 best CEOs in Taiwan, while the Company was ranked first place in the category of technology and computer peripheral equipment by Harvard Business Review.
- ✓ Rated in 2016 an "Excellent Taiwanese Corporation" operating in China by the Management Institute in Taipei.
- ✓ Ranked among the top 10 of the Nikkei's Asia300 ranking.

- ✓ OHSAS 18001 Occupational Safety and Health Management System certification.
- ✓ Talent Quality - Management System (TTQS) certification.
- ✓ Healthy Workplace Certification - Health Promotion Badge.
- ✓ Received the 2016 Sports Enterprise Certification by the Sports Administration of the Ministry of Education.

- ✓ ISO 14001 Environmental Management System certification.
- ✓ SONY Green Partner (GP) certification.



2.5.1 Legal Compliance

Catcher has invariably adhered to foreign and domestic laws and regulations, as well as the supplier rules of international customers. The Company closely monitors major laws and policies in finance, business, environmental, and social aspects that may influence the company's business operations. In addition, relevant management procedures and internal audits are formulated in accordance with laws and regulations to prevent potential legal violations.

2.5.2 Risk Management

Risk management is a factor of corporate sustainable management, because proper identification and prevention of risks ensure immediate response and reduction of risk-induced loss. Catcher has incorporated risk management in its business operation since 2014, following the mode of thinking of forward-looking innovations, system thinking, and continuous improvements. The management system center operates the management system to plan risk assessment and prevention operations for occupational health and safety, environmental, and quality management systems. It also includes topics of human rights, ethics, and climate change coping strategies based on international CSR trends in order to meet stakeholders' requirements. Risks and severity level, probability of occurrence, and extant control mechanisms are evaluated to propose countermeasures for high-risk items and plan short-, mid-, and long-term preventive measures.

In future, Catcher will include ISO22301 Business Continuity Plan (BCP) management system to systematically integrate risk management and corporate operations, which will greatly mitigate the effect of risks on corporate operations and facilitate the adoption of valid response measures for risk mitigation.



Please refer to the 2016 Annual Report for details on risk identification and management with regards to market sales development:

http://www.catcher-group.com/tw/investor_financial_psc.aspx

2.5.3 Supply Chain Management

Catcher specializes in the production and R&D of metal casings and mechanical parts for smartphones, notebooks, hand held devices, and consumer electronics, customizing these products according to customer request. Catcher mainly works with suppliers of electronic parts and mechanical parts. Catcher has cooperated with 613 suppliers in 2016, 91% of which are local technology-intensive or labor-intensive enterprises in Taiwan. Catcher will continue to promote localized procurement, ensure stable source of supply, reduce transportation costs, and boost local employment opportunities.

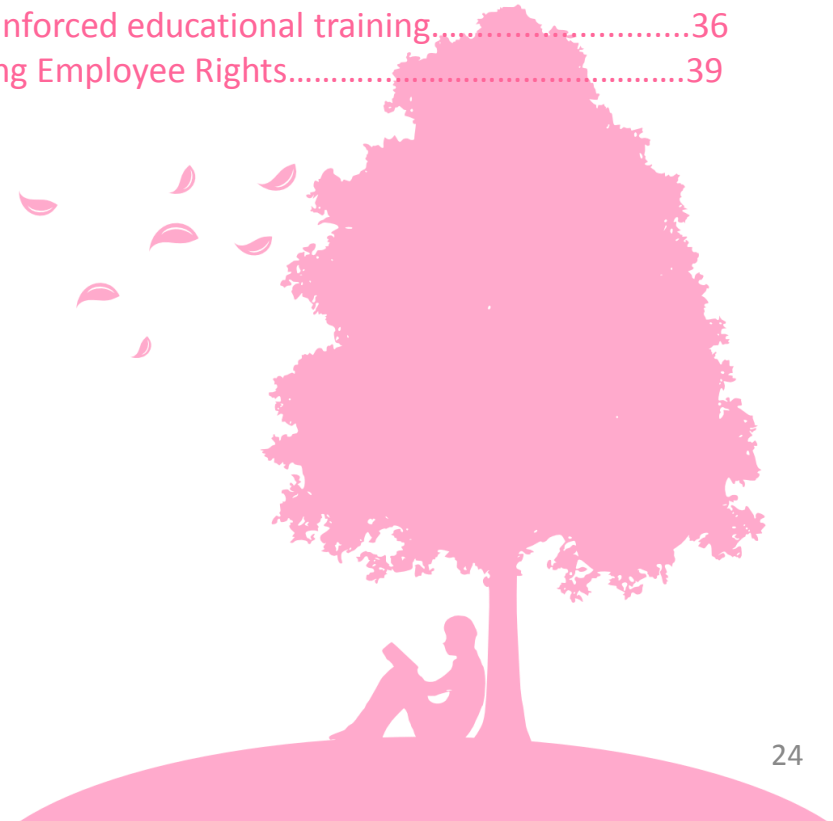
Regarding cooperation with suppliers, Catcher not only takes into account delivery, quality, and price factors, but also requests suppliers to fully understand Catcher's management systems and its belief with regards to labor (including compulsory labor, child labor, working hour, wages and overtime pay, anti-discrimination, and freedom of association), safety and health, environmental protection, and ethical management. These requirements ascertain the maximization of the positive benefits of CSR. Therefore, Catcher has established and continued to optimize supplier management procedures, conducting comprehensive assessment of the social responsibility practices of new suppliers. The goals of the assessment are to ascertain that our partnering suppliers are equipped with the ability to meet Catcher's CSR requirements.

Catcher has in 2016 completed onsite inspection of the CSR practices of three of our tier 1 suppliers based on the completed transactions and nature of these transactions. The inspection indicated no major abnormalities. Additionally, we reinforced supplier commitment to prevent inhumane treatment and discrimination, prohibit acceptance or provision of improper benefits, and ensure that hazardous labeling and safety data sheet (SDS) are provided in their workplace. Supplier auditing is aimed at ascertaining the extent to which supplier partners have accomplished their goals and at recommending improvable items. As of 2017, Catcher will increase the number of auditing targets to five suppliers. When a supplier is sanctioned for violation of relevant regulations by the competent authority or is found to have imposed negative impacts on the society and environment, such supplier must adhere to Catcher's improvement requests. In severe cases, Catcher holds the right to terminate the contract and cancel orders in hopes of achieving the goal of supplier optimization.



3. Catcher and Employees

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3.1 Safety & Health

Catcher implements the OHSAS 18001 and formulates planning and emergency response procedures according to onsite hazard identification and risk assessment mechanisms to reduce the chances of anthropogenic and non-anthropogenic hazards. In addition to employee safety, employee health is also a major concern of Catcher. The Company regularly provides professional medical consultation service, health checks, and suitable health-promoting plans to protect employees against occupational disease and injuries and ensure employee health and safety.

3.1.1 Safety and Health Promotion Organization

Ren Ai Headquarters and the T.I.P. Factory each have Safety and Health Management Committees in place; quarterly meetings are convened to discuss the implementation effectiveness and improvement practices for various safety and health operations. The factory manager acts as the chairman of the committee, and labor representatives make up 33.3% of the committee, which conforms to Article 11 of the Occupational Safety & Health Act. This composition enables the management and employees to communicate safety and health related issues face-to-face.

Furthermore, the factory manager convenes weekly environmental safety and health meetings, during which each factory division engages in education and discussions on environmental safety issues of the factory. In order to increase communication frequency and improve the efficiency with which problems are handled. These meetings highlight how much Catcher values employees' safety and health.

3.1.2 Safety and Health Management Practices

When planning and executing matters relating to the safety of operating environment, Catcher complies with relevant laws and regulations such as the Occupational Safety & Health Act and its enforcement rules, Labor Health and Safety Facilities Regulation, and Guidelines for Implementation of Labor Workplace Environmental Monitoring. In addition to local regulations, Catcher is also dedicated to staying in line with international development trends and customer requirements. First, we identify and record the activities of different work sites, the raw materials, machineries, equipment, tools, and risk factors involved, and how monitoring is performed. Then, risks are assessed on three dimensions of frequency of occurrence, severity, and risk control effectiveness. Finally, appropriate designs, engineering, administrative control, and continuous training are employed to control the various types of hazard that may arise during machinery operations, use of automated equipment, and handling of chemicals, combustible dust, ergonomic applications. Each factory implements environmental monitoring every year in pursuant to law so as to protect the safety and health of employees and ensure the quality of work environment.

Additionally, to prevent latent risks, dedicated personnel is appointed to conduct daily patrol and inspection for effective control over high-risk operations and common deficiencies. Catcher has an emergency response management procedure and response taskforce in place to facilitate mediation of emergency situations in the event of earthquakes, fire hazards, and chemical leaks. The Company has also joined the National Toxic Hazard Joint Defense System of the Environmental Protection Administration, regularly appointed employees to attend toxic hazard drills, provide mutual support and resource allocation, and increase the company's first-aid capacity. The purpose of these activities are to reduce the scale of disaster impacts and achieve pollution control.



3.1.3 Safety and Health Awareness

Every year, Catcher continues to arrange safety and health-related training to establish a culture of workplace safety. Compared with 2014 and 2015, the number of trainees and training sessions significantly increased in 2016, suggesting that employees are fully equipped to comply with safety and health policies (e.g., wearing personal protective equipment), establish correct concepts, and work together toward building a safe workplace.















2016 Outcomes of Safety and Health Training for Employees in Taiwan

3.1.4 Occupational Injury Statistical Analysis

Catcher takes occupational hazard problems very seriously. We appoint dedicated nursing personnel to record and perform statistics on the types of common occupational hazards and the department in which these hazards frequently occur, according to the statistical indicators of the Ministry of Labor. These statistics are used as a basis for developing improvement strategies and training courses. Additionally, management situations are regularly reported to competent authorities and factory managers. Catcher's factories and its contractors did not report any incidents of death in 2016. Occupational hazards generally involve lacerations and cuts. Contractors did not report any occupational hazards during the period of working for Catcher.

	Tainan Factory		Taipei Operations Center		Taoyuan Office	
Slip and Fall	17%	17%	0	0	0	0
Laceration/Cuts	33%	0	0	0	0	0
Sprain	17%	0	0	0	0	0
Chemical exposure	17%	0	0	0	0	0

Note: Categories of occupational hazard exclude traffic accidents occurring outside the factory.

	Tainan Factory		Taipei Operations Center		Taoyuan Office	
						
Injury Rate (IR) 	0.90	0.34	0	0	0	0
Occupational Diseases 	0%	0%	0%	0%	0%	0%
Lost Day Rate (SR) 	8	0	0	0	0	0
Absentee rate 	0.54%	1.44%	0.21%	4.36%	0.71%	1.04%
Total No. of Occupational Deaths 	0	0	0	0	0	0

Note:

- Injury rate (IR) = No. of disabling injuries x 1,000,000/total work hours (Injury frequency rate [FR]; the number of days lost is calculated 24 hours after the incident; number of days less than one and traffic accidents that occurred outside the factory are not included in calculation)
- Occupational diseases rate (ODR) = Total no. of occupational disease x 200,000/total work hours*100%
- Lost day rate (LDR) = Total no. of days lost x 1,000,000/total work hours (Disabling injury rate [SR]; the number of days lost is calculated 24 hours after the incident; number of days less than one and traffic accidents that occurred outside the factory are not included in calculation)
- Absentee rate (AR) = No. of hours absent (Days absent due to sick leaves and injury leaves; traffic accidents that occurred outside the factory are not included in calculation) total work hours*100%

3.1.5 Health Checks and Health-Promotion Programs

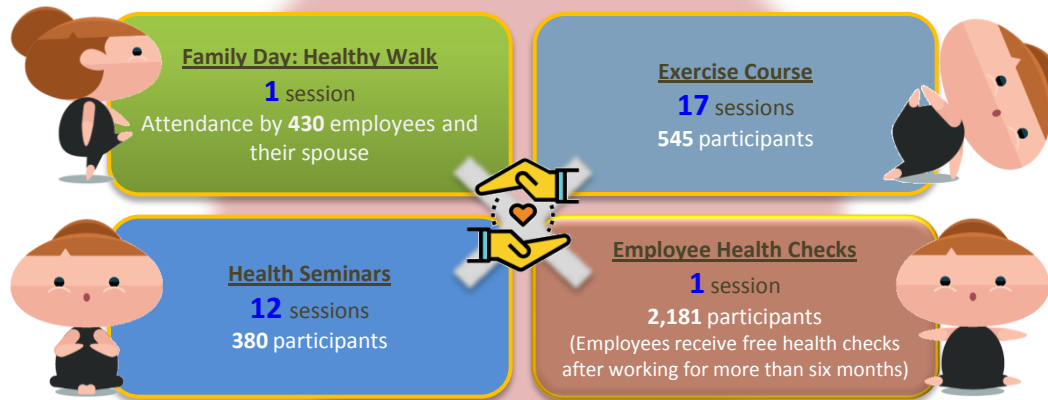
Catcher cooperates with professional medical institutions every year to host health checks for employees who handle general and special hazardous operations. The frequency and items of health checks that we offer are superior to local statutory requirements. In 2016, 2,181 employees had received health checks, and employee satisfaction with the provided health checks was 82%.

According to employees' health check results over the years, we found that a majority of employees in all age groups exhibited slightly higher body fat level. Therefore, executive managements launched the 2016 Exercise and Health Promotion program, which offers a series of courses, talks, and activities to cultivate health awareness and healthy lifestyle among employees and help them fight against obesity and chronic disease. This program is focused on four dimensions: 1. Family Day event where employees and their peers and family members participate in walking exercises to encourage them to develop the habit of exercising regularly; 2. Health-related talks to raise employees' awareness on daily health practices; 3. Exercise-related courses to help employees lose weight; and 4. Free health checks for all employees so that they can understand their health conditions and establish personal health goals.

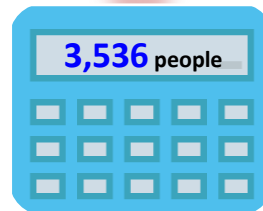
To comprehensively, continuously, and actively promote physical and mental health of employees, Catcher has planned a diversity of aerobic exercises in 2017, inviting professional therapists, training coach, and relevant lecturers to provide lessons at the factory. In other words, helping employees to lose weight and stay healthy is our long-term goal.



2016 Exercise and Health Promotion



Total in 2016:



3.2 Establishment of Employee–Employer Relations

Catcher emphasizes the importance of labor-management harmony. To show employees that we care, Catcher has established multiple communication channels to collect employee feedback, which can help improve work efficiency and labor condition, facilitate stable business growth, and prevent major incidents impacting company's productivity and labor protect, thereby creating win-win situations for both parties. Our communication channels are as follows:

3.1.6 Onsite Medical Consultations for Improvement of Anthropogenic Risks

Catcher works with occupational disease specialists from National Cheng Kung University Hospital to provide onsite medical consultation and referral services for factory employees. Catcher also evaluates the potential health risks of its operating environment. In 2016, improvements on five aspects of ergonomic engineering have been completed at both factories as advised by physicians, including labor-saving devices such as forklifts, cranes, and job rotation measure. The improvements effectively prevented occupational diseases (e.g., low-back pain, tennis elbow, and carpal tunnel syndrome) in operating personnel. Doctor consultations are arranged for employees whose health check results indicated significant abnormalities. Professional nurses then assist with follow-up management and encourage employees to stay healthy.



Communication Channel	Frequency	2014	2015	2016
Labor-Management meetings	At least once every quarter	4 sessions	10 sessions	8 sessions
Employee Welfare Committee meetings	At least once every quarter	4 sessions	6 sessions	6 sessions
Employee feedback and grievance	As needed	37 cases	31 cases	10 cases
Catering committee satisfaction survey	Once a year	2	2	2
Post-training questionnaire feedback	As needed	492	519	502
Bulletin board and electronic announcements	As needed	--	--	--

3.2.1 Labor-Management Meetings

Catcher has no union organization in Taiwan. It regularly holds labor-management meetings in accordance with the Labor Standard Act and the Regulations for Implementing Labor-Management Meeting. At these meetings, employer representatives composed of executive managers and labor representatives elected from base-level employees communicate face to face to express and share their opinions. Eight sessions of labor-management meetings were held in 2016 during which employee-related topics were discussed. There were no incidences of company losses caused by labor disputes. All operating activity regulations are in compliance with the Labor Standard Act. In the event of material changes to business operations (e.g., factory expansion, recruitment, and major operation changes), Catcher will notify employees in advance in pursuant to local laws and regulations, and obtain their consent to avoid influencing employee rights.

3.2.2 Employee Welfare Committee

To boost employee morale and promote harmonious labor-management relations, Catcher adheres to the Organization Regulations on Employee Welfare Committee, and cooperates with employees to collectively contribute employee welfare benefits as employee welfare measures. In 2016, six employee welfare committee meetings were held, where employees and employers were encouraged to collectively discuss matters regarding employee welfare and effective use of welfare resources for elevating employee benefits.



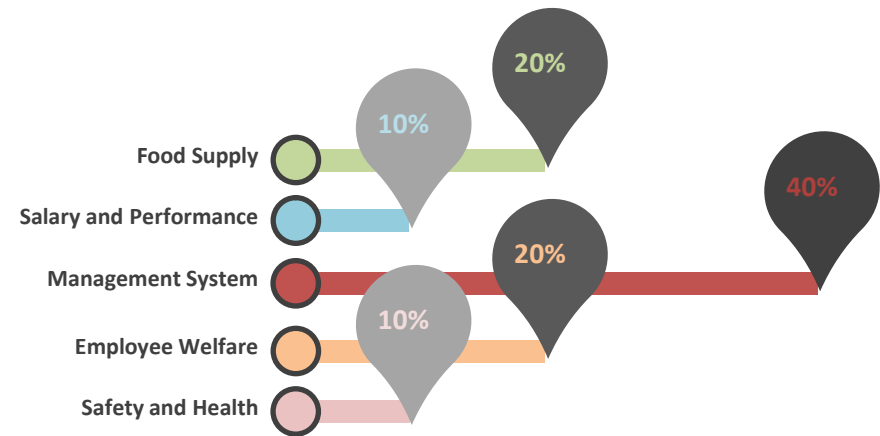
3.2.3 "Employee Grievance" Channel

Catcher values employees' opinions. Employees can speak their mind by using employee feedback mailbox, hotline, fax, and email. Regarding employee grievances, accountable units are requested to provide response and improvements at the first instance. If immediate response or resolution cannot be provided, such grievances are filed, an investigation will be carried out, and a response is set to be provided within a week after the investigation. In 2016, the number of grievances regarding the equipment provided and the foods catered decreased substantially, which is because Catcher takes employees' opinions seriously. Therefore, we reduced the occurrence of this kind of problem by simplifying equipment operations and catering more diverse and healthy food options.

Catcher has established measures for preventing retaliation against employee grievances to facilitate "instant communication, convenience and convenience, fair and responsive handling, and recurrence prevention." The Company also convenes Labor Condition and Ethical Regulation Management Committee meeting to measure the effectiveness of employee grievance handling. If any issues are subject to long-term improvement, Catcher will continue to monitor the progress of implementation.

3.2.4 Catering Supervisory Committee

There are employee canteens in Catcher's Tainan factories. To provide meals that live up to employees' expectation, Catcher has setup a Catering Supervisory Committee comprising office-level manager, caterers, and professional nurses. Food satisfaction survey is conducted every year to grant employees the chance to provide recommendations, which will serve as basis for determining whether to continue working with the catering group. This measure is conducive to improving meal provision.



Types of Employee Grievances in 2016

3.2.5 Training Opinions and Feedback

Catcher continues to make optimization and improvements by setting up internal educational training courses in conjunction with satisfaction survey mechanism to encourage employees to offer suggestions or their thoughts after training. Thus, employees could express their opinions and simultaneously provide feedback to training organizers, which can act as reference for determining future course improvement direction. Thus, quality of training can be improved to not only enhance employees' work-related knowledge or competency but also enable employees to enjoy attending these training courses.

2016 Educational Training Courses

👍 No. of Satisfaction Survey Conducted: **502**;
👍 Overall Satisfaction Rate on Average: **93%**

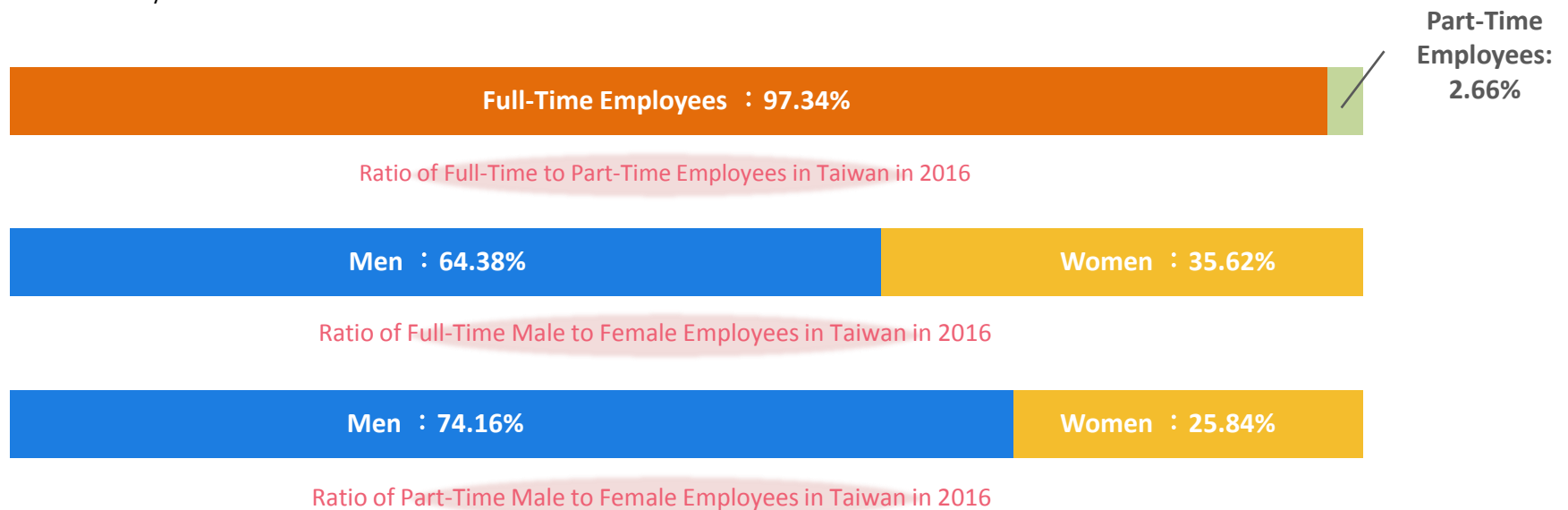


3.3 Human Resources Management

Talent is the most valuable resource in an organizational operation. For the purpose of realizing the goal of business development, Catcher has planned a series of management practices for employee recruitment, training, and motivation so that each talented employee can find their niche and apply their skills.

3.3.1 Human Resource Structure





Employees are Catcher's most precious assets. As at the end of December 31, 2016, Catcher hires 3,348 employees in Taiwan, a number that has not varied substantially over the years. Full-time employees accounted for 97.34% while part-time employees (contract and dispatched workers) accounted for 2.66% of all employees. Particularly, 64.38% of male employees and 35.62% of female employees work full-time; this male–female difference is attributed to the nature of work involved rather than the giving of precedence to any specific gender. Additionally, 24.73% of full-time employees are foreigners, which shows the high level of inclusiveness and diversity at Catcher.

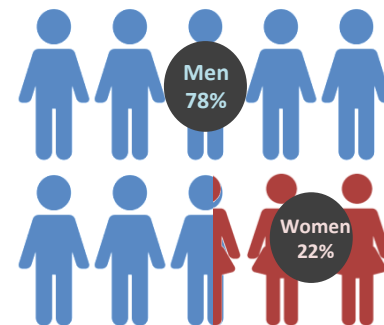


Catcher started out in Tainan and has been operating for decades. More than 99% of its full-time employees work in the Tainan factories (including Ren Ai Headquarters and T.I.P. Factory), and because of the special nature of their work, the remaining 1% employees are spread across Taipei and Taoyuan to serve investors and customers. Regarding age distribution, almost half of the full-time employees are aged 21–30 years, averaged at 31.59 years, with 3.76 years of service experience on average.

Internal employee management is based on the type of job involved (e.g., production line and non-production line of work), taking into consideration the knowledge, skills, and competency require. Therefore, different job positions and educational backgrounds are specified to meet the requirement of company development. Statistics show that full-time employees in 2016 are largely made up of base-line technicians, whereas 8.41% of the employees work full-time, hold Master's degree or higher, and assume post in R&D or other professional management. Under the regulations of performance and promotion systems, Catcher prohibits discrimination, granting all capable employees equal opportunity to promotion. In 2016, the male-to-female ratio of assistant managers and above in Taiwan was approximately 4:1.

Labor Structure of Full-Time Employees in 2016

Category	Item	Men (%)	Women (%)	Subtotal (%)
 Work location	Tainan	64.01	35.13	99.14
	Taipei Operations Center	0.12	0.12	0.25
	Taoyuan Office	0.25	0.37	0.61
 Age	18-20	0.71	0.34	1.04
	21-30	31.05	17.00	48.05
	31-40	26.20	12.92	39.12
	41-50	5.74	4.20	9.94
	51-60	0.68	1.17	1.84
 Position	Management	6.41	0.68	7.09
	Engineer	19.27	3.13	22.40
	Technician	36.27	28.69	64.96
	Administrator	2.42	3.13	5.55
 Education	PhD	0.28	0.00	0.28
	Masters	6.78	1.35	8.13
	College and University	31.42	13.07	44.49
	Vocational High School and Below	25.90	21.20	47.10



Ratio of Male to Female Assistant
Managers and Above in 2016



Ratio of Local Hires (in Tainan) of Assistant
Managers and Above in 2016

Catcher constantly contributes to local employment opportunities, which is evident in our hiring of local personnel (78%) as assistant managers or above to implement talent localization. Moreover, hiring locals facilitates understanding of local needs to enhance our market image. Additionally, to support government initiatives in increasing employment of individuals with physical and mental disabilities and provide these individuals with the opportunity to apply their skills, in 2016, we did better than what is required by law and hired 36 individuals with hearing impairment and physical disabilities, providing disadvantaged groups with suitable job opportunities.

Catcher strictly adheres to local labor laws and the principle of choosing the right people and the right skills. To facilitate our business performance and job requirements, Catcher has hired 461 new full-time employees in 2016, mostly aged between 21 and 30 years, and are located in Tainan.

Men : 75.92%

Women : 24.08%

Ratio of New Full-Time Male to Female Employees in Taiwan in 2016

Labor Structure of New Full-Time Employees in 2016

Category	Item	Men (%)	Women (%)	Subtotal (%)
Work location	Tainan	75.70	24.08	99.78
	Taipei Operations Center	0.22	0.00	0.22
	Taoyuan Office	0.00	0.00	0.00
Age	18-20	1.95	0.43	2.39
	21-30	47.72	17.79	65.51
	31-40	24.73	5.42	30.15
	41-50	1.30	0.22	1.52
	51-60	0.22	0.22	0.43

In 2016, 603 full-time employees had resigned. Regarding employee turnover, Catcher will continuously optimize its management systems, including remunerations, welfares, and work environment. When employees submit their resignation, their affiliated supervisors or the HR department will have a talk with the employee to determine their reason for resigning. This process is aimed at reducing talent outflow. In some cases however, employees are assessed for their capability and intention after the meeting. Depending on the results, they may be transferred to other job posts. Thus, a win-win situation for the company and employees is created.



Men : 69.98%

Women : 30.02%

Ratio of Full-Time Male to Female Employees in Taiwan Who Resigned in 2016

Labor Structure of Full-Time Employees Who Resigned in 2016

Category	Item	Men (%)	Women (%)	Subtotal (%)
Work location	Tainan	69.98	29.85	99.83
	Taipei Operations Center	0.00	0.17	0.17
	Taoyuan Office	0.00	0.00	0.00
Age	18-20	1.33	0.66	1.99
	21-30	44.28	19.90	64.18
	31-40	20.40	7.46	27.86
	41-50	2.99	1.49	4.48
	51-60	0.66	0.33	1.00
	61-70	0.33	0.17	0.50



Catcher has maternity and paternity leave system in place, and to promote family harmony, Catcher educates employees on how child care leaves are used. In 2016, 154 employees received child care leave, 28% of which were on unpaid leave, and all employees (100%) were reinstated after unpaid child care leave, indicating 77% in average retention rate.



A. No. of employees on child care leave in the current year (including maternity and paternity leaves)

B. No. of employees that actually applied for unpaid child care leave in the current year

Child care leave application rate (B/Ax100%)

C. No. of employees expected to be reinstated in the current year

D. No. of people actually reinstated in the current year

Rate of reinstatement after unpaid child care leave (D/Cx100%)

E. No. of employees reinstated following unpaid child care leave in 2015

F. No. of employees reinstated from unpaid child care leave in 2015 year and who have worked for one year since

Retention rate after unpaid child care leave (F/Ex100%)

	Male	Female	Total
A. No. of employees on child care leave in the current year (including maternity and paternity leaves)	76	78	154
B. No. of employees that actually applied for unpaid child care leave in the current year	4	39	43
Child care leave application rate (B/Ax100%)	5%	50%	28%
C. No. of employees expected to be reinstated in the current year	3	43	46
D. No. of people actually reinstated in the current year	3	43	46
Rate of reinstatement after unpaid child care leave (D/Cx100%)	100%	100%	100%
E. No. of employees reinstated following unpaid child care leave in 2015	2	20	22
F. No. of employees reinstated from unpaid child care leave in 2015 year and who have worked for one year since	1	16	17
Retention rate after unpaid child care leave (F/Ex100%)	50%	80%	77%

3.3.2 Employee Benefits

In addition to a competitive remuneration system, Catcher has formulated wide range of welfare measures to retain skilled employees. These measures can put employees at ease to stay devoted to work, continue to improve, and achieve physical, mental, and spiritual balance. The employee benefits Catcher adopted in 2016 are as follows:

3.3.2.1 Fully Subsidized Meals

There are employee canteens in Tainan factories where employees may enjoy free meals during lunch hours. The Catering Supervisory Committee is responsible for controlling the quality of the meals provided, and it inspects the catering company as needed to ensure that employees are given healthy and hygiene meals. In 2016, dining tables and chairs in Ren Ai Headquarters were replaced entirely to provide employees a better and more comfortable dining environment.



3.3.2.2 Work Uniform

Catcher modified its uniform in 2016 so that meets the expectations of employees, gives off a professional images, and helps raise organizational solidarity. Uniforms are designed based on direct or indirect work requirements to achieve both comfort and functionality. Every year, new long-sleeved and short-sleeved tops are given to employees for them to replace their old ones.

3.3.2.3 Activities for Physical and Mental Balance

Catcher arranges a series of leisure activities for its employees so that they can maintain balance between work and life. These activities include encouraging employees to establish social clubs, organizing sports competitions, and providing free or discounted art performance tickets. Concerning employees with overly high body fat levels, in 2016 Catcher launched the Exercise and Health Promotion program, which offers a range of courses to help build correct health concept in employees and cultivate exercising habits. Catcher's continued efforts in boosting the athletic ambiance inside the factory received the 2016 Sports Enterprise Certification by the Sports Administration of the Ministry of Education.

Catcher also shows extra care for foreign employees by not only respecting their culture, but also hosting suitable events on special occasions such as celebration of the New Year, Chinese New Year Banquet, or pray-related activities. Sports competition suitable for foreigners are also held to enrich the lives of those working in a foreign country.



To raise health awareness and help employees strike a balance between work and health, Catcher tried a different approach and held a Family Day event on April 17, 2016—Museum Fun Walk—during which employees and their spouses were invited to take a walk outdoor, and parent-child game activities were arranged. The employees and their families were able to learn about their local cultures by taking a walk around the historical museum.

This activity attracted participation by almost 500 employees and their spouses. On the day, employees who completed the walk were eligible to participate in the lucky draw and win a chance to receive a fold-up bicycle, which not only encourages them to exercise and enhances their relationship with their children, but also help their family develop a habit of exercising. Thus, correct health and weight loss concepts can be promoted among employees and their spouses. This activity takes into account employees' health, their family harmony, and Catcher's care for culture and humanity.





3.3.2.4 Mini Library

In addition to constantly adding to the collection of books in the factories, Catcher has in recent years continued to cooperate with Tainan City Public Library, exchanging 1,200 books in 2016. These books are made available at the factories for employees to borrow and are renewed once in a while so that employees are reminded to read outside of work, cultivate their character, and strengthen their competitiveness.

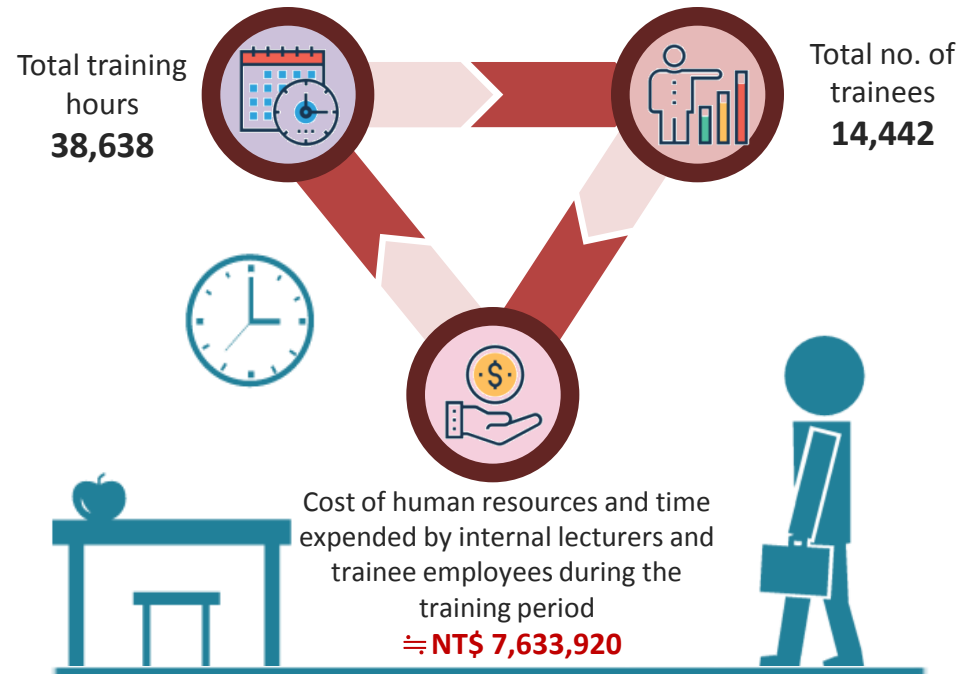
3.3.2.5 TOEIC Test Subsidy

To improve employees' proficiency in English, Catcher cooperated with Chun Shin Ltd., the Educational Testing Service (ETS) agent in Taiwan to hold the TOEIC English Test inside the factories, which enables employees to take their test in a familiar environment and without having to travel elsewhere. Half of their registration fees is subsidized by the Company, and the full registration fee is subsidized if they pass the test.

3.3.3 Educational Training

To maintain innovation and competitiveness, Catcher places a great level of emphasis on employee training and development. By following the principles and regulations of the TTQS, Catcher plans diversified educational training system, and every year, the Company systematically formulates annual training plan for all employees to bridge the gap between the company's business development and employees' work skills and encourage employees to partake in various internal and external training courses. Internal courses are focused on the core and professional competencies of employees, specializing in the learning of in-service training, work instructions, and position transfers. External courses are based on job requirements and include professional seminars and training courses provided by training institutions and well-known universities in Taiwan and overseas. The purpose of these courses is to improve employees' competitiveness in the workplace and enhance the company's management performance.

Overall, our learning training courses include: orientation training for new hires, training for supervisors, professional function training, internal lecture training, and general education course, all of which provide employee access to suitable learning resources, with the expectation that employees can continue to strengthen core competencies, apply their skills, and find a sense of achievement at work and point of balance in life.



2016 Educational Training Outcomes

3.3.3.1 Orientation Training for New Hires

On the first day of their work, new employees are arranged to attend a day of training courses to inform them of the company's system and rules, corporate value, corporate culture, information security and personal information protection, quality system, process introduction, workplace safety, and CSRs (including labor and human rights, freedom of association, prevention of sexual harassment, integrity management, and anti-corruption) to help employees quickly assimilate in the work environment.



3.3.3.2 Training for Supervisors

To strengthen management skills, Catcher offers different competency courses for different stages of management to help supervisors quickly adjust their mentality and capability in the event of a job promotion. Catcher continued to setup related courses for potential and current supervisors in 2016, including Management training for junior managers, communication skills, logical thinking and problem solving. Management training for junior managers emphasizes teaching junior managers how to effectively communicate with their subordinates and optimize work flow.

Since it was established in 2014, the new recruit training programs have invited internal elites to share their experiences in class, on weekly publications, seminar interviews, vitality camps for junior managers, and experience sharing talks, which facilitate increasing professional knowledge, management skills, and employee solidarity to build a pool of talent.





3.3.3.3 Professional Function Training System

Professional techniques and training courses that each department requires are provided. These courses involve principles and theories, troubleshooting, and instructions on machinery operations, such as automated processes and professional skills for entry/basic/intermediary levels. Catcher also arranges seminars on product applications, inviting multiple external vendors in 2016 (including equipment, raw materials, and consumables) to give talks on technology applications and development trends and inspire employees to apply their skills in process and procedural optimization, thereby further improving their work skills.



3.3.3.4 Internal Lecture Training

To improve the teaching abilities of internal lecturers so that they can fulfill their duties, all internal lecturers must complete a series of internal training courses that focus on the concepts and practices of being a lecturer, and corporate training for internal lecturers. Each person must complete at least 18 hours training to build the required knowledge and attitude of being a lecturer. Therefore, potential lecturers can present their teaching materials in a logical manner, and properly utilize different teaching methods and skills to inspire learner motivation and transfer their knowledge and skills.

In addition to training courses, each new lecturer must give a test run of their lecture before opening of actual classes. Relevant experts and senior lecturers are invited to provide their opinions and feedback, which can help new lecturers prepare for their classes and demonstrate favorable teaching performance.



3.3.3.5 General Education Courses

Catcher organizes general education courses as needed, which are aimed at equipping employees with the basic skills they need for extensive development. These courses include topics on employee care and assistance, health seminars and sports, quality improvement, and English proficiency enhancement. The series of employee care and assistance courses, which began since 2015, were further extended in depth and breadth in 2016, focusing on psychological counseling skills, health and exercise, and stress relief courses. These courses offer employees the chance to learn things other than their work profession, thereby achieving self-enhancement and balance in physical and mental development.



3.4 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 EICC, and requires all employees to sign the Employment Agreement. Catcher has also developed relevant management procedures such as Work Rules, Labor Condition and Ethical Regulation Management Operating Guidelines, 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 2016, nor were there reports of grievances pertaining to human rights.

To enhance employees' knowledge on human right policies, Catcher has, since 2014, started including EICC labor code of conducts in training courses for new hires, and also opened up courses on labor and human rights for in-house employees. Labor Condition and Ethical Regulation Management Committee meetings are held once every six months to regularly report to executive managements and continue to develop practices for human right protection. The outcomes of implementation of matters relating to employee rights and interests are summarized below:



2016 Outcomes of Labor and Human Rights
Training for Employees in Taiwan



604
participants



42 Sessions
of Training



258 hours
Total Hours of Training



100%
Coverage
(For new employees)



3.4.1 Prohibition of Compulsory Labor

Pursuant to the law, Catcher signs Employment Agreements with its employees, which states that employees are protected from the use of forced, bonded or debt bondage, indentured labor or involuntary prison labor, slavery or trafficking of persons, and that all work is voluntarily completed and employees are free to leave work at any time or terminate their employment. Catcher also communicates the prohibition of compulsory labor to its partnering workforce agencies to make sure that they comply with the requirements of Catcher and local regulations.



3.4.2 Prohibition of Use of Child Labor and Protection of Adolescents

Catcher has defined minimum age requirement (16 years-old). During recruitment, it will verify employees' proof of identity to prevent as much as possible the misuse of child labor. Additionally, the Company has established remedial measures in the event that child labor is misused. For young workers under the age of 18 years, Catcher has defined requirements on nature of work and working hours, while promising them that they will not engage in works that are detrimental to their health and safety. In 2016, there were no records of misuse of child labor in Taiwan.

3.4.3 Reasonable Working Hours and Remuneration

Concerning working hours, Catcher adheres to the Labor Standard Act and customer requirements, using work hour control system and meetings to implement control over the amount of time employees spend on working. Catcher has also established competitive remuneration and welfare policies, which are superior to statutory and industry standards. It does not use salary deduction as a form of punishment.



3.4.4 Freedom of Association

In conformance with local laws and regulations, Catcher respects the right of employees to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of employees to refrain from such activities, in order to avoid potential violations or severely endangering employees' right to freedom of association and collective bargaining. Catcher has no union organization, but with the negotiation mechanism of labor-management meetings, employees able to communicate concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.



3.4.5 Prohibition of Inhumane Treatment and Discrimination

Catcher has an employee grievance channel in place and protects the complainant against improper retaliation. It is committed to creating a workplace environment free of prejudice, discrimination, harassment, as well as inhuman treatments including violence, abuse, harassment, sexual harassment, corporal punishment, mental or physical coercion or verbal abuse. Catcher also complies with the convention of the International Labour Organization (ILO) regarding prohibition of discrimination based on race, status, language, religion, political affiliation, ethnicity, country of birth, national origin, gender, sexual orientation, color, age, marital status, appearance, facial features, disability, or previous union membership in hiring and employment practices. Employees or potential employees should not be subjected to medical tests or physical exams that could be used in a discriminatory way. There were no incidents of discrimination in 2016.





Wastewater Pretreatment Area (Y.K.I.P. Factory)



Waste recycling education



Greenland inside the Ren Ai Headquarters

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4.1 Environmental Pollution Prevention

In compliance with the ISO 14001 Environmental Management System, Catcher adopts the Plan-Do-Check-Act (PDCA) Cycle for systematically executing and managing various pollution control and environmental practices to meet local regulations and customer requirements and fulfill the responsibilities it should assume in environmental protection. In 2016, Catcher did not receive any environmental grievances through its formal grievance mechanism.


4.1.1 Air Pollution

Catcher specializes in surface treatment processes, which emit lower levels of pollutants compared with high energy-intensive industries. Surface processing primarily discharges acid gas, alkaline gas, volatile organic compounds, and particulates. As required by law, air pollution control equipment is installed for each manufacturing process, including cleaning tower, pocket dust collector, and water wash station. Onsite operators are also trained to operate air pollution prevention devices, and the effectiveness of air pollution management is regularly measured and monitored. Since 2015, Catcher has reinforced the autonomous monitoring and management of suspended particles (pm 2.5), paying particular attention to the surrounding environment.

4.1.2 Waste

Through waste reduction at the source, safe storage, proper disposal, and responsibility tracking, Catcher continues to effectively manage wastes. Regarding waste reduction at the source, Catcher continues to educate employees on how to reduce and classify their domestic wastes, and strengthens the promotion of a paper-free green enterprise by implementing the electronic form signing system to greatly reduce paper use. The 2016 statistics indicated that Catcher's Taiwan factories/offices used 146,666 electronic forms and continued to reduce hazardous industrial wastes in its manufacturing processes. Safe storage is ensured by carefully distinguishing general wastes from hazardous wastes and storing them appropriately. In addition, fire extinguisher, lighting, or emergency sprinkler facilities have also been installed. According to waste disposal proposals, which are required by legal regulations, wastes must be disposed by qualified waste disposal companies using optimal treatment technologies. Regarding responsibility tracking, empty cars are confirmed and weighed under supervision, and inspections are requested as needed. If waste disposal companies are found to be involved in illegal activities, they will be subject to inspections of the highest standards to ensure the legitimacy of their waste disposal work flow.

According to statistics for 2016, Catcher's offices/factories in Taiwan generated 1,720.60 metric tons in waste, which is 7% less than that in 2015. These wastes were all harmless and were disposed by incineration, burial, and recycling for reuse.

	Ren Ai Headquarters (metric tons)	T.I.P. Factory (metric tons)	Sum of Waste of Two Factories (metric tons)	Ratio (%)
 Incineration	203.99	366.31	570.30	33.15
Landfill	6.11	176.49	182.60	10.61
Recycling/reuse*	395.48	572.22	967.70	56.24
Total (metric tons)	605.58	1115.02	1720.60	100

*Note: As of this year, waste metal is included in the recycling and reuse item; however, because the calculation standards differ, this item was not compared with previous year.

Waste Sludge Reduction

In 2016, Catcher invested in purchasing circulation sludge dewatering equipment, which evaporates the water molecules in the sludge and then condenses the water molecules into droplets for discharge. Test measurements indicated that the use of this sludge dewatering machine reduces the resulting sludges by more than half, thus effectively lowering sludge weight and greatly mitigating the environmental load of terminal waste disposal processes, which in turn decrease sludge treatment costs and reduce the workload of waste disposal companies.

4.1.3 Water Resource and Waste

In the management water resources and wastewater discharge, Catcher has invariably been cautious in its water conservation practices to prevent environmental pollution and violation of environmental laws.


4.1.3.1 Periodic Statistical Analysis of Water Usage and Discharge

In 2016, Catcher used 787,547 tons of tap water sourced from water companies. Measurements of water consumption are based on tap water meter data. Water discharges are eventually discharged into groundwater bodies. The volume of discharge in 2016 amounted to 724,864 tons, which was based on the water discharge meter statistics of Catcher. Water meter is externally calibrated at least once a year, suggesting acceptable reliability.


4.1.3.2 Waste Divergence and Water Quality Monitoring

Catcher has established wastewater related management procedures and standard operating procedures, which mandate that wastewater treatment must follow relevant water discharge standards or control standards. Unlawful discharge is strictly forbidden. If the equipment or facilities at the wastewater treatment plant are non-functional, the cause of the problem must be identified immediately to prevent pollution expansion. If necessary, a portion or the entire production operation can be suspended until the problem is resolved.

In compliance with environmental protection laws, the plant adopts two discharge systems, a rain gutter for rainwater collection and effluent channel for discharging wastewater into wastewater treatment plant. Catcher generates two types of wastewater: domestic wastewater produced by employees and wastewater produced during manufacturing processes. Domestic wastewater is treated by aeration and biological treatment. Production wastewater is mainly acidic and is generally treated using anodizing method. Specifically, acidic wastewater is neutralized at the wastewater treatment plant, coagulated, settled, and sand-filtered, before mixing it with domestic effluent for subsequent discharge. Every day, dedicated personnel tests the effluents by following discharge water quality standards. The test results showed that testing items such as suspended solids (SS) and chemical oxygen demand (COD) all conformed to and performed even better than statutory discharge standards.



	Water quality test item	Water temperature (°C)	pH value	Suspended solids (SS)(Unit: mg/L)	Chemical oxygen demand (COD) (Unit: mg/L)
Ren Ai Headquarters	Standard	May–September <38°C October–April <35°C	6-9	30	100
	Test Results	Passed	Passed	Passed	Passed
T.I.P. Factory	Standard	<42°C	5-9	320	520
	Test Results	Passed	Passed	Passed	Passed



4.1.3.2 Wastewater Treatment Optimization Plan

Catcher classifies wastewater at the initial stages of the manufacturing process, providing the wastewater produced during manufacturing for secondary use in the subsequent production process. This approach reduces the use of tap water and enhances wastewater treatment efficiency. To mitigate the influence of effluents on environmental ecology, Catcher independently installs nickel electrolysis recycling equipment, which electrolyzes used nickel solvents to mitigate the processing load and environmental impact of wastewater plant. In 2016, the T.I.P. Factory also expanded its treatment facilities, including equalization tank and sedimentation tank, in order to reduce the work load of wastewater plants and facilitate water quality control.

4.2 Management System Operation

Catcher has obtained the ISO 14001 Environmental Management System verification since 2009, and every year, it is subject to third-party verification and certificate replacement in pursuant to ISO standard regulations. By employing management systems, Catcher has constructed internal environmental management model to protect the environment, prevent risks, raise environmental awareness, and build a good corporate image, thereby fulfilling its environmental responsibilities. Under normal operation of management systems, the Management Review Meeting in 2016 was convened at the beginning of 2017 to inspect the appropriateness and validity of the company's management systems.

The scope of Catcher's environmental management system includes all Catcher products, production process, and peripheral activities and services, as well as the arising pollution situations, raw material use, pollutant handling, and matters stipulated by relevant laws and policies. To ensure absolute implementation, a Management Promotion Committee has been setup, with the Chairman acting as the highest authority who announces management policies and commitments, and invites all units to elect committee members who can work together to achieve effective management. The formation of such committee demonstrates how much Catcher values environmental management. Additionally, schedule time sheet is planned and implemented, while management review meetings are held periodically to monitor and track implementation effectiveness.

In 2016, Catcher did not receive any judicial or administrative punishment for violating environmental laws or regulations, nor did it receive official reports of environmental grievances, both showing Catcher's capability to produce satisfactory environmental performance, which facilitates normal business operation and reduction of penalty-related financial risks. Regarding strategic planning, the global business environments have seen changes in regulatory requirements, international management system standards, and stakeholder requirements. Moreover, the new 2015 version of ISO 14001 has been announced. In light of these advances, Catcher will build a more integrated management system to reinforce the implementation of our environmental management systems, improve our ability in continuous improvements, and strive toward sustainable governance.



Regulatory compliance: Compliance with and conformance to legal regulations and other requirements as agreed for compliance by the organization

Catcher promises to regularly inspect the addition or amendments of government-related laws and regulations, and verifies the compliance of its legal regulations with statutory requirements to meet the minimum requirement of the environmental management system. Furthermore, Catcher also takes into consideration the needs of its stakeholders as well as the prospects and trends of international environmental and protection practices to compile a list of other requirements that the company agrees to comply with, which are expected to facilitate comprehensive compliance with relevant regulations.



Ongoing improvements: Creating favorable operating environment through pollution prevention, energy conservation, automatic examination, and promotion of resource recycling to continuously improve environmental safety and health management performance

Catcher promises to follow the most recent version of the ISO 14001: 2015 Environmental Management System requirements to build, implement, maintain, and continuously improve environmental management system. Through governmental laws and regulations, stakeholders' requirements, international trends in environmental management and protection measures, as well as risk assessment mechanisms for environmental aspects, Catcher is not only passive toward regulatory compliance but it is also active toward providing feasible preventive measures for environmental issues such as energy saving, greenhouse gas reduction, water resource recycling and sustainability, in order to prevent inflicting irreversible damage to the environment.





Disaster prevention: Preventing the occurrence of occupational injuries, health hazards, diseases, and accidents to protect the safety and health of all employees and partnering suppliers, contractors, and visitors

Catcher promises to not only adhere to the environment-related requirements and regulations stipulated by its stakeholders, but also adopt risk management practices, including risk identification, assessment, handling, and prevention, to prevent the potential risks of air pollution, effluent treatment, waste disposal, and toxic substance management on the company's business operation and to mitigate the negative influence of these processes on the environment. In addition, Catcher also formulates adequate active and passive goals and performance indicators for its environmental management system, and regularly monitors its environmental management performance to understand the effectiveness of its disaster prevention and continuous improvements and to ensure that the company's management process is in line with the goal of its default plans.



Implementation of education: Educate employees and propagate concepts of environmental protection, safety, and health to improve employees' knowledge on environmental safety and health and the responsibilities they should fulfill during daily operations

Catcher promises to build an organizational culture that values the importance of environmental protection and management, infusing it in training programs, case studies, internal meetings, and onsite and system inspections for new recruits to existing employees. In other words, various approaches are constantly employed to strengthen the environmental awareness of supervisors and onsite operators and to realize environmental concepts in daily operations.



Active communication: Building interactive communication channels for stakeholders to facilitate employee participation through communication, inquiries, and information transfer

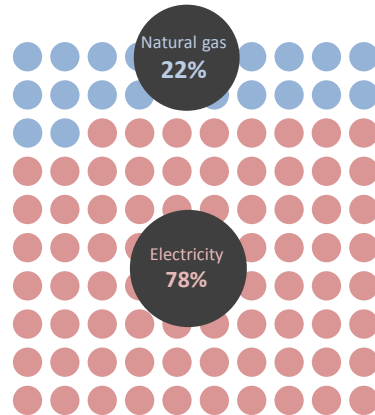
Catcher is committed to establishing transparent and smooth communication channels for its stakeholders, including the setup of official websites, Facebook fan page, hotline, and designated email for collecting stakeholder suggestions and feedback, which can provide reference for optimization of environmental management systems. Our CSR report is also a crucial channel through which to communicate with our stakeholders and regularly update them on Catcher's efforts and outcomes in environmental protection and management.

4.3 Climate Change Strategy

Catcher fully understands the possible impacts of energy use and greenhouse gas (GHG) emission on the environment. Although it was not included in the list of GHG emissions mandated by the Environmental Protection Administration, Catcher still believes in the need to sustain its business and fulfill social responsibilities, and continues to control energy consumption levels. Since 2015, the Company took the initiative to conduct GHG inventory on both its Ren Ai Headquarters and T.I.P. Factory to determine the GHG emissions inside the factories and find any sources of emission that can be reduced in order to realize the energy and GHG management policies.

Ren Ai Headquarters and T.I.P. Factory each established its own Inventory Promotion Taskforce to execute GHG inventory and management. The taskforce is chaired by the Chairman of Catcher. In reference to the ISO 14064-1 Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals and the EPA GHG emission reporting operating guidelines, we chose 2015 as the baseline to ascertain the sources of emissions at the factories. The scope of quantification includes direct GHG emissions (Scope 1) and indirect GHG emissions (Scope 2).

According to statistics, the main form of energy used by Ren Ai Headquarters and T.I.P. Factory in 2016 was electricity, natural gas, and gasoline and diesel. The total amount of energy consumed was 67,130,174,460 kcal of energy, most of which was electricity at 52,367,808,000 kcal followed by natural gas at 14,543,496,000 kcal. These calculations are based on the meter data provided by the electrical power company and natural gas company, petrol reimbursement forms of Catcher, and the 2016 energy statistics manual provided by the Ministry of Economic Affairs Bureau of Energy. Catcher did not use renewable energy sources, and there were no electricity, heating, cooling, and steam sold.



2016 Energy Consumption Ratios of
Ren Ai and T.I.P. Factories

Regarding information disclosure, Catcher participated in the Carbon Disclosure Project (CDP) for the first time in 2016. We disclosed information on climate change for the period of 2015, and obtained a C rating for it, which is consistent with the global average. This achievement shows the moderate levels of cognition of Catcher regarding overall GHG management issues and our capability to determine the problems concerning climate change and the effects of corporate operations on climate change. In addition, Catcher has formulated plans to regularly disclose carbon emission information on its official website and in its CSR reports, thus showing our active response to international GHG management activities.

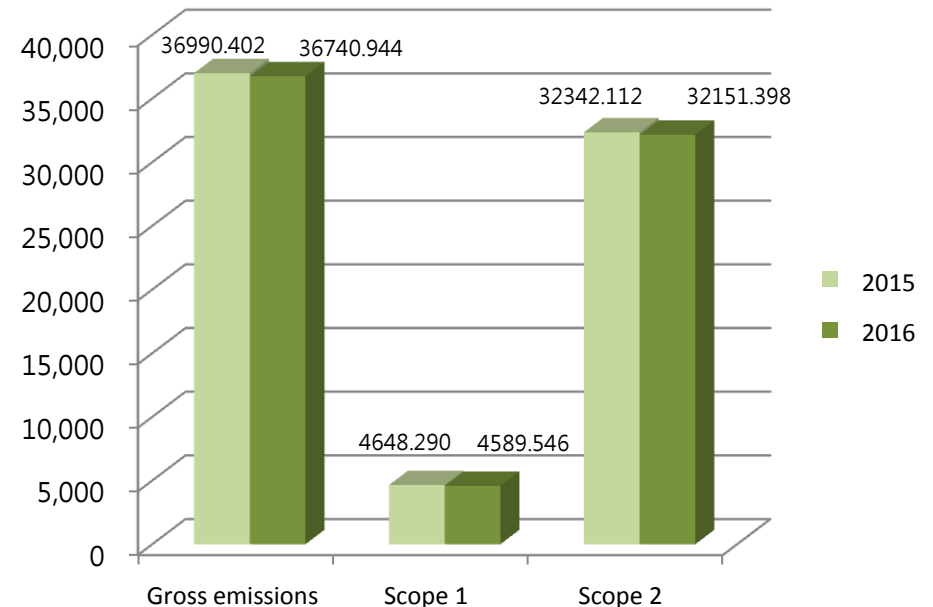


Note: The 2015-2016 GHG emission data are the inventory results of Catcher and have not been verified by third-party units. No CO₂ was emitted through biofuel combustion. The emission coefficients were obtained from the initial coefficients published by the Intergovernmental Panel on Climate Change (IPCC) in 2006 and the GHG Emission Coefficient Management Form (Version 6.0.2) provided by the Environmental Protection Administration. The electricity emission coefficient used for two years is based on the 2015 coefficient (0.528 metric tons of CO₂e/kWh) announced by the Bureau of Energy in 2016. Global warming potential (GWP) is calculated based on the announced version in the second assessment report of IPCC in 1995.

Because energy-saving programs have been successively launched at our factories, the total emissions of both factories in 2016 were calculated to be 36,740.944 tons of CO₂e, which is 1% less than that of 2015, indicating that we have saved on both energy consumption and cost. In future, Catcher will reduce its GHG emissions by 0.5% every year and acknowledge the fact that our main source of GHG emission is purchased electricity. To address this problem, we will implement various power-saving measures and ways to increase electricity efficiency, such as managing power use and replacing our lighting systems. The scope of implementation will include the production line, office buildings, and dormitories in Taiwan. Catcher will remain committed in practicing energy-saving and carbon reduction to protect the earth from top to bottom.

Types of GHG	CO ₂	CH ₄	N ₂ O	HFCs	PFCs	SF ₆	NF ₃	Total
2016 Emissions (metric tons of CO ₂ e)	35,636.184	440.983	2.976	60.911	0	599.890	0	36,740.944
Ratio (%)	96.99	1.20	0.01	0.17	0	1.63	0	100

Unit: metric tons of CO₂e



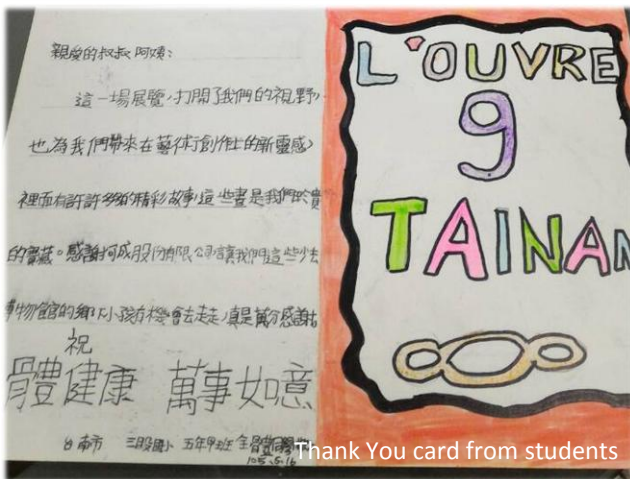
Amount of GHG Emissions in Tainan by Scope of Emission
for 2015-2016



Donating the *Global Kids Monthly* to school children



Yellow Ribbon Network Association giving a performance inside the factory

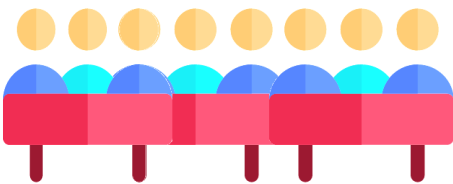


Thank You card from students

5. Catcher and Society



Upholding the spirit of "giving back what is taken from society," Catcher is committed to charitable causes and continues to establish partnerships with local residents, disadvantaged groups, and other stakeholders, invest monetary contributions and resources to facilitate social development. Catcher and the Catcher Educational Foundation engage in a wide variety of social events that cover aspects such as talent cultivation, music and art, and social concern. In 2016, both entities sponsored NT\$24,405,165 in the following activities: blood donation, Catcher Technology Cup National Go Board Game Open, and Charity Exhibition Sale. Meanwhile, Catcher is also an active member of chamber of commerce, associations, and national institutions to facilitate communication with external stakeholders and enhance corporate image and influence.

	Membership	Date of Entry	Management positions	Stakeholders involved
 Tainan Technology Industrial Park Association of Commerce	General member	Membership No. 71		Government agencies and community residents
Tainan Industry Association	General member	2008/10		Government agencies
Taiwan Electrical and Electronic Manufacturers' Association	Level-1 member	2014/4/9		Customers, government agencies
Straits Economic & Cultural Interchange Association	Group member	2013/2/8		Government agencies, news media
Taiwan Light Metal Association	Group member	2012/3/1	Director	Customers, employees
Taipei Computer Association	General member	2013/7		Customers, government agencies
Taiwan Composite Material Industry Association	General member	2014/4/1		Customers, government agencies
Taiwan Mergers & Acquisitions and Private Equity Council	Individual member	2016/10/1		Investors, shareholders
The Third Wednesday Club	General member	2016/5/27		Investors, shareholders
Kaohsiung Personnel Representative Association	General member	2016/7		Employees, government agencies
Tainan City Nurses Association	Registered nurses/Licensed practical nurses	2016/8/11		Employees, government agencies
Great Tainan Nurses Association	Registered nurses/Licensed practical nurses	2011/2/23		Employees, government agencies



175,500 cc
of
blood
collected in
2016



Blood Drives

Catcher has been working with Tainan Blood Center to host blood donation activities, where a bloodmobile is stationed inside the factory, and employees are encouraged to donate their bloods and help those in need. Catcher also offered gift vouchers as incentives in hopes of inspiring more employees to donate their blood. Eight sessions of blood donation events were held in 2016, and were participated in by 457 people. These activities helped Catcher establish a positive public image.

Since 2003, Catcher and Catcher Educational Foundation have hosted the Catcher Technology Cup National Go Board Game Open for 14 years in order to promote balance in academic studies and leisure activities. The 14th game was held on March 13, 2016. Through education on Go, this activity encourages adolescents to engage in legitimate activities and cultivate character, attention, endurance, and logical thinking, thus creating a positive social atmosphere. This event has attracted favorable evaluations.

Catcher Technology Cup National Go Board Open

14th Game participated
in by 600 people



Charity Exhibition Sale

2016 Revenue
from Exhibition Sales
NT\$239,176

Catcher continues to work with disadvantaged groups, providing them with a space inside the factory where they can sell their goods. Employees can purchase their goods directly from them as a way of encouraging those in need. In 2016, Catcher cooperated with Zhanyi Bakery Factory and Lain Xin Yuan Foundation to give employees the chance to witness for themselves the efforts that people with physical and mental disabilities put in making a living. Employees visited their booth at lunch and made purchases in person, thus showing that they care by actually helping and supporting them.

LOVE .
CATCHER



GRI G4 Indicators Index Reference Table

Material Aspect	Description	Report Chapters / Notes	Page
General Standard Disclosure			
Strategy and Analysis	G4-1 Statement from the most senior decision-maker of the organization	Message from Management	4
Organizational Profile	G4-3 Description of organization name	About Catcher	13
	G4-4 Primary brands, products and services	About Catcher	13
	G4-5 Location of organization's headquarters	About Catcher	13
	G4-6 Number and names of countries in which the organization operates	Global Locations	15
	G4-7 Nature of ownership and legal form	About Catcher	13
	G4-8 Describe the markets served by the organization	About Catcher	13
	G4-9 Describe the scale of the organization	About Catcher	13
		Global Locations	15
		Business Performance	16
	G4-10 a. Total number of employees by employment contract and gender b. Total number of permanent employees by employment contract and gender c. Total workforce of permanent employees and supervised workers and by gender d. Total workforce by region and gender e. Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers f. Report any significant variations in employment numbers	3.3.1 Human Resource Structure	31-34
	G4-11 Percentage of total employees covered by collective bargaining agreements	Catcher requires its employees to sign an employment agreement form which stipulates their rights and obligations to protect both employees and employer	--
	G4-12 Describe the organization's supply chain	2.5.3 Supply Chain Management	23
	G4-13 Report any significant changes during the reporting period regarding the organization's scale, structure, ownership, or its supply chain	Global Locations	15
	G4-14 Report whether and how precautionary approaches or principles are addressed by the organization	2.5.2 Risk Management	23

GRI G4 indicators Index Reference Table

Material Aspect	Description	Report Chapters / Notes	Page
General Standard Disclosure			
Organizational Profile	G4-15 List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	Catcher adheres to the regulations of the EICC, and utilized EICC as reference criteria for the Company's Social Responsibility Management Procedures.	--
	G4-15 List memberships of associations and national or international advocacy organizations	5. Catcher and Society	48
Identified Material Aspects and Boundaries	G4-17 a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Specify whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered in the Report.	About This Report	2
	G4-18 a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	1. Catcher and Stakeholders	6-11
	G4-19 List all Material Aspects identified in the process for defining report content	1.3 Analysis of Material Issues	10
	G4-20 For each Material Aspect, report the Aspect Boundary within the organization	1.3 Analysis of Material Issues	11
	G4-21 For each Material Aspect, report the Aspect Boundary external to the organization	1.3 Analysis of Material Issues	11
	G4-22 Report the effect of any restatements of information provided in previous reports, and the reasons for such statements	None	--
	G4-23 Report significant changes from previous reporting periods in the Scope and Aspect Boundaries	There were no significant changes from previous reporting periods	--
Stakeholder Engagement	G4-24 Provide a list of stakeholder groups engaged by the organization	1.2 Identification and Communication	8
	G4-25 Report the basis for identification and selection of stakeholders with whom to engage	1.2 Identification and Communication	8
	G4-26 Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	1.2 Identification and Communication	8-9
	G4-27 Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through reporting. Report the stakeholder groups that raised each of the key topics and concerns.	1.2 Identification and Communication	8-9

GRI G4 indicators Index Reference Table

Material Aspect	Description	Report Chapters / Notes	Page
General Standard Disclosure			
Report Profile	G4-28 Reporting period for information provided	About This Report	2
	G4-29 Date of most recent previous report	About This Report	2
	G4-30 Reporting cycle	About This Report	2
	G4-31 Provide the contact point for questions regarding the report or its contents	Back cover of the report	--
	G4-32 a. Report the "in accordance" option the organization has chosen. b. Report the GRI Content Index for the chosen option. c. Report the reference to the External Assurance Report, if the report has been externally assured.	About This Report Appendix	2 50-55
	G4-33 a. Report the organization's policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organization and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	About This Report	2
Governance	G4-34 Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental, and social impacts.	2.1 Corporate Governance	17-18
Ethics and Integrity	G4-56 Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	2.4 Honesty	21-22
Specific Standard Disclosures			
Economic Performance	G4-DMA Disclosures on Management Approach G4-EC1 Direct economic value generated and distributed by the organization	Please see Catcher's 2016 Annual Report http://www.catcher-group.com/tw/investor_financial_psc.aspx	--
Market Image	G4-DMA Disclosures on Management Approach G4-EC6 Percentage of senior management at significant locations of operation that are hired from the local community	3.3.1 Human Resource Structure	31-32

GRI G4 indicators Index Reference Table

Material Aspect	Description	Report Chapters / Notes	Page
Specific Standard Disclosures			
Energy	G4-DMA Disclosures on Management Approach G4-EN3 Energy consumption within the organization	4.3 Climate Change Strategy	45-46
Water	G4-DMA Disclosures on Management Approach G4-EN8 Total water withdrawal by source	4.1.3 Water Resource and Waste	43
Emissions	G4-DMA Disclosures on Management Approach G4-EN15 Direct greenhouse gas (GHG) emissions (Scope 1) G4-EN16 Energy indirect greenhouse gas (GHG) emissions (Scope 2)	4.3 Climate Change Strategy	45-46
Effluents and waste	G4-DMA Disclosures on Management Approach G4-EN22 Total water discharge by quality and destination G4-EN23 Total weight of waste by type and disposal method	4.1.3 Water Resource and Effluents 4.1.2 Waste	43 42
Supplier Environmental Assessment	G4-DMA Disclosures on Management Approach G4-EN32 Percentage of new suppliers that were screened using environmental criteria	2.5.3 Supply Chain Management CSR Performance	23 5
Environmental Grievance Mechanisms	G4-DMA Disclosures on Management Approach G4-EN34 Number of grievances regarding environment impact filed, addressed, and resolved through formal grievance mechanisms	4.2 Management System Operation	44-45
Labor Employment Relations	G4-DMA Disclosures on Management Approach G4-LA1 Total number and ratio of new employees hired during the reporting period by age group, gender, and region G4-LA3 Return to work and retention ratios after parental leave by gender	3.3.1 Human Resource Structure	31-34
Labor-Management Relations	G4-DMA Disclosures on Management Approach G4-LA4 Minimum notice periods regarding operational changes, including whether these are specified through collective bargaining	3.2 Establishment of Labor-Management Relations	28-29

GRI G4 indicators Index Reference Table

Material Aspect	Description	Report Chapters / Notes	Page
Specific Standard Disclosures			
Occupational Health and Safety	G4-DMA Disclosures on Management Approach G4-LA5 Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs G4-LA6 Types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and total number of work-related fatalities for the total workforce by region and gender	3.1 Safety & Health	25-28
Employment Diversity and Equal Opportunity	G4-DMA Disclosures on Management Approach G4-LA12 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	3.3.1 Human Resource Structure	31-34
Supplier Assessment for Labor Practices	G4-DMA Disclosures on Management Approach G4-LA14 Percentage of new suppliers that were screened using labor practices criteria	2.5.3 Supply Chain Management CSR Performance	23 5
Labor Practice Grievance Mechanisms	G4-DMA Disclosures on Management Approach G4-LA16 Number of grievances regarding labor practices filed, addressed, and resolved through formal grievance mechanisms	3.2 Establishment of Employee-Employer Relations	28-30
Investments	G4-DMA Disclosures on Management Approach G4-HR2 Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	3.4 Protecting Employee Rights	39-40
Non-discrimination	G4-DMA Disclosures on Management Approach G4-HR3 Total number of incidents of discrimination and corrective actions taken by the organization	3.4 Protecting Employee Rights	39-40
Freedom of Association and Collective Bargaining	G4-DMA Disclosures on Management Approach G4-HR4 Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to protect these rights	3.4 Protecting Employee Rights	39-40
Child Labor	G4-DMA Disclosures on Management Approach G4-HR5 Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to effective abolition of child labor	3.4 Protecting Employee Rights	39-40
Forced Labor	G4-DMA Disclosures on Management Approach G4-HR6 Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	3.4 Protecting Employee Rights	39-40

GRI G4 indicators Index Reference Table

Material Aspect	Description	Report Chapters / Notes	Page
Specific Standard Disclosures			
Supplier Human Rights Assessment	G4-DMA Disclosures on Management Approach	2.5.3 Supply Chain Management	23
	G4-HR10 Percentage of new suppliers that were screened using human rights criteria	CSR Performance	5
Labor Practice Grievance Mechanisms	G4-DMA Disclosures on Management Approach	3.4 Protecting Employee Rights	39-40
	G4-HR12 Number of grievances regarding human rights impacts filed, addressed, and resolved through formal grievance mechanisms		
Anti-corruption	G4-DMA Disclosures on Management Approach	2.4 Honesty	21-22
	G4-SO5 Confirmed incidents of corruption and actions taken	CSR Performance	5
Public Policies	G4-DMA Disclosures on Management Approach	2.4 Honesty	21-22
	G4-SO6 Total value of political contributions by country and recipient/beneficiary		
Anti-competitive Behavior	G4-DMA Disclosures on Management Approach	2.4 Honesty	21-22
	G4-SO7 Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes		
Supplier Social Impact Assessment	G4-DMA Disclosures on Management Approach	2.5.3 Supply Chain Management	23
	G4-SO9 Percentage of new suppliers that were screened using criteria for social impact	CSR Performance	5
Product and Service Labeling	G4-DMA Disclosures on Management Approach	2.3 Best Customer Service	19-20
	G4-PR5 Results of surveys measuring customer satisfaction		
Customer Privacy	G4-DMA Disclosures on Management Approach	2.3.2 Information Confidentiality	21
	G4-PR8 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data		

United Nations Global Compact Comparison Table

Category	The Ten Principles	Report Chapters / Notes	Page
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	3.4 Protecting Employee Rights	39-40
	Principle 2: ensure that they are not complicit in human rights abuses	3.4 Protecting Employee Rights	39-40
Labor	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	3.2 Establishment of Employee–Employer Relations 3.4 Protecting Employee Rights	28-30 39-40
	Principle 4: the elimination of all forms of forced and compulsory labor;	3.4 Protecting Employee Rights	39-40
	Principle 5: the effective abolition of child labor; and	3.4 Protecting Employee Rights	39-40
	Principle 6: the elimination of discrimination with respect to employment and occupation	3.3.1 Human Resource Structure 3.4 Protecting Employee Rights	31-34 39-40
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges;	4. Catcher and Environment	42-46
	Principle 8: undertake initiatives to promote greater environmental responsibility; and	4. Catcher and Environment	42-46
	Principle 9: encourage the development and diffusion of environmentally friendly technologies	4. Catcher and Environment	42-46
Anti-corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	2.4 Honesty	21-22



Thank you for taking the time to read this report. Please do not hesitate to contact us should you have any suggestions and words of encouragement.

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CSR Fan Page