

2024

Catcher Technology Sustainability Report



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Message from Management

To our partners who care about Catcher's sustainability,

In 2024, as the global economy gradually recovered and advancements in artificial intelligence and high-speed computing accelerated, Catcher was able to sustain operational resilience and growth momentum. Leveraging its expertise in materials science, process integration, and comprehensive vertical supply chain management, the Company achieved simultaneous growth in both revenue and profit. In the face of geopolitical risks and the restructuring of global supply chains, Catcher proactively optimized global resource allocation, strengthened international manufacturing and operational flexibility, and steadily advanced its sustainability agenda.

Catcher remains firmly committed to sustainable management. Under the leadership of the Chief Sustainability Officer, all departments jointly assess risks and opportunities, establish clear sustainability policies with short-, medium- and long-term targets, and regularly evaluate progress. These actions directly address stakeholders' growing expectations on environmental, social, and governance (ESG) issues. In line with government regulations and customer requirements, the Company has continued to strengthen greenhouse gas reduction and energy management initiatives. Key efforts include investing more than US\$70 million in clean energy funds, installing solar power systems, adopting recycled aluminum and energy-efficient equipment, and fully implementing the GHG Protocol for carbon accounting. Catcher also promotes product carbon footprint management, creating a quantifiable, traceable, and improvable carbon reduction framework. The Company passed the Science Based Targets initiative (SBTi) review in 2025, laying a solid foundation for achieving net zero emissions by 2050. Additionally, Catcher has committed to RE60 (60% renewable energy usage) by 2030 and successfully met its interim SBTi carbon reduction target ahead of schedule in 2024. These efforts earned the Company a "B" rating for both the CDP Climate Change and Water Security questionnaires, reflecting tangible achievements in energy conservation, carbon reduction, and environmental sustainability—recognition that has gained international credibility.





Message from Management

Guided by the principle of “giving back what is taken from society” and the belief in “putting people first,” Catcher strives to foster a safe, healthy, and inclusive workplace. The Company has fully implemented the ISO 45001 Occupational Health and Safety Management System and continues to improve workplace safety and employee well-being. Catcher actively promotes diversity and inclusion through disability-friendly initiatives and recruitment and training programs for diverse groups. Beyond the workplace, the Company remains deeply engaged in social welfare, investing nearly NT\$20 million in 2024 to support education, rural healthcare, cultural development, and disadvantaged groups, thereby fulfilling its corporate social responsibility.

In corporate governance, Catcher adheres to the principle of integrity, strictly complies with laws and regulations, and enhances operational transparency. The Company fully implements the Responsible Business Alliance (RBA) and Supplier Code of Conduct, supported by robust internal control and audit systems. The Board of Directors has approved the Company’s risk management policy, incorporating the Task Force on Climate-Related Financial Disclosures (TCFD) framework and promoting proactive risk mitigation and adaptation strategies. Catcher has also obtained ISO/IEC 27001 information security certification and has been repeatedly selected as a constituent stock of the “FTSE4Good Emerging Markets Index” and the “Taiwan Sustainability Index.” In addition, the Company ranks within the top 21% to 35% of listed companies in the “Corporate Governance Evaluation,” underscoring its operational resilience, sustainability commitment, and governance excellence.

Looking ahead, Catcher will continue to uphold its core principles of “Technological Innovation, Best Customer Service, Integrity Achieved, and Sustainable Management.” The Company is committed to evolving from high-end manufacturing to a sustainable value chain, working alongside global stakeholders to usher in a new era of net zero transformation, digital innovation, and responsible supply chain development.

Chairman of Catcher Technology

Shui-shu, Hung



司成科技



About This Report

The purpose of this report is to provide transparent information and present Catcher's sustainability performance and future plans to all stakeholders. This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards 2021, and also incorporates sustainability indicators published by the Sustainability Accounting Standards Board (SASB) for the Industrial Machinery and Goods sector.

In addition, it complies with the disclosure framework of the Task Force on Climate-Related Financial Disclosures (TCFD). The report further follows the Sustainability Reporting Indicators – Other Electronics Industry under the TWSE/TPEX Listing Companies' disclosure requirements, and integrates guidelines from the Responsible Business Alliance (RBA) and the United Nations Global Compact (UNGC). Moreover, the report aligns with the Science Based Targets initiative (SBTi) in disclosing climate-related targets and results.

Reporting Scope and Coverage

This report covers Catcher's actions and performance from January 1 to December 31, 2024, across economic, social, and environmental dimensions. The reporting scope includes Catcher Technology Co., Ltd. and the Catcher Educational Foundation, as consolidated in Catcher's financial statements.

Disclosures are determined based on their relevance to operational activities and their degree of impact on sustainability and risk-related issues.

The report encompasses information from Catcher's operations in Taiwan — including the Ren'AI Factory, T.I.P. (Technology Industrial Park) Factory, Y.K.I.P. (Yong Kang Industrial Park) Factory, and the Taipei Operations Center — as well as its subsidiaries in Suqian, China: Catcher, Vito, Envio, and Arcadia.

For additional financial information, please refer to the Investor Services section on Catcher's website: http://www.catcher-group.com/tw/investor_financial_psc.aspx

Data Sources and Verification

Catcher has established Board-approved procedures for the preparation and verification of its sustainability reports. The Sustainability Office is responsible for overall planning, stakeholder engagement, and report compilation, in accordance with the AA1000 Principles of materiality, inclusiveness, responsiveness, and impact.

The preparation process is conducted in three stages:

- Stage 1: Departments submit data and conduct managerial review.
- Stage 2: The Internal Audit Office performs internal verification.
- Stage 3: The report is submitted to the Board of Directors for discussion and approval prior to publication.

Where the reporting scope differs across chapters, specific explanations are provided in the respective sections. The basis for statistical data calculations is disclosed in the relevant tables. Certain contents of this report have undergone third-party assurance.

Catcher is committed to continually enhancing the credibility of its disclosures and will pursue broader external verification in future editions.

Item	Description
Financial Data and Validation	The Financial Report audited by an accounting firm specifies that all amounts are expressed in thousands of New Taiwan Dollars unless otherwise stated.
Social Responsibility Data and Validation	<ul style="list-style-type: none"> ✧ Major production sites are certified under the ISO 45001 Occupational Health and Safety Management System, valid from 2024 to 2027. ✧ Facilities undergo regular customer-managed audits in line with the latest Responsible Business Alliance (RBA) Code of Conduct.

Item	Description
Environmental Data and Validation	<ul style="list-style-type: none"> ✧ GHG Reduction Target: Submitted in September 2024 and formally approved by the Science Based Targets initiative (SBTi) in February 2025. ✧ Greenhouse Gas Emissions: Calculated in accordance with the GHG Protocol. The Group's greenhouse gas inventories for 2022 and 2023 will be verified under the SBTi framework. In 2024, the Parent Company's Tainan Technology Industrial Park Plant underwent verification by an independent third-party certification body. ✧ Environmental Management Certification: Major production sites have obtained ISO 14001 Environmental Management System certification, valid from 2024 to 2027. Water and waste data are reported based on site declarations submitted to local authorities. ✧ Energy Management Certification: The Suqian facility has obtained ISO 50001 Energy Management System certification, valid from December 2024 through December 2027.
Other Data	Other summarized statistical information is compiled and consolidated based on data reported by each operational site.

Restated Information

Item	Reason	Restated Section
GHG Emissions (2022–2023)	Disclosure updated based on SBTi verification results	Section 4.3 – Greenhouse Gas Control and Energy Management
Energy Consumption (2022–2023)	Gasoline and diesel consumption newly included	Section 4.3 – Greenhouse Gas Control and Energy Management

Report Publication Cycle

Catcher publishes its Sustainability Report on an annual basis. The summary edition was first released in June 2015, followed by the full report, which has been published annually since June 2017. Beginning in 2025, the report is scheduled for publication every August. To promote eco-friendly practices, the report is distributed exclusively in digital (PDF) format through the Company's website: http://www.catcher-group.com/tw/csr_esh_more.aspx?ID=5

Contact Information

If you have any comments or questions regarding this report, please feel free to contact us:

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Email: csr@catcher-group.com



▲ 2021-2023 Sustainability Reports



ESG Performance Highlights

Governance

Re-selected as a constituent stock of the **FTSE4Good Emerging Markets Index** and the **Taiwan Sustainability Index**, and included in the Taiwan Employment Creation 99 Index.



Ranked within the top **21–35%** of TWSE-listed companies in the **11th Corporate Governance Evaluation**.

Catcher's Chairman has been recognized among the "**Top 100 Taiwan CEOs**" by **Harvard Business Review** for five consecutive terms.

Maintains **MSCI ESG Ratings** at the industry average level.

Operates under a Board-approved risk management policy and achieved **ISO 27001 Information Security Management System** certification.

Product Quality and Safety Certifications

- ◆ ISO 9001 Quality Management Systems
- ◆ IATF 16949 Automotive Industry Quality Management System
- ◆ ISO 13485 Medical Devices Quality Management System
- ◆ AS 9100D Aerospace Quality Management System

Society

Human Rights and Employee Development

- ◆ No human rights violations were recorded at Catcher's Taiwan facilities in 2024.
- ◆ Certified under the **Talent Quality-management System (TTQS)**.
- ◆ Co-hosted the **2024 Precision Engineering Project and Thesis Award** with the Taiwan Society for Precision Engineering.
- ◆ Established and actively implementing succession planning for Board members and key management positions.

Safety & Health

- ◆ Certified by **ISO 45001 Occupational Health and Safety Management System**.
- ◆ Certified with the **Healthy Workplace – Health Promotion Badge**.
- ◆ Honored with the **Occupational Health and Safety Family Excellence Award** by the Tainan City Government.

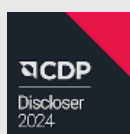


Local Care and Social Inclusion

- ◆ Sponsored nearly **NT\$20 million** in 2024, supporting talent development, music and arts, and social care programs. Of this, over **NT\$3 million** was dedicated to music and arts, including reading initiatives.
- ◆ Collaborated with the Tainan Enterprise Culture and Arts Foundation to launch the "Tainan 400 'Good South' Sustainable Education Project," connecting 17 local Tainan businesses and artisans, with university students leading elementary students in developing sustainable education actions

Environment

Climate and Energy Management — Officially passed the Science Based Targets initiative (SBTi) review for carbon reduction targets in 2025, becoming the **12th** certified company in Taiwan's high-tech hardware equipment industry.



Achieved a "**B**" **management rating** from CDP for both the Climate Change and Water Security questionnaires.



Certified by ISO 14001 Environmental Management System certification

Certified by **ISO 50001 Energy Management System**.



Green Energy Development

- ◆ Participated in the clean energy fund, with cumulative investment exceeding **US\$70 million** to date; total renewable energy generation in 2024 reached **498 million kWh**.
- ◆ Expanded **solar power installations** at major production sites, with an estimated annual output of **34 million kWh** of green electricity.
- ◆ Recognized as a **Tainan Green Procurement Company in Excellence**.
- ◆ Certified as a **SONY Green Partner (GP)**.



Sustainable Communication

1.1 Sustainable Development Management Mechanism

1.2 Primary Stakeholders Identification and Communication

1.3 Analysis and Management of Material Issue

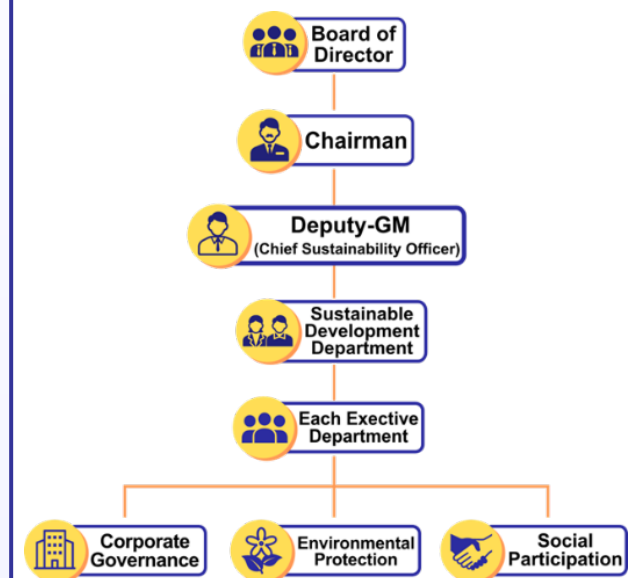


1.1 Sustainable Development Management Mechanism

In 2014, Catcher established a CSR Team subordinate, which was renamed as Sustainable Development Office, to work in collaboration with personnel from various departments in the handling of sustainable- development-related matters. The Team is composed of members from Internal Audit Office, EHS Department, 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 sustainable development performance indicators. As part of its routine operations, the Team ensures that the expectations of stakeholders are appropriately fulfilled. The implementation projects and performance of material issues are regularly reported directly to the board of directors.

Catcher has established Social Responsibility Management Procedures to define the processes for identifying material issues, assessing associated risks, and implementing corresponding risk management mechanisms, in alignment with the standards of the Responsible Business Alliance (RBA). Through internal promotion, training programs, regular meetings, and communication channels, Catcher strengthens employee awareness of sustainable development while continuously enhancing its labor, environmental, occupational health and safety, and ethical management systems. An annual Corporate Social Responsibility (CSR) Review Meeting is convened to evaluate CSR-related issues, compliance with international standards such as the RBA, the handling of grievance cases, and updates to domestic regulations and global requirements. During the meeting, CSR policies, objectives, and management approaches are reviewed and adjusted where necessary. In addition, Catcher discloses its CSR policies on its official website and communicates RBA requirements to its suppliers to ensure these standards are integrated across the Company's sustainability framework.

Catcher's Sustainability
Organizational Chart



Catcher's Sustainability Policies

- ◆ **Regulatory Compliance:** Catcher complies with applicable laws, regulations, and contractual obligations, upholding lawful profitability while fulfilling its social responsibility commitments.
- ◆ **Environmental Conservation:** To realize the goal of becoming a green enterprise and advancing sustainable development, Catcher is dedicated to preserving natural resources and minimizing environmental impact.
- ◆ **Human-Oriented Management:** Catcher safeguards employee rights, adheres to labor principles, and ensures workplace health and safety through comprehensive management systems and a structured working environment. At the same time, the Company actively promotes social responsibility and fosters a culture of humanistic care.
- ◆ **Advanced Governance:** By continuously enhancing performance management, Catcher strives to balance stakeholder interests and create long-term value for the Company.

Catcher's 10 Major Sustainability Principles

- ◆ **Legal Compliance and Profitability:** Comply with laws and regulations while pursuing reasonable and sustainable profits.
- ◆ **Corporate Governance:** Create long-term corporate value, maintain transparency, ensure sound governance practices, and optimize shareholder interests.
- ◆ **Integrity in Business:** Uphold ethical management principles, adhere to business ethics, and promote fair competition.
- ◆ **Human Rights and Labor Principles:** Respect human rights and fundamental labor standards, provide a safe, healthy, and fair workplace, and ensure reasonable compensation and benefits.
- ◆ **Environmental Protection:** Conserve natural resources, reduce environmental impact, and support sustainable environmental development.
- ◆ **Customer Collaboration:** Partner with customers who share our vision to co-develop outstanding products and demonstrate excellence in craftsmanship.
- ◆ **Innovation and Intellectual Property:** Encourage and reward innovation and R&D while respecting and protecting intellectual property rights.
- ◆ **Community Engagement:** Actively participate in governmental, social, and community initiatives, foster open communication, and fulfill our role as a responsible corporate citizen.
- ◆ **Cultural and Educational Support:** Sponsor cultural, educational, and public welfare programs, while encouraging employee involvement.
- ◆ **Responsible Supply Chain:** Promote CSR principles and practices across the supply chain to create shared sustainable value.









1.2 Primary Stakeholders Identification and Communication

Catcher adopts the five key principles of the AA1000 Stakeholder Engagement Standard—responsibility, influence, tension, diverse perspectives, and dependency—to define stakeholders as organizations or individuals that influence, or are influenced by, the Company. Based on this definition, the CSR Team has identified the following key stakeholder groups: employees, customers, suppliers, investors and shareholders, local communities, government agencies, non-profit/non-governmental organizations, and the news media.



Catcher's Primary Stakeholders






Category	Importance	Main Responsible Units
 Employees	As Catcher's most valuable asset, employees' contributions and collaboration shape organizational culture and directly influence operational performance.	◆ Human Resource Department ◆ EHS Department
 Customers	Customers are the cornerstone of Catcher's continued operations and sustainable growth.	◆ Sales and Marketing Department ◆ Quality & Reliability Assurance Department
 Suppliers	The delivery of Catcher's products and services depends on the collaboration of a high-quality and reliable supply chain.	◆ Strategic Procurement Department
 Investors & Shareholders	As equity holders, investors and shareholders form the foundation of the Company's existence and long-term development.	◆ Investor Relations Department
 Community Residents	Founded in Tainan, Catcher is committed to contributing to the local community and fulfilling its social responsibilities.	◆ Human Resource Department ◆ EHS Department ◆ Catcher Educational Foundation
 Government Agencies	As a legally compliant enterprise, Catcher's operations are subject to regulatory oversight and public accountability.	◆ Human Resource Department ◆ EHS Department ◆ Catcher Educational Foundation
 Non-Profit/ Non-Governmental Organizations (NPO/NGO)	Catcher actively shares the outcomes of its efforts with NPOs and NGOs, leveraging its influence to support broader social development.	◆ Human Resource Department ◆ Catcher Educational Foundation
 Media	Feedback and recommendations from the media enable Catcher to identify opportunities for improvement and to continually enhance its performance.	◆ Investor Relations Department






Primary Stakeholders and Their Communication Channels

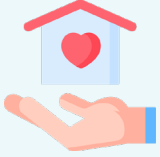

To effectively understand stakeholders' needs, Catcher has established two-way communication channels to actively engage with them. A dedicated Stakeholder section and a CSR mailbox (csr@catcher-group.com) are also available on the Company's website. Through these diverse channels, Catcher can appropriately respond to sustainability and risk-related issues of concern to stakeholders, while gaining deeper insights into their expectations. These inputs serve as valuable references for shaping and strengthening Catcher's sustainable management practices.



Category	Sustainability and Risk Issues	Communication Channels / Frequency	Communication Results For the Year
 Employees	<ul style="list-style-type: none"> ◆ Talent Attraction, Employee Benefits, Talent Training ◆ Occupational Health and Safety ◆ Integrity and Pragmatism 	Fan Page, Emails & Bulletin Board / Irregularly Employer-Employee Meetings / Quarterly Employees' Welfare Committee and Catering Committee / Quarterly Internal Website and Complaint Mailbox / Irregularly Training Programs / Irregularly Occupational Safety and Health Committee / Quarterly	<ul style="list-style-type: none"> ◆ Held a total of seven employer-employee meetings during the year. ◆ Processed 65 employee grievance cases, achieving a 100% completion rate. ◆ Employee satisfaction survey results: 95% for education and training, and 78% for meals. ◆ Shared communication and event information via bulletin boards, the internal website, and the official Facebook fan page.
 Customers	<ul style="list-style-type: none"> ◆ Labor-Employer Relations and Human Rights Protection ◆ Product Quality and Safety ◆ Talent Attraction, Employee Benefits, and Talent Training ◆ Integrity and Pragmatism 	Annual Report & ESG Report / Annually Emails / Irregularly Web Meetings/ Irregularly Official Website / Irregularly Client Audit / Irregularly	<ul style="list-style-type: none"> ◆ Achieved a customer satisfaction survey score of 93.6%. ◆ Implemented improvements and corrective actions based on deficiencies identified during customer audits. ◆ Established a dedicated contact window to ensure timely responses and facilitate face-to-face communication with customers. ◆ Convened ad hoc meetings to address unexpected situations as they arise.
 Suppliers	<ul style="list-style-type: none"> ◆ Integrity and Pragmatism ◆ Talent Attraction, Employee Benefits, and Talent Training ◆ Occupational Health and Safety 	Annual Report & ESG Report / Annually Phone Calls / Irregularly Emails / Irregularly Official Website / Irregularly Supplier Evaluation & Audit / Annually	<ul style="list-style-type: none"> ◆ Provide a supplier consulting service through the Company's website. ◆ Promote corporate social responsibility (CSR) and the Responsible Business Alliance (RBA) Code of Conduct to suppliers. ◆ Establish a dedicated contact window to handle procurement matters. ◆ Hold supplier business review meetings on a regular basis. ◆ Set up an anti-corruption reporting mailbox.

Category	Sustainability and Risk Issues	Communication Channels / Frequency	Communication Results For the Year
 Investors & Shareholders	<ul style="list-style-type: none"> ◆ Climate Change Risks, Opportunities, and Environmental Management ◆ Circular Economy and Greenhouse Gas Control ◆ Energy Management 	Annual Report & ESG Report / Annually	<ul style="list-style-type: none"> ◆ Held 45 investor briefings during the year. ◆ Resolved significant company matters through shareholder meetings. ◆ Disclosed major operational and financial information via the stock exchange and the Company's website. ◆ Issued press releases to communicate operational updates and event information. ◆ Appointed dedicated personnel to handle investor inquiries and shareholder services. ◆ Actively participated in domestic and international institutional investor seminars and forums.
		Shareholders Meetings / Annually	
		Investor Meetings / Irregularly	
		Market Observation Post System / Irregularly	
		Official Website / Irregularly	
		Investor Relations Hotline and Emailbox / As Required	
 Community Residents	<ul style="list-style-type: none"> ◆ Air Pollution Management ◆ Waste Management ◆ Water Resource Management ◆ Local Care and Social Inclusion 	Phone Calls / As Required	<ul style="list-style-type: none"> ◆ Active participation in community engagement activities. ◆ Dedicated CSR email channel, managed by assigned personnel to address inquiries. ◆ Regular visits to local community leaders, residents, schools, and underprivileged groups near company facilities. ◆ Attendance at community meetings and sponsorship of local events.
		Fan Page / Irregularly	
		Official Website / Irregularly	
		Corporate Social Responsibility Hotline and Emailbox / As Required	
 Government Agencies	<ul style="list-style-type: none"> ◆ Circular Economy and Greenhouse Gas Management ◆ Energy Management ◆ Air Pollution Control ◆ Waste Management ◆ Water Resource Management ◆ Integrity and Pragmatism ◆ Labor–Employer Relations and Human Rights Protection 	Annual Report & ESG Report / Annually	<ul style="list-style-type: none"> ◆ Disclose information on the Company's website in compliance with government regulations. ◆ Accompany government officials during on-site audits when required. ◆ Regularly review and confirm updates to regulations and compliance status. ◆ Periodically compile and report relevant company data. ◆ Participate in government-sponsored projects and briefing sessions as needed. ◆ Implement measures in accordance with government regulations. ◆ Deliver information through official letters and documents.
		Official Website / Irregularly	
		Attending Information Sessions and Forums / Irregularly	
		Phone Calls / Irregularly	
		Emails / As Required	
		In-Person Visits / As Required	



Category	Sustainability and Risk Issues	Communication Channels / Frequency	Communication Results For the Year
 NPO/NGO	<ul style="list-style-type: none"> ◆ Local Care and Social Inclusion ◆ Information Security and Privacy Management ◆ Integrity and Pragmatism ◆ Occupational Health and Safety ◆ Air Pollution Management 	Attending Information Sessions and Forums / Irregularly	<ul style="list-style-type: none"> ◆ Provide irregular sponsorships for various projects and events. ◆ Participate in seminars and activities organized by NPOs/NGOs as needed. ◆ Provide workplace suitability visit opportunities for students from schools in the Tainan area (from high school to graduate school). ◆ Offer opportunities for industry-academia collaboration and exchange with universities and colleges.
		Emails / Irregularly	
		Phone Calls / Irregularly	
		In-Person Visits / As Required	
 News Media	<ul style="list-style-type: none"> ◆ Air Pollution Management ◆ Waste Management ◆ Occupational Health and Safety ◆ Information Security and Privacy Management ◆ Product Innovation and R&D ◆ Product Quality and Safety ◆ Supply Chain Management 	Annual Report & ESG Report / Annually	<ul style="list-style-type: none"> ◆ Issue monthly revenue news releases on a regular basis. ◆ Hold press conferences or release statements to communicate future developments. ◆ Provide spokesperson contact information to ensure unified responses to media inquiries. ◆ Welcome interviews and feature coverage from journalists.
		Press Releases / Irregularly	
		Press Conferences / Irregularly	
		Hotline & Emailbox of Spokesperson / Irregularly	



1.3 Analysis and management of Material Issue

Catcher maintains ongoing dialogue with stakeholders through multiple communication channels to gain a comprehensive understanding of their perspectives. The Company aligns its practices with the latest GRI Standards (2021), with particular emphasis on the materiality requirements outlined in GRI 3, while taking into account the broader context of sustainable development. In collaboration with internal and external experts, Catcher regularly assesses material sustainability issues and risks across environmental, social, and governance (ESG) dimensions.



Analysis of Sustainability and Risk Material Issues

Understanding
Organizational Path

Stakeholder Identification

Catcher has identified its key stakeholders as employees, customers, suppliers, investors and shareholders, community residents, government agencies, non-profit/non-governmental organizations, and the media.

Identification of Sustainability and Risk Issues

Drawing primarily on the GRI Standards, and referencing the SASB industry standards, TCFD climate-related financial disclosures, RBA Code of Conduct, UN Global Compact, and SBTi framework, Catcher compiled a comprehensive set of sustainability and risk issues. These issues reflect both the Company's operational impact on the economy, environment, and society, as well as factors influencing stakeholder evaluation and decision-making. The Sustainability Department initially consolidated 72 issues relevant to the industry, which were subsequently integrated into 17 material topics through sustainability meetings and impact assessments.

Identifying Actual and Potential
Impacts

Stakeholder Identification and Assessment

Each year, Catcher conducts a stakeholder questionnaire survey to evaluate the impacts of its operational activities, industry type, and value chain. The survey serves as a key communication channel to understand stakeholder concerns regarding various sustainability and risk issues. Concern levels are scored on a scale of 1 (not concerned) to 5 (very concerned), enabling the identification of the significance of each issue. In the most recent survey, 196 valid responses were collected.

Internal Identification and Assessment

Through sustainability meetings, Catcher evaluates the actual, potential, positive, and negative impacts of each sustainability and risk issue. The assessment includes determining the likelihood of occurrence for stakeholders, the probability of actual and potential occurrence (scored on a scale of 1 to 5), and the potential benefits of positive impacts as well as the severity of negative impacts on operations, also scored from 1 to 5.

Issue Ranking and Significance

Sustainability and risk issues are ranked according to the average weighted total score, combining stakeholder concern with the Company's operational impact. Issues that achieve a score of 3.3 or higher, as determined through sustainability meetings, are classified as significant sustainability and risk issues.

Disclosure of Low-Significance Issues

In 2024, biodiversity as well as local care and social inclusion were assessed as low-significance issues and therefore not classified as significant sustainability and risk issues. Nonetheless, Catcher will continue to disclose relevant information on these topics to maintain transparency.

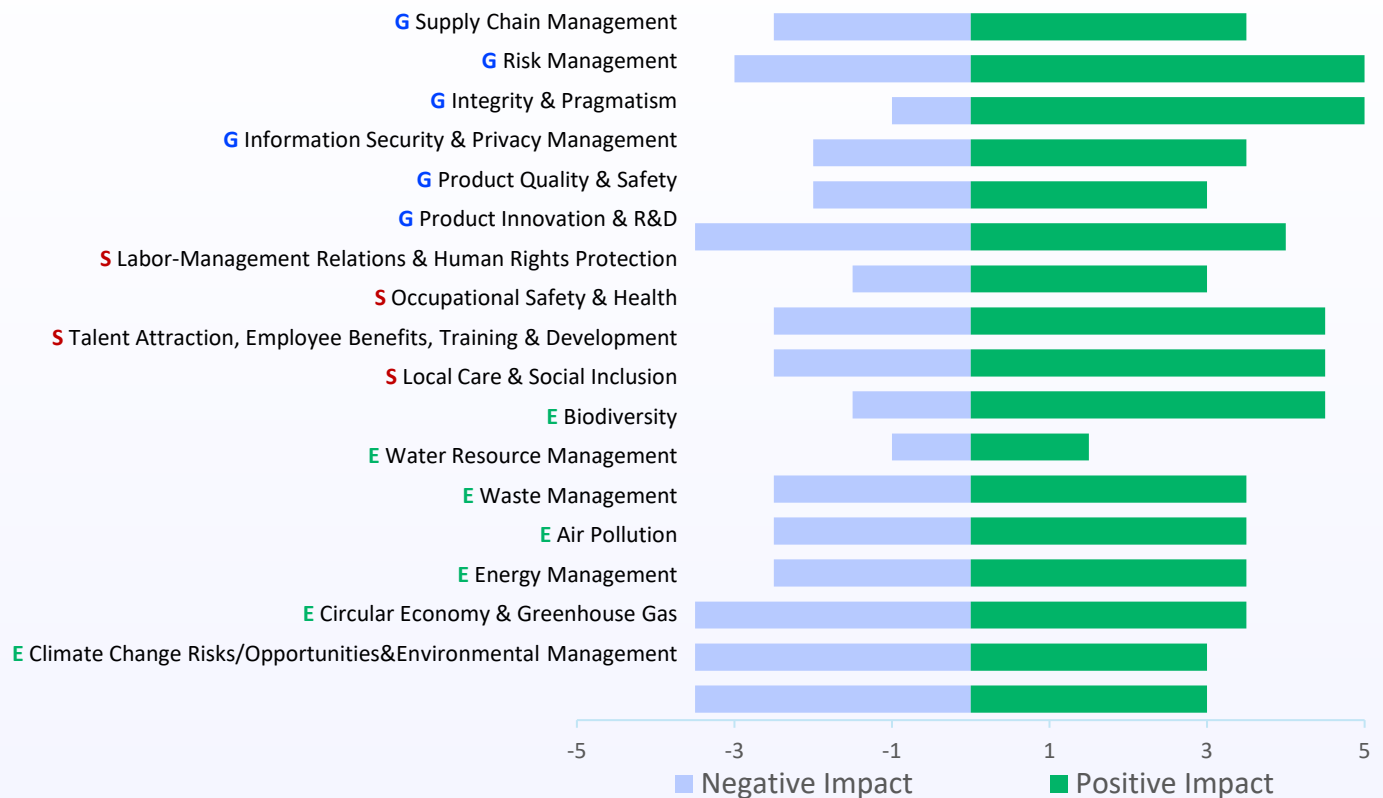
Through sustainability meetings, Catcher identified 15 significant issues for the current reporting period. These issues align with the material topics defined by the GRI Standards and form the basis for disclosure in the sustainability report. Stakeholder engagement and feedback are facilitated through the Company's official website and the sustainability report.



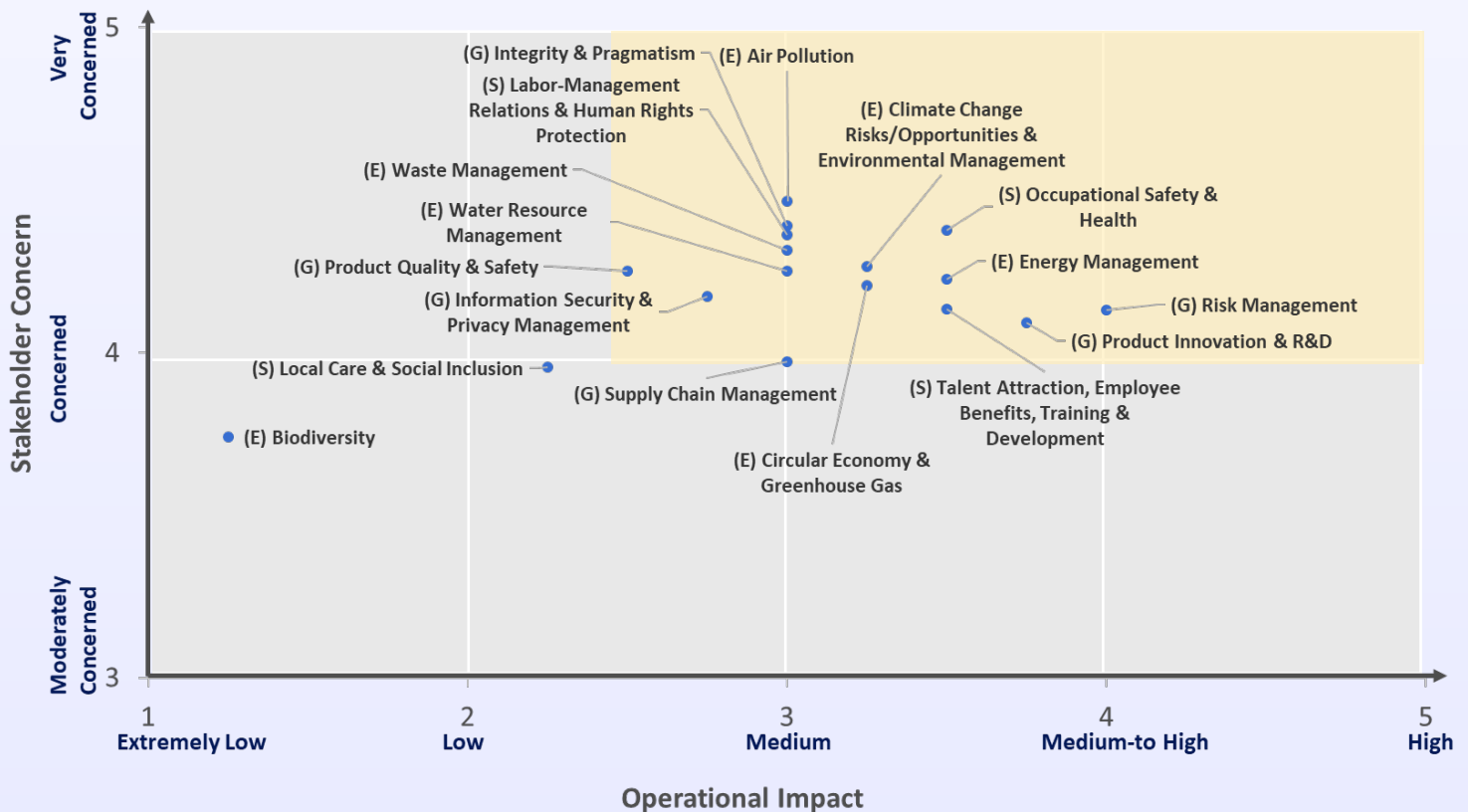


The Actual and Potential Impact of Sustainability and Risk Materiality Issues

Positive vs. Negative Impact







Sustainability and Risk Materiality Matrix









Analysis and Management of Material Issues

In response to the aforementioned issues, Catcher presents the value chain it encompasses in the sustainability report, based on their impact and implications for both internal and external aspects of the organization, and corresponds to the United Nations Sustainable Development Goals (SDGs). The value chain is disclosed and addressed in the sustainability report according to the principles of significance and comprehensiveness, as shown in the following table.

SDGs Target	Sustainability and Risk Materiality Issues	Importance to Catcher	Corresponding Sections	Value Chain Impact Boundary			
				Up-stream	Catcher	Down-stream	
	Governance	Product Innovation and R&D	Research and development of specialized processes and technologies, along with the resources and expenditures invested in R&D, to meet market demand for product design capabilities	2.3 Technological Innovation	<div>○</div>	<div>●</div>	<div>●</div>
		Product Quality and Safety	To ensure customer health and safety in product use, quality is required at every stage of production to meet relevant regulatory requirements and standards	2.4 Best Customer Service	<div>●</div>	<div>●</div>	<div>○</div>
		Supply Chain Management	Continuously evaluate and manage suppliers' compliance with corporate social responsibility across governance, environmental, and social dimensions	2.6 Sustainable Management	<div>●</div>	<div>●</div>	<div>○</div>
		Information Security and Privacy Management	The Company invests in information security infrastructure to ensure the safety of applications and software, establishes comprehensive information security management, and protects users from potential threats	2.4 Best Customer Service	<div>○</div>	<div>●</div>	<div>○</div>
		Integrity Achieved	Actively implement integrity management (such as integrity management policies, anti-corruption, and anti-bribery), effectively supervise corporate sustainability governance, and enhance corporate value	2.5 Integrity Management	<div>○</div>	<div>●</div>	<div>○</div>
		Risk Management	Identify and analyze dynamic changes and trends in risks, and implement corresponding risk management strategies to achieve sustainable development	2.6 Stability & Sustainable Operations	<div>○</div>	<div>●</div>	<div>○</div>
	Society	Occupational Safety and Health	Catcher ensures a safe and healthy workplace by implementing occupational health and safety management systems, executing safety and health programs, and compiling statistics on workplace injuries and occupational diseases.	3.4 Safety & Health	<div>-</div>	<div>●</div>	<div>○</div>
		Talent Attraction, Employee Benefits, Training and Development Plan	A comprehensive management framework covers talent recruitment, employment, training, and retention. It also includes diverse employee benefits and activity planning to meet the varying needs of employees.	3.1 Establishment of Employee-Employer Relations 3.3 Training & Development Plan	<div>-</div>	<div>●</div>	<div>-</div>

SDGs Target	Sustainability and Risk Materiality Issues	Importance to Catcher	Corresponding Sections	Value Chain Impact Boundary		
				Up-stream	Catcher	Down-stream
	Society	Labor-Employer Relations and Human Rights Protection	3.1 Establishment of Employee-Employer Relations 3.2 Human Resource Management	-	●	○
		Local Care and Social Inclusion	3.5 Local Care and Social Inclusion	-	●	○
	Environment	Climate Change Environmental Management	4.1 Environmental Management System Operations 4.2 Management and Countermeasures for Climate Change	○	●	○
		Circular Economy and Greenhouse Gas Control	4.3 Greenhouse Gas Control and Energy Management	○	●	○
		Air Pollution Management	4.4 Environmental Mitigation	-	●	-
		Energy Management	4.3 Greenhouse Gas Control and Energy Management	-	●	○
	Environment	Waste Management	4.4 Environmental Mitigation	-	●	○
		Water Resource Management	4.4 Environmental Mitigation	-	●	○
		Biodiversity	4.4 Environmental Mitigation	-	●	-
						

Note1: Definitions on Boundaries and Value Chain: ● Direct/○ Indirect.

Note2: Management policies or strategies, management targets, and the implementation status for each significant sustainability and risk issue are described in details in each chapter.



2

Corporate Governance

- 2.1 About Catcher
- 2.2 Responsible Governance
- 2.3 Technological Innovation
- 2.4 Best Customer Service
- 2.5 Integrity Management
- 2.6 Sustainable Management

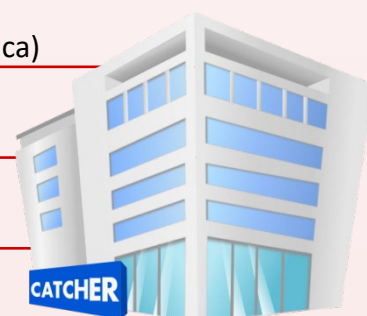




2.1 About Catcher

Catcher Technology Co., Ltd.

Company Name	➡ Catcher Technology Co., Ltd.
Headquarters Address	➡ No. 398, Ren-Ai Street, YungKang Dist., Tainan City
Paid-in Capital	➡ NT\$ 6,803,641 thousand
Industry / Core Products & Services	➡ Computer and peripheral equipment industry/other electronics Casings and internal components
Sales Breakdown	➡ Domestic (1.37%) Overseas (98.63%, including Asia and North America)
Net Sales (Annual)	➡ NT\$ 18,084,188 thousand
Annual Production Output	➡ 13,741,676 PCS
Total Employees (Group-wide)	➡ 14,759 (as of December 31, 2024)





Key Milestones

1984

Catcher was founded and commenced R&D on aluminum alloy die-casting components

2006

Recognized by Forbes as one of Asia's Best 200 Enterprises

2015

Selected by Forbes as one of Asia's Best 50 Enterprises

2012

Named by International Business Times among the world's 1,000 fastest-growing companies

2016

Ranked among the Top 10 in Nikkei's Asia300 list

2018

Ranked 24th in Forbes Top 100 Digital Companies, securing 1st place among Taiwanese firms

2020

Catcher's President named the Champion of "Top 100 Taiwan CEOs" by Harvard Business Review

2017

Listed on the Forbes Global 2000, ranked 51st among global leading companies


2019

Honored with the "Best Electronics Manufacturing Company" award by Global Brands Ranked among the Top 20 Happiness Enterprises in the Technology Industry by 1111 Job Bank



Global Locations

Catcher, as an industry leader, is dedicated to the production and development of casings and internal components. By integrating core technologies with advanced manufacturing processes, the Company delivers world-class products and comprehensive solutions that meet the needs of customers worldwide, including leading domestic and international manufacturers. In addition to its Ren-Ai Headquarters in Tainan, the Company operates manufacturing facilities in the Tainan Technology Industrial Park, Yongkang Technology Industrial Park, and across China to ensure optimal production and distribution.

- 
- ◆ Catcher Technology (Suqian) Co., Ltd.
 - ◆ Vito Technology (Suqian) Co., Ltd.
 - ◆ Arcadia Technology (Suqian) Co., Ltd.
 - ◆ Keda Technology (Suqian) Co., Ltd.



- ◆ Ren Ai Headquarters
- ◆ T.I.P. Factory
- ◆ Y.K.I.P. Factory
- ◆ Taipei Operations Center



Operational Performance

In 2024, global commodity trade showed steady growth, though differences in industrial and financial structures across countries led to varied economic and inflationary outcomes. In response to these market dynamics and evolving industry trends, Catcher capitalized on its strengths in diversified material applications, integrated manufacturing processes, innovative R&D, and advanced process technologies to reinforce its core competitiveness, fulfill customer expectations, and drive financial performance. During the year, the Group reported consolidated revenue of NT\$18.084 billion, achieving a gross profit margin of 32%. Net profit attributable to owners of the parent was NT\$13.199 billion, translating into basic earnings per share of NT\$19.40.



Profitability (Group)

Item		2022	2023	2024
ROA (Return on Assets)		5%	4%	6%
ROE (Return on Equity)		7%	6%	8%
% of Paid-in Capital	Operating Revenue	70%	24%	48%
	Profit Before Tax	232%	181%	257%
Net Profit Margin		39%	51%	73%
Earnings per Share (NT\$) - Basic		15.14	13.33	19.40

Note: For detailed financial information, please refer to Catcher's Financial Report available on the Company's official website.



Operating Performance (Group)

Item	Amount	Percentage	
Operating Revenue	18,084,188	100%	2024
	18,073,884	100%	2023
	27,820,529	100%	2022
Gross Profit	5,865,734	32%	2024
	4,933,961	27%	2023
	8,866,897	32%	2022
Operating Profit	3,294,888	18%	2024
	1,626,894	9%	2023
	4,968,798	18%	2022
Profit Before Tax	17,490,785	97%	2024
	12,293,047	68%	2023
	16,543,047	59%	2022
Profit After Tax	13,198,932	73%	2024
	9,151,193	51%	2023
	10,902,179	39%	2022

(Unit: NT\$1,000)

2.2 Responsible Governance

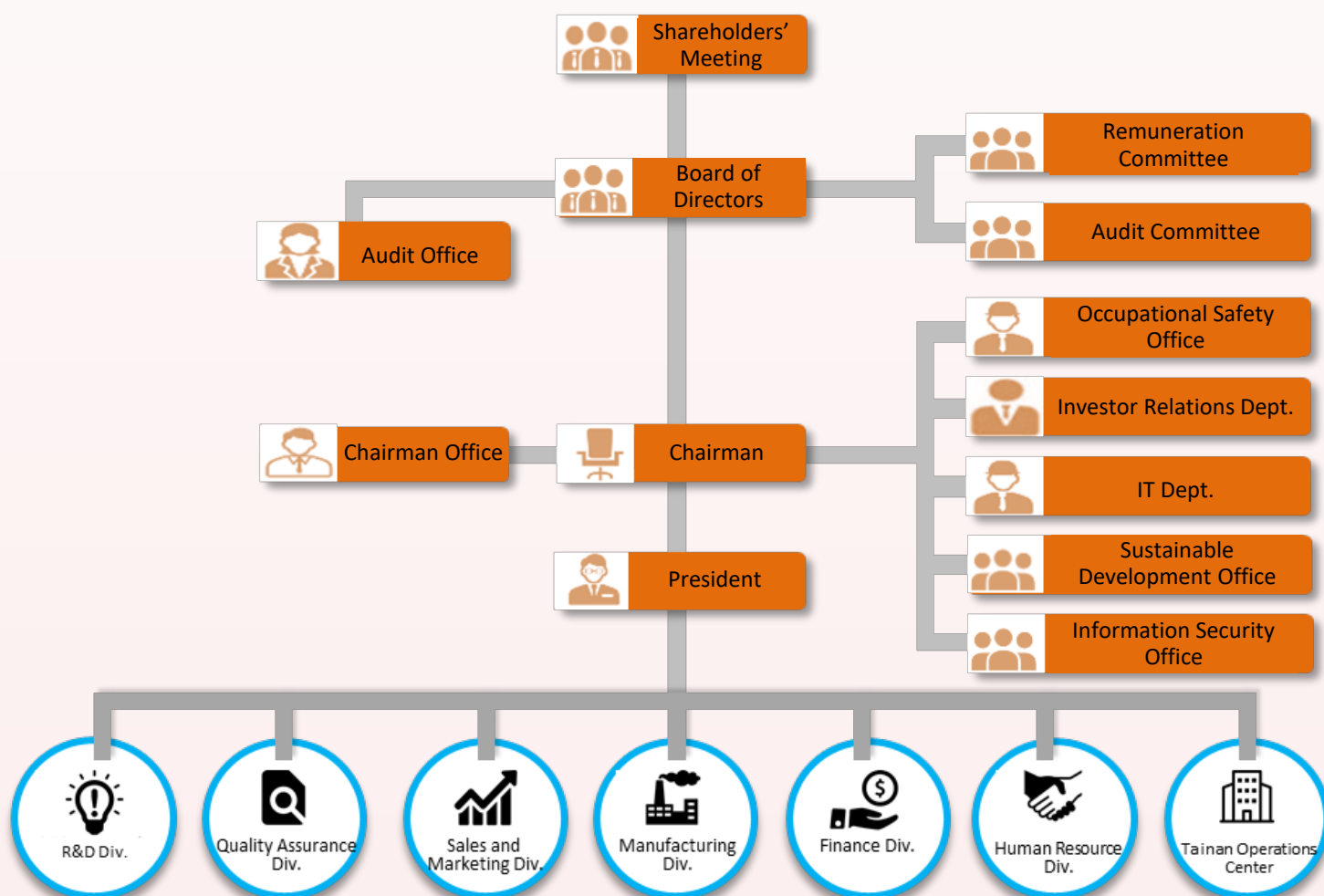
Catcher is committed to business transparency and timely, consistent information disclosure. In addition to publishing material information on the Market Observation Post System (MOPS) as required by the stock exchange, the Company also maintains an official website in Simplified Chinese, Traditional Chinese, and English. Through this platform, Catcher regularly and ad hoc discloses financial reports, management updates, corporate governance practices, CSR initiatives, investor conference materials, and other operational information, providing valuable reference for both domestic and international investors.

To strengthen communication with stakeholders, the Company has appointed a spokesperson, an acting spokesperson, and dedicated investor relations service personnel, who handle inquiries and feedback via postal mail, telephone, and email.

In line with the Company Act, the Securities and Exchange Act, and other applicable regulations, Catcher has established a sound and efficient Board of Directors. The Board ensures that all departments fulfill their respective responsibilities, thereby supporting the development of a robust governance framework that enhances the Company's operational performance.



Organization Chart





Main Department Responsibilities

◇ Chairman's Office	Oversees legal affairs, intellectual property rights, corporate transformation strategies, and outbound investments.
◇ R&D Division	Responsible for advanced technology research and the development of process innovations.
◇ Quality Assurance Division	Conducts product quality inspections and ensures reliability standards.
◇ Sales & Marketing Division	Manages brand development, market research, business promotion, and customer services.
◇ Manufacturing Division	Handles the production and processing of casings and internal mechanical components.
◇ Finance Division	Manages financial accounting, investment planning, and stock affairs administration.
◇ Human Resources Division	Oversees talent recruitment, training, compensation, employee relations, and organizational development.
◇ Tainan Operations Center	Coordinates group material planning, supplier resource management, formulation of business management indicators, and performance assessments.
◇ Audit Office	Conducts internal audits and manages operational procedures.
◇ Occupational Safety Office	Ensures workplace safety and conducts environmental inspections within manufacturing sites.
◇ Investor Relations Department	Facilitates communication with shareholders and investors, maintaining long-term relationships.
◇ IT Department	Maintains group information systems, manages information security, and ensures compliance with ICT security requirements.
◇ Sustainable Development Office	Plans and promotes sustainability initiatives and oversees corporate social responsibility (CSR) activities.
◇ Information Security Office	Leads the implementation of the Group's cybersecurity initiatives and fosters a strong cybersecurity culture.



Operations of the Board of Directors and Shareholders Meeting

The election of directors is carried out in accordance with the Company's candidate nomination procedures, with directors elected from among the nominated candidates at the shareholders' meeting. The Chairman of the Board serves as the Company's external representative. The Board currently consists of seven members, and meetings are convened at least once per quarter. Unless otherwise stipulated under the Company Act, Board resolutions require the presence of more than half of the directors and the approval of more than half of those present. In the current year, the Board convened six meetings, achieving an average attendance rate of 88.10% among directors.

The qualifications and experience required of Catcher's directors fully comply with regulatory professional standards. A structured succession plan for Board members has been established and is continuously implemented to ensure effective corporate governance and organizational stability. In addition, the Company regularly provides directors with continuing education programs covering areas such as business operations, finance, shareholder affairs, relevant laws and regulations, and professional expertise. By leveraging the collective experience and knowledge of its directors, Catcher aims to strengthen decision-making and enhance governance quality. Comprehensive information on Board members' backgrounds, education, professional experience, age distribution, concurrent positions in other companies, and training records is disclosed in the [Annual Report](#).

Each year, the Board of Directors convenes the annual general meeting of shareholders within six months of the fiscal year-end. When necessary, extraordinary general meetings are held in accordance with the Company Act. Unless otherwise required by law, resolutions of shareholders' meetings are adopted with the approval of more than 50% of the voting rights present, provided that more than 50% of the total issued shares are represented.



Functional Committees of the Board of Directors

The Remuneration Committee and the Audit Committee, both established by resolution of the Board of Directors, assist the Board in carrying out its supervisory responsibilities. The organizational charters of these committees have been approved by the Board and are regularly reported for review. Operating under an independent framework, these committees strengthen the Board’s effectiveness and enhance the Company’s overall governance capabilities.

The operational status of the Board, shareholders’ meetings, and committees is regularly disclosed in the Annual Report. For detailed information regarding corporate governance practices, please refer to the Annual Report.



Remuneration Committee

2 meetings (held this year)

With a professional and objective approach, the Remuneration Committee evaluates the Company’s compensation policies and systems for directors and managers, and provides recommendations to the Board to support informed decision-making.



Audit Committee

6 meetings (held this year)

The Audit Committee supervises the accuracy of the Company’s financial statements, the appointment, dismissal, independence, and performance of certified public accountants, the effectiveness of internal control implementation, compliance with applicable laws and regulations, and the management of existing and potential risks.



Avoiding Conflicts of Interest in Board Management

Catcher recognizes the importance of managing conflicts of interest. To this end, the Board of Directors Meeting Rules include a recusal mechanism requiring that any director, or the legal entity they represent, who has a conflict of interest in relation to a specific agenda item must abstain from both discussion and voting on that matter.

Similarly, the Shareholders’ Meeting Rules stipulate in Article 12 that any shareholder with a personal interest in a matter under discussion, and where such interest may impair the Company’s overall interests, is prohibited from voting on the matter or exercising voting rights on behalf of another shareholder.

In 2024, there were no incidents of conflict-of-interest violations at either the Board or shareholder level.



Board Performance Evaluation

The Company adopted the Board Performance Evaluation Guidelines on November 9, 2019, which took effect on January 1, 2020. In accordance with these guidelines, the results of the 2024 Board of Directors performance evaluation were reported to the Board on February 24, 2025.





Specific Management Goals and Achievement of the Board's Diversity Policies

The composition of the Board of Directors is determined with consideration of diversity, in line with the Company's Corporate Governance Best Practice Principles, as approved by the Board of Directors. These principles are disclosed on both the Company's official website and the Market Observation Post System (MOPS). The management targets and corresponding achievements for the year are as follows:

Management Target	Status
Independence of Directors: More than half of the Directors must have no spousal relationship or relationship within the second degree of kinship with any other Director.	Achieved
Separation of Management and Oversight: Directors concurrently serving as managers of the Company may not exceed one-third of the Board.	Achieved
Independent Directors: Independent Directors must comprise at least one-third of the Board, and no Independent Director may serve more than three consecutive terms.	Achieved
Gender Diversity: The Board of Directors must include at least one Director of a different gender.	In planning for the 2025 Board re-election, the Company will nominate a female director candidate, thereby making steady progress toward this management target.



Director Training Status

Course Subject	Total Training Hours This Year
<ul style="list-style-type: none"> ✧ How Directors Review Financial Reports ✧ Directors' Roles and Compliance Responses to Management Rights Challenges under Corporate Governance 4.0 ✧ Trends in Digital Technology, Artificial Intelligence, and Risk Management ✧ Roles and Responsibilities of the Board of Directors and Executive Management in ESG Governance ✧ Legal Risks of Joint Monopoly under Antitrust Law (Including Gender Equality) and Relevant Concerted Actions under the Fair Trade Act ✧ Implementation and Development Trends of Sustainable Innovation Enterprises and the Code of Integrity Management ✧ Information Security Governance Strategies for Listed Companies from an ESG Sustainability Perspective 	39 hrs

Note: Refer to Market Observation Post System.



Compensation Policies and Procedures

Catcher's director remuneration is determined with reference to industry benchmarks, while also considering overall Company performance, the time devoted by directors during the year, their level of involvement, contributions to operations, and overall impact on performance. The total remuneration amount must remain in compliance with the Company's Articles of Incorporation.

Manager remuneration and bonuses are based on annual performance evaluations, responsibilities undertaken, time invested, and performance across other roles, with total amounts also subject to the Company's Articles of Incorporation.

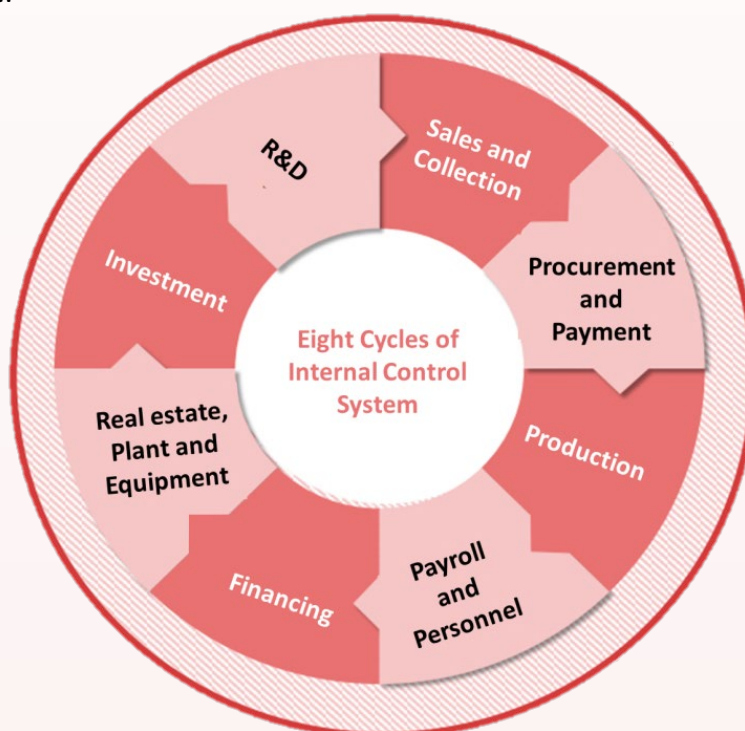
Employee compensation primarily consists of base monthly salary, bonuses, and employee dividends. Going forward, Catcher will gradually introduce ESG performance indicators, linking annual bonuses to individual participation in ESG initiatives and the achievement of sustainability goals. Appropriate weighting ratios will be developed to enhance accountability of directors and senior management for advancing the Company's sustainability vision. Base monthly salaries are determined according to market competitiveness and Company-wide compensation policies, while bonuses and dividends are allocated based on individual and departmental contributions as well as overall Company performance. Employee compensation distribution follows the Articles of Incorporation and is subject to Board approval.

To ensure the effectiveness of corporate policies and systems, the accuracy and reliability of internal reporting, compliance with laws and regulations, and the security and effective use of Company resources and assets, Catcher adheres to the Standards for Establishing Internal Control Systems by Public Companies. These standards are used to evaluate the appropriateness of internal control design and the effectiveness of implementation.



Eight Cycles of Internal Control System

Catcher's Internal Audit Office prepares an annual audit plan each year based on the results of risk assessments. The scope covers the eight cycles of the internal control system: 1) Sales and collection cycle; 2) Procurement and payment cycle; 3) Production cycle; 4) Payroll and personnel cycle; 5) Financing cycle; 6) Real estate, plant, and equipment cycle; 7) Investment cycle; 8) R&D cycle. In addition, the Internal Audit Office has developed a checklist for anti-corruption measures and established preventive and controllable management mechanisms to identify potential operational risks at an early stage. These measures broaden the depth of internal audits and further enhance both their effectiveness and value.



To further enhance operational performance, Catcher has made significant long-term investments in automated production and processes, which have yielded substantial contributions in recent years. In parallel, Catcher actively optimizes human resource management, strengthens its capabilities for future development, continuously expands the application markets for its core products and technologies, broadens its client base, and diversifies product categories to establish a stronger foundation for sustainable growth.

Catcher upholds “Technological Innovation, Superior Customer Service, Integrity, and Sustainable Operation” as its guiding business philosophy. All employees are expected to embrace these principles in resource allocation and management, striving not only to meet but to exceed customer expectations while creating greater value for the Company. The management approaches and implementation outcomes corresponding to these four core business philosophies are presented in Chapters 2.3–2.6.

2.3 Technological Innovation



2.3.1 Technology Research and Development

As a global leader in light-metal technology, Catcher has been active in the fields of basic material science, surface physics, and chemical processing for years. This enables Catcher Technology Co., Ltd. to be a company that provides most comprehensive range of materials and modern manufacturing techniques. The Company relies on its core advantages in material science, precision manufacturing, and surface treatment to integrate key technologies and processes, coupled with highly flexible customization, automated production, efficient execution, and mass production capabilities, to provide a full range of total solutions. The metal materials, including aluminum, magnesium alloy, titanium, stainless steel and other metals, can all be effectively mastered and applied to the design and manufacture of various mechanical components. The Company strives to develop high-end, specialized and differentiated products to meet the increasingly diverse innovation needs of customers.

From existing information and communications products to new orders in medical devices, semiconductor equipment, and aerospace components, Catcher's R&D team works closely with customers from the design stage to ensure a precise understanding of their expectations. During the manufacturing R&D process, the Company develops specialized processes and technologies that are seamlessly integrated into existing manufacturing systems, including the use of integrated molding techniques to deliver products with both unique surface qualities and premium texture. At the same time, Catcher is committed to aligning with international greenhouse gas reduction initiatives, increasing the use of renewable energy, and progressively implementing carbon reduction measures across its operations.

In this year, Catcher Group invested NT\$ 1,057,034 thousand in R&D, while enhancing its personnel's level of education as a way of prioritizing R&D. Catcher's current research and development cover various materials and the relevant manufacturing processes. The materials include special aluminum alloys, magnesium alloys, stainless steel, carbon (glass) fiber, plastics, powders, superelastic shape memory alloys, carbon fiber composite plates and other metals, while the manufacturing processes cover laser engraving/seamless welding, metal/plastic integrated injection molding and coating, etching /multi-color anodizing, and high-precision large metal casing extrusion.

2.3.2 Intellectual Property Rights

Catcher regards "technological innovation" as a key factor for sustainable business and an essential corporate philosophy. To achieve this, substantial human resources and resources are invested each year in the research and optimization of process technologies, and the effectiveness of research and development is measured by intellectual property rights. To protect Catcher's operational autonomy and strengthen its competitive advantage, as of December 31, 2024, a total of 70 global patents are in force, providing strong intellectual property protection for Catcher and its customers.

In addition to managing and safeguarding The Company's intellectual property rights, Catcher also follows regulatory requirements and respects the intellectual property rights of customers, suppliers, and stakeholders to avoid any infringement concerns. For this purpose, The Company has formulated the "Intellectual Property Management Operating Procedure" to specify the responsibilities of intellectual property management, ownership of intellectual property rights, application and review process, application and maintenance, inventors' obligations, reward principles, trademark and copyright management, and implementation norms and requirements for trade secrets. Regular reports on the execution of intellectual property management are also submitted to the Board of Directors.

As Catcher's operational model primarily involves accepting customer orders, the protection of customer patents and trade secrets is highly valued. In addition to having personnel sign confidentiality agreements upon employment, The Company incorporates trade secret control and confidentiality issues into new employee education and training, regular training, and promotion to enhance awareness of trade secret confidentiality among all colleagues. Catcher has obtained ISO 27001 Information Security Management System certification, and follows this international standard and specification to adopt appropriate management mechanisms to ensure there are no concerns regarding trade secret leakage.



Product & Process with success of development in recent years

As a market leader, Catcher is advancing toward smart manufacturing by broadening the use of various materials, including specialized and composite types such as high-strength, high-toughness, low-electromagnetic-shielding, and high-radio-frequency-penetration materials. Leveraging diversified secondary processing and surface treatment techniques, the Company develops products characterized by high precision, high value, and scalable high-volume production.

White glass
fiber
composite
unibody
chassis

High flame-
retardant hybrid
carbon-glass
fiber composite
chassis

Low-density
carbon fiber
thermoplastic
unibody chassis

Anti-
bacterial
fiber
materials

Eco-friendly,
energy-saving
heterogeneous
bonding
technology for
titanium alloys

Electrochemical
etching
technology for
special textures
on aluminum
alloy surfaces

Flame-
retardant,
high-modulus
magnesium
alloys

Special
molding
technique for
titanium
alloys

Magnesium alloy
chassis with
metallurgical
finish

Heat-
dissipation
and heat-
insulation
materials

Development of
phosphorus-free
eco-friendly
anodized
chemical
polishing liquid

Shape memory
alloy
thermoforming
techniques

Anodized
aluminum
alloys with
special exterior
colors

Upgraded PVD
colored
stainless steel
unibody
products

Special anodizing
techniques (e.g.,
anti-fingerprint
and anti-
bacterial)

Polymer
surface
treatment
process for
magnesium
alloys

Die-cast
aluminum alloys
with high
thermal
conductivity

Injection
techniques for
degradable
materials

Carbon fiber
unibody
composite
materials for
antenna solutions

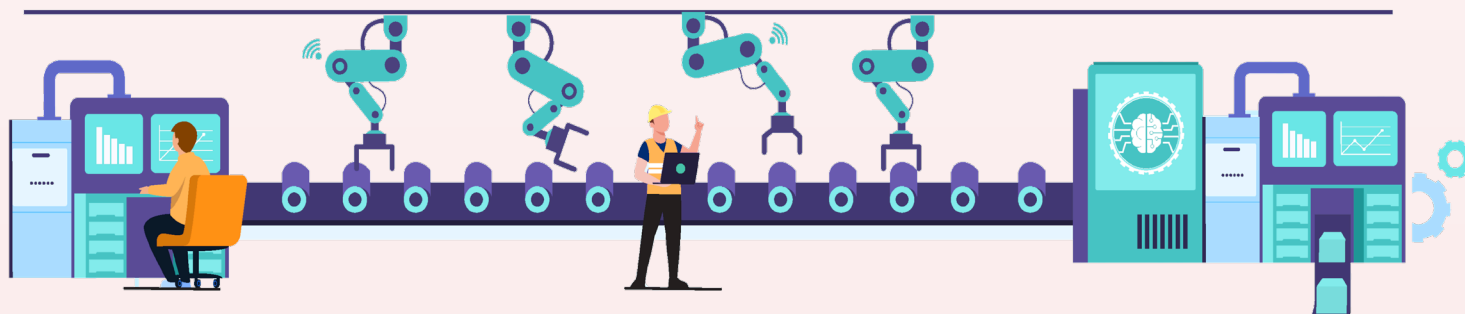
Heterogeneous
bonding
technology for
metal and non-
metallic
materials

Heterogeneous
metal bonding
technology

Micro-arc
oxidation
surface
treatment
technology for
magnesium and
aluminum
alloys

High-strength
recycled fiber
injection
molded plastic
materials

Cold laser
processing
technology



2.4 Best Customer Service

2.4.1 Customer Relations

Catcher is recognized as a leading brand in providing comprehensive mechanical component solutions to world-renowned customers in the international electronics industry. By leveraging diversified materials, comprehensive processes, innovative design capabilities, advanced process technologies, full vertical integration, industry-leading automation, and competitive cost advantages, the Company effectively anticipates customer needs and product development trends. This enables Catcher to consistently deliver products and results that meet or exceed customer expectations. In 2025, the Company actively expanded into new markets and pursued new customers, further demonstrating its operational strengths as a leading manufacturer in the industry.

To ensure the highest quality and service standards, Catcher has obtained multiple international certifications, including ISO 9001 Quality Management System, AS 9100 Aerospace Quality Management System, IATF 16949 Automotive Quality Management System, and ISO 13485 Medical Device Quality Management System. The Company also complies with relevant regulations and international standards such as RoHS and UL labeling, thereby safeguarding customer health and safety, privacy, and product information integrity. Each year, Catcher establishes key performance indicators in line with quality standards and customer requirements, while conducting regular management review meetings to ensure that manufacturing, administration, business units, and other departments fully implement and uphold quality commitments.



Customer Rights Policy and Management

To safeguard customer rights and interests, Catcher treats customer relationship management as a critical mechanism for ensuring effective and flexible communication throughout order processing and delivery. In addition to providing customers with timely feedback and face-to-face communication through its sales personnel, the Company also offers online consulting platforms to deliver a diverse range of convenient services.

When customer complaints or appeals are received, Catcher immediately identifies the cause, gathers relevant information—such as the non-conforming item, quantity, and expected resolution—and promptly notifies the Quality & Reliability Assurance Department for an initial response. If necessary, a dedicated task force is established to strengthen controls or conduct on-site investigations. Responsibilities are then assigned internally, and corrective measures are implemented by the Quality & Reliability Assurance Department in coordination with the relevant production units. In urgent cases, the production line is halted to prevent further issues, and improvement actions are carried out without delay.

All corrective measures are tracked to evaluate their effectiveness, and related information is documented and archived to prevent recurrence. Through this systematic process, Catcher continuously enhances product quality while safeguarding its reputation as a trusted industry leader.



Customer Communication and Complaint Channels

* TEL: 886-06-2539000

* E-mail: sales01@catcher-group.com



Process for Handling Customer Complaints



Catcher attaches great importance to customer service, which is reflected in its ongoing communication with customers throughout daily operations. At the end of each year, the Company conducts customer satisfaction surveys to gather feedback that serves as a valuable reference for improving future operations and management practices. Any identified shortcomings are thoroughly analyzed and incorporated into targeted improvement measures and strategies.

When customers request product returns within a specified timeframe, Catcher responds promptly to accommodate their needs. Unless otherwise specified, the return process is completed within seven days, with daily email updates provided to senior management and relevant personnel to ensure transparency and accountability.



Customer Satisfaction Survey Results (by item)

In 2024, Catcher achieved an average customer satisfaction rate of 93.6%. No product recalls occurred, nor were any customer rights compromised due to quality issues. Furthermore, there were no violations of customer privacy or incidents of data breaches, theft, or loss of customer information. These results underscore Catcher's strong commitment to customer service excellence and the effectiveness of its continuous improvement efforts.



In addition to strengthening its market leadership, Catcher is advancing a diversified growth strategy by targeting high-growth, high-profit, and high-barrier industries such as medical, semiconductor, and aerospace. Leveraging its established core competencies, the Company is cultivating specialized expertise to expand into these fields.

After years of steady progress, Catcher has developed the key capabilities necessary to enter the high-end medical device and semiconductor equipment component markets, including innovative research and development applications and smart manufacturing management. To accelerate this expansion, Catcher established Catcher Medtech Co., Ltd. to spearhead new business initiatives and integrate related investments. In collaboration with the Industrial Technology Research Institute, the Company has developed a minimally invasive surgical system and obtained ISO 13485 certification for its medical device quality management system.

Beginning in 2025, Catcher expanded into the aerospace industry, applying the highest standards to its management and manufacturing systems. With a commitment to precision and zero-error performance, the Company ensures exact replication of process details and deploys intelligent information systems to mitigate risks that could impact product safety. To meet the rigorous quality and safety requirements of aerospace customers, Catcher obtained AS 9100 Aerospace Quality Management System certification in 2025, marking its official entry into precision metal processing for aerospace applications.

Looking ahead, Catcher will continue to pursue internal growth while seeking long-term partnerships and investment opportunities both domestically and internationally, expanding its presence across the three major fields of healthcare, semiconductors, and aerospace.



Safer Chemical Management

Catcher complies with international regulations, customer specifications, and environmental laws by establishing comprehensive management procedures and operating guidelines for restricted hazardous substances. The Company promptly updates its hazardous substance management standards and conducts regular reviews to ensure effective implementation across all facilities. To strengthen awareness, the principles of controlled environmental substance management are incorporated into training and education programs for both new and existing employees. At the same time, suppliers are required not only to meet customer specifications but also to guarantee that no environmentally harmful substances are used, thereby minimizing environmental impact to the greatest extent possible.



2.4.2 Information Security Management and Personal Information Protection

(1) Policies/Commitments

- Catcher is dedicated to robust information security management to safeguard our products and services against unauthorized access, alteration, misuse, or disclosure, while also minimizing risks from natural disasters. Our goal is to deliver accurate and accessible information promptly, ensuring the confidentiality, integrity, and availability of critical information assets in compliance with applicable laws and regulations. Through these efforts, we strive to build customer trust, uphold our commitments to shareholders, and maintain the uninterrupted operation of our core business activities.

Information Security and Personal Information Protection Policies

Full Participation Enhanced Awareness	Proactive Prevention Effective Management	Customer Trust Sustainable Operations
Foster employee awareness and cultivate a shared responsibility for information security across the organization.	Deploy comprehensive security technologies and maintain an information security management system, driving continuous improvement through the Plan-Do-Check-Act (PDCA) cycle.	Ensure a secure and reliable manufacturing environment that supports the long-term sustainability of business operations.

(2) Targets: Safeguarding information confidentiality

✧ Promotion of Information Security

- Implement appropriate protective and preventive measures for all information stored or transmitted by the Company.
- Minimize the impact of potential data security incidents, including destruction, theft, leakage, alteration, misuse, or infringement.
- Continuously strengthen the confidentiality, integrity, and availability of operations within the information service system.

✧ Promotion of Personal Data Protection

Comply with the Personal Data Protection Act and applicable personal information protection regulations in all operating regions. Collect, process, and use personal information in accordance with legal requirements, while implementing appropriate security measures to ensure compliance. By doing so, we safeguard personal information security and protect the rights of data subjects.

Target	2024 Goal and Actual Performance	Short-term Goal (1~3years)	Mid-term Goal (3-10 years, till 2030)	Long-term Goal (>10 years, till 2050)
Annual average click-through rate of social engineering emails	Group average 0.6%	The annual average click-through rate is below 10%. In the mid- to long term, Catcher will continue to expand the application markets of its core products and technologies, while safeguarding the Company's critical assets and customers' confidential information.		
Number of complaints related to personal data protection	0	None		

(3) Responsibilities

- According to the internal Information Security Management System Manual and Personal Information Protection Management Procedures, the scope of application covers the Company's operations, customers, suppliers, and all personnel involved in the personal information protection system. The Sales and Marketing Department is responsible for new project development, production schedule control, delivery, and pricing. The Quality Assurance Department ensures product quality, the Cybersecurity Office is responsible for formulating and promoting the protection of confidential information, and the Information Unit executes various tasks related to the information security management system. All employees are required to comply with the Company's confidentiality policy.

(4) Resources

- Appoint dedicated information security personnel to oversee and coordinate policy supervision, audits, training, and awareness enhancement activities. Information staff are responsible for implementing various information security systems and measures, as well as maintaining hardware and software operations.

(5) Grievance Mechanism

- Contact information and customer complaint handling procedures are provided on the official website.

(6) Specific Action in this year

- ❖ To demonstrate its commitment to information security management and to ensure that all information and information systems are properly protected, Catcher has established, documented, implemented, and maintained an Information Security Management System (ISMS) in accordance with the requirements of ISO/IEC 27001:2022. The system has been externally certified and will remain valid until October 18, 2025, with ongoing efforts to continuously improve its effectiveness.

**Privacy Protection**

To ensure robust personal data protection and management, Catcher has established the Regulations Governing the Collection, Processing, and Utilization of Personal Data in compliance with ISO 27001 and applicable local regulations. These regulations apply to all Catcher Group employees, suppliers, customers, and other personnel involved in the personal information protection system, and provide clear standards for the collection, processing, and use of personal data. The Company also delivers regular training and awareness programs to strengthen employee understanding and compliance with privacy protection requirements. Periodic internal audits are conducted to ensure that data handling practices conform to local laws and the Company's internal codes of conduct.

Catcher recognizes that safeguarding confidential information is critical to both the Company and its customers, as corporate reputation and customer trust depend heavily on it. Any mismanagement could result in penalties or legal consequences; therefore, Catcher is firmly committed to upholding the highest standards of privacy and confidentiality. Externally, the Company requires customers, suppliers, contractors, verification agencies, and other relevant parties to sign non-disclosure agreements to prevent potential losses arising from the unauthorized disclosure of confidential information.

In 2024, there were no complaints or incidents related to breaches of customer privacy, loss or disclosure of customer information, or violations of personal data protection. This outcome reflects the effectiveness of Catcher's internal management systems and its commitment to information security.





Three Major Safeguards for Personal Data Security Management

Information Security Management

Conduct inventory and classification of personal data files, and establish separate control mechanisms for data access, system access, and network access.

Personnel Management

Manage all personnel involved in the personal information protection system, and require them to sign confidentiality agreements to fulfill their obligation to protect personal data.

Environment and Equipment Management

Equipment and peripheral environments used for processing personal data files shall be subject to control and protection mechanisms to ensure file security. Protective and monitoring software shall also be applied to safeguard personal data and maintain relevant records.



Corresponding Information Security Mechanisms

To safeguard the confidentiality, integrity, and availability of its critical information assets, Catcher has established a comprehensive framework of network and IT security measures. The Company acknowledges, however, that it cannot fully guarantee absolute protection or uninterrupted operation of key corporate systems under its management—such as those supporting manufacturing, operations, and accounting—against potential cyberattacks by third parties.

To mitigate these risks, Catcher proactively develops and enforces information security measures, continuously strengthens its IT security environment, and reduces exposure to cyber threats. Furthermore, the Company has implemented multi-layered mechanisms to prevent, detect, and mitigate the impact of information security incidents. These initiatives provide a systematic and resilient approach to managing information security risks across the organization.

Category	Description	Measures
Management System	Establish information security management system	<ul style="list-style-type: none"> Establish an Information Security Management System (ISMS) in accordance with ISO 27001:2022 international standards.
Network Security	Potential vulnerabilities & anti-malware / anti-intrusion measures	<ul style="list-style-type: none"> Deploy next-generation firewalls to protect the internal network environment. Establish spam email filtering and blocking systems. Implement antivirus and endpoint protection mechanisms, conduct regular virus scans, and actively detect malicious programs. Perform regular vulnerability scans on software and hardware, applying necessary patches and updates. Conduct virus scans on incoming machines and enforce application whitelisting controls to prevent devices with malicious software from entering the Company. Implement DDoS protection and network traffic scrubbing services. Continuously strengthen the execution of network segmentation strategies.
Application System	System availability and response to service interruptions	<ul style="list-style-type: none"> Establish system and network monitoring and reporting mechanisms. Implement data backup and off-site disaster recovery solutions for systems and data. Formulate contingency measures to address potential service interruptions. Develop and maintain business continuity plans, conducting regular drills to ensure effectiveness.
Access Control	Control measures for personnel access to internal/external systems and data transmission channels	<ul style="list-style-type: none"> Establish account authorization management and review mechanisms, with regular audits. Monitor and analyze internal and external data access and operation logs. Provide a zero-trust VPN channel to enable secure remote work for employees. Implement a mobile device management (MDM) system. Deploy multi-factor authentication (MFA) mechanisms.
Employee Training	Continuously develop and promote employee awareness programs on information security, thereby strengthening the Company's overall security posture	<ul style="list-style-type: none"> Conduct regular and ad-hoc information security awareness campaigns. Provide information security education and training for all new employees. Deliver ongoing information security awareness training for employees. Conduct quarterly social engineering drills.



Information Security Management and Personal Data Protection Achievements of the Year

Enhance Information Security Management System

1. Successfully completed the transition certification to ISO/IEC 27001:2022, with certification valid until October 18, 2025. Both the Company and its overseas subsidiaries established and implemented an Information Security Management System (ISMS) aligned with ISO/IEC 27001:2022, applying the Plan–Do–Check–Act (PDCA) cycle to ensure certification validity and drive continuous improvement.
2. Convened 12 information security management meetings throughout the year.
3. Revised 57 documents in alignment with operational procedures and ISMS requirements.
4. Strengthened data protection measures across both management and technical dimensions.
5. Initiated a personal data protection project to comply with the Personal Data Protection Act and relevant regulatory requirements.
6. Conducted information security audits of suppliers to reinforce the integrity of the supply chain.

Strengthen Information Security Protection Measures

1. Conducted 10 operational drills for critical information systems to strengthen business continuity and emergency response capabilities.
2. Completed 3 information security incident response drills to enhance the Company’s ability to respond effectively to security incidents.
3. Performed 6 system vulnerability scans and risk assessments on a regular basis; all high-risk improvement projects achieved a 100% completion rate during the year.
4. Carried out external website penetration testing in 2024 to identify and reduce vulnerabilities, thereby improving website security and defense capabilities.
5. Continued to receive threat intelligence updates from the Taiwan Computer Emergency Response Team (TWCERT) and applied them to internal security management practices. The Company also actively participated in related industry and community activities.
6. Recorded zero complaints unrelated to personal data protection during the year.

Improve Employee Cybersecurity Literacy

1. Developed 30 information security awareness materials based on risk assessments and current events, continuously promoting key information security regulations and related topics. Over the year, more than 60,000 security awareness messages were delivered to employees.
2. Achieved a 100% completion rate for the general information security training, with all employees completing the annual information security and data protection program.
3. Conducted 4 social engineering drills across the Group, achieving an average annual click-through rate of 0.6%.



Information Security & Data Protection Education and Training Results (Group)

Number of Participants	Training Hours
6,490	4,451 hrs



2.5 Integrity Management

(1) Policies/Commitments

- With the highest ethical standards as its foundation, Catcher's management leads by example in practicing the Company's business philosophy of "Integrity and Pragmatism." All business interactions are conducted in accordance with principles of integrity, without offering or accepting any improper benefits.

(2) Targets: Zero Corruption

Target	2024 Goal and Actual Performance	Short-term Goal (1~3years)	Mid-term Goal (3-10 years, till 2030)	Long-term Goal (>10 years, till 2050)
Total losses incurred from legal proceedings related to the handling of material non-public information and insider trading	0	Zero losses were incurred. Ongoing training and communication strengthen ethical awareness among employees and suppliers, ensuring zero tolerance for corruption.		
Total losses incurred from legal proceedings related to anti-competitive practices	0			
Average coverage rate of integrity management training	99.97%	>95%		

(3) Responsibilities

- The Legal Office serves as the central unit for promoting corporate integrity management and is responsible for coordinating its implementation. The Sustainable Development Office oversees execution and regularly reports audit results. In addition, the Legal Office reports annually to the Board of Directors on the operation and implementation status of integrity management.
- To ensure effective implementation, Catcher has established a sound accounting system and internal control mechanisms, supported by dedicated internal audit personnel who conduct regular reviews. These audits assist the Board of Directors and management in examining and addressing deficiencies in internal controls, thereby enhancing operational effectiveness and efficiency while promoting integrity in business practices.

(4) Resources

- Dedicated legal office personnel, dedicated sustainable development office personnel, dedicated training personnel, education and training.

(5) Grievance Mechanisms

- Employee grievance channels, supplier whistleblowing hotline.

Employee Channels for Business Ethics Compliance	Suppliers Whistleblowing Hotline
<p>Tel: 886-06-253-9000 #1103</p> <p>Fax: 886-06-253-9989</p> <p>e-mail: mingyu.deng@catcher-group.com audit@catcher-group.com</p>	<p>Tel: 886-06-253-9000#1103</p> <p>Fax: 886-06-253-9989</p> <p>e-mail: mingyu.deng@catcher-group.com audit@catcher-group.com</p>



Clearly Defined Integrity Management Policies and Management Achievements

Guided by the principles of Ethics and Integrity, Catcher adheres to the Company Act, Securities and Exchange Act, Business Entity Accounting Act, TWSE/GTSM listing rules, and all other applicable laws and regulations governing business conduct, as well as the Responsible Business Alliance (RBA) Code of Conduct. In 2024, Catcher did not, either directly or indirectly, engage in monetary or non-monetary political contributions. The Company was also not involved in any legal actions related to anti-competitive behavior, anti-trust, or monopoly practices. Furthermore, there were no penalties, sanctions, or litigations for violations concerning corruption or accounting fraud.

In March 2021, the Board of Directors approved the Procedures for Ethical Management and Guidelines for Conduct, which set forth clear requirements for integrity management. These include prohibitions against dishonest conduct, bribery and acceptance of bribes, unlawful political donations, improper charitable contributions or sponsorships, unreasonable gifts, services, hospitality, or other inappropriate benefits, along with comprehensive anti-corruption and anti-bribery policies. Members of the Board and executive management sign the Integrity Management Commitment Letter, thereby setting a strong example of ethical conduct. For all employees, compliance with ethical standards is guided by the Social Responsibility Management Procedures, Work Rules, and the Employee Opinion Grievance and Recommendation Operating Guidelines. Each employee also signs the Integrity and Cleanliness Commitment Letter, affirming their commitment to integrity. To further strengthen accountability, Catcher has established an anonymous grievance channel for reporting illegal or unethical activities. This mechanism ensures that both management and employees adhere to the highest standards of ethical conduct in the performance of their duties.

To ensure that employees clearly understand the commitments and requirements of integrity management, Catcher provides corporate social responsibility training for all new hires during onboarding, with a focus on integrity management regulations. In addition, the Company conducts annual integrity management training for employees and, where appropriate, sends personnel to external programs. Through these ongoing efforts, Catcher strengthens awareness, reinforces compliance, and ensures the continuous implementation of ethical and honest conduct across the organization.

Catcher periodically conducts risk assessments on ethics, integrity management, and anti-corruption across all operating sites. The 2024 assessment concluded that no significant risks were identified. For lower-risk activities such as business integrity and information disclosure, effective accounting and internal control systems have been established. The Legal Office is responsible for promoting corporate integrity management, while the Auditing Office oversees implementation by formulating annual audit plans and assigning audit tasks. To further mitigate potential risks, Catcher provides ongoing training programs covering integrity management, confidentiality agreements, anti-bribery clauses, trade secret protection, and the handling of material internal information and insider trading. Additionally, annual audits are conducted on internal and external grievance channels to identify any risks of integrity violations or corruption. The operation, implementation status, and audit results of integrity management are compiled and reported to the Board of Directors each year.



Integrity Management Related Education Training Results (Group)

Course Title	Number of Participants	Training Hours	Completion Rate
Integrity Management Education and Training	7,960	1,592.0hrs	99.99%
Confidentiality Agreement and Anti-Bribery Clause	7,982	1,596.4hrs	99.96%
Protection of Trade Secrets	7,983	1,596.6hrs	99.98%
Internal Handling of Significant Information and Insider Trading	681	136.2hrs	99.71%



Whistleblowing System and Grievance Channel

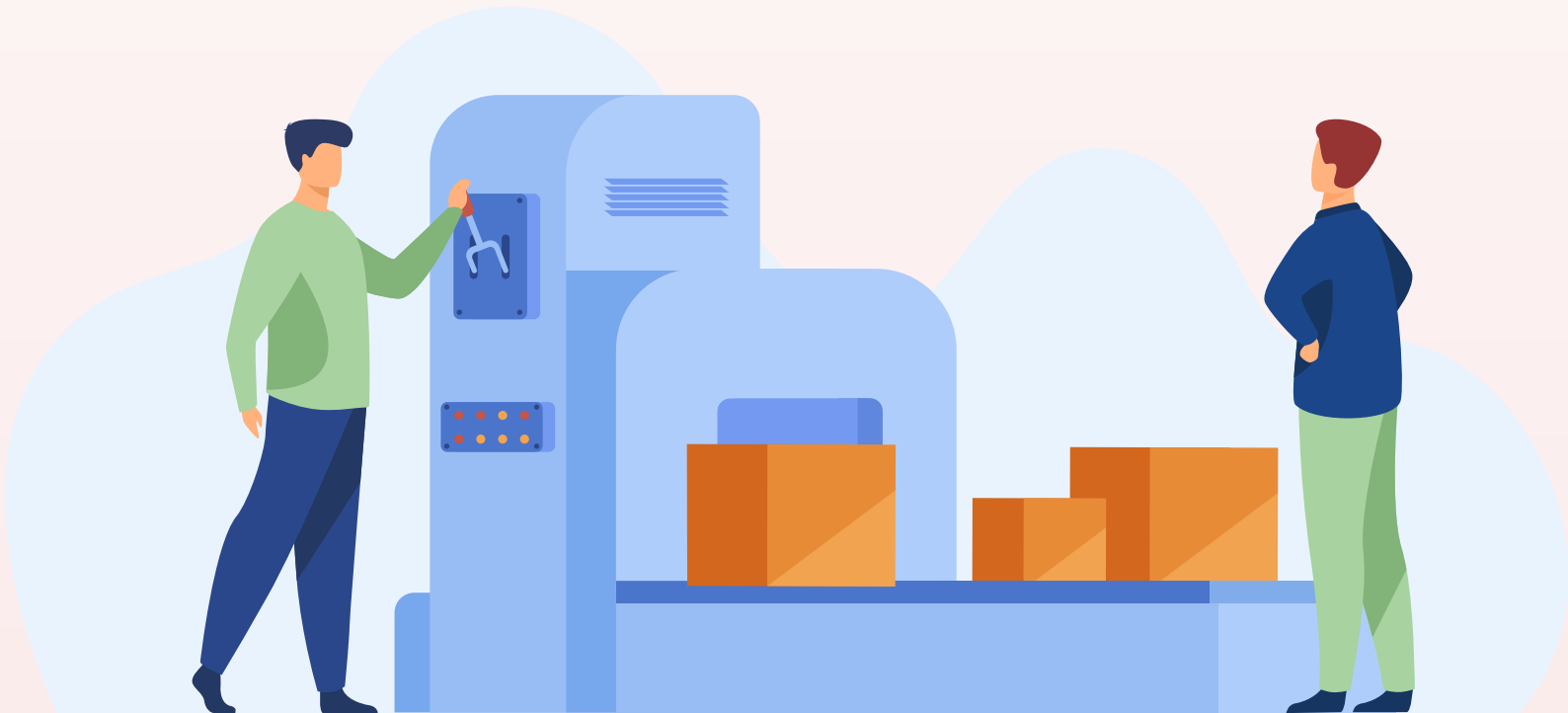
Catcher has established Whistleblowing Procedures to provide accessible and effective grievance channels. Violations of the Code of Ethical Conduct are handled in accordance with internal work rules and evaluated based on the severity of the incident. This framework ensures that management and employees alike refrain from improper practices such as accepting contracts, bribes, commissions, rebates, or any other form of undue benefit. In 2024, no cases of illegal conduct (including corruption), unethical behavior, or violations of integrity management were reported through the ethical management grievance channels.

Internal Grievance Channel	External Grievance Channel
Dedicated personnel are assigned to manage and follow up on complaints and grievances. An anti-retaliation mechanism is in place to protect whistleblowers, maintain confidentiality, and safeguard employees' rights to raise concerns.	Complaint and grievance mechanisms are available through the Company's official website and supplier service platform, allowing suppliers and stakeholders to provide feedback or raise concerns in a timely manner. These channels strengthen transparency and accountability, ensuring that no illegal or unethical practices occur.



Supplier Ethics and Integrity (Anti-Corruption) Management

In addition to upholding the highest ethical standards internally, Catcher actively works to raise supplier awareness on anti-corruption principles and to promote ethical conduct across its supply chain. Prior to entering into business transactions or collaborations, Catcher conducts integrity assessments of potential suppliers. Suppliers are required to review Catcher's expectations for ethical behavior, as published on the Company's official website, and must agree to comply with the Supplier Code of Conduct (including the Cleanliness Policy). This ensures the prevention of dishonest practices and establishes clear accountability. Under Catcher's Integrity Management requirements, any violation by a supplier entitles the Company to terminate or cancel the contract and pursue penalties or claims for damages. Through these measures, Catcher seeks to foster a supply chain built on mutual respect, integrity, and shared responsibility, creating a business environment that prevents unethical behavior at all levels.



2.6 Sustainable Management

Catcher is committed to its vision of becoming a global leader in total solutions. The Company continues to drive progress through product innovation, business model optimization, production technology advancement, and cost structure improvement, thereby reinforcing its market leadership. No matter how the business environment evolves, Catcher remains steadfast in its ambition, confidence, and determination to achieve long-term sustainable growth.

2.6.1 Legal Compliance

Catcher consistently complies with domestic and international laws and regulations, as well as the supplier requirements of global customers. The Company actively monitors key financial, business, environmental, and social policies that may affect its operations. In alignment with applicable regulations, Catcher has established robust management procedures and conducts regular internal audits to ensure compliance and prevent potential legal violations.

2.6.2 Risk Management



Risk Management Policies



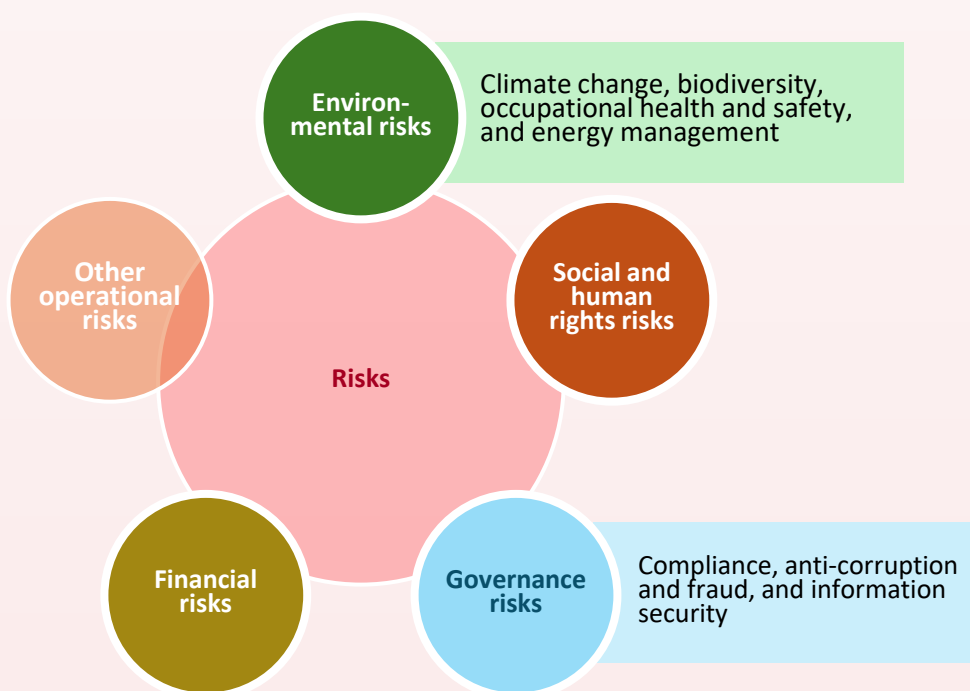
To strengthen corporate governance, enhance risk management practices, and advance sustainable development, the Board of Directors approved the establishment of the Risk Management Policies and Procedures on November 6, 2024. The information disclosed in this report covers the period from January to December 2024, with the scope of risk assessment primarily focused on the Company itself.

Catcher's risk management framework includes risk identification and analysis, assessment, response, monitoring, and review. Each department is responsible for identifying and evaluating risks related to its operations and stakeholder concerns. Material issues are determined by assessing the likelihood of occurrence, potential impact, and expected timeframe, which form the basis for developing appropriate management measures and response strategies.

The Functional Committee oversees the implementation of risk management and reports to the Board of Directors on a regular basis, at least once annually.



Risk Management Scope





Risk Management Organization and Responsibilities

Risk Management	Responsibilities
First line of defense	Each responsible unit manages risks within its daily operations in accordance with established risk management procedures.
Second line of defense	The Auditing Unit conducts regular audits and reviews to evaluate the effectiveness of risk management implementation.
Third line of defense	The Sustainable Development Office, under the Chairman's Office, oversees the overall execution of risk management and reports directly to the Board of Directors.



Risk Assessment and Response Measures

Issues Identified in Risk Identification and Analysis		Implementation and Progress of Risk Mitigation Actions
Environmental Risks	Climate Change	In line with the climate-related financial disclosure framework, Catcher assesses physical risks, transition risks and opportunity risks, integrating them into operational processes to develop and implement mitigation and adaptation strategies as well as action plans. Please refer to Section 4.2 Management and Countermeasures for Climate Change .
	Circular Economy, Greenhouse Gas and Energy	In accordance with the international standards of the GHG Protocol for greenhouse gas inventory, Catcher plans its reduction targets based on the Science Based Targets initiative (SBTi), with energy management carried out under the ISO 50001 management system. Please refer to Section 4.3 Greenhouse Gas Control and Energy Management .
	Air Pollution, Waste and Water Resource Management	Catcher has obtained ISO 14001 Environmental Management System certification to strengthen environmental management practices. Please refer to Section 4.4 Environmental Mitigation .
Social and Human Rights Risks	Labor Relations and Human Rights Protection, Talent Attraction and Retention	In alignment with the Responsible Business Alliance (RBA) Code of Conduct, Catcher conducts annual human rights due diligence to identify and assess related risks, implement risk mitigation measures, continuously improve relevant processes, and provide education and training. Please refer to Section 3.1 Establishment of Employee-Employer Relations and Section 3.3 Training & Development Plan .
	Occupational Safety and Health	Stakeholder analysis is conducted in line with the ISO 45001 Occupational Health and Safety Management System and relevant local environmental and occupational health and safety regulations to ensure full compliance. Beyond meeting legal requirements, the Company implements appropriate measures for continuous improvement to further enhance performance and exceed regulatory standards. Please refer to Section 3.4 Safety & Health .



Risk Assessment and Response Measures

Issues Identified in Risk Identification and Analysis		Implementation and Progress of Risk Mitigation Actions
Governance Risks	Compliance	Analysis is conducted in accordance with local laws and regulations to confirm compliance and to adopt appropriate measures.
	Corruption and Fraud	Management is carried out in accordance with the integrity management policy approved by the Board of Directors. Please refer to Section 2.5 Integrity Management .
	Information Security and Personal Data Protection	Catcher has obtained ISO 27001 Information Security Management System certification and established internal personal data protection management procedures. Necessary information security protection and monitoring measures have been implemented to strengthen cybersecurity capabilities and to safeguard against the risk of data leakage involving both customer and Company information. Please refer to Section 2.4 Best Customer Service .
Financial Risks	Market Risks Credit Risks Liquidity Risks	Based on the internal financial risk management policy, relevant exposures are analyzed according to the level and scope of the risk, and risk reports are prepared to monitor and manage financial risks across the Group. For further details, please refer to the Annual Report .
Other Operational Risks	Market Risk	Actively expanding into diverse sectors—including electronics, healthcare, semiconductors, and aerospace—to mitigate the impact of fluctuations in any single industry. Catcher also strengthens communication with customers and assembly plants to optimize supply strategies.
	Supply Chain Risks	Management is carried out in accordance with supplier management policies, corporate social responsibility standards, Catcher's CSR requirements, regulations governing restricted hazardous substances, and the conflict-free minerals declaration. Catcher focuses on potential supply chain disruptions or shortages, actively assesses market conditions for key raw materials and critical components, and maintains relationships with at least two suppliers to mitigate the risk of supply shortages. Please refer to Section 2.6 Sustainable Management .
	Product Innovation and R&D Risks	Management is conducted in accordance with the Intellectual Property Management Procedures. Please refer to Section 2.3 Technological Innovation .
	Product Safety Risks	Management is carried out in accordance with the internal management procedures for environmentally controlled substances. Please refer to Section 2.4 Best Customer Service .
	Product Quality Risks	Catcher has obtained certifications for the ISO 9001 Quality Management System, IATF 16949 Automotive Industry Quality Management System, ISO 13485 Medical Device Quality Management System, and other relevant standards. In addition, Catcher continues to strengthen quality management training programs to enhance the effectiveness and implementation of quality management across the organization. Please refer to Section 2.4 Best Customer Service .

2.6.3 Supply Chain Management

(1) Policies/Commitments

- Through systematic supplier evaluations and audit management, Catcher ensures that its suppliers deliver products and services that meet the Company's standards, while also fostering strong, long-term partnerships across the supply chain.

(2) Targets: building strong partnership

Target	2024 Goal and Actual Performance	Short-term Goal (1~3years)	Mid-term Goal (3-10 years, till 2030)	Long-term Goal (>10 years, till 2050)
Percentage of Suppliers in Agreement with Hazardous Substance Control	100% Goal achieved ✓	100%	100%	100%
Percentage of Suppliers in Agreement with the RBA Code of Conduct	100% Goal achieved ✓	100%	100%	100%
Percentage of Local Suppliers	94.79%>80% Goal achieved ✓	88%	90%	92%
Objectives of Supplier Management Audits	A total of 273 suppliers were audited, including 48 audits conducted in accordance with the RBA management framework Goal achieved ✓	At least six suppliers are selected each year for RBA management audits, covering both service providers—such as labor agencies, catering, and security companies—as well as manufacturing suppliers		

(3) Responsibilities

- According to the internal operational management procedure, Strategical Procurement Department is in charge, and other departments of Catcher assist in coordinating.

(4) Resources

- Dedicated personnel of procurement, Suppliers' online system, Suppliers' conference, Suppliers' audit.

(5) Grievance Mechanisms

- Supplier Whistleblowing Hotline.

(6) Specific Actions Taken for the Year

- ❖ Since 2015, Catcher has conducted annual supplier risk identification across the manufacturing and service industries, based on customer type and transaction scale. As needed, the Company carries out written and on-site audits to evaluate supplier performance in areas such as labor practices, health and safety, environmental management, ethical standards, and supply chain governance. Where improvements are required, Catcher develops corrective action plans and urges suppliers to comply with its corporate social responsibility commitments. Through these efforts, the Company continues to promote Responsible Business Alliance (RBA) audits for key suppliers, enhancing awareness of international sustainability trends and strengthening long-term partnerships with responsible suppliers.

Catcher focuses on the production and development of casings and internal mechanical components in line with customer requirements. Its supply chain is primarily composed of electronic parts and mechanical parts manufacturers. In 2024, 94.79% of the 1,325 suppliers transacting with the Group were local technology-intensive or labor-intensive enterprises. Catcher will continue to promote localized procurement to ensure a stable supply base, reduce transportation costs, and create local employment opportunities.

In collaboration with its supplier partners, Catcher evaluates not only quality, cost-effectiveness, and delivery performance, but also requires strict adherence to the Company's standards for responsible business conduct. Suppliers must understand and comply with requirements aligned with the latest Responsible Business Alliance (RBA) Code of Conduct, covering:

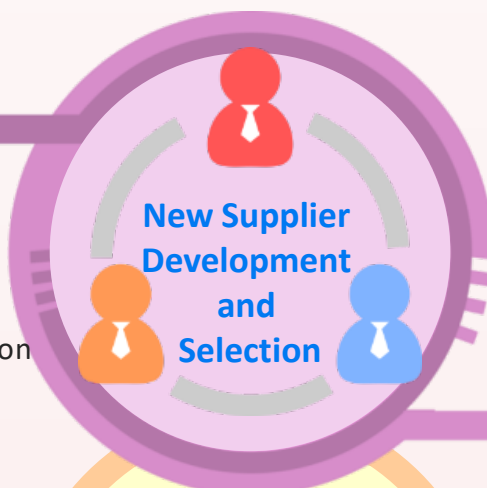
- Labor rights: prohibition of forced and child labor, compliance with working hours, wages, and overtime pay standards, anti-discrimination and anti-harassment measures, and respect for freedom of association.
- Health and safety: occupational health and safety management, prevention of work-related injuries and occupational diseases, provision of adequate protective measures, and safeguarding public health.
- Environmental management: hazardous substance control, energy and greenhouse gas management, and responsible management of waste, exhaust, and water resources.
- Ethical standards and management systems.

To ensure compliance, Catcher has established and continually optimized supplier management procedures, including comprehensive assessments of the social responsibility practices of new suppliers. These assessments aim to confirm that suppliers are fully capable of meeting Catcher's CSR requirements.

If a supplier is sanctioned by authorities for regulatory violations or is found to have caused negative social or environmental impacts, the supplier is required to implement corrective actions in line with Catcher's improvement requests. In severe cases, Catcher reserves the right to terminate contracts and cancel orders in order to uphold responsible sourcing and achieve supplier optimization.

General Selection Criteria

- Cost-effectiveness
- On-time delivery rate
- Hazardous substance management
- Level of cooperation
- Quality
- Goal: new supplier development and selection



Supplier Selection Criteria

RBA Selection Criteria

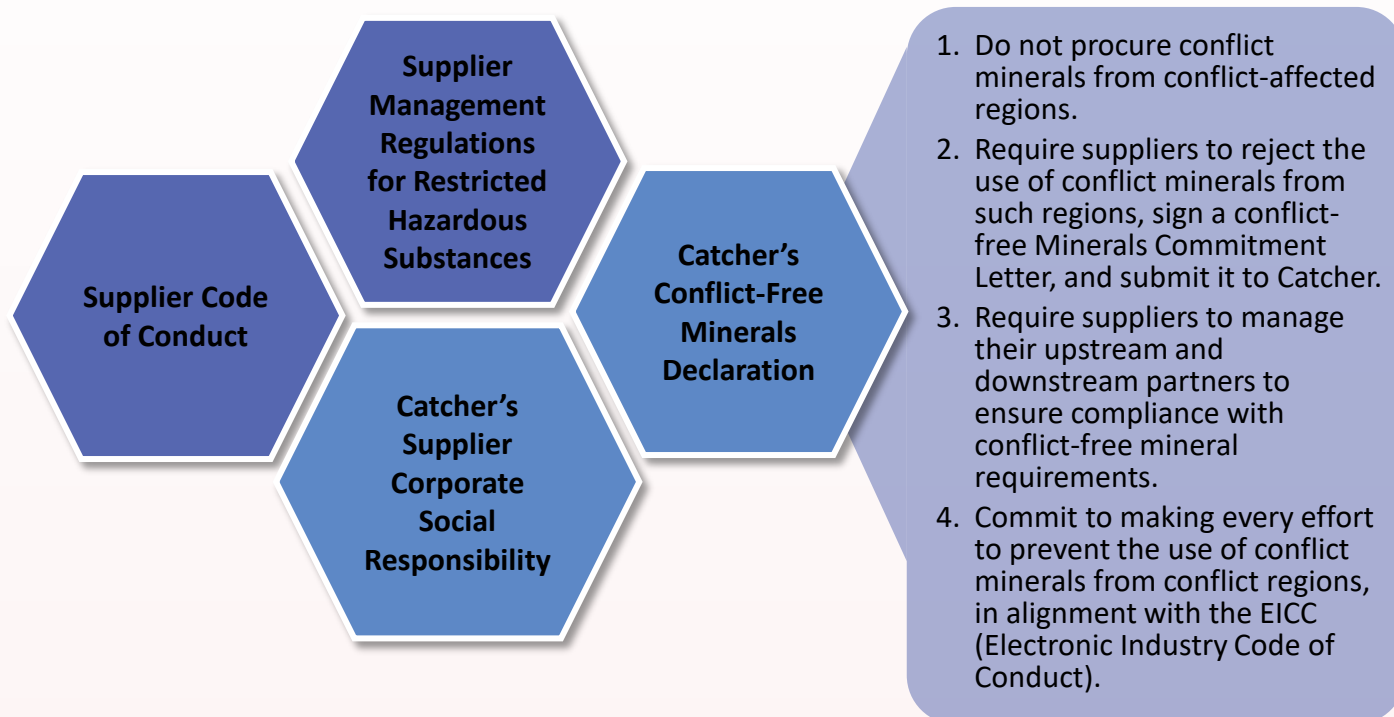
- Labor
- Safety and health
- Environmental protection
- Code of ethics
- Management system
- Goal: supplier audit and optimization





Supplier Management Policy

Catcher has established the Supplier Code of Conduct, Supplier Corporate Social Responsibility Requirements, Supplier Management Regulations for Restricted Hazardous Substances, and the Conflict-Free Minerals Declaration. The Company has also implemented and continually optimized supplier management procedures, urging all suppliers to comply with its corporate social responsibility commitments. Suppliers are required to review and comply with these requirements, which are published on the Company's official website and available through the supplier service platform.



Results of Supplier Management Audits

During the year, Catcher conducted management audits on 273 suppliers, achieving a coverage rate of 20.60%. For key suppliers, a total of 48 audits were performed, representing a 70% coverage rate. Key suppliers are defined as those that significantly impact product quality and delivery, reach a specified procurement threshold or proportion, or present potential risks.

For RBA management audits, Catcher sets annual targets in line with its internal corporate social responsibility standards. Each year, at least six suppliers are selected, including service providers such as labor agencies, catering, and security, in addition to manufacturing suppliers. In 2024, 48 suppliers underwent RBA audits, of which 44 were deemed qualified while 4 did not meet requirements. All deficiencies (100%) were corrected and tracked within the year. Subsidiaries have already achieved 100% RBA audit coverage for key suppliers.

Looking ahead, Catcher will continue to expand its influence, work closely with suppliers to comply with domestic and international CSR standards, and promote supply chain initiatives aimed at the continuous optimization of sustainable supply chain management.

Item	Number of Suppliers	Supplier Management Audit	Qualified Suppliers	Unqualified Suppliers	Follow-up Improvement	Item	Number of Suppliers
Key Suppliers	69	5%	48	70%	44	4	100%
General Suppliers	1,256	95%	225	18%	219	6	100%
Total	1,325		273		263	10	100%



Social Harmony

- 3.1 Establishment of Employee-Employer Relations
- 3.2 Human Resource Management
- 3.3 Training & Development Plan
- 3.4 Safety & Health
- 3.5 Local Care and Social Inclusion



3.1 Establishment of Employee-Employer Relations

(1) Policies/Commitments

- Catcher not only supports and respects international labor rights standards but is also committed to implementing the Responsible Business Alliance (RBA) Code of Conduct and the Labor Standards Act. To foster a harmonious working relationship, Catcher actively addresses employees' needs and safeguards their rights and interests.

(2) Targets: with the goal of providing employees with assurance, Catcher safeguards employees' labor rights and consistently maintains 100% compliance with international human rights standards.

Target	2024 Goal and Actual Performance	Short-term Goal (1~3years)	Mid-term Goal (3-10 years, till 2030)	Long-term Goal (>10 years, till 2050)
Complaint Handling Rate	100% Goal achieved ✓	>90%		
Total Amount of Losses Arising from Legal Actions Related to Labor- Management Disputes	0 Goal achieved ✓	Zero		

(3) Responsibilities

- The Human Resources Department is responsible for ensuring that all employees enter into a formal employment agreement. Its duties also include formulating and implementing human rights policies, collecting and addressing employee feedback, convening employee welfare committee meetings, conducting food satisfaction surveys, implementing employee benefits, and supervising the execution of human rights policies.

(4) Resources

- The Human Resources Department is responsible for implementing labor-related matters and providing diverse communication channels. Its responsibilities also include conducting food satisfaction surveys, post-training satisfaction surveys with follow-up improvements, administering employee welfare programs, and organizing employee activities such as exhibition sales, family days, and other events.

(5) Grievance Mechanisms

- Employee grievance channels



(6) Specific Actions Taken This Year

★ Catcher Family Day X Music and Dance Carnival

To express appreciation for employees' hard work and to strengthen family bonds, the Parent Company hosted its Family Day with the theme "Music and Dance Carnival" at the Southern Taiwan University of Science and Technology. The event featured singing and dancing competitions where employees showcased their talents on stage. Building on the success of the 2023 Family Day, the celebration once again offered a vibrant fair market with a wide array of delicious foods and engaging parent-child games. The festivities concluded with a lively lucky draw, heightening the excitement and creating a memorable finale.

This year, more than 2,000 employees and their family members participated, reflecting the strong recognition and popularity of the Catcher Family Day. The event concluded successfully amidst joy and laughter. Through Family Day, Catcher encourages employees to take time out of their busy schedules to enjoy outdoor activities with their families, creating lasting and meaningful parent-child memories.



▲ Catcher Family Day X Music and Dance Carnival

★ New Core Talents' Counseling Project

To support new employees in integrating into Catcher's culture and environment, the Company launched the New Core Talents Counseling Project in February 2017 for recruits joining core departments. Under this program, counselors are assigned to provide one-on-one life assistance and work guidance. Additionally, after three weeks of employment, the Human Resources Department arranges interviews with new employees to ensure the effective implementation of departmental onboarding practices. Direct supervisors also conduct two interviews within the first month to provide guidance and feedback on work performance.

In the reporting year, the interview completion rate for new employees at the Parent Company reached 99.11%. This initiative has significantly improved the Company's ability to address employee needs, foster stable employer-employee relations, and support long-term talent retention.

3.1.1 Employee-Employer Communication

Catcher places great importance on fostering harmonious labor-management relations. To demonstrate care for employees, the Company has established multiple communication channels to collect feedback. These mechanisms help improve work efficiency and labor conditions, support stable business growth, and reduce the risk of incidents that could affect productivity or lead to labor disputes, thereby creating win-win outcomes for both the Company and its employees. Notably, no labor dispute-related legal actions occurred during the reporting year.

Catcher's comprehensive and diversified communication channels include:

Diversified Communication Channels for Employees	
Communication Channel	Frequency
Labor-management meetings	At least once every quarter
Employee welfare committee meetings	At least once every quarter
Employee feedback and grievance	As needed
Bulletin board and electronic announcements	As needed

Labor-Management Meetings



Catcher does not have a labor union in Taiwan but holds regular labor-management meetings in line with the Labor Standards Act and related regulations. These meetings bring together executive managers and elected employee representatives for open communication on labor-related issues. In 2024, seven labor-management meetings were convened, with discussions covering various employee concerns. No losses or disputes arose during the year, and all operations complied with the Labor Standards Act. For material business changes, such as factory expansion, recruitment, or major operational adjustments-Catcher provides advance notification to employees in accordance with local laws and seeks consensus to ensure that employee rights are respected and protected.

Employee Welfare Committee



To enhance employee morale and foster harmonious labor-management relations, Catcher complies with the Organizational Regulations of the Employee Welfare Committee and collaborates with employees to jointly contribute to welfare funds as part of employee welfare measures. In 2024, six committee meetings were convened, providing a platform for employees and management to discuss welfare-related matters and ensure the effective allocation of resources to improve employee benefits.

Employee Feedback and Grievance Channels



Catcher values employee feedback and has established multiple communication channels, including the dedicated email address 580@catcher-group.com (symbolizing “I help you”), anonymous electronic forms, a feedback mailbox, hotline, and fax. These channels enable employees to express their opinions freely in a convenient and confidential manner.

For employee grievances, responsible units are required to provide prompt responses and implement improvements. If an immediate resolution cannot be achieved, the grievance is formally logged, investigated, and addressed within one week of the investigation’s conclusion. In 2024, all submitted cases were fully resolved, achieving a 100% completion rate. This demonstrates Catcher’s strong commitment to respecting employee voices and ensuring effective communication.





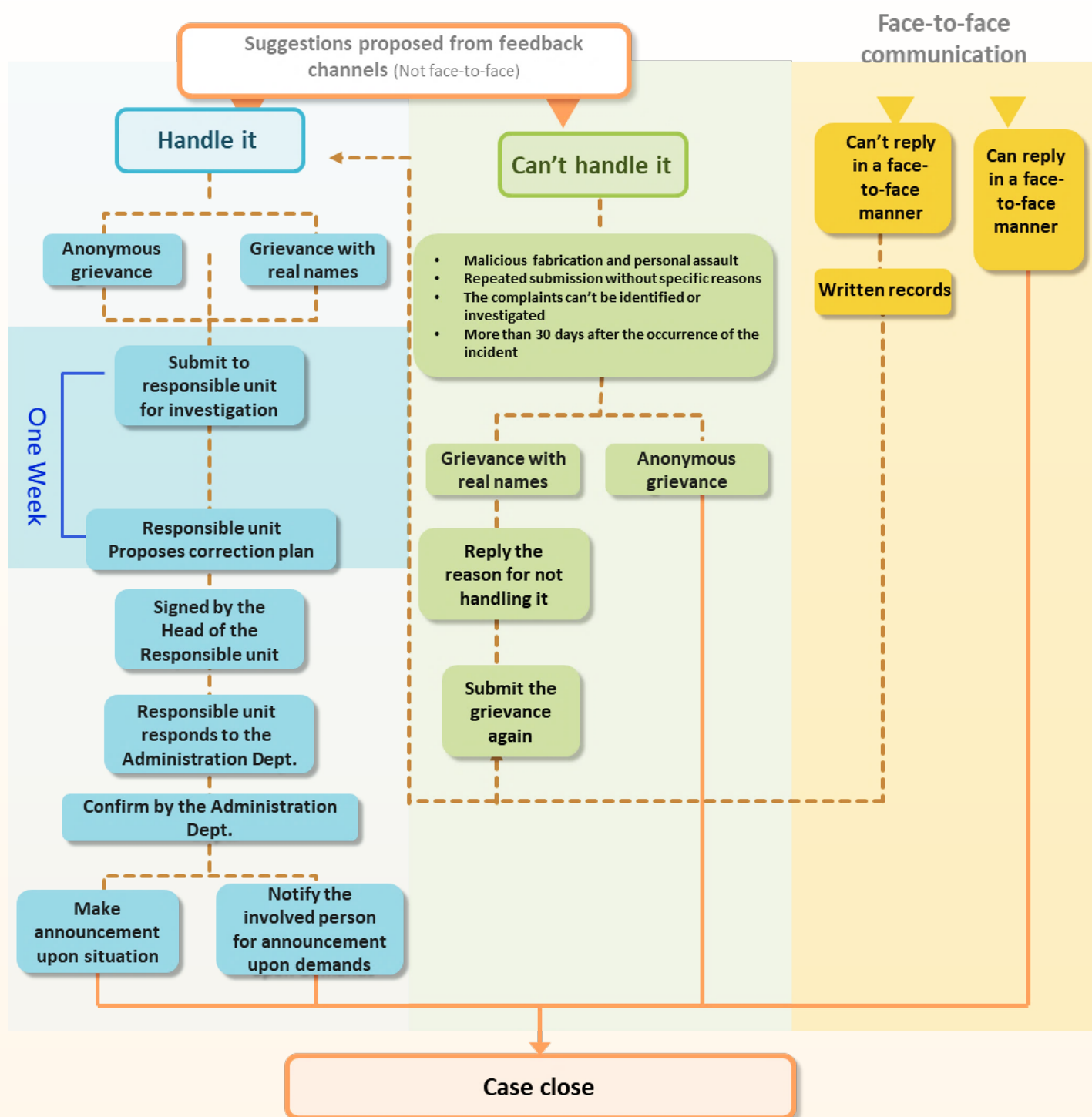
Employee Feedback and Grievance Channels

Item	Ren-Ai Factory	T.I.P. Factory	Y.K.I.P. Factory	SQ Factory
Workplace Violence (body, language, psychology)	886-06-253-9000 #2104 、 #2107	886-06-384-2727 #2103 、 #2104	886-06-203-9900 #2104 、 #2118	86-18936956309
Catering	886-06-253-9000 #2105	886-06-384-2727 #2104	886-06-203-9900 #2114	86-18936956393
Sexual Harassment	Tel: 886-06-253-9000 #2121 Fax: 886-06-203-0123 e-mail: tehsien.han@catcher-group.com			86-18851598038
Advice Box	<ul style="list-style-type: none"> • Building B, canteen (B2F) • Building B, 4F outside of office 	<ul style="list-style-type: none"> • Building I, foreign canteen • Building C, near the card machine 	<ul style="list-style-type: none"> • Building of administration, 4F outside of office (4F) • Building of canteen near the bulletin board (1F) • Building of canteen near the bulletin board (2F) • Building of dormitory near the bulletin board (1F) 	Installed in each building
E-mail	580@catcher-group.com (I help you, in Chinese)			
Employee Feedback Platform (Google Form)				





Procedure for Handling Employee Grievances



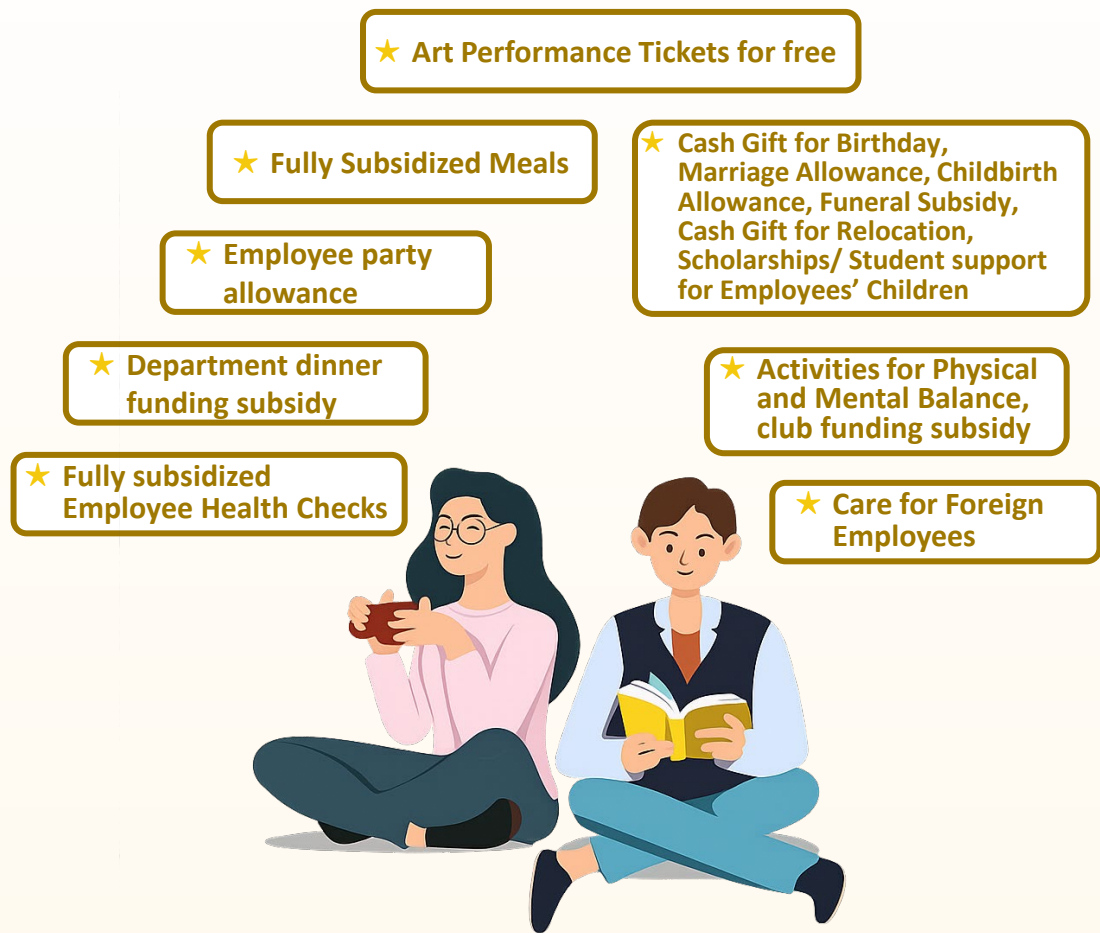
Catcher has established clear measures to prevent retaliation in relation to employee grievances, ensuring that the process is guided by the principles of instant communication, accessibility and confidentiality, fairness and responsiveness, and recurrence prevention. The Company conducts annual evaluations to measure the effectiveness of its grievance-handling mechanisms. For issues requiring long-term improvement, Catcher continues to monitor progress to ensure that corrective actions are fully implemented and sustained.



▲ Statistics on Handling of Grievances for the Year (Group)

3.1.2 Employee Benefits

In addition to formulating a competitive salary system, Catcher also continuously develops a wide range of welfare measures for all employees to retain talents, allowing employees at ease to stay devoted to work while achieving a work-life balance. Apart from the existing three festival gift/vouchers and bonuses, Catcher offers the following important welfare initiatives:



3.1.3 Protecting Employee Rights

Catcher values human rights and will do its best to prevent infringement of human rights; therefore, The Company strictly adheres to the code of conduct of RBA, and requires all employees to sign the Employment Agreement. Catcher has also developed relevant management procedures such as Work Rules, Social Responsibility Management Procedures, Employee Opinion Grievance and Recommendation Operating Guidelines, Operating Guidelines for (Sexual) Harassment, Discrimination, and Torture Prevention, Grievance, and Punishment, Child Labor and Adolescent Protection Operating Guidelines, and Employee Club Establishment and Subsidy Management Regulations. These procedures serve to protect employees against infringement of the basic labor and human rights and work interests and to establish an excellent workplace environment. Under the regulations of the aforementioned policies, there were no infringement of local human rights in Taiwan in this year, nor were there reports of grievances pertaining to human rights.

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

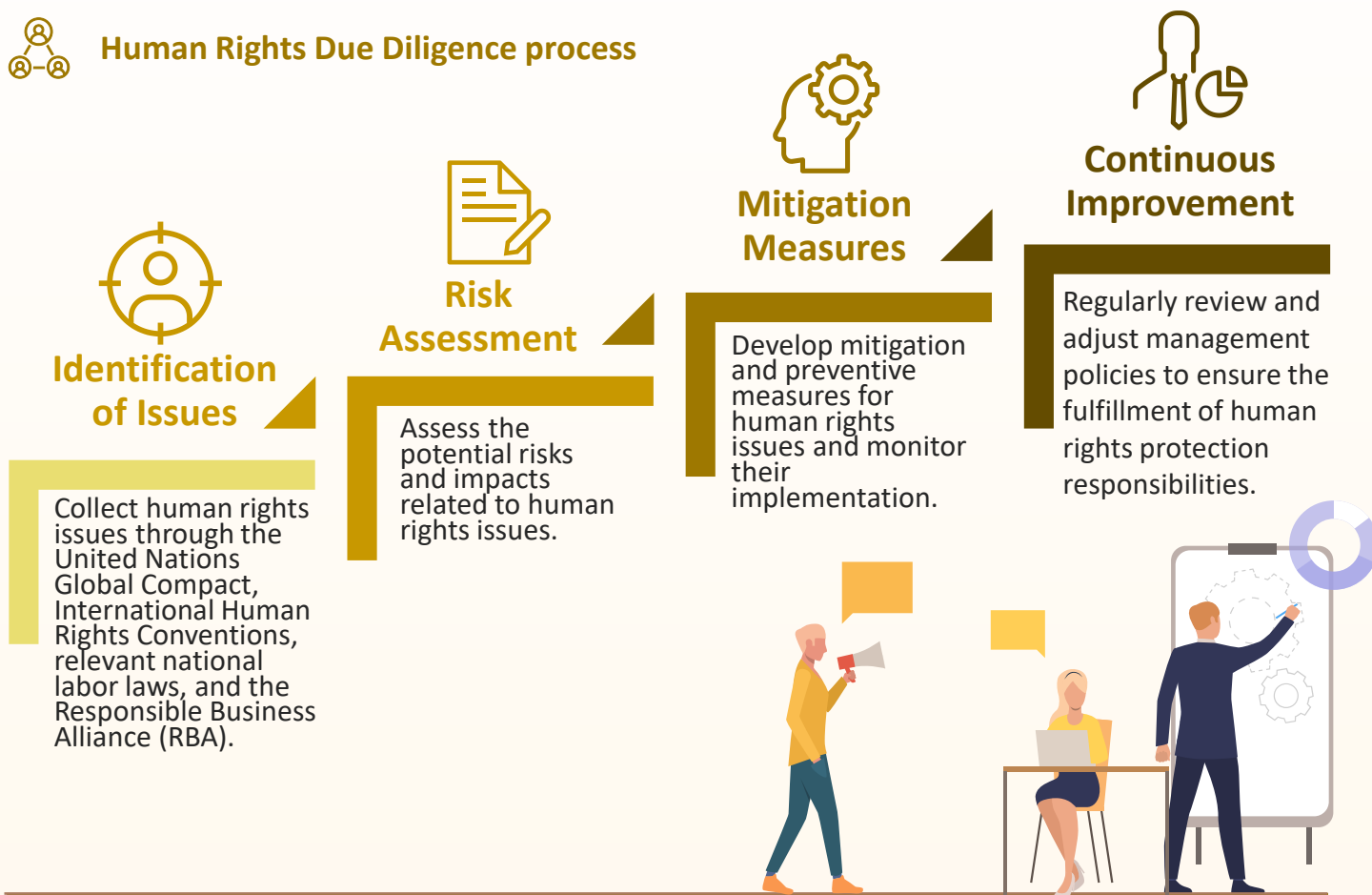


3.1.4 Human Rights Due Diligence

Catcher conducts regular Human Rights Due Diligence, which involves processes such as issue identification, risk assessment, implementation of mitigation measures, and continuous improvement. These efforts aim to minimize the likelihood of human rights risks and fulfill the responsibility of safeguarding human rights. In this year, the potential human rights issues that must be given importance were: forced labor, reasonable working hours, freedom of association, and human dignity treatment and Non-discrimination.



Human Rights Due Diligence process



Human Rights Due Diligence Item and evaluation

Item	Explanation of Operation Risk Issues	Survey/ Communication Channels	Operational Risk Assessment
Forced Labor	Employees may face forced labor, violence, threats, or illegal restrictions on personal freedom.	Physical Suggestion Box, Email, Phone/Fax, Employee Feedback Platform	Low
Reasonable Working Hours	Employees may experience unreasonable restrictions on working hours or lack of rest and leave rights.		Medium
Freedom of Association	Potential issues of restricting employees' freedom of association, collective bargaining, and participation in peaceful assemblies and collective bargaining rights.		Low
Human Dignity Treatment (Non-discrimination)	Employees may experience inhumane treatment, including violence, abuse, harassment, sexual harassment, physical or verbal abuse, and oppressive behavior.		Medium

3.1.5 Measures to promote human rights policies

To enhance employees' knowledge on human right policies, Catcher has, since 2014, started including RBA labor code of conducts in training courses for new hires, and also opened up courses on labor and human rights for in-house employees every year. Also, Catcher regularly reports to executive managements and continues to develop practices for human right protection every year. The outcomes of implementation of matters relating to employee rights and interests are summarized below:

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.

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 reasoning 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.



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 are able to communicate concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.

Prohibition of Inhumane Treatment, Discrimination and Non-discrimination

- Catcher has established an employee grievance mechanism and ensures that complainants are fully protected against retaliation. The Company is committed to fostering a workplace free from prejudice, discrimination, and harassment, as well as inhumane treatment of any kind, including violence, abuse, sexual harassment, corporal punishment, mental or physical coercion, or verbal abuse. Catcher strictly complies with the conventions of the International Labour Organization (ILO) prohibiting discrimination on the basis of race, social status, language, religion, political affiliation, ethnicity, country of birth, national origin, gender, sexual orientation, color, age, marital status, appearance, disability, nationality, gender identity, or previous union membership in all hiring and employment practices. Furthermore, employees and job applicants are not subject to medical tests or physical examinations that could be used in a discriminatory manner. In 2025, there were no reported incidents of discrimination, reflecting the Company's commitment to equal opportunity and respect for human rights in the workplace.

3.1.6 Employee Satisfaction Survey (Parent Company)

Employee satisfaction is a comprehensive indicator of employees' loyalty, cohesion, and sense of belonging to the company. Catcher conducts satisfaction surveys on issues related to the Company's future development, various training programs, and catering services to assess employees' level of satisfaction. Based on the results, the Company implements improvement measures to enhance employees' recognition of their work and strengthen their sense of value.

Item	Survey on Sustainability Issues	Survey on Employee Training Courses	Survey on Company Catering
Plan	Survey conducted annually by the Sustainability Development Office	Survey conducted at each course by the Human Resources Department	Survey conducted annually by the Human Resources Department
Outcome	<ul style="list-style-type: none"> Collected 119 questionnaires Average satisfaction on sustainability-related issues: 80% ✧ S. Talent attraction and employee benefits, talent development ✧ S. Workplace health and safety ✧ G. Integrity and pragmatism 	<ul style="list-style-type: none"> Collected 374 course evaluation questionnaires Average course satisfaction rate: 95% Provided training organizers with participant feedback as a reference for future course improvements 	<ul style="list-style-type: none"> Collected 284 questionnaires Average satisfaction rate: 78% The survey results help the Company enhance meal offerings and serve as references for renewing contracts with catering vendors
Optimization	Refer to Chapter 3: Social Harmony		



3.2 Human Resource Management

(1) Policies/Commitments

- Establish a sound human resource management system to maximize the effectiveness of human capital, with a commitment to ensuring that talent in every position is optimally placed and able to realize their full potential.

(2) Targets: Talent Retention

Item	2024 Goal and Actual Performance	Short-term Goal (1-3years)	Mid-term Goal (3-10 years, till 2030)	Long-term Goal (>10 years, till 2050)
Number of employees with disabilities in compliance with legal requirements	Number of employees with disabilities employed in excess of legal requirements Goal achieved ✓	Employment of persons with disabilities in line with statutory requirements		
Percentage of female employees	40.34% Goal achieved ✓	36%	38%	40%

(3) Responsibilities

- The Human Resources Department is responsible for consolidating talent requirements and managing external recruitment, as well as planning and implementing policies for talent acquisition, compensation, development, retention, and employee separation. Each department identifies its talent gaps and collaborates with the Human Resources Department to ensure the effective implementation of human resource management.

(4) Resources

- Dedicated personnel are assigned for recruitment and payroll/attendance, supported by comprehensive human resource management policies.

(5) Grievance Mechanisms

- Employee complaint and feedback channels are established

(6) Specific Actions Taken for the Year

★ Expand Talent Quality

To support long-term business development and to enhance its global presence and competitiveness, Catcher has in recent years expanded its operations beyond the ICT industry into high-end precision medical equipment, semiconductor equipment components, and aerospace precision machining. The Company also sponsored the “2024 Precision Engineering Symposium and Thesis Awards” organized by the Taiwan Society for Precision Engineering, fostering collaboration and exchange among industry, academia, and research, and contributing to talent cultivation. The scope of recruitment has broadened to include engineers in mechanical R&D, chemistry/materials, and quality assurance, as well as professionals in international sales and procurement. To build a more flexible supply chain and provide employees with diverse development opportunities, Catcher continues to expand overseas. In addition to the Suqian plant in China, the Thailand plant is scheduled to commence operations between late 2026 and early 2027. These expansions will further attract international talent and support proactive external recruitment, while enhancing Catcher’s global recognition.



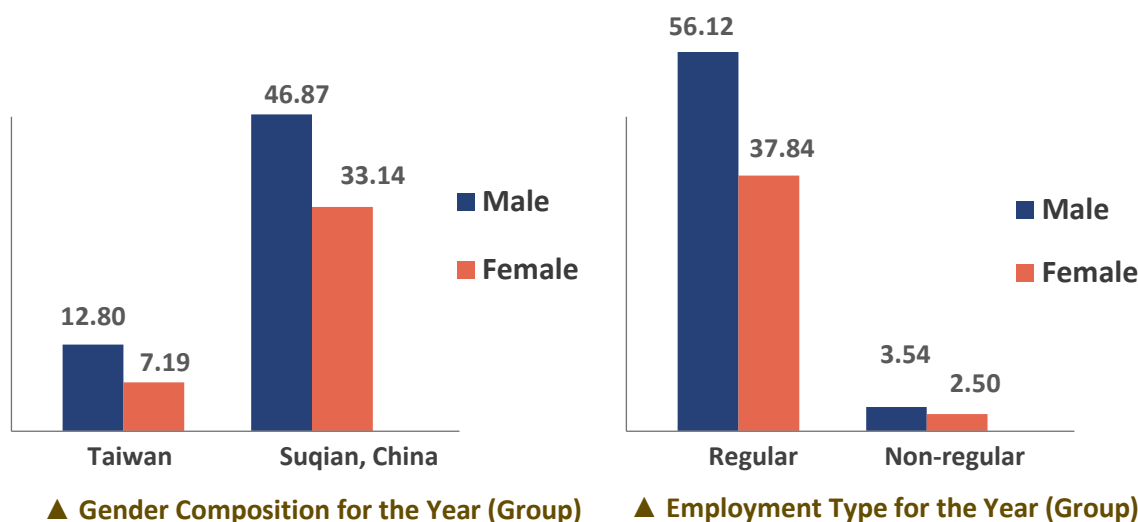
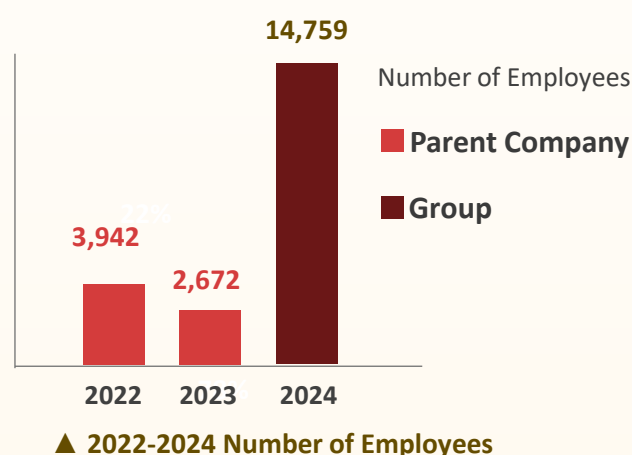
▲ Taiwan Society for Precision Engineering X Catcher Technology

Talent is the most valuable resource in any organization. Catcher offers competitive compensation and benefits above the statutory minimum wage, determined by job requirements, education, experience, seniority, and external market benchmarks. This approach ensures employees are fairly rewarded and able to meet their living needs. To support retention, the Company provides performance-based bonuses and dividends, reflecting financial results, operational performance, industry practices, and regular assessments, while recognizing individual contributions that create long-term value. The Compensation Committee regularly reviews remuneration policies for employees and directors and submits its recommendations to the Board of Directors.

Catcher also invests in employee growth through tailored training programs aligned with roles, skills, and expertise. For high-potential talent, the Company provides career development opportunities such as job rotation, overseas assignments, and cross-functional projects to build problem-solving capabilities and broaden perspectives. These efforts help employees leverage their strengths and develop fulfilling careers. In 2023, the internal promotion rate at the management level reached 80.83%.

3.2.1 Human Resource Structure

Employees are Catcher's most important asset. Beginning this year, the Company discloses the total number of Group employees, which stood at 14,759 as of the end of December. Of the total workforce, 59.67% were male and 40.33% were female. This gender ratio reflects differences in job characteristics rather than any gender-based hiring practices. Formal employees accounted for 93.96%, while non-formal employees represented 6.04% of the workforce.

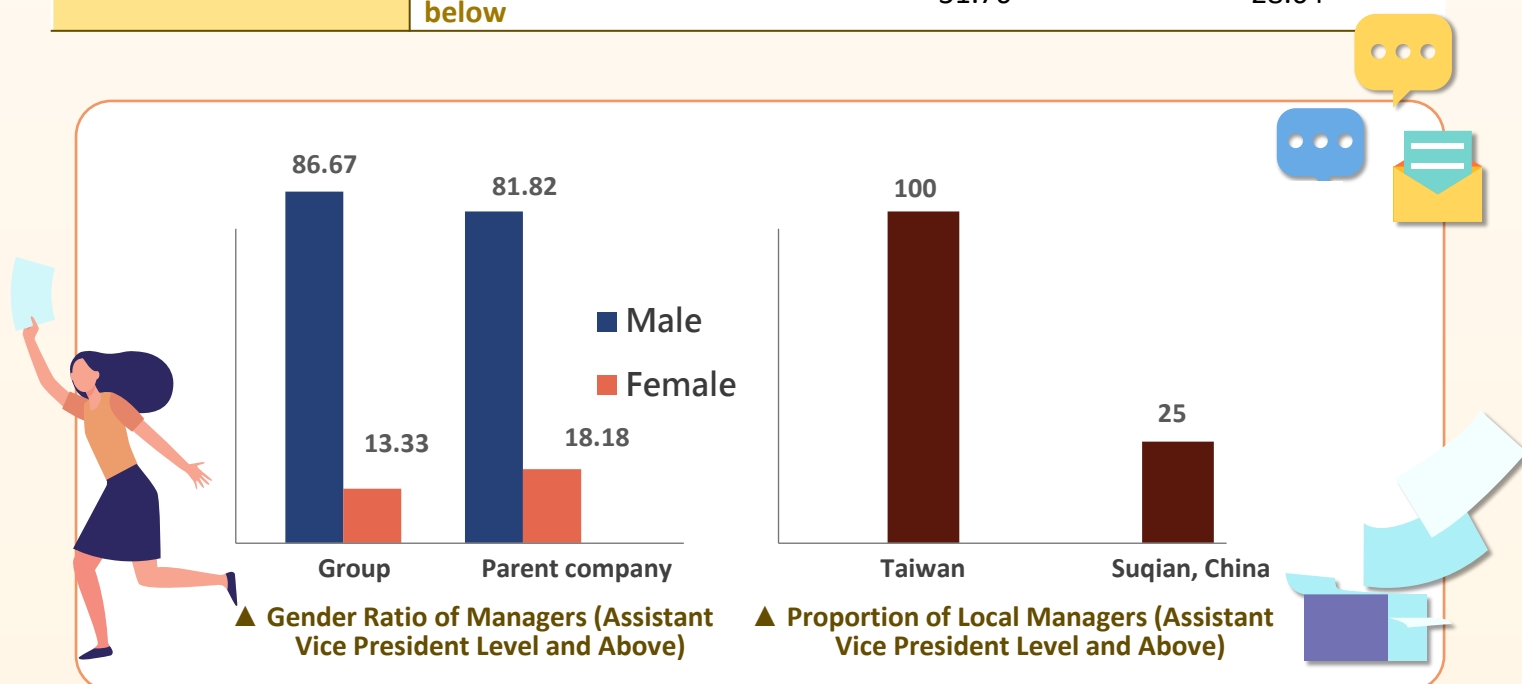


Among Catcher's regular employees, over 70% are between the ages of 31 and 50. The Company has set a minimum hiring age of 16 and strictly verifies identification documents during recruitment to prevent the use of child labor, with remedial measures in place should such issues ever arise. For employees under 18, Catcher enforces reasonable restrictions on job types and working hours, ensuring they are not assigned tasks that could endanger their health or safety. In 2023, there were no incidents of child labor within the Catcher Group.

Employee management practices are tailored to job categories—such as production line and non-production line roles—based on the knowledge, skills, and competencies required. According to this year's data, more than 70% of employees are frontline technicians, while 1.72% hold a Master's degree or higher and serve in R&D or other professional management positions.

Under the regulations governing assessment and promotion, Catcher strictly prohibits any form of discrimination. All capable and high-performing employees are given equal opportunities for promotion. In 2023, the male-to-female ratio among the Group's senior management at the associate director level and above was approximately 8:1. In line with its commitment to enhancing local employment opportunities, 100% of senior management positions at the associate director level and above in the Taiwan plant are filled by local personnel, demonstrating Catcher's dedication to talent localization. To facilitate the transfer of management experience, supervisors well-versed in company processes have been assigned to support operations at the Suqian plant, resulting in a lower proportion of local supervisors. Looking ahead, Catcher plans to gradually increase the recruitment of local management talent to strengthen its understanding of local needs and further enhance its market reputation.

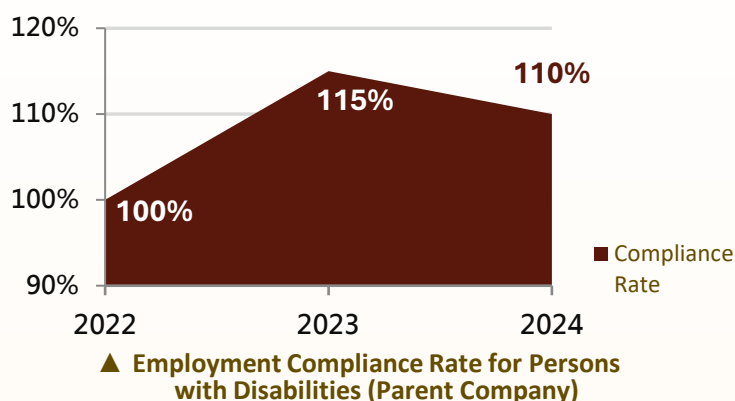
Category		Male (%)	Female (%)
Location	Taiwan	13.47	7.55
	Suqian, China	46.26	32.72
Age	Under 30 years old	15.92	7.77
	31 -50 years old	41.90	32.06
	Over 51 years old	1.91	0.44
Position	Management	3.00	0.27
	Engineer	10.79	2.32
	Administrator	8.37	4.72
	Technician	37.57	32.96
Education	Ph.D. degree	0.09	0.01
	Master degree	1.34	0.28
	College/university	26.54	11.34
	Vocational/high school and below	31.76	28.64



3.2.2 Workplace Diversity and Equality

Catcher bases employee recruitment, promotion, and compensation on job category, education and experience, professional skills, seniority, and individual performance, in accordance with the principles of fairness and its equal pay for equal work policy. The Company does not permit any differences in treatment on the basis of race, social class, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, appearance, physical features, disability, astrological sign, blood type, prior union membership, skin color, pregnancy, or association with any organization. This ensures that employees are free from discrimination, harassment, or unfair treatment, while fostering a diverse and inclusive workplace.

In alignment with government efforts to promote the employment of people with disabilities, Catcher also provides opportunities for such employees to fully utilize their strengths. In the reporting year, the Company exceeded statutory requirements by employing 32 individuals with hearing or physical impairments, thereby offering appropriate job opportunities to disadvantaged groups.



3.2.3 Talent Mobility and Retention

Catcher strictly complies with local labor laws and follows the principles of merit-based employment and proper talent placement. In response to business performance and job requirements, the Group hired a total of 17,600 new full-time employees in the reporting year, of whom 60.18% were male and 39.82% were female. The majority of new hires were in the 31–50 age group.

In the reporting year, the Group's turnover rate for full-time employees was 4.39%, with 58.09% male and 41.91% female. To address talent mobility, Catcher continually optimizes its management framework, including improvements in compensation, benefits, and the working environment. When employees submit a resignation request, their immediate supervisor or the Human Resources Department conducts an exit interview to understand the reasons for departure and to help reduce talent loss. In some cases, after evaluating an employee's skills and willingness during the interview, the Company has reassigned them to other positions, creating a win-win outcome for both the enterprise and its employees.

Note: Turnover rate = total number of resignations in the year / (total number of resignations in the year + year-end number of employees) / 12

Composition of New Full-time Employees in the Group for the Year			
Category	Item	Male (%)	Female (%)
Work Location	Taiwan	1.95	1.21
	Suqian, China	58.23	38.61
Age	Under 30 years old	28.62	19.07
	31 - 50 years old	31.39	20.65
	Over 51 years old	0.16	0.11

Composition of Resigned Full-time Employees in the Group for the Year			
Category	Item	Male (%)	Female (%)
Work Location	Taiwan	1.82	1.39
	Suqian, China	56.27	40.52
Age	Under 30 years old	22.05	16.15
	31 - 50 years old	35.76	25.72
	Over 51 years old	0.28	0.04

To encourage employees to pursue continuous growth and to effectively evaluate work performance, Catcher has established internal Performance Appraisal Management Procedures. At the beginning of each year, supervisors and subordinates jointly set work objectives, which are then regularly tracked and assessed through quarterly evaluations. For departmental supervisors, quarterly assessments cover multiple dimensions, including attendance, work capability, development potential, job performance, work ethic, and attitude, supplemented by relevant reward and disciplinary records. The results serve as a basis for salary adjustments, promotions, and bonus allocations.

Number and Compensation of Non-Managerial Employees (Parent Company)				
Item	2022	2023	2024	Difference from the Previous Year (2024 vs. 2023)
Number of Full-time Employees in Non-Managerial Positions	3,891	3,125	2,518	-607
Average Salary of Full-time Employees in Non-Managerial Positions (NT\$1,000)	687	671	739	68
Median Salary of Full-time Employees in Non-Managerial Positions (NT\$1,000)	579	564	625	61

3.2.4 Guaranteed Parental Leave

Catcher has established a maternity and paternity leave system, and actively promotes family harmony by educating employees on the proper use of child care leave. In the reporting year, 76 employees took child care leave, of whom 59.21% were on unpaid leave. Among those, 68.63% returned to work following the completion of unpaid child care leave, resulting in an average retention rate of 51.35%.

Statistics on Parental Leave for the Year (Parent Company)	Male	Female	Total
A. No. of Employees Granted Parental Leave in the Year (including Maternity and Paternity Leave)	48	28	76
B. Number of Employees Who Actually Applied for Parental Leave During the Year	19	26	45
Parental Leave Application Rate (B/A×100%)	39.58%	92.86%	59.21%
C. Number of Employees Scheduled to Return to Work During the Year	28	23	51
D. Number of Employees Who Actually Returned to Work During the Year	18	17	35
Parental Leave Return-to-Work Rate (D/C×100%)	64.29%	73.91%	68.63%
E. Number of Employees Returning to Work After Parental Leave in 2023	14	23	37
F. No. of Employees Who Continued Working for One Year After Returning from Parental Leave in 2023	7	12	19
Parental Leave Retention Rate (F/E×100%)	50%	52.17%	51.35%

3.2.5 Retirement System

To ensure a secure retirement for employees, Catcher has set up a Labor Pension Supervision Committee and implements Labor Retirement Measures pursuant to the Labor Standard Act and Labor Pension Ordinance. It regularly appropriates 2% of the total salary of an employee based on a seniority system and deposits the amount to the employee's account with the Central Trust of China to protect employee rights and interests.

Since July 1, 2005, The Company has adopted a new version of the government's retirement measures and provides 6% of an employee's total salary which is deposited to his/her own personal account-based pension. The pension of an employee is granted within 30 days from the date of retirement. A pension payment voluntarily made by an employee is deducted from the monthly salary and deposited to the employee's personal pension account with the Labor Bureau.

3.3 Training & Development Plan

(1) Policies/Commitments

- Guided by the talent development policy of “diversified training and continuous learning,” Catcher is committed to cultivating employees’ comprehensive and versatile problem-solving capabilities. Through a holistic training and development curriculum, employees are able to enhance their knowledge, strengthen skills, and unlock their potential—thereby reinforcing both individual growth and the Company’s overall competitiveness.

(2) Targets: Diversity and Learning

Target	2024 Goal and Actual Performance	Short-term Goal (1~3years)	Mid-term Goal (3-10 years, till 2030)	Long-term Goal (>10 years, till 2050)
Total hours of in-service training (Group)	713,659.3hrs Goal achieved ✓	640,000hrs	660,000hrs	680,00hrs
Training satisfaction	95% Goal achieved ✓	>90%	>95%	>95%

(3) Responsibilities

- The Human Resources Department is responsible for planning, organizing, monitoring, and implementing Catcher’s annual education and training programs. Its duties include designing, executing, and reviewing training for new recruits and scheduled courses; assisting departments in program execution; evaluating the effectiveness of training; and maintaining all training records.
- Other departments are responsible for identifying and proposing annual training needs, planning and adjusting training activities, participating in implementation and review, and ensuring that employees complete the required training programs.

(4) Resources

- Each year, Catcher allocates appropriate funding to invest in learning resources, including course development, instructor training, and training activities. Several dedicated training personnel are employed to provide comprehensive support and centralized administration for all training programs.

(5) Grievance Mechanisms

- Each training course provides employees with a mechanism for immediate feedback and response, which is treated with the same importance as an employee grievance. Responsible personnel are required to complete a review of trainees’ feedback and provide corresponding improvement measures within seven days.

(6) Specific Actions Taken for the Year

To enhance the efficiency of knowledge transfer, Catcher continues to expand its online courses and strengthen its e-learning platform. As the Company undergoes a period of strategic transformation, talent development remains a critical factor in this process. To reinforce core competitiveness, Catcher has planned a series of training programs in three key domains—medical, semiconductor, and aerospace—alongside courses on programming and machining software, as well as projects focused on automation technologies, to cultivate specialized technical talent. In addition, to continuously improve employees’ workplace English proficiency, the Company has introduced an AI-powered oral learning platform, creating an intelligent language-learning environment.



▲ AI English Learning
Camp Opening Ceremony

3.3.1 Talent Development and Cultivation

To sustain innovation and competitiveness, Catcher places strong emphasis on employee training and development. In alignment with the principles and regulations of the Taiwan Talent Quality-management System (TTQS), the Company has established a diversified educational training system. Each year, a systematic annual training plan is formulated to close the gap between Catcher's business development needs and employees' skill sets, while also encouraging participation in a wide range of internal and external training programs.

- ◆ **Internal Training Programs** Through on-the-job training, job instruction, job rotation, and other learning approaches, employees' core and professional competencies are enhanced. Key initiatives include pre-employment training for new hires, management skills training for supervisors, professional competency training, internal instructor programs, general education courses, AI English boot camps, as well as programming, processing software, and automation technology training projects.
- ◆ **External Training Programs** Based on specific job requirements, employees are given opportunities to attend professional seminars and courses in collaboration with renowned domestic and international universities and training institutions. These programs help strengthen employees' competitiveness in emerging fields.

By the end of the reporting year, Catcher Group employed 14,759 people, who collectively completed 713,659.3 hours of training—an average of 48.35 hours per person. As of the end of 2023, the Company recorded 2,672 employees with a total of 10,137.6 training hours. In response to the pandemic and accelerating digital transformation in recent years, Catcher has continued to expand online learning, streamlining course content to increase efficiency.

Overall, Catcher's training programs provide employees with professional knowledge, management skills, and stress-relief support. These programs—including orientation for new hires, supervisor training, professional function training, internal lectures, and general education courses—ensure that employees have access to appropriate learning resources. This enables Catcher to cultivate professional talent to meet the evolving needs of production lines and new process development in the fast-changing technology industry, while also supporting employees in achieving a balance between work and life.

3.3.2 Orientation Training for New Hires

On their first day of work, new employees participate in a full-day orientation program designed to help them quickly adapt to the workplace. The training covers the Company's systems and policies, corporate values and culture, information security and personal data protection, quality management systems, process introductions, workplace safety, and corporate social responsibility (CSR). The CSR segment includes topics such as labor and human rights, freedom of association, prevention of sexual harassment, integrity management, and anti-corruption. Through this comprehensive introduction, new employees are able to gain an understanding of Catcher's core practices and expectations, and integrate smoothly into their roles.

3.3.3 Professional Function Training System

Professional techniques and training courses that each department requires are provided. These programs include foundational principles and theories, troubleshooting guidance, and machine operation training—covering automated processes and professional skills at entry, basic, and intermediate levels. In addition, Catcher regularly organizes product application seminars, inviting external suppliers of equipment, raw materials, and consumables to share insights on technological applications and industry development trends. These sessions not only broaden employees' perspectives but also inspire them to apply their skills toward process optimization and efficiency improvements, thereby enhancing overall work capabilities.



3.3.4 Supervisor Competency Training

To strengthen leadership and management skills, Catcher provides tiered training programs designed for supervisors at different stages of their careers. These courses focus on developing responsibility, target-setting and monitoring, continuous improvement, and effective communication.

Since 2014, the Company has also implemented a “New Leader Training Program,” inviting outstanding internal talent to share their experiences through classroom sessions, weekly publications, seminar-style interviews, vitality camps for junior managers, and knowledge-sharing talks. This program has helped build a strong pipeline of future leaders by enhancing managerial knowledge, professional skills, and team cohesion.

3.3.5 New Leader Training Program



3.3.6 Internal Lecturer Training

To enhance the teaching capabilities of internal lecturers, Catcher requires all lecturers to complete a structured series of training programs. These programs focus on both the concepts and practices of effective instruction, as well as corporate-specific training for internal lecturers. Each participant must complete at least 18 hours of training to build the knowledge base, teaching mindset, and professional attitude required for the role. Through this process, potential lecturers are equipped to present materials logically, apply diverse teaching methods, and inspire learner engagement to facilitate knowledge and skill transfer.

In addition to formal coursework, new lecturers are required to conduct a trial lecture before offering official classes. Senior lecturers and subject experts are invited to attend these sessions to provide feedback and constructive suggestions, enabling new lecturers to refine their delivery and ensure effective teaching performance.

Internal lecturers serve as key facilitators of knowledge sharing within the Company. By transferring their personal experience and expertise, they play a critical role in driving talent development. To honor their contributions, Catcher expresses appreciation each year on Teacher’s Day by presenting thank-you cards and gift vouchers. This recognition not only affirms the dedication of current lecturers but also motivates more outstanding employees to take part in knowledge transfer, thereby amplifying the benefits of continuous learning across the organization.



▲ Teacher’s Day Appreciation Event for Internal Lecturers

3.3.7 General Education Courses

Catcher organizes general education courses as needed to provide employees with fundamental skills that support their broader personal and professional development. These courses cover a wide range of topics, including employee care and assistance, health and wellness seminars, sports activities, English language learning, and travel-related knowledge. By offering opportunities beyond job-specific training, the program enables employees to broaden their horizons, enhance their overall well-being, and achieve greater balance in both physical and mental development.

3.3.8 Succession Planning and Operations for Key Management

Over 75% of Catcher's management positions are filled through internal training and promotion, reflecting the Company's strong commitment to cultivating talent from within. Succession planning is a central component of Catcher's strategy to pass down its business philosophy and sustain long-term competitiveness. In alignment with the Company's medium- and long-term development goals, comprehensive succession plans are established for key management positions.

Potential successors are regularly identified and evaluated at all levels, with selection criteria emphasizing not only professional competence but also the embodiment and practice of Catcher's core philosophy: technological innovation, customer service, integrity and practicality, and sustainable management.

To build leadership pipelines and ensure future readiness, the Company implements a variety of development and training measures, including:

1. Departmental Rotations and Project Assignments – Appropriate rotations and cross-functional assignments are arranged to broaden management knowledge and enhance leadership skills.
2. Executive Development Programs – Managers are encouraged to participate in executive seminars, online academies, web forums, and consensus camps, with additional external courses arranged to align with personal career development plans.
3. Engagement on Emerging Issues – Participation in discussions on corporate governance, sustainable management, information security risks, and innovation management develops competencies for adapting to rapidly changing global trends.
4. Exposure to Governance Practices – Attendance at affiliate board meetings and participation in internal management meetings provides practical insights into board and functional committee operations as well as overall Company management.

Through these measures, Catcher ensures that future leaders possess the professional expertise, strategic vision, and values-driven mindset needed to guide the Company toward sustainable growth.



3.4 Safety & Health

(1) Policies/Commitments

- Catcher upholds the management philosophy of “regulatory compliance, continuous improvement, disaster prevention, educational implementation, and proactive communication”. Guided by this principle, the Company promotes the policy of “all employees prioritize industrial safety to ensure safe and sound operations.” In practice, Catcher continues to implement the ISO 45001 Occupational Safety and Health Management System, which applies to all employees as well as contractors across both domestic and overseas facilities.

(2) Targets: Catcher is committed to continuously optimizing the occupational safety and health management system with the ultimate goal of achieving zero workplace injuries.

Target	2024 Goal and Actual Performance	Short-term Goal (1~3years)	Mid-term Goals (3-10 years, till 2030)	Long-term Goals (>10 years, till 2050)
Occupational Diseases Rate	0 	0	0	0
Workplace Fatality Rate	0 	0	0	0

Note:

- The data covers all employees and contractors.
- Occupational Disease Rate (ODR): Calculated as the total number of occupational disease cases divided by total work hours, multiplied by 200,000.
- Occupational Fatality Rate: Calculated as the number of work-related deaths divided by total work hours, multiplied by 200,000.

(3) Responsibilities

- The Occupational Safety Office and the occupational physician regularly review employees' working environments and practices, providing recommendations for engineering improvements and work redistribution where needed. All employees are also encouraged to continuously monitor their own work environments and conduct hazard identification and risk assessments. At the same time, in accordance with the internal “Contractor Control and Management Procedures”, detailed provisions have been established to define contractors' rights and obligations regarding occupational safety, health, and environmental protection. These measures ensure that contractors fully comply with the Company's occupational safety and health management system.

(4) Resources

- Dedicated occupational safety personnel, on-site nurses, facilities and engineering controls for hazard prevention, health promotion resources, education and training.

(5) Grievance Mechanisms

- Public complaints, employee grievance channels.



(6) Specific Actions Taken This Year

Continue to Enhancing Safety and Health

Since 2017, Catcher's Tainan Factory has collaborated with the Tainan City Department of Labor to establish the Catcher Occupational Safety and Health (OSH) Family. Guided by the spirit of "a mother hen leading her chicks," Catcher has worked alongside supply chain partners to exchange knowledge and resources, strengthening collective OSH management capabilities and reducing workplace risks and incidents.

Deepening the Catcher OSH Family

Throughout the year, Catcher actively engaged in activities organized by the Tainan City Department of Labor and the Southern Occupational Safety and Health Center. These included:

- Executive forums and quarterly communication meetings with OSH regulators
- Jointly organized OSH training courses and achievement presentations
- Recreational walking and mountain-climbing activities
- Workplace health certifications and OSH competitions

To further extend communication, Catcher launched an online OSH Family platform, enabling real-time sharing of regulatory updates and case studies. Upholding the belief that "OSH can always be improved, but never perfected," Catcher and its supply chain partners continuously advanced step by step. Their collective efforts were recognized with the Excellence Award in Safety and Health Family Performance Evaluation from the Tainan City Department of Labor.

Strengthening Occupational Safety and Health Management

Catcher implements the ISO 45001 Occupational Safety & Health Management System, ensuring that plans and emergency response procedures are based on systematic hazard identification and risk assessment. These measures aim to minimize the occurrence of both manmade and natural disasters.

In addition to safety, Catcher prioritizes employee health by offering:

- Regular professional medical consultation services
- Comprehensive health checks
- Tailored health promotion programs

Clear procedures for accident reporting, investigation, and management are also in place. The process includes accident reporting, incident handling and adjustment, submission and dissemination of investigation reports, corrective actions with follow-up, and archiving with trend analysis. This ensures transparency and accountability while providing employees and stakeholders with a reliable mechanism for addressing occupational hazards.

3.4.1 Safety and Health Promotion Organization

Each factory has established a Safety and Health Management Committee, which convenes quarterly to review the effectiveness of safety and health initiatives and to discuss opportunities for improvement. The committees are chaired by the respective factory managers and composed of department managers, labor representatives, and members of the Environmental, Health and Safety (EHS) Department.

At the parent company's factories, labor representatives account for 36.84% at Ren-Ai Factory, 36.23% at T.I.P. Factory, and 38.46% at Y.K.I.P. Factory. Across the subsidiaries, labor representatives represent an average of 26.83% of committee members. These ratios are fully compliant with Article 11 of the Occupational Safety and Health Act, ensuring balanced representation and fostering direct communication between management and employees on safety and health matters.

In addition, factory managers hold weekly environmental, safety, and health meetings, where divisions address a wide range of topics. Safety discussions include mechanical equipment operation, adequacy of fire protection facilities, monitoring of electric panel temperatures, noise detection in production processes, and both internal and external occupational injury investigations. Health discussions cover issues such as hyperglycemia, hyperlipidemia, and hypertension management, occupational physician consultations and training, as well as return-to-work evaluations.

Through these committees and meetings, Catcher not only strengthens communication between management and employees but also demonstrates its strong commitment to safeguarding employee safety and health.

3.4.2 Safety and Health Management Practices

When planning and implementing measures related to workplace safety, Catcher complies with all applicable laws and regulations, including the Occupational Safety & Health Act and its Enforcement Rules, the Labor Health and Safety Facilities Regulation, and the Guidelines for Implementation of Labor Workplace Environmental Monitoring. Beyond local requirements, Catcher is also committed to aligning with international best practices and customer expectations.

The process begins with identifying and recording activities at different worksites, including raw materials, machinery, equipment, tools, and associated risk factors, as well as monitoring practices. Risks are then assessed based on three dimensions: frequency of occurrence, severity, and effectiveness of risk control measures. Corresponding designs, engineering controls, administrative controls, and continuous training are implemented to mitigate hazards such as machinery operation, automated equipment use, chemical handling, combustible dust, and ergonomic risks. Each factory also conducts environmental monitoring annually, as required by law, to safeguard employee health and ensure a safe working environment.

To manage latent risks, Catcher appoints dedicated personnel to carry out daily patrols and inspections, focusing on high-risk operations and common deficiencies. An emergency response management procedure and taskforce is in place to coordinate actions during earthquakes, fires, and chemical leaks. The Company also participates in the National Toxic Hazard Joint Defense System organized by the Environmental Protection Administration, regularly sending employees to toxic hazard drills to enhance mutual support, optimize resource allocation, and strengthen first-aid capabilities. These measures aim to minimize disaster impacts and ensure effective pollution control.

In 2024, there were two fire incidents across the Group, resulting in zero casualties (0% of total workforce). The fire department was immediately notified for control and rescue, and the incidents were resolved without disruption to production processes. Following the events, fire safety improvements were implemented. Catcher will continue to strengthen chemical management practices and conduct chemical disaster drills in line with fire safety management procedures, while enhancing employee education and training on chemical storage safety.



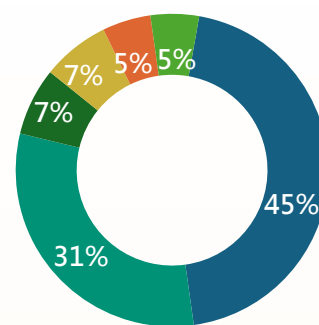
▲ Fire Safety, Earthquake, and Leak Prevention Disaster Preparedness Education and Drills



3.4.3 Occupational Accident Statistics and Prevention and Improvement Measures

Catcher places great importance on occupational hazard management. Dedicated nursing personnel are assigned to record and compile statistics on common types of occupational hazards and the departments where such incidents most frequently occur, in accordance with the statistical indicators of the Ministry of Labor. These data serve as the basis for developing targeted improvement strategies and designing training programs. In addition, management status is reported regularly to both competent authorities and factory managers.

In 2024, a total of 42 occupational accidents were reported at the major operating sites of Catcher Group, involving 42 employees (representing 0.28% of the Group's total workforce). For each incident, Catcher carried out hazard identification and risk evaluation, conducted cause analysis, and reviewed relevant software, hardware, and standard operating procedures to identify opportunities for improvement. Through these efforts, Catcher aims to continuously enhance the working environment and strengthen safety practices, thereby reducing the risk of occupational accidents in the future.



- Slips, Falls, and Collisions
- Caught in or Entangled
- Cut, Laceration, and Abrasion Injuries
- Struck by Falling Objects
- Contact with High or Low Temperatures
- Others

Occupational Injury Statistical Analysis

Item	2022		2023		2024	
	Parent Company		Parent Company		Group	
	Male	Female	Male	Female	Male	Female
Frequency of Disability Injury (FR)	0.62	0.89	0.74	0.29	0.89	0.35
Severity of Disability Injury (SR)	7.15	19.50	10.7	13.08	37.47	17.26
Absentee Rate (AR)	0.00%	0.01%	0.01%	0.01%	0.03%	0.01%
	0.01%		0.02%		0.04%	
Occupational Diseases Rate (ODR)	0	0	0	0	0	0
Total Recordable Incident Rate (TRIR)	0.14		0.15		0.25	
Fatality Rate	0		0		0	
Near Miss Frequency Rate (NMFR)	0		0		0	

Note:

- Scope of data statistics includes all employees and contractors; Occupation disaster category excludes car accidents outside the factory.
- Frequency of disability injury (FR) = Number of person with disability injury x 1,000,000/ total working hours, where the number of days with loss starts from 24 hours of the accident, excluding less than one day and accident outside the factory; so does Public injury rate (IR).
- Severity Rate of disability rate (SR) = Total number of days with loss x 1,000,000/ Total working hours, where the number day with loss starts from 24 hours of the accident, excluding less than one day and accident outside the factory; so does Lost day rate (LDR).
- Absentee Rate (AR) = (Total absentee hours during the reporting period / total work hours)*100%.
- Occupational Diseases Rate (ODR) = (Total number of ODR cases/ total working hours) x 200,000.
- Total Recordable Incident Rate (TRIR)= (Total number of recordable incidents / Total work hours)*200,000.
- Occupational death accident rate = (number of work-related deaths / total work hours)*200,000.
- Near Miss Frequency Rate (NMFR) = (number of near miss events /total work hours) *200,000.



Prevention and Improvement Measures for Occupational Hazards

Occupational Injury Categories	Falls, Slips, Trips, Collisions	Being Caught or Entangled
Preventive and Improvement Measures	<ol style="list-style-type: none"> 1. Conduct regular hazard identification and risk assessments. 2. Strengthen employee education and training programs. <ul style="list-style-type: none"> • Post awareness signage in stairways (e.g., "Caution: Slippery," "Use Handrails," "No Running," "Do Not Use Mobile Phones"). • Place anti-slip mats and hazard notices in work areas; remind employees to wear non-slip footwear. 3. Eliminate slipping hazards by installing anti-slip mats and improving work environments. 4. Implement regular on-site inspection plans. During rainy days, increase manpower for frequent patrols to remove water accumulation on the ground and remind drivers to drive carefully when entering parking areas. 	<ol style="list-style-type: none"> 1. Conduct regular hazard identification and risk assessments. 2. Enhance equipment safety inspections and the proper use of protective gear. <ul style="list-style-type: none"> • Regularly check the effectiveness of equipment safeguards, safety interlocks, anti-entanglement photoelectric sensors, and emergency stop devices. • Ensure proper use of protective equipment by employees. 3. Implement regular inspection plans to check compliance, including the wearing of protective equipment, the condition of safety devices and signage, and adherence to safe operating procedures by employees.

Every year, Catcher organizes a series of occupational safety and health training programs to foster a strong culture of workplace safety. By raising awareness and strengthening employees' understanding of safety and health policies, the Company ensures that employees are well-prepared to comply with regulations and internal requirements. In doing so, Catcher instills correct safety concepts across the organization and unites the workforce in building a safe and healthy workplace.

Occupational Safety and Health Training Achievement (Group)

Number of Participants	Training Hours
13,011	17,711.5 hrs



3.4.4 Implementation of Health Checkups and Health Promotion Programs

Catcher collaborates with occupational disease specialists from National Cheng Kung University Hospital to provide on-site medical consultations and referral services through the factory's medical service window, while actively assessing potential health risks arising from the work environment. Each year, Catcher also partners with professional medical institutions to conduct health checks for employees engaged in both general and special hazardous operations. The scope and frequency of these examinations exceed local statutory requirements.

Based on the results of these health checks, risk levels are established, and physicians are assigned to provide necessary follow-up care.



▲ Annual Employee Health Examination

Based on the results of employee health check-ups over the years, Catcher has observed that a majority of employees across all age groups exhibit slightly elevated body fat levels. To actively and continuously promote both physical and mental well-being, the Company launched a variety of fitness and health courses in 2021 with strong support from management. In addition, an occupational disease specialist was invited to the factory to deliver courses on metabolic syndrome prevention. Through these initiatives, Catcher aims to strengthen employees' health awareness, encourage healthier lifestyle habits, and support the prevention of obesity and chronic diseases. Ultimately, helping employees maintain long-term health remains one of Catcher's core commitments.

3.4.5 Maternity Workplace Protection

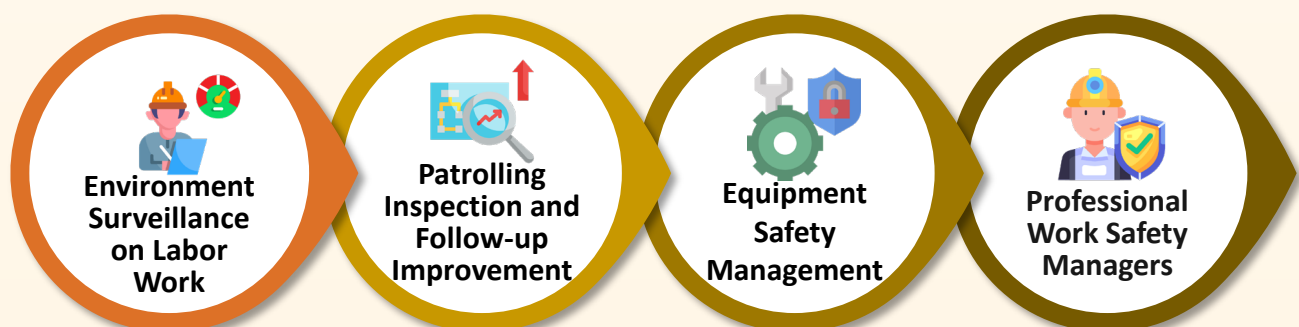
For female employees engaged in specific jobs that may pose health risks, Catcher conducts risk assessments and implements appropriate control measures. These include arranging medical consultations, managing risk levels, and adjusting work assignments as needed. Implementation is regularly monitored by professional nursing staff to ensure ongoing protection. In addition, Catcher provides female employees with comprehensive support measures such as health counseling, access to health information, designated parking spaces, and breastfeeding rooms. These initiatives are designed to safeguard maternal health and foster the well-being of the next generation.

Promotion of Maternity Protection in the Workplace

- **Health Risk Assessment**
Catcher conducts workplace health risk assessments focusing on employees in pre-pregnancy, pregnancy, childbirth, and breastfeeding stages. Risks are identified, ranked, and managed to control potential hazards.
- **Breastfeeding Rooms**
Dedicated breastfeeding rooms are established in every factory to support nursing mothers.
- **Medical Consultations**
Regular doctor and nurse interviews are arranged to provide health guidance, counseling, and access to relevant health information.
- **Exclusive Parking**
Reserved parking spaces for pregnant employees are provided at each factory for their convenience and safety.
- **Work Reassignment:**
Female employees classified as high-risk (Level 3) based on health risk ratings follow the recommendations of occupational medical doctors. Adjustments may include changes to the work environment, modified working hours, or reassignment to safer duties.

3.4.6 Occupational Safety & Health Implementation

Catcher is committed to creating a safe and healthy workplace by continuously implementing occupational safety and health management measures and assigning dedicated safety personnel at each factory. The Company conducts regular work environment monitoring, onsite inspections, and equipment checks to ensure that employees can perform their duties in a secure and supportive environment.





Environment Surveillance on Labor Work

In compliance with the Implementation Measures on Monitoring the Labor Work Environment, Catcher's Work Safety Office has established a comprehensive monitoring plan in collaboration with factory officers, labor representatives from each process, and a certified work environment monitoring institute accredited by the central competent authority. Depending on operational patterns, sampling is conducted either quarterly or semi-annually. The monitoring process covers hazard identification and data collection, grouping of similar exposure categories, sampling strategy planning and execution, sample analysis, and subsequent data evaluation.

To ensure objectivity, an accredited third-party unit is engaged to carry out chemical factor monitoring, enabling real-time assessment of workplace conditions and employee exposure levels. All analysis results are reported to the information system designated by the central competent authority. Furthermore, Catcher compiles and reviews each round of sampling data for statistical analysis, applying the findings to optimize the work environment through engineering improvements and preventive measures.



Patrolling Inspections and Follow-up Improvement

Catcher has implemented Patrolling Inspection Data Registration Systems and EHS Audit Deficiency Registration Systems to strengthen workplace safety management. Regular in-plant patrolling inspections and special safety audits are conducted, with all identified deficiencies recorded in the EHS audit deficiency system. Corrective actions and repair requests are issued immediately, and their execution is closely tracked to ensure timely resolution and continuous improvement in safety performance.





Equipment Safety Management

Catcher has established an Equipment Maintenance and Checkup Registration System to ensure the safe and reliable operation of all machinery. Under this system, equipment supervisors are required to conduct daily self-checks before commencing work, with the results recorded in the system to support continuous monitoring. The same process is applied to monthly and annual maintenance, creating a comprehensive framework for preventive maintenance and operational safety.



Professional Work Safety Managers

Each Catcher factory has established a Labor Safety Organization in compliance with relevant laws and regulations. Employees engaged in specialized operations are required to hold the appropriate licenses—such as those for first-aid personnel, forklift operators, fixed crane operators, and supervisors for dust, organic solvent, or oxygen-deficient operations—based on the nature of their work.

To ensure compliance, a license management system is in place to track license validity, send reminders prior to expiration, arrange refresher training, and manage assignments for staff transitions or replacements. In addition, Catcher designates qualified, licensed professionals as first-aid personnel to oversee the implementation of safety measures, ensuring that all operations are conducted under strict supervision and in accordance with established safety procedures.

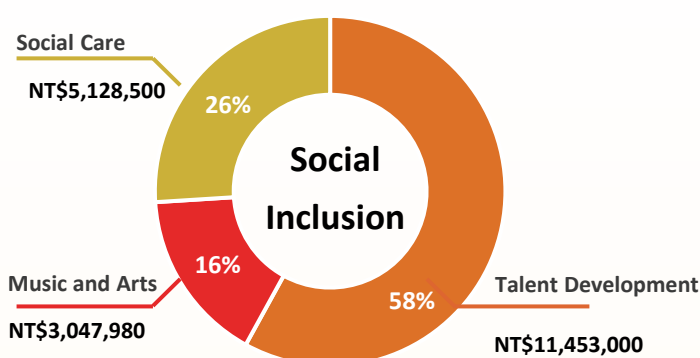


Safety & Health Awards Received in 2024



3.5 Local Care and Social Inclusion

Upholding the spirit of “giving back what is taken from society,” Catcher remains committed to social welfare by fostering partnerships with local communities, disadvantaged groups, and diverse stakeholders. Through monetary contributions and resource investments, the Company actively supports initiatives that advance social development. Together with the Catcher Educational Foundation, Catcher engages in a wide range of social programs spanning talent cultivation, music and arts, and community care.



In 2024, total sponsorship amounted to NT\$19,629,480, encompassing initiatives in talent development, cultural promotion, and social concern. Of this, NT\$3,047,980 was dedicated to music and arts (including reading activities). Key initiatives included the “Sowing Seeds of Reading: Giving Children a Future” program, the Tainan 400 Mail Art Exhibition, and performances by the Ming Hwa Yuan Arts & Cultural Group. These efforts reflect Catcher’s commitment to supporting domestic cultural events while promoting reading and learning opportunities for children in remote areas. For details, please refer to Section [3.5.3 Social Inclusion Activities](#).

3.5.1 Local Community Engagement

Catcher is committed to providing long-term care and support for the needs of surrounding communities. Each year, the Company actively fosters positive interactions with local residents by sponsoring and participating in community development association activities, festive celebrations, and other local events. These efforts strengthen mutual bonds and reinforce our commitment to community well-being. The Tainan Ren-Ai Factory is also located near conservation areas, where Catcher takes proactive measures to monitor pollution prevention and emission control. In addition, we work alongside community residents to safeguard habitats for endangered species and protect local ecological systems.

To ensure open communication, Catcher welcomes suggestions and feedback from neighboring communities through our phone lines, the stakeholder contact section on our official website, and other available channels. Upon receiving feedback, designated personnel promptly follow up to assess the situation and take appropriate actions.

3.5.2 Local Community Engagement

	Membership	Date of Entry	Management Positions	Stakeholders Involved
Tainan Technology Industrial Park Association of Commerce	➤ General member	Membership No. 71		Government agencies Community residents
Tainan Industry Association	➤ General member	2008/10		Government agencies
Taiwan Electrical and Electronic Manufacturers' Association	➤ General member	2014/4/9		Customers Government agencies
Straits Economic & Cultural Interchange Association	➤ Group member	2013/2/8	Director	Government agencies Media
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
Institute for Biotechnology and Medicine Industry	➤ Group member	2019/9/3	Director	Government agencies, news media
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

3.5.3 Social Inclusion Activities

Supporting the Tainan 400 – Good Tainan Sustainable Action

Catcher has long collaborated with the Tainan Enterprise Culture and Arts Foundation on sustainability initiatives, weaving environmental education into activities such as Catcher's Volunteer Family Day. Both Catcher and Tainan enterprises share the vision of building a sustainable Tainan and continue to support each other in this effort. In 2024, as Tainan marked its 400th anniversary, the Foundation once again invited Catcher to participate in the "Tainan 400 – Good Tainan Sustainable Action." Through 17 large-scale sustainability education exhibitions and a series of related activities, the initiative helped integrate sustainability concepts into the daily lives of children and families, fostering lasting awareness and sustainable lifestyles.



▲ Opening Ceremony Press Conference of the Sustainability Education Exhibition

New Year's Warmth Event at Ren-Ai Home

Since 2015, Catcher has partnered with the neighboring Ren-Ai Child Care Center to host annual caring events. In 2024, the "New Year Love Campaign" invited 32 children from the center to share their wish lists. Catcher employees voluntarily selected these wishes and personally prepared gifts, demonstrating their commitment to caring for the local community. Nearly 100 employees took part, ensuring that each child received a thoughtfully prepared and practical New Year gift. In addition, employees collectively donated NT\$51,000, which was provided to the child care center to support its operations and needs.



▲ Charity Gifts Delivered to Children

Sharing Warmth and Love with A Kernel of Wheat Foundation

Catcher is dedicated to supporting disadvantaged elderly groups in Tainan. Since 2017, the Company has sponsored the "Year-End Elderly Care Banquet and New Year's Goods Shopping Event" organized by the A Kernel of Wheat Foundation. In 2024, the event brought together 101 disadvantaged elderly and disabled individuals, who were invited to enjoy a festive banquet. Local social welfare groups also delivered wonderful performances, creating a joyful and heartwarming atmosphere ahead of the Lunar New Year. Through this initiative, Catcher seeks to leverage its corporate resources to support the Foundation's efforts in providing care and companionship for disadvantaged elderly groups, ensuring that this spirit of social warmth continues to flourish.



▲ Year-End Elderly Care Banquet and New Year's Goods Shopping Event

Long-Term Support for Reading in Rural Areas

Since 2014, Catcher has been a long-term sponsor of the “Sowing Seeds of Reading: Giving Children a Future” program organized by the Global Views Education Foundation. Through this initiative, students in 150 schools across remote areas of Tainan City have gained access to the latest issues of Future Youth magazine. In 2024, Catcher visited Jian Gong Elementary School in Qigu District, one of the participating schools, to engage in discussions and interactions with teachers and students. This exchange provided valuable insights into the needs of children in rural communities and offered encouragement to help them transform the knowledge they acquire into strength, opening up new opportunities and enhancing their future competitiveness.



▲ Enthusiastic Participation of Students from Jian Gong Elementary School

Blood Donation and Sponsorship

Since 2015, Catcher has collaborated with the Tainan Blood Center to organize on-site blood donation events. By bringing the bloodmobile directly into factory premises, employees are encouraged to respond to the call to “donate blood, spread love,” helping ensure that patients in urgent need of transfusions receive timely treatment. To further promote participation, Catcher also provides voucher rewards as an added incentive. In 2024, a total of 283 employees participated, donating 119,500 cc of blood, strengthening the Company’s commitment to public welfare.

Since 2021, Catcher has also supported the Tainan Blood Center’s Corporate Blood Donation Week to inspire broader community involvement. In 2024, this initiative drew 2,260 participants and generated 884,750 cc of donated blood. For four consecutive years, Catcher has been recognized by the Taiwan Blood Services Foundation as an Outstanding Blood Donation Unit, a testament to the Company’s dedication to social responsibility and community health.



▲ Outstanding Blood Donor Award

Organizing the "Catcher Cup" Go Tournament

Since 2003, Catcher, together with the Catcher Educational Foundation, has organized the “Catcher Cup” National Go Tournament to encourage a balance between academics and leisure while fostering cultural and intellectual development. In 2024, the 21st tournament was held on May 5 at the gymnasium of the Tainan Municipal Xinying Stadium, attracting more than 700 participants from across the country. Through the promotion of Go education, the tournament seeks to instill virtues such as patience, concentration, and logical thinking among young people, while also contributing to the cultivation of a positive and enriching social atmosphere.



▲ "Catcher Cup" Go Tournament Awards Ceremony

Continuing Art & Literature Promotion

The Catcher Educational Foundation has long been dedicated to charity, education, and the promotion of art and literature. Over the years, the Foundation has actively supported a variety of music performances and art exhibitions. In addition to providing financial sponsorships, Catcher has also offered tickets to employees and disadvantaged groups, ensuring that more people have the opportunity to experience and appreciate outstanding music and art. These efforts not only broaden the public's exposure to cultural activities but also provide meaningful support to talented performers, helping to foster a vibrant artistic community.



Major Art Performances and Exhibitions Sponsored in 2024



- 04.04
Organizer: Southern Taiwan Chamber Music Society
- Painting Life – Brahms Three Sonatas: 2024 Viola Recital by Jiang Yi-Jun



- 06.29-11.17
Organizer: YAGEO Foundation, Tate Britain, Kaohsiung Museum of Fine Arts
- Moment – A Journey Through Painting and Photography



- 05.11
Organizer: Hand in Hand Cooperative
- A Place That Never Grows Up



- 11.24
Organizer: Ming Hwa Yuan Arts & Cultural Group
- Dispersed Performance



- 05.18-08.31
Organizer: Egret Cultural & Educational Foundation, Taiwan Fashion Association
- Tainan 400 Mail Art Exhibition



- 12.07-12.08
Organizer: Neo-Classical Chamber Ensemble
- 25's Cijin White Roses Chronicle



- 06.02
Organizer: Tainan City Government
- Inland City Radio Waves



- 12.16
Organizer: Zeelandia Dementia Association
- Coming-of-Age Ceremony Sound



Environmental Harmony

- 4.1 Environmental Management System Operations
- 4.2 Management and Countermeasures for Climate Change
- 4.3 Greenhouse Gas Control and Energy Management
- 4.4 Environmental Mitigation





Environmental Achievement Highlights

Greenhouse Gas Control and Energy Management

- ✧ Catcher's net-zero target was officially validated by the Science Based Targets initiative (SBTi), making Catcher the 12th certified company in Taiwan's high-tech hardware equipment industry.
- ✧ In terms of product carbon footprint management, Catcher promotes green procurement. The share of recycled aluminum in low-carbon production processes has reached nearly 100%, and the recycling rate in product life cycle management processes exceeds 75%.
- ✧ In the reporting year, Catcher achieved a total electricity savings of approximately 540 million kWh.



Air Pollution Management

Air pollution control measures and prevention equipment are fully compliant with regulatory requirements.



Waste Management

The actual reuse rate of the Group's waste reached **98.23%**.



Water Resource and Wastewater

- ✧ Effluent water quality control fully complies with regulatory requirements.
- ✧ Enhancement of process water reuse: the Parent Company achieved a 27.23% recovery rate.



Biodiversity

Catcher's operating sites are not located within any globally significant protected natural areas.

4.1 Environmental Management System Operations

The scope of Catcher's environmental management system encompasses all products, production processes, and related activities and services. This includes potential pollution impacts, raw material usage, hazardous substance management, pollutant treatment, and all requirements stipulated by applicable laws and policies. To ensure effective implementation, Catcher has established a Management Promotion Committee, chaired by the Chairman as the highest authority. The Chairman issues management policies and commitments, while departments nominate committee members to collectively promote effective management. The formation of this committee underscores Catcher's strong commitment to environmental stewardship. In addition, implementation schedules are planned and monitored, with regular management review meetings held to evaluate performance and ensure continuous improvement.

Catcher operates in compliance with the ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, and the ISO 50001 Energy Management System. Guided by the PDCA (Plan-Do-Check-Act) cycle and aligned with customer requirements, the Company systematically executes pollution control and environmental protection measures. These include initiatives for energy conservation, carbon reduction, water resource optimization, exhaust gas and wastewater management, and responsible waste disposal. All activities are conducted in accordance with local emission standards, and certified external vendors are engaged for waste treatment, ensuring compliance and environmental responsibility.

In 2024, Catcher's total environmental expenditures amounted to NT\$77,882,875. During the year, the Company did not receive any judicial or administrative penalties for violations of environmental regulations (as defined by Taiwan Stock Exchange disclosure requirements, where a single fine of NT\$1 million or more constitutes a major violation), nor were there any official environmental grievances reported. These results demonstrate Catcher's ability to maintain strong environmental performance, mitigate compliance risks, and safeguard business continuity.

Looking ahead, Catcher recognizes evolving global business environments, including changing regulatory frameworks, updated international management standards (ISO 14001:2015, ISO 45001:2018), and increasing stakeholder expectations. To reduce the environmental impact of its operations and provide safe, healthy working conditions—thereby lowering risks to employees, suppliers, contractors, and surrounding communities—Catcher will continue to strengthen the implementation, review, and improvement of its management systems. Through these efforts, Catcher aims to advance sustainable governance and long-term value creation.



Environmental Management and Occupational Health and Safety Management System Policy



Policy

Focus

Implementation



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 Improvement

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 Target 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 sustainability 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.

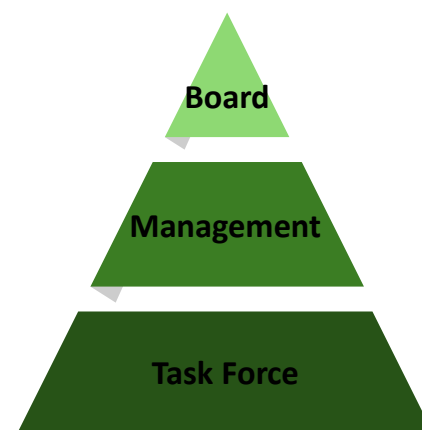
4.2 Management and Countermeasures for Climate Change

In response to the growing impact of climate change and extreme weather events, Catcher adopts the TCFD (Task Force on Climate-related Financial Disclosures) framework to systematically assess climate-related risks and opportunities relevant to its industry. Through scenario analysis, the Company identifies potential operational and financial impacts, establishes corresponding response strategies and targets, and ensures continuous management and monitoring to enhance climate resilience.

4.2.1 Governance

Board Oversight of Climate-Related Issues

◆ The Board of Directors serves as Catcher's highest decision-making body for sustainability and is responsible for overseeing the Company's sustainability performance. A Chief Sustainability Officer (CSO) has been appointed from among senior executives, supported by the Sustainability Office (formerly the Corporate Social Responsibility Task Force), which reports directly to the Chairman. The Office plays a key role in integration and cross-departmental communication. It regularly reports to the Board on the implementation plans and progress of key sustainability and risk-related issues, thereby ensuring effective oversight and governance.



Management's Assessment and Management of Climate-Related Issues

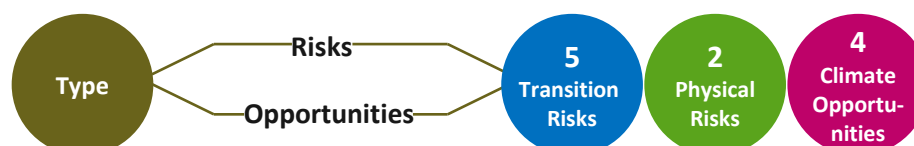
◆ Catcher's Sustainability Office consolidates international sustainability-related risks and opportunities, along with stakeholder expectations, and convenes regular sustainability meetings. Through these meetings, management jointly identifies material risks and opportunities, analyzes their potential positive and negative impacts on the Company's operations and financial performance, and formulates the necessary strategies, action plans, and short-, medium-, and long-term targets. The Sustainability Office also monitors and tracks the implementation status and progress of projects carried out by responsible units across corporate governance, environmental, and social dimensions.

4.2.2 Strategy

Identify short-, medium-, and long-term climate-related risks and opportunities

- ◆ Catcher adopts the Task Force on Climate-related Financial Disclosures (TCFD) framework as the basis for its climate governance. In alignment with the Company's operational activities, industry characteristics, and supply chain relationships, Catcher identifies both physical risks, transition risks, and opportunities arising from climate change.
- ◆ Based on external and internal issues under each risk category, a total of 12 climate-related risks and opportunities were collected, including 5 transition risks, 3 physical risks, and 4 opportunities. Through Sustainability Committee meetings, these items were evaluated and prioritized according to:
 - Likelihood of occurrence: very low (<20%), low to medium (20–40%), medium (40–60%), medium to high (60–80%), very high (>80%)
 - Severity of impact: very low, low, medium, medium-high, high
 - Time horizon: short term (1–3 years), medium term (3–10 years, to 2030), long term (>10 years, to 2050)

Following this structured assessment, the Sustainability Committee resolved to select 11 material climate-related risks and opportunities, as presented in the table below.





Climate-Related Risks and Opportunity Issues

Risk Type	Risk Code	Item	Risks/Opportunities	Risk Location			Time Frame	Inclusion
				Up-stream	Catcher	Down-stream		
Transition Risks	R1	Policy and Legal Risk	International carbon tariffs, Taiwan's carbon fees, Taiwan's Renewable Energy Development Act, and mandatory disclosure obligations for ESG-related reporting.	√	√	√	Short-term	YES
Transition Risks	R2	Technology Risk	In response to the trend of low-carbon technology development, we are investing in research and development by incorporating low-carbon and recycled materials.	√	√		Mid-term	YES
Transition Risks	R3	Technology Risk	In terms of products and services, we are implementing a low-carbon production transformation and enhancing the energy efficiency standards of various assets, which requires upgrading and replacing equipment.		√		Mid-term	YES
Transition Risks	R4	Market Risk	In response to customer and international initiative requirements, we are increasing the proportion of renewable energy usage and related expenditures.	√	√	√	Short-term	YES
Transition Risks	R5	Reputation	Brand customers value sustainable development trends. Failure to take proactive environmental sustainability measures may result in negative reputation and loss of customer and investor favor. →Catcher actively engages in sustainability initiatives and carbon reduction efforts, proactively establishing an absolute reduction target of 1.5°C through SBT. Furthermore, The Company discloses its carbon inventory and reduction performance on an annual basis.		√	√	Short-term	NO
Physical Risks	R6	Acute Risk	Due to the increased frequency and severity of sudden heavy rain and flooding, we anticipate potential capacity shortages and financial losses for The Company.	√	√	√	Short-term	YES

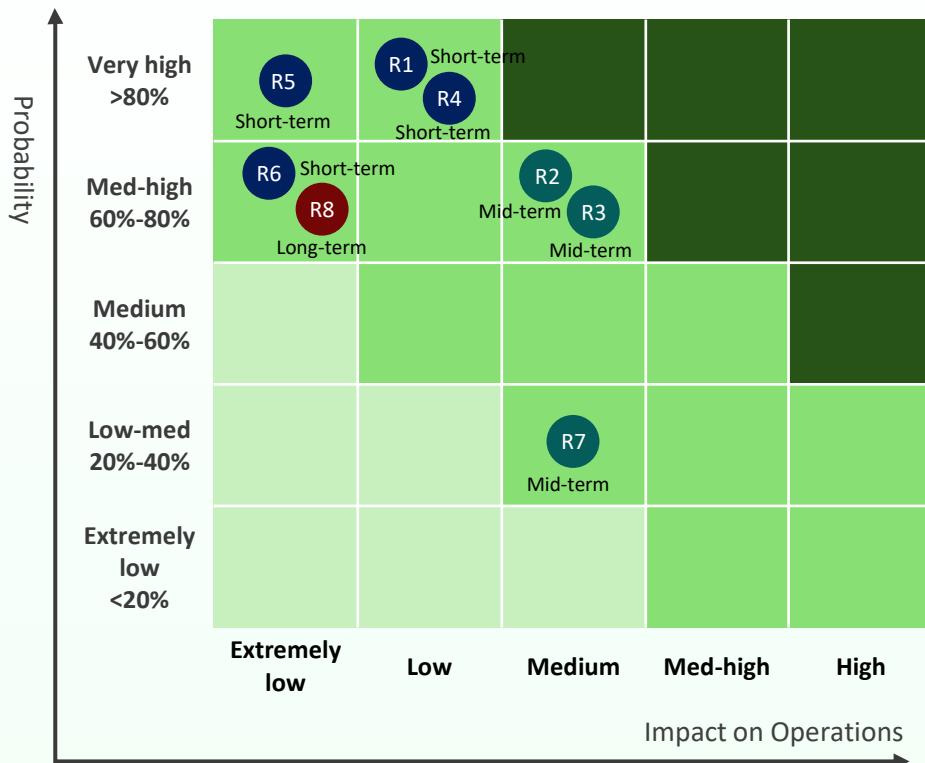


Climate-Related Risks and Opportunity Issues

Risk Type	Risk Code	Item	Risks/Opportunities	Risk Location			Time Frame	Inclusion
				Up-stream	Catcher	Down-stream		
Physical Risks	R7	Chronic Risk	Changes in rainfall patterns leading to drought and water shortages require water resource management, which is expected to result in increased operational costs and impacts.	√	√	√	Mid-term	YES
Physical Risks	R8	Chronic Risk	The continuous rise in temperatures and heat impacts the operation of machinery and equipment, leading to increased intensity of air conditioning and energy usage	√	√	√	Long-term	YES
Climate-Related Opportunities	O1	Products and Services	International brands require their supply chains to reduce carbon emissions, and responding proactively may lead to receiving more orders.	√	√	√	Short-term	YES
Climate-Related Opportunities	O2	Resource Efficiency/ Energy Source	Investing in waste reuse, water recycling systems, and renewable energy equipment can effectively improve resource efficiency and offer opportunities to reduce operating costs.		√		Mid-term	YES
Climate-Related Opportunities	O3	Resource Efficiency	By implementing smart manufacturing automation processes, we aim to improve production efficiency and reduce the consumption of energy and resources, thereby lowering certain operational costs.		√		Short-term	YES
Climate-Related Opportunities	O4	Resilience	Actively participate in low-carbon initiatives within the upstream and downstream supply chains to gain customer favor and increase orders.	√	√	√	Short-term	YES



Risk Analysis Matrix



Transition Risk

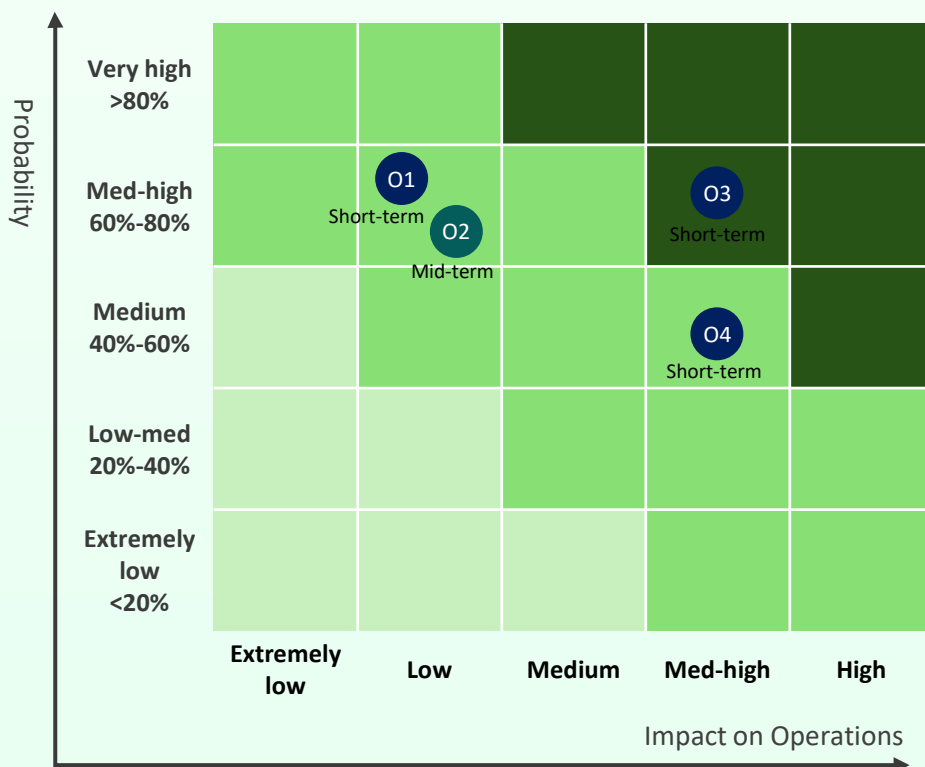
- R1** Imposition of carbon tariffs/carbon fees; Mandatory carbon-related disclosure requirements
- R2** Adoption of low-carbon and recycled raw materials
- R3** Transition to low-carbon production and upgrading/replacement of resource and energy efficiency systems
- R4** Addressing requirements from customers and international sustainability initiatives
- R5** Failure to take proactive actions could lead to adverse reputational impact

Physical Risk

- R6** Rising frequency and intensity of extreme weather events, including typhoons, heavy rainfall, and flooding
- R7** Droughts resulting from changes in rainfall patterns
- R8** Sustained increase in temperatures and prolonged high heat

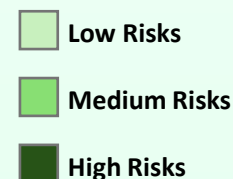


Opportunity Analysis Matrix



Opportunity

- O1** Proactively implementing sustainability measures
- O2** Investment in recycling systems and renewable energy facilities
- O3** Implementing smart manufacturing processes and equipment
- O4** Enhancing sustainable operational resilience



Note:

- Duration of occurrence: ● predicted short-term (1-3 years), ● medium-term (3-10 years, to 2030), and ● long-term (>10 years, to 2050)
- Impact severity: extremely low, low, medium, medium-high, high
- Probability: extremely low <20%, low 20%-40%, medium 40%-60%, medium-high 60%-80%, high >80%

The impact of climate-related issues on the Company's business model, strategy and financial planning

After identifying climate-related risks and opportunities, their financial impacts and corresponding response measures are summarized in the following table, followed by separate analyses of climate risks and climate opportunities.

Risks and Opportunities	Issues Identified	Assessment of Operational and Potential Financial Impacts	Risk Mitigation Measures
R1 Imposition of carbon tariffs/carbon fees	Taiwan will officially begin levying a carbon tax starting in 2026.	Paying carbon fees is expected to increase operating costs.	<ol style="list-style-type: none"> Catcher has passed the SBTi review, setting absolute greenhouse gas reduction targets under the 1.5°C scenario, and publicly discloses carbon inventory results and reduction performance each year. Implement a green procurement system by selecting energy-efficient equipment and low-carbon/recycled raw materials. Enforce regular maintenance of production equipment to ensure high operational efficiency. Plan to participate in net-zero related initiatives.
R1 Mandatory carbon-related disclosure requirements	There will be an increase in greenhouse gas inventory operations and third-party verification requirements.	<ul style="list-style-type: none"> Greenhouse gas inventory results require third-party verification, which is expected to increase operating expenses. Failure to comply with mandatory disclosure regulations will result in fines, which is expected to increase operating expenses. 	
R4 Addressing requirements from customers and international sustainability initiatives	In response to customer and international initiative requirements, ESG performance must be reported on designated public platforms.	<ul style="list-style-type: none"> Due to customer requirements, sustainability-related expenses must be increased, leading to higher operating costs. 	
R2 Adoption of low-carbon and recycled raw materials	The adoption of low-carbon and recycled raw materials is expected to increase procurement costs.	<ul style="list-style-type: none"> Procurement of low-carbon/recycled raw materials is expected to increase operating costs. Adoption of low-carbon raw materials requires the development of new technologies, which is expected to increase R&D and testing-related expenses. 	
R3 Transition to low-carbon production and upgrading/replacement of resource and energy efficiency systems	The expansion of solar equipment is expected to increase equipment costs and maintenance expenses.	Investment in green energy and energy-saving equipment is expected to increase capital expenditures.	<ol style="list-style-type: none"> Establish a waste reduction and recycling system to effectively reduce waste and increase the reuse rate. Install a water recycling system, including new flow filtration equipment and pipeline modifications, to utilize water resources more efficiently. Invest in energy-saving equipment, such as replacing variable-frequency motors and consolidating air compression systems. Complete the installation of solar power generation equipment at the Y.K.I.P. Factory in 2024. Seek collaboration opportunities with renewable energy and low-carbon technology providers.
R8 Sustained increase in temperatures and prolonged high heat	Increased air conditioning and energy usage are expected to raise operating costs.	Increased temperatures have led to higher electricity and energy consumption, which is expected to increase operating costs.	
O2 Investment in recycling systems and renewable energy facilities	Investing in waste recycling equipment, water recovery systems, and expanding solar power equipment.	Investing in waste reduction and recycling systems, water resource recovery systems, and renewable energy equipment will effectively improve resource efficiency and is expected to reduce operating costs in the mid-term.	

Risks and Opportunities	Issues Identified	Assessment of Operational and Potential Financial Impacts	Risk Mitigation Measures
O3 Implementing smart manufacturing processes and equipment	Introducing smart manufacturing processes and equipment.	Introducing smart manufacturing processes and equipment to enhance production efficiency and reduce energy and resource consumption is expected to potentially lower certain operating costs.	Introduce smart manufacturing processes and equipment (such as automated machining programs and machinery) to enhance production efficiency.
R6 Rising frequency and intensity of extreme weather events, including typhoons, heavy rainfall, and flooding	Temporary typhoons, heavy rainfall, and flooding will disrupt production.	Operational sites forced to suspend work due to flooding are expected to result in insufficient production capacity and financial losses.	<ol style="list-style-type: none"> 1. Regularly review emergency response plans for plant impacts from typhoons, floods, strong winds, and heavy rainfall. 2. Conduct regular inspections and clearance of drainage systems.
R7 Droughts resulting from changes in rainfall patterns	Droughts or water shortages will disrupt production.	<ul style="list-style-type: none"> ◆ Suspension of operations at sites due to water shortages may reduce revenue. If supply must be maintained through measures such as water conservation, transporting water by tanker trucks across regions, or reallocating goods from other plants, operating costs are expected to increase. ◆ Policy adjustments resulting from droughts are expected to increase operating costs. 	<p>Improve the efficiency of water resource reuse:</p> <ol style="list-style-type: none"> 1. Continuously optimize wastewater recycling and reuse equipment. 2. Reuse wastewater from the pure water system as replenishment for cooling towers. 3. Introduce wastewater filtration systems to recycle and reuse grinding wastewater.
O1 Actively Implementing Sustainability Measures	Actively pursue sustainability goals to enhance The Company's positive image, with the expectation of receiving more orders.	International brands require supply chains to reduce carbon emissions. A proactive response is expected to increase revenue.	<ol style="list-style-type: none"> 1. Actively participate in sustainability initiatives and carbon reduction actions to enhance positive reputation. 2. Actively engage in industry low-carbon programs and implement various carbon reduction measures (such as procuring renewable energy and participating in government-led industry carbon reduction programs).
O4 Enhancing Resilience in Sustainable Operations	Actively participate in low-carbon initiatives within the supply chain to gain customer favor and increase orders.	<ul style="list-style-type: none"> ◆ Enhancing sustainable operational resilience creates more opportunities to increase market share, thereby boosting revenue. ◆ Enhancing sustainable operational resilience may improve access to financing. 	<ol style="list-style-type: none"> 3. Strengthen collaboration across the supply chain to jointly implement carbon reduction plans.



Strategic Resilience: Assessing the Impact of Different Climate-related Scenarios on Operations and Potential Financial Risks

◆ Transition Risk:

Based on the Net Zero by 2050 scenario from the International Energy Agency (IEA), the SSP1 1.9 scenario from the IPCC AR6, and the emission reduction targets set by Taiwan's Nationally Determined Contribution (NDC), this analysis assesses the impact on company operations and potential financial implications under the 1.5°C scenario.

◆ Physical Risk:

Using the water risk assessment tool of the World Resources Institute, Taiwan's National Disaster Prevention and Rescue Center, and the IPCC AR6 SSP5 8.5 worst-case scenario from the Taiwan Climate Change Estimation Information and Adaptation Knowledge Platform, the impact on company operations and potential financial risks is assessed.

Risk Type	Risk Assessment Tool	Base	Scenario Setting Explanation	Assessment of the Scenario's Impact on Operations and Potential Financial Performance
Transition Risk: Net Zero Emissions	Taiwan's Nationally Determined Contribution (NDC) Target and carbon fee regulations	Taiwan	<ul style="list-style-type: none"> The calculation is based on Taiwan's carbon emissions of 70,132.64 tco2e in 2022. Based on the Net Zero Emissions (NZE) scenario and the global objective of limiting temperature rise to 1.5 °C, it is estimated that greenhouse gas emissions in 2030 will be reduced by 13.90% compared to 2022. Assuming that all Factory locations have no exemption reduction quotas. Estimated carbon fee of NT\$1,500 per tCO₂e (estimated by the Environmental Protection Administration: NT\$1,200 per tCO₂e to NT\$1,800 per tCO₂e). 	Due to the collection of carbon fees, it is estimated that carbon fees in 2030 will account for about 0.3% of Catcher Group's revenue in 2022; if other countries also levy carbon taxes in the future, the proportion of carbon taxes to the Group's revenue will increase.
	The 2024 World Energy Outlook report published by the International Energy Agency (IEA)	Taiwan	<ul style="list-style-type: none"> The calculation is based on Taiwan's carbon emissions of 70,132.64 tco2e in 2022. Based on the Net Zero Emissions (NZE) scenario and the global objective of limiting the temperature rise to 1.5 °C, it is estimated that greenhouse gas emissions in 2030 will be reduced by 13.90% compared to 2022. Assuming that all Factory locations have no exemption reduction quotas. Estimated carbon fee of NT\$2,880 per tCO₂e 	Due to the collection of carbon fees, it is estimated that carbon fees in 2030 will account for about 0.6% of Catcher Group's revenue in 2022; if other countries also levy carbon taxes in the future, the proportion of carbon taxes to the Group's revenue will increase.
Physical Risk: Drought/Water Shortage	Water Risk Assessment Tool of the World Resources Institute (WRI)	Taiwan	Under the current situation, it is expected that the water shortage risk for Factory locations in Taiwan will be less than 5% in 2030.	It is expected that drought/water scarcity-induced shutdowns will lead to a reduction in revenue.
		Suqian	Under the current situation, it is expected that the water shortage risk for Factory locations in Taiwan will be between 5% and 25% in 2030.	
Physical Risk: Flooding Disasters	Flood Disaster Potential Map from the National Disaster Prevention and Protection Center of Taiwan	The Group	The evaluation of coastal flood risks for the Taiwan and Suqian Factories in 2030 and 2050 indicates that the risk level is low to Medium (ranging from 7 in 100,000 to 3 in 10,000).	It is expected that flooding disasters will lead to insufficient production capacity and reduced revenue.
		Taiwan	The 24-hour rainfall reached 650 mm, which had no direct impact on the location of our Tainan Factory.	
Physical Risk: High Temperature	Taiwan Climate Change Projection and Adaptation Knowledge Platform, TCCIP	Taiwan	In the SSP5-8.5 scenario of the IPCC AR6 (6th Assessment Report), for the location of The Company's Tainan Factory, the calculated maximum daily temperature average from 1995 to 2014 was 35.4054 °C. It is projected to reach 36.8564 °C from 2004 to 2060, indicating a temperature increase of 1.451 °C.	Rising temperatures lead to increased electricity and energy consumption, resulting in higher operational costs.

4.2.3 Risk Management

Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

- ◆ The management process of climate-related risks has been integrated into The Company's overall risk management system. Please refer to Section 2.6.2 Risk Management.

4.2.4 Indicators and Target

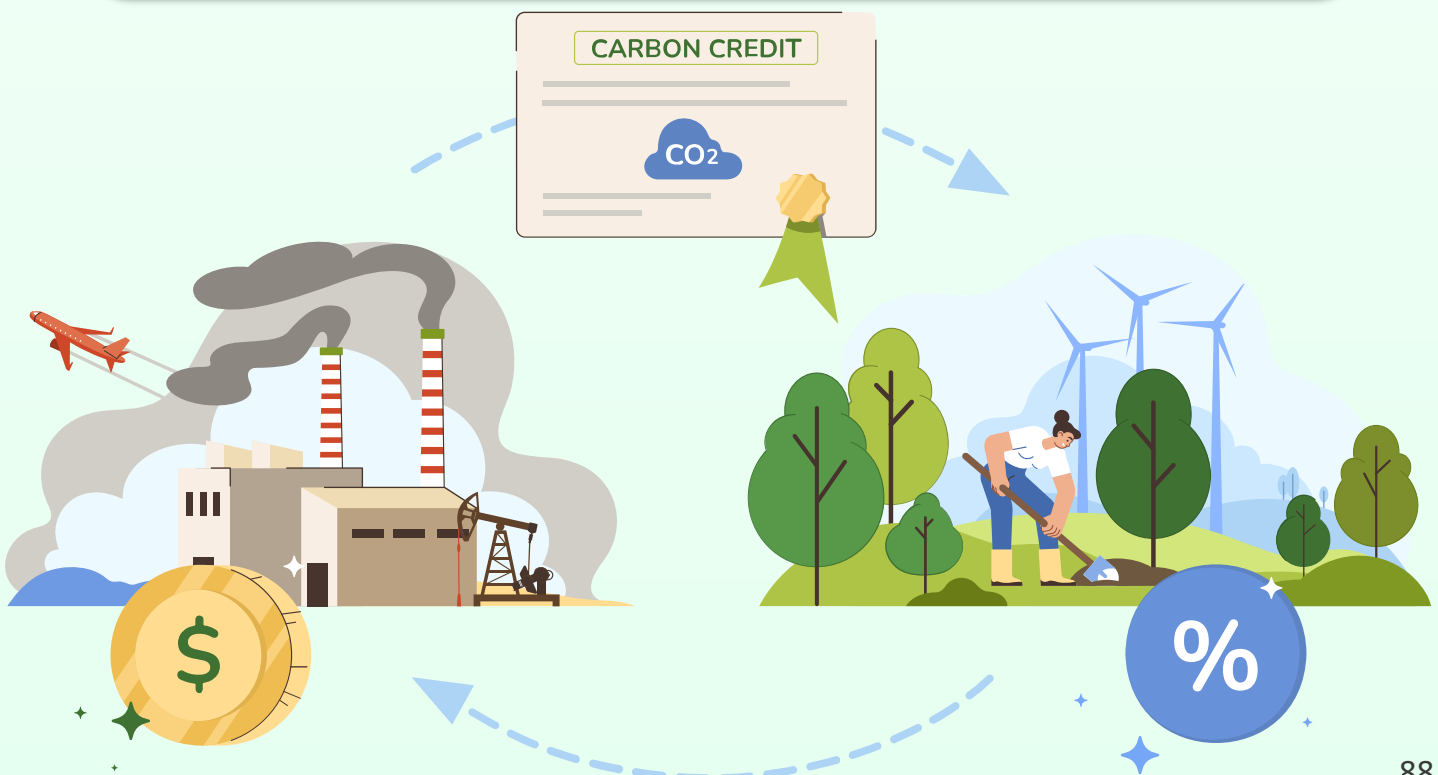
Evaluate climate-related risks and opportunities using indicators aligned with strategy and risk management processes.

- ◆ Catcher establishes relevant indicators and Target based on the risks of climate change and their impacts.
- ◆ The setting of indicators and Target includes Scope 1, Scope 2, and Scope 3 greenhouse gas emissions and associated risk assessments, renewable energy management, energy savings, air pollution, waste management, and water resource management, with short, Medium, and Long-term indicators and Target. These will be disclosed annually regarding their progress. Please refer to Section 4.3 Greenhouse Gas and Energy Management and 4.4 Environmental Mitigation for the implementation of various indicators.

Catcher's internal carbon pricing:

NT\$ 300 /tCO₂e

In response to global carbon tax mechanisms, Taiwan has enacted the "Climate Change Response Act" and the "Renewable Energy Development Act", and will officially begin collecting carbon fees in 2026. The Company uses internal shadow carbon pricing, based on a carbon fee of NT\$300/tco₂e, to simulate the impact of external carbon fees, conducts trial calculations for the Southern Taiwan Science Park Factory, and incorporates this into operational decisions. It will then be gradually extended to other factories in Taiwan.



4.3 Greenhouse Gas Control and Energy Management



(1) Policies/Commitments

- Aligned with the GHG Protocol standards and the ISO 50001 Energy Management System, the Company has established a comprehensive framework for greenhouse gas (GHG) inventory, as well as energy conservation and carbon reduction disclosures. This framework enables systematic monitoring of GHG emissions and reduction performance, providing a solid foundation for developing and implementing feasible reduction strategies in the future.

(2) Targets

	2024 Goal and Actual Performance	Short-term Goal (1-3 years)	Medium-term Goal (3-10 years, till 2030)	Long-term Goal (>10 years, till 2050)
Greenhouse Gas Reduction Targets	<ul style="list-style-type: none"> Reduce the emissions of Scope 1 and Scope 2 greenhouse gas by 11.55% compared to the level in 2022; reduce the Scope 3 emissions by 6.88% compared to the level in 2022. Save annual electricity by over 1% across all Taiwan facilities. <p>Phase reduction targets achieved ✓</p> <p>Goals achieved ✓</p>	<ul style="list-style-type: none"> Reduce the emissions of Scope 1 and Scope 2 greenhouse gas by at least 5.78% annually compared to the level in 2022; reduce the Scope 3 emissions by at least 3.44% annually compared to the level in 2022. Save annual electricity by over 1.5% across all Taiwan facilities. 	<ul style="list-style-type: none"> Reduce the emissions of Scope 1 and Scope 2 greenhouse gas by 46.2% compared to the level in 2022; reduce the Scope 3 emissions by 27.5% compared to the level in 2022. Increase the use of renewable energy across the Group, aiming to reach a target of RE60 by 2030. 	<ul style="list-style-type: none"> Net zero emissions

(3) Responsibilities

- Pursuant to the Company's internal operational management procedures, the Environmental Protection Department is designated to lead, coordinate, and monitor the implementation status across relevant departments.

(4) Resources

- Dedicated personnel for public works, energy conservation and carbon reduction equipment and projects, and education and training.

(5) Grievance Mechanisms

- Channels for public grievances and employee complaints.

(6) Specific Actions Taken for the Year

Through various conservation measures, the Company enhances electricity efficiency in its facilities to achieve energy savings and carbon reduction; energy-efficient facilities continue to be implemented.





Greenhouse Gas Strategies and Management

Catcher recognizes the potential environmental impacts associated with energy consumption and greenhouse gas (GHG) emissions. Guided by the principles of sustainable operations and corporate social responsibility, the Company continues to manage its energy consumption and has proactively conducted GHG inventories since 2015. These inventories enable effective monitoring of emissions within facilities and the identification of reduction opportunities at the source, thereby strengthening the Company's energy and GHG management policies.

Catcher also participated as an initial investor in a Clean Energy Fund to support the development of the renewable energy industry. Each facility has established a dedicated GHG inventory task force, with the Chairman serving as the convener to oversee and coordinate inventory and management efforts. GHG emissions are calculated in accordance with the GHG Protocol standards and the guidelines of Taiwan's Environmental Protection Administration, using the operational control approach. Implementation results are reported to the Board of Directors on a quarterly basis.

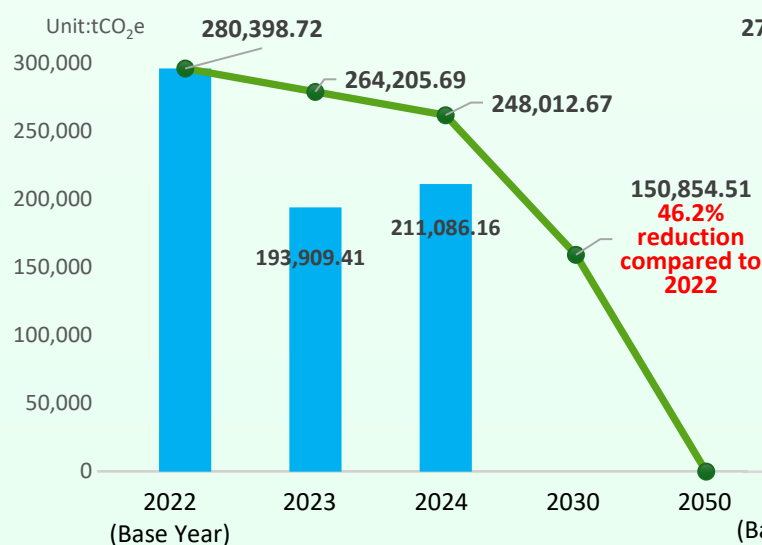
In terms of reduction targets and strategic planning, Catcher submitted its commitment letter to the Science Based Targets initiative (SBTi) in September 2024 and obtained approval in February 2025. Following the SBTi criteria, with 2022 as the base year, Catcher has set Near-term Targets to reduce absolute Scope 1 and Scope 2 GHG emissions by 46.2% and Scope 3 GHG emissions by 27.5% by 2030. For the Long-term Target, Catcher commits to reducing absolute Scope 1, Scope 2, and Scope 3 GHG emissions by 90% by 2050.

In the reporting year, the Catcher Group's combined Scope 1 direct GHG emissions and Scope 2 indirect GHG emissions amounted to 211,086.16 metric tons of CO₂e. The Group achieved an interim reduction of more than 11.55% toward its SBTi-aligned reduction target, with a GHG emissions intensity of 11.67 (metric tons CO₂e per NT\$ million in revenue). Scope 3 GHG emissions amounted to 180,993.86 metric tons of CO₂e, achieving an interim reduction of more than 6.88%. The disclosures are as follows:

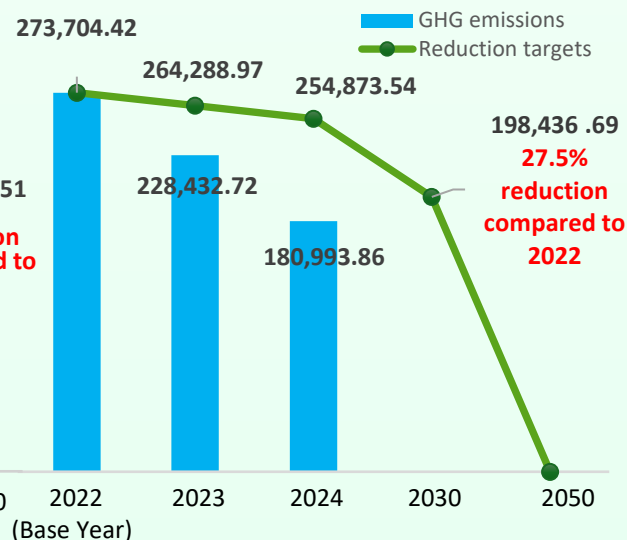


Statistics of Greenhouse Gas Emission

Scope 1 and 2 Emissions Reduction Targets and Performance



Scope 3 Emissions Reduction Targets and Performance





Statistics of Greenhouse Gas Emission

Unit: tCO₂e

Year	2022 (Baseline year)	2023	2024
Scope 1	38,354.47	27,845.17	29,981.11
Scope 2	257,507.68 (Location-based) 242,044.25 (Market-based)	166,064.24 (Market-based)	181,105.05 (Market-based)
Scope 3	273,704.42	228,432.73	180,993.86
Total Emissions	569,566.57 (Location-based) 554,103.14 (Market-based) (Consistent with the SBTi verification results)	422,342.14 (Consistent with the SBTi verification results)	392,080.02 (Southern Taiwan Science Park facility verified by a third party)

Note: The statistical scope encompasses the Group's greenhouse gas emissions, with 2022 and 2023 figures disclosed in accordance with SBTi audit results.

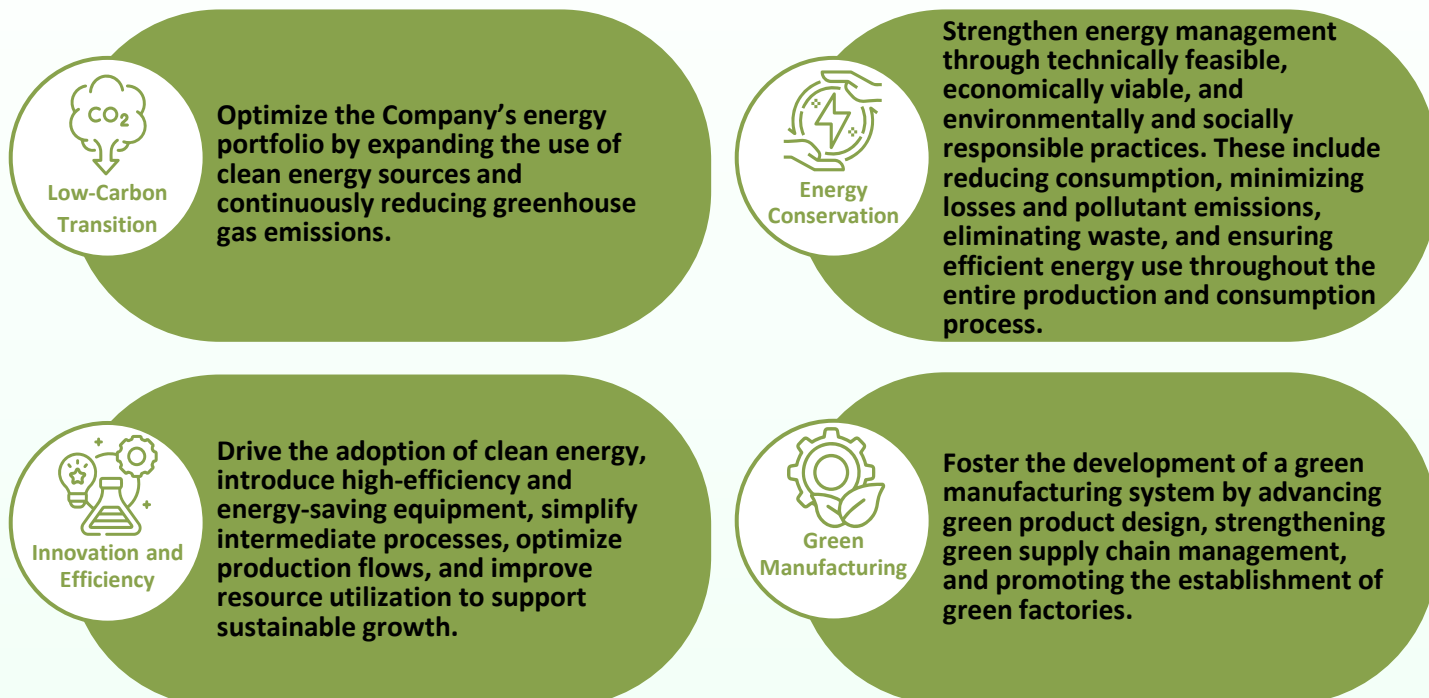
Scope 3 (GHG Protocol) Item	Emissions (tCO ₂ e)	Scope 3 (GHG Protocol) Item	Emissions (tCO ₂ e)
Category 1: Purchased goods and services	130,195.13	Category 9: Downstream transportation and distribution	2,561.15
Category 2: Capital goods	9,783.94	Category 10: Processing of sold products	4,002.54
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2)	25,709.93	Category 11: Use of sold products	-
Category 4: Upstream transportation and distribution	328.11	Category 12: End-of-life treatment of sold products	234.59
Category 5: Waste generated from operations	2,450.69	Category 13: Downstream leased assets	232.77
Category 6: Business travel	29.26	Category 14: Franchises	-
Category 7: Employee commuting	2,359.23	Category 15: Investments	2,940.58
Category 8: Upstream leased assets	165.94		



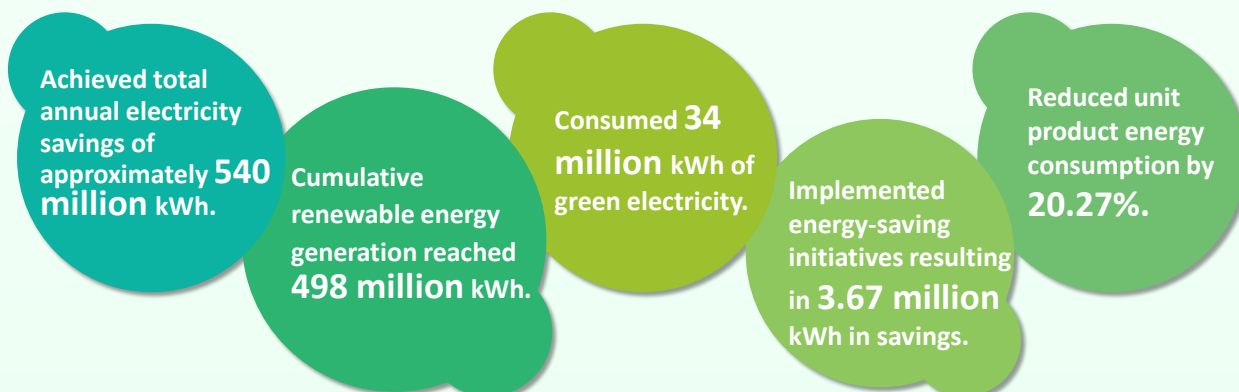


Energy Management Policy

Catcher follows the ISO 50001 Energy Management standards to implement comprehensive energy management and reduction initiatives. The Company actively advances a wide range of energy-saving programs aimed at lowering both overall and product-specific energy consumption, while steadily increasing the adoption of renewable energy to further enhance efficiency.







Energy Management Plans and Energy-Saving Measures



1. Green Energy Investment and Energy-Saving Measures

The Group actively advances renewable energy adoption and energy efficiency through the installation of renewable energy generation equipment, procurement of green electricity, and implementation of diverse energy-saving initiatives. In 2024, total annual electricity savings amounted to approximately 540 million kWh.

- (1) Catcher continued its participation in the Clean Energy Fund, with cumulative investments reaching approximately USD 70 million to support the development of the green energy industry. Renewable energy generation for the year totaled 498 million kWh.
- (2) The Group installed self-use solar power systems on factory rooftops and expanded solar generation facilities at major operating sites, producing about 34 million kWh of green electricity annually.
- (3) By optimizing power usage efficiency through the adoption of energy-saving equipment, variable frequency devices, and waste heat recovery systems, the Group achieved annual savings of at least 3.67 million kWh.
- (4) Planned measures include detecting pipeline leakage with imaging devices, replacing aging air compressors, upgrading cooling towers and cooling water pumps, and introducing variable frequency control for chilled water pumps. These efforts are expected to deliver additional savings of over 1.61 million kWh.

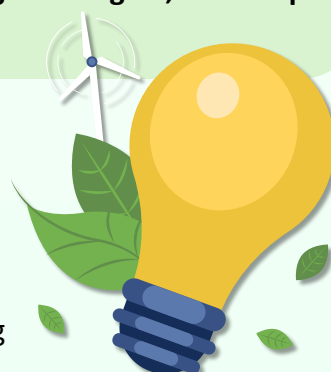
Energy-Saving Measures	Annual Energy-Saving Results
 Process and Utility Equipment	<ul style="list-style-type: none"> Frequency conversion operation of 23 washing towers: 46,656 kWh saved Relocation of refrigerated dryers: 43,200 kWh saved
 Air Compressor System	<ul style="list-style-type: none"> Pipeline leakage repairs: 123,006 kWh saved Implementation of group control systems for synchronized multi-unit operation, improving compression efficiency and optimizing usage: 242,550 kWh saved Relocation of first-class energy-efficient air compressors: 367,860 kWh saved
 Chilled Water and Cooling Systems for Air Conditioning	<ul style="list-style-type: none"> Optimized chilled water temperature control: 1,534,907 kWh saved Replacement of one central air conditioning chiller: 158,256 kWh saved
 Lighting Systems	<ul style="list-style-type: none"> Replacement of existing tubes with lower-power LED tubes: 52,320 kWh saved Installation of solar-powered streetlights, garden lights, and carport lights: 1,104,142 kWh saved

2. Product Lifecycle Management and Energy Consumption (SQ Factory)

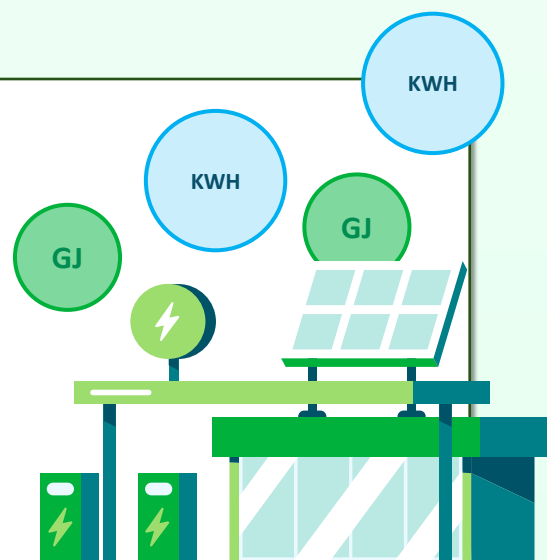
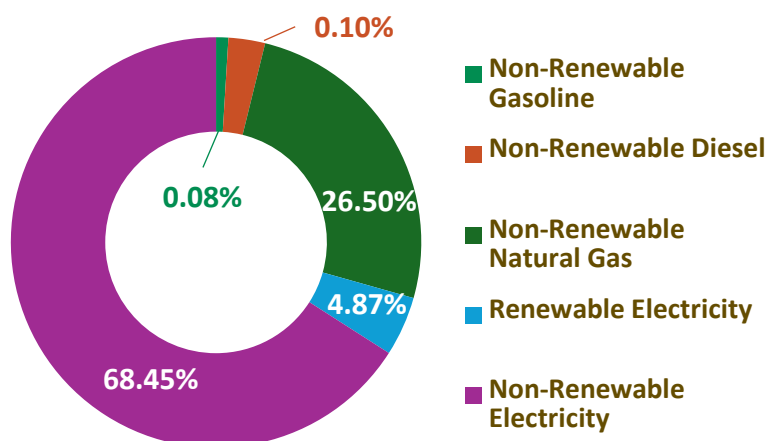
- ✓ **2023 Baseline:** Comprehensive energy consumption per unit standard product was 4.44 Kgce (Kilograms of Coal Equivalent) per piece.
- ✓ **2024 Target:** Comprehensive energy consumption per unit standard product set at 4.35 Kgce per piece.

**Target
Achieved**

2024 Performance: Achieved 3.54 Kgce per piece, representing a 20.27% reduction compared to the baseline.



Energy Consumption Ratio During the Year



In 2024, Catcher Group's total energy consumption amounted to 1,733,390.73 GJ, with an energy intensity of 95.85 GJ per million NTD in revenue. Renewable energy consumption, including electricity, reached 84,430.98 GJ (4.87%), primarily driven by the Parent Company's completion of 1,121.76 kW of solar power generation capacity at the Y.K.I.P. Factory, which further increased the Group's share of renewable energy use.

Non-renewable energy consumption, including electricity, natural gas, gasoline, and diesel, totaled 1,648,959.75 GJ (95.13%), with electricity as the dominant source, followed by natural gas, gasoline, and diesel. These figures were calculated based on fixed metering and monitoring systems from electricity and gas suppliers, as well as actual purchase records for gasoline and diesel.

Looking ahead, Catcher will continue to implement targeted measures to reduce energy consumption and enhance electricity efficiency. Key initiatives include strengthening power usage management, upgrading lighting systems, and extending efficiency programs across production lines, office buildings, and dormitory areas throughout the Group. Through these efforts, Catcher remains committed to energy conservation and carbon reduction, working collectively from top to bottom to protect the Earth.



Energy Consumption Statistics

Item	2022		2023		2024	
	Parent Company		Group		Group	
	Energy Consumption (GJ)	Ratio (%)	Energy Consumption (GJ)	Ratio (%)	Energy Consumption (GJ)	Ratio (%)
Renewable/ Green Electricity	0	0.00%	80,694.49	4.97%	84,430.98	4.87%
Non-Renewable Electricity	443,223.36	77.16 %	1,089,016.82	67.03%	1,186,493.76	68.45%
Non-Renewable Natural Gas	130,162.04	22.66%	453,474.73	27.91%	459,298.28	26.50%
Non-Renewable Gasoline	140.10	0.02%	139.09	0.01%	1,382.31	0.08%
Non-Renewable Diesel	929.44	0.16%	1,269.41	0.08%	1,785.40	0.10%
Total Consumption	574,454.94	100.00%	1,624,594.54	100.00%	1,733,390.73	100.00%

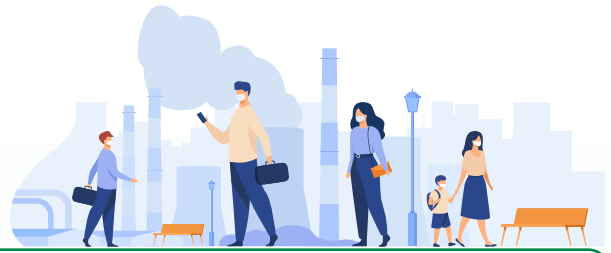
Note:

- Taiwan: Electricity = 0.0036GJ/kwh, Natural Gas = 0.0371GJ/m3, Gasoline = 0.0319 GJ/L, Diesel = 0.0362 GJ/L (Source: Taiwan Ministry of Environment)
- China: Electricity = 0.0036GJ/kwh, Natural Gas = 0.0356GJ/m3, Gasoline = 0.0572GJ/L, Diesel = 0.0513GJ/L (Source: General Rules for Calculation of the Comprehensive Energy Consumption)



4.4 Environmental Mitigation

4.4.1 Air Pollution Management



(1) Policies/Commitments

- Complying with the pertinent laws and regulations, Catcher implements necessary control measures and methods to reduce emissions and improve environmental efficiency.

(2) Goals & Targets

	2024 Goal and Actual Performance	Short-term Goal (1~3years)	Mid-term Goal (3-10 years, till 2030)	Long-term Goal (>10 years, till 2050)
The air pollution control action plan and air pollution control equipment comply with the environmental regulations	<ul style="list-style-type: none"> No current illegal incident <div>Goal achieved</div>	<ul style="list-style-type: none"> In response to the introduction and modification of new processes, Catcher installs appropriate air pollution control equipment and obtains the necessary environmental permits to ensure full compliance with applicable regulations. 		

(3) Responsibilities

- In accordance with internal operational management procedures, the Environmental, Health and Safety (EHS) Department is responsible for overseeing, coordinating, and monitoring the performance of other departments.

(4) Resources

- For air pollution prevention and equipment management, a designated personnel conducts daily pre-operation inspections, while the EHS team performs random checks to ensure normal equipment operation. All air emission pipelines comply with regulatory requirements, and third-party agencies are engaged to carry out emission source testing. In addition, environmental safety personnel regularly monitor the discharge pipelines within the factory and surrounding areas. Monitoring covers Volatile Organic Compounds (VOCs), Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Particulate Pollutants (PM), ensuring effective air quality control and full compliance with environmental regulations.

(5) Grievance Mechanisms

- Channels for grievances include public statements, employee feedback systems, and the internal environmental protection department.

(6) Specific Actions Taken for the Year

* Air Pollutant Emissions (Parent Company)

Item/ Unit: Metric Tons	2022	2023	2024
Volatile Organic Compounds (VOCs)	56.183	58.801	39.368
Particulate Pollutants(PM)	0.141	0.112	0.119
Sulfur Oxides (SOx)	0.000	0.000	0.000
Nitrogen Oxides (NOx)	3.107	2.228	2.975

Note 1. Metering Method: Calculations are based on the annually declared data for air pollution control fees from stationary pollution sources.

Note 2. Source of Coefficients: Emission factors are derived from the official values published by the Environmental Protection Administration.

- Catcher is committed to environmental protection, prioritizing source reduction as a core strategy in air pollution prevention. In recent years, the Company has actively adopted low-VOC water-based coating technology to replace traditional high-VOC oil-based coatings. Through continuous personnel training and diligent maintenance of pollution control equipment, Catcher effectively reduces air pollutant emissions and strengthens its environmental performance.



▲ Catcher's Air Pollution Equipment

4.4.2 Waste Management

(1) Policies/Commitments

- Catcher, in line with the ISO 14001 Environmental Management System, adopts a systematic approach that extends from the source to post-assessment, enabling effective waste reduction, enhanced resource efficiency, and the advancement of a circular economy.

(2) Goals & Targets: Reuse & Recycle

	2024 Goal and Actual Performance		Short-term Goal (1~3years)	Mid-term Goal (3-10 years, till 2030)	Long-term Goal (>10 years, till 2050)
Waste Recycle Rate (including reuse rate)	Parent Company	Waste Recycle Rate 95.35% >90% Goal achieved ✓	>90%	>95%	More than 95% completed
	Group	Waste Recycle Rate 98.23% >50% Goal achieved ✓			
Hazardous Business Waste Reduction	Group	Hazardous business waste 0.52% <1% Goal achieved ✓	< 1.0%	< 0.8%	< 0.6%

(3) Responsibilities

- In accordance with internal operational management procedures, the Environmental Protection Department is responsible for leading and monitoring the performance of other departments.

(4) Resources

- Dedicated personnel at the waste storage area of each factory; handheld five-in-one (O₂/LEL/CO/VOC/H₂S) gas detectors.

(5) Grievance Mechanisms

- Public statement, employee feedback and grievance channels, internal environmental protection department.



(6) Specific Action Taken for the Year**❖ Reduce Weight of Sludge through sludge Drying System**

Catcher has introduced the sludge drying system to effectively reduce more than 50% weight of sludge produced in the manufacturing process. The outsourcing of sludge disposal demonstrated excellent performance. This has greatly reduced the environmental load caused by the terminal waste treatment, and eases the cost of sludge treatment as well as the burden on cleaning and transportation suppliers.

❖ Recycle & Reuse of Plastic Material Waste

Catcher has introduced a waste plastic recycling project, where The Company uses such equipment as crushers, extruders, and plastic injection machines to grind the waste plastics generated in the manufacturing process, with the jigs no longer used to be re-granulated and made into jigs through the injection mechanism, so as to achieve waste plastic recycling and reduce waste generated. Moreover, this method will also relieve the environmental burden of air pollutants caused by incinerator combustion and bottom ash landfill.

❖ Hazardous Business Waste Management and Reduction

Catcher manages business waste in strict accordance with internal procedures and conducts regular evaluations of hazardous waste removal and treatment suppliers to ensure compliance with all regulatory requirements and contractual obligations. At the same time, Catcher is proactively incorporating lower-impact chemical raw materials during the product development stage, thereby minimizing the need for waste containers containing mixed chemicals.



▲ Catcher's Sludge Drying System

▼ Catcher Waste Storage Area



Steps of Waste Management



Through waste reduction at source, safe storage, proper disposal and responsibilities tracking, Catcher continuously manages the waste effectively.

Responsibility Tracking

Environmental Protection Department annually confirms the domestic qualified removal, disposal and reuse companies, and then invites the qualified companies to come to the factory to explain their waste disposal work flow. The qualified companies need to provide the report of waste inspection proved by the third-party verification unit. After that, Catcher confirms the characteristics of waste with the qualified companies, and approves price, formulates contract and contracts in accordance with legality.

Proper Disposal

Catcher entrusts a third-party verification unit with waste inspection every year. And empty cars are confirmed and weighed under supervision, cars are followed randomly, 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.

Safe Storage

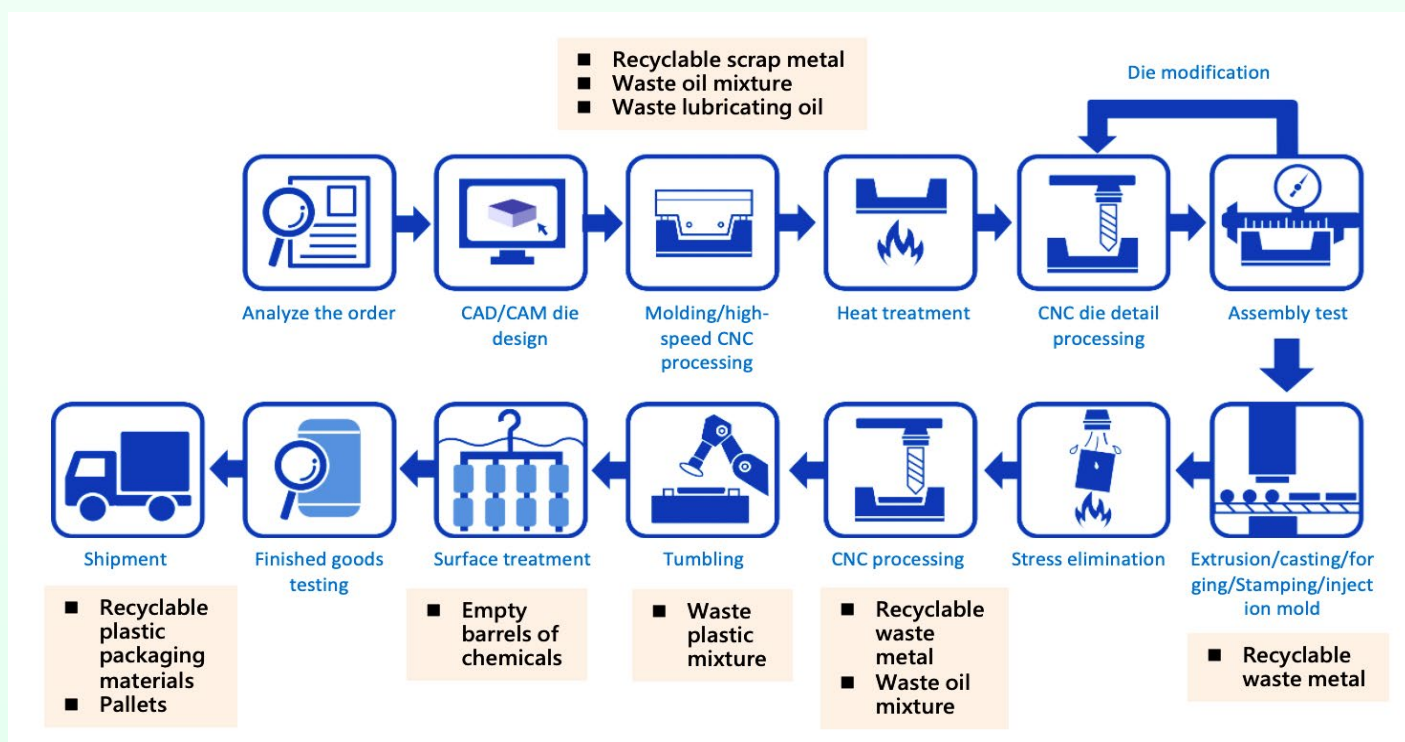
Safe storage is ensured by carefully distinguishing general wastes from hazardous wastes and storing them appropriately. In addition, fire extinguisher, lighting, or emergency sprinkler facilities have also been installed.

Waste Reduction at the Source

Catcher continuously promotes waste reduction and classification at the source among employees, and strengthens the drive towards a paperless green company. Through the implementation of an electronic form approval system, paper usage has significantly decreased. Additionally, employee payroll statements are now delivered electronically through email notifications. In our manufacturing processes, Catcher is continually reducing the proportion of hazardous industrial waste.



General Business Waste Generated During the Manufacturing Process





Waste Categorization and Statistics

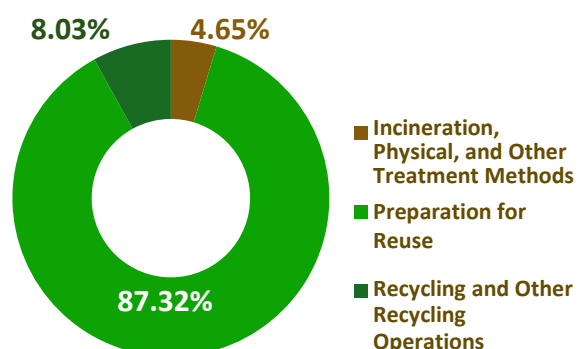
In 2024, Catcher Group generated a total of 74,273.68 metric tons of waste, consisting of 0.52% hazardous business waste and 99.48% general business waste. The Company integrates resource conservation and efficiency into process development and product design, with the dual objectives of reducing raw material consumption and saving energy. To further strengthen circular economy practices, Catcher also develops and optimizes proprietary resource utilization technologies to enhance recycling performance.

In compliance with local regulations and through the application of available technologies, waste is transported off-site for treatment, including preparation for reuse, recycling, and other recovery operations, thereby maximizing resource efficiency. As a result, the Parent Company achieved a waste reuse rate of 95.35%, while the Group's reuse rate reached 98.23%. Waste intensity was recorded at 4.11 metric tons per NT\$1 million of revenue. Looking ahead, Catcher remains committed to improving its waste reuse performance and advancing resource circularity across the Group.

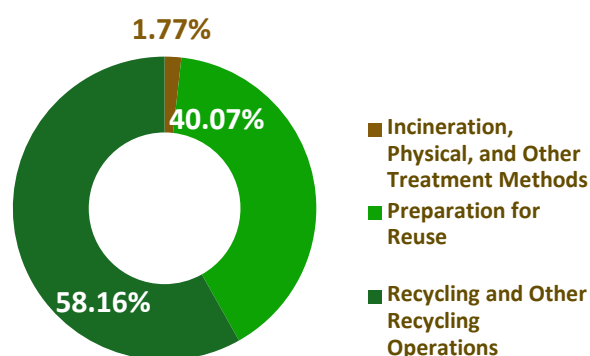
Item	2022		2023		2024		
	Parent Company		Parent Company		Parent Company	Group	
	Weight(tons)	Ratio (%)	Weight(tons)	Ratio (%)	Weight(tons)	Weight(tons)	Ratio (%)
Hazardous Business Waste	60.71	0.52%	0.00	0.00%	17.79	389.10	0.52%
Reuse Waste	0.00	0.00%	0.00	0.00%	0.00	16.59	0.02%
Incineration, Physical, and Other Treatment Methods	60.71	0.52%	0.00	0.00%	17.79	372.51	0.50%
General Business Waste (Including Waste Materials)	11,587.55	99.48%	7,139.65	100.00%	8,331.95	73,884.58	99.48%
Reuse Waste	10,785.83	92.12%	6,698.03	93.81%	7,961.20	72,943.19	98.21%
Incineration, Physical, and Other Treatment Methods	801.72	6.85%	441.62	6.19%	370.75	941.39	1.27%
Total	11,648.26	100.00%	7,139.65	100.00%	8,349.74	74,273.68	100.00%

Note: Waste recycling includes preparation for reuse, recycling and other recycling operations.

Parent Company Waste Reuse Mix



Group Waste Reuse Mix



4.4.3 Water Resource and Wastewater

(1) Policies/Commitments

- In accordance with the ISO 14001 Environmental Management System, Catcher implements comprehensive water resource management with the aim of achieving sustainable coexistence with the environment and ecology.

(2) Goals & Targets: Reduce the use of water and continuously control water quality to minimize the impact of environmental ecology.

Goals & Target		2024 Actual Performance	Short-term Goal (1~3years)	Mid-term Goal (3-10 years, till 2030)	Long-term Goal (>10 years, till 2050)
Effluents water quality control complies with regulatory standards		100% Goal Achieved ✓	100%	100%	100%
Recycled Water %	Parent company	27.23% >25% Goal Achieved ✓	>25%	>26%	>27%
	Group	18.12% >16% Goal Achieved ✓	>16%	>17%	>18%

Note: A new Group target has been established following the inclusion of subsidiary information disclosed in 2024.

(3) Responsibilities

- In accordance with internal operational management procedures, Catcher's wastewater treatment plant is responsible for leading and monitoring wastewater management activities across relevant departments.

(4) Resources

- The wastewater treatment plant is equipped with dedicated personnel, as well as nickel on-line analyzers and COD on-line analyzers to ensure effective monitoring and control.

(5) Grievance Mechanisms

- Catcher provides a public statement and has established employee feedback and grievance channels to address water-related concerns in a transparent and responsive manner.

(6) Specific Actions in 2024

- Catcher values the protection of environmental water resources and has continued to implement a variety of water-saving measures to reduce tap water consumption, wastewater treatment, and discharge. By improving the internal water recycling rate, the Company successfully saved approximately 1,165,407 metric tons of water this year, thereby enhancing resource efficiency and minimizing waste.



Water Conservation Promotion Measures

Ren'ai Factory	T.I.P. Factory	Y.K.I.P. Factory	SQ Factory
<ul style="list-style-type: none"> ◆ Recycling concentrated discharge water from the air-conditioning cooling tower for reuse in the washing tower. ◆ Recycling and Reusing grinding ultrapure water through filtration. ◆ reusing grinding wastewater through filtration. ◆ Recycling overflow water from the cooling tower for reuse in the washing tower. 	<ul style="list-style-type: none"> ◆ Discharged grinding water is recovered, filtered, and reused. ◆ Discharged cooling water is recovered and reused in the scrubber. 	<ul style="list-style-type: none"> ◆ Grinding wastewater is recycled and reused through filtration. ◆ Concentrated discharge water from the HVAC cooling tower is recovered and reused in the scrubber. ◆ Additional recovery pipelines have been installed from the ultrapure water tower to the pure water tower. ◆ Wastewater from the washing line's cleaning section is recovered and reused in the grinding water recovery system. ◆ Ultrapure water from the Tungli single-shaft and three-shaft drawing lines is recovered and reused. ◆ Steam condensate is recovered and reused. 	<ul style="list-style-type: none"> ◆ Anode ultrapure water is recycled for reuse. ◆ RO concentrate water is recycled for washing tower use. ◆ RO concentrate water is recycled for restroom use. ◆ Effluent is reused in the wastewater treatment plant for calcium hydroxide dosing.



Water Withdrawal, Water Consumption, Water Discharge

In 2024, Catcher Group's tap water consumption from public utilities totaled 5,267,764 metric tons, as measured by calibrated water meters. The volume of recycled water reached 1,165,407 metric tons, accounting for 18.12% of total water use and representing an increase of 1.45% compared with the previous year.

The Group's total water consumption amounted to 6,433,171 metric tons, with a water intensity of 355.73 metric tons per NT\$1 million in revenue. Total wastewater discharge was 4,702,817 metric tons, all released into surface water bodies.

All data were compiled from the Company's discharge water meters, which are externally calibrated at least once per year to ensure accuracy and reliability.

Unit: Metric Tons

	Parent Company			Group	
	2022	2023	2024	2023	2024
A. Water Withdrawal (From Tap Water)	1,398,773	876,429	1,047,339	4,574,787	5,267,764
B. Recycled Water Usage (%)	621,657 (30.77%)	343,291 (28.14%)	391,825 (27.23%)	915,221 (16.67%)	1,165,407 (18.12%)
Total Water Consumption (A+B)	2,020,430	1,219,720	1,439,164	5,490,008	6,433,171
C. Water Discharge	1,173,493	737,278	908,862	3,849,359	4,702,817
Total Water Consumption (A-C)	225,280	139,151	138,477	725,428	564,947



Wastewater Management Procedures and Standards

Catcher has established comprehensive wastewater management procedures and standard operating protocols requiring all treatment processes to comply with applicable discharge standards and regulatory controls. Unlawful discharge is strictly prohibited. In the event of any equipment or facility malfunction at a wastewater treatment plant, the root cause must be promptly identified and addressed to prevent further environmental impact. Where necessary, production activities—whether partially or in full—will be suspended until the issue is fully resolved to ensure compliance and environmental protection.

In compliance with environmental protection regulations, Catcher's facilities are equipped with two separate discharge systems: a rainwater gutter for stormwater collection and an effluent channel for directing wastewater to on-site treatment plants. The Company generates two main categories of wastewater: domestic wastewater from employees and industrial wastewater from manufacturing processes.

Domestic wastewater is treated through aeration and biological processes. Industrial wastewater, primarily acidic in nature, is generally treated using anodizing processes. At the wastewater treatment plant, acidic wastewater undergoes neutralization, coagulation, sedimentation, and sand filtration, after which it is combined with domestic effluent for final discharge.

To ensure compliance, trained personnel conduct daily effluent testing in accordance with statutory discharge water quality standards. Test results consistently confirm that effluent not only complies with but frequently outperforms regulatory requirements.



▲ Catcher's Wastewater Plant and Its Operations



Effluent Discharge Monitoring Information

Major Operating Factories		Destination		Water Quality Test Item			
				Water Temperature (°C)	pH Value	Suspended Solids (SS) (Unit: mg/L)	Chemical Oxygen Demand (COD) (Unit: mg/L)
Parent Company	Ren-ai Factory	Ditch of District Office	Standard	May~Sep. < 38°C Oct.~Apr. < 35°C	6-9	30	100
			Test Results	26.8	6.7	8.6	39.9
	T.I.P. Factory	T.I.P. Wastewater Treatment Plant	Standard	< 42°C	5-9	320	520
			Test Results	28.6	6.8	1.0	10.3
	Y.K.I.P. Factory	Y.K.I.P. Wastewater Treatment Plant	Standard	May~Sep. < 38°C Oct.~Apr. < 35°C	6-9	400	500
			Test Results	27.6	7.1	3.1	13.6
Subsidiary	SQ Factory	SQ Wastewater Treatment Plant	Standard	40°C	6-9	400	500
			Test Results	31	7.6	30	93



4.4.4 Biodiversity

Biodiversity loss is primarily driven by climate change, while human activities contribute to habitat degradation on both land and sea, waste pollution, and the intensification of extreme weather events. To mitigate biodiversity risks and align with the International Biodiversity Initiative, **Catcher has assessed the potential impact of locating existing and new factories in or near key biodiversity areas, and incorporated this into its biodiversity management strategy.** Assessments were conducted using the Integrated Biodiversity Assessment Tool (IBAT) and the Blueprint for Sustainable Landscapes. Results confirmed that the Company's operating sites are not located within globally designated nature reserves. The Catcher Group is committed to investing in biodiversity conservation and contributing to the global 2050 net-zero goal.

In addition, based on the ENCORE (Exploring Natural Capital Opportunities, Risks, and Exposure) framework, which evaluates the "dependencies" and "impacts" between industry operations and ecosystem services, the manufacturing sector was identified as moderately dependent on water resources and highly impactful through toxic emissions to water and soil. Catcher manages water resources and wastewater in strict compliance with local regulations, obtaining pollution control permits and implementing prevention plans. Daily monitoring conducted throughout the year confirmed that discharged water met statutory standards, with no adverse impacts on habitats, protected areas, or biodiversity value. Furthermore, the Company has implemented water recycling programs to improve water reuse efficiency, reducing biodiversity risks across all operations.



Looking ahead, the Catcher Group will continue to focus on key sustainability issues, including climate change, greenhouse gas emissions and energy management, as well as waste and wastewater control. At the same time, the Group will proactively allocate resources, manpower, and technology to develop response strategies and improvement measures in compliance with international regulations and customer-specific requirements, with the aim of advancing sustainable operations in practice.



5

Appendices

- 5.1 GRI Standards Indicators Index Reference Table
- 5.2 TCFD Climate-Related Financial Index Reference Table
- 5.3 Climate-Related Information (Annex 2) Index Reference Table
- 5.4 United Nations Global Compact Comparison Reference Table
- 5.5 SASB Index - Industrial Machinery and Goods Index Table
- 5.6 Sustainability Reporting Indicators - Other Electronics Industry



5.1 GRI Standards Indicators Index Reference Table

Usage Statement		Catcher follows the GRI guidelines to publish the 2024 Sustainability Report, covering data and information from January 1st to December 31st, 2024.		
GRI 1: Referenced		GRI 1: Foundation (2021)		
GRI Industry Guidelines Application		None		
GRI Standards		Item	Page	Omitted Explanation/ Remarks
Organizational Profile and Reporting Practice	2-1	Organizational details	2.1 About Catcher P20~23	--
	2-2	Entities included in the organization's sustainability reporting	About This Report P5~P6	--
	2-3	Reporting period, frequency and contact point		--
	2-4	Restatements of information		--
	2-5	External assurance		--
Activities and Workers	2-6	Activities, value chain and other business relationships	2.1 About Catcher P20~23	--
	2-7	Employees	3.2.1 Human Resource Structure P58	--
	2-8	Workers who are not employees		--
Governance	2-9	Governance structure and composition	2.2 Responsible Governance P24~P28	--
	2-10	Nomination and election of the highest governance body		--
	2-11	Chair of the highest governance body		--
	2-12	Role of the highest governance body in overseeing the management of impacts		--
	2-13	Delegation of responsibility for managing impacts	1.1 Sustainable Development Management Mechanism P9	--
	2-14	Role of the highest governance body in sustainability reporting		--
	2-15	Conflicts of interest	2.2 Responsible Governance P24~P28	Refer to Annual Report
	2-16	Communication of critical concerns	1.2 Primary Stakeholders Identification and Communication P10~P13	--
	2-17	Collective knowledge of the highest governance body	2.2 Responsible Governance P24~P28	--
	2-18	Evaluation of the performance of the highest governance body		--
	2-19	Remuneration policies	2.2 Responsible Governance P24~P28	Refer to Annual Report
	2-20	Process to determine remuneration		
	2-21	Annual total compensation ratio	--	The highest annual total compensation is classified as confidential organizational information
Strategy, Policies and Practices	2-22	Statement on sustainable development strategy	1.1 Sustainable Development Management Mechanism P9	--
	2-23 2-24	Policy commitments, embedding policy commitments		--
	2-25	Processes to remediate negative impacts	1.3 Analysis and Management of Material Issues P14~18 2.5 Integrity Management P38~40 3.1 Establishment of Employee- Employer Relations P48~56	--
	2-26	Mechanisms for seeking advice and raising concerns		Refer to official website "Communication Channels for Stakeholders"
	2-27	Compliance with laws and regulations	2.6.1 Legal Compliance P41	--
	2-28	Membership associations	3.5.2 Participation in Public Associations and External Organizations P74	--

GRI Standards		Item	Page	Omitted Explanation/ Remarks
Stakeholder Engagement	2-29	Approach to stakeholder engagement	1.2 Primary Stakeholders Identification and Communication P10~P13	--
	2-30	Collective bargaining agreements	--	Catcher enters into employment agreements with all employees to clearly define rights and obligations, thereby safeguarding harmonious labor-management relations
GRI 3: Material Topics (2021)				
GRI Standards		Item	Page	Omitted Explanation/ Remarks
3-1, 3-2, 3-3		Process to determine material topics, list of material topics, material topic management	1.3 Analysis and Management of Material Issues P14~18	--
Specific Disclosures - Economic				
GRI Standards		Item	Page	Omitted Explanation/ Remarks
201 Economic Performance	201-1 Direct economic value generated and distributed		2.1 About Catcher P20~24	Refer to Annual Report
	201-2 Financial implications and other risks and opportunities due to climate change		4.2 Management and Countermeasures for Climate Change P81~88 2.6.2 Risk Management P41	--
	201-3 Defined benefit plan obligations and other retirement plans		3.2.5 Retirement System P61	--
202 Market Presence	202-2 Proportion of senior management hired from the local community		3.2.1 Human Resource Structure P58~59	--
★205 Anti-Corruptions	205-1 Operations assessed for risks related to corruption		2.5 Integrity Management P38~40	--
	205-2 Communication and training about anti-corruption policies and procedures			--
	205-3 Confirmed incidents of corruption and actions taken			--
★206 Anti-Competitive	206-1 Legal actions for anti-competitive behaviors, anti-trust, and monopoly practices			--
Specific Disclosures - Environment				
GRI Standards		Item	Page	Omitted Explanation/ Remarks
★302 Energy	302-1 Energy consumption within the organization, 302-2 Energy consumption outside of the organization, 302-3 Energy intensity		4.3 Greenhouse Gas Control and Energy Management P89~94	--
	302-4 Reduction of energy consumption			--
	302-5 Reductions in energy requirements of products and services			--
★303 Water and Effluents	303-1 Interactions with water as a shared resource		4.4.3 Water Resource and Wastewater P100~102	--
	303-2 Management of water discharge-related impacts			--
	303-3 Water withdrawal, 303-4 Water discharge, 303-5 Water consumption			--
304 Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, 304-2 Significant impacts of activities, products and services on biodiversity		4.4.4 Biodiversity P103	--

Specific Disclosures - Environment			
GRI Standards	Items	Page	Omitted Explanation/Remarks
★305 Emissions	305-1 Direct (Scope 1) GHG emissions, 305-2 Energy indirect (Scope 2) GHG emissions, 305-3 Other indirect (Scope 2) GHG emissions, 305-4 GHG emissions intensity, 305-5 Reduction of GHG emissions	4.3 Greenhouse Gas Control and Energy Management P89~94	--
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	4.4.1 Air Pollution Management P95	--
★306 Waste	306-1 Waste generation and significant waste-related impacts	4.4.2 Waste Management P96	--
	306-2 Management of significant waste-related impact		--
	306-3 Waste generated, 306-4 Waste diverted from disposal, 306-5 Waste directed to disposal		--
★308 Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	2.6.3 Supply Chain Management P44~46	--
	308-2 Negative environmental impacts in the supply chain and actions taken	4.2 Management and Countermeasures for Climate Change P81~89	--
Specific Disclosures - Social			
GRI Standards	Items	Page	Omitted Explanation/Remarks
★401 Training and Education	401-1 New employee hires and employee turnover	3.2.3 Talent Turnover and Retention P60~61	--
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	3.1.2 Employee Benefits P53	--
	401-3 Parental leave	3.2.4 Guaranteed Parental Leave P61	--
★402 Labor/Management Relations	402-1 Minimum notice periods regarding operational changes	3.1.5 Measures to Promote Human Rights Policies P55	--
★403 Occupational Health and Safety	403-1 Occupational health and safety management system	3.4 Safety & Health P66~73	--
	403-2 Hazard identification, risk assessment, and incident investigation		--
	403-3 Occupational health services		--
	403-4 Worker participation, consultation, and communication on occupational health and safety, 403-5 Worker training on occupational health and safety, 403-6 Promotion of worker health		--
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships, 403-8 Workers covered by an occupational health and safety management system, 403-9 Work-related injuries, 403-10 Work-related ill health		--
			--

Specific Disclosures - Social			
GRI Standards	Items	Page	Omitted Explanation/Remarks
★404 Training and Education	404-1 Average hours of training per year per employee	3.3 Training & Development Plan P62~65	--
	404-2 Programs for upgrading employee skills		--
★405 Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	3.2.2 Workplace Diversity and Equality P60	Refer to Annual Report
	405-2 Ratio of basic salary and remuneration of women to men		--
★406 Non-Discrimination	406-1 Incidents of discrimination and corrective actions taken	3.1.4 Human Rights Due Diligence P54	--
★407 Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	3.1.5 Measures to Promote Human Rights Policies P55	--
★408 Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	3.1.3 Protecting Employee Rights & Human Rights Due Diligence P53	--
★409 Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	3.1.5 Measures to Promote Human Rights Policies P55	--
413 Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs, 413-2 Operations with significant actual and potential negative impacts on local communities	3.5 Local Care and Social Inclusion P74~77	--
★414 Supplier Social Assessment	414-1 New supplier that were screened using social criteria	2.6.3 Supply Chain Management P44	--
	414-2 Negative social impacts in the supply chain and actions taken		--
★416 Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	2.4.1 Customer Relations P31	--
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		No violations
★418 Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		No infringement or complaint incidents

Note: Listed as major sustainability and risk issues; each significant issue includes 3-3 material topic management.

5.2 TCFD Climate-Related Financial Index Reference Table

Key Issues	Items and Descriptions	Page/Note
Governance	(a) Describe the board's oversight of climate-related risks and opportunities. (b) Describe management's role in assessing and managing risks and opportunities.	4.2 Management and Countermeasures for Climate Change P81~88
Strategy	(a) Describe the climate-related risks and opportunities the organization has identified over the short, Medium, and Long term. (b) Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning. (c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios.	
Risk Management	(a) Organizations should describe their risk management processes for identifying and assessing climate-related risks (disclosed). (b) Describe the organization's processes for managing climate-related risks. (c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	
Indicators and Target	(a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. (b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. (c) Describe the Target used by the organization to manage climate-related risks and opportunities and performance against Target.	4.2 Management and Countermeasures for Climate Change P81~88 4.3 Greenhouse Gas Control and Energy Management P89~94 4.4 Environmental Mitigation P95~103

5.3 Climate-Related Information (Annex 2) Index Reference Table

Item	Page/Note
1. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	4.2 Management and Countermeasures for Climate Change P81~88
2. Describe how the identified climate risks and opportunities affect the business, strategy, and financial performance of the company in the short, medium, and long term.	
3. Describe the financial impact of extreme weather events and transformative actions.	
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	
5. If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analytical factors, and major financial impacts considered.	
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, including the indicators and targets used to identify and manage both physical and transition risks.	
7. If internal carbon pricing is used as a planning tool, disclose the basis for setting the price.	4.2.4 Indicators and Target P88
8. If climate-related targets have been set, specify the activities covered, the scope of GHG emissions, the planning horizon, and the progress achieved each year. If carbon credits or renewable energy certificates (RECs) are used to achieve the relevant targets, specify the source and quantity of the credits or RECs applied.	4.3 Greenhouse Gas Control and Energy Management P89~94
9. Disclose greenhouse gas inventory and assurance status (to be reported separately in Sections 1-1 and 1-2)	

5.4 United Nations Global Compact Comparison Reference Table

Category	The Ten Principles	Page/Note	
Human Rights	1: Businesses should support and respect the protection of internationally proclaimed human rights	3.1.3 Protecting Employee Rights 3.1.4 Human Rights Due Diligence 3.1.5 Measures to promote human rights policies	P53~55
	2: Businesses should make sure that they are not complicit in human rights abuses		
Labor	3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining		
	4: Businesses should uphold the elimination of all forms of forced and compulsory labor		
	5: Businesses should uphold the effective abolition of child labor		
	6: Businesses should uphold the elimination of discrimination in respect of employment and occupation		
Environment	7: Businesses should support a precautionary approach to environmental challenges	4.1 Environmental Management System Operation	P79
	8: Businesses should undertake initiatives to promote greater environmental responsibility	4.2 Management and Countermeasures for Climate Change	P81~103
	9: Businesses should encourage the development and diffusion of environmentally friendly technologies	4.3 Greenhouse Gas Control and Energy Management 4.4 Environmental Mitigation	
Anti-Corruptions	10: Businesses should work against corruption in all its forms, including extortion and bribery	2.5 Integrity Management	P38~40

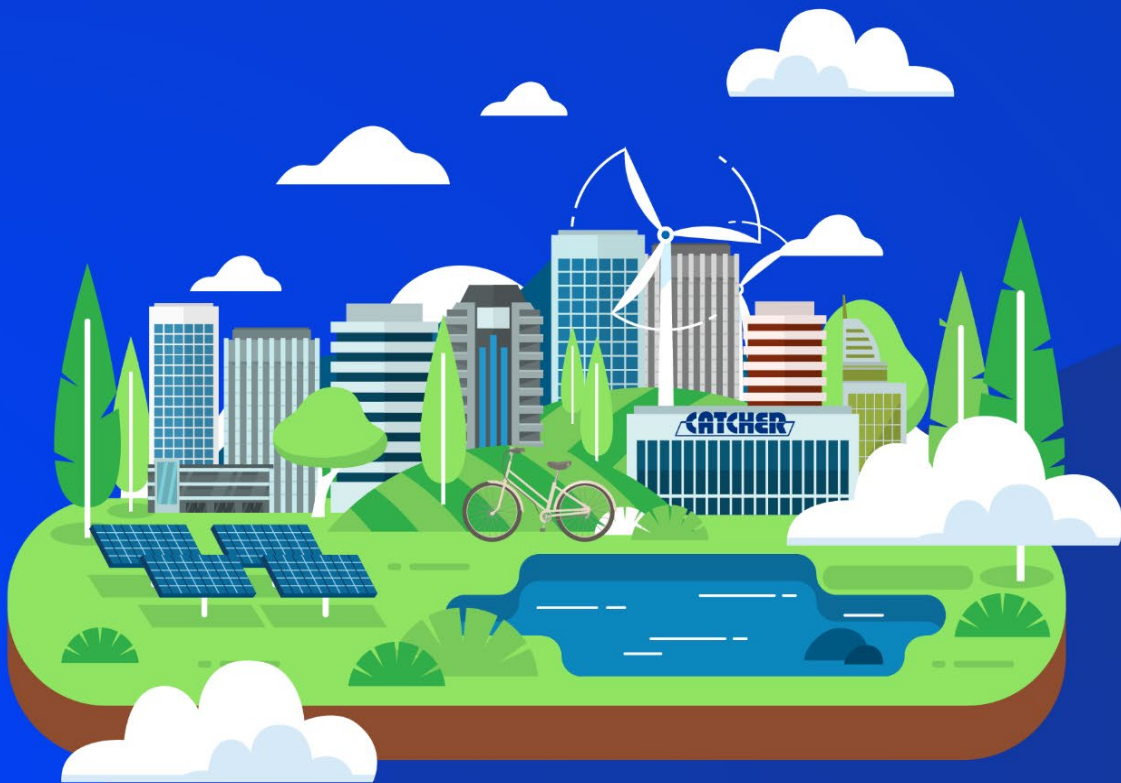
5.5 SASB Index - Industrial Machinery and Goods Index Table

Category & Coding	Indicator Description	Data Description (Group)
Energy Management RT-IG-130a.1	1. Total energy consumption 2. Grid electricity percentage 3. Renewable energy percentage	1. Total energy consumption: 1,733,390.73GJ 2. Grid electricity percentage: 73.17% 3. Renewable energy percentage: 4.87% (Refer to 4.3 Greenhouse Gas Control and Energy Management)
Employee Health and Safety RT-IG-320a.1	1. Total recordable incident rate (TRIR) 2. Fatality rate 3. Near miss frequency rate (NMFR)	1. TRIR: 0.25 2. Fatality rate: 0 3. NMFR: 0
Fuel Efficiency and Emissions in Use Phase RT-IG-410a.1-4	Sales-weighted fleet fuel efficiency for medium and large vehicles	Not applicable due to the non-corporate nature of the industry
	Sales-weighted fuel efficiency for non-road equipment	
	Sales-weighted fuel efficiency for stationary combustion engines	
	Sales-weighted emissions of (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty diesel engines, and (d) other non-road diesel engines for (1) nitrogen oxides (NOX) and (2) particulate matter (PM)	
Materials Sourcing RT-IG-440a.1	Description of risk management related to the use of critical materials	Monitoring supply chain disruptions or shortages and actively assessing key raw materials or critical components with at least two suppliers to mitigate supply shortage risks
Remanufacturing Design and Services RT-IG-440b.1	Revenue from remanufactured products and remanufacturing services	Not applicable due to non-corporate industry
Activity Metrics RT-IG-000.A-B	Number of units for each product category	13,741,676 PCS
	Number of employees	14,759

5.6 Sustainability Reporting Indicators - Other Electronics Industry

No.	Indicator	Indicator Type	Data Description (Group)	Unit
1	Total energy consumption, percentage of purchased electricity, and renewable energy usage rate	Quantitative	<ul style="list-style-type: none"> Total energy consumption: 1,733,390.73 GJ Percentage of purchased electricity: 99.85% Utilization rate of renewable energy: 4.87% 	Gigajoule (GJ), Percentage (%)
2	Total water withdrawn, total water consumed	Quantitative	<ul style="list-style-type: none"> Total water withdrawn: 5,267,764 m³ Total water consumed: 564,947 m³ 	Thousand cubic meters (m ³)
3	The weight of hazardous waste generated, and percentage of recovery	Quantitative	<ul style="list-style-type: none"> Hazardous business waste: 389.10 t Percentage recycled: 0.02% 	Metric tons (t), percentage (%)
4	Types, number of employees and percentage of occupational accidents	Quantitative	<ul style="list-style-type: none"> Types of, number of employees: 42 (refer to 3.4 Safety & Health) Occupational accident rate: 0.28% 	Percentage (%), quantity
5	Disclosure of product life cycle management, including scrapped products, electronic waste, and recycling percentage	Quantitative	For major raw materials in the manufacturing process (aluminum alloys and magnesium alloys), the recycling rate in product life cycle management reached 100% (weight: 33,777 metric tons)	Metric tons (t), percentage (%)
6	Description of risk management related to the use of critical materials	Quantitative	Monitoring supply chain disruptions or shortages and proactively evaluating key raw materials or critical components, ensuring at least two suppliers are in place to mitigate the risk of supply shortages	---
7	Total monetary losses incurred from legal proceedings related to anti-competitive behavior regulations	Quantitative	No lawsuits or fines related to anti-competitive behavior regulations occurred during the year	Reporting currency
8	Main product output by product category	Quantitative	13,741,676 PCS	Varies by product category

Note: Percentage of purchased electricity = purchased electricity consumption / total electricity consumption.



Thank you for taking 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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