

# Catcher Technology Co., Ltd.

## Human Rights Policy and Commitment

### Commitment to Human Rights Protection

Catcher Technology Co., Ltd., guided by its “people-oriented” philosophy, is committed to fostering a safe, healthy, diverse, and inclusive workplace environment. The Board of Directors approved the adoption of the “Sustainable Development Best Practice Principles” on March 3, 2026. Article 17 thereof explicitly stipulates that the Company shall comply with applicable labor laws and international human rights conventions, and shall establish corresponding management policies and implementation procedures to fulfill its corporate responsibility in safeguarding human rights.

The Company adheres to the United Nations Global Compact (UN Global Compact), the Universal Declaration of Human Rights, the International Labor Organization Conventions (ILO Conventions), the Responsible Business Alliance (RBA) Code of Conduct, as well as relevant laws and regulations in the jurisdictions where it operates. The Company is committed to ensuring that all employees and stakeholders are treated with fairness, equality, and dignity.

### Scope of Application

This Policy applies to all operational activities of the Company and its group entities, and requires all employees, suppliers, contractors, business partners, and other stakeholders to comply therewith. Through collaborative efforts across the value chain, the Company aims to uphold the protection of human rights and is committed to preventing any acts that may infringe upon human rights.

### Human Rights Policy

1. The Company shall ensure that no discrimination or differential treatment occurs in any human resource management processes, including recruitment, hiring, training, performance evaluation, and promotion, on the basis of race, class, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, appearance, physical or mental disability, or any other status protected by applicable laws.
2. The Company shall prohibit all forms of child labor, forced labor, human trafficking, and any other acts that infringe upon human rights.
3. The Company shall ensure that wages, working hours, leave, and other labor conditions comply with applicable laws and regulations, and shall provide reasonable and competitive compensation and benefits.
4. The Company shall prohibit all forms of harassment, bullying, and unlawful infringement, and shall establish comprehensive mechanisms for prevention, complaint handling, and investigation to safeguard employee rights and interests.
5. The Company shall respect employees’ rights to freedom of association and collective bargaining, and shall provide diverse, transparent, and open communication channels to promote harmonious labor-management relations.
6. The Company shall endeavor to establish a safe, healthy, and friendly working environment, continuously advance occupational health and safety management, and prevent workplace accidents.
7. The Company shall require its suppliers, contractors, and business partners to adhere to the same human rights standards, and shall incorporate human rights considerations into supply chain management and evaluation mechanisms, in order to jointly fulfill corporate social responsibility.

Catcher Technology Co., Ltd.  
Chairman

