



2024

SUSTAINABILITY REPORT

Fortune Medical Instrument Corporation

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Fortune® Medical Instrument Corp. 2024 Sustainability Report

With Respect to the Report

This Sustainability Report of Fortune Medical Instrument Corporation(hereinafter referred to as "Fortune Medical") for the year 2024 is prepared with a commitment to integrity and transparency. It provides a detailed account of our economic, social, and environmental performance in 2023. Through this report, we aim to demonstrate our commitment to sustainable development to all stakeholders and showcase our ongoing efforts and achievements in this journey.



Scope of Report

The reporting period started from January 1, 2024, till December 31, 2024. The content primarily focuses on Fortune Medical and presents its management performance and achievements in economic, environmental, and social aspects. Throughout 2024, Fortune Medical experienced no significant changes in its scale, structure, ownership, or supply chain.



Reporting Principles

This report has been prepared in reference to the GRI Standards 2021 published by the Global Reporting Initiative (GRI). The information provided also aligns with the regulations for the preparation and filing of sustainability reports by listed companies and the United Nations Sustainable Development Goals (SDGs).



Date of Issue

This is the inaugural sustainability report of Fortune Medical. Subsequent reports will be released annually.
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Letter from the Chairman

Management Commitment

Fortune Medical is committed to creating maximum value for our customers, employees, investors, and society. Our core values are rooted in compassion and care, reflected in our mission to produce high-quality medical products that inspire confidence in healthcare professionals and patients alike. We strive to be a global leader in meeting the evolving needs of our customers by staying at the forefront of industry trends and fostering innovation.

Founded in 1972, Fortune Medical initially focused on silicone industrial products. Recognizing the unique properties of medical-grade silicone, such as its non-toxicity, odorlessness, and stability, our founder, Mr. Abe Wang, established the FORTUNE® brand and began manufacturing medical catheters and components. Today, our product range spans urology, emergency, drainage, enteral feeding, implantable devices, and aesthetic medicine.

Through continuous collaboration with domestic and international medical experts, we have expanded our product portfolio and global footprint. Despite facing numerous economic challenges, including global economic downturns, trade wars, pandemics, and inflation, Fortune Medical has consistently delivered strong performance. In 2023, we successfully completed the construction of our second manufacturing facility, positioning us for continued growth. In 2024, the company obtained ISO 27001 Information Security Management System certification, ensuring information security, reducing operational risks, enhancing customer confidence, and promoting sustainable business development.

In recent years, customers have placed increasing emphasis on sustainability and regulatory compliance. It can be anticipated that rising operating costs, salary expenses, and third-party supplier prices will all present significant challenges. We remain dedicated to fulfilling our corporate social responsibility and making a positive impact on the world.

Stakeholder Engagement and Materiality Assessment

Stakeholder Identification and Communication Channels

Communication and interaction with stakeholders are integral to a company's operations. By utilizing diverse and accessible communication channels, we can understand the needs of our stakeholders and respect and protect their legitimate rights. Fortune Medical, referring to the AA1000 Stakeholder Engagement Standard, has identified six key stakeholder groups. The company employs various forms and channels to engage with stakeholders and regularly reports on stakeholder communication at management meetings. Stakeholder feedback serves as a critical reference for future corporate social responsibility policies. The following table outlines the communication forms and channels between Fortune Medical and its stakeholders.



Stakeholder	Significance to Fortune Medical	Issue of Concern	Communication Channels	Communication Frequency
 Employee	Employees are the cornerstone of Fortune Medical. The dedication of each employee contributes to the growth and success of our company. Besides providing competitive compensation and benefits, we also value and care for every member of our team.	• Talent development • Safeguarding human rights • Occupational safety and health • Environmental concerns • Labor-management relations	Internal meeting Employee-employer meeting Performance appraisal Education and training Employee feedback channel	Monthly Quarterly Annually Annually As needed
 Customer	Our commitment is to maximize our customers' benefits by carefully considering their specific needs. Our ultimate goal is achieving customer success.	• Protection of customer data • Sustainable product and innovation • Occupational safety and health • Service quality • Restricted substances management • Water resource management • Waste management • Greenhouse gas and energy management	Customer satisfaction survey Customer meeting	Annually As needed

Stakeholder	Significance to Fortune Medical	Issue of Concern	Communication Channels	Communication Frequency
 Investor	Investors are the stakeholders most concerned with the sustainable development and operational performance of Fortune Medical. The company's management team is responsible for regularly disclosing the company's operating status.	• Financial performance • Practicing ethics and regulation compliance • Corporate governance and risk management	Shareholders' meeting Annual report Investor relations email	Annually Annually As needed
 Supplier	Suppliers are a crucial part of Fortune Medical's sustainable development. By fostering mutual support and growth with our suppliers, we aim to build a stable and high-quality supply chain ecosystem, ultimately creating maximum value for our customers.	• Supplier relationship management • Green procurement	Supplier meeting Procurement negotiation	As needed As needed
 Government	We actively cooperate with government policies and regulations, and maintain close communication with government agencies to fulfill our obligations as a good corporate citizen.	• Financial performance • Regulation Compliance • Occupational safety and health • Water resource management • Waste management • Greenhouse gas and energy management	Official correspondence	As needed
 Community	We are committed to fostering strong relationships with our local community and contributing to its ongoing development through our core business of medical supplies. By doing so, we strive to fulfill our corporate social responsibility and create a sustainable future.	• Community outreach • Corporate social responsibility (CSR) performance	General inquiry email Complaint hotline	As needed As needed

Identification, Assessment, and Management of Material Topics

To meet the expectations of its stakeholders regarding sustainable development, Fortune Medical has conducted a materiality assessment in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards. This process involves identifying, collecting, analyzing, and confirming material topics to ensure that all material issues align with the needs and expectations of various stakeholders.

Identification

Fortune Medical has identified six key stakeholders: employees, customers, investors, suppliers, government, and the community. This identification was conducted in accordance with the AA1000 Stakeholder Engagement Standard (SES) and its five principles: interdependence, accountability, influence, power, and plurality. The process also took into account the practical considerations of each department.

Collection

By considering both internal and external issues and risks related to the company's operations, and combining these with 25 key concerns identified by stakeholders, a comprehensive collection and identification process was conducted.

Subsequently, the sustainability team, referencing the GRI Standards, UN Sustainable Development Goals (SDGs), domestic and international industry trends, and the organization's operational development objectives, conducted a thorough discussion and consolidation. As a result, 18 concrete and actionable sustainability issues were identified. These 18 issues form the foundation for the selection of material topics in this report.

Analysis

An internal team conducted an impact assessment of each sustainability issue, considering both positive and negative impacts based on the "degree of impact" and "probability of occurrence." All department heads were invited to complete a "Sustainability Issue Impact Assessment" form, where they were asked to evaluate the actual and potential positive and negative impacts of each issue on the company. A total of 16 valid questionnaires were collected from department heads. For each issue, the positive and negative impact scores were summed up, and the final ranking was determined based on the total impact score.

Confirmation

The final ranking of sustainability issues was determined based on their total impact scores. After careful analysis by external consultants and evaluation by senior management, the five most material issues for 2024 were identified. These five material issues will serve as the foundation for this report, which will be used to communicate Fortune Medical's commitment, vision, goals, management practices, and performance results to stakeholders across various ESG dimensions. Through the publication of this sustainability report, the company aims to demonstrate its dedication to ESG principles.

Materiality Assessment	Significance to Fortune Medical	Explanation of Impact	Corresponding to GRI Topic	Corresponding to SDGs Target
Investor	Sustainable growth is the driving force behind our company's longevity. Fortune Medical is committed to maximizing operational efficiency to provide returns to our shareholders, investors, and other stakeholders.	The sustained steady growth in Fortune Medical's revenue is extremely positive news for investors and shareholders. It can enhance investors' confidence in Fortune Medical, attract more supporters, and be more conducive to future expansion.	GRI201 Economic Performance	
Product Quality	Product quality has a direct impact on a company's overall operations. To ensure quality, Fortune Medical has been dedicated to product innovation and implementing quality management systems.	Product quality directly impacts customer satisfaction and market share. As a result, Fortune Medical is committed to continuous innovation, quality improvement, and brand enhancement. We also handle customer feedback promptly and efficiently.	Created by Fortune Medical	
Sustainable Supply Chain	Suppliers are crucial partners in Fortune Medical's sustainable development. Maintaining healthy and robust relationships with suppliers helps mitigate operational risks and enhance product and service quality.	A lack of robust supply chain management practices can lead to non-compliance with relevant regulations, unethical business practices, and even violations of the fundamental rights of supply chain partners, including human rights, occupational safety, and working conditions. These issues can have a detrimental impact on the company.	Created by Fortune Medical	
Greenhouse gas and energy management	Effective energy management not only enhances efficiency but also reduces greenhouse gas emissions. Recognizing the importance of environmental issues, Fortune Medical is committed to investing in initiatives that protect our planet.	Ignoring environmental issues can lead to ecological degradation, excessive energy consumption, and social inequities. Vulnerable populations are particularly susceptible to the negative impacts of environmental degradation.	GRI305 Environmental Emissions	
Occupational safety and health	Ensuring the safety of our employees in the workplace is a fundamental responsibility and obligation of Fortune Medical. In addition to prioritizing employee safety, Fortune Medical is deeply committed to promoting the overall health and well-being of our employees. We strive to create a happy and fulfilling work environment for all.	Fortune Medical places a high priority on occupational safety and health. We have implemented numerous control measures to reduce the risk of accidents and incidents. Furthermore, we are committed to promoting the health and well-being of our employees through various health promotion programs.	GRI403 Occupational Safety and Health	



01

Integrity, Transparency and Responsible Governance

1.1 Company Overview

1.2 Board Autonomy

1.3 Integrity Manage

1.4 Risk Control

1.5 Information Security

1.6 Sustainable Supply Chain



1. Integrity, Transparency and Responsible Governance.

1.1 Company Overview

◆ With Respect to the Company

Fortune Medical Instrument Corp. is a family-owned manufacturer. Our founder initiated the production of industrial silicone parts in the 1970s during Taiwan's rapid economic development. Given the scarcity of medical device manufacturers in Taiwan at that time, Fortune Medical Instrument Corp. was established in 1984, and the Sanzhi plant, which met GMP standards, was acquired to design and manufacture various medical catheters to meet the needs of surgeons and customers worldwide. Our products are widely distributed in Europe, the United States, Japan, and major hospitals in Taiwan. In 2002, to meet the demands of market expansion, we began planning the construction of the Fortune Zhongli plant and obtained quality system certification in 2007.

Having achieved ISO 13485 certification, CE marking, and FDA 510(k) clearance, the company was recognized as an Elite 1000 SME by Dun & Bradstreet in 2014, as determined by a thorough assessment of its global database.

Company Name	Fortune Medical Instrument Corp.
Date of Establishment	1972
Registered Address	6F., No. 29, Sec. 2, Zhongjheng E. Rd., Danshuei Dist, New Taipei City 251, Taiwan
President	Abe Wang
Vice President	Sam Wang, Tyler Wang
Contributed capital	NT\$75 million
Number of employees (as of December 31, 2024)	298
Products and Services	We provide a wide range of medical device design and manufacturing services, including various surgical drainage tubes, catheters, and feeding tubes to meet the needs of surgeons and customers worldwide. In 2012, we expanded our product range to include scar treatment and skincare products under the Rystora® brand. In the medical field, Fortune Medical is also a significant supplier of silicone tubing. Fortune Medical is dedicated to creating valuable products to serve our customers.
Manufacturing plant	No. 256. Changchun 2nd Rd., Zhongli Dist, Taoyuan City 320, Taiwan
Revenue in 2023	NT\$590 million

- ◆ Manufacturing Plant: No. 256, Changchun 2nd Rd., Jhongli Dist, Taoyuan City 320, Taiwan
- ◆ Vision, Mission, Core Values, Business Philosophy

With a commitment to "creating value" and grounded in the principle of "compassionate care," our business is built upon the following three pillars:

Vision

By staying ahead of trends, setting the pace, and create outstanding discrepancy, we aim to become the go-to experts for rapidly meeting the demands of our global clientele."

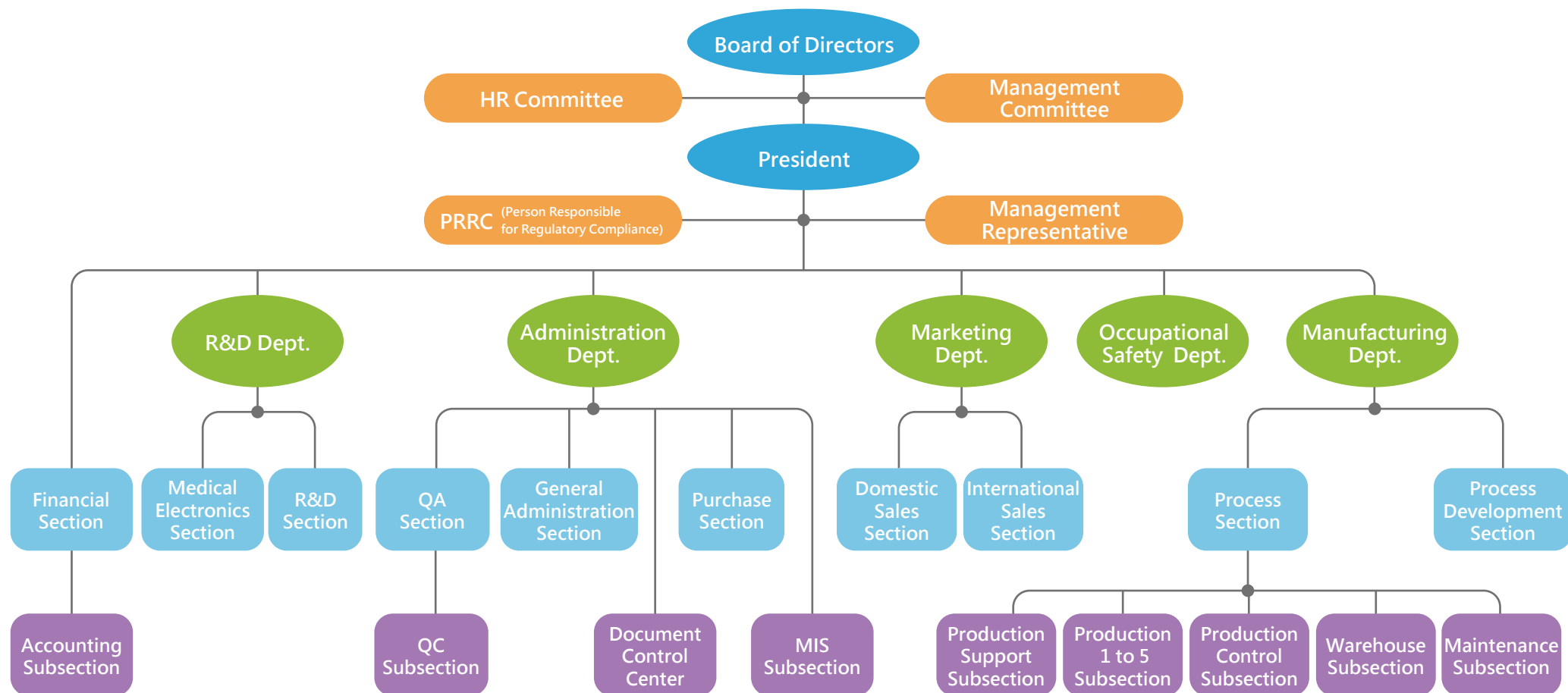
Mission

Committed to creating maximum value, we prioritize the needs of our customers, employees, investors, and society. We produce high-quality medical products that inspire confidence in healthcare professionals and patients alike.

Organization Philosophy

Fostering a sense of team unity, leveraging collective wisdom, and focusing on core competencies to achieve collective success. Our ultimate goal is to create a workplace where employees can find joy and fulfillment.

◆ Organization Chart



◆ Departmental Overview

Key Responsibilities

PRRC

Oversee and handle the company's regulatory affairs.

Occupational Safety Dept.

Oversee and handle the company's occupational safety and health (OSH) matters.

R&D Dept.

Oversee and handle the development of new products, the trend of technologies, research and introduction of market hardware equipment, and R&D based on market/customer needs.

Administration Dept.

Responsible for planning, developing, and overseeing the company's long-term strategy, annual plans, and operational objectives.

Marketing Dept.

Develop and implement marketing strategies, expand domestic and international markets, and improve customer service, relationship management, and satisfaction.

Manufacturing Dept.

Plan and execute all production plans, supervise production operations, and oversee production automation and electronicization.



◆ Historical Development

Year	Crucial Advancement
1972	The predecessor company of Fortune Medical Instrument Corp. was established, with its primary products being industrial silicone products.
1985	Fortune Medical Instrument Corp. was established and expanded its workforce at the Sanzhi plant.
1988	Registration for the Fortune Medical trademark.
1994	Certified to ISO-9002 by RWTUV, Fortune Medical was a pioneer in the industry to implement this standard. Simultaneously, we obtained a patent for an integrate-forming silicone balloon catheter in Taiwan, the United States, Germany, Japan, and China.
1998	Certified to ISO9001/EN46001 and CE standards by TUVPS, Fortune Medical became the first domestic manufacturer to obtain CE certification for its medical consumables. In the same year, we also received 510(k) clearance from the US Food and Drug Administration (FDA).
2001	Certified to Taiwan's Good Manufacturing Practice (GMP) for Medical Devices, ISO 9001:2000, ISO13485:2000, Canadian Medical Devices Conformity Assessment System (CMDCAS), and obtained sales licenses for its full product line.
2002	Established a research and development partnership with the Innovation and Incubation Center at Mackay Memorial Hospital.
2006	New manufacturing facility in Jhongli was constructed, spanning 1,412 square meters.
2007	The company initiated a leading-edge new product development project in collaboration with Mackay Memorial Hospital, Plastics Industry Development Center (PIDC), and Ming Sheng Technology.
2009	Investing in the research and development of silicone dressings, and preparing for a corporate rebranding initiative.
2011	Approved for funding under the Cross-Ministry Medical Device Development Program.
2012	Expanded into high risk medical devices and obtained TFDA approval for long-term implantable vascular infusion systems.
2013	Received funding from the Emerging Industries Acceleration Program.
2014	Awarded the prestigious Dun & Bradstreet Top 1000 SME award in 2014, as determined by a comprehensive evaluation using Dun & Bradstreet's global database.
2015	Received funding from the Emerging Industries Acceleration Program.
2018	Passed the U.S. FDA overseas inspection.
2023	The Zhongli Phase II facility commenced trial operations and successfully passed the QMS audit for medical device manufacturers, covering 1,013 square meters. The company also supported Taoyuan Municipal Nankan Senior High School by funding students' participation in the 2023 International Youth Handball Championship in Lübeck, Germany.
2024	obtained ISO 27001 Information Security Management System certification. Secured a patent for the NPWT pressure-sensitive drainage device.
2025	Achieved Healthy Workplace Certification – Health Start Label

◆ Engage in Industry Association

Fortune Medical actively participates in domestic and international industry associations to maintain close cooperation with relevant peers. Through participation in trade associations, the company stays closely connected to the industry and gains valuable information and exchange opportunities. Fortune Medical is a member of the Taiwan Medical and Biotech Industry Association.

◆ Financial Achievements

Unit: Thousand Yuan

Item	Detail	2022	2023	2024
Generated Direct Economic Value	Operating Revenue	555,511	543,212	592,337
	Operating Cost	411,159	460,708	474,513
Distributed Economic Value	Payroll	145,538	161,336	173,975
	Payments to Investors	90,000	100,000	75,000
	Payments to Government	33,597	22,580	31,626
	Community investment		100	
Retained Economic Value		20,755	-40,176	11,198

Detail	2022	2023	2024
Operating Cost	411,159	460,708	474,513
Cost of Goods Sold	348,792	395,601	409,614
Operating Expenses	62,367	65,107	64,899
Payroll	145,538	161,336	173,975
Salary-indirect employee	21,171	21,006	20,090
Salary-direct employee	105,190	118,529	129,777
Insurance Premium-indirect employee	2,339	2,430	2,415
Insurance Premium-direct employee	10,806	12,782	14,696
Pension-indirect employee	875	876	819
Pension-direct employee	4,351	4,946	5,295
Perks	806	767	883

1.2 Board Autonomy

The highest governing body of Fortune Medical is the Board of Directors, chaired by the Chairman of the Board. As of 2024, the Board consists of three directors and one supervisor. Board members serve three-year terms and are elected from a pool of director candidates. The Chairman is selected by the directors.

Currently, all three Board members possess outstanding professional skills and extensive practical experience, enabling them to make optimal judgments and provide oversight on the company's major decisions. The Board includes three directors with medical-related backgrounds, aligning with the company's long-term operational development needs. Fortune Medical also values gender equality in Board composition, with one of the three directors being female, further enhancing the Board's diversity.

The Board of Directors meets at least once per quarter to review corporate performance and discuss important strategic issues. In addition to attending Board meetings, directors actively participate in the company's internal strategy meetings to gain a thorough understanding of company operations and offer recommendations.



1.3 Integrity Manage

Fortune Medical adheres to the principle of ethical management. We are committed to establishing and operating our quality management system in accordance with local laws and regulations to ensure product compliance and quality. Regulatory compliance is our obligation as a responsible company and our commitment to customers and users. Therefore, we continuously monitor and evaluate the effectiveness and conformity of our quality management system through regular internal audits and external official assessments. These audits and assessments are not only regulatory requirements but also crucial measures for our self-improvement and enhancement. We believe that by constantly reviewing and improving our systems, we can ensure that our products consistently meet the highest quality standards and comply with local regulatory requirements.

Company Name	Fortune Medical Instrument Corp.		
ISO 13485 & EN ISO 13485 Medical Device Quality Management System	Company-wide	Internal audit (annual) On-site audits and assessments (annual) Factory audit conducted by a third-party certification body	Certificate Number : MD 588797
	R&D Department (Regulatory)	Dedicated personnel review changes in applicable regulatory standards annually through various channels (regulatory authorities, official websites, external consultants, news, etc.) and initiate internal revisions in a timely manner.	
EU Medical Devices Directive (MDD) 93/42/EEC	Company-wide	Internal audit (annual) On-site audits and assessments (annual) Factory audit conducted by a third-party certification body	Certificate Number : CE 588902 & CE 589950
	R&D Department (Regulatory)	Dedicated personnel review changes in applicable regulatory standards annually through various channels (regulatory authorities, official websites, external consultants, news, etc.) and initiate internal revisions in a timely manner.	
Taiwan Medical Device Quality Management System (TFDA QMS)	Company-wide	Internal audit (annual) On-site audits and assessments (every three years) Factory audit conducted by a third-party certification body	Certificate Number : QMS0555
	R&D Department (Regulatory)	Dedicated personnel review changes in applicable regulatory standards annually through various channels (regulatory authorities, official websites, external consultants, news, etc.) and initiate internal revisions in a timely manner.	

Category	Policies and Commitments	Responsible Unit	Scope	Implementation Details
Business Ethics	Fortune Medical is committed to upholding business ethics. We pledge to establish a highly ethical and responsible business environment, adhering to principles such as anti-corruption and anti-bribery, avoiding conflicts of interest, fraud prevention, anti-money laundering, and prohibition of unfair competition. Our business operations are guided by the values of ethics, transparency, and integrity.	Management Department Administrator of Regulatory Compliance	All Employees and Relevant Partners.	Conduct business ethics training to enhance employees' awareness and understanding of business ethics.
				Establish an effective whistleblowing mechanism to protect employees' anonymous reporting and complaints about misconduct.
				Regularly conduct risk assessments on business ethics for both internal operations and external partners to promptly identify and address potential risks.
				Develop business ethics audit procedures, establish internal audit mechanisms to monitor and review various company operations, ensuring compliance with business ethics and legal regulations.

Category	Base Year	Objectives	Implementation Results	Regular Review
Business Ethics	2021	No incidents of corruption, bribery, fraudulent conflicts of interest, money laundering, or unfair competition will occur in 2024.	No incidents of corruption, bribery, or violations of business ethics occurred in 2024.	Annual review and assessment of business ethics policies to ensure their effectiveness and adaptability.
		80% of employees participated in business ethics training in 2024.	100%	

◆ Regulatory Compliance

Fortune Medical is committed to implementing its core values by requiring employees to strictly adhere to the company's ethical standards in their daily operations and work. This approach aims to avoid violations of domestic and international laws and to protect the rights and interests of customers, suppliers, and other stakeholders. The company's management closely monitors any regulatory changes that may affect the business, establishes relevant norms and processes, plans educational training courses, and strengthens employees' awareness of current laws to ensure the company operates within legal and regulatory compliance. In 2024, Fortune Medical did not receive any warnings or fines from relevant government agencies for violations of regulations related to corporate governance, labor practices, environmental protection, quality and safety management, or human rights.

Integrity Management Measures

◆ Complaints and Reporting System

Fortune Medical has established an anonymous reporting channel to ensure that the identity and information of any informer will not be disclosed. We pledge not to retaliate against informers and have implemented measures to protect their privacy and rights. This reporting channel provides a secure platform for employees and stakeholders to freely disclose issues and misconduct, ensuring organizational transparency and compliance.

· Complaint Handling Unit Personnel : Administration Dept. · Fax : (03)433-2900
 · Complaint Hotline : (03)433-1900 · Email Address : lydiachu@fortunemed.com

◆ Anti-corruption, Bribery, and Money Laundering - Business Ethics Course Training

We promote integrity management education for all employees through various channels. In addition to using the company's intranet to communicate specific practices of our integrity management policy and systems to prevent violations, we also regularly publish internal announcements on integrity management and related regulations to prevent unethical conduct. Furthermore, we include integrity guidelines in our new employee orientation programs and periodically share case studies of integrity violations to emphasize the importance of ethical behavior.

	2022	2023	2024
All Factory Employees (Persons)	226	273	298
Number of Trained Personnel	226	273	298
Training Participation Rate	100%	100%	100%

◆ Statistics on Cases Violating Integrity Management

	2022	2023	2024
Number of Reports	0	0	0
Number of Anti-corruption Incidents	0	0	0

1.4 Risk Control

Fortune Medical has identified risks related to environmental, health, safety, and labor practices associated with its operations, and has determined the level of each risk. The appropriate procedures and control measures have also been implemented to ensure compliance and manage the identified risks. Each responsible unit leads the risk identification process, which involves proposing potential risk items their department may face and corresponding countermeasures, ensuring comprehensive risk management and control.

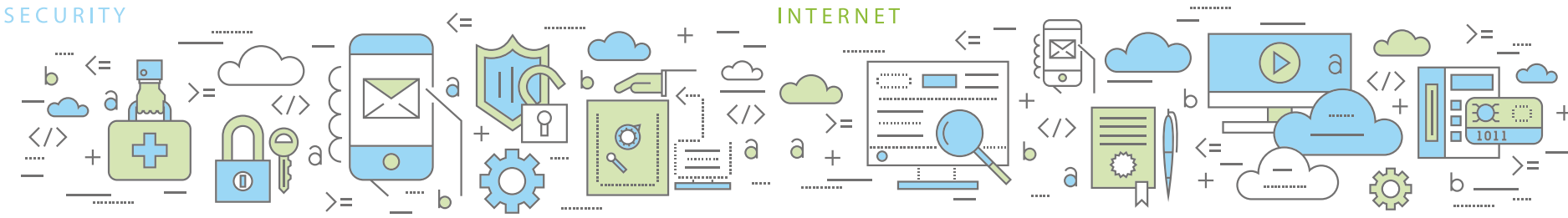
Item	Response Strategies/Actions Taken
Regulatory Compliance	Closely monitor various regulations and periodically conduct regulatory compliance training sessions
Information Security	- Promotion of secure network usage within the facility - Conduct information security-related educational training
Business Ethics	- Promote awareness through training - Establish reporting channels
Raw Material Shortage	- Develop alternative materials - Increase safety stock inventory levels - Develop more than two suppliers to increase purchasing channels - Sign long-term supply contracts with suppliers to ensure stable supply
Equipment Maintenance	- Establish a complete spare parts list and safety stock - Establish standard rapid repair procedures - Ensure sufficient qualified maintenance personnel
Energy Management	- Promote energy conservation concepts within the facility - Maintain on-site backup generators and regularly check diesel inventory - Replace facility equipment with variable frequency drives (VFDs) or energy-saving systems
Employee Health	- Conduct special health examinations for employees in high-risk operations, with continuous tracking and management based on the examination results - On-site occupational health nurses provide health-related information and assistance at all times, caring for various health conditions of employees - Regular on-site physician visits to provide professional consultation services
Workplace Safety Incidents	- Regularly conduct emergency response drills - Regularly inspect fire safety and other safety equipment in the facility



1.5 Information Security

Category	Policies and Commitments	Responsible Unit	Scope	Implementation Details
Information Security	Fortune Medical is committed to ensuring information security. We pledge to establish and implement effective information security policies to protect the company's and customers' information and prevent unauthorized access and use.	MIS Subsection Management Team	All Employees and Relevant Partners	Provide information security training to enhance employees' awareness and prevention of information security risks.
				Establish information security-related reporting channels to provide employees and stakeholders with a mechanism for anonymously reporting information security incidents.
				Develop information security policies and procedures, including password management, data encryption, system access control, etc.
				Sign confidentiality agreements with employees/suppliers to ensure proper protection of the company's confidential information and trade secrets.
				Establish information security monitoring and incident response mechanisms to promptly detect and respond to security incidents.
				Regularly conduct information security vulnerability scans and tests and promptly patch vulnerabilities to prevent security risks.

Category	Base Year	Objectives	Implementation Results	Regular Review
Information Security	2021	Enhance information system protection capabilities by increasing the update frequency of firewalls and intrusion detection systems to once a year in 2024.	100%	Conduct annual information security risk assessments and adjust corresponding measures and policies based on the assessment results.



Information Security Management

Fortune Medical recognizes the critical importance of information security to business operations. Therefore, we are committed to establishing and maintaining an efficient information security management system. We ensure the security of company data and systems through various measures, including restricting employee use of external storage devices on company computers, implementing proactive intrusion prevention systems, and strengthening network and system access controls. Furthermore, we not only conduct regular information security education to enhance employee awareness but have also established comprehensive backup and recovery mechanisms to address potential security risks and disasters. In this information age, information security is not only about protecting company interests but also about maintaining the trust of our customers and partners. As such, we will continue our efforts to strengthen our information security defenses, ensuring the safety and stability of our corporate information.

We have implemented several measures to protect the security of our company data and systems:

- **Internal PC USB device and optical disc control:** Restricting employees from using external storage devices on company computers and ensuring authorized use through security checks.
- **Proactive Intrusion Prevention System (IPS):** Employ Next-Generation Firewalls (NGFW) to detect and block network intrusion attempts, monitor network traffic in real-time, and use advanced analytical techniques to identify and prevent potential malicious activities.
- **Internet Usage Management:** Regulate employees' internet use during work hours, including restricting access to non-work-related websites. This enhances work efficiency while reducing cybersecurity risks.
- **Server Host Management:** Conduct comprehensive management of company servers, including hardware maintenance, software updates, data backups, and security monitoring. This ensures stable server operation and protects company data from threats.
- **System Access Control:** We require users to comply with password principles and complexity requirements when using the ERP system or computers and mandate regular password updates. We also strictly control access permissions to company network folders.
- **Information Security Education:** Send communications about recent external cybersecurity attacks and prevention strategies to raise employee awareness and vigilance regarding information security.

	2022	2023	2024
Number of information security promotions	2	4	4

- **Computer Equipment Security Management:** Implement off-site backup and redundancy mechanisms to ensure data security and integrity.
- **For information vulnerability issues:** Establish dedicated hotlines (extensions #229 and #228 for IT personnel) to enable immediate handling of discovered information vulnerabilities and related issues.

◆ Statistics on Information Security Violations

2022	2023	2024
0	0	0



Item	Company analogous Management Regulations
Internal PC USB Device and Optical Disc Control	• Restrict the use of USB devices and optical discs on company computers to prevent data leakage and malware intrusion. All external storage devices require authorization and security checks before use.
Proactive Intrusion Prevention System (IPS)	• Employ the next-generation firewall (NGFW) to detect and block network intrusion attempts. It monitors network traffic in real-time and uses advanced analytics to identify and prevent potential malicious activities.
Internet Usage Management	• Regulate employee internet use during work hours, including restricting access to non-work-related websites. This enhances work efficiency while reducing cybersecurity risks.
Server Host Management	• Conduct comprehensive management of company servers, including hardware maintenance, software updates, data backups, and security monitoring. This ensures stable server operation and protects company data from threats.
Cybersecurity Management	• Deploy firewalls and other security measures to protect our network's external interfaces. This ensures that only authorized data and communications can enter or leave the network, preventing unauthorized access. • Engage third parties to conduct penetration testing to assess our cybersecurity.
System Access Control	• Users of the enterprise resource planning (ERP) system and computers must comply with password policies, including complexity requirements and regular updates. • Access to company network folders is controlled through permissions. • The email system includes spam filtering and file size control. External webmail access is not permitted.
Implementation of Information Security Education	• Communicate recent cybersecurity threats and prevention strategies to employees.
Computer Equipment Security Management	• Use offsite backups and backup mechanisms to protect the data.

1.6 Sustainable Supply Chain

Category	Policies and Commitments	Responsible Unit	Scope	Implementation Details
Sustainable Purchasing	Fortune Medical is committed to driving sustainable development. Ensure our purchasing activities align with environmental protection and social responsibility principles by prioritizing eco-friendly materials, improving supplier sustainability, increasing the proportion of renewable resources, and supporting local manufacturers.	Purchase Section	All of our purchasing activities and the associated supply chain, including raw materials, equipment, services, and other procured items.	Assess the sustainability performance of suppliers and collaborate with them to achieve shared environmental protection and social responsibility goals.
				Establish an effective reporting mechanism to ensure employees can anonymously report and complain about misconduct.
				Incorporate social responsibility requirements into supplier evaluation forms to encourage suppliers to fulfill social responsibility.
				Develop business ethics audit procedures and establish internal audit mechanisms to monitor and review company operations and ensure adherence to business ethics and legal regulations.

Category	Base Year	Objectives	Implementation Results	Regular Review
Sustainable Purchasing	2021	- The supplier coverage rate for signing the Social Responsibility Statement shall achieve 92% in 2024. - To increase the number of local suppliers that meet environmental and social responsibility requirements by 1 to 3 suppliers annually since 2021.	92%	Conduct annual audits and assessments of suppliers' environmental and social practices to ensure their effectiveness and adaptability.

Supplier Management

Supply chain management is the backbone of modern business operations. At Fortune Medical, we understand that a healthy and sustainable supply chain is critical to our success. We are committed to building a robust, transparent, and responsible supply chain to ensure the quality, reliability, and sustainability of our products and services.

We place a strong emphasis on the role and responsibility of our suppliers. We believe that building trust, collaboration, and mutually beneficial relationships with our suppliers is essential for effective supply chain management and coordination. Therefore, we require all our suppliers to adhere to our social responsibility policy and sign a Supplier Code of Conduct.

Supplier Risk Identification

Fortune Medical's supplier selection mechanism extends beyond the traditional focus on product quality, delivery capability, and service levels. We conduct a comprehensive risk assessment that encompasses various aspects, including product certification, reliability, social responsibility audits, human rights risk evaluations, occupational health and safety, carbon footprint analysis, and emergency response measures.

Our evaluation criteria not only ensure product quality and compliance with relevant standards but also emphasize suppliers' social responsibility and environmental management capabilities. Based on these assessment results, we select suitable suppliers and establish long-term, stable partnerships with them.

Throughout our collaboration, we continuously monitor supplier performance and require adherence to Fortune Medical's supplier management policies. This ongoing oversight ensures continuous improvement in product quality, social responsibility, and environmental protection.

◆ Supplier Evaluation Management

	2022	2023	2024
Number of key suppliers	24	30	35
Number of supplier risk assessments completed	12	20	25
Number of on-site supplier audits conducted	1	1	1

◆ Signing Status of Supplier's Social Responsibility Declaration

	2022	2023	2024
Number of key suppliers	24	30	35
Number of supplier social responsibility declaration completed	20	30	35
Signature rate	83.3%	100%	100%

◆ Training for Purchasing Staff

Fortune Medical, committed to advancing sustainable business practices, has implemented comprehensive training programs for our purchasing staff.

These educational initiatives cover a range of critical topics, aiming to enhance sustainability awareness among purchasing personnel and ensure our purchasing practices align with environmental and social responsibility standards.

Our training curriculum delves deeply into labor rights issues, emphasizing the importance of respecting and protecting the fundamental human rights of all workers throughout the procurement process. We have enlisted external expert consultants to lead sessions on human rights protection, familiarizing our purchasing team with international human rights standards and relevant legal frameworks. This knowledge equips our staff to effectively implement these standards in supply chain management.

Environmental protection is another key focus of our training. We highlight the environmental impact of purchasing decisions and introduce various eco-friendly measures, from reducing carbon footprints to selecting environmentally responsible materials. Our goal is to integrate these green concepts into the daily work of our procurement team, fostering sustainable business practices and environmental stewardship.

Additionally, we have incorporated Environmental, Social, and Governance (ESG) principles into our training, underscoring their significance for long-term corporate development. Through these educational efforts, Fortune Medical has not only enhanced the professional competence of our purchasing staff but also ensured that our purchasing activities meet the highest sustainability standards, laying a solid foundation for our company's sustainable growth.

Content of Purchasing Training Courses



	2022	2023	2024
Number of purchasing staff	2	3	3
Number of employees trained	2	3	3
Percentage of staff receiving training	100%	100%	100%



◆ Conflict Minerals

Fortune Medical is committed to ensuring that metals in its supply chain, including gold (Au), tantalum (Ta), tungsten (W), cobalt (Co), and tin (Sn), do not originate from conflict mines in the Democratic Republic of Congo (DRC) and its neighboring countries, or through illegal smuggling routes.

We strictly adhere to 'conflict-free' standards, ensuring these metals are not involved in supporting unauthorized armed groups or illegal organizations. Furthermore, we consider metals exported from the following countries as non-compliant with 'conflict-free' standards: Democratic Republic of Congo (DRC), Rwanda, Uganda, Burundi, Tanzania, and Kenya, as the United Nations Security Council views these countries as sources of minerals from Congolese veins.

Fortune Medical guarantees that all metals contained in products sold to our customers comply with 'DRC Conflict-Free' standards, fulfilling our commitment to human rights and ethical responsibilities.

◆ Prohibited and Restricted Substances

Fortune Medical ensures its products comply with applicable hazardous substance regulations, such as the EU's RoHS and WEEE directives, and meet customer requirements. In our product design and manufacturing processes, we strictly manage all raw materials, semi-finished products, finished goods, packaging materials, auxiliary materials, consumables, and purchased items. Even for substances or uses not explicitly specified in these standards, we strictly adhere to any prohibitions or restrictions imposed by customers or legal regulations.



2. Innovative Breakthroughs, Brand Value

Category	Policies and Commitments	Responsible Unit	Scope	Implementation Details
Consumer Health and Safety	Fortune Medical is committed to respecting consumer health and safety. We strive to provide safe and reliable products to ensure our consumers' health and rights.	R&D Dept., Manufacturing Dept., Marketing Dept., and Administration Dept.	The entire product lifecycle, from research and development to production, sales, and after-sales service.	Comply with the medical device manufacturing regulations set by the Ministry of Health and Welfare to safeguard consumer health and rights.
				Enhance customer education by providing guidance and recommendations for proper product use.
				Deliver high-quality medical devices and comprehensive services.

Category	Base Year	Objectives	Implementation Results	Regular Review
Consumer Health and Safety	2021	Ensure all products from Fortune Medical meet relevant health and safety standards. Comprehensive safety testing is conducted before each product launch to guarantee compliance with national and industry standards. By implementing design reviews and CAPA processes to control the rate of adverse events, we safeguard the health and safety of patients and users.	1. In 2024, the customer complaint rate was 0.0006%. 2. There were no lawsuits related to health and safety hazards.	Fortune Medical regularly reviews product safety and consumer health issues. We analyze problems that arise during product use and feedback received from consumers. Based on the results of these reviews, we adjust our measures accordingly to continuously improve product safety and enhance consumer satisfaction.



2.1 Technological Innovation

◆ Cumulative Patents

Fortune Medical places great importance on intellectual property rights. To ensure our unique technologies are fully protected, we actively pursue patent applications and continuously monitor market trends to prevent infringement by competitors. We regularly conduct patent training and awareness campaigns to enhance our employees' understanding and appreciation of patent protection. This approach helps us establish a robust patent management culture, driving continuous innovation and growth within our company.

As of the end of 2024, we have strategically filed approximately six patents across various countries, including Taiwan, the United States, and the European Union. Additionally, we have successfully registered ten trademarks. These efforts demonstrate our commitment to safeguarding our innovations and brand identity in the global medical device market.

Category	Title	Registration Location
Trademark Certificate	XP-Port 010227767	European Union (incl.UK)
		Taiwan
		Taiwan
		European Union (incl.UK)
		China
		United States
		United States
		European Union (incl.UK)
		Taiwan
		Taiwan

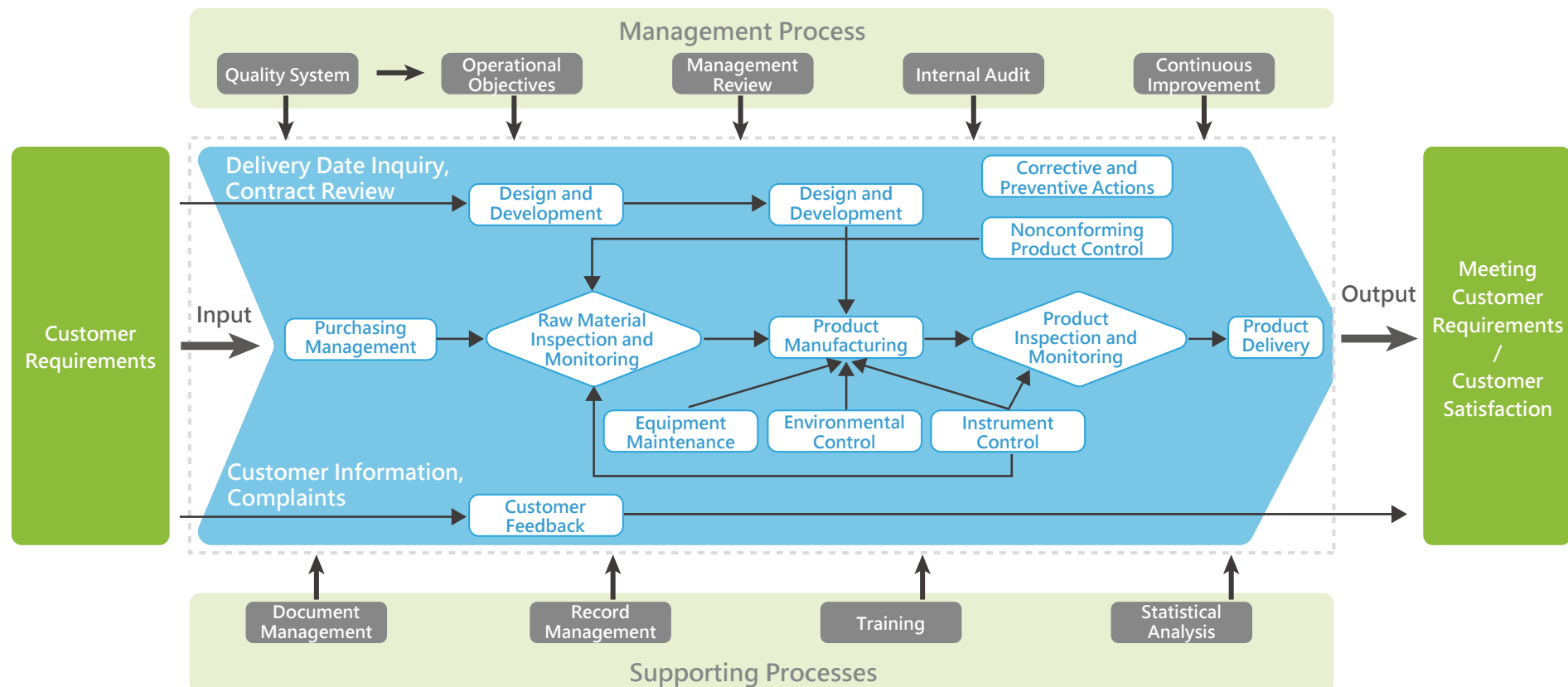
Category	Title	Registration Location
Trademark Certificate		China
		Taiwan
	Rystora	United States
		Taiwan
	美得膚	Taiwan
		Taiwan
		United States
		Europe
	Quickura	Taiwan
	N ^o -Sense	Taiwan

2.2 Quality Management

Fortune Medical's quality policy stems from our business philosophy, which emphasizes 'Manufacturing with Care, Physician Peace of Mind, and Patient Assurance' as our quality management policy. Our quality management system is designed and established following medical device quality management system guidelines and regulatory requirements. We aim to ensure that our product quality meets customer expectations and continuously improves.

We are committed to constantly enhancing our operational processes and quality management system. We understand customer needs through various methods, including dialogue and communication, market research, and customer complaints, incorporating these insights into our improvement processes. We have set quantifiable quality objectives and regularly review their ongoing relevance.

Fortune Medical holds certifications such as ISO 13485, the European Union Medical Device Directive, and Taiwan's Medical Device Quality Management System. These certifications ensure that our quality standards align with international benchmarks.



◆ Fortune Medical implements a rigorous quality management system to ensure that product quality meets international standards and customer requirements, while continuously improving. We adhere to the concept of “Total Quality Management,” integrating quality control throughout the entire product life cycle :

- Design stage: We strictly follow the design specifications and conduct design validation and verification to ensure that the product design meets quality requirements.
- Supply chain management: We strictly select suppliers and conduct thorough inspections of raw materials to ensure the stability of the supply chain.
- Production process: We introduce advanced production technology and equipment, and implement strict process control to ensure production consistency.
- Verification testing: Products undergo validation testing to ensure compliance with relevant standards and regulations.
- Distribution logistics: We have established a comprehensive distribution logistics system to ensure the safety of products during transportation.
- Post-market monitoring: We have established a complete customer service system, collected product usage data, and continuously monitored and improve the product.

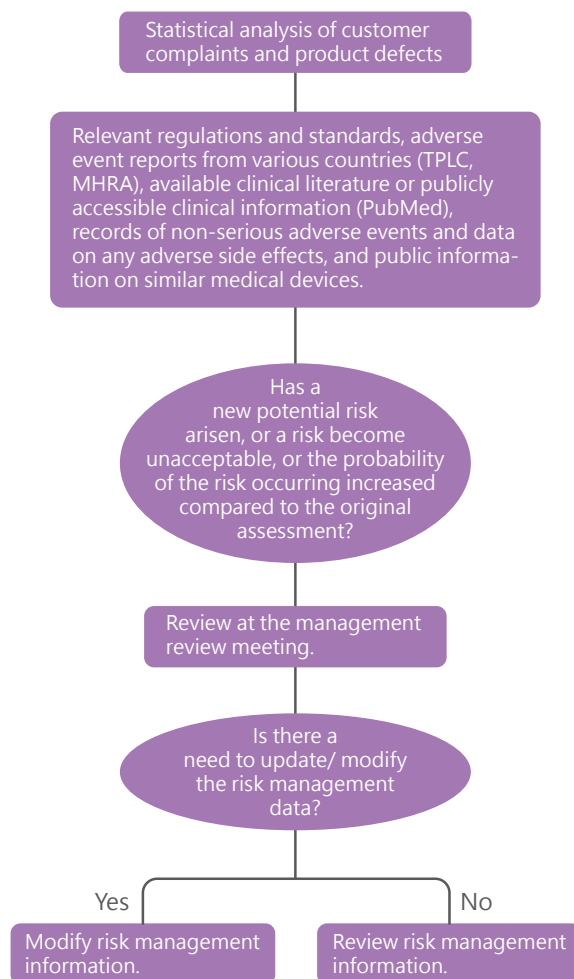


◆ Through quality control throughout the product life cycle, we are committed to providing high-quality products to meet customer needs while continuously enhancing the company's competitiveness. We implement the following quality management measures to assess the company's quality status:

- Communication and discussion: Regular or irregular cross-department meetings are held to conduct comprehensive or specific event quality status assessments.
- Data analysis: Through data analysis (such as production yield, product post-market information, etc.), we gain insights into product quality trends and identify potential quality risks.
- Risk management: Based on the assessment results, we follow risk management procedures and abnormal handling processes, identify the root causes of quality issues. Effective corrective and preventive actions are then established and implemented to eliminate the quality issues, avoid the recurrence of similar problems, and reduce the possibility of product adverse event occurrences.
- Continuous improvement: The results of the quality status assessment serve as a foundation for continuous improvement, driving ongoing optimization of the company's production processes and quality management systems.



- Process capability CpK / Ppk analysis of extruded catheter CpK / Ppk analysis : Confirm the stability of the catheter production process and ensure that the process capability is above 1.33. In the event of abnormalities, review and improve production techniques, equipment, and molds to see if there are any abnormalities.
- Preventive Correction/Post-Market Surveillance.



◆ Product Inspection

• Sterilization Effectiveness Confirmation :

Medical catheters used in operating rooms are mostly sterile products. To prevent sterile products from being contaminated by microorganisms, the sterilization process is validated annually according to ISO 11135 to confirm the effectiveness of the sterilization. For each sterilization cycle, product release is based on the validated parameters and the results of the biological indicator (BI)* cultures.

* biological indicator indicator, BI): A Indicator containing non-pathogenic and highly resistant viable bacterial spores. The success of sterilization is confirmed through the biological culture results of the indicator after sterilization . This is a direct method of measuring whether sterilization effectiveness has been achieved.

• Biocompatibility Testing :

New products and materials undergo biocompatibility testing according to ISO 10993 to ensure that, when in contact with the human body, the material does not release toxic substances that could cause localized or systemic cytotoxicity, carcinogenicity, or reproductive toxicity. Additionally, the material should not trigger harmful reactions in the body, such as inflammation, immune responses, toxicity, or thrombosis.

• Hazardous Substance Detection :

Product "Substances of Very High Concern (SVHC)" testing ensures that products comply with EU REACH regulations on hazardous substance management requirements.

◆ Environmental Monitoring :

Ensure that the manufacturing environment is controlled under appropriate conditions to guarantee that products are manufactured in a controlled environment. Therefore, the following tests are performed each quarter:

- **Air Cleanliness:** Measurement of airborne particulate matter; the cleanroom complies with ISO Class 8 standard.
- **Airborne bacteria :** Microorganisms or their spores suspended in the air.
- **Contact bacteria :** Microorganisms or their spores attached to tabletops, countertops and dust-free clothes.
- **Microorganisms in Process Water:** Microorganisms or their spores present in process water.
- **Bioburden :** The number of microorganisms accumulated throughout the entire production process, from raw material intake to the final packaging of the product.

2.3 Customer Value

Fortune Medical adheres to its commitment and value to customers, always placing customer needs at the center, and providing customers with the highest quality products and services. We not only pay attention to every customer's needs, but also proactively respond to customer feedback and suggestions, continuously improving our products and services to meet evolving customer demands. We sincerely pledge to continue our efforts to create more value for our customers and grow together with them in the future.

◆ Customer Relationship Management

Fortune's product sales are divided into two major categories: domestic and international. Our international sales cover countries in Europe, North America, Central America, South America, Asia, Africa, and the Middle East. Our customer service is handled by dedicated domestic and international sales teams, providing product training, after-sales service, and participation in exhibitions. We also have dedicated personnel to handle customer complaints and inquiries through phone and email. Currently, we have approximately 300 customers, with a few of them holding exclusive distribution agreements with us.

When customers face stock shortages and require adjustments to delivery schedules, we immediately collaborate with our factory to coordinate production and ensure timely delivery to meet customer demands, while stabilizing market supply and maintaining normal operations.

For new products or additional size requirements arising from clinical needs, we conduct comprehensive evaluations and establish development projects. Through the joint efforts of various departments, we strive to develop products that meet actual market demands. Fortune Medical is always customer-centric and continuously strives to improve product quality and service levels to meet customer needs and maintain a balance between supply and demand in the market.



◆ Customer Satisfaction

The Domestic Sales Division conducts a customer satisfaction survey every three years, covering aspects such as manufacturing quality, product delivery schedules, shipping accuracy, documentation accuracy, service attitude and response time, as well as suggestions and feedback. Results are reported in management review meetings, where customer feedback is further analyzed and satisfaction targets for the following year are established. The most recent survey was conducted in 2023; therefore, no new data were collected in 2024, and improvement measures continued to build upon prior outcomes.

The Export Sales Division also conducts a triennial customer satisfaction survey, focusing on purchased or interested products, overall evaluation of Fortune Medical, product needs, and other suggestions. Survey results are likewise reported and analyzed during management review meetings, with subsequent satisfaction targets set for the following year. As the most recent survey was conducted in 2023, no new data were collected in 2024, and relevant improvement initiatives were carried forward from previous achievements.

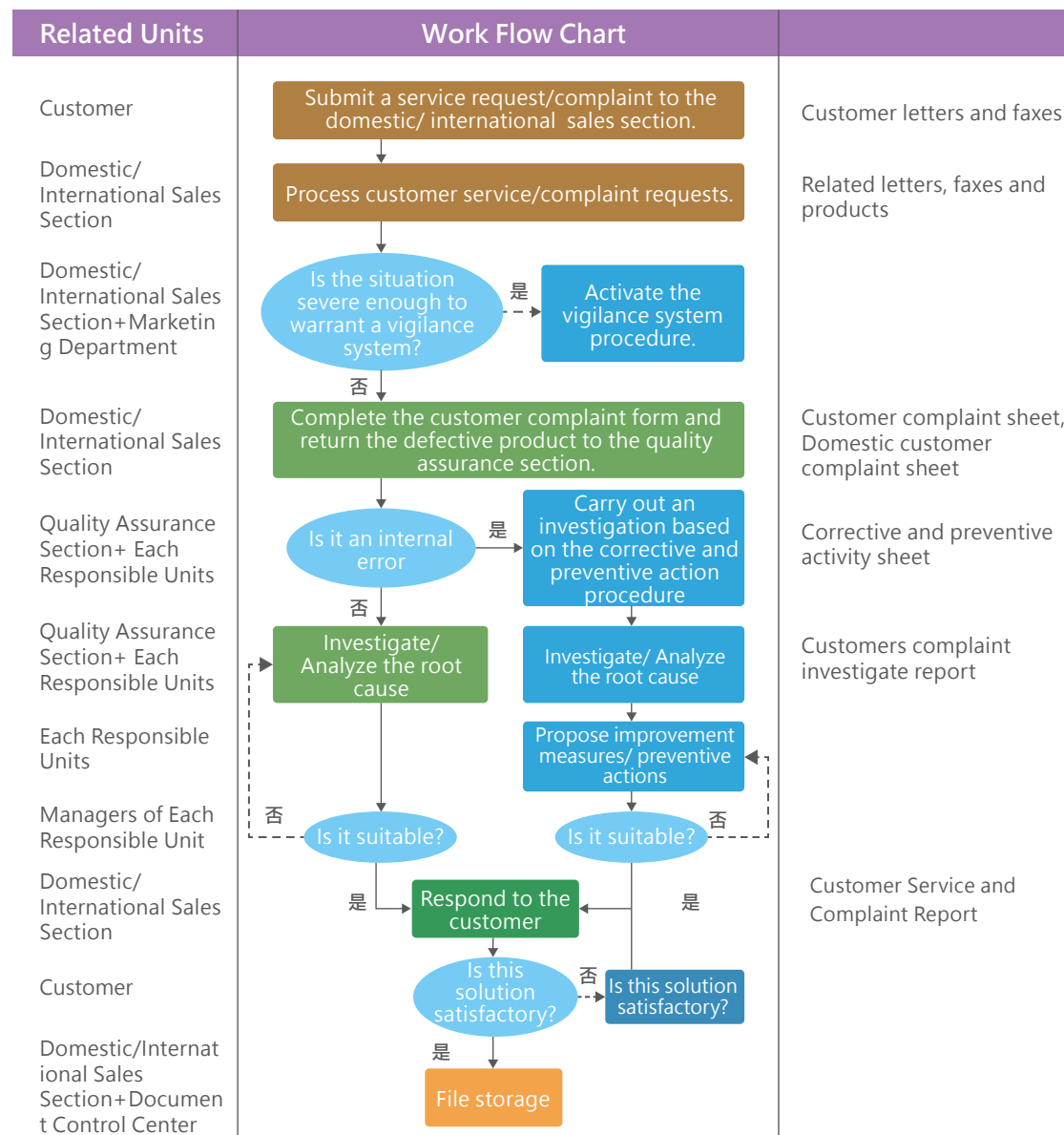
◆ Customer Complaint Handling

Fortune Medical values customer feedback and opinions. Our complaint handling process ensures that customer complaints are addressed promptly and effectively. When a customer lodges a complaint, both the domestic and international sales sections will immediately acknowledge the complaint and request a detailed written statement from the customer, including information such as product type, model, lot number, and quantity. If the customer has already reported the incident, they will be asked to provide the incident report number for further investigation. Subsequently, the written statement and any abnormal products will be forwarded to the quality assurance section for investigation, and a customer complaint handling report will be provided based on the investigation results.

During the investigation process, we will consider factors such as product design, manufacturing process, and customer usage habits to identify the root cause of the problem. If the complaint is caused by a manufacturing or design defect, corresponding corrective actions will be proposed and a corrective and preventive activity sheet will be completed. Finally, the sales section will provide the customer complaint handling report to the customer via email, fax, or letter and keep a record of the reply. If the customer has further questions about the results, we will provide explanations until the customer is satisfied. After the customer accepts and confirms the investigation results, the case will be closed and filed for future reference.

For complaints related to excessive delivery lead times, the sales section will proactively communicate with the customer and request the customer to provide a forecast sales volume (FCST) so that the factory can plan production in advance, including manpower and machine scheduling, to ensure timely delivery of products, meet customer needs, and maintain a balance between market supply and demand.

	2022	2023	2024
Sales volume (all items, including OEM)	5,886,463	7,190,533	6,639,151
Number of complaints (all items, including OEM)	31	39	41
Complaint rate (all items, including OEM)	0.0005%	0.0005%	0.0006%



03

Workplace Care Friendly and Diverse

3.1 Friendly Workplace

3.2 Talent Development

3.3 Diversity and Inclusion

3.4 Workplace Safety



3. Workplace Care friendly and Diverse

Category	Policies and Commitments	Responsible Unit	Scope	Implementation Details
Labor Relations	Our company is committed to establishing a fair and transparent compensation system that aligns with industry standards. We also provide comprehensive benefits packages to ensure our employees are well-cared for, promoting work-life balance and overall employee well-being.	Administration Department	The entire staff of the company	To ensure fair and reasonable salary adjustments based on employee performance and market standards.
				Establish overtime compensation standards to ensure fair and reasonable pay for overtime work and irregular working hours.
				Provide annual health check-ups and comprehensive health reports to all employees.
				Establish a performance evaluation system and distribute performance bonuses based on the evaluation outcomes.
Value the Voice of Workers	We recognize the value of our employees' voices in shaping our company's direction and decision-making. We are committed to establishing effective communication channels to actively listen to, respect, and address our employees' suggestions, needs, and concerns.	Administration Department	The entire staff of the company	Regular one-on-one or group meetings are held between managers and employees.
		Labor Representative		Regular communication between managers and employees is conducted to gather employee feedback.
				Quarterly labor-management meetings are conducted to enhance communication and collaboration between employees and employers.
Career Management	The success and satisfaction of our employees are paramount to our company's success. We are dedicated to providing our employees with opportunities for professional development and growth, while also creating a dynamic environment that promotes growth and advancement within the organization.	Administration Department	The entire staff of the company	New employees within their first three months of probationary employment are provided with internal training to help them adapt to their new work environment.
		Labor Representative		An annual training plan is developed to schedule employee training programs.
				Offer targeted training, both internal and external, based on the specific skills needed for each job role.
				Employees who demonstrate outstanding performance in their evaluations will be promoted to a higher position or level.

Category	Policies and Commitments	Responsible Unit	Scope	Implementation Details
Taking Care of Employees' Health and Safety	We place a high priority on the health and safety of our employees. The company is committed to providing a safe and healthy work environment and preventing occupational hazards and diseases.	Administration Department Occupational Safety Department	The entire staff of the company Business partner	By strengthening occupational safety training, we can effectively prevent occupational accidents and diseases.
				By establishing a system for monitoring and assessing occupational hazards, we can timely identify and control risk factors, thereby ensuring the health and safety of our workers.
				By establishing an emergency response system for occupational accidents, we can minimize casualties and losses caused by workplace incidents.
Respect for Gender Diversity	Our company is committed to respecting gender diversity and fostering an inclusive, respectful, and equitable workplace. We have a zero-tolerance policy for any form of sexual harassment or discrimination.	Administration Department	The entire staff of the company	Establish a "Recruitment and Interview Management Procedure" to ensure diversity, equality, and non-discrimination during the recruitment process.
				The administration department is committed to providing comprehensive support and protection to victims of confirmed cases of child labor, forced labor, human trafficking, discrimination, and/or harassment. To this end, a dedicated plan of remedial measures will be developed.
				Establish a "Sexual Harassment/Discrimination Prevention, Complaint, and Disciplinary Action Policy" to strictly prohibit such incidents from occurring.
Prohibition of Child Labor and Forced Labor	Our company strictly prohibits all forms of child labor and forced labor. We respect the fundamental rights of all workers and are committed to upholding social responsibility. We have zero tolerance for the existence of child labor and forced labor.	Administration Department	The entire staff of the company Supply chain partners	Establish Develop a "Recruitment and Interview Management Procedure" to prevent the accidental employment of child labor.
				Conduct a regular annual risk assessment to prevent human rights risks, including child labor, forced labor, and human trafficking.
				Sign agreements with our supply chain that explicitly prohibit the use of child labor and forced labor and require regular audits.
				Conduct a monthly review of employee overtime hours and issue reminders as necessary.
				Establish a complaint system where stakeholders can file complaints through employee suggestion boxes and administration department emails.

Category	Base Year	Objectives	Implementation Results	Regular Review
Labor relations	2021	95% of all employees underwent a health check in 2024.	98%	Our compensation and benefits policies are reviewed annually to assess their implementation and impact, with any required changes being made accordingly.
Value the Voice of Workers	2021	The labor-management meetings held quarterly in 2024 achieved an attendance rate of over 95%, and comprehensive records and follow-up actions were maintained and documented.	100%	We conduct quarterly assessments of our communication channels to gather feedback and make necessary improvements, ensuring that employee voices are heard and addressed.
Career Management	2021	85% of employees participated in training programs in 2024.	95%	We conduct an annual review of our career development program to evaluate its effectiveness and make necessary adjustments and improvement.
Taking Care of Employees' Health and Safety	2021	The workplace injury rate was reduced to below 0.01% for the entire year of 2024.	0.00%	We conduct a comprehensive hazard identification and risk assessment annually to evaluate the effectiveness of our workplace health and safety measures and update our policies and procedures accordingly.
Respect for Gender Diversity	2021	At least 95% of employees participated in gender equality training in 2024.	100%	A comprehensive annual review of our gender equality initiatives is undertaken to measure their effectiveness. Based on the findings, we provide targeted training and education, and make necessary adjustments to our policies and procedures to ensure ongoing improvement.
Prohibition of Child Labor and Forced Labor	2021	100% free from child labor and forced labor.	100%	Our internal operations and supply chain are subject to annual audits to identify and address any violations of our policies against child labor and forced labor.

3.1 Friendly Workplace

Employees are the most critical asset of Fortune Medical and are essential partners in our company's sustainable development. Talented individuals help us maintain a competitive edge in the market. We value the diversity and uniqueness of each employee, and we respect their different cultural backgrounds, values, and lifestyles. As of 2024, our company has a total of 298 employees (201 in Taiwan, accounting for 67.4%; 97 foreign employees, accounting for 32.6%), representing an 9.2% increase in our workforce compared to 2023. With a ratio of 37.9% are male employees, and 62.1% are female employees. In alignment with government policies encouraging the employment of persons with disabilities and the creation of an inclusive workplace, Fortune Medical actively promotes workplace diversity. By the end of 2024, the Company had employed three persons with disabilities. In addition, Fortune Medical collaborated with an outsourced cleaning service to engage two cleaning staff, and with a catering service provider to employ one kitchen assistant, jointly supporting company operations and workplace hygiene.

◆ Employee Structure

Item	2022			2023			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total number of employees	63	162	225	104	169	273	113	185	298
Temporary worker (Part-time student worker)	1	0	1	0	0	0	0	0	0
Full time employee	64	162	226	104	169	273	113	185	298



As of 2024/12/31	Age	Gender	Numbers	Ratio
Managerial Employees	Under 30 years old	Male	0	0%
		Female	0	0%
		Subtotal	0	0%
	30-50 years old	Male	4	1.3%
		Female	3	1.0%
		Subtotal	7	2.4%
	Over 50 years old	Male	1	0.3%
		Female	1	0.3%
		Subtotal	2	0.7%
Regular Employees	Under 30 years old	Male	29	9.7%
		Female	28	9.4%
		Subtotal	57	19.1%
	30-50 years old	Male	69	23.2%
		Female	121	40.6%
		Subtotal	190	63.8%
	Over 50 years old	Male	10	3.4%
		Female	32	10.7%
		Subtotal	42	14.1%
Employment of people with disabilities		Male	0	0%
		Female	3	1.0%
		Total	3	1.0%
Employment of foreign labor (including migrant labor)		Male	63	21.2%
		Female	34	11.4%
		Total	97	32.6%

Note: the ratio is calculated by dividing the number of people in the category by the total number of employees in that year.

Number of Foreign Males and Females

Nationality	Male	Female	Ratio
Thailand	5	17	22%
Indonesia	27	3	31%
Philippines	24	2	27%
Vietnam	7	12	20%
Total	63	34	100%

Note: The ratio is calculated as the number of people in the category divided by the number of foreign personnel employed.

Non-employee Worker

Category	Scope of services (work category)	Numbers	Contract conditions
Cleaning	Cleaning staff	2	Hire through an outsourced cleaning company
Group catering company	Kitchen helper	1	Hire through a catering company

◆ Talent Recruitment

Fortune Medical strictly adheres to government labor laws in its hiring practices. We uphold the principle of equality, ensuring that all employment decisions are made without discrimination based on race, gender, age, religion, political belief, marital status, disability, or national origin. Through open recruitment and fair selection processes, we attract a diverse pool of talented individuals. We strictly prohibit the employment of child labor and forced labor and restrict minors from engaging in hazardous work. To identify potential cases of child labor, our HR department conducts initial screenings of applicant information and may contact applicants to request additional documentation if necessary. As of 2024, we have not encountered any instances of employing individuals under the age of 16 or engaging in forced labor practices.

▲ Numbers and ratio of new hires in 2024

As of 2024/12/31	Age	Gender	Numbers	Ratio
New Employees	Under 30 years old	Male	4	6%
		Female	20	30%
		Total	24	36%
	30-50 years old	Male	11	17%
		Female	26	39%
		Total	37	56%
	Over 50 years old	Male	3	5%
		Female	2	3%
		Total	5	8%

Note: The ratio is calculated by dividing the number of people in this category by the total number of new employees in that year

▲ Numbers and ratio of employees resigned 2024

As of 2024/12/31	Age	Gender	Numbers	Ratio
Resigned Employees	Under 30 years old	Male	8	9%
		Female	8	9%
		Total	16	18%
	30-50 years old	Male	18	20%
		Female	50	57%
		Total	68	77%
	Over 50 years old	Male	2	2%
		Female	2	2%
		Total	4	4%

Note: The ratio is calculated by dividing the number of people in this category by the total number of employees who resigned in that year

◆ Employee Information Protection

To ensure the security of Fortune Medical ' employees' personal information, the administration department classifies personal identification documents and related documents submitted by employees upon reporting for duty as confidential documents. These documents are stored in a locked filing cabinet and can only be accessed by the employee themselves or their immediate supervisor. The retention period for these documents is set at three years from the employee's departure date, after which they can be destroyed. Moreover, the administration department does not retain employees' passports, identity documents (including residence permits), or bank passbooks to ensure the proper protection of employees' personal information.

◆ Compensation Package

At Fortune Medical, total compensation comprises base salary, bonuses, allowances, transportation subsidies, and overtime pay. These components are determined based on an employee's expertise, job responsibilities, performance, and tenure, aligned with the company's overall business objectives. Both the company's annual performance and individual contributions are significant factors in determining these compensation elements.

◆ Compensation Rewards

To attract and retain top talent, our company implements a fair and competitive compensation system. We conduct annual salary surveys to benchmark against industry standards and regional economic indicators, ensuring that our compensation packages remain competitive. To foster employee retention and enhance our recruitment efforts, we have strategically increased the proportion of base salary in our overall compensation structure. Through an open and transparent promotion mechanism, we promote outstanding talents and provide them with higher responsibilities and more attractive compensation packages to drive organizational development. In addition, we attach great importance to the participation and contribution of our employees. Therefore, we offer a referral bonus program that rewards employees for successfully recommending qualified candidates.

The Starting Salary for New Hires in 2024 Exceeded the Statutory Minimum Wage.

◆ Average Salary and Average Total Compensation Ratio for Entry-level Employees in 2024.

Category	Statutory Salary	Female	Male
Average Salary	1	1.12	1.24
Average Annual Salary	1	1.42	1.55

Note: Entry-level employees are the direct personnel.

◆ Performance Appraisal

Fortune Medical aims to enhance overall performance through a robust performance appraisal system. By conducting regular evaluations of all full-time employees, we can use work achievements as a basis for efficiency bonuses. Performance results will be linked to bonuses, compensation, promotions, and salary adjustments. Additionally, annual bonuses will be distributed based on the company's annual performance and individual employee evaluations. Through performance management, we aim to align employee goals with the company's objectives and maximize employee potential. Moreover, employees who underperform, as identified through performance appraisals, will have the opportunity for coaching to improve their job performance and personal capabilities.

Performance evaluations were conducted for all employees in 2024 without any gender or age-based discrimination.

Item	Male			Female			Subtotal		
	Total number of employees	Number of people under review	Ratio	Total number of employees	Number of people under review	Ratio	Total number of employees	Number of people under review	Ratio
Supervisor	5	5	100%	4	4	100%	9	9	100%
Non-supervisory Position	108	108	100%	181	181	100%	289	289	100%
Subtotal	113	113	100%	185	185	100%	298	298	100%

◆ Employee Benefits

Fortune Medical provides a comprehensive benefits package to address employees' various needs, support employees' well-being and work-life balance, and improve job satisfaction and quality of life.

Benefits include:

【Bonus Benefits】: birthday bonus, year-end bonus, festival bonuses, performance bonus

【Paid Time off Benefit】: weekend off, annual leave, maternity leave, paternity leave, menstrual leave

【Recreational Benefits】: domestic travel, international travel, year-end party

【Health Benefits】: Our company complies with all labor laws by enrolling employees in the Labor Insurance and National Health Insurance programs. Additionally, we provide annual health checkups that go beyond legal requirements.

【Subsidies】: tuition reimbursement, wedding allowance, maternity/paternity allowance, bereavement allowance, catastrophic illness medical subsidy, domestic/international travel subsidy, transportation allowance, travel allowance

◆ Total Benefits

2022	2023	2024
806,729	767,458	883,304



◆ Company Trip in 2024



◆ Parental Leave

To balance work and family and comply with the Act of Gender Equality in Employment, Fortune Medical provides female employees with menstrual leave and maternity leave, and male employees with paternity leave. The company also offers family care leave and parental leave of absence, assisting employees in a smooth transition back to work. In 2024, a total of 7 employees were eligible for parental leave, of which 3 applied, representing a 42% application rate.



Number of employees who actually applied for parental leave in the current year (B)

Item	Male	Female	Total
Number of employees eligible for parental leave (A)	4	3	7
Number of employees who actually applied for parental leave in the current year (B)	0	3	3
Number of employees scheduled to return to work in the current year (C)	0	0	0
Number of employees who actually returned to work in the current year (D)	0	0	0
Number of employees who actually returned to work from parental leave in the previous year (E)	0	0	0
Number of employees who continued working for one year after returning from parental leave in the previous year (F)	0	0	0
Parental leave return-to-work rate (%) in the current year (D/C)	0%	0%	0%
Parental leave retention rate (%) in the current year (F/E)	100%	100%	100%

Note :

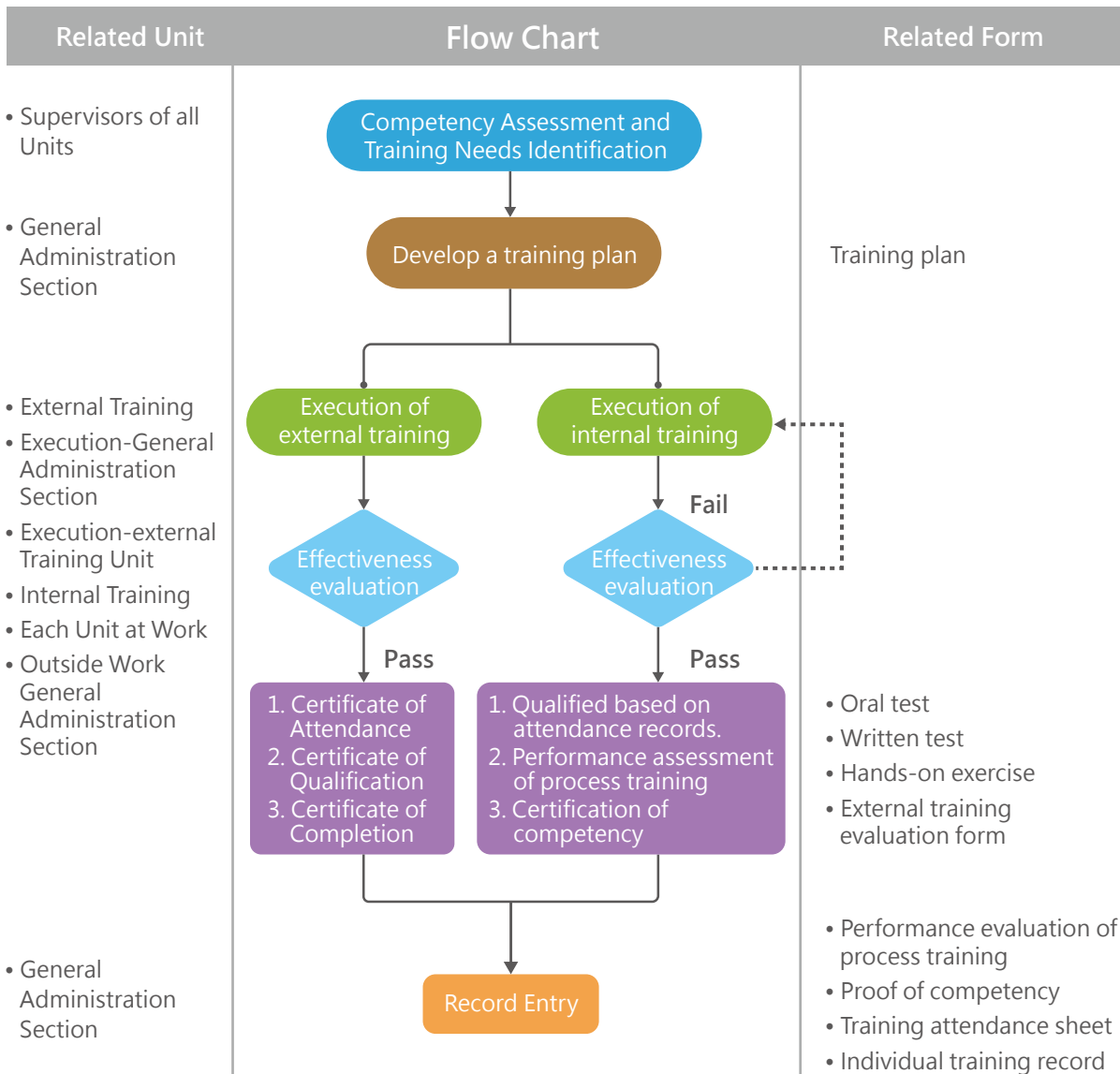
- 1.The number of employees eligible for parental leave is calculated based on those who have taken maternity or paternity leave within the past three years.
- 2.The number includes employees who have modified their leave duration mid-way.

3.2 Talent Development

◆ Training and Inheritance

Fortune Medical has always placed a high value on talent development, recognizing that exceptional employees are the driving force behind our continued growth. We are committed to building a comprehensive talent development system to help our employees continually enhance their professional skills, realize their full potential, and achieve both personal and organizational growth. Our talent development initiatives focus not only on technical and professional skills but also on soft skills and leadership. From teamwork and innovation to communication skills, we encourage our employees to actively participate in various training programs to cultivate well-rounded individuals.

◆ Comprehensive Training System



◆ Hours and Attendance Figures for Each Training Category

In 2024, our training programs were categorized into five main types: new employee training, specialized training, sales training, regulatory training, and occupational safety and health training. A total of 884 training hours were conducted in 2024 with a total expenditure (including both internal and external training) of approximately NT\$599,570. The average training hours per person were 7.96 hours.

Content of 2024 Training Courses

Course Title	Course Syllabus
Medical Device Design and Development Process Control and Risk Management	1. Fundamental Concepts of Medical Device Design and Development 2. Planning for Medical Device Design and Development 3. Design and Development Inputs 4. Design and Development Outputs 5. Design and Development Verification 6. Design and Development Validation 7. Design Transfer 8. Design Changes 9. Medical Device Risk Management 10. Case Studies and Group Discussion
Environmental Monitoring of Sterile Medical Devices and Software Validation – ISO 80002, ISO 14644, EN 17141	This course introduces process validation concepts and the application of ISO/TR 80002-2:2017 in medical device QMS, combined with practical case studies. It also covers key requirements of ISO 14644 and EN 17141 for sterile device environmental monitoring, along with essential knowledge and practices in software validation.

Course Title	Course Syllabus
How to Prepare a Clinical Evaluation Report (CER) in Compliance with EU Review Requirements	1. Explanation of EU MDR provisions on clinical evaluation – establishing core concept 2. Introduction to the clinical evaluation process (MEDDEV 2.7/1 rev. 4) and CER document structure 3. How to plan and draft a Clinical Evaluation Plan (CEP) and Clinical Development Plan (CDP) 4. Clinical evaluation methods: requirements for clinical trial data and key points for writing an equivalence table 5. Systematic collection, consolidation, and analysis of clinical data – linking with technical documentation 6. Practical experience in clinical literature search to meet MDR requirements 7. Common review deficiencies in clinical evaluation documents and preventive strategies – practical insights
Packaging Design and Regulations for Manufacturing Products – Taipei Session	1. How transport packaging complies with international standards 2. Analysis and calculation of total packaging costs 3. Practical application and testing of packaging under U.S. ISTA standards
ISO 14971 Medical Device Risk Management Training	1. Risk Management: Terms and Definitions 2. Risk Management and Regulatory Requirements 3. Application of EN ISO 14971:2019 in Medical Devices

Course Title	Course Syllabus
Concepts and Methods of Process Validation in Medical Device Manufacturing	Through process validation, manufacturers can not only ensure product quality but also reduce the burden of full inspections. This course explains how to identify processes requiring validation and, through instruction and practical exercises, helps participants gain a thorough understanding of validation concepts and methods, thereby enhancing both product quality and quality system performance.
MDR Post-Market Surveillance (PMS) and Clinical Evaluation	1. EU MDR clinical evaluation requirements 2. Introduction to MEDDEV 2.7/1 Rev. 4 clinical evaluation guidance 3. Preparation of Clinical Evaluation Plans (CEP) and Clinical Evaluation Reports (CER) 4. Equivalence assessment and literature evaluation 5. Practical case studies in clinical evaluation 6. Group discussion on clinical evaluation 7. Overview of Vigilance and Post-Market Surveillance (PMS) 8. Post-Market Surveillance System 9. PMS Plan development 10. Preparation of PMS Reports and Periodic Safety Update Reports (PSUR) 11. Vigilance system 12. Practical Case Studies
ISO 11607 Requirements for Sterile Barrier Systems and Seal Process Validation	This course covers key aspects of ISO 11607:2019, including packaging material validation, system design, usability evaluation, and heat-sealing process risk assessment. It equips participants with practical skills to ensure compliance and maintain sterile barrier integrity.

Course Title	Course Syllabus
Overview of ISO 10993 Biocompatibility Regulations (Including Parts 17 & 18)	ISO 10993-1:2018 Biological Evaluation of Medical Devices – Risk Management, Scope, and Testing
Measurement System Analysis (MSA–GR&R) – Advanced Practical Application Course	This advanced course builds on Six Sigma, IATF 16949, and AS9100 requirements, focusing on key applications of MSA 4th Edition. Topics include graphical case studies of the five SRRAL indicators, attribute analysis methods (contingency table/Kappa, signal detection, analytic methods), and measurement design for destructive testing. GR&R analysis is emphasized using the ANOVA method, with discussion on system effects in process analysis, detectability in FMEA, validation of design and process verification, and practical interpretation of risks in process capability analysis.
ISO 13485:2016 Internal Auditor Training for Medical Device Quality Management Systems	ISO 13485:2016 is the latest standard for quality management system requirements in the medical device industry. It strengthens regulatory requirements, aligning with major provisions of both U.S. FDA and EU regulations, and is expected to evolve into a mandatory standard under GMP, MDSAP, and the EU Medical Device Directive (MDD).
Medical Device Software Life Cycle Training	This course covers ISO 13485, ISO 14971, and EN 62304 requirements, focusing on software development, design controls, risk management, and validation. Practical case studies provide insights into effective verification and compliance with regulatory standards.
Quality Management – AIAG & VDA FMEA (Failure Modes and Effects Analysis)	This course introduces the fundamentals and practical applications of FMEA, guiding participants in prioritizing improvements based on customer requirements for product design and manufacturing. It provides a structured approach for design evaluation, problem-solving on the

Course Title	Course Syllabus
U.S. Medical Device 510(k) Premarket Notification – Practical Training	1. U.S. medical device regulatory framework and latest requirements 2. Product classification, risk-based categories, and market entry process 3. U.S. Quality Management System (QMS) requirements 4. Practical application of FDA 510(k) premarket notification 5. Hands-on practice with FDA 510(k) eSTAR electronic submission system 6. Overview of post-market requirements for U.S. medical devices 7. Case studies of common FDA 510(k) review deficiencies
Medical Device Biocompatibility Evaluation Planning and Report Writing – ISO 10993 Standards and Practice	1. Fundamentals of Biocompatibility 2. Key Differences Between New and Previous Versions of ISO 10993 3. Planning and Execution of Biocompatibility Evaluations 4. Techniques for Preparing Validation Reports 5. Case Studies and Group Discussion
General Data Protection Regulation Training (Fundamentals)	1. Introduction to Data Protection Regulations 2. Principles of Data Protection 3. Controllers and Processors • Responsibilities of Controllers, Processors, and Joint Controllers • Privacy by Design • Secure Disposal • Data Protection Officer (DPO) designation • Risk Management and Prior Consultation • Codes of Conduct and Certification • Personal Data Breach Notification to Supervisory Authorities and Data Subjects 4. Exercising Data Subject Rights 5. Cross-Border Data Transfers

Course Title	Course Syllabus
Biomedical Industry Sterilization Validation Training – Radiation and EO Sterilization	Introduction and interpretation of sterilization standards, Evaluation of packaging and product material testing, Sterilization validation procedures and routine controls
Medical Device Regulatory Requirements and Methods for Safety and Efficacy Evaluation	Covers domestic and international requirements, with practical approaches for assessing safety, efficacy, and preparing technical documentation.
Software Validation – Theory and Practice	Covers the role of software validation in medical device quality management, ensuring safety, effectiveness, and risk control.
IEC 62366-1 / EN 62366 Usability Evaluation Training for Medical Devices	1. Definition of usability and human factors in medical devices 2. Explanation of EN 62366 requirements 3. FDA requirements for Human Factors Engineering (HFE) 4. Introduction to usability testing control.
Sterilization and Packaging Validation Planning and Report Integrity for Medical Devices	1. Sterilization methods: EO, radiation, and steam 2. Introduction to sterilization methods and equipment 3. Regulatory and standard requirements for sterilization validation 4. Validation procedures, routine management, and monitoring 5. Manufacturer's responsibilities in outsourced sterilization 6. Content and interpretation of validation plans/reports 7. Key evaluation points for product and packaging materials 8. Common audit deficiencies, case studies, and Q&A

Course Title	Course Syllabus
ISO 13485 Medical Device Quality Management – Internal Auditor Training	Based on ISO 19011:2011 and ISO 13485:2016, this course teaches the principles and practices of effective quality management system auditing. Experienced instructors guide participants through the full audit process, from planning to reporting, with classroom exercises, role plays, group work, and discussions to build essential auditing skills.
ISO 10993 Biocompatibility Standards and Regulatory Interpretation for Medical Devices	1. Principles and framework of ISO 10993 biocompatibility evaluation 2. Key updates in FDA biocompatibility guidance 3. Overview of ISO 10993:2018 standard requirements 4. Common biocompatibility issues and practical case sharing
Medical Device Product Registration and Application	1. Domestic compliance pathways for market approval 2. Medical device registration regulations 3. Application examples for Class I devices 4. Application examples for Class II & III devices 5. Overview of safety, efficacy, and technical documentation requirements

Course Title	Course Syllabus
IEC 62304 Medical Device Software Validation and Life Cycle	1. Software testing and validation for medical devices 2. Relevant standards for medical device software 3. Key points and practical applications of IEC 62304 4. FDA requirements for software validation
Emergency Response, Fire Safety, and Occupational Safety Drill	1. Maintenance reporting system 2. Flame-retardant regulations 3. Fire prevention management system 4. Arson prevention awareness 5. Fire drill practice
Process Training	Standard operating procedures (SOPs) for each workstation

◆ Employee Training Hours

	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
Supervisor (hr)	12	0	68	12	80	59
General Employee (hr)	99	117	189	361	269	476
Total (hr)	111	117	257	373	349	535
Average (hr)	8.14/person		8.75/person		7.96/person	

◆ Employee Training Amount and Hourly Statistics

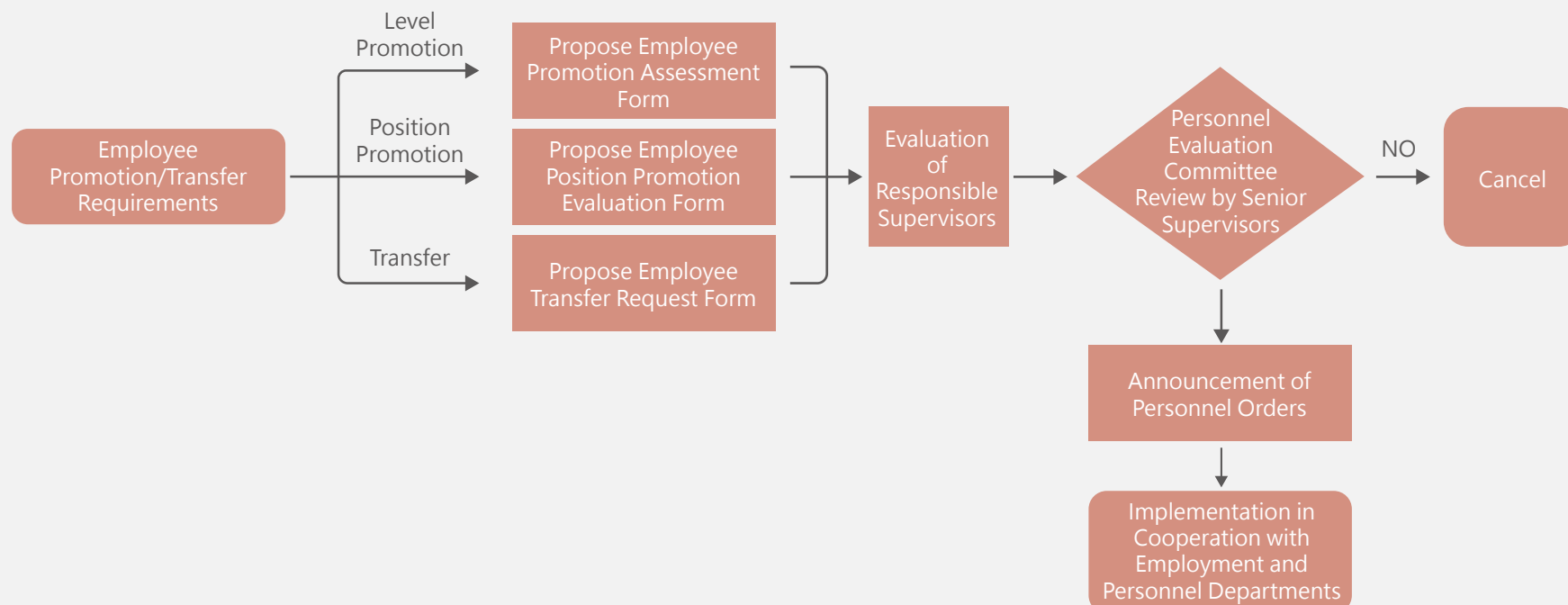
Training Index	2022	2023	2024
Total Amount of Employee Training (NTD)	166,575	400,788	599,570
Total Number of Employee Training (person)	28	72	111
Average Training Investment Per Employee (NTD/person)	5,949.1	5,566.5	5,401.5



◆ Promotion System

At Fortune Medical, employee promotion is an important process, and we are committed to ensuring the fairness and transparency of the process. Employee promotion operations must be conducted in a fair and reasonable manner to evaluate the performance and professional competence of employees and avoid being influenced by impression appraisals or human factors. If an employee has objections to a promotion, transfer, or demotion, colleagues are encouraged to communicate with the hiring department supervisor to resolve any issues and ensure smooth operations. During the promotion and appraisal process, we insist on fairness and impartiality, and give all employees equal opportunities for career development to ensure that no employee is discriminated against or treated differently. At the same time, we will pay special attention to ensuring the career development opportunities of our female employees, and plan relevant guidance and support programs to help them develop their careers.

5.1 Employee Promotion/Transfer Operation Flow Chart :



3.3 Diversity and Inclusion

◆ Human Rights Protection

Fortune Medical adheres to labor-related laws and regulations, upholding the principles and spirit of the "Universal Declaration of Human Rights", the "United Nations Global Compact" and the "International Labor Organization Declaration on Fundamental Principles and Rights at Work" to ensure the legitimate rights and interests of our employees. Our human resources management policies and specifications are based on the following principles:

1. Strictly prohibit the employment of child labor and protect the rights and development of minors.
2. To firmly prohibit any form of forced labor and ensure the freedom and dignity of employees.
3. Prohibit any form of discrimination or differential treatment in employment and in the workplace, and actively promote gender equality at work.
4. Provide a safe and hygienic working environment, prevent sexual harassment in the workplace, and ensure the physical and mental health of employees.
5. Respect employees' freedom of assembly, association and their right to collective bargaining, and establish good labor relations.
6. Strictly comply with labor-related laws and regulations to protect employees from infringement of their legitimate rights and interests.
7. Establish a comprehensive grievance system and a smooth grievance channel, which are publicly disclosed on the company's website, internal electronic bulletin boards and sustainability reports to protect employees' grievance rights and transparency.

◆ Human Rights Findings

Issue	Achieved in 2024	Execution Content
Good salary and benefits	Salary increase for all employees by 4~5%	Continuous annual salary adjustments based on the overall economic environment and employee performance. Provide labor health insurance and physical check-ups in accordance with the law.
Prohibition of child labor and forced labor	No child labor	Comply with local minimum working age laws and regulations and do not employ child laborers.
	No complaints occurred	Monthly review and reminder of overtime work.
Gender equality	Gender pay ratio close to 1:1	The salary assessment of men and women is approved without regard to gender and other non-work related factors.
	100% participation in human rights related education and training	Human rights policy promotion and training.
Privacy protection	No leakage of employees' personal information	Maintain the confidentiality of all company information.
Prohibition of sexual harassment	No sexual harassment occurred	Establish a sexual harassment grievance channel.

◆ Regular Monitoring Results of Forced Labor, Harassment/Discrimination

	2022	2023	2024
Child Labor	0	0	0
Forced Labor	0	0	0
Harassment/Discrimination	0	0	0

◆ Employee Communication

Fortune Medical has always emphasized the importance of communication with our employees, and we are committed to building an open, transparent and interactive work environment. To ensure effective communication, we have adopted a variety of methods to communicate with our employees, including regular company meetings, departmental meetings and one-on-one interviews.

In company meetings and departmental meetings, we provide a platform for employees to learn about the company's latest developments, goals and strategies, and to share their ideas and suggestions. These meetings are not only a place to convey information to employees, but also an important means of promoting teamwork and cohesion.

In addition, we encourage employees to raise questions, comments or suggestions at any time, whether through e-mail, internal messaging platforms or direct communication with their supervisors, and welcome their active participation in the Company's development and decision-making process. We regularly collect feedback from employees and actively respond to their concerns and needs to ensure a smooth communication channel between the company and employees.

At the same time, Fortune Medical has formulated a series of relevant management rules that clearly stipulate the procedures for employee resignation, severance and retirement. According to these measures, the company and its employees are required to conduct thorough consultations in advance and implement them after both parties have reached an agreement.

All management measures are in compliance with labor-related laws and regulations stipulated by the public sector, including the Labor Standards Act, the Occupational Safety and Health Act, and the Labor Insurance Act.

Fortune Medical is committed to protecting the labor rights of its employees and to creating a quality, safe and stable working environment. The company strictly ensures the hygiene and safety of the workplace and cares for the physical and mental health of its employees. In 2024, there were no employee grievances or disputes. Fortune Medical and its employees have established a high level of trust and a smooth communication channel, and the relationship between the Company and its employees is harmonious.

◆ Actual Results of Communication in 2024

4 labor-management meetings in 2024.

◆ Action to Support Minority Groups

To ensure that employees with physical and mental disabilities receive adequate support and respect in the workplace, the management department and department heads provide physical and psychological support and are committed to providing a barrier-free working environment.

For underage employees, the company provides detailed instructions and guidance on working conditions, working hours arrangements, induction training and safety requirements, and regularly follows up on their working conditions to ensure that their rights and interests are fully protected.

◆ Accessibility

The company is committed to creating an inclusive and friendly environment where everyone feels comfortable and respected. In order to respect and accommodate the needs of all staff and visitors, barrier-free toilets and parking spaces have been provided. For people with special needs, including those with limited mobility or wheelchair users, barrier-free toilets are equipped with suitable facilities to facilitate their easy access and use. Dedicated parking spaces are conveniently located to make entry and egress easier for those who need it.



3.4 Workplace Safety

Fortune Medical aims to create a healthy workplace and zero occupational accidents in production safety. In addition to the establishment of a dedicated occupational safety and health unit and dedicated personnel at all levels in accordance with the law, Fortune Medical has implemented the occupational safety and health self-inspection and accident reporting mechanism to enhance the safety awareness of employees.

Fortune Medical has set up an Occupational Safety and Health Committee, which is responsible for reviewing, coordinating and recommending matters related to safety and health work. Establish a dedicated first-level unit responsible for occupational safety and health to coordinate occupational safety and health services to improve the working environment, maintain employee health and prevent accidents.

The Occupational Safety and Health Committee meets quarterly, four times in 2024, and is chaired by the manager of managing dept. to discuss safety and health related issues, including occupational safety and health policy and law promotion, occupational safety and health management plan, occupational safety and health education and implementation plan, working environment monitoring plan, health management and promotion, safety and health proposal/audit and automatic inspection, procurement/change management, occupational accident investigation, management performance, and contracting business.

The committee consists of unit supervisors, occupational safety and health personnel, engineering department personnel and labor representatives. Labor representatives participate in the resolution and operation of the committee, and jointly handle

◆ Identify Working Environment Risks and Preventive Actions

To identify hazards caused by the work environment to eliminate and reduce the risk of accidents to the health of personnel.

Hazard

Sources or conditions that have the potential to cause any form of harm, including illness, injury, incapacitation or death of a person.

Identification

The process of identifying the presence of a hazard and defining its characteristics.

Risk

For a specific hazardous condition, the combination of the probability of occurrence and the severity of the hazard.

Possibility

Conditions that lead to improved management performance.

Evaluation

The process of estimating the magnitude of a risk and determining whether the risk is acceptable.

◆ Hazard Identification and Risk Assessment

Hazard identification and risk assessment is one of the most important things that Fortune Medical does to ensure the safety of our employees. Hazard identification and risk assessment are conducted regularly to identify potential hazards and risks that may exist in the workplace.

This includes assessments of manufacturing , material transportation, equipment maintenance, etc.

Through these assessments, we are able to identify potential sources of hazards, evaluate the extent of their impact on the health and safety of our employees, and develop corresponding control measures and safety management measures to reduce and control risks. We are committed to continuously improving the working environment and ensuring the safety and health of our employees.

◆ Safety and Health Education Training and Publicity Project

Based on the concept of safety first, our company is committed to maintaining the safety and hygiene of the working environment, preventing the occurrence of occupational disasters, and ensuring that employees can work in a safe and hygienic working environment. In order to achieve this goal, Fortune Medical regularly organizes and carries out occupational safety and health education and training to enhance employees' awareness and understanding of occupational safety and health, and to develop their safety consciousness and coping skills. Through these trainings, we help our employees to establish a sense of prevention and acquire the skills to cope with emergencies, thereby reducing the risk of accidents and ensuring the health and safety of our employees. Our goal is to achieve zero major occupational accidents.

In 2024, the Occupational Safety and Health course was completed with 123 trainings, 4 hours of training each time with a 100% pass rate, and the other courses were fire drills (covering operational exercises for fire related items and related hazard prevention items).

Project	2024		
	Hours	Number of Trainees	Total Hours
Fire Drill	4	123	492

◆ 2024 Fire Drill



Explanation of fire hydrant



Practical emergency evacuation drill



Evacuation Assembly Roll Call



Security protection



Practical operation of fire extinguisher



Emergency first aid

◆ Statistics on Hours of Safety Education and Training

Occupational Safety Training (2024)

Training Category	Shift	Number of Trainees	Training Hours	Total Training Hours
On-the-job training for occupational safety and health supervisors	1	1	12	12
On-the-job training for sales supervisors	2	2	6	12
On-the-job training for first responders	1	1	3	3

◆ Safety and Security Measures

Fortune Medical is committed to providing a safe and healthy working environment for our employees to minimize potential risks and accidents at work.

In accordance with the Management Regulations on Personal Protective Equipment and First Aid Contingency Equipment, the company has implemented a series of safety and security measures to ensure the safety and health of employees at work.

The Company provides employees with appropriate personal protective equipment (PPE) based on job risks, including masks, gloves, safety shoes, helmets, and harnesses. Employees must wear suitable PPE when handling solvents, chemicals, high temperatures, heavy materials, noise, or electrical work. A usage and maintenance program requires pre-use inspections, proper cleaning, safe storage, and immediate replacement of damaged items. Monthly inspections of PPE and first aid equipment are documented, while respiratory assessments and fit tests ensure compliance and effective protection of employee health.

In addition to personal protective measures, we are also dedicated to improving the working environment to minimize the impact of noise on employees. We have adopted a series of measures, including installation of soundproofing equipment, regular maintenance of machinery and equipment to minimize noise generation, and provision of personal protective equipment, such as earplugs or earmuffs, to help employees keep their ears healthy in noisy working environments.

◆ Health Checkup

Fortune Medical focuses on creating a friendly workplace. In terms of employee health, we are dedicated to building a quality and healthy working environment. Employee health checkups are held regularly every year to assess the health needs of employees through the professional diagnostic advice provided by doctors, so as to check the health of employees and enhance work efficiency. The checkups include physical condition assessment, blood pressure, blood glucose, cholesterol, urine test and other tests to comprehensively assess the health status of our employees. Based on the results of the checkup, the professional healthcare team will provide personalized health advice and guidance to help employees improve their living habits and prevent diseases. We are dedicated to providing quality health management services so that every employee can enjoy a healthy and happy work and life.

◆ Number of Health Checkups

2022	2023	2024
219	269	294

Type	Object	Rate of Recurrence	Item
General Health Checkup	All current employees	Annual, regardless of age	Follow the Labor Health Protection Rules and Regulations and increase abdominal ultrasound and cancer screening for all employees.



◆ Statistical Analysis of Occupational Disasters

According to statistics and analysis of employee occupational accidents and diseases, from 2022 to 2024, there have been no employee deaths or recorded cases of occupational diseases caused by occupational injuries or diseases. The Fortune Medical Group maintains a zero-injury philosophy and implements ongoing safety training to prevent situations that could lead to occupational injuries. We will continuously ensure workplace safety to protect our employees from occupational hazards.

Event	2022	2023	2024
Total annual working hours	512,000	599,168	589,976
Number of deaths caused by occupational injuries	0	0	0
Rate of deaths due to occupational injuries	0	0	0
Number of serious occupational injuries	0	0	0
Rate of serious occupational injuries	0	0	0
Number of recordable occupational injuries	0	0	0
Rate of recordable occupational injuries	0	0	0

Note: The number of employees in the last three years is 256 in 2022, 302 in 2023 and 328 in 2024.

◆ Chemical Management

In order to ensure that the use, storage, handling and disposal of chemicals are strictly controlled, Fortune has established a comprehensive chemical management system. The system includes requisition and acceptance, use management, storage management, disposal, and reporting. In terms of requisition and acceptance, applicant departments are required to provide relevant information on chemicals and obtain confirmation from the Occupational Safety and Health Department before making requisitions. In terms of usage management, inventories and safety data sheets must be set up in the workplace and updated regularly. For storage management, facilities such as bulletin boards and leakage trays are required to be set up in accordance with the characteristics of the area, and the suitability of the facilities and equipment in the storage area is inspected regularly. As for waste disposal, chemicals must be labeled and disposed of in accordance with relevant laws and regulations, and cleaned up by qualified removal operators. For reporting, departments are required to report information on usage and storage on a regular basis. The establishment and implementation of the entire management system ensures the safety and legality of the use of chemicals and improves the effective control and management of chemicals.

In terms of employee education and training, new or transferring employees are required to receive a three-hour hazard awareness training before starting or changing jobs. In-service personnel will be required to undergo a 3-hour hazard awareness training once every 3 years. The training program will be conducted in accordance with the Occupational Safety and Health Education and Training Regulations. Department heads who handle organic solvents or specific chemicals are required to designate personnel to attend an external training course and obtain a certificate of competency in order to effectively manage the performance of hazardous operations.

Event	2024			
	Shift	Hours	Number of Trainees	Total Hours
Occupational Safety and Health Course	3	3	60	180
Occupational Hazard General Education Training	4	3	201	603

◆ Occupational Safety and Health Course



Gas supply shut off



Ethylene Oxide (EO) Leak Response



Leak detection



Decontamination Training



Level A Protective Suit Donning Training



Emergency Evacuation Drill



First Aid and Bandaging Training



Emergency Power Shutoff

◆ Occupational Hazard General Education Training





04

Low Carbon Cycle Mitigating Impact

4.1 Energy and Greenhouse Gas Management

4.2 Water Resources Management

4.3 Waste Management



4. Low Carbon Cycle & Mitigating Impact

Category	Policies and Commitments	Responsible Unit	Scope	Implementation Details
Energy Consumption and Greenhouse Gases	Fortune Medical is committed to regularly evaluating its energy usage, developing energy saving and emission reduction measures, and energy conservation programs and energy efficiency improvements in order to reduce energy consumption and greenhouse gas emissions and realize a low carbon economy.	Management Department, Maintenance Subsection and Process Subsection of Manufacturing Department	Company Internal Operations and Supply Chain Activities	Encourage colleagues to use stairs more often, reduce reliance on elevators, and promote walking activities
				The office air conditioner is set at 26 degrees Celsius to ensure a comfortable working environment and can be used with a personal fan
				Reduce energy consumption by using energy-efficient LED fixtures to provide energy-saving lighting for offices
				Turn off unnecessary lights during lunch and dinner breaks according to the working and resting conditions of employees to save energy
Water Conservation and Reuse	Fortune Medical is committed to regularly evaluating the use of water resources, developing water conservation measures and water reuse programs, reducing the amount of water used, and promoting the recycling and recovery of water.	Management Department, Maintenance Subsection and Process Subsection of Manufacturing Department	Company Internal Operations and Supply Chain Activities	Toilet with two-stage water-saving design to minimize water consumption per flush
				Installation of faucets with water saving devices to adjust the water output to minimize waste
				Adoption of a water recycling system to recycle part of the water used to minimize waste
Waste Management	Fortune Medical is committed to regularly evaluating the use of water resources, developing water conservation measures and water reuse programs, reducing the amount of water used, and promoting the recycling and recovery of water.	Management Department, All Employees of the Company	Company Internal Operations and Supply Chain Activities	Promoting employees' awareness of waste reduction and separation and recycling, and providing corresponding training and publicity
				Regularly assess the waste generation status of each department within the company and formulate corresponding waste reduction plans and recycling measures
				Work with suppliers and customers to promote simplification and recyclability of product packaging and reduce packaging waste
				Reduce Paper Consumption by Digitizing Documents

Category	Objectives	Implementation Results	Regular Review
Energy Consumption and Greenhouse Gases	1% reduction in Category 1 and Category 2, based on the year 2023	Due to the construction of new factory in 2024, the electricity consumption in 2024 will increase by 10.5% as compared to 2023. In 2024, new factories and production lines will be commissioned and the number of employees will be increased gradually, so the electricity consumption will continue to increase at present	Conduct annual reviews of energy consumption and greenhouse gas emissions, adjusting management measures accordingly. 2024 Improvement Plan : 1. Office staff must turn off unused computers after work. 2. Office air conditioning is set at 25°C. (Note: Raising the temperature by 1°C reduces overall AC power consumption by ~6%.)
Water Conservation and Reuse	Reduce water consumption by 8%, based on the year 2023	In 2024, water consumption increased by 18.9% compared with 2023, mainly due to the gradual commissioning of new facilities and production lines, as well as a steady rise in employee numbers. Water usage continues to grow	Conduct annual reviews of water usage and conservation performance, adjusting management measures accordingly. 2024 Improvement Plan : Women's restroom toilets upgraded to dual-flush to reduce water consumption.
Waste Management	Document digitization to reduce paper use and support sustainability , based on the year 2023	With 25 more employees in 2024 compared to 2023: 1. Paper recycling increased by 36%. 2. Plastic recycling increased by 30%. 3. Metal recycling decreased by 45%.	Regularly review and evaluate waste recycling to ensure effectiveness and suitability.



WELCOME TO THE WORLD'S LARGEST LESSON !

4.1 Energy and Greenhouse Gas Management

Fortune Medical recognizes the importance of environmental sustainability. We firmly believe that only by protecting the earth's resources can we ensure sustainable development for future generations. Therefore, with respect for the environment and a responsible attitude, we are committed to realizing green development and promoting ecological balance in our corporate operations, as well as seeking to strike a balance between the economy, society and the environment.

Direct Emissions

	2022	2023	2024
Carbon dioxide fire extinguisher	0	0.0495	0.0585
Refrigerant	133.2753	148.4800	183.3327
Water fertilizer	The wastewater is directed to the Zhongli Industrial Park Wastewater Treatment Center for proper treatment and disposal.		
Carbon emissions (ton)	133.2753	148.5295	183.3912

Indirect Emissions

	2022	2023	2024
Electricity consumption (KW)	2,458,200	3,796,000	4,194,876
Carbon emissions (ton)	1,216.8090	1,875.2240	1,988.3712

Greenhouse Gas Inventory (Category I & II)

Category 1

- Due to new production line setup and compliance with fire safety regulations, the number of CO₂ extinguishers increased by 15 units in 2024, reaching 61 units.
- Current equipment includes 5 variable-speed chillers, 1 refrigerator in the nursing room, 1 in the cafeteria, and 1 variable-speed air conditioner in the MIS office.
- With new plant operations, total employees increased by 25 in 2024 to 298.

Category 2

The company’ s electricity usage increased by 10.5% in 2024 compared to 2023, primarily due to the launch of new plant facilities, increased production activities, and additional workforce.

The current GHG reduction target is 1%.

1. Continue replacing traditional lighting with LED lights to save energy.
2. Shut down idle machines when not in use to reduce unnecessary power consumption.
3. Employees are required to shut down their personal computers after working hours to conserve energy.

Greenhouse Gas Reduction Targets

Years	Category 1	Category 2 (Energy Indirect Emissions)
2022	1%	1%
2023	1%	1%
2024	1%	1%

Years	Category 1	Category 2 (Energy Indirect Emissions)	Total Emissions (Metric Tons Equivalent)
2022	133.2753	1,216.8090	1,350.0843
2023	148.5295	1,875.2240	2,023.7535
2024	183.3912	1,988.3712	2,171.7624

Energy Management Measures

Our main energy consumption comes from cooling air-conditioning and general electricity consumption, which is a priority area for us to continue to pay attention to and promote energy-saving measures in order to do our part for the earth. To this end, the management department has formulated an energy saving and carbon reduction work plan and implementation methods, which have been approved by the Chairman of the Board of Directors and then publicized and implemented within Fortune Medical. Our energy-saving measures include regular inspection and upgrading of energy-using equipment, enhancing employee awareness and training on energy conservation, promoting energy-saving usage of office lighting and equipment, and encouraging employees to participate in energy-saving activities.

The following are the energy saving measures we have implemented:

(1)Office

- Use environmentally friendly appliances, including lights, computers and air conditioners.
- Turn off electrical appliances when they are off duty or not in use for a long period of time.
- Set the air conditioner temperature at 26 degrees Celsius and use it with an electric fan.
- Turn off the power during lunch breaks and when no one is around.
- Turn off lights in unoccupied areas.
- Install a timer for water dispensers to automatically turn off the power at the end of the day.
- Use digital documents as much as possible to reduce the amount of paper used.
- Use FSC (Forest Stewardship Council) labeled photocopy paper and print on both sides.

(2) Factories and Warehouses

- Set the air-conditioning temperature at 26 degrees Celsius and use it with an electric fan.
- Turn off the lights when no one comes in or out.
- Turn off lights in unoccupied spaces.
- Install sensors to automatically turn off lights in unoccupied areas.
- Do not turn on or reduce the number of lights when there is sufficient natural light.
- Adopt AC type cooling tower for air-conditioning cooling tower.



(3) Transportation

- Encourage employees to use public transportation to and from work or to share rides.
- Encourage employees to use electric cars, petrol-electric cars, or other low-carbon emission transportation (bicycles).

(4) Education and Training

- Provide training to employees on energy saving and carbon reduction.

◆ Energy Saving Lamps

According to the energy usage inventory in 2024, the conventional fluorescent lamps in the production line of the old factory consume twice as much energy as the LED fluorescent lamps, and therefore become a source of energy consumption for electricity. To improve energy efficiency, we have an ongoing program to replace them with LED fluorescent lamps in 2024. The material cost of this option is \$18,800. It is estimated to reduce annual energy consumption by 19,200 kWh, equivalent to a reduction of approximately 9.1 tons of CO₂ emissions per year.



◆ Solar Power Activation

Based on the 2024 energy review, the chiller system accounted for 59% of total electricity use, making it the main energy consumer. To improve efficiency, we upgraded to a variable-frequency chiller in 2023. In support of renewable energy, since 2024 we have provided rooftop space for solar panels, generating 115,304 kWh annually, equivalent to a reduction of 54.7 tons of CO₂ per year. Although the power is not directly used by our company, this initiative demonstrates our commitment to green energy and environmental protection.



(Old Plant) Solar Panel (Illustration)



(New Plant) Solar Panel (Illustration)

◆ Greening Measures

Through greening measures in factories and offices, greenhouse gas emissions can be reduced and the quality of the environment improved. In respect of greening in factory areas, vegetation can absorb carbon dioxide and release oxygen, which can help reduce the concentration of greenhouse gases in the air and effectively minimize the occurrence of the greenhouse effect. In addition, greening in factory areas can also reduce soil erosion, improve water quality and protect biodiversity, thereby maintaining ecological balance. For office greening, indoor plants can absorb harmful gases in the indoor air, such as volatile organic compounds (VOCs) like formaldehyde and benzene, thus enhancing indoor air quality and improving the working environment and health of employees. At the same time, office greening can increase employees' psychological comfort and job satisfaction, and promote teamwork and creativity.



◆ Office Greening



◆ Environmental Safety Promotion

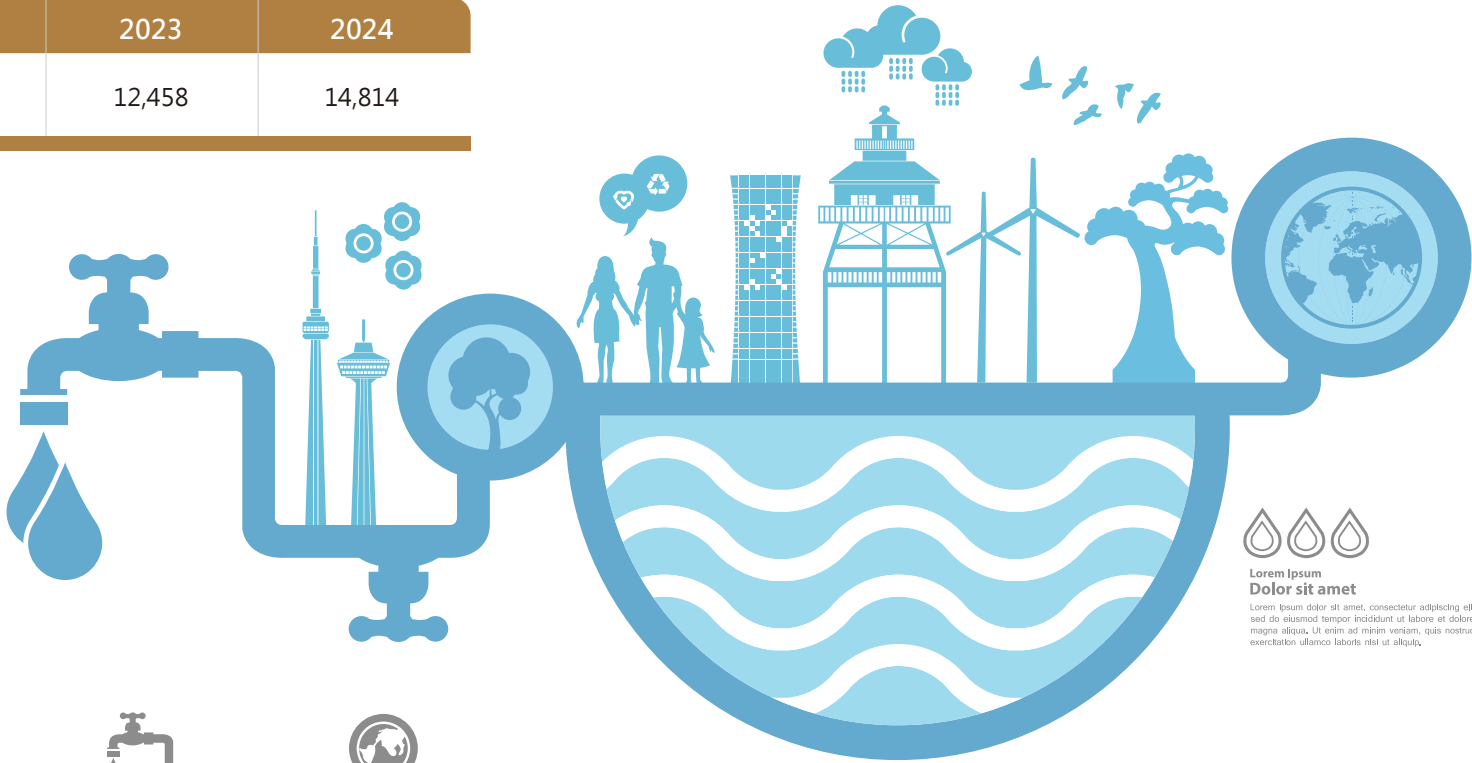
To enhance employees' understanding and awareness of environmental protection and to develop environmentally friendly behaviors at work and in their daily lives. The contents include energy saving and carbon reduction, waste classification, and chemical-related safety knowledge, etc., so as to enable employees to understand how to reduce energy consumption and carbon emission, as well as how to properly handle and classify waste to minimize the negative impact on the environment.



4.2 Water Resources Management

Fortune Medical's water source is 100% from the Taiwan Water Company, and the company's method of water extraction does not affect the water source. The water used in the office is only for employees' daily use (including drinking, washing, and cleaning), and the wastewater generated is legally disposed of directly through sewers, with a total of 14,814 liters of water to be used in 2024.

	2022	2023	2024
Water consumption (liters)	9,475	12,458	14,814



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4.3 Waste Management

Fortune Medical is committed to environmental sustainability and emphasizes waste management. We categorize waste into general business waste and hazardous business waste, and record and manage them in accordance with legal requirements. In the spirit of the 5R's of "Reduce, Reuse, Repair, Refuse and Recycle" , we have formulated a waste reduction plan and implemented it in our daily management. Through regular inspections and refurbishments, we continue to improve the efficiency of our equipment and strengthen the management of our personnel to achieve the goal of reducing waste generation.

Statistics on Waste

Unit: kg

Factory	Waste Categories	2022	2023	2024
Head Office	Domestic Waste	9270	10980	17380



◆ Waste Sorting and Treatment

Waste is effectively managed and treated according to its type and characteristics, and is categorized according to its source, nature and treatment method, including general utility waste and hazardous utility waste.

A series of separation and treatment measures are adopted for general utility wastes, including categorizing them into recyclables, reusables and non-reusables, etc. Recyclables are recycled and reused. Recyclables are recycled, e.g. paper, plastic bottles, etc.; reusables are reused, e.g. glassware, etc.; and non-reusables are properly disposed of, e.g. food waste. These wastes are reasonably stored, segregated and cleaned up to ensure that they will not cause pollution or harm to the environment. For hazardous waste, we attach greater importance to its specialized management and treatment. According to the hazardous characteristics of the waste, we categorize it into different types, such as flammable, reactive and toxic, and adopt corresponding measures for treatment. Hazardous wastes are stored and treated in a specialized manner to ensure that they do not pose hazards to the environment and personnel. Regular monitoring and inspections of waste are also carried out to deal with possible safety hazards in a timely manner to ensure the safe handling and management of waste.

Unit: kg

Category	2022	2023	2024
Waste Paper Recycling	747	597	940
Plastic Recycling	131	119	170
Silicon Waste Recycling	32,896	35,135	51,668
Scrap Metal Recycling	2,642.5	1,712	938



05

Local Care Social Welfare

5.1 Charity Activities



5. Local Care – Social Welfare

5.1 Charity Activities

Fortune Medical has long been devoted to the well-being and development of underprivileged groups. Through donations of essential supplies to the Taoyuan Carpenter' s House Foundation, the company aims to help enhance vocational skills among disadvantaged individuals, promoting self-reliance and employment, while demonstrating Fortune Medical' s strong commitment to social responsibility.

In addition, Fortune Medical actively purchases handmade cookies from the Kindgarden love incorporated foundation in Taoyuan City to support social inclusion and employment opportunities for people with disabilities. These cookies are carefully crafted under the guidance of professional bakers by individuals with mild to severe disabilities. Each cookie represents not only high quality but also the warm strength of empowering independence. Through continued procurement, the company hopes to provide stable support to Kindgarden love incorporated foundation and contribute to building a more inclusive and caring society.

Activity Photos



Appendix - GRI Standards Disclosure Projects Comparison Table

Statement of Use	Fortune Medical Instruments, Inc. has reported for the period January 1, 2024 to December 31, 2024 in accordance with the GRI Guidelines.
GRI Used 1	GRI 1: Basics 2021
Applicable GRI Industry Code	None

GRI 2: General Disclosure 2021

Correspondence to GRI and Disclosure Projects	Related Chapters	Page Number	Omit Description	Correspondence to GRI and Disclosure Projects	Related Chapters	Page Number	Omit Description
Organization and Reporting Practices				2-10 Nomination and selection of top management	1.2 Board of Directors Autonomy	15	
2-1 Organization details	1.1 Organizational Overview	09		2-11 Chairman of the highest management unit	1.2 Board of Directors Autonomy	15	
2-2 Entities included in organizational sustainability reporting	1.1 Organizational Overview	09		2-12 Role of the top management unit in overseeing impact management	1.2 Board of Directors Autonomy	15	
2-3 Reporting period, frequency and contact person	About this Report	02		2-13 The person responsible for impact management	1.2 Board of Directors Autonomy	15	
2-4 Information rearrangement	About this Report	02		2-14 The role of the top management unit in sustainability reporting	1.2 Board of Directors Autonomy	15	
2-5 External assurance/assurance	No external Guarantee			2-15 Conflict of interest	1.3 Integrity Management	16	
Activities and Workers				2-16 Communicate key events	1.2 Board of Directors Autonomy	15	
2-6 Activities, value chains and other business relationships	1.1 Organizational Overview	09		2-17 Group Intelligence in the highest level of management			Not Applicable
2-7 Staff	3.1 Friendly Workplace	39		2-18 Performance assessment of top management units			Not Applicable
2-8 Non-employee workers	3.1 Friendly Workplace	39		2-19 Remuneration policy	3.1 Friendly Workplace	39	Not Applicable
Governance				2-20 Salary decision process	3.1 Friendly Workplace	39	
2-9 Governance structure and composition	1.2 Board of Directors Autonomy	15		2-21 Annual total compensation ratio			Company Secrets

GRI 2: General Disclosure 2021

Correspondence to GRI and Disclosure Projects	Related Chapters	Page Number	Omit Description
Strategy, Policy and Practice			
2-22 Statement on sustainable development strategy	Chairman's Message	03	
2-23 Policy commitments	1.3 Integrity Management	16	
	3.3 Diversity and Inclusion	53	
	3.4 Workplace Safety	55	
2-24 Incorporate policy commitments	1.3 Integrity Management	16	
	3.3 Diversity and Inclusion	53	
	3.4 Workplace Safety	55	
2-25 Incorporate policy commitments	1.3 Integrity Management	16	
	3.3 Diversity and Inclusion	55	
2-26 Mechanisms for seeking advice and raising concerns	3.3 Diversity and Inclusion	55	
2-27 Compliance	1.3 Integrity Management	16	
2-28 Membership of public associations	1.1 Organizational Overview	09	
Stakeholder Discussion			
2-29 Stakeholder discussion policy	Stakeholder Identification and Communication Channels	15	
2-30 Group agreement	None		

GRI 3: Major Themes 2021

Correspondence to GRI and Disclosure Projects	Related Chapters	Page Number	Omit Description
3-1 Process for Deciding Major Topics	Major Theme Identification Analysis	04	
3-2 Major Topics List	Major Theme Identification Analysis	04	
3-3 Major Theme Management	Major Theme Identification Analysis	06	

GRI Comparison of Major Issues

Self-defined Major Issues

Major Issues	Comply with GRI Principles and Disclosure Content	Chapter Topics	Page Number	Omit Description
Product Quality	3-3 Major theme management	Major Theme Management Policy	06	
Sustainable Supply Chain	3-3 Major theme management	Major Theme Management Policy	06	

Key Topics: Business Performance

Major Issues	Comply with GRI Principles and Disclosure Content	Chapter Topics	Page Number	Omit Description
GRI 3: Major Themes 2021	3-3 Major theme management	Major Theme Management Policy	06	
201Economic Performance	201-1 Direct economic value generated and distributed by the organization	1.1 Organizational Overview	09	
	201-3 Defining Benefit Plan Obligations and Other Retirement Plans	3.1 Friendly Workplace	39	
	201-4 Financial subsidies from the government	1.1 Organizational Overview	09	

Major Topics: Greenhouse Gas Emissions and Energy Management

Major Issues	Comply with GRI Principles and Disclosure Content	Chapter Topics	Page Number	Omit Description
GRI3: Major Themes 2021	3-3 Major theme management	Major Theme Management Policy	06	
305 Emissions	305 - 1 direct (Category 1) greenhouse gas emissions	4.1 Energy resources and greenhouse	65	
	305-2 Energy indirect (Category 2) greenhouse gas emissions	4.1 Energy resources and greenhouse	65	
	305-3 Other indirect (Category 3) greenhouse gas emissions			Category 3 inventory has not been completed yet
	305-4 Greenhouse gas emission intensity	4.1 Energy resources and greenhouse	65	
	305-5 Greenhouse gas emissions reduction	4.1 Energy resources and greenhouse	65	



Major Issues: Occupational Safety and Health

Major Issues	Comply with GRI Principles and Disclosure Content	Chapter Topics	Page Number	Omit Description
GRI3: Major Themes 2021	3-3 Major theme management	Major Theme Management Policy	06	
403 Occupational Safety and Health	403-1 Occupational safety and health management system	3.4 Workplace safety	55	
	403-2 Hazard identification, risk assessment, and accident investigation	3.4 Workplace safety	55	
	403-3 Occupational health services	3.4 Workplace safety	55	
	403-4 Worker participation, consultation and communication related to occupational safety and health	3.4 Workplace safety	55	
	403-5 Worker training related to occupational safety and health	3.4 Workplace safety	55	
	403-6 Worker Health Promotion	3.4 Workplace safety	55	
	403-7 Preventing and mitigating occupational safety and health impacts directly related to business relationships	3.4 Workplace safety	55	
	403-8 Workers covered by occupational safety and health management system	3.4 Workplace safety	55	
	403-9 Occupational injuries	3.4 Workplace safety	55	
	403-10 Occupational diseases	3.4 Workplace safety	55	