fortune medical

2025

Fortune Medical Instrument Corporation

SUSTAINABILITY REPORT

CONTENTS

Fortune® Medical Instrument Corp. 2025 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 2025 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, 2025, till December 31, 2025. The content primarily focuses on Fortune Medical and presents its management performance and achievements in economic, environmental, and social aspects. Throughout 2025, 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
Released Date: July 2026
Next Release: July 2027

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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.

We later joined a business incubation center in Taiwan and collaborated with medical experts worldwide to expand and enhance our product portfolio. Our markets now span Asia, the Americas, Europe, the Middle East, Central Asia, and Africa.

Despite the rapidly changing global economic environment and increasing market challenges, Fortune Medical has maintained steady growth through the dedication and commitment of all our employees. In 2023, our Phase II manufacturing facility commenced operations, significantly enhancing production capacity and strengthening our competitive advantage. In 2024, we successfully obtained ISO/IEC 27001 Information Security Management System (ISMS) certification, further reinforcing our information security governance and organizational resilience.

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,

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 2025 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. Integrity, Transparency and Responsible Governance.

1.1 Company Overview

About 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 Jhongli 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 2015, as determined by a thorough assessment of its global database.

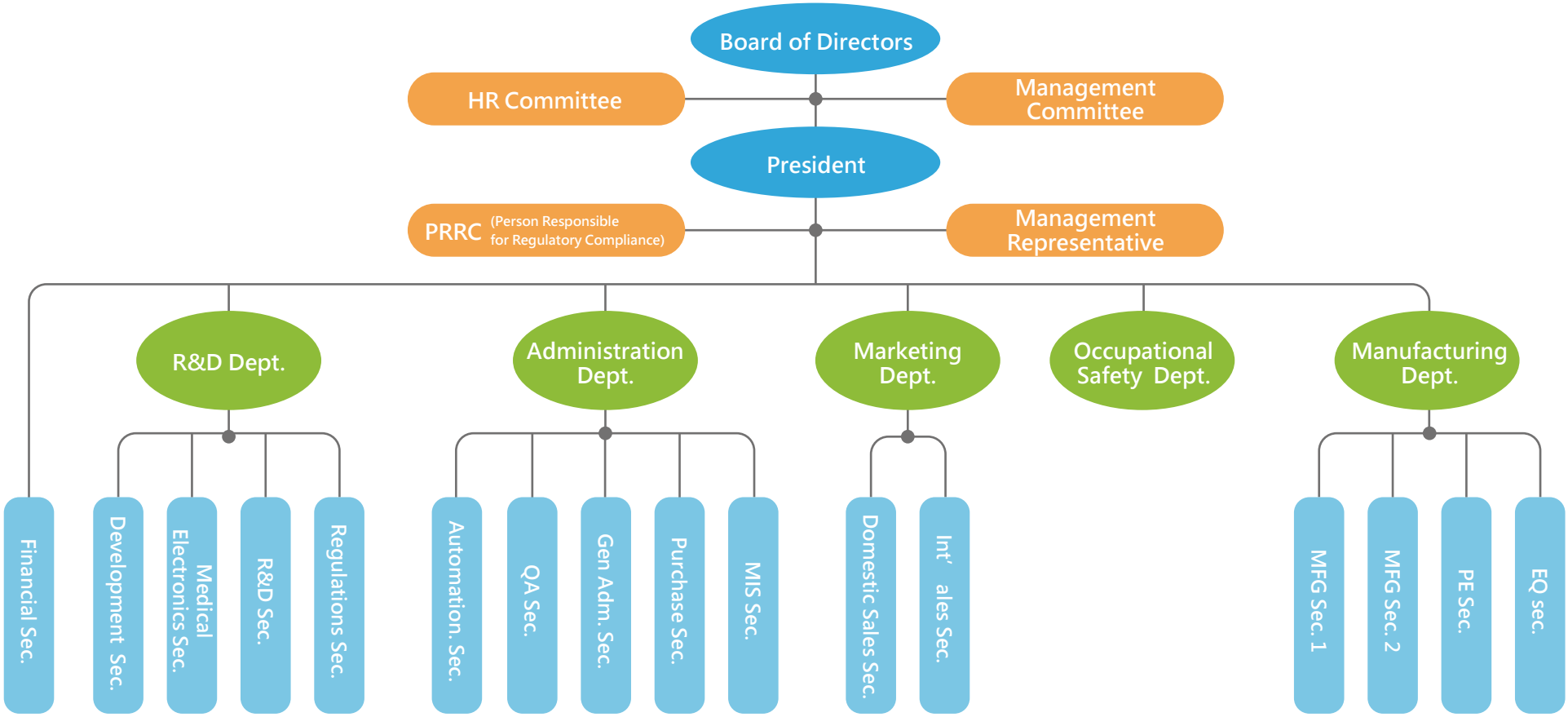
Company Name	Fortune Medical Instrument Corp.
Date of Establishment	1972
Registered Address	6F., No. 29, Sec. 2, Jhongjheng E. Rd., Danshuei Dist, New Taipei City 251, Taiwan
President	Abe Wang
Vice President	Sam Wang, Tyler Wang
Contributed capital	NT$75 million
Number of employees (as of December 31, 2025)	312
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., Jhongli Dist, Taoyuan City 320, Taiwan
2025 Revenue	NT$56 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:

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, Forutne 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,Forutne 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.

Year	Crucial Advancement
2015	Rysotra won the Taiwan Excellence Award.
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	Obtained the Healthy Workplace Certification – Health Promotion Badge. Awarded the Green Enterprise Environmental Label. Granted an invention patent for the Manual Negative Pressure Wound Therapy System and Pump Assembly.

50 Years of Growth and Innovation

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: NT$ thousand

Item	Detail	2023	2024	2025
Generated Direct Economic Value	Operating Revenue	543,212	592,337	565,177
Distributed Economic Value	Operating Cost	460,708	474,513	487,410
	Payroll	161,336	173,975	219,865
	Payments to Investors	100,000	75,000	75,000
	Payments to Government	22,580	31,626	17,651
	Community investment	100	0	0
Retained Economic Value		-40,176	11,198	-14,884

Unit: NT$ thousand

Detail	2023	2024	2025
Operating Cost	460,708	474,513	487,410
Cost of Goods Sold	395,601	409,614	394,874
Operating Expenses	65,107	64,899	92,536
Payroll	161,336	173,975	219,865
Salary-indirect employee	21,006	20,090	26,753
Salary-direct employee	118,529	129,777	163,501
Insurance Premium-indirect employee	2,430	2,415	3,142
Insurance Premium-direct employee	12,782	14,696	18,073
Pension-indirect employee	876	819	1,049
Pension-direct employee	4,946	5,295	6,416
Perks	767	883	931

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 2025, 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.

Certification Obtained	Responsible Department	Review/Audit Method and Frequency	Certificate Number
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 2025.	No incidents of corruption, bribery, or violations of business ethics occurred in 2025.	Annual review and assessment of business ethics policies to ensure their effectiveness and adaptability.
		90% of employees participated in business ethics training in 2025.	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 2025, 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.
- Complaint Hotline： (03)433-1900
- Fax： (03)433-2900
- 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.

	2023	2024	2025
All Factory Employees (Persons)	273	298	312
Number of Trained Personnel	273	298	312
Training Participation Rate	100%	100%	100%

◆ Statistics on Cases Violating Integrity Management

	2023	2024	2025
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 2025.	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.

	2023	2024	2025
Number of information security promotions	4	4	3

- **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

2023	2024	2025
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 2025. • To increase the number of local suppliers that meet environmental and social responsibility requirements by 1 to 3 suppliers annually since 2021.	93%	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

	2023	2024	2025
Number of key suppliers	30	35	40
Number of supplier risk assessments completed	20	25	30
Number of on-site supplier audits conducted	1	2	2

Signing Status of Supplier's Social Responsibility Declaration

	2023	2024	2025
Number of key suppliers	30	35	40
Number of supplier social responsibility declaration completed	30	35	40
Signature rate	100%	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

01 Labor and human rights issues

02 Environmental protection issues

03 ESG and human rights

04 Sustainable business practices and Environmentally-friendly living

	2023	2024	2025
Number of purchasing staff	3	3	4
Number of employees trained	3	3	4
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.

02 Innovative Breakthroughs, Brand Value

2.1 Technological Innovation
2.2 Quality Management
2.3 Customer Value

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 2025, the customer complaint rate was 0.0007%. 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 2025, 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	Taiwan
		European Union (incl.UK)
	fortune medical	Taiwan
		European Union (incl.UK)
		China
		United States
		United States
		European Union (incl.UK)
		Taiwan
	Rystora	United States
		Taiwan
	美得膚	United States

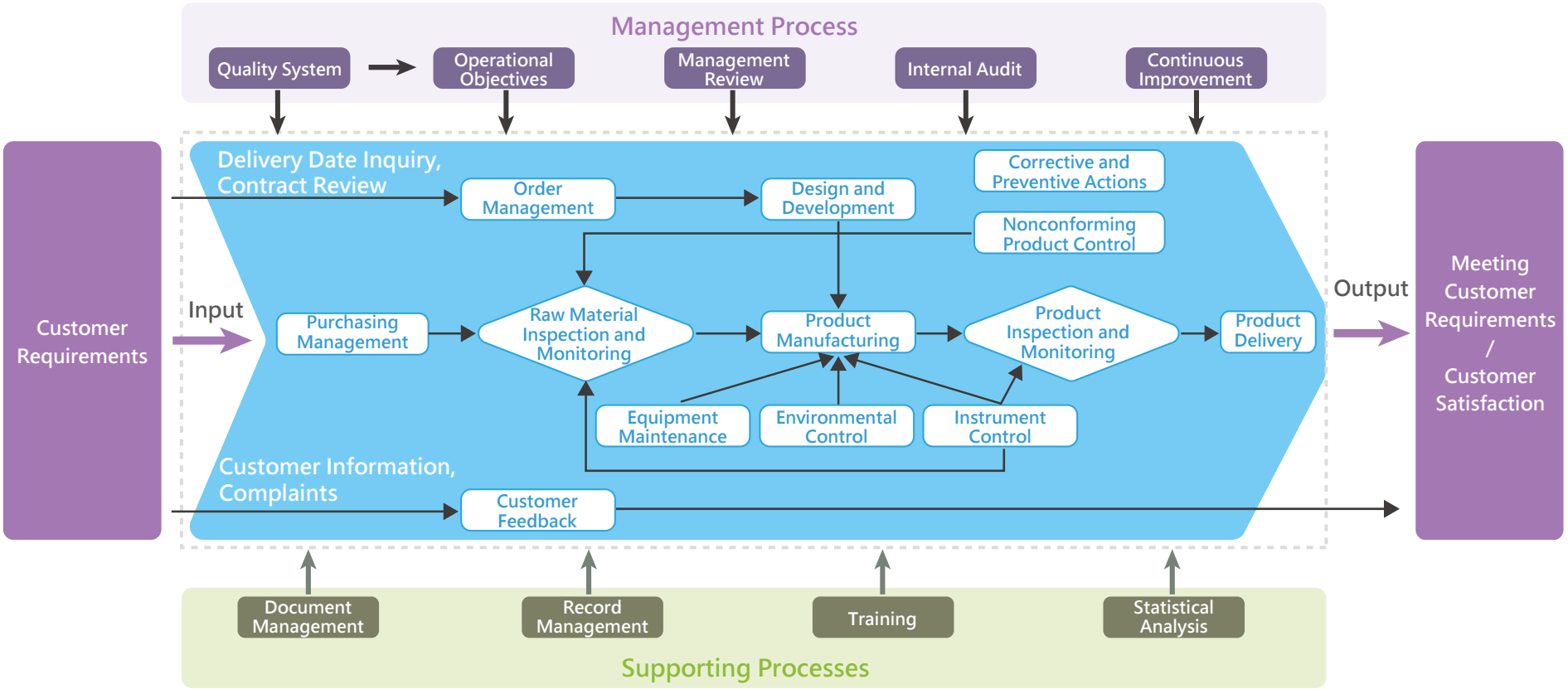
Category	Title	Registration Location
Trademark Certificate	FORTUNE	Taiwan
		China
	FIXPad	Taiwan
		United States
		European Union (incl.UK)
	QuicKura	Taiwan
		China
		Thailand
		Singapore
		Malaysia
		Philippines
	N²-Sense	Taiwan

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 2025, 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 2025, 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.

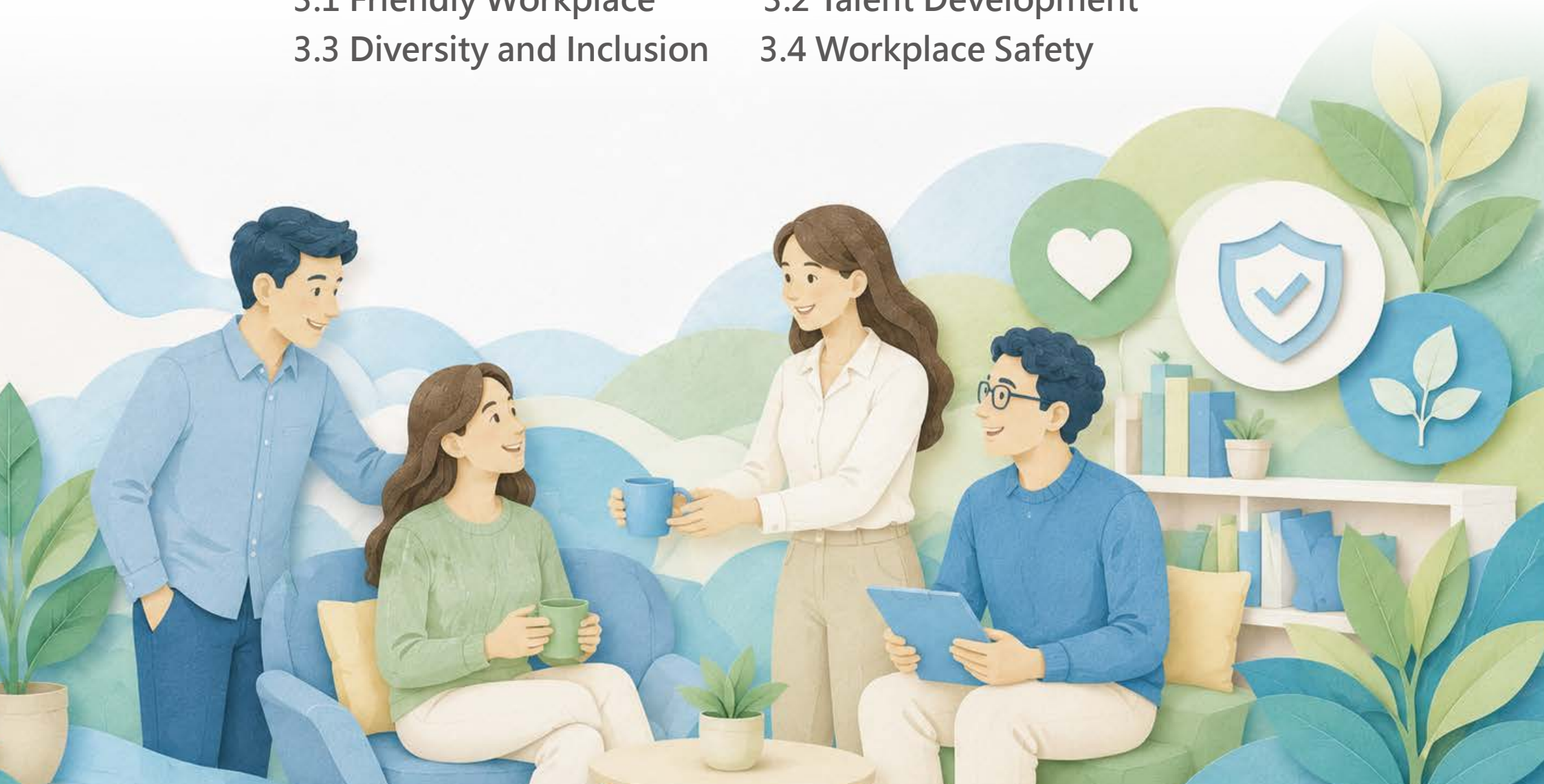
For complaints related to excessive delivery lead times, the sales section will proactively communicate with the customer and request

	2023	2024	2025
Sales volume (all items, including OEM)	7,190,533	6,639,151	6,273,637
Number of complaints (all items, including OEM)	39	41	47
Complaint rate (all items, including OEM)	0.0005%	0.0006%	0.0007%

Related Units	Work Flow Chart	
Customer	Submit a service request/complaint to the domestic/ international sales section.	Customer letters and faxes
Domestic/ International Sales Section	Process customer service/complaint requests.	Related letters, faxes and products
Domestic/ International Sales Section+Marketing Department	Is the situation severe enough to warrant a vigilance system? Yes → Activate the vigilance system procedure.	
Domestic/ International Sales Section	No → Complete the customer complaint form and return the defective product to the quality assurance section.	Customer complaint sheet, Domestic customer complaint sheet
Quality Assurance Section+ Each Responsible Units	Is it an internal error Yes → Carry out an investigation based on the corrective and preventive action procedure	Corrective and preventive activity sheet
Quality Assurance Section+ Each Responsible Units	No → Investigate/ Analyze the root cause	Customers complaint investigate report
Each Responsible Units	Investigate/ Analyze the root cause → Propose improvement measures/ preventive actions	
Managers of Each Responsible Unit	否 Is it suitable? Yes / Is it suitable? No	
Domestic/ International Sales Section	Respond to the customer	Customer Service and Complaint Report
Customer	Is this solution satisfactory? No → Is this solution satisfactory?	
Domestic/International Sales Section+Document Control Center	Yes → File storage	

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 Labor Representative	The entire staff of the company	Regular one-on-one or group meetings are held between managers and employees. 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 Labor Representative	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. 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 2025.	97%	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 2025 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 2025.	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 2025.	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 2025.	98%	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 2025, our company has a total of 312 employees (215 in Taiwan, accounting for 69%; 97 foreign employees, accounting for 31%), representing an 4.7% increase in our workforce compared to 2024. With a ratio of 41% are male employees, and 59% 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 3 persons with disabilities. In addition, Fortune Medical collaborated with an outsourced cleaning service to engage 2 cleaning staff, and with a catering service provider to employ one kitchen assistant, jointly supporting company operations and workplace hygiene.

◆ Employee Structure

Item	2023			2024			2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total number of employees	104	169	273	113	185	298	128	184	312
Temporary worker (Part-time student worker)	0	0	0	0	0	0	0	0	0
Full time employee	104	169	273	113	185	298	128	184	312

As of 2025/12/31	Age	Gender	Numbers	Ratio
Managerial Employees	30 and under	Male	0	0
		Female	0	0
		Subtotal	0	0
	31-50 years old	Male	8	2.6%
		Female	3	0.9%
		Subtotal	11	3.5%
	51 and above	Male	2	0.6%
		Female	1	0.3%
		Subtotal	3	0.9%
Regular Employees	30 and under	Male	31	10%
		Female	28	9%
		Subtotal	59	19%
	31-50 years old	Male	80	25.6%
		Female	121	38.8%
		Subtotal	201	64.4%
	51 and above	Male	7	2.2%
		Female	31	10%
		Subtotal	38	12.2%
Employment of people with disabilities		Male	0	0
		Female	3	0.9%
		Total	3	0.9%
Employment of foreign labor (including migrant labor)		Male	65	20.3%
		Female	32	10%
		Total	97	30.3%

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	8	16	25%
Indonesia	24	3	28%
Philippines	24	2	27%
Vietnam	9	11	20%
Total	65	32	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
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 2025, 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 2025

Category	Age	Gender	Numbers	Ratio
New Employees	30 and under	Male	17	21.5%
		Female	6	7.6%
		Total	23	29.1%
	31-50 years old	Male	29	36.7%
		Female	27	34.1
		Total	56	70.8%
	51 and above	Male	0	0
		Female	0	0
		Total	0	0

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

(As of 2025/12/31)

▲Numbers and ratio of employees resigned 2025

Category	Age	Gender	Numbers	Ratio
Resigned Employees	30 and under	Male	9	13.2%
		Female	4	5.9%
		Total	13	19.1%
	31-50 years old	Male	20	29.4%
		Female	28	41.1%
		Total	48	70.5%
	51 and above	Male	5	7.3%
		Female	2	2.9%
		Total	7	10.2%

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

(As of 2025/12/31)

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.

Annual Total Compensation Ratio

The ratio of the annual total compensation of the highest-paid individual at Fortune Medical to the median annual total compensation of all other employees, excluding the highest-paid individual, was 3.56:1. In 2025, the ratio of the percentage increase in the annual total compensation of the highest-paid individual to the median percentage increase in the average annual total compensation of all other employees, excluding the highest-paid individual, was 0.78:1

The Starting Salary for New Hires in 2025 Exceeded the Statutory Minimum Wage.

Average Salary and Average Total Compensation Ratio for Entry-level Employees in 2025.

(As of 2025/12/31)

Category	Statutory Salary	Female	Male
Average Salary	1	1.12	1.22
Average Annual Salary	1	1.42	1.53

Note: Entry-level employees are the direct personnel. Average monthly salary refers to the average regular monthly salary of entry-level employees, while average annual compensation refers to the average total annual remuneration of entry-level employees, including fixed salary, overtime pay, bonuses, and other compensation.

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 2025 without any gender or age-based discrimination.

2025 Performance Evaluation

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	9	9	100%	9	9	100%	14	14	100%
Non-supervisory Position	110	110	100%	192	192	100%	298	298	100%
Subtotal	119	119	100%	201	201	100%	312	312	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

2023	2024	2025
767,458	883,304	931,947

◆ Company Trip in 2025

◆ 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 2025, a total of 9 employees were eligible for parental leave, of which 2 applied, representing a 22% 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)	5	4	9
Number of employees who actually applied for parental leave in the current year (B)	0	2	2
Number of employees scheduled to return to work in the current year (C)	0	2	2
Number of employees who actually returned to work in the current year (D)	0	1	1
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%	50%	50%
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 3 years.

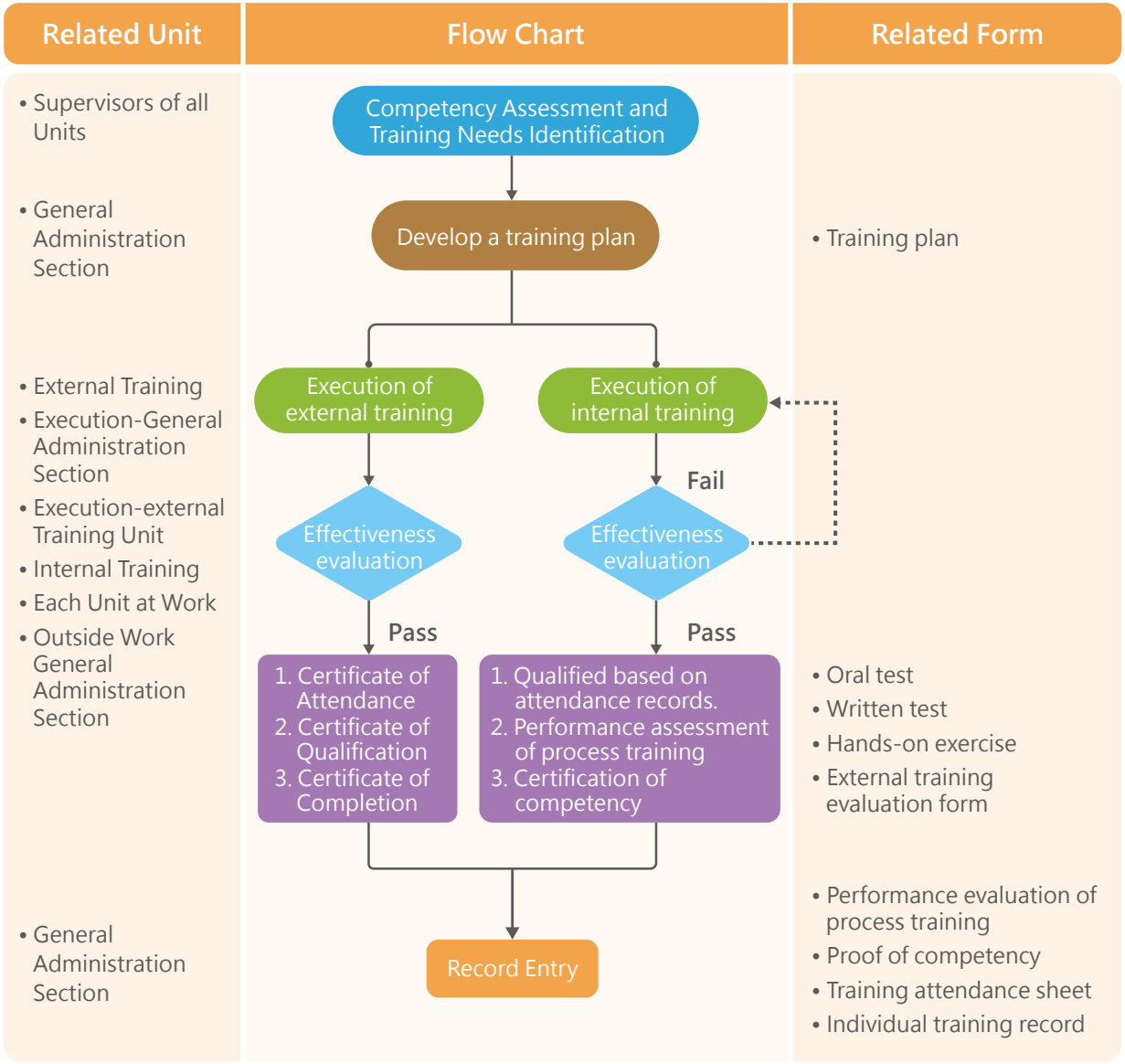
2.The number includes employees who have modified their leave duration mid-way.

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 2025, 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 1358.5 training hours were conducted in 2025 with a total expenditure (including both internal and external training) of approximately NT$1,037,855. The average training hours per person were 7.94 hours.

Content of 2025 Training Courses

Course Title	Course Syllabus
Patent Training Series for R&D Personnel	1. Patent Document Interpretation for R&D Personnel: Understand key patent rules and their relationship to patent disclosures; learn how technical descriptions define the scope of protection; and use representative patent documents to understand the purpose and meaning of each section. 2. Patent Search and Analysis for R&D Personnel: Learn to use the EPO' s Espacenet and the USPTO' s full-text search platform; develop and refine search queries; assess search relevance; and conduct managerial and technical analyses. 3. Prior Art Search and Patent Portfolio Planning for R&D Personnel: Analyze the technical features, means, and effects of R&D outcomes; understand the importance of prior art searches and patentability assessment; learn pre-filing search techniques; and develop patent portfolio strategies through case studies.
ISO 13485 Medical Device Quality Management System	ISO 13485 covers quality management throughout the medical device lifecycle and helps key industry stakeholders demonstrate regulatory compliance. It also applies to suppliers and external parties providing related services, including raw materials, components, assembly, finished products, sterilization, calibration, distribution and maintenance.
ISO 13485:2016 Internal Auditor Training Course	Based on the requirements of ISO 19011:2011 and ISO 13485:2016, this course introduces the principles and practices for effectively auditing quality management systems and processes. Experienced instructors guide participants through the complete audit process, from managing an audit program to reporting audit results. Through classroom exercises, role-playing, group activities, and open discussions, participants develop the essential skills required to conduct internal audits.
Radiation Sterilization (ISO 11137) and EO Sterilization (ISO 11135) Validation Training for the Biomedical Industry	This course strengthens participants' understanding of radiation and ethylene oxide sterilization processes through an explanation of relevant standards and practical manufacturing applications. It supports the development of pre-sterilization planning and helps organizations meet sterilization validation requirements. As process validation requirements for both outsourced and in-house sterilization activities become increasingly stringent, the course uses practical examples to clarify key sterilization process controls, routine monitoring requirements, and the establishment of stable long-term sterilization activities to ensure effective control and compliance with applicable standards and regulations.
ISO/IEC 27001:2022 Information Security Management System Internal Auditor Training	1. Introduction to internal management system audits. 2. Explanation of ISO 27001 requirements and the Statement of Applicability (SoA). 3. Planning of process-based internal audits. 4. Execution of process-based on-site audit activities. 5. Audit reporting. 6. Follow-up activities.

Course Title	Course Syllabus
EU Medical Device Regulation (MDR)	Delivered by an experienced senior instructor from an internationally recognized certification body, this course explores MDR requirements through practical experience and exercises. It strengthens participants' regulatory understanding and helps organizations integrate MDR requirements into their management systems to achieve compliance.
Medical Device Software Validation: Theory and Practice	This course introduces IEC 62304 and practical software validation, enabling manufacturers to integrate validation processes early in medical device software development.
Medical Device Electromagnetic Compatibility and Electrical Safety Practices	1. Electrical medical equipment: Overview of IEC 60601-1 requirements for basic safety and essential performance, including electrical safety design considerations, testing standards, and methods. 2. Medical device electromagnetic compatibility: Overview of IEC 60601-1-2, fundamental EMC concepts, EMC design considerations, testing standards, and methods. 3. Integration of electrical safety, electromagnetic compatibility, and risk management.
Sterile Medical Device Packaging Process Design and Validation Planning – ISO 11607 Standards and Practice	This course provides practical knowledge of sterile medical device packaging, including process design, ISO 11607, EN 868, material selection, and validation planning. It helps manufacturers understand packaging and ISO 11607 requirements and develop the skills needed for validation report preparation.
Sustainable Green Procurement – In-Person Course	This course explores green procurement from supplier and supply chain management to value chain management. It covers Scope 3 implementation, energy and carbon reduction, circular economy practices, and ESG integration across the supply chain. Through practical cases, participants learn how green procurement can strengthen sustainable supply chains and support corporate sustainability.

Course Title	Course Syllabus
Medical Device Advertising Application Practices and Violation Case Analysis – Online Course	Introduction to medical device advertising regulations, advertising application procedures, and practical implementation. Analysis of medical device advertising violations, common case studies, and comprehensive discussion.
Production Planning: Sales and Operations Coordination and Production Scheduling Practices	Through practical instruction, theoretical guidance, group discussion, and case exercises, this course provides a comprehensive approach to order commitment, sales and operations coordination, and production planning. Participants learn how to improve on-time delivery, enhance customer service, reduce inaccuracies in sales forecasting, maintain smooth and stable production processes through line balancing, lower work-in-process inventory, increase workforce efficiency and equipment utilization, and shorten production lead times.
Interpretation and Application of Medical Device Risk Management Requirements	This course is delivered by instructors with practical experience in medical device quality management system audits and premarket product reviews. Through real-world examples, the course explains common medical device deficiencies and provides a detailed interpretation of medical device risk management requirements.
APQP Advanced Product Quality Planning, Control Plan, and PPAP Production Part Approval Process	This course introduces the fundamental concepts and practical application of APQP, Control Plans, and PPAP. Based on customer requirements for product design and manufacturing, participants learn to systematically plan activities across product definition, feasibility assessment, development, prototyping, pilot production, and mass production. The course also covers the development of control plans for each production stage and customer PPAP submission requirements, with the objective of delivering satisfactory quality and service while supporting the implementation of Six Sigma and IATF 16949.

Course Title	Course Syllabus
EU MDR Regulatory Requirements and Practical Training	This course first explains the differences between the Medical Device Regulation (MDR) and the Medical Device Directive (MDD), followed by an in-depth review of EU MDR requirements and the preparation of medical device technical documentation. It also introduces the transition timeline for implementation of the EU MDR.
ISO 11135 Medical Device EO Sterilization Planning and Packaging Design Regulations	This course provides participants with fundamental knowledge and practical application skills related to ethylene oxide sterilization regulations and standards, including ISO 11135, sterilization validation planning, routine monitoring and management, and validation report preparation. It supports biomedical manufacturers in understanding EO sterilization regulatory and standard requirements and preparing professional validation reports.
Medical Device Design and Development Process Control and Risk Management	From the perspectives of industry practice and regulatory requirements, this course introduces the complete medical device design and development process, including planning, inputs, outputs, verification, validation, transfer, and change control, together with risk management concepts. Case studies and discussions support participants in developing fundamental knowledge and practical application capabilities, reducing product development time and costs, and improving time-to-market competitiveness.
MDR Technical Documentation and Quality Management Systems	This course explains the key provisions of the MDR and the changes and improvements compared with the existing Medical Device Directive 93/42/EEC. The objective is to help participants understand how manufacturers prepare technical documentation based on the MDR General Safety and Performance Requirements and to provide step-by-step practical exercises through case studies.

Course Title	Course Syllabus
Statistical Process Control	Statistical Process Control has received increasing attention as an important practical quality management tool. As competitive pressures continue to intensify, effective quality management has become essential for industrial survival and competitiveness. SPC enables organizations to identify abnormalities before product release and monitor process quality. Applying SPC to manage manufacturing defect rates is therefore a critical and urgent priority.
EU MDR Quality Management System Training Course	This course explains CEN/TR 17223:2018 to help participants understand how the EU Medical Device Regulation (EU) 2017/745 quality management system requirements are linked with the ISO 13485:2016 quality management system.
Design of Experiments	This course provides a comprehensive understanding of the steps involved in using Design of Experiments to resolve quality issues and apply the methodology to current products and processes. DOE I – Factor Screening: Selection of key factors and levels, arrangement of 2n orthogonal experimental designs, experimental planning and execution, data collection, and analysis of variance. DOE II – Level Optimization: Selection of factor levels, arrangement of 3n orthogonal experimental designs, experimental planning and execution, data collection, and analysis of variance. The course enhances professional capabilities, creates organizational benefits, strengthens competitiveness, and builds intellectual capital.

Course Title	Course Syllabus
General Data Protection Regulation Fundamentals – Online Course	The course is designed to provide participants with the knowledge and capabilities required to assist organizations in establishing systems and practices that comply with GDPR requirements.
ISO 14971:2019 Risk Management Practice Workshop	This course introduces the fundamental requirements of ISO 14971:2019 and also covers relevant risk management requirements under Regulation (EU) 2017/745. Through detailed explanations of the clauses and concepts, participants gain a deeper understanding of the requirements. Practical guidance from ISO/TR 24971:2020 is also incorporated to help participants understand methods for effective implementation.
Sales and Business Negotiation Skills Workshop	This course teaches participants how to identify customer types and apply effective communication and sales approaches to improve customer development performance and efficiency.
ISO 9001 Measuring Instrument Calibration and Management	1. Introduction to instrument calibration and management. 2. Calibration of measuring instruments. 3. Calibration requirements under quality and environmental management systems. 4. Management of measuring and test equipment.
EU MDR Quality Management System Internal Auditor Workshop	Requirements under Article 10 of Regulation (EU) 2017/745 concerning manufacturers' obligations. Quality management system requirements under Annex IX and Annex XI of the EU MDR. Responsibilities of EU MDR internal auditors. Practical exercises and group discussions.

Course Title	Course Syllabus
Human Factors Engineering Strategy Planning and Implementation	This course provides an integrated explanation of the human factors engineering standard IEC 62366 and explores practical examples. It enables participants to identify key requirements for medical device CE certification and comply with the requirements of Directive 93/42/EEC, as amended by Directive 2007/47/EC.
Medical Device Sterilization and Packaging Validation and Report Review	This course provides an in-depth review of how to select appropriate sterilization methods and packaging designs for medical devices without adversely affecting their intended use. It also explains the required elements, content, and acceptance criteria of sterilization validation reports and how to evaluate whether such reports comply with applicable standards and regulatory requirements, thereby supporting both manufacturers and sterilization service providers in meeting legal obligations.
Design of Experiments (DOE)	DOE has been used since the 1930s to improve agricultural productivity and is now widely applied across industries. In manufacturing, it is used to optimize processes and develop new ones. Applying DOE early in process development can improve yield, reduce variation, shorten development time and lower overall costs. Its key objective is to identify optimal factor settings (the best "recipe") that minimize variation. Once these factors are defined, process variation can be reduced through proper control, while product sensitivity to uncontrollable factors can also be minimized.
Taguchi Quality Engineering	Improve the efficiency and effectiveness of product and process development. Understand the quality loss function. Improve process yield. Reduce quality failure costs. Conduct case exercises and practical operations.

Course Title	Course Syllabus
Toxic Chemical Emergency Response Personnel Training	1. Toxic chemical incident control techniques and hands-on leak containment operations. 2. Toxic chemical incident analysis, damage assessment, and emergency response planning. 3. Hands-on use of personal protective equipment and decontamination procedures.
Concepts and Methods of Medical Device Manufacturing Process Validation	This course explains how process validation can be used to ensure medical device product quality and reduce the burden of 100% inspection. Participants learn how to identify processes requiring validation and gain practical familiarity with process validation concepts and methods through explanations and exercises, thereby supporting product quality and effective quality management system operation.
Quality System Software Validation Requirements under ISO 80002	This course provides fundamental knowledge and practical application skills related to software validation within medical device quality systems, ISO 80002 requirements, and the planning and implementation of computerized system validation.
Project Management One-Day Intensive Course – 7 PDUs	This course minimizes unnecessary theoretical content and incorporates specially designed one-page tools that enable participants to integrate information across all aspects of a project and respond effectively to change. Upon completion, participants will understand the core concepts of project management and be able to use the "PM' s Big Table" to maintain an overall project perspective, communicate accurately, respond promptly, and perform as professional project managers.
Emergency Response, Fire Safety, and Occupational Safety Drill	1. Fire Safety Inspection and Reporting 2. Flame-Retardant Requirements 3. Fire Safety Management 4. Arson Prevention Awareness 5. Fire Drills
Work Process Training	Standard operating procedures for each workstation.

Course Title	Course Syllabus
Prohibition of Child Labor, Forced Labor, and Human Trafficking; Diversity, Equality, and Inclusion	**1. Prohibition of Child Labor** • Employment below the legal minimum age is prohibited. • Age must be verified using official identification. • Workers under 18 must receive legally required protections, including working-hour limits. **2. Prohibition of Forced Labor** • Forced labor through violence, threats, detention, or withholding identification is prohibited. • Employees must not be required to pay deposits or have wages withheld. • Overtime must be voluntary and comply with applicable laws. **3. Prevention of Human Trafficking** • Labor exploitation through recruitment agencies, including excessive fees or unlawful deductions, is prohibited. • Restrictions on personal freedom and unlawful surveillance are prohibited. • Employment of foreign workers must comply with applicable laws and permit requirements. **4. Diversity, Equality, and Inclusion (DEI)** • Diversity: Respect differences in gender, age, nationality, religion, and cultural background, and encourage diverse talent. • Equality: Ensure non-discrimination in recruitment, compensation, and promotion, with equal pay and opportunities. • Inclusion: Maintain a respectful workplace that encourages diverse views and prohibits exclusion, bullying, and harassment.
Business Ethics Education and Training	1. Business Ethics Fundamentals: Integrity, codes of conduct, and common misconduct, including kickbacks, bribery, conflicts of interest, confidentiality breaches, false expense claims, and misrepresentation. 2. Case Studies: Analysis of actual corporate misconduct cases. 3. Legal and Disciplinary Actions 4. Internal Policies 5. Whistleblowing and Protection Mechanisms 6. Violation Handling Procedures

◆ Employee Training Hours

Item	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
Supervisor (hr)	68	12	80	59	133	131
General Employee (hr)	189	361	269	476	537.5	557
Total (hr)	257	373	349	535	670.5	688
Average (hr)	8.75/ person		8.75/ person		7.94/ person	

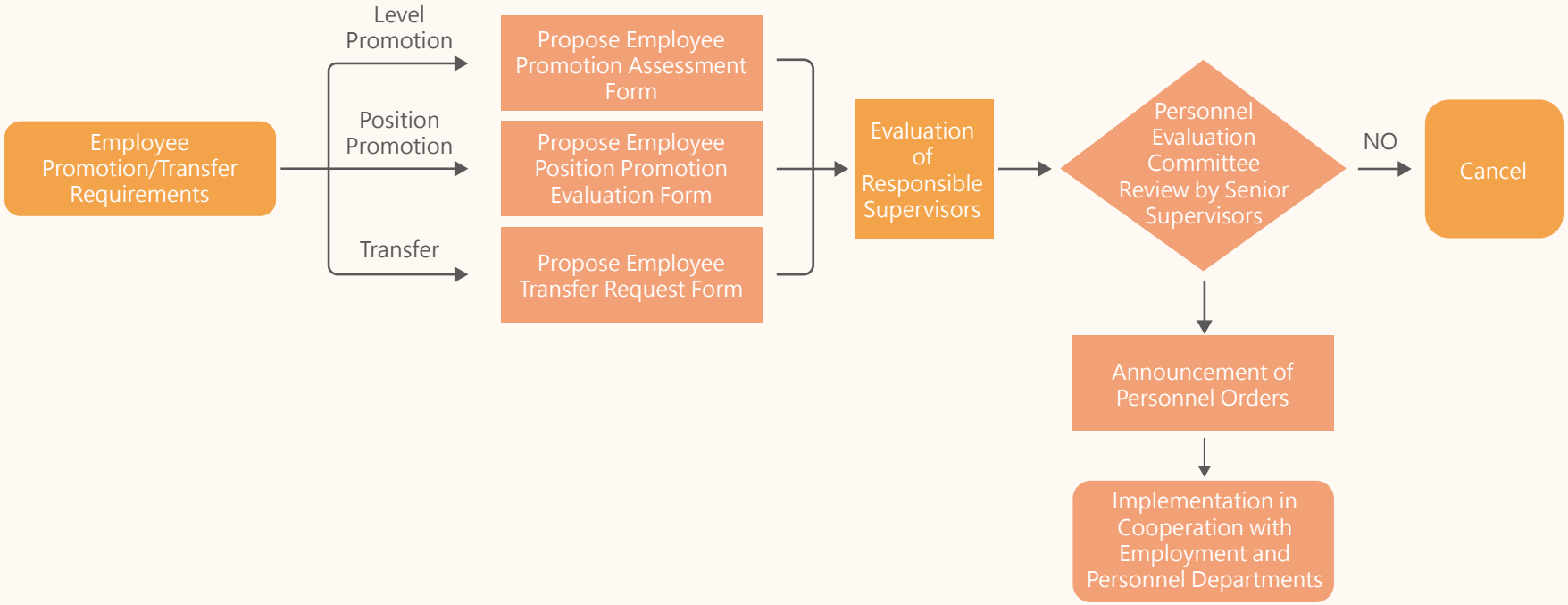
◆ Employee Training Amount and Hourly Statistics

Training Index	2023	2024	2025
Total Amount of Employee Training (NTD)	400,788	599,570	1,037,855
Total Number of Employee Training (person)	72	111	171
Average Training Investment Per Employee (NTD/person)	5,566.5	5,401.5	6,069.3

◆ 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.

Employee Promotion/Transfer Pperation 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 2025	Execution Content
Good salary and benefits	Salary increase for all employees by 1.5~2.5%	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

	2023	2024	2025
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 2025, 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 2025

4 labor-management meetings in 2025.

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 2025, 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 occupational accident investigations.

◆ 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 2025, the Occupational Safety and Health course was completed with 140 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	2025		
	Hours	Number of Trainees	Total Hours
Fire Drill	4	140	560

◆ 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 (2025)

Training Category	Shift	Number of Trainees	Training Hours	Total Training Hours
On-the-job training for occupational safety and health supervisors	2	2	6	12
On-the-job training for sales supervisors	2	10	16	160
On-the-job training for first responders	1	2	3	6

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

2023	2024	2025
269	294	303

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.


雜貨舖


微光食品雜貨舖


聽力
腰圍
視力

Statistical Analysis of Occupational Disasters

According to statistics and analysis of employee occupational accidents and diseases, from 2023 to 2025, 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	2023	2024	2025
Total annual working hours	599,168	589,976	604,952
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 273 in 2023, 298 in 2024 and 320 in 2025.

Chemical Management

To ensure the safe and compliant use, storage, handling, and disposal of chemicals, Fortune has established a management system covering procurement, acceptance, use, storage, waste disposal, and reporting. Chemical purchases require relevant information and review by the Occupational Safety and Health Department. Workplaces maintain updated chemical inventories and Safety Data Sheets (SDS). Chemicals are stored by hazard characteristics with appropriate signage and spill containment, while storage facilities and equipment are regularly inspected. Chemical waste is labeled and disposed of in accordance with regulations by qualified contractors. Departments also regularly report chemical use and storage data to ensure effective control and regulatory compliance.

New and transferred employees must complete three hours of hazard communication training before starting work. Existing employees receive three hours of refresher training every three years in accordance with the Occupational Safety and Health Education and Training Regulations. For operations involving regulated organic solvents or specified chemical substances, designated personnel must complete external training and obtain the required qualifications.

Event	2025			
	Shift	Hours	Number of Trainees	Total Hours
Chemical Disaster Response Training	3	3	29	87
Occupational Hazard General Education Training	3	3	229	687

◆ 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 monitoring and evaluating energy consumption and implementing energy efficiency improvement measures and energy management plans based on the assessment results to reduce energy consumption and greenhouse gas emissions while continuously promoting low-carbon perations and improving energy efficiency	Management Department, Maintenance Subsection and Process Subsection of Manufacturing Department	Internal operations, office facilities, and supply chain-related activities.	Encourage employees to use stairs whenever possible to reduce short-distance elevator use and lower electricity consumption
				Maintain office AC at 26°C to balance workplace comfort with energy conservation, while encouraging employees to properly manage personal electrical appliances such as electric fans.
				Gradually replace conventional lighting with high-efficiency LED lighting to reduce electricity consumption.
				Turn off unnecessary lighting and electrical equipment during lunch breaks and after working hours based on operational schedules and actual usage requirements.
Water Conservation and Reuse	Fortune Medical is committed to regularly evaluating water consumption, promoting water-saving measures and water reuse initiatives, reducing water consumption during operations, and improving water use efficiency and water recycling.	Management Department, Maintenance Subsection and Process Subsection of Manufacturing Department	Internal operations, office facilities, and supply chain-related activities	Gradually replace conventional toilets with dual-flush water-saving models to reduce water consumption per flush.
				Install water-saving devices where appropriate and adjust faucet flow rates to minimize unnecessary water consumption.
				Evaluate and promote water recycling and reuse systems by incorporating recoverable water into reuse processes to improve water resource efficiency.
Waste Management	Fortune Medical is committed to regularly reviewing waste generation and treatment practices and implementing waste reduction, waste segregation, recycling, and resource recovery measures to minimize the environmental impact of production and operational activities while continuously improving resource circularity.	Management Department, All Employees of the Company	Company Internal Operations and Supply Chain Activities	Promote employee awareness of waste reduction and waste segregation through education and awareness programs.
				Regularly evaluate waste generation across departments and implement waste reduction, segregation, and recycling measures based on the assessment results.
				Collaborate with suppliers and customers to simplify product packaging, reduce packaging materials, and improve packaging recyclability.
				Promote paperless operations to reduce paper consumption and office waste generation.

Category	Objectives	Implementation Results	Regular Review
Energy Consumption and Greenhouse Gases	1% reduction in Category 1 and Category 2, based on the year 2023	Significant progress was achieved through energy-saving initiatives implemented in 2025. Annual electricity consumption at the Zhongli Plant decreased by 10.23% compared with 2024	The Company reviews energy consumption and greenhouse gas emissions annually and continuously improves management measures based on the review results to enhance overall energy efficiency. Three energy-saving initiatives planned for 2026 include: 1. Installing programmable timers on the air compressor control panel to enable automated scheduling and reduce unnecessary operating hours. 2. Optimizing the operating schedule of the B1/B2 parking garage exhaust ventilation system to improve equipment efficiency. 3. Increasing the chilled water supply temperature by 1°C during winter to reduce the energy consumption of the chiller system.
Water Conservation and Reuse	Reduce water consumption by 8%, based on the year 2023	Water consumption in 2025 decreased by 828 liters compared with 2024, representing an approximate 5.59% reduction.	The Company reviews water consumption and the effectiveness of water conservation measures annually and continuously improves management practices based on the review results to enhance water use efficiency and minimize unnecessary water waste. During 2025, inspections and improvements were conducted on water facilities. A leaking toilet in the women's restroom on the first floor of the original plant office building was repaired using gasket sealant, preventing continuous water leakage, reducing water waste, and improving facility maintenance effectiveness.
Waste Management	Document digitization to reduce paper use and support sustainability , based on the year 2023	• Paper recycling decreased by 44% compared with 2024. • Plastic recycling decreased by 45% compared with 2024. • Scrap metal recycling increased by 653% compared with 2024.	Regularly review and evaluate waste recycling to ensure effectiveness and suitability.

4.1 Energy and Greenhouse Gas Management

Fortune Medical recognizes the profound impact of climate change on the global environment and human health and regards improving energy efficiency and reducing greenhouse gas (GHG) emissions as key priorities for sustainable development. In accordance with ISO 14064-1, the Company conducts a comprehensive annual greenhouse gas inventory for its Zhongli Plant, covering Scope 1 (direct emissions) and Scope 2 (energy indirect emissions). Through transparent and traceable emissions data disclosure, the Company accurately monitors its greenhouse gas emissions and uses the results as the scientific basis for establishing emission reduction targets and implementing energy conservation initiatives.

◆ Direct Emissions (scope 1)

Mission Source	2023	2024	2025	Unit
CO_2 fire extinguishers	0.0495	0.0585	0.0900	tCO_2e
Refrigerant leakage	148.4800	183.3327	186.4878	tCO_2e
Septic tank (for reference only)	The wastewater is discharged to the Zhongli Industrial Park Wastewater Treatment Center for treatment and is excluded from the Scope 1 emissions calculation.			
Total Scope 1 emissions	148.5295	183.3912	186.5778	tCO_2e

◆ Indirect Emissions (scope 2)

Mission Source	2023	2024	2025	Unit
CO_2 fire extinguishers	3796000	4194876	3765384	kWh
Refrigerant leakage	1875.2240	1988.3712	1784.7920	tCO_2e

◆ Total Annual Greenhouse Gas Emissions (scope 1 + scope 2)

Year	Scope 1 (tCO_2e)	Scope 2 (tCO_2e)	Total (tCO_2e)	Change vs. Previous Year
2023	148.5295	1875.2240	2023.7535	— (pre-baseline)
2024 (baseline year)	183.3912	1988.3712	2171.7624	▲ 148.01 (+7.32%)
2025	186.5778	1784.7920	1971.3698	▼ 200.39 (-9.23%)

Compared with the baseline year (2024), Fortune Medical reduced its total greenhouse gas emissions by 200.39 tCO2e in 2025, representing a 9.23% reduction. During the same period, the Company's workforce increased from 298 to 305 employees, while greenhouse gas emissions per employee decreased from 7.29 tCO_2e per employee to 6.46 tCO_2e per employee, representing an 11.32% reduction. These results demonstrate the Company's successful achievement of decoupling business growth from greenhouse gas emissions, reinforcing its commitment to sustainable, low-carbon development.

◆ Greenhouse Gas Inventory Methodology

Scope 1 – Direct Emissions

CO_2 Fire Extinguishers： CO_2 Fire Extinguishers: In 2025, 60 CO_2 fire extinguishers were in service, each with a 4.5 kg charge (270 kg total). Twenty were recharged, resulting in 0.09 tCO_2e (20 × 4.5 kg = 90 kg). Emissions are calculated based on actual annual refill quantities, supported by routine equipment and agent-weight checks.

Refrigerant Leakage： The inventory covers five inverter chillers, four air conditioners, two refrigerators, one dehumidifier, 11 water dispensers, three air compressors, and 19 water chillers. Emissions are estimated using nameplate charge quantities and recommended leakage rates. Total emissions in 2025 were 186.4878 tCO_2e.

Calculation Basis： Calculations use the emission factors announced by Taiwan’ s Ministry of Environment on February 5, 2024, together with IPCC AR6 GWP values. All domestic wastewater is sent to the Zhongli Industrial Park Wastewater Treatment Plant for centralized treatment; related methane emissions occur outside the Company’ s operational boundary and are excluded from Scope 1.

Scope 2 – Indirect Emissions

Electricity Emission Factor： The factor used is 0.474 kg CO_2e/kWh, based on the 2024 Electricity Carbon Emission Factor announced by the Energy Administration, Ministry of Economic Affairs, on April 14, 2025. It was the latest official factor available when the report was prepared.

Electricity Consumption in 2025： Purchased electricity totaled 3,765,384 kWh, down 429,492 kWh (10.24%) from 2024. Scope 2 emissions were 1,784.79 tCO_2e, a year-on-year reduction of 203.58 tCO_2e.

◆ Greenhouse Gas Reduction Targets

Year	scope1 target	scope2 target	Description
2023	1% YoY reduction	1% YoY reduction	First year of target setting
2024	1% YoY reduction	1% YoY reduction	Scope 1 increased due to new refrigerant equipment; Scope 2 increased due to the Phase II plant expansion.
2025	1% YoY reduction	1% YoY reduction	Energy-efficiency measures reduced Scope 2 emissions by 10.24%, significantly exceeding the target.

Note: Using 2023 as the management baseline, the Company continues to establish annual reduction targets and track progress through specific energy-saving projects.

◆ Energy Management Measures

Energy use mainly comes from process cooling, air conditioning, and general equipment. Energy-saving and carbon-reduction plans approved by the Vice President are implemented company-wide, covering offices, factories and warehouses, and transportation.

Offices： Eco-labeled equipment; A/C at 26°C with fans; switch off unused power; digital documents, FSC paper and double-sided printing.

Factories & Warehouses： A/C at 26°C; automatic lighting controls; maximize daylight; prioritize inverter and energy-efficient equipment.

Transportation： Encourage public transit, electric vehicles and other low-carbon transport.

◆ Energy-Saving Improvements Achieved in 2025

Since 2023, the Company has continuously implemented annual energy-saving improvement programs. The following four major measures were carried out in 2025:

1. **Personal Computer Shutdown Management :** Employees were required to shut down personal computers and unnecessary electrical equipment after working hours, effectively reducing standby power consumption.
2. **Adjustment of Air-Conditioning Temperature Settings :** Air-conditioning temperature settings were increased by 1°C to reduce compressor operating loads and improve energy efficiency.
3. **Replacement of High-Efficiency HEPA Filters :** HEPA filters in the production-line air-conditioning systems of both the original and new plant areas were replaced and regularly maintained to reduce additional energy consumption caused by clogged filters. The Company invested NT$143,300 in materials for this improvement. The project is estimated to save 33,563 kWh of electricity annually and reduce greenhouse gas emissions by approximately 15.91 tCO_2e.
4. **Production Equipment Electricity Management :** Power to machinery and equipment not in production or temporarily out of service was switched off to prevent unnecessary standby electricity consumption.

In 2025, electricity consumption decreased by 429,492 kWh compared with 2024. Based on the electricity emission factor of 0.474 $kgCO_2e/kWh$, this represented an annual reduction of 203.58 tCO_2e, demonstrating the tangible carbon reduction benefits of the Company' s energy-saving initiatives.

◆ 2026 Energy-Saving Plans

Looking ahead to 2026, the Company plans to implement three additional energy-saving measures, with an estimated annual emissions reduction of approximately 18.37 tCO_2e:

1. **Automated Scheduling of Air Compressors :** Timers will be installed on air compressor control panels to automate start-up and shutdown schedules, reducing daily operating hours from 24 to 19. The measure is expected to save 9,980 kWh annually and reduce emissions by 4.73 tCO_2e.
2. **Optimization of Parking Garage Ventilation :** Operating schedules for the B1 and B2 parking garage exhaust fans will be adjusted based on peak and off-peak periods, with automatic shutdown during off-peak hours. The measure is expected to save 4,039 kWh annually and reduce emissions by 1.91 tCO_2e.
3. **Seasonal Optimization of Chiller Settings :** From November to April, the chilled-water supply temperature will be raised from 8°C to 9°C. By reducing compressor lift and improving chiller COP, the measure is expected to save 18,944 kWh annually and reduce emissions by 8.98 tCO_2e.

Site Greening Initiatives

Fortune Medical is committed to enhancing greenery throughout its plant and office areas to mitigate the local heat island effect and improve air quality. Vegetation within the plant absorbs carbon dioxide through photosynthesis, helping to reduce local greenhouse gas concentrations while supporting siol and water conservation and preserving biodiversity. Indoor plants in office areas can also help absorb volatile organic compounds, such as formaldehyde adn benzene, thereby improving workplace environmental quality and employees' psychological well-being while supoporting productivity and creativity.





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 13,986 liters of water to be used in 2025.

	2023	2024	2025
Water consumption (liters)	12,458	14,814	13,986

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.

Unit: kg

Factory	Waste Categories	2023	2024	2025
Head Office	General Waste	10980	17380	20350

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	2023	2024	2025
Waste Paper Recycling	597	940	524
Plastic Recycling	119	170	92
Silicon Waste Recycling	35,135	51,668	35,280
Scrap Metal Recycling	1,712	938	7,070

05 Local Care Social Welfare

5.1 Charity Acitivities

5. Local Care – Social Welfare

5.1 Charity Activities

- Fortune Medical has long been committed to supporting public healthcare and community well-being. Recognizing the vital role of blood supplies in emergency care, surgical procedures, and other cirtical medical rtreatments, the Company actively encourages employees to participate in blood donation campaigns organized within the industrial park. Through these initiativees, Fortune Medical contributes to maintaining a stable blood supply and strengthenin the spirit of mutaul support within the community.
- To strengthen its overall performance in Environmental, Social, and Governance (ESG) and fulfill its corporate social responsibility commitments, Fortune Medical implemented a Preferential Procurement Program for Sheltered Workshops. By prioritizing purchases from sheltered workshops, the Company supports employment opportunities for people with disabilities while promoting social inclusion, equal opportunity, and sustainable community development.

Activity Photos

Appendix - GRI Standards Disclosure Projects Comparison Table

Statement of Use	Fortune Medical Instruments, Inc. has reported for the period January 1, 2025 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
Organization and Reporting Practices			
2-1 Organization details	1.1 Organizational Overview	09	
2-2 Entities included in organizational sustainability reporting	1.1 Organizational Overview	09	
2-3 Reporting period, frequency and contact person	About this Report	02	
2-4 Information rearrangement	About this Report	02	
2-5 External assurance/assurance	No external Guarantee		
Activities and Workers			
2-6 Activities, value chains and other business relationships	1.1 Organizational Overview	09	
2-7 Staff	3.1 Friendly Workplace	40	
2-8 Non-employee workers	3.1 Friendly Workplace	40	
Governance			
2-9 Governance structure and composition	1.2 Board of Directors Autonomy	16	
2-10 Nomination and selection of top management	1.2 Board of Directors Autonomy	16	
2-11 Chairman of the highest management unit	1.2 Board of Directors Autonomy	16	
2-12 Role of the top management unit in overseeing impact management	1.2 Board of Directors Autonomy	16	
2-13 The person responsible for impact management	1.2 Board of Directors Autonomy	16	
2-14 The role of the top management unit in sustainability reporting	1.2 Board of Directors Autonomy	16	
2-15 Conflict of interest	1.3 Integrity Management	17	
2-16 Communicate key events	1.2 Board of Directors Autonomy	16	
2-17 Group Intelligence in the highest level of management			Not Applicable
2-18 Performance assessment of top management units			Not Applicable
2-19 Remuneration policy	3.1 Friendly Workplace	40	Not Applicable
2-20 Salary decision process	3.1 Friendly Workplace	40	
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	
	1.3 Integrity Management	17	
2-23 Policy commitments	3.3 Diversity and Inclusion	55	
	3.4 Workplace Safety	57	
2-24 Incorporate policy commitments	1.3 Integrity Management	17	
	3.3 Diversity and Inclusion	55	
	3.4 Workplace Safety	57	
2-25 Incorporate policy commitments	1.3 Integrity Management	17	
	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	17	
2-28 Membership of public associations	1.1 Organizational Overview	09	
Stakeholder Discussion			
2-29 Stakeholder discussion policy	Stakeholder Identification and Communication Channels	04	
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	
201 Economic 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	40	
	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	
	305-1 Direct (Category 1) greenhouse gas emissions	4.1 Energy resources and greenhouse	67	
	305-2 Energy indirect (Category 2) greenhouse gas emissions	4.1 Energy resources and greenhouse	67	
305 Emissions	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	67	
	305-5 Greenhouse gas emissions reduction	4.1 Energy resources and greenhouse	67	

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	57	
	403-2 Hazard identification, risk assessment, and accident investigation	3.4 Workplace safety	57	
	403-3 Occupational health services	3.4 Workplace safety	57	
	403-4 Worker participation, consultation and communication related to occupational safety and health	3.4 Workplace safety	57	
	403-5 Worker training related to occupational safety and health	3.4 Workplace safety	57	
	403-6 Worker Health Promotion	3.4 Workplace safety	57	
	403-7 Preventing and mitigating occupational safety and health impacts directly related to business relationships	3.4 Workplace safety	57	
	403-8 Workers covered by occupational safety and health management system	3.4 Workplace safety	57	
	403-9 Occupational injuries	3.4 Workplace safety	57	
	403-10 Occupational diseases	3.4 Workplace safety	57	