

2025 SUSTAINABILITY REPORT

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The contact person for the Sponsor is Ms Foo Jien Jieng, 16 Collyer Quay, #10-00 Collyer Quay Centre, Singapore 049318, sponsorship@ppcf.com.sg

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Chairman's Message




Clement Yang Ker-Cheng
Chairman

Dear Stakeholders,

2025 was a year that tested resilience and rewarded resolve. Against a backdrop of evolving regulatory expectations, shifting climate commitments, and an increasingly complex global operating environment, Medtecs remained focused on what matters most: building a business that creates lasting value for its people, its partners, and the planet. Our sustainability journey is not defined by any single year, but by the consistency of our commitments and the integrity with which we pursue them.

For our employees, 2025 brought tangible investment in growth and opportunity. Female representation among new hires reached a majority — reflecting our genuine commitment to inclusive hiring. We invested across all levels of the organisation, with over 12,656.92 training hours recorded group-wide, ensuring that every team member has the tools to grow and succeed. For the third consecutive year, Medtecs was recognised by 1111 Job Bank in the Biotech and Healthcare category — a sustained acknowledgment of our people-first culture that few organisations can claim. For our shareholders and financial partners, our operational discipline translated into measurable efficiency gains — total energy consumption declined to 98,262.76 GJ from 109,292.84 GJ in the prior year, and emission intensity reduced by 44.84% at the Group level, reflecting our commitment to responsible resource management and long-term value creation.

For our communities and supply chain partners, 2025 marked meaningful progress in embedding ethical standards across all regions. Our Chinese subsidiaries formally established their own anti-corruption policies and internal controls, with 100% of employees completing anti-corruption training — bringing our governance framework into fuller alignment group-wide. Targeted anti-corruption audits across Taiwan, Cambodia, and the Philippines recorded zero corruption-related incidents, a result we are proud of and committed to sustaining. We are committed to understanding the underlying drivers and strengthening our retention and engagement efforts in the year ahead, because sustaining the trust of our people is foundational to everything we seek to achieve.

Vision for Sustainability

As we look in 2026 and beyond, we remain committed to our vision of "better the world's health for everyone, everywhere." Building on the progress made this year, we aim to:

- **Strengthen Climate Resilience:** Through a refreshed TCFD scenario analysis and continued investment in low-carbon technologies and renewable energy, we advance our roadmap toward net-zero emissions by 2050, including a 20% reduction milestone by 2030.
- **Invest in Our People:** Guided by our human rights policy, we will focus on retention, career development, and employee well-being, fostering a diverse, equitable, and inclusive workplace at all levels.
- **Extend Ethical Standards Across Our Value Chain:** We will continue embedding our anti-corruption and sustainability frameworks throughout our supply chain, ensuring our values are upheld beyond our own operations.

These priorities reflect our unwavering commitment to responsible business conduct and position Medtecs to meet the evolving expectations of our stakeholders in the years ahead.

To our shareholders and financial partners, thank you for your continued trust in our direction. To our customers and suppliers, we are grateful for relationships built on shared values and mutual accountability. To our employees — the heart of Medtecs — your dedication and passion are what make this progress possible. And to the communities in which we operate, we remain committed to being a responsible and constructive presence.

We face the road ahead with clarity of purpose and confidence in our collective ability to deliver.

Sincerely,
Clement Yang Ker-Cheng
Chairman
Medtecs International Corporation Limited

About this Report

This is the ninth Sustainability Report (the “Report”) published by Medtecs International Corporation Limited (“Medtecs” or the “Company”, and together with its subsidiaries, the “Medtecs Group” or the “Group”). Medtecs is listed on Catalist, the sponsor-supervised listing platform of the Singapore Exchange Securities Trading Limited (“SGX-ST”). In addition to complying with the Listing Manual Section B: Catalist Rules of the SGX-ST (“Catalist Rules”), we remain dedicated to fostering transparency by showcasing the Medtecs Group’s accomplishments in environmental, social, and governance (“ESG”) initiatives. Through this annual publication, we strive to provide stakeholders with a thorough understanding of our commitment to and actions toward sustainable development.

Reporting Framework

The framework of this Report is mainly based on the Universal Standards 2021 published by the Global Reporting Initiative (“GRI Standards”), a globally recognized framework suited for reporting on sustainability matters relevant to the Group. The framework also aligns with International Financial Reporting Standards (“IFRS”) S1 and S2, issued by the International Accounting Standards Board. This Report is prepared in accordance with the requirements set out in Rule 711B and Practice Note 7F: Sustainability Reporting Guide of the Catalist Rules. Please refer to Appendix to this Report for details of the Group’s application of the GRI Standards.

Reporting Scope

This Report presents the environmental, social, and governance (ESG) actions, policies, performance, and related data of the Medtecs Group for the financial year ended **31 December 2025**. This report also includes content that reflects past achievements and anticipates future developments in alignment with the Group’s strategic sustainability goals.

The scope of this report primarily focuses on the ESG performance of Medtecs and its major subsidiaries operating in Taiwan, the Philippines, Cambodia, and China which represent the most significant contributors to the Group’s operational footprint and revenue. Subsidiaries located in Singapore, and Malaysia are excluded from the reporting scope for 2025 due to their relatively small contribution to the Group’s overall revenue. Financial data is based on all entities listed in the consolidated financial statements.

Included Entities

The following entities are included in this report based on their relevance and materiality.

- Medtecs (Cambodia) Corporation Limited (“MCCL”)
- Medtecs (MSEZ) Corporation (“MMSEZ”)
- Medtecs (Taiwan) Corporation (“MTC”)
- Medtecs International Corporation Limited - Philippines (“MICL-PH”)
- Medtex Corporation
- Medtecs Materials Technology Corporation
- Universal Weavers Corporation (“UWC”)
- Hangzhou Jingcheng Medical Supplies Manufacture Co., Ltd. (“Jingcheng Supplies”)
- Hangzhou Jingcheng Medical Technologies Co., Ltd. (“Jingcheng Technologies”)

Building on the inclusion of Jingcheng Supplies and Jingcheng Technologies in the 2024 reporting scope, the Group in 2025 reaffirms its commitment to expanding sustainability reporting coverage as and when relevance and materiality thresholds are attained, providing subsidiaries with the necessary tools, guidance, and capacity to deliver comprehensive ESG reporting.

Restatements

During the reporting period, the Group made no significant restatements of previously disclosed information. Minor changes to historical data or methodologies, where applicable, are explained in the relevant sections of this report, ensuring clarity and transparency in disclosures.

Commitment to Continuous Improvement

Medtecs Group is committed to broadening the scope and depth of its sustainability reporting to meet global ESG standards and stakeholder expectations. Future reports aim to progressively include all subsidiaries and cover additional material topics, ensuring alignment with recognized reporting frameworks and best practices. For 2025, no primary components or material topics were excluded, demonstrating the Group’s comprehensive approach to sustainability reporting.

Report Review and Management Process

The data and information in the Report are provided by various departments and operating units of the Group, compiled by the Legal Department, and revised by heads of the Sustainability Task Forces under the Sustainability Reporting Council. It is then subjected to review by the Company’s Sponsor for compliance with the **Catalist Rules** and then sent to the Board of Directors for approval. The Company’s Internal Control Department has initiated an internal review of the Company’s sustainability reporting processes. This review aims to identify areas for improvement and ensure that the Company’s sustainability reporting is accurate, transparent, and aligned with the industry’s best practices. By continuously assessing and optimizing these processes, the Company seeks to enhance the effectiveness and efficiency of its operations, as well as its ability to identify and manage potential risks.

Third-party Assurance

The Report has undergone rigorous scrutiny by Ernst & Young Global Limited, an independent third-party auditing firm, which has conducted independent assurance procedures to verify the accuracy of the relevant data. For a detailed account of their findings, please refer to Appendix 4 of this Report.

Internal Audit (provided by in-house Internal Control Department)

The Internal Control Department has integrated an internal review of the Company's sustainability reporting processes into its annual internal audits. The review process involves requesting relevant documents to verify data sources, cross-checking information for accuracy, and fact-checking key performance indicators (KPIs) against the Company's short-term and long-term goals. By maintaining a structured approach to data validation, we enhance the credibility of our sustainability reporting and reinforce our commitment to responsible and data-driven decision-making. This review aims to ensure that the Company's sustainability reporting is accurate, transparent, and aligned with the industry's best practices. Based on internal auditor's assessment and the Board of Director's selection of material topics considering the expectations of management and other stakeholders, the review process as detailed at the beginning of this paragraph.

In accordance with Practice Note 7F of the Catalist Rules, the prioritization of material topics not only considers the expectations of the Board but also integrates the views of management and other stakeholders, ensuring a balanced and inclusive approach to

sustainability reporting. The internal review process aligns with this requirement by engaging key internal and external stakeholders to assess the relevance and significance of ESG factors. This ensures that our reporting framework is comprehensive, stakeholder-informed, and aligned with both regulatory requirements and business objectives.

In addition, areas of improvement are to be identified, and the corrective actions are being tracked via regular progress reports that highlight the status of corrective actions and provide early alerts for any deviations from the agreed-upon plan.

Beginning in 2024, the Internal Control Department is also involved in monitoring the data collection process across various departments within the Company to identify inconsistencies or gaps. The Company has implemented the use of a centralized data platform to collect data from different departments, ensuring timely and accurate reporting. Data verification is applied to high-risk areas such as carbon emissions, water usage, and energy consumption, where the accuracy of the data is crucial for external audits and public reporting.

By continuously assessing and optimizing these processes, the

Company seeks to enhance its operational efficiency and ability to identify and manage potential ESG-related risks, thereby aligning sustainability practices with broader strategic goals and regulatory requirements.

Board Statement

The Board of Directors (the "Board") is pleased to present Medtecs' 2025 Sustainability Report, which confirms the Group's commitment to sustainability. This commitment is reflected in the Group's sustainable business strategies and objectives that the management have identified after determination and consideration of key ESG issues. The Board had considered sustainability issues in the Group's business and strategy, determined and approved the material ESG factors and overseen their management and monitoring by the management. This Report has been prepared in accordance with the guidelines of the Global Reporting Initiative, which are well-known and credible standards for reporting on environmental, social and governance issues that are most important to the Group's business and stakeholders.

2025 Highlights

Environment

38.14% improvement in energy intensity to 1.242 GJ per thousand USD of revenue.

Nearly **50%** reduction in group-wide water consumption to 170,164 m³, with significant improvements recorded across Taiwan, Cambodia, and the Philippines.

Social

12,656.92 training hours recorded across all levels of the organisation, designed to enhance technical skills, leadership capabilities, and sustainability awareness.

CSR programmes in Taiwan alone benefited approximately **23,884** individuals, with total charitable contributions exceeding **NT\$630,000**.

Expanded community engagement initiatives across Taiwan, the Philippines, and Cambodia supporting healthcare access, environmental protection, and social welfare.

Governance & Economy

100% of employees across all regions communicated to on anti-corruption policies and procedures.

Zero corruption-related incidents recorded through targeted audits across Taiwan, Cambodia, and the Philippines.

Chinese subsidiaries formally established anti-corruption policies and internal controls, aligned with Group-wide standards.

FY2025 revenue increased **45.1%** to USD 78.97 million, driven by expanded OEM operations, nitrile glove production, and growth in hospital services.

Economic value retained¹ turned positive at USD 7.47 million, a significant improvement from negative USD 17.66 million in FY2024.

¹ See "Economic Impacts" on page 64

Net loss narrowed 80.1% to USD 4.8 million, reflecting improved operational efficiency and business diversification.

Recognition

For the third consecutive year, Medtecs has been recognized by 1111 Job Bank in the Biotech and Healthcare category, underscoring our enduring commitment to building a workplace where people truly thrive. In 2023 and 2024, we were proud recipients of the Gold Award, reflecting the exceptional dedication of our employees and the vibrant, inclusive culture we have cultivated together. In 2025, we received the Silver Certificate, continuing our streak of recognition while acknowledging that there remains room to grow and further elevate the employee experience. Three consecutive years of recognition by one of Taiwan's most respected employment platforms affirms that our efforts to foster a collaborative, diverse, and people-first environment are being felt by our team — and noticed beyond it. We remain deeply grateful to every Medtecs employee whose passion and commitment make this recognition possible, and we are motivated to keep raising the bar in the years ahead.





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SUSTAINABLE DEVELOPMENT

About the Company

Vision and Values

Medtecs is one of the leading providers of comprehensive medical products and services, guided by its core values of Customer Focus, Valuing Our People, and Sustainable Practices. We are committed to delivering world-class medical products, services, and protective equipment, with customer satisfaction as our highest priority. We place great importance on the career growth and well-being of our employees, reflecting our dedication to Valuing Our People. Our vision is to “better the world’s health for everyone, everywhere” supported by our mission to “providing safe and effective products with speed, warmth, and care.” By consistently improving service quality and efficiency, we remain steadfast in our commitment to Sustainable Practices, ensuring that our business decisions and operations prioritize long-term sustainability.



We embrace the TARPS management philosophy, which represents five key workplace attitudes: Teamwork, Accountability, Rewards & Punishment and a Solution-Oriented mindset. This approach is designed to minimize potential gaps and errors in work processes, improve overall efficiency, and foster strong problem-solving capabilities among our employees.

The company upholds the KUNG FU values in our work ethic, symbolizing our dedication to “Know your customer,” “Understand the transaction,” “Never give up,” “Good for stakeholders,” “Faith,” and “Up.” This philosophy highlights the importance of maintaining confidence and positivity, even in challenging situations. At Medtecs, we strive to exemplify these principles in our daily efforts, delivering exceptional service and unwavering commitment to our customers and stakeholders.

- Teamwork**
- Accountability**
- Reward & Punishment**
- Solution-Oriented**

- Know Your Customer**
- Understand The Transaction**
- Never Give Up**
- Good For Stakeholders**
- Faith**
- Up**

Company Profile

Medtecs International Corporation Limited, established in 1989, is a leading provider of personal protective equipment (PPE) and medical consumables. The Group is a prominent global manufacturer and supplier of PPE and workwear, offering comprehensive protective solutions to government agencies, businesses, and individuals worldwide. It ensures the adequacy and effectiveness of protective equipment across diverse sectors. With a robust presence in the United States, Europe, and the Asia-Pacific region, the Group boasts one of the largest PPE manufacturing capacities outside of China. The Company has been listed on the Singapore Exchange since 1999, and its Taiwan Depository Receipts began trading on the Taiwan Stock Exchange in 2002.

The Group is headquartered in Taipei, Taiwan, with offices and facilities located across Taiwan, Singapore, Cambodia, the Philippines, China, and the United States. Operating 11 factories, the Group focuses on the manufacturing and sales of PPE, medical textiles, medical consumables, and workwear, while also offering integrated hospital services such as consumables supply and laundry services. The Group’s monthly production capacity reaches 500,000 pieces of workwear, 2 million pieces of protective coveralls, 3 million pieces of AAMI Level 2 isolation gowns, 3 million pieces of isolation gowns, 5 million pieces of PE isolation gowns, 90 million pieces of medical face masks, and other products, which are sold to multiple countries and regions in Asia, Europe, the Americas, and Oceania. In 2020, the Group established its first subsidiary in the United States, Medtecs USA Corporation, to expand the local market for PPE and medical consumables. In 2023, the glove factory constructed by the Group in Cambodia commenced full-scale production, with a monthly glove production capacity of up to 50 million gloves.

Basic information of Medtecs Group

Company name	Medtecs International Corporation Limited
Year of establishment	1989
Chairman	Clement Yang Ker-Cheng
CEO	William Yang Weiyuan
Headquarters address	11F, No. 9, Song Gao Rd., Xinyi Dist., Taipei City 110, Taiwan
Stock symbol	Catalist of the Singapore Exchange: 546 Taiwan Stock Exchange: 9103
No. of employees	3,285

Products and Services

The Group’s core businesses focus on the production and distribution of personal protective equipment (PPE) and the delivery of integrated hospital logistics services.

Medtecs offers a comprehensive range of products and services, including:

- Personal Protective Equipment (PPE): This category encompasses isolation gowns, disposable coveralls, nitrile gloves, 3-ply surgical facemasks, and KN95 facemasks.
- Medical Garments and Textiles: Medtecs manufactures medical garments and textiles, providing essential apparel for healthcare professionals.
- Protective Workwear: The Company produces durable workwear designed to offer protection in various industrial settings.
- Integrated Hospital Services: Medtecs provides comprehensive hospital services, including linen and laundry management, ensuring hygiene and efficient operations within healthcare facilities.

Medtecs International operates as one of the leading original product manufacturers (OPM), specializing in the production of premium personal protective equipment (PPE), medical textiles, and workwear. With strategically positioned manufacturing facilities in the Philippines and Cambodia, the Group ensures efficient production and seamless exports to its primary markets, including Europe, the Asia-Pacific region, and the United States.

In addition to its manufacturing capabilities, Medtecs offers a diverse portfolio of hospital logistics solutions designed to enhance operational efficiency and patient care. These services include equipment leasing, laundry management, logistics (3L services), and the supply of medical consumables. In Taiwan, the Group has established itself as a trusted partner for prominent medical institutions, maintaining service agreements with major hospitals such as E-Da Healthcare Group, Tri-Service General Hospital, and Tungs’ Taichung Metroharbor Hospital.

Building on its success in Taiwan, Medtecs has strategically expanded its hospital logistics services to the Philippines, delivering tailored solutions to meet the unique needs of healthcare institutions. This expansion underscores the Group’s commitment to providing reliable and innovative support to the healthcare sector, fostering improved outcomes for patients and providers alike.

Geographic presence and market served

Location	Main businesses
Taiwan	Headquarters, medical laundry facilities
Singapore	Branch office
Cambodia	Spinning; weaving; dyeing; printing; and the production of nitrile gloves, garments, protective coveralls, isolation gowns, shoe covers, and bouffant caps
China	Commercial trade of medical equipment, trays and kits, catheters, urine bags, and incontinence products
Philippines	Dyeing; weaving; laboratory; and the production of garments, medical bandages, and medical / surgical face masks
USA	Branch office



Corporate Sustainable Governance

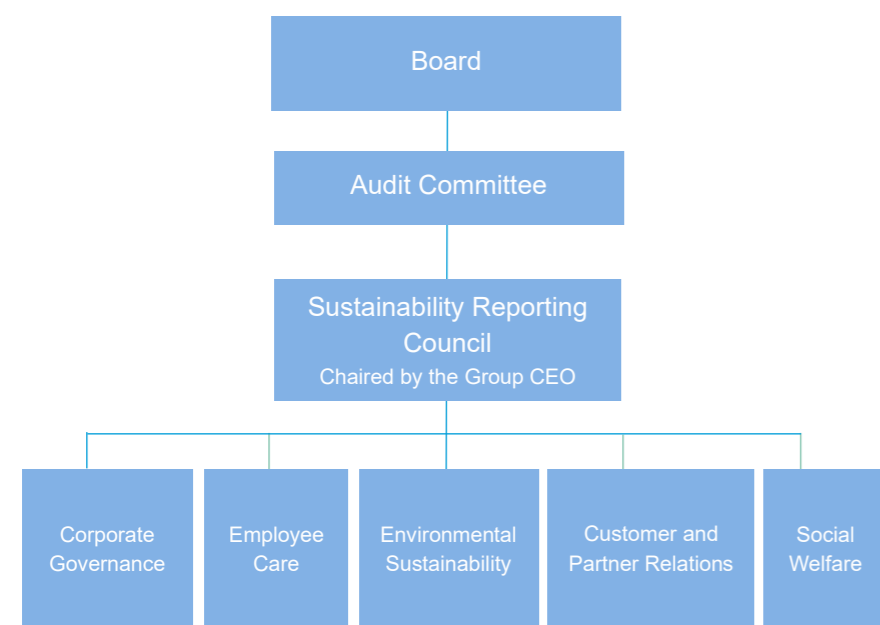
Organizational Structure of the Sustainability Team

The Group established the Sustainability Reporting Council (the “Council”) under the Audit Committee in 2017, which operates under the authority of the Board of Directors, to serve as the management body responsible for planning and overseeing sustainable development initiatives. The Council is tasked with developing the Group’s sustainability strategy and goals while regularly monitoring the progress of these goals and associated sustainability projects. The Chief Executive Officer (CEO) chairs the Council, supported by the Chief Financial Officer (CFO) and the General Counsel as executive members. The Council provides regular updates to the Audit Committee.

To further advance sustainability efforts, the Group formed five dedicated Sustainability Task Forces under the Sustainability Reporting Council. These task forces focus on key areas: Corporate Governance, Employee Care, Environmental Sustainability, Customer and Partner Relations, and Social Welfare. Each task force includes department heads as members and holds regular sustainability management meetings to drive progress toward the Group’s sustainability objectives. Annual initiatives are launched in critical areas such as climate change adaptation, carbon reduction, water conservation, and human rights management. The progress of these initiatives is routinely reported to the Board, and sustainability goals are integrated into the annual performance evaluations of responsible personnel.

The Group’s sustainability report is prepared annually by the Sustainability Reporting Council and undergoes independent assurance by a third-party consultant. Upon approval by the Board, the sustainability report has been published to provide a transparent account of the Group’s annual sustainability achievements, catering to both internal and external stakeholders.

Sustainable Governance Organisational Structure



Task Force	Function	Responsible Units
Corporate Governance	Enhance transparency and efficiency in corporate governance, including risk management, legal compliance, and internal control	Internal Control, Legal
Employee Care	Foster employee well-being by ensuring a safe work environment, promoting health and safety initiatives, providing training opportunities, and advancing diversity and inclusion.	Human Resources & Administration, Legal
Environmental Sustainability	Advocate for environmental protection and sustainable development by reducing carbon emissions, optimizing energy and resource efficiency, and managing waste responsibly.	Factory Managers, Supply Chain Management
Customer and Partner Relations	Strengthen relationships with customers and partners through environmental sustainability efforts, including reducing carbon emissions and improving energy and resource efficiency.	Legal, Marketing, Sales
Social Welfare	Promote social welfare initiatives, such as community engagement, charitable donations, and volunteer services, to contribute positively to society.	Human Resources & Administration, Legal, Marketing

Corporate Sustainable Governance

Grounded in its core business of personal protective equipment (PPE), Medtecs Group has built a robust framework for sustainability centered on five key pillars: Integrity Governance, Value Innovation, Sustainable Environment, Diversity in the Workplace, and Community Empowerment. Each pillar reflects our unwavering commitment to responsible and impactful operations.

Medtecs’ sustainability efforts are strategically aligned with 12 of the United Nations’ Sustainable Development Goals (SDGs), underscoring our dedication to addressing global challenges such as climate action, responsible consumption, and inclusive growth. By integrating the core values of Customer Focus, Valuing Our People, and Sustainable Practices into our daily operations, we foster a positive and lasting influence across our ecosystem of stakeholders-customers, employees, communities, and the planet.

This comprehensive approach not only enhances our operational resilience but also drives innovation and inclusivity, ensuring Medtecs contribute meaningfully to a sustainable future while safeguarding the health and well-being of the communities we serve.

Integrity Governance	Upholding the fundamental values of accountability, transparency, and sustainability, we are dedicated to meeting our social obligations and fostering trust with all stakeholders.
Environmental Sustainability	Focusing on the critical need to combat climate change, we are committed to setting targets for minimizing energy and resource consumption, reducing waste, and advancing toward a low-carbon operational model.
Community Empowerment	Building lasting partnerships with local communities and non-profit organisations near our operational sites, actively contributing to community development, and creating a meaningful positive impact.
Diversity in the Workplace	Adhering to labor laws and regulations across various regions while fostering a workplace that prioritizes employee well-being, happiness, and health.
Value Innovation	Implementing stringent product processes and supplier oversight while focusing on the development of innovative and sustainable products.

Materiality and Stakeholder Engagement

Process of Identification of Material Topics

The Group adheres to the GRI Standards and the AA1000 Accountability Principles Standard, applying the principles of inclusivity, materiality, responsiveness, and impact to identify key material topics. In line with GRI 3: Material Topics 2021, we established a structured process to analyze these topics. Additionally, we evaluated their positive and negative impacts on the environment, economy, and society, including human rights. The findings inform the Company's sustainable development strategy and provide a foundation for stakeholder engagement and transparent information disclosure.

In compliance with Practice Note 7F paragraph 4.1(e), we disclose our rationale for selecting sustainability reporting frameworks and the extent of their application. The following frameworks have been adopted based on their relevance to regulatory requirements, industry's best practices, and stakeholder expectations:

- Global Reporting Initiative (GRI) Standards – Selected for their comprehensive and globally recognized approach to ESG reporting, ensuring consistency and comparability across sustainability disclosures. GRI serves as the primary framework for reporting on material topics.
- Task Force on Climate-related Financial Disclosures (TCFD) – Applied to climate risk assessment and GHG emissions management, ensuring alignment with investor and regulatory expectations on climate-related financial disclosures.
- AA1000 Accountability Principles Standard – Adopted to enhance stakeholder inclusivity, materiality, and governance accountability, ensuring that our sustainability reporting reflects responsible business practices and stakeholder engagement outcomes.
- Other Industry-Specific Guidelines – Where relevant, additional sustainability disclosure requirements, including sector-specific reporting standards, are integrated to enhance transparency and completeness of ESG reporting.

The extent of application varies by framework, with GRI Standards forming the foundation of our disclosures, TCFD guiding climate-related risk management, and AA1000 supporting governance and accountability principles.



This structured approach ensures that our sustainability disclosures align with business priorities, regulatory requirements, and stakeholder expectations, supporting informed decision-making and long-term sustainable growth.

Identification of Sustainability Issues	Building on our existing database of sustainability issues, we review industry best practices and global trends to update this year's sustainability focus areas. These areas cover four key dimensions: economic, governance, environmental, and social.
Stakeholders' engagement	To better understand stakeholder concerns about sustainability, senior executives and members of the Sustainability Task Forces conduct surveys to gather input. These surveys help assess which sustainability issues matter most to different stakeholder groups. Feedback from 11 complete questionnaires is used to prioritize the issues that stakeholders care about most.
Assessing Sustainability	Senior executives and members of the Sustainability Task Force, guided by the Sustainability Reporting Council, evaluate how sustainability issues impact the environment, economy, and society, including human rights. Through impact assessment surveys, they analyze the potential positive and negative effects and the likelihood of these impacts occurring.
Ranking Material Topics	Using the results from stakeholder surveys and impact assessments, members of the Sustainability Task Force prioritize key sustainability topics. This process considers economic, governance, environmental, and social factors, ensuring alignment with the Company's sustainability goals. Ultimately, this effort leads to the identification of the 11 key material topics.
	<p>Reasons for selection of material topics:</p> <p>To ensure alignment with business priorities and long-term value creation, each material topic is selected based on its strategic importance, financial implications, and stakeholder impact. The primary factors considered when determining and ranking material ESG topics include:</p> <ol style="list-style-type: none"> 1. Alignment with Business Model and Strategy. Material topics are integral to the Company's core operations, innovation initiatives, and long-term sustainability. For instance, Product Innovation and Sustainability is essential in maintaining a competitive advantage while addressing evolving consumer and regulatory demands for environmentally responsible products and solutions. 2. Financial and Operational Significance. Certain ESG factors have direct financial and operational implications, influencing brand reputation, risk exposure, and regulatory compliance. Product Quality and Safety and Integrity Governance are both critical in ensuring customer trust, operational efficiency, and adherence to ethical business practices. 3. Stakeholder Priorities and Expectations. Stakeholder concerns, investor interests, and regulatory expectations were reflected in material topics. For example, Talent Training and Development addresses the need for continuous skills enhancement, supporting employee engagement, talent retention, and organisational resilience. 4. Regulatory and Industry Compliance. Material topics such as Product Marketing and Information Labeling are prioritized to ensure compliance with industry standards and regulations while enhancing customer transparency and trust. 5. Environmental and Social Responsibility. The broader impact of sustainability issues on society and the environment is a key determinant in materiality assessment. Addressing topics such as Sustainable Supply Chain supports ethical procurement practices, reduces environmental impact, and strengthens supplier relations.
Confirming Material Topics	The Sustainability Reporting Council reviews the analysis of material topics, and each Task Force creates customized management strategies to address them. These proposed strategies are then submitted to the Board of Directors for final approval.

List of Material Topics and Related Impact

Material Topics	Responses to Risks and Opportunities	Corresponding GRI Standards	Corresponding Sections in this Report
Integrity Governance	Integrity governance builds stakeholder confidence by fostering transparency and accountability, attracting investments, and enabling sustainable economic growth. It also ensures adherence to environmental standards, mitigating harmful practices and reducing ecological risks. Additionally, it safeguards employee rights through fairness and compliance, promoting job security, equitable treatment, and a culture of trust within the organisation.	GRI 205: Anti-corruption GRI 206: Anti-competitive Behavior GRI 207: Tax GRI 405-1: Diversity of governance bodies and employees	Integrity Management
Product Innovation and Sustainability	Drives competitiveness and operational excellence by fostering continuous improvements and adopting eco-friendly materials and technologies. This approach not only minimizes environmental impact but also inspires creativity among employees and collaboration with suppliers to develop sustainable solutions that benefit both people and the planet.	Customized topic	Product and Service Innovation
Product Quality and Safety	Product quality and safety are central to building long-term partnerships and enhancing operational performance. By ensuring compliance with regulations, organisations minimize environmental impacts while prioritizing customer health and safety. Comprehensive training further empowers teams to uphold the highest safety standards, fostering trust and reliability.	GRI 416: Customer Health and Safety	Quality Management
Product Marketing and Information Labeling	Clear and responsible product marketing and labeling enhance customer confidence and performance by ensuring compliance with regulations. Accurate labeling and instructions promote health and safety while minimizing environmental impact through proper usage and disposal guidance, fostering trust and sustainable practices.	GRI 417: Marketing and Labeling	Quality Management
Sustainable Supply Chain	Enhances efficiency and drives revenue by ensuring stability and resilience. It promotes environmental responsibility through supplier initiatives focused on energy savings and carbon reduction while fostering trust by upholding human rights and ethical practices.	GRI 204: Procurement Practices GRI 308: Supplier Environmental Assessment GRI 414: Supplier Social Assessment	Sustainable Supply Chain
GHG Emissions	We are committed to reducing GHG emissions by building strong partnerships and enhancing operational performance through sustainable practices. By ensuring compliance with environmental regulations, we minimize impacts while empowering our people with training to uphold safety and protect health, fostering a culture of accountability and sustainability.	GRI 305: Emissions	Climate Change Strategy and Management
Water Management	Our approach to water management reduces costs through efficient use and treatment while preventing resource depletion and pollution. By prioritizing sustainable practices, we safeguard local communities' water needs and protect public health, ensuring a balanced and responsible use of this vital resource.	GRI 303: Water and Effluents	Water Management
Waste Management	Effective waste management reduces costs and avoids fines by ensuring proper disposal practices. It minimizes environmental impact, safeguards the Company's reputation, and protects personnel safety, fostering a responsible and secure working environment.	GRI 306: Waste	Waste Management
Talent Attraction and Retention	Strong talent strategies enhance competitiveness and drive revenue by attracting and retaining top talent. By fostering job satisfaction and engagement, we create a motivated workforce that supports long-term organisational success.	GRI 401: Employment GRI 402: Labor/Management Relations 2016 GRI 405: Diversity and Equal Opportunity 2016	Employee Engagement, Welfare, and Development
Talent Training and Development	Talent training and development drive innovation and efficiency, fueling organisational growth. By offering robust training programs, we enhance job satisfaction and fulfillment, empowering employees to reach their full potential.	GRI 404: Training and Education	Employee Engagement, Welfare, and Development
Occupational Safety and Health	Occupational safety and health are key to reducing accidents, minimizing legal risks, and ensuring the safe disposal of hazardous materials to protect the environment. By prioritizing a secure work environment, we safeguard the well-being of employees and contractors, fostering a culture of safety and responsibility.	GRI 403: Occupational Safety and Health	Occupational Health and Safety Initiatives

Stakeholder Engagement

The Group, in its assessment of the relationships and impact levels between each stakeholder group and Medtecs in accordance with the AA1000 Stakeholder Engagement Standard, has decided to continue engaging with the same seven key stakeholder groups as the prior year: shareholders, financial institutions, employees, government agencies, local communities, customers, and suppliers. Consistent with the prior year, no material changes were made to the overall methodology or approach, and the same AA1000-aligned framework was applied in evaluating stakeholder relationships and impact levels. To address stakeholder concerns, we maintain open communication through diverse platforms and have established a Sustainability section on our website to share updates on key initiatives. Communication channels and frequencies are detailed below.

In line with the three-year materiality review cycle adopted in 2024, the Group continues to apply the same set of material topics in 2025. No significant changes in the Group’s business activities or external environment were identified during the reporting period that would warrant a reassessment or re-prioritisation of material topics.

The material topics omitted from detailed reporting in 2024 remain under regular monitoring. As no material changes, emerging risks, or significant incidents were identified in these areas during 2025, detailed disclosures were not expanded. Key performance data continues to be tracked and disclosed where applicable to maintain transparency. This continued focus enables the Group to prioritise areas with higher risk exposure or greater opportunities for improvement, ensuring that reporting remains aligned with current business priorities and sustainability objectives.

Stakeholder Group	Key Issues and Concerns	Activities and Engagement Channels
Shareholders	<ul style="list-style-type: none"> Risk management Corporate governance 	<ul style="list-style-type: none"> Announcements of the Group’s financial results via SGXNet, Taiwan Stock Exchange Market Observation Post System, and the Company’s official website (as needed) Annual report and sustainability report (once a year) Annual general meeting (once a year)
Financial Institutions	<ul style="list-style-type: none"> Risk management Corporate governance 	<ul style="list-style-type: none"> Company’s official website (as needed) Annual report (once a year) Mutual visits and exchanges (from time to time)
Employees	<ul style="list-style-type: none"> Talent attraction and retention Talent training and development Occupational safety and health Operational performance Salaries and benefits 	<ul style="list-style-type: none"> E-mail (immediately) Suggestion box, complaint mailbox, and hotline (immediately) Internal and external training programmes (from time to time) Gatherings and events within the department or Company events (from time to time) Performance evaluations (twice a year) Labor–management meetings (quarterly) Management meetings (monthly) Employee satisfaction surveys (from time to time)
Government Agencies	<ul style="list-style-type: none"> Risk management Corporate governance Regulatory compliance Labor relations 	<ul style="list-style-type: none"> Announcements of the Group’s financial results via SGXNet, Taiwan Stock Exchange Market Observation Post System, and the Company’s official website (as needed) Verbal and written communication with relevant authorities regarding obtaining or renewal of permits (from time to time)
Local Communities	<ul style="list-style-type: none"> Community care and public welfare 	<ul style="list-style-type: none"> Public welfare and charitable activities (from time to time) Volunteer service (from time to time)
Customers	<ul style="list-style-type: none"> Product labeling responsibility and sales Service and product quality Customer relations 	<ul style="list-style-type: none"> Company’s official website and social media platforms (from time to time) Customer satisfaction surveys (annually) Remote inspection for customers (from time to time) Participation in physical and virtual exhibitions (3-5 times per year) Customer contact (daily)
Suppliers	<ul style="list-style-type: none"> Sustainable supply chain 	<ul style="list-style-type: none"> Company’s official website (from time to time) E-mail (from time to time) Telephone and messaging apps (from time to time)



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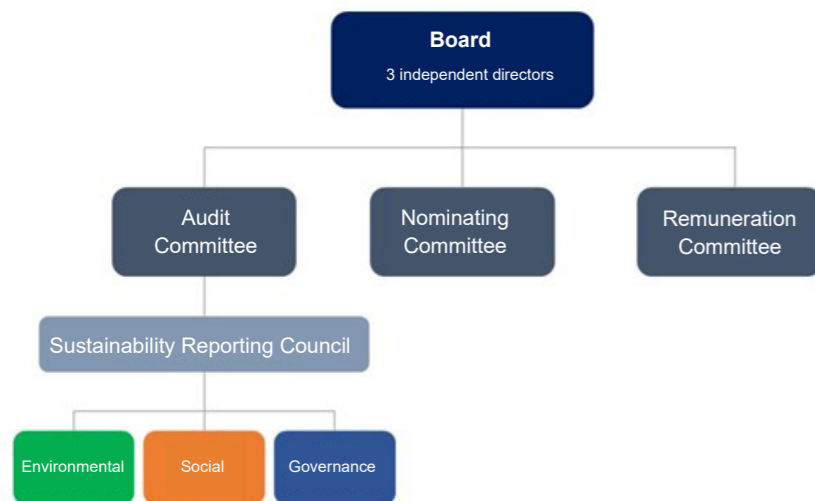
OPERATIONS AND GOVERNANCE

Sustainable Governance and Strategy

Medtecs Group is guided by its core business principles of Accountability, Transparency, and Sustainability. By adhering to high standards of corporate governance, the Company strengthens investor confidence and trust. A robust corporate governance framework fosters a culture of integrity, instills ethical values, and ensures responsible behavior across the organisation. This approach not only protects stakeholder interests but also enhances shareholder value, enabling the Company to achieve long-term sustainable growth and operations.

Corporate Governance Framework

The Board functions as the highest governance authority within the Company, overseeing key committees such as the Audit Committee, Nominating Committee, and Remuneration Committee. Furthermore, the Sustainability Reporting Council, comprising senior executives from various departments, operates under the supervision of the Audit Committee.



The Board serves as the Company's highest governance body and oversees functional committees such as the Audit Committee, Nominating Committee, and Remuneration Committee. Additionally, the Sustainability Reporting Council, composed of senior executives from various departments, is supervised by the Audit Committee.

The Group is committed to sustainable development. Its operational strategies are formulated by a Board possessing independence, diverse

thinking, and backgrounds to make decisions that align with the Company's best interests. Currently, the Company has five directors, of whom three are independent directors (including two female directors), with independent directors accounting for 60% of the Board. All non-executive directors are considered independent within the meaning of the Listing Manual Section B: Rules of Catalist of the SGX-ST and the Code of Corporate Governance 2018.

To ensure the avoidance and mitigation of conflicts of interest between the Board and senior management, the Group has established the Code of Ethics and Professional Conduct (the "Code"). Measures include identifying conflicts of interest, abstaining from certain activities, and disclosing familial and financial interests. For more information on the Board members, functional committees, Board compensation policies, and shareholder-related information, please refer to Medtecs' 2025 Annual Report.

The Board meets on a quarterly basis to discuss and formulate the Group's overall strategic direction and the Company's governance framework. Additional meetings are convened whenever necessary to fulfill their duties. Each meeting is scheduled by the directors in advance and may be conducted via telephone or video conferencing. Decisions of the Board and other functional committees may also be made through circular resolutions. In 2025, the Board held a total of six meetings, the attendance rate of individual directors was 80.56% for each meeting.

Evaluation of Board Members' Performance

Each year, the Nominating Committee reviews and assesses the standards for evaluating the performance of the Board. After recommending an objective set of performance criteria and processes, which are approved by the Board, the evaluation is conducted to assess the independence of the entire Board and individual committees, as well as the members' contributions to the Group. The duties of directors are all aimed at effectively enhancing long-term shareholder value; therefore, performance is closely linked to the directors' compensation system.

Criteria for Board Performance Evaluation:

- Board size and composition
- Accessibility and credibility of information available to the

Board/committees/directors

- Performance in decision-making and execution of key tasks
- Communication with management and behavioral standards of each director

Based on the evaluation results, the Chairman and CEO consult with the Nominating Committee and recommend suitable candidates for new appointments or resignations.

The Group conducts at least one Board performance evaluation every year. The Nominating Committee evaluates each director and discusses, analyses, and provides recommendations based on the evaluation results to enhance the overall performance of the Board. Currently, the Group has not integrated the Company's sustainability goals and performance into the Board performance evaluation; therefore, these factors are not linked to Board compensation. This aspect will be discussed in the future. The overall performance of the Board in 2025 was satisfactory and aligned with the Nominating Committee's views. Furthermore, all committees operated effectively. However, this assessment has not yet undergone external evaluation.

Education and Training for Board Members

The directors have years of experience in corporate governance and are familiar with their responsibilities and duties as directors. To effectively contribute to the Board, directors must stay updated on the latest business and legal developments and regularly enhance their skills and knowledge. Apart from regular meetings with management, the Group provides opportunities and activities, such as visits to the Group's operating facilities in Cambodia, to increase the directors' understanding of the Group's business and strategies, and to discuss and formulate relevant sustainable development strategies. All the directors have completed the mandated 'ESG Essentials (Core)' training by the Singapore Institute of Directors with the exception of one newly appointed Director who is scheduled to complete the required training within one year from the date of appointment, in compliance with SGX listing requirements. Additionally, a Board member attended a specialized sustainability programme on 16 March 2026, further strengthening the Board's oversight of ESG risks, opportunities, and governance.

Integrity Management

At Medtecs, integrity governance serves as the foundation for fostering a strong corporate culture, ethical conduct, and responsible business practices. It is essential not only for enhancing shareholder value but also for ensuring a balanced approach to economic performance and social responsibility that considers the interests of all stakeholders.

The Company is committed to upholding the principles of Accountability, Transparency, and Sustainability, reinforcing high standards of corporate governance. To strengthen risk management and operational efficiency, Medtecs continuously enhances its internal policies and governance frameworks. In addition, the Company strictly complies with local tax regulations across all its operating sites and adheres to international tax standards, ensuring accurate tax calculations and timely filing of returns. By fulfilling its tax obligations responsibly, Medtecs contributes to long-term sustainable growth and value creation for the Group and its stakeholders.

Anti-Corruption

The Group's Code prohibits any form of direct or indirect bribery and corruption. This prohibition applies to all directors, employees, agents, and representatives. The Group's Anti-Bribery and Corruption Policy govern all of its business activities and applies to interactions with stakeholders such as government officials, customers, suppliers, partners (including healthcare professionals), and contractors.

The Group has conducted a risk assessment for corruption in Taiwan and there were no corruption-related events or litigation related to anti-competitive behavior, antitrust, or monopoly behavior in 2025. In Cambodia, our audit team evaluated procurement protocols, focusing on vendor selection and pricing mechanisms. This review strengthens our safeguards against quality compromises and cost inefficiencies while ensuring the integrity of supplier relationships. In the Philippines, we conducted a target audit of a subsidiary's general and administrative expenses for irregularities. In addition, the Group has initiated the planning of its risk management policy and procedures, with plans to expand risk assessments to other overseas operations in the future. To further enhance our anti-corruption framework, we're developing risk management protocols with planned deployment across our

international operations, ensuring consistent standards in bribery prevention and ethical business conduct.

Furthermore, to ensure that employees maintain awareness of anti-corruption practices, the Group completed anti-bribery and anti-corruption training for all office staff in December 2025. This training not only enhanced employees' legal knowledge but also improved their understanding of contract risk control. These measures demonstrate our firm commitment to creating a transparent, fair, and accountable work environment. Anti-corruption policies and procedures have been communicated to 100% of the governance body members.

The Group remains committed to promoting ethical practices, transparency, and diversity across all its operations. These initiatives are integral to fostering a culture of accountability and inclusivity while addressing corruption risks. By implementing clear policies, enhancing employee awareness, and collaborating with key stakeholders, the Group aims to strengthen its anti-corruption and diversity frameworks. Below is an overview of the key policies, actions, and plans across various regions.

Cambodia

In Cambodia, both the MCCL and MMSEZ subsidiaries are actively implementing effective anti-corruption and diversity management policies. These efforts include the establishment of clear guidelines, comprehensive training programmes to build employee awareness, and collaboration with governmental and non-governmental organisations that specialize in anti-corruption and diversity issues. These initiatives reflect the Group's proactive approach to embedding ethical standards and promoting inclusive practices within its Cambodian operations.

China

In 2025, the Group's Chinese subsidiaries — Jincheng Supplies and Jincheng Technologies — made significant progress in formalising their anti-corruption frameworks. Both subsidiaries have established their own anti-corruption policies and internal controls, aligned with Group-wide standards, marking a critical step in embedding ethical practices within their operations. Comprehensive training and promotional programmes were conducted during the reporting period, with 100% of employees in China completing anti-corruption training. These developments reflect the Group's commitment to ensuring consistent

integrity across all subsidiaries.

Philippines

In the Philippines, the UWC subsidiary has adopted an Anti-Bribery and Anti-Corruption Policy as part of its ongoing efforts to foster ethical business practices. A key aspect of this initiative is the communication of the Supplier Code of Conduct to all existing suppliers, ensuring that suppliers align with the Group's ethical expectations. This process underscores the subsidiary's dedication to extending its anti-corruption framework beyond internal operations to include its supply chain partners.

The Group's anti-corruption and diversity management initiatives emphasize the importance of fostering an ethical and inclusive culture across all subsidiaries. Through the establishment of robust policies, continuous employee training, and collaborative efforts with external stakeholders, the Group is building a strong foundation for sustainable and transparent operations. These actions demonstrate the Group's unwavering commitment to maintaining the highest standards of integrity and inclusivity across all regions.

Anti - Corruption Training

As part of our unwavering commitment to integrity and ethical business conduct, we conducted comprehensive anti-corruption training programmes for employees across all levels of our organisation. This initiative ensures that our workforce is equipped with the knowledge and skills necessary to uphold our standards of accountability and transparency, regardless of location or rank. By equipping employees at all ranks—from senior management to executives—with the necessary tools to identify and combat corrupt practices, we aim to safeguard our operations and maintain trust with our stakeholders

These efforts reflect our dedication to ethical governance as a cornerstone of sustainable development and our resolve to contribute to a transparent and corruption-free business environment.

Employee Rank	China Jincheng Supplies	China Jincheng Technologies	Philippines Medtex	Philippines MICL - PH	Cambodia MCCL	Taiwan MTC
Senior Management	1	0	0	5	8	0
Middle Management	1	0	4	2	9	1
Executive	0	0	3	0	0	0
Non-Executive	4	2	9	13	0	24

Key Achievements and Future Goals

In FY2025, Medtecs continued strengthening its Integrity Governance Framework through enhanced risk management practices, anti-corruption controls, and compliance monitoring across its operations. The Group conducted corruption risk assessments in Taiwan, Cambodia, and the Philippines, with no confirmed corruption-related incidents identified during the reporting period. In addition, subsidiaries in China, Cambodia, and the Philippines continued implementing anti-corruption policies and employee training programmes to reinforce transparency, accountability, and ethical business conduct across all operational levels.

To further strengthen governance and operational oversight, the Group continued enhancing its legal and risk management capabilities through digitalisation and process optimisation initiatives. During FY2025, Medtecs further developed its litigation case tracking and management system and continued integrating its Enterprise Information Portal (“EIP”) management platform to streamline contract workflows, automate approval processes, and improve contract lifecycle monitoring. The Group also continued implementing its automated contract reminder

system introduced in Q3 FY2025 to support the timely management of key contractual deadlines, renewals, and approval processes.

Looking ahead, the Group remains committed to advancing technology-driven governance initiatives as part of its long-term 2030 objectives. Medtecs will continue enhancing data-driven compliance monitoring, strengthening regional governance alignment, and improving contract standardisation and internal control processes to support greater operational efficiency, accountability, and regulatory compliance across all jurisdictions in which it operates.

Material Topic: Integrity Governance

FY2025 Target

Groupwide

- All new hires are required to complete anti-bribery and anti-corruption training within one month of onboarding to ensure we maintain 100% compliance in this aspect.

China

- To establish Anti-Corruption Policy.

FY2025 Progress

- In FY2025, 100% of new hires completed anti-bribery and anti-corruption training within one month of onboarding, achieving full compliance with the Group’s training requirement.
- In FY2025, Jincheng Supplies and Jincheng Technologies formally established and implemented Anti-Corruption Policies, strengthening governance practices and reinforcing compliance across operations.

FY2026 Target

Groupwide

- All new hires are required to complete anti-bribery and anti-corruption training within one month of onboarding to ensure we maintain 100% compliance in this aspect.
- 20% reduction in exceptional contract cases.

Taiwan

- Develop AI-driven legal assistants for workflow efficiency within our legal department, and for streamlining processes and reducing the time required for routine tasks.

FY2025 Progress

- In progress
- In progress
- In progress

Long - Term Target

- Develop an advanced system for litigation case tracking and management, to enhance the effectiveness of tracking and monitor the progress of each litigation case, and to ensure timely responses and strategic management throughout the legal process.
- Establish a global risk management framework to ensure that regional operations comply with local regulations and maintain consistent standards.

FY2025 Progress

- In progress
- In progress

Risk Management

To comprehensively identify potential risks and threats and implement proactive measures, the Group has developed a robust and comprehensive risk management framework. Guided by the principle of materiality, this framework systematically assesses risks across key domains, including economic (with a strong focus on corporate governance), environmental, social, and other critical aspects of the Group's operations.

Risks are meticulously evaluated and ranked according to their potential impact on the Group's strategic objectives, operational efficiency, and reputation. Based on this prioritization, targeted management strategies and mitigation measures are crafted to address each identified risk effectively.

The Audit Committee plays an integral role in this process by conducting thorough reviews of the proposed management measures, ensuring their alignment with best practices and organisational goals. Additionally, the Audit Committee provides actionable recommendations to enhance the effectiveness and adaptability of the Group's risk management mechanisms, fostering a culture of continuous improvement.

Through this structured and dynamic approach, the Group not only safeguards its operations but also strengthens its resilience, adaptability, and commitment to sustainable growth in a rapidly evolving global landscape.

Supply Chain Risks

POTENTIAL RISK	RISK DESCRIPTION	RESPONSE MEASURES
Supply chain risk	<ul style="list-style-type: none"> Inability to negotiate effectively with multiple suppliers and agents could lower product quality and competitiveness, harm profitability, and delay material shipments, disrupting import and export schedules. Not regularly assessing suppliers and agents could lead to major gaps between their prices, quality, and market standards. 	<ul style="list-style-type: none"> For fixed export routes, we compare and negotiate prices with at least three suppliers every two weeks, selecting those who meet our requirements for timeliness and cost-effectiveness. Third-party suppliers are regularly assessed, with results documented in the Supplier Periodic Assessment Form by the Supply Chain Management and Quality Control teams before approval. The assessment team evaluates suppliers based on the Supplier Evaluation Form criteria, including their commitment to adhere to the Supplier Purchase Agreement. Approved suppliers are added to the Qualified Supplier List by the Supply Chain Management Department. We monitor raw material market trends and provide bi-weekly procurement reports with analysis on key materials, such as latex and chemical packaging for glove factories.
R&D and production risk	<ul style="list-style-type: none"> Developing a product without a feasibility evaluation can lead to issues, increasing costs and delaying the launch schedule. Poor-quality supplies may further disrupt development and delay product trials. Emergencies like power outages or natural disasters without proper response measures can halt production. Failure to secure qualified suppliers on time may result in missed bids and unfulfilled contracts. 	<ul style="list-style-type: none"> The product development team regularly reviews market competitiveness, development costs, and collaborates with Production, Quality Control, Supply Chain, Sales, and Marketing departments. We take proactive steps to mitigate the impact of natural disasters, including comprehensive staff training, equipment inspections, and response plans for floods, fires, earthquakes, and typhoons, ensuring safety and minimizing disruptions.

Operation and Governance Risks

POTENTIAL RISK	RISK DESCRIPTION	RESPONSE MEASURES
Sales risk	<ul style="list-style-type: none"> Granting excessive credit without properly assessing customers can lead to bad debts, overdue payments, and challenges in forecasting order quantities, making inventory management difficult. Poor handling of customer complaints can lead to customer loss and harm the Company's reputation. Not securing qualified suppliers on time can prevent bidding or fulfilling contracts, potentially resulting in fines or blacklisting, which could limit future opportunities. 	<ul style="list-style-type: none"> The Sales team must include customer credit limits when adding them to the database and submit the Customer Information Form for approval. Customer credit limits are regularly reviewed and adjusted based on background checks. To improve competitiveness and reduce lead times, materials are provided for long-term customers with recurring orders. Material quantities are periodically confirmed with customers to avoid disputes, and stock availability and pricing are approved annually by supervisors. When a customer complaint is received, the Sales team identifies the issue, resolves it, and completes a Customer Complaint Handling Form. After supervisor's approval, the form is sent to the Quality Control department for analysis and follow-up, with a final response provided to the customer. For government tender bids, the sales team confirms the order, coordinates with production and warehouse departments to gather details such as product name, quantity, and delivery date, and evaluates the feasibility of fulfilling the order.
Operation risk	<ul style="list-style-type: none"> Insufficient network and data management can lead to data breaches, theft of confidential information, and potential system failures. Delays in updating operational regulations may cause inefficiencies and negligence, resulting in losses for the Company. 	<ul style="list-style-type: none"> System disruptions are immediately addressed, with root cause analysis and troubleshooting steps documented to prevent recurrence. Information security is regularly reviewed and strengthened. The use of removable or portable storage devices for Company information is prohibited. Department heads maintain and review control records with oversight from the IT and Internal Control Departments. Annual network vulnerability scans, semi-annual data restoration drills, and biennial disaster recovery exercises are conducted to enhance system resilience. Regulatory updates are monitored with the help of external lawyers and consultants to ensure compliance.
Fixed asset risk	<ul style="list-style-type: none"> Failure to insure fixed assets leaves the Group vulnerable to total loss during disasters and prevents the recovery of insurance claims. Poor management of machinery and equipment can lead to inadequate contingency plans, resulting in potential losses during disasters. Failing to regularly update property inventory may cause discrepancies between actual assets and accounting records. 	<ul style="list-style-type: none"> The Property Management unit oversees insured assets, including buildings, vehicles, and other key items. Equipment undergoes regular checks based on its lifespan, and nearby employees handle and report incidents during disasters to supervisors. The accounting unit, along with the Property Management and Audit departments, conducts an annual inventory following the Asset Inventory List. Property tags based on asset numbers are created for easier inventory management. Assets are managed under Fixed Asset Regulations, with a list of non-capitalized assets maintained. Non-capitalized assets are inventoried every six months.
Financial risk	<ul style="list-style-type: none"> Insufficient funds when needed can disrupt the Company's operations. Financial and political instability may result in poor investment performance, interest rate and exchange rate fluctuations, exchange losses, higher manufacturing costs, and reduced profits or potential losses. 	<ul style="list-style-type: none"> The Company conducts monthly financial credit rating analyses to establish credit lines with banks and maintain strong relationships with financial institutions. An investment decision-making process is in place to enhance understanding of the economic environment and market hedging tools The Company's investment plan outlines target areas, fund size, return goals, trial periods, and sources, using external reports for guidance. Investments are selected through a structured process, executed, and results are reported. For stock market investments, financial analysis and credit rating assessments ensure profitability.
Legal and compliance risk	<ul style="list-style-type: none"> Lack of understanding of relevant laws or differences between countries' regulations can lead to losses or harm the Company's reputation. Poor compliance, legal unawareness, or improper contract management can lead to errors, unfair terms, and risky decisions. Reliance on specific individuals for critical expertise may create gaps during work handovers. 	<ul style="list-style-type: none"> The Company regularly consults external experts to stay updated on regulations in different countries. Employees receive ongoing training to improve compliance and legal knowledge, supported by implemented contract management policies and procedures.
Human resources management risk	<ul style="list-style-type: none"> Relying on specific individuals for technical expertise can cause work handover issues. Significant labor disputes can damage the Group's employer brand, making talent acquisition and retention challenging. Non-compliance with labor laws may lead to fines from authorities. 	<ul style="list-style-type: none"> Standard operating procedures and training plans are developed to ensure consistent operations and proper guidance. Regular training sessions improve employee skills and knowledge. Human resource planning is adjusted to align with the Group's development and comply with regulations. Annual updates ensure compliance with the Taiwan Labor Standards Act, adapt to regulatory changes and industry trends, and maintain a legally compliant work environment with periodic adjustments to working hours.

Environmental Risks

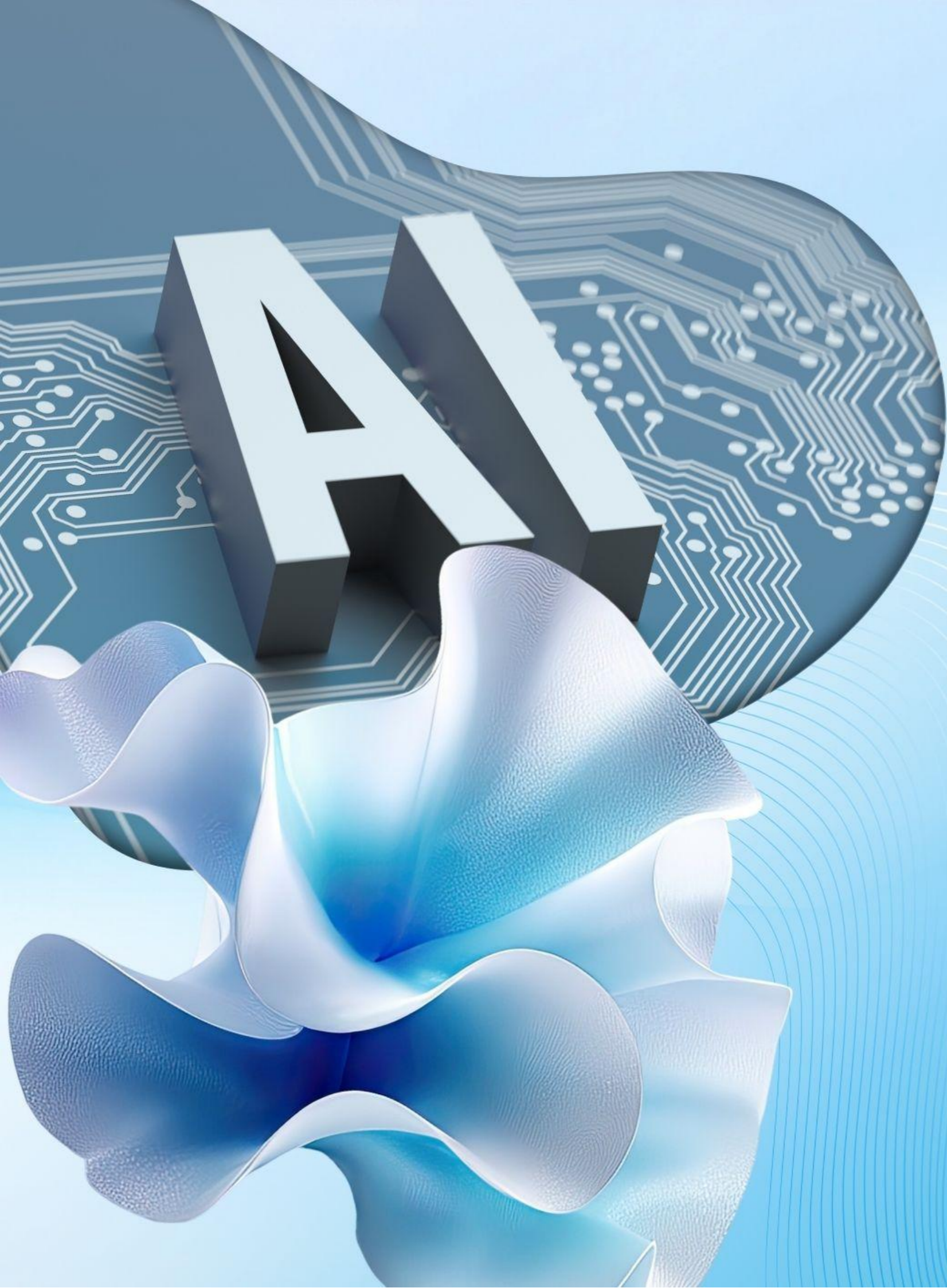
POTENTIAL RISK	RISK DESCRIPTION	RESPONSE MEASURES
Climate risk	<ul style="list-style-type: none"> Climate change and extreme weather events may disrupt the Company's production activities. Compliance with new environmental regulations and using green energy or eco-friendly materials may increase costs and reduce profitability. Customers prioritizing companies with sustainable certifications could lead to a loss of orders, impacting future profitability. 	<ul style="list-style-type: none"> The Company follows the TCFD framework, addressing climate risks and opportunities in its strategy and governance while taking and sharing actions to boost resource efficiency, financial performance, and sustainability. The Group is currently working towards full compliance with International Financial Reporting Standards ("IFRS") S2 Climate-Related Disclosures by FY2030, as set out by the International Sustainability Standards Board. To achieve net-zero emissions by 2050, the Company will buy renewable energy certificates at around US\$67 per 1,000 kWh and aims to cut emissions by 20% by 2030 and 55% by 2050, aligning with Taiwan's targets. The Company will invest US\$5 million in energy-saving and carbon-reduction efforts, including low-carbon materials, with Supply Chain Management coordinating alternative materials and supplier updates. The Company will promote eco-friendly materials in its products and actively recommend them to customers.

Emerging Risks

POTENTIAL RISK	RISK DESCRIPTION	RESPONSE MEASURES
Emerging risk	<ul style="list-style-type: none"> The Company faces emerging risks, including geopolitical, digitalization, AI and automation, social media, reputation, diversity, inclusion, and biosecurity risks, which have become critical to sustainable development as society, technology, and regulations evolve. To address these challenges, the Company emphasizes flexibility, strengthens risk management and crisis response, and actively incorporates ESG principles to ensure sustainable operations. 	<ul style="list-style-type: none"> The Company is exploring diversified supply chains in multiple regions to reduce geopolitical risks. To enhance data security, it plans to implement Personal Data Security Protection Regulations for the medical equipment sector. Employees will receive training on digital risks and artificial intelligence to increase awareness. The Company will engage actively on social media to address crises and manage reputation risks effectively. Multicultural activities, such as Pride Month and Earth Day events, will promote diversity and inclusivity. Sustainability efforts will be transparently communicated through regular ESG performance reports to stakeholders. Workplace hygiene and safety will be maintained with the continuation of 7S promotion activities for the eighth year. ESG principles will be integrated into business operations and strategic planning.

Other Risks

POTENTIAL RISK	RISK DESCRIPTION	RESPONSE MEASURES
Other risk	<ul style="list-style-type: none"> Unclassified risks, such as major external threats or extreme events, can cause significant losses for the Company. These risks should be managed based on their nature and impact by implementing suitable risk management procedures. 	<ul style="list-style-type: none"> After identifying risks and opportunities, the Company develops countermeasures to reduce economic impacts and sets achievable targets. The risk management structure includes the Board, Chairman, President, Risk Management Team, and functional teams. Each team monitors area-specific risks, creates countermeasures, and reports to senior management.



3

VALUE
INNOVATION

Product and Service Innovation

Product innovation and sustainability play a vital role in strengthening the Company’s market competitiveness, customer satisfaction, and brand reputation. By continuously innovating, Medtecs enhances its ability to maintain a competitive edge, seizes opportunities for market expansion, and reinforces its presence in existing markets. The development of innovative and sustainable products not only meets evolving customer expectations but also elevates the Company’s brand image and industry leadership.

During FY2025, the Group continued advancing product and packaging sustainability initiatives through collaboration with suppliers and ongoing evaluation of environmentally responsible materials. Key initiatives included the adoption of FSC-certified paper packaging and recyclable material solutions for selected product lines, as well as continued validation of biodegradable material applications and sustainable packaging alternatives.

Guided by its vision to “better the world’s health for everyone, everywhere”, Medtecs remains committed to delivering safe, high-

quality, and effective products with speed, warmth, and care. As part of its strategic growth, the Company continues to explore new product offerings and sustainable material applications, and operational improvements to support long-term sustainability, customer value, and responsible business growth. The Group also continued advancing operational improvement and semi-automation initiatives across manufacturing operations to enhance production efficiency, operational reliability, and long-term manufacturing competitiveness.

Material Topic: Product and Service Innovation

Long - Term Target

The Group will align its operations with its vision and mission, seamlessly integrating cutting-edge AI technologies and robust ESG principles into its existing foundation. The Company's focus on product innovation and development is expected to yield a steady year-over-year increase in the proportion of revenue generated from new products.

FY2025 Progress

In progress; the Company continued enhancing product and service innovation through sustainable material development, environmentally responsible packaging initiatives, supplier collaboration projects, and ongoing digital transformation efforts. Initiatives included the adoption and evaluation of FSC-certified packaging, recyclable materials, and biodegradable product applications to support long-term sustainable growth and innovation capabilities.

Quality Management

As a provider of medical devices and personal protective equipment (PPE), Medtecs prioritizes product quality and accurate labeling to ensure customers can select and use products appropriately based on the level of hazard in their environment. Proper labeling not only safeguards user health and safety but also reinforces the Company’s reputation for reliability and excellence.

Medtecs upholds its commitment to corporate social responsibility by continuously enhancing product capabilities and marketing efforts. All products undergo rigorous verification processes before market launch and must comply with local regulatory requirements and obtain all necessary licenses to ensure the highest standards of quality and safety. Product labeling strictly follows the approved content of the product license, providing clear and accurate information for users.

During FY2025, the Group continued strengthening quality management and product safety initiatives through ongoing process optimization, quality monitoring enhancements, and digitalization efforts across key quality control processes, including incoming quality control (“IQC”), in-process quality control (“IPQC”), and final quality control (“FQC”). The Group also continued evaluating opportunities to enhance data tracking, quality analysis, and operational efficiency to further improve product quality and reduce operational risks.

The Company adheres to internationally recognized quality management systems, including ISO 9001 and ISO 13485, ensuring continuous quality assurance through strict monitoring and compliance with global standards. Additionally, for new product packaging, Medtecs implements a comprehensive review process, requiring all text and graphic content to be submitted to the Legal Department for approval. This measure guarantees authenticity, transparency, and accuracy in product information, reinforcing consumer trust and confidence in the Company’s offerings. During FY2025, the Group continued strengthening preventive quality management and operational monitoring initiatives across its manufacturing operations. Ongoing efforts included process optimization, corrective action management, quality monitoring enhancements, and continuous improvement initiatives aimed at reducing defect rates, improving operational consistency, and strengthening product reliability.

Certifications and Accreditations: Strengthening Sustainability and Operational Excellence

As a globally recognized medical equipment manufacturer and supplier, our commitment to excellence, sustainability, and ethical operations is reflected in the array of certifications and accreditations we have achieved. These certifications validate our adherence to international standards for environmental management, workplace conditions, social compliance, quality assurance, and medical device regulatory requirements. They form the cornerstone of our sustainability strategy, ensuring we deliver high-quality products and services while minimizing our environmental footprint and upholding ethical practices.

Environmental Management and Sustainability

- ISO 14001:2015.** As part of our commitment to sustainable environmental practices, this certification recognizes our efforts to establish an effective environmental management system aimed at reducing our ecological impact. It highlights our dedication to resource efficiency, pollution prevention, and compliance with environmental regulations.
- ISO 14064-1:2018.** This certification reflects our proactive approach to managing greenhouse gas (GHG) emissions. By aligning with ISO 14064-1:2018, we systematically monitor, measure, and report GHG emissions, reinforcing our commitment to mitigating climate change and supporting global sustainability goals.

Social Compliance and Workplace Standards

- WCA (Workplace Conditions Assessment).** Recognized for upholding superior labor standards and workplace conditions, the WCA certification underscores our commitment to employee well-being. By focusing on fair treatment, safe working environments, and compliance with labor laws, we ensure that our workforce is supported and protected.
- WRAP (Worldwide Responsible Accredited Production).** This certification affirms our adherence to social compliance standards across manufacturing facilities, reflecting our ethical approach to production. WRAP ensures we meet globally recognized benchmarks for responsible sourcing, ethical labor practices, and compliance with international manufacturing standards.

Quality Management and Product Standards

- ISO 13485:2016.** This certification demonstrates our compliance with stringent regulatory requirements for medical devices and

related services. It confirms our robust quality management system for ensuring the safety, reliability, and performance of our products in the healthcare industry.

- ISO 9001:2015.** Our commitment to continuous improvement and customer satisfaction is validated through ISO 9001:2015 certifications. This quality management standard enables us to optimize processes, enhance operational efficiency, and consistently meet customer requirements.

Site	Certification	Date of Certification	Operations Covered	Validity Period
MCCL	ISO 14001:2015	January 30, 2024	3 years	January 29, 2027
MCCL	ISO 14064-1:2018	April 2, 2024	3 years	April 1, 2027
MCCL	WCA	January 29, 2025	1 year	January 29, 2026
MCCL	WRAP	May 5, 2026	1 year	May 5, 2027
MCCL	ISO 13485:2016	January 01, 2025	3 years	December 31, 2027
MCCL	ISO 9001:2015	January 4, 2025	3 years	January 3, 2028
MMSEZ	WCA	March 29, 2024	1 year	March 28, 2025
Medtex	ISO 13485:2016	October 07, 2023	3 years	October 06, 2026
Medtex/MMTC	ISO 9001:2015	October 07, 2023	3 years	October 06, 2026

Integration into Sustainability Goals

The certifications and accreditations we have achieved are not standalone accomplishments but integral to our broader sustainability objectives. Key initiatives include:

- Environmental Responsibility:** Through ISO 14001:2015 and ISO 14064-1:2018, we actively work to minimize our environmental footprint by adopting energy-efficient practices, reducing carbon emissions, and optimizing resource usage.
- Workplace Excellence:** With WCA and WRAP certifications, we ensure that our workplace reflects the highest standards of safety, fairness, and inclusivity, fostering a supportive environment for our employees.

- Product Quality and Safety:** Our ISO 13485:2016 and ISO 9001:2015 certifications ensure that every product we manufacture meets or exceeds global quality and safety standards, enhancing trust among healthcare providers and patients alike.

Material Topic: Product Quality and Safety

FY 2026 Target	FY2025 Progress
<ul style="list-style-type: none"> Implement electronic information systems for all key quality processes (IQC, IPQC, FQC), analyse big data to identify quality issues, and improve product quality and safety. 	<ul style="list-style-type: none"> In progress, the Company continued enhancing quality management and process monitoring initiatives while evaluating opportunities to strengthen digitalization, data tracking, and quality analysis capabilities across key quality control processes.
Mid-Term Target	FY2025 Progress
<ul style="list-style-type: none"> Upgrade factory facilities, introduce dust-free workshops to meet stricter quality requirements. 	<ul style="list-style-type: none"> In progress
Long-Term Target	FY2025 Progress
<ul style="list-style-type: none"> Continue strengthening operational excellence, product quality reliability, and continuous improvement capabilities across the Group's manufacturing operations. Achieve zero defect rate. 	<ul style="list-style-type: none"> In progress

Commitment to Continuous Improvement

We are committed to maintaining and continually improving our certifications as part of our sustainability journey. By aligning with international standards, we aim to lead the medical equipment manufacturing industry in sustainability, quality, and ethical practices. During FY2025, the Group continued strengthening its quality management, environmental management, and operational improvement initiatives across key operations, including ongoing preparations relating to ISO 14064-1 greenhouse gas inventory implementation and continuous enhancement of internationally recognized management systems. These certifications not only demonstrate compliance but also inspire confidence among stakeholders, customers, and partners that we are a responsible and forward-thinking organization.

Sustainable Supply Chain

The Supply Chain Management Department plays a critical role in ensuring the efficiency, resilience, and sustainability of the Company's supply chain. Comprising experts from procurement, shipping, quality control, and production management, the team works collaboratively to optimize operations, enhance cost efficiency, and maintain a seamless supply chain that meets both brand and consumer needs.

As part of its commitment to environmental responsibility, the Company actively seeks eco-friendly materials for product development. For garment products, the focus is on sourcing sustainable primary materials and trimmings, while for disposable products, the Company prioritizes the use of biodegradable materials to minimize environmental impact. Through these efforts, Medtecs continues to integrate sustainable practices into its supply chain, supporting a more responsible and environmentally conscious production process. In addition, the Group is collaborating with key suppliers to develop and validate sustainable material solutions, such as biodegradable plastic components and recyclable product materials.

During FY2025, the Group continued strengthening supplier collaboration and sustainable material initiatives across its operations. Successfully implemented solutions included Kraft paper packaging for OEM coverall products and FSC-certified paper cards for Medtecs mosquito repellent packaging. In addition, Medtecs continued validating sustainable material applications, including biodegradable plastic accessories, flame-retardant non-woven materials, FSC-certified paper boxes, and recyclable mask materials, in collaboration with key suppliers.

Material Topic: Sustainable Supply Chain	
FY2026 Target	FY2025 Progress
<ul style="list-style-type: none"> Achieve a supplier evaluation percentage of 75% or higher and a non-conformance rate below 5%. Expand the adoption of sustainable materials, including FSC-certified, biodegradable, and recyclable materials, across product lines. 	<ul style="list-style-type: none"> In progress In progress
Long - Term Target	FY2025 Progress
<ul style="list-style-type: none"> Achieve a supplier evaluation percentage of 100% and a non-conformance rate below 1%. 	<ul style="list-style-type: none"> In progress

Key Material Risk Management

At Medtecs, supplier management is a key pillar in driving sustainable growth and long-term value creation. Recognizing the challenges posed by climate change and global disruptions, including the impact of pandemics on raw material availability, the Company remains proactive in strengthening supply chain resilience.

To mitigate potential risks that could affect supply chain stability and access to critical raw materials, Medtecs has fostered strategic collaborations with government agencies, international procurement organisations, and brand owners. Through these partnerships, the Company has developed a robust and adaptable supply network, ensuring a reliable, flexible, and sustainable sourcing framework that integrates raw material suppliers, distributors, and manufacturers. This approach enhances operational continuity while supporting responsible sourcing and supply chain sustainability.

During FY2025, the Group also continued advancing digital supply chain management and operational visibility initiatives, including supply chain data monitoring, supplier management optimization, and logistics coordination improvements aimed at strengthening operational efficiency and proactive risk management capabilities.

Medtecs is committed to strengthening supply chain resilience by integrating production, procurement, investment, and R&D across its manufacturing and operational sites in Taiwan, the Philippines, Cambodia, and China. The Company has built strategic partnerships with raw material suppliers, contract manufacturers, traders, government agencies, international procurement organisations, and brand owners to enhance supply chain stability and minimize the risk of disruptions.

To ensure operational continuity and a sustainable supply chain, Medtecs implements the following key measures:

1. Increase the proportion of procurement from qualified suppliers to ensure consistent quality and reliability.
2. Establish a backup supplier network to enable swift raw material reallocation and maintain seamless production.
3. Maintain safety stock levels at manufacturing sites to mitigate supply shortages.
4. Enhance demand forecasting through active customer engagement during peak and off-peak seasons, allowing for optimized inventory management.
5. Prioritize local procurement to reduce transportation risks and enhance supply chain sustainability.
6. Identify suppliers capable of processing finished products for others, ensuring production continuity in the event of raw material shortages or factory disruptions.

By implementing these measures, Medtecs continues to fortify its supply chain, ensuring reliability, efficiency, and sustainability while supporting long-term business growth and stakeholder confidence.

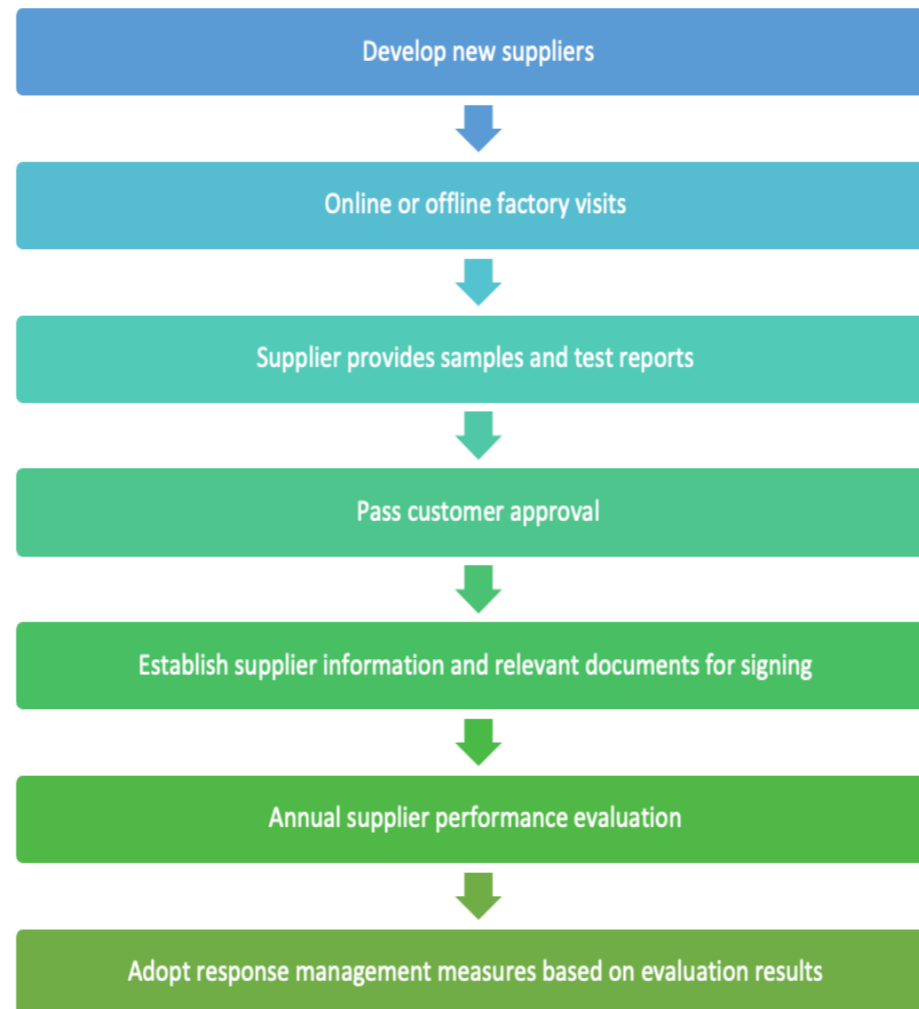
Medtecs has established a Supplier Management Procedure based on the principles of fairness, impartiality, and transparency to ensure a responsible and sustainable supply chain. Suppliers are rigorously evaluated on quality, cost, delivery lead times, sustainability performance, and financial stability to ensure they meet the Company's standards for operational excellence and ethical sourcing. Medtecs also continuously enhances its procurement processes to improve efficiency and align with best practices in sustainability.

In response to evolving customer and regulatory requirements, Medtecs has implemented stricter supplier compliance measures:

- Supplier Commitments to Environmental and Safety Standards – Medtecs integrates environmental responsibility into its procurement process by requiring key suppliers to sign the Non-Use of Hazardous Substances Guarantee and Environmental Statement during onboarding and annual compliance reviews. To ensure the integrity of our sustainable product lines, fabric suppliers are required to provide Global Recycled Standard (GRS) or equivalent certifications where applicable. Currently, the majority of our active fabric suppliers supporting sustainable materials successfully provide these certifications, reinforcing our commitment to using environmentally responsible and recycled materials across our global operations.
- Innovating for Sustainable Materials –Medtecs is committed to a strategic transition toward environmentally responsible materials through active collaboration with our global supply chain. We are currently partnering with six key suppliers on a range of sustainable solutions, categorized into two phases:
 1. Implemented Solutions: We have successfully integrated Kraft paper packaging for OEM coverall products and FSC-certified paper cards for Medtecs mosquito repellent packaging. These adoptions demonstrate our ability to implement practical, eco-friendly alternatives without compromising product integrity.
 2. Solutions Under Development: We are currently validating biodegradable plastic accessories, flame-retardant non-woven materials, FSC-certified paper boxes, and recyclable mask materials.

Through these stringent measures, Medtecs continuously enhances supplier accountability, promotes sustainable sourcing, and ensures environmental and social responsibility throughout its supply chain, reinforcing its commitment to ethical and sustainable business practices.

Supplier Selection and Evaluation Process



To ensure the quality, compliance, and sustainability of supplier products and services, Medtecs conducts comprehensive evaluations before engaging in business and maintains regular and ad-hoc audits throughout the business relationship.

- Commitment to Responsible Sourcing – Both new and existing suppliers must sign documents related to environmental, safety, and corporate integrity, including the Non-Use of Hazardous Substances Guarantee, Environmental Statement, Supplier CSR & Integrity Pledge, and Nondisclosure Agreement.
- Certification and Compliance Requirements – Depending on their production category, suppliers are required to provide relevant sustainability certifications, such as:
 - Better Cotton Initiative (BCI) membership for responsible cotton sourcing
 - OEKO-TEX certification for environmentally safe textiles
 - Self-inspection reports from fabric suppliers to ensure compliance with sustainability standards



4

ENVIRONMENTAL SUSTAINABILITY

Climate Change Strategy and Management

Medtecs' climate change strategy aligns with the **TCFD framework**, addressing governance, strategy, risk management, and metrics. By integrating climate-related risks and opportunities into its operations, the Group ensures resilience and adaptability in a rapidly changing environment. These efforts underscore Medtecs' commitment to sustainability, operational efficiency, and long-term value creation.

Governance

TCFD-G-a: Climate-related risks and opportunities (Board Overview)

- i. The Board is informed about climate-related issues through regular updates from the Sustainability Reporting Council, which includes senior executives from various departments. The Council meets periodically to discuss climate-related matters, ensuring that the Board is kept abreast of developments and challenges.
- ii. The Board and its committees consider climate-related issues when reviewing and guiding the organisation's strategy, major plans of action, risk management policies, and annual budgets. This includes setting performance objectives and monitoring implementation, as well as overseeing major capital expenditures and acquisitions.
- iii. The Board monitors and oversees progress against climate-related goals and targets through the reports provided by the Sustainability Reporting Council, which evaluates the effectiveness of the strategies implemented to address climate-related issues.

TCFD-G-b: Climate-related risks and opportunities (Management)

- i. **Assigned Responsibilities:** Climate-related responsibilities are assigned to management-level positions within the Sustainability Reporting Council. The council reports directly to the Board, ensuring that climate-related issues are assessed and managed at the highest levels of the organisation.
- ii. **Organisational Structure:** The organisational structure includes a cross-department task force that focuses on climate-related issues, comprising senior executives who collaborate to identify risks and opportunities and formulate response strategies.
- iii. **Processes for Management Information:** Management is informed about climate-related issues through regular

meetings and reports from the Sustainability Reporting Council, which discusses the identified risks and opportunities and their potential impacts on the organisation.

- iv. **Monitoring Climate-related Issues:** Management monitors climate-related issues through the established task force, which evaluates risks and opportunities and discusses them with senior management and external advisors

Risk Management

TCFD-R-a: Risk Management a: Processes for identifying and assessing climate-related risks

- i. **Risk Management Processes:** The organisation has established processes for managing climate-related risks, which include making decisions to mitigate, transfer, accept, or control those risks based on their assessed impact and likelihood. Once the risk rating and opportunities are confirmed, discussions are held to formulate response strategies and establish short, medium, and long-term goals.
- ii. **Prioritization of Risks:** Climate-related risks are prioritized based on their materiality, which is determined through discussions and evaluations involving senior management and the Sustainability Reporting Council. A comprehensive assessment of global sustainability trends and operational goals of the Group facilitates on assessing the materiality of the climate-related risks.

TCFD-R-c: Risk Management b: Integration of climate-related risks into the organisation's overall risk management

- i. **Integration into Risk Management:** The processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management framework. This includes regular reviews and updates to ensure that climate risks are considered alongside other operational risks.
- ii. **Decision-Making for Risk Management:** The organisation employs a systematic approach to deciding on risk management strategies, ensuring that climate-related risks are treated with the same rigor as other significant risks faced by the organisation.

Strategy

The Group previously conducted a standalone [TCFD scenario analysis in 2022](#), utilizing selected global and national climate

pathways to evaluate its exposure to physical and transition climate risks. While a refreshed quantitative scenario analysis was not undertaken for the 2025 as there were no material changes to the Group's business operations, asset profile, manufacturing footprint, or geographical exposure that would significantly alter its climate risk profile. Accordingly, the assumptions and outcomes of the FY2022 assessment remain relevant and continue to support the Group's climate risk management and strategic planning. The Group continues to monitor climate-related developments through its established risk management framework and will consider conducting a refresh of its climate scenario analysis in 2026 to ensure continued alignment with evolving external climate-related, market, and regulatory conditions.

TCFD-S-a: Actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning where such information is material

- Short-term (1-3 years): This period focuses on immediate operational adjustments and compliance with existing regulations, such as implementing energy efficiency measures and reducing greenhouse gas (GHG) emissions in response to current policies.
- Medium-term (3-5 years): This horizon considers the adaptation of business practices to evolving regulations and market conditions, including the introduction of new products that align with sustainability goals and the gradual implementation of ISO 14001 environmental management systems.
- Long-term (10+ years): This timeframe encompasses strategic planning for significant infrastructure investments, such as transitioning to renewable energy sources and developing resilient supply chains that can withstand climate-related disruptions. It also considers the potential impacts of climate change on the organisation's assets and operations over their useful life.

The organisation employs a comprehensive assessment process that includes collecting background information, evaluating risks across its operational scope (headquarters in Taiwan, subsidiaries in Cambodia and the Philippines), and analyzing the financial impact and likelihood of identified risks and opportunities. This process involves discussions with senior management and external advisors to ensure a thorough evaluation of climate-related risks and opportunities by sector and geography.

The identified risks include transition risks (e.g., increased pricing of GHG emissions) and physical risks (e.g., extreme weather events),

which are assessed for their potential financial impact on operations and strategic objectives.

TCFD-S-b: Actual and potential impacts of climate-related risks and opportunities on the organisation’s businesses, strategy, and financial planning where such information is material

Input to Financial Planning: Climate-related risks and opportunities are integrated into the financial planning process by assessing their potential impact on operating costs, revenues, capital expenditures, and capital allocation. This includes evaluating how increased carbon pricing may affect production costs and how investments in sustainable practices can lead to long-term savings and revenue growth.

Prioritization of Risks and Opportunities: The organisation prioritizes climate-related risks and opportunities based on their materiality and potential financial impact. This prioritization informs decision-making regarding capital expenditures, such as investments in energy-efficient technologies or renewable energy sources, and guides strategic choices related to acquisitions or divestments in sectors that may be adversely affected by climate change.

Climate-related Risk	Risk	Time Horizon	Description
Increased pricing of GHG emissions	Policy and Legal Risk	Medium-term	The Group produces medical products such as coveralls and face masks and actively promotes GHG reduction to comply with national policies. Countries around the world have also introduced carbon taxes or carbon pricing systems and significantly raised carbon tax standards in stages. As a result, this will significantly increase production costs for high-carbon-emission industries or small and medium-sized enterprises with high electricity consumption, reducing their competitiveness.
Net-zero emissions by 2050	Policy and Legal Risk	Medium-term	In February 2023, the Greenhouse Gas Reduction and Management Act was renamed the Climate Change Response Act, setting a 2050 net-zero emissions goal. Amendments

Costs to transition to lower emissions technology	Technology Risk	Medium-term	strengthened climate governance, introduced carbon fees to fund low-carbon projects, and added a chapter to improve climate reporting and mitigation. Additionally, an administrative mechanism was established to assess carbon footprints and label products, enhancing accountability and support for climate action. In numerous production processes, fossil fuels continue to play a significant role as an energy source. However, it is anticipated that there will be a significant increase in legislation related to climate change, which will have an impact on the use of fossil fuels.
Impact of extreme weather events	Physical Risk	Short-term	Every year during the monsoon season, several days of work get disrupted due to heavy rain and typhoons, which may damage factory and power facilities, and result to interruptions on transportation and logistics

TCFD-S-c: Actual and potential impacts of climate-related risks and opportunities on the organisation’s businesses, strategy, and financial planning where such information is material

Strategic Adjustments: To address climate-related risks and opportunities, Medtecs plans to enhance its sustainability initiatives, invest in research and development for eco-friendly products, and strengthen its supply chain resilience. This may involve diversifying suppliers and investing in technologies that reduce emissions and improve operational efficiency.

Medtecs considers various climate-related scenarios, including a 2 °C or lower scenario, to assess the resilience of its strategies. This involves evaluating how different levels of climate change may impact operations, supply chains, and market dynamics over the short, medium, and long term. The insights gained from these scenarios inform strategic planning and risk management efforts.

Climate Risks and Opportunities Management Strategy

After identifying climate-related risks and opportunities, we assessed the risk index based on factors such as likelihood of occurrence and financial impact. Once the levels of risks and opportunities were determined, we developed corresponding response strategies and established short-term, medium-term, and long-term goals. Medtecs conducted a comprehensive evaluation of global sustainability trends alongside the Group’s operational development objectives. We analyzed key governance, economic, environmental, and social issues and formulated targeted response measures, as detailed in the table below:

Top Five Climate Related Risks and Response Measures

Risk Aspect - Category	Climate Risk	Risk Description	Response Measures	Risk Status
Transition Risk - Policy	Increased pricing of GHG emissions	The Group, which primarily produces protective clothing and medical products, actively promotes GHG reduction to comply with national policies. However, rising carbon tax levels across various countries will increase production costs, particularly for high-carbon industries or businesses with high electricity consumption, impacting competitiveness.	Align operations with applicable international and country-specific GHG regulatory requirements through the calculation and reporting of emissions in accordance with relevant standards and regulations. Progressively obtain third-party verification for GHG inventories and promote the group-wide adoption of ISO 14001 Environmental Management Systems, ISO 14064-1 GHG Inventory standards, and ISO 50001 Energy Management Systems to strengthen emissions monitoring, energy management, and reporting accuracy. Status: In progress	Time Frame: Medium term Likelihood: Extremely High Financial Impact: Moderate
Transition Risk - Policy	Net-zero emissions by 2050	Taiwan’s Climate Change Response Act targets net-zero emissions by 2050, with potential expansion of taxation policies affecting businesses. Taiwan’s NDC targets require a 20% reduction by 2030 and a 55% reduction by 2050, impacting operational strategies.	The Group is evaluating the procurement of Renewable Energy Certificates (RECs) as part of its strategy to offset electricity-related carbon emissions and align with Taiwan’s net-zero transition targets. Status: Under evaluation	Time Frame: Medium term Likelihood: Extremely High Financial Impact: Moderate
Transition Risk - Technology	Costs to transition to lower-emission technology	Fossil fuels remain a key energy source for production processes, with expected climate-related legislation increasing costs. Although Taiwan and overseas business units maintain high efficiency, further improvements and green energy investments are required.	Implement equipment upgrades, including the installation of high-efficiency drum-type washing machines and heat exchange systems for dryers at the Yilan factory, to improve operational energy efficiency. The Group is also exploring the development of 500 kW of green energy generation capacity for selected overseas operations to reduce reliance on fossil fuel-based energy sources. Status: In progress	Time Frame: Medium term Likelihood: Low Financial Impact: Moderate
Transition Risk - Market	Changing customer behavior	Customers demand carbon footprint tracking and lower emissions in supply chains. If sustainability expectations are not met, there is a risk of supplier reassignment.	Enhance energy efficiency using low-carbon composite materials. Maintain real-time supplier communication for sustainability requirements and maintain a list of alternative raw materials and trimmings to meet evolving customer ESG expectations. Status: In progress	Time Frame: Medium term Likelihood: Moderate Financial Impact: Severe
Physical Risk - Acute	Cyclones	The typhoon season disrupts operations, causing work suspensions, power failures, and transportation issues for employees in affected areas.	The Group maintains comprehensive insurance coverage for all factory assets and properties. Emergency response plans are established at each operating site, including regular equipment inspections and disaster recovery drills to ensure employee safety and minimize operational downtime. Status: Implemented	Time Frame: Short term Likelihood: Extremely High Financial Impact: Low

Metrics and Targets

Under the TCFD “Metrics and Targets” pillar, the Group monitors a set of key climate-related metrics to assess performance, support decision-making, and track progress in managing climate-related risks and opportunities. These metrics primarily focus on areas that are most relevant to the Group’s operations, including energy consumption, energy efficiency improvements, and emissions-related indicators.

The Group uses these metrics to evaluate trends over time, identify areas for operational improvement, and inform management actions aligned with its overall sustainability and risk management objectives. Targets, where applicable, are established at the operational level to support continuous improvement in energy efficiency and resource management, considering local operating conditions and regulatory requirements.

Detailed quantitative disclosures, performance data, and initiatives relating to energy use, efficiency improvements, and related climate metrics are presented within their respective topic sections throughout this report, providing the operational context and depth each area requires.

Energy Management

The Group continues to strengthen its energy management practices across all operating regions through operational efficiency improvements, resource optimisation, and the adoption of energy-saving technologies. During FY2025, the Group recorded a reduction in total energy consumption from 109,292.84 GJ in FY2024 to 98,262.76 GJ, representing an overall decrease of approximately 10.9%. Group energy intensity also improved significantly from 2.008 GJ/K USD in FY2024 to 1.242 GJ/K USD in FY2025, reflecting ongoing efforts to improve operational efficiency and energy utilisation.

Cambodia

In Cambodia, the Group continues to prioritize operational energy efficiency by focusing on resource optimization and disciplined consumption. Throughout the past year, the Cambodia operations maintained key energy management practices, including reducing lighting usage where feasible, enforcing power-down procedures during non-operating hours, and streamlining vehicle usage to improve fuel efficiency. While no major capital upgrades or new energy-efficient systems were implemented during this period, the Group remains committed to its conservation goals. Total electricity and diesel consumption saw an increase during the year, primarily driven by the commencement of new factory operations, increased production volume, and expanded external transportation requirements in line with business growth. Looking ahead, the Group has set a target to achieve a 5% reduction in electricity usage through enhanced lighting and power-off discipline by 2030 alongside continued efforts to optimize fleet performance and fuel efficiency.

The policy to reduce fuel usage has not only delivered measurable results but also reinforced the subsidiary's commitment to responsible energy management. Building on this success, our MCCL subsidiary has set a future target of maintaining and further reducing diesel consumption by an additional 5% by 2030 ensuring continuous improvement in fuel efficiency. These efforts reflect the Group's dedication to integrating sustainable practices into its operations and reducing its carbon footprint across all regions.

These actions reflect the Group's commitment to sustainability and resource optimization in its Cambodian operations.

Philippines

The Philippines operations continued to demonstrate progress in renewable energy adoption and energy efficiency initiatives during FY2025. Solar-powered streetlights and LED lighting systems implemented in prior years continued to contribute to reduced electricity consumption across operational areas. Total energy consumption decreased significantly from 16,205.42 GJ in FY2024 to 10,430.90 GJ in FY2025, driven mainly by lower coal and electricity usage.

Operational efficiency initiatives continued during the reporting year, including production scheduling optimisation, sectional lighting controls, routine electricity monitoring, and energy management practices aimed at minimising idle energy consumption. The Group also continued utilising energy-efficient dyeing technologies to support sustainable production processes.

Taiwan

Continued its energy optimisation efforts through equipment upgrades and operational improvements. During FY2025, the Group successfully achieved its target of reducing electricity and natural gas consumption by an additional 10% through operational enhancements and equipment efficiency improvements. This achievement was supported by the replacement of older washing systems with modern tunnel washer technology at the Miaoli Laundry Factory, contributing to improved energy efficiency and resource optimisation.

Energy Usage Over the Past 3 Years

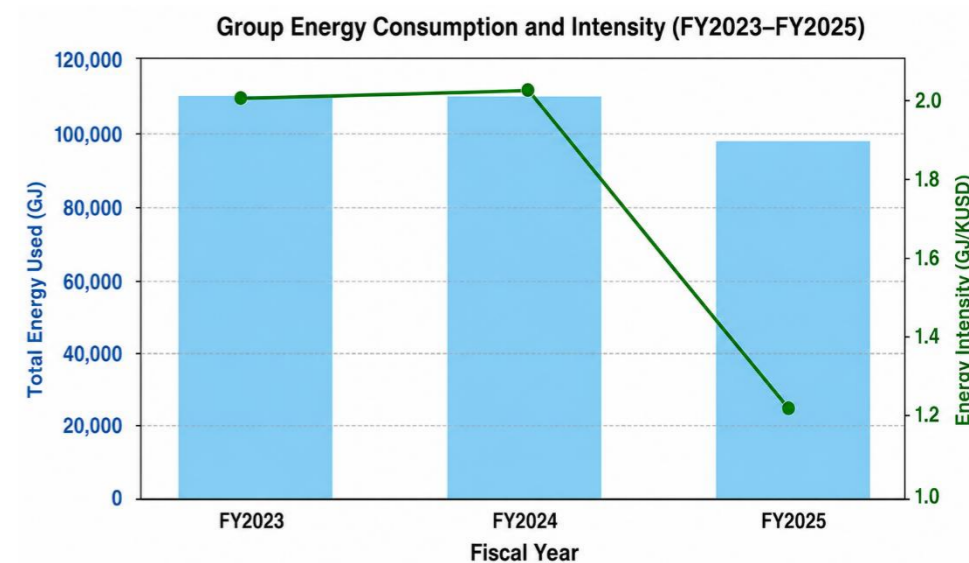
Operating Sites	Energy Type	FY2023	FY2024	FY2025
	Purchased Electricity	7,664.00	6,772.03	5,953.05
	Fuel Oil	72.00	11,016.11	-
Taiwan	Natural Gas	65,264.00	62,954.00	57,333.20
	Steam	5,550.00	-	-
	Diesel	-	-	11,002.89

Cambodia	Total Energy Used	78,550.00	80,724.14	74,289.14
	Purchased Electricity	8,489.00	11,295.85	12,314.95
	Gasoline	41.00	-	53.78
	Diesel Fuel	820.00	1,049.43	1,173.99
Philippines	Total Energy Used	9,350.00	12,345.28	13,542.72
	Purchased Electricity	6,600.00	5,619.28	2,076.76
	Coal	15,975.00	9,131.58	7,258.15
	Fuel Oil	-	1,454.56	-
	Diesel	-	-	1,095.99
	Total Energy Used	22,575.00	16,205.42	10,430.90
Group		110,475.00	109,292.84	98,262.76

Note - All the consumptions are in GJ.

Energy Intensity Over the Past 3 Years, GJ/K USD

Operating Sites	FY 2023	FY 2024	FY 2025
Group	1.991	2.008	1.242



Emission Management

GHG Emissions, tCO₂e

Operating Sites	Scope of Emission	FY 2023	FY 2024	FY 2025
Taiwan	Scope 1	3,310.45	693.21	707.89
	Scope 2	1,693.25	5,352.34	816.89
Cambodia	Scope 1	64.53	65.64	156.97
	Scope 2	1,167.30	723.86	3,740.86
Philippines	Scope 1	2,036.74	276.47	762.58
	Scope 2	907.55	1,111.68	400.06
Group	Scope 1	5,411.72	1,035.32	1,627.44
	Scope 2	3,768.10	7,187.88	4,957.81
	Total Emission	9,179.82	8,223.20	6,585.25

Group's GHG Emission Intensity Over the Years, tCO₂e/total Operating Revenue (K USD)

Operating Sites	FY 2023	FY 2024	FY 2025
Group	0.1744	0.1512	0.0834

Key Achievements and Future Goals

In FY2025, the Group's total energy consumption across its operating sites was 98,262.76 GJ, a decrease from 109,292.84 GJ in FY2024 and 110,475.00 GJ in FY2023, reflecting continued improvements in energy efficiency across the Group's operations. In Taiwan, total energy consumption declined to 74,289.14 GJ from 80,724.14 GJ in the prior year. Natural gas remained the primary energy source at 57,333.20 GJ, while purchased electricity decreased to 5,953.05 GJ. Fuel oil consumption was discontinued in FY2025, with diesel introduced as an alternative energy source at 10,628.73 GJ. In Cambodia, total energy consumption increased to 13,542.72 GJ from 12,345.28 GJ in FY2024, driven by higher purchased electricity usage of 12,314.95 GJ alongside diesel fuel consumption of 1,173.99 GJ. In the Philippines, total energy consumption declined significantly to 10,430.90 GJ from 16,205.42 GJ in FY2024, primarily attributable to a substantial reduction in coal consumption to 7,258.15 GJ, supplemented by purchased electricity of 2,076.76 GJ and diesel of 1,095.99 GJ.

In FY2025, the Group's total GHG emissions reached 6,585.25 tCO₂e, comprising 1,627.44 tCO₂e in Scope 1 emissions and 4,957.81 tCO₂e in Scope 2 emissions. Most significantly, the Group achieved a substantial improvement in its environmental efficiency, with emissions intensity decreasing to 0.0834 tCO₂e per thousand USD of operating revenue — a 44.84% reduction compared to the previous year's intensity of 0.1512. This downward trend in intensity, despite fluctuations in site-specific data, underscores the Group's successful efforts to decouple business growth from carbon output and demonstrates our ongoing commitment to optimizing energy use and enhancing operational sustainability across all sites.

The Group's ongoing initiatives reflect continued efforts to strengthen operational efficiency, environmental management, and long-term sustainability performance across its operations. Through ongoing operational improvements, energy optimization measures, and resource management initiatives, the Group continues advancing its energy efficiency and carbon management objectives.

The Group continues strengthening energy efficiency and sustainability initiatives across its operations. In the short term, the Group will continue implementing energy-saving measures, upgrading equipment, and evaluating renewable energy solutions across selected facilities to support operational efficiency improvements and broader sustainability objectives.

Based on internal operational tracking and energy management initiatives, the Group achieved its long-term target of a 10% cumulative reduction in electricity and natural gas consumption in FY2025, supported by ongoing operational efficiency improvements, equipment optimization measures, and energy-saving initiatives across its operations. This milestone was realized through strategic investments in high-efficiency equipment and infrastructure upgrades across all operating sites. By adopting advanced energy-saving technologies, the Group has optimized resource utilization and effectively decoupled business growth from energy intensity.

As part of our 2030 sustainability targets, we are implementing key initiatives across our operations to reduce carbon emissions and enhance energy efficiency. In Taiwan, we will establish a GHG inventory list for our laundry factories in compliance with ISO 14064-1, while also implementing and enhancing energy cascade use to lower unit carbon emissions. In Cambodia, we are focusing on optimizing lighting switch times to achieve a 5% reduction in electricity usage, thereby decreasing associated GHG emissions. Meanwhile, in the Philippines, efforts have focused on evaluating the gradual transition toward cleaner energy solutions, including the potential adoption of electric forklifts and energy-efficient boiler systems, while taking into consideration operational requirements, production demand, and equipment utilization rates. Existing electric forklifts currently meet operational needs, while diesel forklifts remain largely idle due to reduced production activity. As such, the procurement of additional electric forklifts has been temporarily deferred pending further assessment of future operational requirements and sustainability priorities. These targeted initiatives reflect an ongoing commitment to reducing environmental impact and promoting energy-efficient practices across global operations.

Through these short- and long-term initiatives, the Group continues strengthening environmental management practices and advancing operational sustainability initiatives across its operating regions in support of its broader carbon reduction and sustainability objectives.

The Group continued strengthening its greenhouse gas (“GHG”) inventory and emissions management processes during FY2025 through ongoing data collection, internal monitoring, and operational emissions tracking across major operating entities. Scope 1 and Scope 2 emissions data for Taiwan, Cambodia, and the Philippines were disclosed during the reporting period, while the Group continued enhancing internal carbon inventory management processes and advancing ISO 14064-1 implementation efforts for selected operations.

Our roadmap includes:

- In FY2025, the Group completed Scope 1 and Scope 2 emissions disclosure across its major operating regions, including Taiwan, Cambodia, and the Philippines, while continuing to strengthen its consolidated GHG reporting processes. Efforts to further enhance parent-company GHG inventory reporting and broaden alignment with ISO 14064-1 greenhouse gas inventory standards remain ongoing.
- Disclosing Scope 3 emissions by 2026.
- Pursuing external verification and achieving ISO 14064 certification by 2027.

This structured approach ensures we establish clear carbon reduction targets and actionable plans to reduce GHG emissions across the Group.

Sustainable Operational Practices

Medtecs Group remains committed to minimizing its environmental impact by investing resources and implementing sustainable practices across its subsidiaries. Key examples include:

- Transition to cleaner energy at Xiangshan Laundry Factory, Miaoli: Since January 2021, the factory has replaced coal with natural gas boilers, significantly improving energy efficiency and reducing carbon emissions.
- Adoption of industrial co-generation at Longde Laundry Factory, Yilan: In April 2021, the factory ceased using boilers and transitioned to steam from an industrial co-generation plant within the industrial zone, achieving a substantial reduction in carbon emissions.

These initiatives reflect our commitment to reducing the consumption of natural resources and lessening the environmental burden of our operations. By continuously improving energy efficiency and adopting cleaner energy solutions, Medtecs Group is making meaningful progress toward its sustainability goals.

Material Topic: Energy & GHG Emission Management	
FY2025 Target	FY2025 Progress
Groupwide	
<ul style="list-style-type: none"> • Complete parent-company-only inventory, fully disclosing Scope 1 & 2 emissions. 	<ul style="list-style-type: none"> • Substantially achieved; ongoing enhancement of consolidated GHG reporting processes and ISO 14064-1 implementation efforts continues.
Taiwan	
<ul style="list-style-type: none"> • Reduce electricity and natural gas consumption by an additional 10%. 	<ul style="list-style-type: none"> • Achieved
Cambodia	
<ul style="list-style-type: none"> • For MCCL, to reduce electric consumption by 5% and reduce diesel consumption by 5%. • For MMSEZ, increase the use of new energy source by 5%. 	<ul style="list-style-type: none"> • In progress • In progress
Mid - Term Target	FY2025 Progress
<ul style="list-style-type: none"> • Disclose Scope 3 emissions by 2026. • Pursuing external verification and achieving ISO 14064 certification by 2027. 	<ul style="list-style-type: none"> • In progress • In progress
Long - Term Target	FY2025 Progress
Groupwide	
<ul style="list-style-type: none"> • In order to meet the GHG reduction and net-zero emissions targets by 2050, the Company plans to purchase renewable energy certificates (priced at approximately US\$67 per 1000 kWh of electricity) to reduce its carbon footprint from electricity usage (based on Taiwan’s NDC goals with 2005 as the base year and a 20% emissions reduction by 2030 and a 55% reduction by 2050). 	<ul style="list-style-type: none"> • In progress
Taiwan	
<ul style="list-style-type: none"> • Implement and enhance energy cascade use to reduce unit carbon emissions. 	<ul style="list-style-type: none"> • In progress
Cambodia	
<ul style="list-style-type: none"> • Control lighting switch times to reduce electricity usage by 5% and decrease related GHG emissions. 	<ul style="list-style-type: none"> • In progress
Philippines	
<ul style="list-style-type: none"> • Replace two forklifts with electric forklifts. • Upgrade coal-fired boilers and purchase new boilers with energy-saving and low-emission. 	<ul style="list-style-type: none"> • On hold • On hold

Water Management

The Group has undertaken a variety of water management initiatives across its subsidiaries, demonstrating its commitment to sustainable water use, conservation, and efficiency. These efforts highlight the Group’s dedication to reducing its environmental impact while ensuring the availability of water resources for future generations. Below is a summary of the key water-saving policies, actions, and achievements across its operations:

Cambodia

In Cambodia, the MCCL subsidiary continued strengthening water efficiency and resource conservation initiatives during FY2025. Automatic faucets equipped with continuous water metering systems were implemented to improve water monitoring and operational efficiency, contributing to a 7.5% reduction in water consumption and exceeding the FY2025 target of 5%. Wastewater reuse initiatives for irrigation and cooling purposes also continued to support the Group’s longer-term water conservation objectives.

Meanwhile, the MMSEZ subsidiary maintained filtered cold, hot, and warm water systems for employees, with more than 80% of the workforce benefiting from the programme. These initiatives continued to improve access to clean drinking water while reducing reliance on bottled water alternatives and supporting broader sustainability efforts across the facility.

Philippines

In the Philippines, the UWC subsidiary has implemented innovative water reuse and conservation measures. UWC completed phase-one renovations to utilize rainwater for facility sanitation, which has already contributed to a reduction in municipal water demand; additional facility-wide expansions remain on track for completion by 2026. The Group also completed the installation of dedicated pipeline systems to repurpose wastewater from dyeing and water loom facilities for the irrigation of green spaces, supporting reductions in freshwater consumption and broader circular water management efforts. Additional operational improvements included the reuse of water collected from rooftop spray cooling systems to reduce water discharge and conserve resources. Daily water meter monitoring continued to support the analysis of consumption patterns, early detection of abnormalities, and timely resolution of potential leakage issues, further strengthening operational water management practices.

Taiwan

In Taiwan, the Group continued enhancing water efficiency at its laundry operations through the use of batch washing machines equipped with water return systems, which recycle rinse water for pre-washing processes. Following the successful operation of the first machine since 2022, the Group continued progressing water recycling enhancement initiatives, including the planned implementation of an additional batch washing machine to further strengthen operational water efficiency. These initiatives continued supporting reductions in operational water consumption and the facility’s long-term water conservation objectives.

Key Achievements and Future Goals

The Group continued integrating water conservation and reuse practices into its operational framework across all major regions during FY2025. Key initiatives included wastewater reuse for irrigation, cooling water recycling, rainwater utilisation, infrastructure upgrades, and enhanced water monitoring systems, contributing to improved operational efficiency and resource resilience.

Looking ahead, the Group will continue advancing its long-term water management strategy through targeted infrastructure investments and process optimisation initiatives. In Cambodia, efforts remain ongoing to achieve a 5% to 10% water recycling rate by 2030 for irrigation and firefighting purposes. In the Philippines, development planning for a 1,000 m³ purification reservoir remains under evaluation as part of broader efforts to reduce reliance on municipal water sources. The Group also continues assessing the phased adoption of low-bath-ratio dyeing machinery to further reduce wastewater generation and improve long-term water efficiency.

Material Topic: Water Management	
FY2025 Target	FY2025 Progress
Taiwan	
<ul style="list-style-type: none"> An annual water savings rate of 1% in Taiwan Laundry Factory. 	<ul style="list-style-type: none"> Achieved
Cambodia	
<ul style="list-style-type: none"> For MCCL, reduce water consumption by 5%. For MMSEZ, more than 80% of people use hot and cold water. Install automatic faucets with continuous water meters to reduce water consumption by 5% from 2024–2026. 	<ul style="list-style-type: none"> Achieved Achieved
FY2026 Target	FY2025 Progress
Taiwan	
<ul style="list-style-type: none"> An annual water savings rate of 1% in Taiwan Laundry Factory. 	<ul style="list-style-type: none"> In progress
Philippines	
<ul style="list-style-type: none"> Implement rainwater recycling and reuse systems comprehensively across applicable areas. 	<ul style="list-style-type: none"> In progress
Mid - Term Target	FY2025 Progress
Cambodia	
<ul style="list-style-type: none"> Install automatic faucets with continuous water meters to reduce water consumption by 5% from 2024–2026. 	<ul style="list-style-type: none"> In progress
Philippines	
<ul style="list-style-type: none"> Before the end of 2026, water-saving renovation projects for other toilets in the factory will be completed. 	<ul style="list-style-type: none"> In progress
Long - Term Target	FY2025 Progress
Cambodia	
<ul style="list-style-type: none"> Recycle 5% to 10% of water used for factory green irrigation and firefighting purposes. 	<ul style="list-style-type: none"> In progress

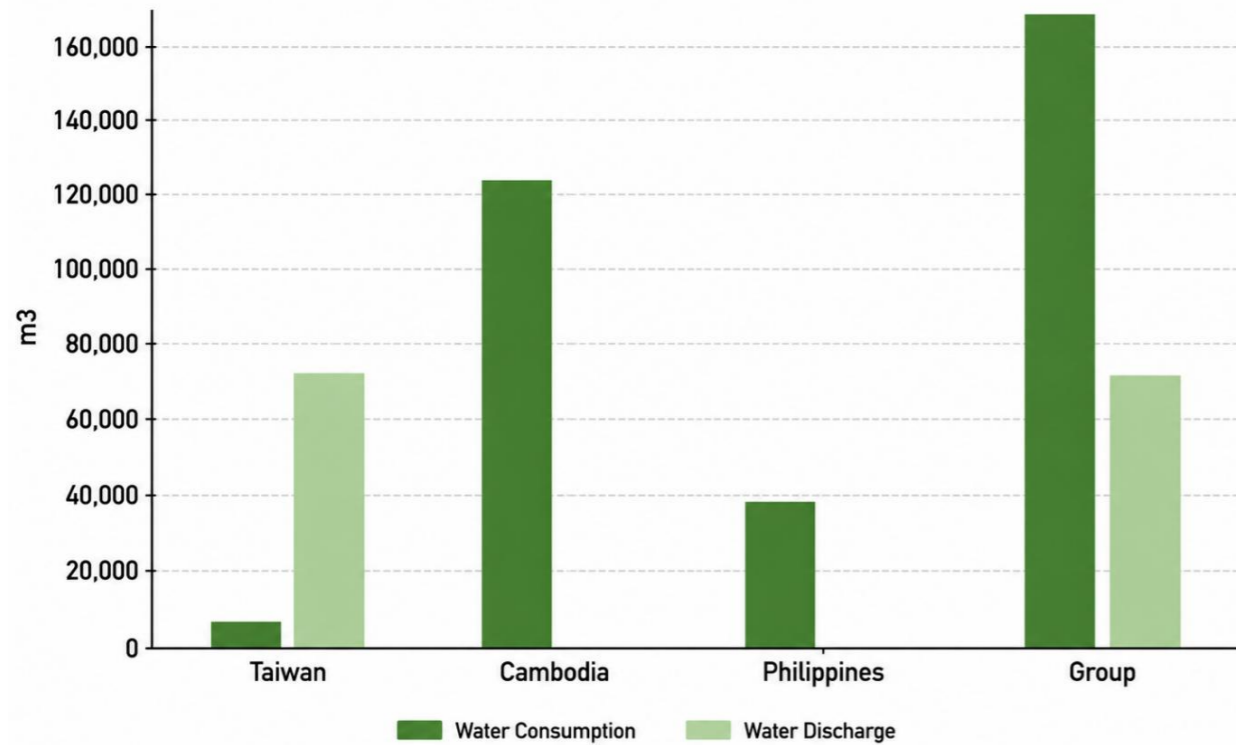
Philippines

- Construct a 1,000 m3 reservoir/purification tank for dyeing machine and water-jet loom usage, expected to save 40,000 m3 of tap water annually. • In progress
- Within three years, we will replace all dyeing machines at our plant with models that have smaller bath ratios. These new machines can process more fabric with the same amount of water, cutting water use and wastewater by about 30%. • In progress

Water Usage of Various Operating Sites, m3

Operating Sites	Water Consumption	Water Discharge
Taiwan	8,008	73,043.6
Cambodia	123,310	-
Philippines	38,846	-
Group	170,164	73,043.6

Water Consumption & Discharge, m3

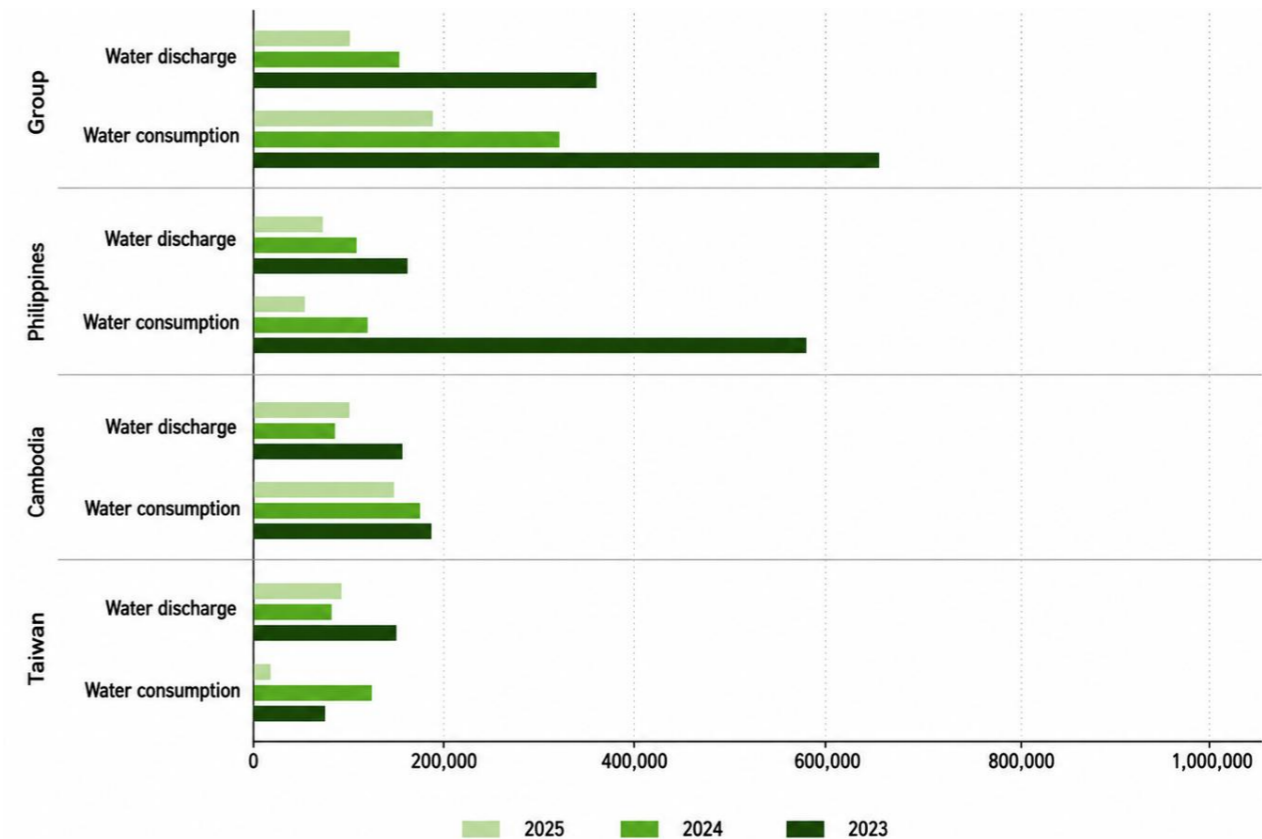


Group's Water Consumption Intensity Over the Years, m³ / K USD

Operating Sites	FY 2023	FY 2024	FY 2025
Group	11.998	6.220	2.155

Operating Sites	Metric (m3)	FY 2023	FY 2024	FY 2025
Taiwan	Water consumption	54,000.00	106,266.27	8,008
	Water discharge	140,000.00	65,712.78	73,043.6
Cambodia	Water consumption	700.00	133,357.00	123,310
	Water discharge	98,150.00	-	-
Philippines	Water consumption	576,850.00	98,902.00	38,846
	Water discharge	115,000.00	54,337.60	-
Group	Water consumption	631,550.00	338,525.27	170,164
	Water discharge	353,150.00	120,050.38	73,043.6

2023-2025 Water Data



Waste Management

The Group continued implementing waste reduction, recycling, and resource optimization initiatives across its operations during FY2025 as part of its broader environmental sustainability and operational efficiency efforts. These initiatives focus on reducing waste generation, increasing material reuse, improving recycling practices, and promoting responsible resource management across the Group’s subsidiaries.

Cambodia

In Cambodia, the MCCL subsidiary believes in continuously reducing waste every year as part of its operational strategy. The factory has set an ambitious future target to reduce waste by 60% by 2030 showcasing its dedication to sustainable practices and environmental stewardship. Similarly, our MMSEZ subsidiary has prioritized waste recycling efforts, achieving a recycling rate of over 60%. This accomplishment underscores the subsidiary’s focus on turning waste into a valuable resource while contributing to the Group’s overarching sustainability objectives.

Philippines

In the Philippines, the UWC subsidiary has developed a comprehensive waste management policy centered on four pillars: minimizing waste generation, maximizing reuse, implementing effective waste classification, and ensuring hazardous waste is properly disposed of by specialized agencies. Significant progress has been made in various areas. For instance, reusable plastic boxes and pallets have replaced disposable materials, achieving a 95% usage rate for durable turnover boxes and plastic pallets. This shift has significantly reduced waste from cartons and wooden pallets, improving both efficiency and environmental impact. Additionally, discarded cartons from the weaving factory, previously treated as waste, are now reused at a rate exceeding 90%. By relabeling and repurposing used cartons, the subsidiary has reduced waste while maintaining packaging functionality.

The reuse of waste yarn generated during weaving production has also been a notable success at UWC. Previously considered waste, over 70% of waste yarn is now reused, thanks to the introduction of an automatic waste yarn cutting machine. This innovative approach allows waste yarn from water weaving machines to be repurposed as filler for pillows and cushions, reducing waste and creating value-added by-products. These measures exemplify the subsidiary’s commitment to sustainable waste management and resource efficiency.

Taiwan

In Taiwan, the MTC subsidiary reduced waste by more than 10% in FY2025, reflecting its ongoing commitment to sustainability and environmental preservation. The subsidiary is actively exploring and implementing initiatives to achieve this goal, ensuring continuous progress in waste management.

Across the Group, replacing disposable materials with durable, reusable alternatives has not only reduced waste but also improved operational efficiency and cost savings. By fostering a culture of sustainability and innovation, the Group continues to demonstrate leadership in waste management practices, contributing to a cleaner and more sustainable future. These ongoing efforts form an integral part of the Group’s sustainability strategy, ensuring that waste is minimized and resources are utilized responsibly across all operations.

Waste Generation and Disposal

Operating Sites	Waste Generated Over the Past 3 Years, Metric Ton			Disposal Over the Past 3 Years, Metric Ton		
	FY 2023	FY 2024	FY 2025	FY 2023	FY 2024	FY 2025
Taiwan	81.05	57.27	37.8	81.05	0	-
Cambodia	272.03	134.27	275.734	0	132.388	300.68
Philippines	248.1	-	-	241	0.062862	17.042
Group	601.18	191.54	313.534	322.05	132.4508	317.72

Material Topic: Waste Management	
FY 2025 Target	FY 2025 Progress
Cambodia <ul style="list-style-type: none"> For MCCL, reduce waste by 60%. For MMSEZ, recycling over 60%. 	<ul style="list-style-type: none"> Achieved Achieved
Taiwan <ul style="list-style-type: none"> Reduce waste by more than 10% 	<ul style="list-style-type: none"> Achieved
FY 2026 Target	FY 2025 Progress
Taiwan <ul style="list-style-type: none"> Reduce waste by more than 10% 	<ul style="list-style-type: none"> In progress
Cambodia <ul style="list-style-type: none"> For MMSEZ, recycling over 60%. 	<ul style="list-style-type: none"> In progress
Long - Term Target	FY 2025 Progress
Cambodia <ul style="list-style-type: none"> Increase recycling rate. 	<ul style="list-style-type: none"> In progress
Philippines <ul style="list-style-type: none"> Strive to use environmentally friendly, biodegradable, and recyclable production and packaging materials to reduce environmental pollution. Aim to achieve a usage rate of new environmentally friendly packaging materials of over 20% within 5 years. 	<ul style="list-style-type: none"> In progress



5

DIVERSITY IN THE WORKPLACE



Commitment to Human Rights and Workplace Inclusion

Medtecs Group is steadfast in its commitment to respecting human rights and promoting a diverse and inclusive workplace. We align our practices with internationally recognized human rights conventions, including:

- The United Nations Global Compact
- The UN Guiding Principles on Business and Human Rights
- The ILO Declaration on Fundamental Principles and Rights at Work
- The OECD Guidelines for Multinational Enterprises
- The OECD Due Diligence Guidance for Responsible Business Conduct

We also ensure full compliance with local laws and regulations in all our operational locations worldwide, underscoring our dedication to ethical and responsible business practices.

Development of the Human Rights Policy

The comprehensive Human Rights Policy, endorsed by top-level management, applies to all managers and employees within the Group and sets clear expectations for affiliated companies, suppliers, contractors, and business partners to adhere to its principles. For complete details, the full policy is available on our official website.

Human Rights Risk Assessment

To safeguard the rights of employees and mitigate potential human rights risks across our value chain, we have identified six key human rights priorities:

1. Prohibition of Child Labor: Strictly enforcing measures to prevent child labor in any part of our operations.
2. Prohibition of Forced Labor: Ensuring that all labor is freely chosen and free from coercion.
3. Opposition to Discrimination: Promoting equality and rejecting all forms of workplace discrimination based on race, gender, religion, or other characteristics.
4. Prohibition of Human Trafficking: Vigilantly preventing any association with human trafficking practices.
5. Ensuring a Safe and Healthy Work Environment: Prioritizing employee well-being by maintaining high standards of occupational health and safety.
6. Supporting Freedom of Association and Collective Bargaining: Respecting employees' rights to organize and engage in collective bargaining.

Medtecs Group's approach reflects our unwavering dedication to safeguarding human rights, fostering workplace inclusion, and upholding ethical business practices. By embedding these principles into our operations and engaging our stakeholders, we strive to create a workplace that respects the dignity and rights of every individual.

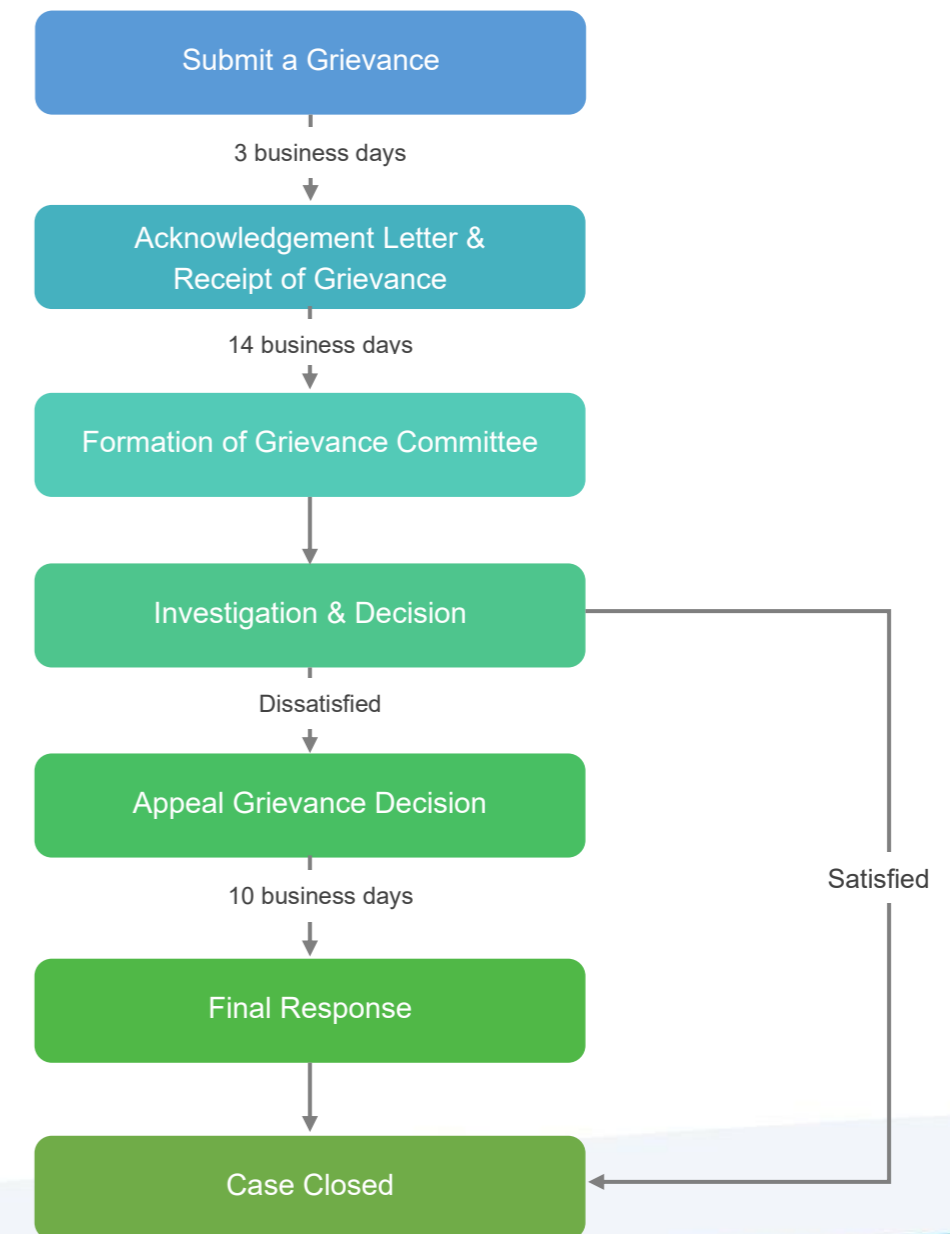
During the reporting period, the Group did not record any confirmed incidents of discrimination, and no complaints related to discrimination were reported through our grievance or reporting channels. Furthermore, based on internal assessments and supplier management processes, no operations or supplier tiers were identified as having significant risks related to child labor or forced labor. These outcomes reflect the

effectiveness of our policies, training programmes, and grievance mechanisms in fostering a respectful and inclusive workplace across all operating regions.

Grievance Mechanism

Medtecs ensures access to a robust grievance mechanism through multiple channels, including a 24/7 dedicated email address (whistleblowing@medtecs.com; hr@medtecs.com) and the option to personally visit the Group Human Resources & Administration Department at our headquarters in Taiwan.

Recognizing the diversity of our multinational workforce and the need for inclusive communication, Medtecs' multilingual Group Grievance Procedure enhances our policies and processes, enabling employees from diverse linguistic backgrounds to raise concerns or provide feedback efficiently and effectively. This reflects our commitment to fostering a transparent, inclusive, and supportive workplace for all.



Employee Engagement, Welfare, and Development

The Group places a strong emphasis on fostering employee engagement, enhancing welfare programmes, and supporting professional development within the context of sustainability. By prioritizing safety, human rights protection, diversity, inclusion, and career growth, the Group aims to create a supportive and empowering environment for its workforce across all regions.

Cambodia

In Cambodia, MCCL and MMSEZ continued strengthening employee engagement, workplace safety, and workforce capability development initiatives during FY2025. Training programmes conducted during the reporting period included occupational safety and health (“OSH”) training, fire safety training, QA/QC skill enhancement programmes, workplace safety awareness, and new employee onboarding and operational training initiatives. These initiatives support the Group’s continued efforts to strengthen operational capability, workplace safety awareness, and workforce resilience while fostering a safe and supportive working environment.

China

In China, Jincheng Supplies and Jincheng Technologies continued strengthening employee welfare, workplace safety, and responsible business practices through various employee training and awareness initiatives during FY2025. Training programmes conducted during the reporting period focused on areas including human rights awareness, workplace safety, fire safety management, and employee professional development. These initiatives support the subsidiaries’ continued efforts to strengthen employee awareness relating to workplace ethics, operational safety, and responsible workplace conduct while fostering a safe and supportive working environment.

Philippines

In the Philippines, MICL continued refining and updating internal policies to align with evolving operational requirements and employee welfare needs during FY2025. Training initiatives conducted during the reporting period focused on workplace safety, 7S Good Housekeeping awareness, product knowledge, cybersecurity awareness, operational training, and employee professional development. UWC also continued maintaining workplace safety and operational standards through the implementation of 7S practices and occupational safety training programmes to support employee well-being and operational efficiency. These efforts reflect the subsidiary’s continued commitment to maintaining a safe, stable, and

supportive workplace environment.

Taiwan

In Taiwan, MTC continued strengthening talent development, employee engagement, and workforce capability initiatives during FY2025 through a wide range of training and professional development programmes. Training activities conducted during the reporting period covered areas including workplace safety and infection control, fire safety awareness, anti-corruption and compliance training, data privacy and intellectual property protection, supply chain and operational management, ESG-related systems and governance, as well as professional and operational competency development initiatives.

MTC also continued promoting employee learning and operational knowledge sharing through onboarding programmes, case study discussions, production workshops, cross-functional operational exchanges, and external industry participation initiatives. In addition, the Group continued advancing digital transformation and workforce capability development through AI-related learning initiatives, operational workflow discussions, and practical digital transformation programmes aimed at enhancing operational efficiency and organizational capability development.

To further support employee engagement and workplace inclusivity, MTC continued implementing employee wellness, communication, and workforce development initiatives designed to foster a collaborative, supportive, and sustainable working environment aligned with the Group’s long-term development strategy.

Key Performance and Future Goals

The Group continued strengthening workplace safety and employee welfare initiatives across its operations during FY2025. Cambodia operations also continued enhancing workforce resilience and operational capability development through multi-skilled workforce training, succession planning initiatives, and ongoing employee competency development programmes aimed at supporting operational flexibility and long-term workforce sustainability. The Philippines similarly continued upholding labor standards and safe workplace practices to ensure employee well-being. In China, annual human rights training programmes were conducted in 2025, alongside continued talent acquisition efforts to improve employee retention and workforce

development. Meanwhile, Taiwan’s MTC subsidiary continued strengthening its talent attraction, workforce development, and employee engagement initiatives during FY2025. The Group enhanced its employer branding and recruitment strategies through campus engagement and digital recruitment initiatives while progressing toward the establishment of a key talent pool for critical positions. To support long-term talent retention and employee engagement, MTC continued strengthening succession planning, internal communication mechanisms, and employee engagement programmes aimed at fostering a collaborative and inclusive workplace culture aligned with the Group’s long-term transformation strategy. MTC also continued advancing digital HR transformation initiatives, including workforce analytics, AI-enabled training management tools, and digital learning initiatives to strengthen employee development and organizational capability building.

As a key pillar of our 2030 long term strategy, we are committed to fostering a competitive, dynamic, and technology-driven work environment. To support employee well-being and career growth, we will enhance our system for competitive salaries and benefits while expanding internal training and professional development opportunities. Additionally, we aim to strengthen employee engagement by promoting cross-functional exchanges across the Group and introducing more work-life balance programmes to ensure a healthy and productive workforce.

Beyond internal improvements, we are dedicated to increasing the visibility of our corporate brand and reinforcing our commitment to social responsibility initiatives. To further optimize talent management systems, we will integrate 4A technologies, leveraging AI to accelerate data analysis and improve accuracy, APIs to streamline workflows, data analytics to enhance service quality and cost efficiency, and automation to drive innovation and strengthen our competitive edge. The Group will continue advancing digital transformation initiatives through the integration of advanced technologies, including AI, APIs, data analytics, and automation, to improve workflow efficiency, operational effectiveness, employee development, and organizational competitiveness. These initiatives reflect our dedication to sustainable workforce development, digital transformation, and operational excellence as we move toward 2030.

Material Topic: Talent Retention and Attraction

FY2025 Target

FY2025 Progress

Philippines

- Maintain satisfactory rating for 7S/Good Housekeeping
- Maintain compliant to Fair Labor Practice

- Achieved
- In progress

FY2026 Target

FY2025 Progress

China

- Conduct annual human rights training

- In progress

Taiwan

- Deliver a minimum of 32 training hours per employee

- In progress

Cambodia

- Conduct employee training in production safety and self-protection

- In progress

Long - Term Target

FY2025 Progress

- Enhance the system for competitive salaries and benefits. • In progress
- Continually expand internal training and professional development opportunities while fostering exchanges among the Group's employees. • In progress
- Offer more work-life balance programs. • In progress
- Increase the visibility of corporate brand and practice social responsibility. • In progress
- Promote the application of 4A technologies (AI, Application Programming Interfaces, Data Analytics, Automation) to further optimise talent management systems: • In progress
 - AI: Accelerate data analysis speed and improve accuracy.
 - APIs: Achieve more efficient workflow automation.
 - Data Analytics: Enhance service quality and reduce costs through data analysis.
 - Automation: Improve the Company's innovation and competitiveness through automation.



Workforce Structure

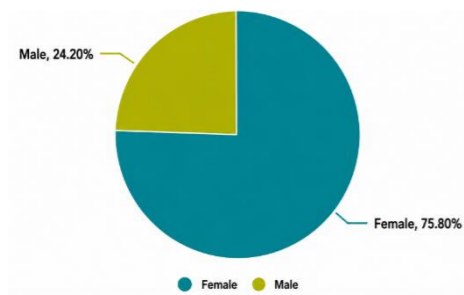
Board Diversity

Breakdown	FY2025	FY2024	FY2023	Unit
By Gender				
Male	60	60	100	%
Female	40	40	0	%
By Age Group				
30 - 50 years old	20	20	50	%
> 50 years old	80	80	50	%

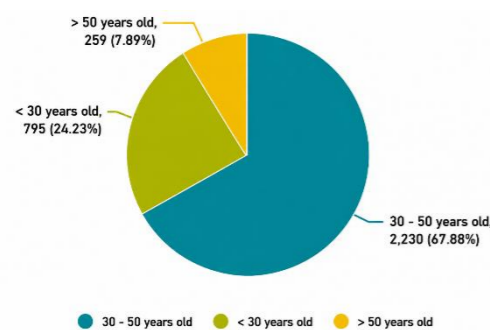
At Medtecs, we recognize that our workforce is the foundation of our success, driving our growth and innovation across global operations. In 2025 we made significant progress in advancing inclusivity, diversity, and professional development. Our Board achieved remarkable strides in gender representation, with women comprising 40% of members. The Board also saw a shift toward more experienced leadership, with 80% of members now over the age of 50, reflecting our focus on strategic guidance and seasoned decision-making.

Employee Diversity, Total Workforce

Total Workforce by Gender

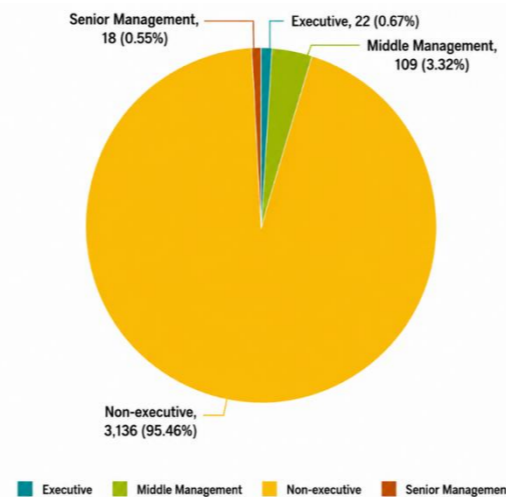


Total Workforce by Age



Our workforce continued to expand, reflecting steady business growth and a strong commitment to inclusive employment practices. Women represented the majority of our workforce, reflecting the demographics of our manufacturing operations and labor markets. The age profile of our employees remained well-balanced, with a healthy mix of early-career talent and experienced professionals, reinforcing our approach to long-term talent development and knowledge retention. Organisationally, we observed positive shifts in our leadership structure. There was a notable increase in middle management roles, signaling enhanced opportunities for internal mobility and professional growth. Senior management also saw modest growth, contributing to leadership stability as we scale our operations. The majority of our workforce continued to be in non-executive roles, reflecting the operational strength of our frontline teams. These developments underscore our focus on nurturing talent and building leadership capabilities from within the organisation.

Total Workforce by Employee Rank



Breakdown	FY 2025	FY 2024	FY 2023	Unit
By Gender				
Female	75.80	80.47	74.47	%
Male	24.20	19.54	25.54	%
By Age Group				
< 30 years old	24.23	23.67	29.28	%
30 - 50 years old	67.88	68.97	62.12	%
> 50 years old	7.89	7.37	8.59	%
By Employee Category				

Executive	0.67	0.14	0	%
Middle Management	3.32	3.52	1.11	%
Non-Executive	95.46	95.69	98.33	%
Senior Management	0.55	0.66	0.54	%

Total Workforce Breakdown, by Category

Category	Breakdown	FY 2023		FY 2024		FY 2025	
		Total	%	Total	%	Total	%
Total Workforce	-	3,313	100	3,255	100	3,285	100
By Employee Category	Senior Management	18	0.54	15	0.46	18	0.55
	Middle Management	37	1.12	106	3.26	109	3.32
	Executive	0	0	4	0.12	22	0.67
	Non-executive	3,258	98.34	3,130	96.16	3,136	95.46
By Gender	Male	846	25.54	710	21.81	795	24.2
	Female	2,467	74.46	2,545	78.19	2,490	75.8
By Age Group	< 30 years old	970	29.28	972	29.86	796	24.23
	30 - 50 years old	2,058	62.12	2,080	63.90	2,230	67.88
	> 50 years old	285	8.60	203	6.24	259	7.89

As of FY2025, our total workforce stands at 3,285 employees across four countries: Taiwan, the Philippines, Cambodia, and China. Cambodia remains our largest employment hub, accounting for the majority of our workforce. Our gender distribution shows a strong female majority, particularly in Cambodia and Taiwan, reflecting the nature of our operations and the inclusive hiring practices in place. In contrast, the Philippines maintains a more balanced gender ratio, highlighting regional variations in workforce composition. Across the organisation, non-executive roles continue to form the backbone of our workforce, especially in Cambodia, where operations are labor-intensive. However, our growing investment in leadership development is evident in the increased number of middle management positions, particularly in the Philippines and Cambodia. Age-wise, the workforce remains predominantly within the 30–50 age group, supporting organisational continuity and capability. Younger employees under 30 are well represented in Cambodia, aligning with our commitment to nurturing emerging talent, while employees over

50 contribute valuable experience across all regions, particularly in Taiwan and the Philippines. These figures underscore our commitment to maintaining a diverse, inclusive, and strategically structured workforce across all locations.

Total Workforce Breakdown for 2025 by Country

Country	Total Employees	Gender Breakdown	
		Male	Female
Taiwan	397	161	236
Philippines	283	170	113
Cambodia	2,597	461	2,136
China	8	3	5
Group	3,285	795	2,490

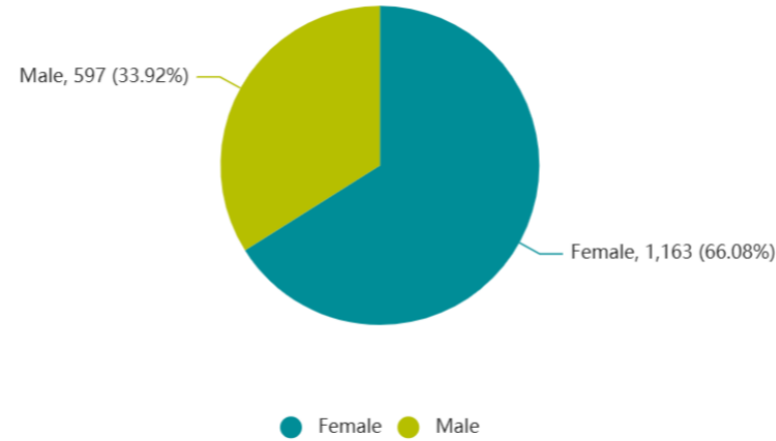
Country	Total Employees	Employee Level			
		Senior Management	Middle Management	Executive	Non-Executive
Taiwan	397	10	7	0	380
Philippines	283	6	32	12	233
Cambodia	2,597	1	69	10	2,517
China	8	1	1	0	6
Group	3,285	18	109	22	3,136

Country	Total Employees	Age Group		
		<30 Years Old	30 – 50 Years Old	>50 Years Old
Taiwan	397	58	198	141
Philippines	283	42	185	56
Cambodia	2,597	694	1,843	60
China	8	0	6	2
Group	3,285	794	2,232	259

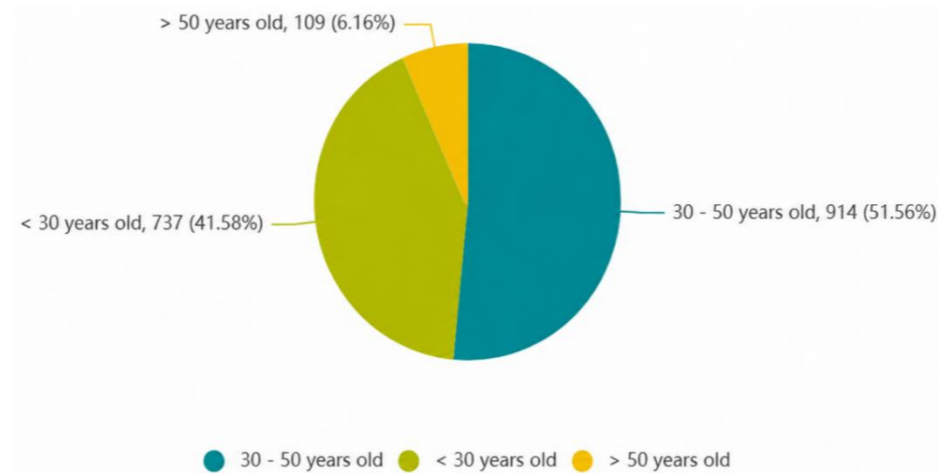
New Hires

New Hires Breakdown	FY 2023	FY 2024	FY 2025
By Gender			
Male	215	196	597
Female	391	643	1,163
By Age Group			
< 30 years old	307	404	737
30 - 50 years old	262	403	914
> 50 years old	37	32	109
Total	606	839	1,760

New Employee Hires by Gender



New Employee Hires by Age Group



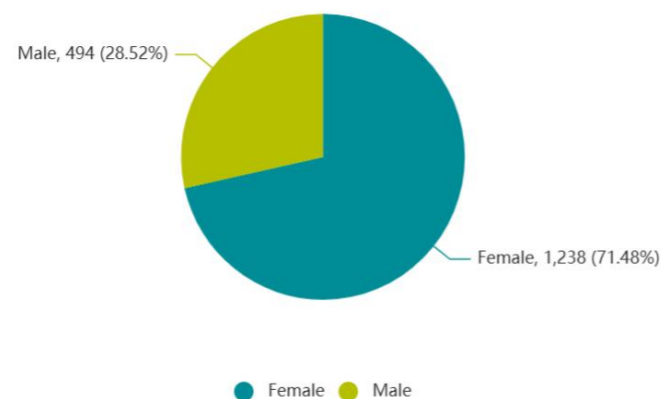
FY2025 marked a period of considerable workforce expansion for the Group, with new hires more than doubling compared to the prior year. This growth was primarily driven by operational scaling across several business segments, including expanded manufacturing activities and increased staffing needs to support hospital services and logistics operations. Additional roles were created across production, operations support, and administrative functions, reflecting the Group's continued investment in building a workforce equipped to support its long-term business objectives.

A notable feature of this year's hiring activity was the strong representation of female new hires, who accounted for the majority of recruitment. This reflects both the nature of roles filled during the year and the Group's inclusive hiring practices — many positions added were in operational and support functions where female participation has traditionally been strong, including healthcare services, quality control, administrative roles, and certain manufacturing positions. The age profile of new hires also remained well-balanced, with mid-career professionals in the 30–50 age group forming the largest cohort, bringing relevant industry experience and contributing to operational stability and future leadership development. Younger employees continued to be recruited for entry-level and operational roles, ensuring a healthy pipeline of emerging talent across the organisation.

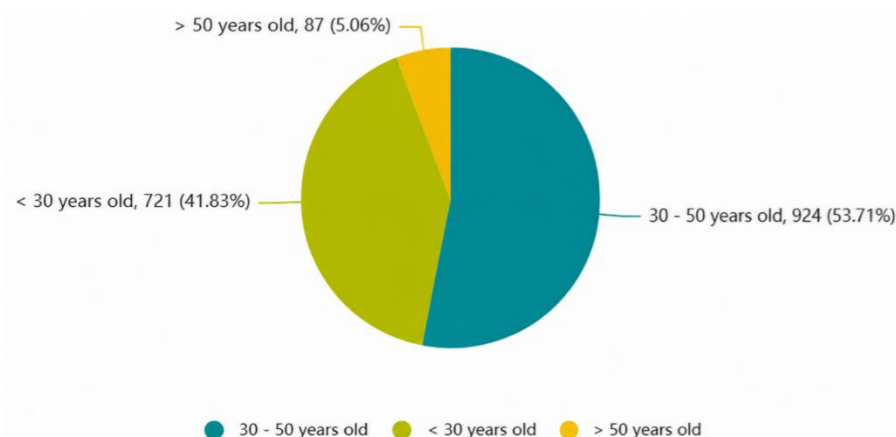
Overall, the FY2025 recruitment profile reinforces the Group's commitment to building a diverse, multigenerational workforce aligned with its evolving business priorities and sustainability goals. By recruiting across different experience levels and professional backgrounds, the Group maintains a balanced workforce capable of meeting both immediate operational needs and longer-term leadership and succession requirements.

These workforce developments align with our strategic initiatives to foster a diverse, inclusive, and growth-oriented workplace. We continue to invest in leadership pipelines, evidenced by increased representation of women and experienced leaders on the Board. Our efforts to create a safe, innovative, and engaging workplace were recognized for the second consecutive year with the Happiest Employees Award. As we look ahead, Medtecs remains committed to empowering its workforce and ensuring it remains a driving force behind our sustainable growth.

Total No. of Employee Turnover



Employee Turnover by Gender



Rate of Employee Turnover

	FY 2023	FY 2024	FY 2025	
Total	35.62	5.75	52.72	%
By Age Group				
< 30 years old	38.39	22.4	41.8	%
30 - 50 years old	54.32	55.74	53.23	%
> 50 years old	7.29	21.86	4.97	%
By Gender				
Female	70.85	60.11	71.48	%
Male	29.15	39.89	28.52	%

Total No. of Employee Turnover

Turnover Breakdown	FY 2023	FY 2024	FY 2025
By Gender			
Female	836	110	1,238
Male	344	73	494
By Age Group			
< 30 years old	453	41	721
30 - 50 years old	641	102	924
> 50 years old	86	40	87
Total Turnover	1,180	183	1,732
Turnover Rate	35.62%	5.75%	52.72%

Country	Total Employees	Gender Breakdown	
		Male	Female
Taiwan	145	55	90
Philippines	247	122	125
Cambodia	1,340	317	1,023
China	0	0	0
Groupwide	1,732	494	1,238

In FY2025, the Group recorded an overall employee turnover rate of 52.72%, a significant increase from 5.75% in FY2024. This rise was largely driven by turnover in Cambodia, which accounts for the majority of the Group's workforce, and reflects the nature of operational and production roles in that region where workforce mobility tends to be higher. Total turnover stood at 1,732 employees' group wide.

From an age perspective, employees under 30 recorded the highest turnover at 41.8%, consistent with early-career mobility trends. The 30 to 50-year-old cohort, representing the largest segment of the workforce, saw a turnover rate of 53.23%, while employees above 50 recorded the lowest rate at 4.97%, suggesting greater stability among more tenured employees.

By gender, female employees accounted for the majority of turnover at 71.48%, reflecting their proportionally larger representation in operational roles — particularly in Cambodia — where workforce movement is more prevalent. Male turnover stood at 28.52%.

The Group acknowledges that the elevated turnover rate warrants focused attention. As part of our ongoing workforce strategy, we remain committed to enhancing employee retention through career development programmes, engagement initiatives, competitive compensation, and targeted support for operational sites with higher mobility. By continuously analyzing turnover trends and employee feedback, we aim to foster a work environment that supports career longevity, professional growth, and sustainable workforce development.

Employee Training and Development Initiatives

The Group is committed to enhancing employee skills, knowledge, and capabilities through structured training and development programmes. These initiatives aim to improve individual and organisational performance, ensuring employees are well-equipped to meet evolving industry demands and contribute to the Group's competitiveness and sustainability goals.

Cambodia

In Cambodia, both MCCL and MMSEZ subsidiaries continued strengthening employee training and workforce capability development initiatives to enhance employee knowledge and skills. These plans will be supported by partnerships with third-party organisations, leveraging their expertise and experience to deliver high-quality training programmes. This dual approach ensures employees benefit from both internal insights and external best practices, fostering a well-rounded learning environment. Cambodia operations also continued promoting multi-skilled workforce development, operational flexibility, and succession planning initiatives to support long-term workforce resilience and operational sustainability.

China

In China, Jincheng Supplies and Jincheng Technologies are aligning their training strategies with government policies to support company development and employee skill enhancement. Training initiatives during FY2025 focused on improving employee competencies, operational efficiency, and professional development to support long-term organisational competitiveness and workforce capability enhancement.

Philippines

In the Philippines, MICL has introduced the Train the Trainer (TTT) programme, which equips individuals with the skills and techniques required to effectively conduct internal training programmes. The programme continued supporting leadership capability development and internal knowledge transfer initiatives across operations. At Medtex Corporation, the ISO Training Procedure remained in place to support employee development and operational productivity. Current training initiatives continued focusing on enhancing Quality Control ("QC") capabilities to strengthen product quality and operational performance.

Looking ahead, Medtex Corporation plans to continue enhancing employee awareness and competency relating to sustainable manufacturing practices, including water conservation, energy efficiency,

and waste management initiatives aligned with environmental and operational sustainability objectives.

Taiwan

In Taiwan, MTC has achieved notable success in its training initiatives. For 2025, the subsidiary maintained the target of 32 training hours per employee, emphasizing the importance of continuous learning. Leadership development is another priority, with internal courses and occasional on-the-job training (OJT) programmes designed to enhance the leadership capabilities of mid- to senior-level managers. These programmes emphasize cross-cultural collaboration and adaptability in changing markets, fostering strong leadership across the organisation.

MTC has also embraced digital transformation through its 4A Digital Transformation Training Programme, which focuses on AI, API, Analytics, and Automation to improve operational efficiency and innovation. During FY2025, the Group continued enhancing AI-related learning initiatives and digital capability development programmes across selected departments to strengthen operational effectiveness, workflow efficiency, and employee competency development.

Across all regions, the Group's training and development programmes underscore its commitment to empowering employees with the skills and knowledge needed to excel in their roles. By fostering continuous learning, leadership development, and digital transformation, the Group ensures a highly skilled and adaptable workforce, driving sustainable growth and long-term success.

Total Training Hours

Categories	Total Training Hours	Average Training Hours
Total	12,656.92	
By Gender		
Female	7,044.9	2.85
Male	5,612.02	7.34
By Employee Category		
Senior Management	1,253.5	69.64
Middle Management	726.27	6.66
Executive	316.5	14.39
Non-Executive	10,360.65	3.34

In FY2025, Medtecs reaffirmed its commitment to employee development by providing a total of 12,656.92 training hours across all levels of the organisation. These programmes were designed to enhance technical skills, leadership capabilities, and sustainability awareness, aligning with the Group's long-term strategic goals.

By gender, female employees accumulated 7,044.90 training hours with an average of 2.85 hours per employee, while male employees participated in 5,612.02 hours averaging 7.34 hours per employee, reflecting the Group's dedication to supporting professional growth across all team members.

By employee category, non-executive employees accumulated the largest share at 10,360.65 hours, averaging 3.34 hours per employee. Senior management recorded 1,253.50 hours at an average of 69.64 hours, reflecting focused investment in leadership and strategic development. Middle management contributed 726.27 hours averaging 6.66 hours, emphasising operational excellence and cross-functional collaboration. Executives recorded 316.50 hours at an average of 14.39 hours, reflecting targeted development for high-impact roles.

These figures underscore the Group's continued commitment to capability building and leadership development across all levels, ensuring every team member has the tools and knowledge to contribute meaningfully to the Group's sustainability and business objectives.

Country	Training Hours	Total Hours by Gender		Average Training Hours by Gender	
		Male	Female	Male	Female
Taiwan	8,726.90	4,149.60	4,577.30	25.77	19.40
Philippines	1,011.00	434.50	576.50	2.56	5.10
Cambodia	2,773.02	974.92	1,798.10	2.11	0.84
China	146.00	53.00	93.00	17.67	18.60
Groupwide	12,656.92	5,612.02	7,044.90	7.06	2.83

Country	Training Hours	Employee Level				Average Training Hours			
		Senior Management	Middle Management	Executive	Non-Executive	Senior Management	Middle Management	Executive	Non-Executive
Taiwan	8,726.90	1,134.00	225.10	-	7,337.80	113.40	36.44	-	19.31
Philippines	1,011.00	113.50	36.00	314.00	547.50	18.92	1.13	26.17	2.35
Cambodia	2,773.02	3.00	410.17	2.50	2,357.35	3.00	5.94	0.25	0.94
China	146.00	3.00	25.00	-	118.00	3.00	25.00	-	19.67
Groupwide	12,656.92	1,253.50	726.27	316.50	10,360.65	69.64	6.66	14.39	3.30

Training activities were recorded across all operating regions, with Taiwan contributing the largest share at 8,726.90 hours, followed by Cambodia at 2,773.02 hours, the Philippines at 1,011 hours, and China at 146 hours. Male employees in Taiwan averaged 25.77 hours per employee, while female employees averaged 19.40 hours. In Cambodia, male employees averaged 2.11 hours compared to 0.84 hours for female employees, reflecting the nature of roles across operational sites. In the Philippines, female employees recorded a higher average of 5.10 hours compared to 2.56 hours for male employees, consistent with the profile of roles filled in that region. In China, male employees averaged 17.67 hours, and female employees averaged 18.60 hours.

These efforts underscore the Group's dedication to fostering a culture of continuous learning and growth, ensuring that employees across all regions are equipped to drive innovation and sustainability. By investing in training and development, the Group strengthens individual capabilities while enhancing organisational resilience and adaptability in an evolving global landscape.

Key Performance and Future Goals

The Group remains committed to enhancing employee skills and knowledge through structured training programmes that support both individual growth and organisational competitiveness. In Cambodia and China, subsidiaries have established internal training plans aligned with government policies to improve employee capabilities. In the Philippines, the Train the Trainer programme has already seen 30% of participants conduct training, while ISO Training Procedures at Medtex Corporation focus on quality control and sustainable manufacturing. Moving forward, the Philippines aims to ensure that every employee receives training in multiple skills across different job functions, promoting workforce flexibility and readiness for job rotation. This initiative also supports succession planning by developing capable employees who can take on higher responsibilities, ensuring continuity and long-term organizational stability. In Taiwan, MTC has maintained its 32 hours per employee target, emphasising leadership development and cross-cultural collaboration, while achieving 650 hours of AI-focused training as part of its 4A Digital Transformation Training

Programme. During FY2025, additional AI-focused workshops and practical training sessions were conducted across MTC, encouraging departments to explore AI agent applications and operational workflow enhancement initiatives relevant to their respective functions. Building on these initiatives, the Group plans to progressively expand selected 4A digital transformation and AI-related training programmes to other operating entities in 2026 to further strengthen workforce capability development and operational innovation across the Group.

As part of our 2030 long-term strategy, the Group remains committed to fostering a strong corporate culture, enhancing talent development, and promoting a diverse and inclusive workforce across all regions. In Taiwan, we aim to strengthen corporate culture and core values through internal communication and training programmes, creating a collaborative and innovative work environment. Additionally, we will establish an international talent pool and implement talent mobility initiatives to meet regional workforce demands while continuously building a diverse and inclusive workplace.

In the Philippines, our focus is on employee learning and development through the establishment of an e-learning platform and collaborations with external training institutions. We will also create individual development plans for employees, aligning them with organisational strategic goals while conducting competency assessments to build a structured competency framework. Furthermore, we will identify key roles for succession planning and establish key performance indicator mechanisms to track and enhance employee growth.

In Cambodia, we are committed to identifying and cultivating team members who align with the Group's vision, mission, and core values. We will continuously train and develop employees in 4A work capabilities — AI, APIs, Data Analytics, and Automation — to enhance team productivity and management efficiency. We also aim to establish a stable multinational management team focused on quality system improvements, cost reduction, and efficiency enhancement, while actively nurturing 10 to 15 local bilingual mid-level management talents to strengthen leadership within the region.

These initiatives reflect our dedication to talent development, digital transformation, and organisational excellence, ensuring a skilled and competitive workforce for the future.

Material Topic: Talent Training and Development	
FY 2025 Target	FY 2025 Progress
<p>China</p> <ul style="list-style-type: none"> Implement annual human rights training programs for all employees, tailored to their roles and responsibilities Set annual training plan in 2025 Training and Promotion for every employee in 2025. <p>Philippines</p> <ul style="list-style-type: none"> For UWC, provide training on sustainable manufacturing processes, water and energy conservation, and waste management to meet environmental goals and regulatory requirements. 	<ul style="list-style-type: none"> Achieved Achieved Achieved Achieved
FY2026 Target	FY 2025 Progress
<p>Philippines</p> <ul style="list-style-type: none"> Collaborate with external training institutions to provide a variety of professional training programs. <p>Cambodia</p> <ul style="list-style-type: none"> Continuously train and develop 4A work capabilities, including AI, APIs, Data Analytics, and Automation. Integrate these skills into daily work to enhance team productivity and management efficiency. 	<ul style="list-style-type: none"> In progress In progress
Long - Term Target	FY 2025 Progress
<p>Taiwan</p> <ul style="list-style-type: none"> Strengthen corporate culture and core values through internal communication and training programs to create a collaborative and innovative work environment. Establish an international talent pool and implement talent mobility initiatives to meet the manpower needs of different regions. Continuously build a diverse and inclusive workplace environment. <p>Philippines</p> <ul style="list-style-type: none"> Create individual development plans for each employee. Align employee individual development plans with organisational strategic goals. Conduct competency assessments for various levels within the organisation and establish a competency framework. Identify key roles within the organisation and develop talent succession plans. Establish key performance indicators of mechanisms. <p>Cambodia</p> <ul style="list-style-type: none"> Identify and cultivate team members who align with and embody the vision, mission, core values, management culture, and work ethic of the Group. Establish a stable multinational management team that consistently endorses the steady improvement of the quality system, cost reduction, and efficiency enhancement. Provide competitive compensation packages, living conditions, and working conditions that ensure sustainable competitiveness. Actively nurture 10-15 local bilingual mid-level management talents. 	<ul style="list-style-type: none"> In progress In progress In progress In progress In progress In progress In progress In progress In progress In progress In progress In progress

Occupational Health and Safety Initiatives

The Group is dedicated to ensuring the health, safety, and well-being of its employees across all subsidiaries. Recognizing the critical role occupational health and safety (OHS) plays in enhancing productivity, efficiency, and employee satisfaction, the Group has established robust policies, training programmes, and risk management systems. These efforts aim to create stable, safe, and healthy working environments that contribute to employee motivation and the Group's overall sustainability.

Cambodia

In 2025, both MCCL and MMSEZ continued maintaining and strengthening their established Occupational Health and Safety (“OHS”) frameworks through ongoing employee safety training, risk assessments, workplace monitoring, and emergency response management initiatives.

China

In China, Jincheng Supplies and Jincheng Technologies prioritize the health and safety of employees as an essential component of maintaining productivity and operational competitiveness. Through the continuous improvement of safety management systems, risk assessments, and employee training, the subsidiaries aim to establish a stable and supportive working environment.

Both subsidiaries have upgraded their workplace management practices from 6S to 7S, placing greater emphasis on risk reduction, workplace organisation, and operational excellence. The implementation of the 7S system is supported by regular inspections, review meetings, and employee awareness programmes to strengthen workplace safety and environmental management.

Through these measures, Jincheng Supplies and Jincheng Technologies aim to continuously reduce workplace incidents and strengthen operational safety through ongoing safety management and employee awareness initiatives.

Philippines

In the Philippines, the MICL subsidiary strictly implements the 7S system as part of its health and safety policy, ensuring a well-organized, clean, and safe working environment aligned with the Group's Occupational Health and Safety (OHS) objectives. This

includes ensuring that workspace and equipment placement comply with ergonomic design principles and that regular risk assessments are conducted to proactively identify and mitigate potential hazards.

Similarly, at UWC, the health and safety programme in 2025 successfully achieved its zero-accident target, reflecting strong compliance with safety protocols and continuous improvement initiatives. These outcomes demonstrate the subsidiary's sustained commitment to prioritizing employee well-being and maintaining a safe workplace culture.

Taiwan

In 2025, the MTC subsidiary continued to uphold its commitment to occupational health and safety through its established framework of environmental testing, risk assessment, and systematic safety protocols. The subsidiary recorded zero work-related fatalities and zero high-consequence work-related injuries during the reporting year. Two recordable work-related injuries were reported, both resulting in lost time, with a Total Recordable Injury Frequency Rate (TRIFR) of 2.52 and a Lost Time Injury Frequency Rate (LTIFR) of 0.5. No medical treatment cases were recorded. These results reflect the subsidiary's continued focus on maintaining a safe working environment and its ongoing efforts to minimise workplace incidents through proactive risk management and employee safety awareness.

MTC continued to implement and maintain safety measures across operational areas, including chemical handling, wastewater treatment, laundry operations, boiler systems, and equipment maintenance areas. Existing controls such as hazard warning signage, machine guarding, restricted access controls, emergency response equipment, and personal protective equipment (“PPE”) requirements remained in place to mitigate operational risks including chemical exposure, entanglement, burns, electrical hazards, steam exposure, and noise-related risks.

During FY2025, the subsidiary also continued to reinforce preventive maintenance procedures, safety inspections, and employee awareness initiatives to strengthen workplace safety performance and support continuous improvement in occupational health and safety management.

Safety Performance and Future Goals

The Group continued strengthening occupational health and safety management through its operations during FY2025 through ongoing workplace safety initiatives, preventive measures, employee training, and operational risk management programmes. During the reporting period, **the Group recorded 3 recordable work-related injuries group-wide, a significant improvement from 14 in FY2024.** Of these, 2 resulted in lost time and 2 were non-consequence injuries, with zero high-consequence injuries and zero work-related fatalities recorded. Lost days totalled 114, and total hours worked reached 1,125,185 — a substantial increase reflecting the Group's expanded workforce. Injury types recorded in 2025 included 2 fractures and 1 laceration. The Group also recorded 143 first aid cases and 4 other incidents during the reporting period. The Group continues to maintain its record of zero occupational diseases, supported by preventive health services including on-site medical personnel across its facilities.

Guided by our 2030 sustainability and growth strategy, the Group remains committed to continuously strengthening workplace safety, operational risk management, and employee well-being across all regions. In Taiwan, we ensure that all environmental tests meet regulatory standards while conducting annual risk assessments to drive continuous improvements, with a goal of reducing work-related incidents year by year and achieving zero cases of occupational diseases. In the Philippines, we are working towards a zero-accident workplace by fostering a strong safety culture and ensuring that workspaces and equipment adhere to ergonomic design principles, supported by regular risk assessments and effective communication channels that encourage employee participation in safety initiatives. In Cambodia, we will conduct annual risk assessments, implement effective communication channels for workplace safety, and provide employees with training to enhance their technical knowledge and skills. These initiatives reflect our commitment to workplace safety, risk mitigation, and continuous employee development, ensuring a secure and productive work environment across all our operations.

Work-related injuries by gender

Work-related Injuries	Male	Female	Total
High-consequence work-related injuries	0	0	0
Lost time injuries	1	1	2
Recordable work-related injuries and illnesses	1	2	3
Total man hours	482,683	642,406	1,125,185
Work-related fatalities	0	0	0

Material Topic: Occupational Safety and Health	
<p>FY 2025 Target</p> <p>Cambodia</p> <ul style="list-style-type: none"> Work accidents dropped to 1% per year <p>China</p> <ul style="list-style-type: none"> Annual work accident maintain 0 	<p>FY 2025 Progress</p> <ul style="list-style-type: none"> In progress; continuing to strengthen workplace safety management and reduce occupational accident risks through safety training and operational control measures. Achieved
<p>FY 2026 Target</p> <p>Groupwide</p> <ul style="list-style-type: none"> Zero cases of work accidents, zero injuries, and zero occupational diseases. 	<p>FY 2025 Progress</p> <ul style="list-style-type: none"> In progress
<p>Long - Term Target</p> <p>Taiwan</p> <ul style="list-style-type: none"> All environmental tests meet standards. Conduct annual risk assessments and make improvements accordingly. Reduce work-related incidents year by year. Zero cases of occupational diseases. <p>Philippines</p> <ul style="list-style-type: none"> Achieve a workplace with zero accidents, zero injuries, and zero occupational diseases. Cultivate a safety culture within the organisation. Ensure that workspaces and equipment placement comply with ergonomic design principles. Conduct regular risk assessments. Establish effective communication channels for safety-related issues, encourage employee participation, and provide feedback. <p>Cambodia</p> <ul style="list-style-type: none"> Conduct risk assessments annually and make improvements accordingly. Establish effective communication channels for safety-related issues, encourage employee participation, and provide feedback. Train employees to acquire more local technical knowledge and skills. 	<p>FY 2025 Progress</p> <ul style="list-style-type: none"> In progress In progress In progress In progress In progress In progress In progress In progress In progress



6

COMMUNITY EMPOWERMENT

Community Engagement

The Group continues to strengthen its sustainability and Corporate Social Responsibility (CSR) efforts by fostering collaboration across departments, establishing clear guidelines, and engaging in meaningful activities to benefit society, the environment, and stakeholders. These initiatives are a testament to the Group’s commitment to integrating sustainable practices into its operations and creating a positive impact across the regions it operates in.

Management Approach

Medtecs recognises that sustainable business development is closely linked to the well-being of the communities in which the Group operates. As a healthcare protection company, the Group focuses its community engagement efforts on initiatives that promote public health, environmental stewardship and social welfare, particularly in areas where its subsidiaries operate.

Community needs are identified through ongoing engagement with local stakeholders, including educational institutions, community organisations, local authorities, healthcare partners and non-governmental organisations. Through these engagements, subsidiaries gain insight into local priorities and identify opportunities where the Group’s resources and expertise can contribute meaningfully to community development.

Community initiatives are implemented at the subsidiary level with oversight from Group management to ensure alignment with the Group’s sustainability objectives. Employees are encouraged to participate in volunteer activities and community programmes, strengthening connections with local stakeholders while contributing to social development.

Taiwan

In Taiwan, community engagement initiatives focused primarily on public health promotion, environmental protection and support for vulnerable groups.

The Group continued its collaboration with university volunteer organisations engaged in healthcare outreach activities. Medtecs sponsored Taipei Medical University’s Feng-Xing Penghu Medical Service Team and provided protective supplies to Soochow University’s international volunteer missions, including medical-grade nitrile gloves,

masks, disinfectant alcohol and rapid test kits. These supplies supported volunteers in delivering community healthcare services while maintaining infection prevention standards.

Employee volunteers also participated in community service initiatives, including volunteer support at the Banqiao Animal Shelter and organising art therapy activities for seniors at the Shancheng Long-Term Care Yonghe Day Care Centre.

During the year-end festive season, Medtecs expanded its “Pay It Forward” campaign in partnership with the iGoods platform. The initiative delivered 100 gift sets to children supported by the Taiwan Yellow Ribbon Association and the Chen Chou Children’s Home, supporting disadvantaged youth.

In response to severe flooding in Guangfu Township, Hualien, Medtecs donated more than 30,000 medical masks and other essential supplies to support affected communities.

Environmental initiatives were also undertaken, including tree-planting activities at Qieding Wetland Park in Kaohsiung and support for organic farming initiatives in Hualien.

Overall, Medtecs’ community initiatives in Taiwan benefited approximately 23,884 individuals, including healthcare volunteers, children, elderly residents and disaster-affected communities.

Cambodia

In Cambodia, community engagement initiatives focused on humanitarian assistance and support for vulnerable groups. In conjunction with World Red Cross Day, the subsidiary donated US\$5,000 to the Kampong Cham Red Cross, supporting medical assistance and disaster relief programmes.

In response to a government-supported community initiative, the subsidiary provided financial assistance and essential supplies, including 200 blankets, 60 mattresses, 60 cartons of drinking water and 100 cartons of food items, to assist families in need.

Additional support was provided through donations of 600 kilograms of rice to the Kampong Cham Department of Labour to support frontline personnel. The Group also donated 1,000 kilograms of rice and 100

school bags to a local orphanage, supporting vulnerable children and their families.

Through these initiatives, Medtecs contributed to strengthening community welfare and supporting disadvantaged groups in the communities where it operates.

China

In China, the Jincheng Supplies and Jincheng Technologies subsidiaries continue to strengthen their sustainability and social responsibility initiatives. In 2025, the subsidiaries formally established a Charitable Giving Guideline, which outlines a structured framework for charitable contributions in alignment with the Group’s values. While the guidelines have been put in place, charitable donations and community engagement activities have not yet been carried out as of the reporting period. The establishment of this guideline represents an important step in formalising and strengthening the Group’s social responsibility initiatives in China.

Philippines

In the Philippines, community engagement initiatives focused on education support, environmental conservation and community welfare. In June, the subsidiary participated in the Department of Education’s Brigada Eskwela programme, where employees volunteered to assist with school preparation activities and donated cleaning materials and healthcare supplies. These efforts supported the creation of a safer and more hygienic learning environment for students and teachers.

Environmental stewardship initiatives were carried out through a tree-planting activity in Barangay Kayrilaw, Nasugbu, Batangas, where employees planted more than 200 trees in collaboration with local community partners to support reforestation and environmental conservation.

Medical supplies were also provided to local mountain guides to enhance safety for outdoor activities in the area.

Towards the end of the year, employees conducted a community outreach visit to Bahay Maria Orphanage, providing meals and medical supplies to support children living at the facility.

These initiatives were implemented through collaboration between

employees, community organisations and local stakeholders, contributing to environmental protection and improved welfare for local communities.

Across all regions, the Group's community engagement initiatives reflect a shared commitment to creating meaningful and lasting impact beyond its business operations. Through targeted support for public health, environmental conservation, education, and social welfare, Medtecs continues to strengthen its role as a responsible corporate citizen in the communities where it operates. These efforts remain an integral part of the Group's broader sustainability strategy and its vision of bettering the world's health for everyone, everywhere.

CSR Activities by Type of Contribution – Charitable donations

Total Contribution, USD		
Business Unit	FY 2024	FY 2025
Cambodia	12,250	12,037
Philippines	7,535	430.01
Taiwan	29,000	21,102.2
Group	49,685	33,569.21

As part of our commitment to corporate social responsibility and sustainable development, the Group actively engages in community empowerment initiatives across its operational regions. In FY2025, the Group contributed a total of USD 33,569.21 to various community programmes, spanning social welfare, education, healthcare, and environmental sustainability. By region, Taiwan recorded the highest contribution at USD 21,102.20, supporting initiatives that enhance public health, education, and environmental conservation. Cambodia contributed USD 12,037, focusing on humanitarian assistance, local development, and disaster relief efforts to uplift vulnerable communities. In the Philippines, USD 430.01 was allocated to initiatives aimed at improving community welfare, environmental stewardship, and health awareness. These contributions reflect a continued dedication to fostering inclusive and sustainable community development, ensuring that our business growth aligns with the well-being of the communities

we serve. Moving forward, we will strengthen our collaborations with local organisations, governments, and stakeholders to further expand the impact of our community programmes, reinforcing our role as a responsible corporate citizen.

Key Performance and Future Goals

The Group continues strengthening its community engagement and social responsibility initiatives through structured planning, regional collaboration, and targeted community support programmes aligned with local operational and social needs. Through contributions spanning social welfare, education, healthcare, and environmental sustainability, the Group aims to foster inclusive and sustainable community development while ensuring business growth remains aligned with the well-being of the communities in which it operates.

In Cambodia, MCCL and MMSEZ continue encouraging active participation across departments to support initiatives aligned with the Group's sustainability and community engagement objectives. In China, Jincheng Supplies and Jincheng Technologies formally established a Charitable Giving Guideline in FY2025, strengthening their approach to community engagement and standardizing social responsibility practices. Meanwhile, in the Philippines, community engagement activities continue to be carried out, reinforcing the subsidiary's commitment to community welfare. These efforts reflect the Group's dedication to driving positive change and fostering sustainable development across all its regions. These initiatives also align with the Group's broader healthcare mission by extending support beyond business operations and promoting accessible health, wellness, and community care initiatives across local communities.

As part of our medium-term goals through 2029, we aim to strengthen our connection with communities by establishing sustainable programmes that promote environmental protection, education, and healthcare. In the area of education, the Group plans to expand its scholarship initiatives and professional development programmes to support students from underprivileged and rural communities, encompassing financial assistance, mentorship, and career guidance

designed to enhance employability and long-term social mobility.

To address the needs of ageing populations, we will continue promoting Home-based Care for Older Adults by collaborating with reputable business partners, local governments, and community organisations. These partnerships aim to provide accessible long-term care services, family caregiver support, health education, and community-based resources that improve quality of life for elderly individuals and their families.

In support of environmental sustainability, the Group intends to partner with environmental organisations and local stakeholders to implement practical initiatives such as tree planting programmes, forest conservation activities, and coastal clean-up projects, contributing to biodiversity protection and carbon reduction efforts at the community level.

Additionally, the Group will enhance community resilience and emergency preparedness by establishing rapid response teams across key operating locations. These teams will support local donation drives, emergency relief initiatives, and community healthcare education programmes, particularly in areas affected by natural disasters or public health challenges.

Through these initiatives, the Group seeks to create long-term social value, strengthen stakeholder relationships, and contribute positively to the sustainable development of the communities in which we operate. Looking ahead to our long-term 2030 goals, we aim to establish global sustainable development partnerships to address pressing issues such as health inequality and environmental sustainability. We will implement a comprehensive community engagement performance indicator system to assess our social responsibility impact regularly and take an active role in public health advocacy by collaborating with governments, NGOs, and local communities to provide health education and preventive medical services, enhancing overall community well-being. These initiatives reflect our ongoing commitment to sustainability, social responsibility, and community development on both local and global scales.

Material Topic: Community Engagement Goals

FY 2025 Target

FY 2025 Progress

China

- Establish Charitable Giving Guideline for Jincheng in 2025.

- Achieved

Taiwan

- Collaborate with environmental organisations to carry out activities such as tree planting and forest and beach cleanups.

- Achieved

FY2026 Target

FY 2025 Progress

Groupwide

- Establish rapid response teams at each operating site, focusing on supporting local donation activities. The teams can mobilize quickly to respond to urgent community needs and provide timely assistance during emergencies or local crises.

- In progress

Mid - Term Target

FY 2025 Progress

- Deepen Medtecs' connection with the community by establishing sustainable community programs to promote sustainability initiatives in environmental protection, education, health, and other areas. Expand support for education, including providing scholarships and organising professional training to promote social development.

- In progress

- Promote Home-based Care for Older Adults. In collaboration with reputable business partners, we will provide professional long-term care services to support home-based care for older adults. Provide support and resources for families who want to care for elders at home, such as family caregiving guidance and assistance services. Collaborate with local governments and community organisations to integrate and provide various resources and services for Home-based Care for Older Adults.

- In progress

- Nurturing the Future. Scholarship programs for children in rural areas, including mentorship programs, career guidance, and other academic support.

- In progress

Long - Term Target

FY 2025 Progress

- Establish global sustainable development partnerships and collaborate with various parties to address global challenges such as health inequality and environmental sustainability. Also, establish a comprehensive community engagement performance indicator system to regularly assess the Company's performance in social responsibility, ensuring the realization of sustainable development.

- In progress

- Community Empowerment. Long-term support and promotion of health-related charitable organisations. Implement fair labor policies, providing fair treatment to all employees. Respect labor rights, such as appropriate working hours, a safe working environment, and compliance with domestic and international labor regulations. Actively participate in public health advocacy: Participate in or initiate public health projects and initiatives, especially those targeting community health issues. Collaborate with government organisations, non-governmental organisations, and communities to provide health education and preventive medical services to enhance overall community health.

- In progress



Economic Impacts

Economic Value Generated & Distributed

Value, USD	FY 2023	FY 2024	FY 2025
Total Economic Value Generated (Revenue)	52,639,000.00	54,423,000.00	78,966,000.00
Operating Cost	46,682,000.00	47,541,000.00	45,694,000.00
Employee Wages and Benefits	26,991,000.00	23,975,000.00	25,545,000.00
Payments to government	237,000.00	547,000.00	242,000.00
Community investments	102,000.00	15,000.00	14,000.00
Total Economic Value Distributed	74,012,000.00	72,078,000.00	71,495,000.00
Total Economic Value Retained¹	(21,373,000.00)	(17,655,000.00)	7,471,000.00

¹ Economic value retained, as defined by GRI 201-1, is calculated as total economic value generated less total economic value distributed.

In FY2025, the Group delivered a strong financial performance, reflecting the results of strategic operational expansion and disciplined financial management. Total economic value reached USD 78.97 million, a 45.1% increase from USD 54.4 million in FY2024, driven by meaningful growth across key business segments. Total economic value distributed amounted to USD 71.50 million, resulting in economic value being maintained at USD 7.47 million — a significant turnaround from negative USD 17.66 million in FY2024 and negative USD 21.37 million in FY2023. This marks the first positive retention figure in recent years, signaling effective cost containment and meaningful financial stabilization.

Revenue growth was primarily driven by the re-acquisition of the RMKH Glove group and the Cambodia glove manufacturing operations, which contributed an additional USD 13.5 million from nitrile glove orders following the installation of new production lines valued at approximately USD 10.0 million. New OEM customers contributed USD 6.8 million, while increased orders from existing OEM customers added a further 10.1% in volume. Hospital services revenue grew 17.6%, supported by new contracts secured in Taiwan and the Philippines.

By segment, the OPM division recorded revenue of USD 59.0 million, up 61.7% year-on-year, driven by higher OEM sales volumes, an improved product mix including higher-margin e-commerce sales, and economies of scale from increased production. Hospital Services revenue grew to USD 17.8 million, supported by contract pricing optimization. Trading and distribution revenue declined 22.2% due to lower demand in the Taiwan domestic market.

Gross profit increased 83.8% to USD 12.6 million, reflecting the combined benefits of higher sales volumes, improved product mix, and operational efficiencies. Net loss narrowed significantly by 80.1% to USD 4.8 million from USD 23.9 million in FY2024, the latter of which included a one-off gain related to the RMPL deconsolidation. Total assets increased to USD 145.7 million, reflecting the recognition of glove factory assets, new production line installations, higher inventories, and increased trade receivables in line with revenue growth.

Looking ahead to 2026, the Group's economic priorities are centered on continuing the ramp-up of nitrile glove production capacity, expanding its OEM customer base, and strengthening higher-margin business segments including OEM manufacturing, hospital services, and e-commerce channels. The Group will also focus on optimizing utilisation of new production lines, improving operational efficiency and economies of scale, and continuing to strengthen the balance sheet following the RMKH restructuring. These efforts reflect the Group's commitment to achieving long-term economic sustainability while ensuring that financial performance contributes meaningfully to shared value creation for its employees, communities, and stakeholders.

Appendix

Appendix 1: GRI Content Index

Statement of use	Medtecs International Corporation Limited has reported with reference to the GRI Standards for the period 01 January 2025 to 31 December 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI Number	Disclosure	Disclosed in this Report	References
GRI 2: General Disclosures 2021 - The organisation and its reporting practices			
GRI2-1	Organisational details	Yes	Company Profile
GRI2-2	Entities included in the organisation's sustainability reporting	Yes	Reporting Scope
GRI2-3	Reporting period, frequency and contact point	Yes	Reporting Scope
GRI2-4	Restatements of information	Yes	Restatements
GRI2-5	External assurance	Yes	Third-Party Assurance
GRI 2: General Disclosures 2021 - Activities and workers			
GRI2-6	Activities, value chain and other business relationships	Yes	Company Profile
GRI2-7	Employees	Yes	Company Profile, Workforce Structure
GRI2-8	Workers who are not employees	Yes	Workforce Structure
GRI 2: General Disclosures 2021 - Governance			
GRI2-9	Governance structure and composition	Yes	Organisational Structure of the Sustainability team
GRI2-10	Nomination and selection of the highest governance body	Yes	Organisational Structure of the Sustainability team
GRI2-11	Chair of the highest governance body	Yes	Organisational Structure of the Sustainability team
GRI2-12	Role of the highest governance body in overseeing the management of impacts	Yes	Sustainable Governance & Strategy
GRI2-13	Delegation of responsibility for managing impacts	Yes	Sustainable Governance & Strategy
GRI2-14	Role of the highest governance body in sustainability reporting	Yes	Sustainable Governance & Strategy
GRI2-15	Conflicts of interest	Yes	Sustainable Governance & Strategy
GRI2-16	Communication of critical concerns	Yes	Sustainable Governance & Strategy
GRI2-17	Collective knowledge of the highest governance body	Yes	Sustainable Governance & Strategy
GRI2-18	Evaluation of the performance of the highest governance body	Yes	Sustainable Governance & Strategy
GRI2-19	Remuneration policies	Yes	Corporate Governance Framework
GRI2-20	Process to determine remuneration	Yes	Corporate Governance Framework
GRI2-21	Annual total compensation ratio	Omitted due to confidentiality	
GRI 2: General Disclosures 2021 - Strategy, policies and practices			
GRI2-22	Statement on sustainable development strategy	Yes	Chairman's Message
GRI2-23	Policy commitments	Yes	Corporate Sustainable Governance
GRI2-24	Embedding policy commitments	Yes	Corporate Sustainable Governance
GRI2-25	Processes to remediate negative impacts	Yes	Risk Management

GRI2-26	Mechanisms for seeking advice and raising concerns	Yes	Human Rights
GRI2-27	Compliance with laws and regulations	Yes	Intensity Management
GRI2-28	Membership associations	Yes	Participation in Associations
GRI 2: General Disclosures 2021 - Stakeholder engagement			
GRI2-29	Approach to stakeholder engagement	Yes	Stakeholder Engagement
GRI2-30	Collective bargaining agreements	Yes	Human Rights
GRI 3: Material Topics 2021			
GRI3-1	Process to determine material topics	Yes	Materiality & Stakeholder Engagement
GRI3-2	List of material topics	Yes	Materiality & Stakeholder Engagement
GRI3-3	Management of material topics	Yes	Materiality & Stakeholder Engagement
GRI3-4b	Omissions	Yes	Materiality & Stakeholder Engagement
GRI 201: Economic Performance 2016			
GRI3-3	Management of material topics	Yes	Economic Impacts
GRI201-1	Direct economic value generated and distributed	Yes	Economic Impacts
GRI201-4	Financial assistance received from government	Yes	Economic Impacts
GRI 205: Anti-corruption 2016			
GRI3-3	Management of material topics	Yes	Anti-Corruption
GRI205-1	Operations assessed for risks related to corruption	Yes	Anti-Corruption
GRI205-2	Communication and training about anti-corruption policies and procedures	Yes	Anti-Corruption
GRI205-3	Confirmed incidents of corruption and actions taken	Yes	Anti-Corruption
GRI 302: Energy 2016			
GRI3-3	Management of material topics	Yes	Energy Management
GRI302-1	Energy consumption within the organisation	Yes	Energy Management
GRI302-2	Energy consumption outside of the organisation	Not applicable	
GRI302-3	Energy intensity	Yes	Energy Management
GRI302-4	Reduction of energy consumption	Yes	Energy Management
GRI302-5	Reduction in energy requirements of products and services	Yes	Energy Management
GRI 303: Water and Effluents 2018			
GRI3-3	Management of material topics	Yes	Water Management
GRI303-1	Interactions with water as a shared resource	Yes	Water Management
GRI303-2	Management of water discharge-related impacts	Yes	Water Management
GRI303-4	Water discharge	Yes	Water Management
GRI303-5	Water consumption	Yes	Water Management
GRI 305: Emissions 2016			
GRI3-3	Management of material topics	Yes	Emissions Management
GRI305-1	Direct (Scope 1) GHG emissions	Yes	Emissions Management
GRI305-2	Energy indirect (Scope 2) GHG emissions	Yes	Emissions Management
GRI305-3	Other indirect (Scope 3) GHG emissions	Not yet available, Scope 3 to be disclosed in 2026	
GRI305-4	GHG emissions intensity	Yes	Emissions Management
GRI 306: Waste 2020			
GRI3-3	Management of material topics	Yes	Waste Management
GRI306-1	Waste generation and significant waste-related impacts	Yes	Waste Management
GRI306-2	Management of significant waste-related impacts	Yes	Waste Management
GRI306-3	Waste generated	Yes	Waste Management
GRI306-5	Waste directed to disposal	Yes	Waste Management
GRI 401: Employment 2016			
GRI3-3	Management of material topics	Yes	Workforce structure
GRI401-1	New employee hires and employee turnover	Yes	Workforce structure
GRI 403: Occupational Health and Safety 2018			
GRI3-3	Management of material topics	Yes	Occupational Health and Safety Initiatives
GRI403-1	Occupational health and safety management system	Yes	Occupational Health and Safety Initiatives
GRI403-2	Hazard identification, risk assessment, and incident investigation	Yes	Occupational Health and Safety Initiatives
GRI403-3	Occupational health services	Yes	Occupational Health and Safety Initiatives
GRI403-4	Worker participation, consultation, and communication on	Yes	Occupational Health and Safety

occupational health and safety			Initiatives
GRI403-5	Worker training on occupational health and safety	Yes	Occupational Health and Safety Initiatives
GRI403-6	Promotion of worker health	Yes	Occupational Health and Safety Initiatives
GRI403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Yes	Occupational Health and Safety Initiatives
GRI403-8	Workers covered by an occupational health and safety management system	Yes	Occupational Health and Safety Initiatives
GRI403-9	Work-related injuries	Yes	Occupational Health and Safety Initiatives
GRI403-10	Work-related ill health	Yes	Occupational Health and Safety Initiatives
GRI 404: Training and Education 2016			
GRI3-3	Management of material topics	Yes	List of Material Topics and Related Impacts
GRI404-1	Average hours of training per year per employee	Yes	Employee Training and Development Initiatives
GRI404-2	Programmes for upgrading employee skills and transition assistance programmes	Yes	Employee Training and Development Initiatives
GRI 405: Diversity and Equal Opportunity 2016			
GRI3-3	Management of material topics	Yes	List of Material Topics and Related Impacts
GRI405-1	Diversity of governance bodies and employees	Yes	Workforce structure
GRI 413: Local Communities 2016			
GRI3-3	Management of material topics	Yes	Community empowerment
GRI413-1	Operations with local community engagement, impact assessments, and development programmes	Yes	Community empowerment

Appendix 2 – SGX Core Metrics

SGX Number	SGX Primary Component	Disclosed in this Report	References
710A: Board Diversity Policy			
SGX710A-5	Reference to Board Diversity Policy (in Annual Reports)	<i>c/o Annual Report</i>	Report on Corporate Governance in Annual Report
711B: Internal Review/External Assurance			
SGX711B-3	Internal Review/External Assurance	Yes	Third Party Assurance
711B: Primary Component Exclusion			
SGX711B-2	Primary Component Exclusion	Not applicable	Reporting Scope
711B: Primary Components			
SGX711B-1a	Material environmental, social and governance factors	Yes	Materiality & Stakeholder Engagement
SGX711B-1aa	TCFD climate-related disclosures	Yes	Climate Change & Strategy Management
SGX711B-1b	Policies, Practices and Performance	Yes	TCFD-G-b, Climate-related risks and opportunities (Management)
SGX711B-1c	Targets	Yes	Per topic
SGX711B-1d	Sustainability Reporting Framework	Yes	Reporting Framework
SGX711B-1e	Board statement and associated governance structure for sustainability practices	Yes	Board Statement
SGX: 27 Core ESG Metrics: Age-based Diversity			
SGX27Core-Soc-3	Current employees by age groups	Yes	Workforce structure
SGX27Core-Soc-4	New hires and turnover by age groups	Yes	Workforce structure
SGX: 27 Core ESG Metrics: Alignment with Frameworks			
SGX27Core-Gov-7	Alignment with frameworks and disclosure practices	Yes	Reporting Framework
SGX: 27 Core ESG Metrics: Assurance			
SGX27Core-Gov-8	Assurance of sustainability report	Yes	Third-party Assurance
SGX: 27 Core ESG Metrics: Board Composition			
SGX27Core-Gov-1	Board independence	Yes	Corporate Governance Framework
SGX27Core-Gov-2	Women on the board	Yes	Workforce Structure - Board Diversity
SGX: 27 Core ESG Metrics: Certifications			
SGX27Core-Gov-6	List of relevant certifications	Yes	Certifications and Accreditations: Strengthening Sustainability and Operational Excellence
SGX: 27 Core ESG Metrics: Employment			
SGX27Core-Soc-5	Total turnover	Yes	Workforce structure
SGX27Core-Soc-6	Total number of employees	Yes	Workforce structure
SGX: 27 Core ESG Metrics: Energy Consumption			
SGX27Core-Env-3	Total Energy Consumption	Yes	Energy usage over the past 3 years
SGX27Core-Env-4	Energy consumption intensity	Yes	Energy intensity over the past 3 years
SGX: 27 Core ESG Metrics: Ethical Behavior			
SGX27Core-Gov-4	Anti-corruption disclosures	Yes	Anti-Corruption
SGX27Core-Gov-5	Anti-corruption training for employees	Yes	Anti-Corruption Training
SGX: 27 Core ESG Metrics: Gender Diversity			
SGX27Core-	Current employees by gender	Yes	Workforce structure

Soc-1			
SGX27Core-Soc-2	New hires and turnover by gender	Yes	Workforce structure
SGX: 27 Core ESG Metrics: Greenhouse Gas Emissions			
SGX27Core-Env-1	Absolute emissions by: (a) Total; (b) Scope 1, Scope 2; and (c) Scope 3, if appropriate	Yes	Emissions Management
SGX27Core-Env-2	Metric tons of carbon dioxide equivalent (tCO2e) of relevant GHG emissions.	Yes	Emissions Management
SGX: 27 Core ESG Metrics: Management Diversity			
SGX27Core-Gov-3	Women in the management team	Yes	Workforce Structure - Board Diversity
SGX: 27 Core ESG Metrics: Occupational Health & Safety			
SGX27Core-Soc-9	Fatalities	Yes	Work-related injuries by gender
SGX27Core-Soc-10	High-consequence injuries	Yes	Work-related injuries by gender
SGX27Core-Soc-11	Recordable injuries	Yes	Work-related injuries by gender
SGX27Core-Soc-12	Recordable work-related ill health cases	Yes	Work-related injuries by gender
SGX: 27 Core ESG Metrics: Training and Development			
SGX27Core-Soc-7	Average training hours per employee	Yes	Employee Training and Development Initiatives
SGX27Core-Soc-8	Average training hours per employee by gender	Yes	Employee Training and Development Initiatives
SGX: 27 Core ESG Metrics: Waste Generation			
SGX27Core-Env-7	Total waste generated	Yes	Waste Management
SGX: 27 Core ESG Metrics: Water Consumption			
SGX27Core-Env-5	Total Water Consumption	Yes	Water Management
SGX27Core-Env-6	Water consumption intensity	Yes	Water Management

Appendix 3: Participation in Associations

In addition to prioritizing our core business operations, the Group actively engages with various organisations and associations. Through these collaborative efforts and knowledge exchanges with industry peers, we enhance our development capabilities, strengthen relationships with other companies, and gain valuable insights to guide the Company's strategic direction.

The organisations and associations the Group was a member of in 2025 are listed in the table below:

Industry Associations / Organisations	Membership Qualification
Chinese International Economic Cooperation Association (CIECA)	Member
Taiwan Technical Textiles Association	Member
The Chinese National Association of Industry and Commerce, Taiwan (CNAIC)	Member
Taipei Medical Instruments Commercial Association	Member
Miaoli County Industrial Association	Member
Miaoli County Laundry Business Association	Member
Importers and Exporters Association of Taipei (IEAT)	Member
Taiwan Listed Company Association	Member
PHILEXPORT	Member
Taiwan Women on Boards Association	Member
Textile Apparel, Footwear & Travel Goods Association in Cambodia	Member
Confederation of Philippine Manufacturers of PPE	Member
Textile Apparel, Footwear & Travel Goods Association in Cambodia	Founding Member
Taiwan Sustainable Development Association	Founding Member
Confederation of Philippine Manufacturers of PPE	Founding Member

Appendix 4 – Third-Party Assurance

Independent Limited Assurance Report Statement

To the Management of
Medtecs International Corporation Limited

Scope

Ernst & Young (“we”) were engaged by Medtecs International Corporation Limited (“Medtecs”) to provide limited assurance over selected sustainability information disclosed in Medtecs’ 2025 Sustainability Report (the “Report”).

The selected sustainability information and the applicable criteria established by Medtecs are detailed in Appendix 1.

Management’s Responsibilities

The management of Medtecs is responsible for the preparation and presentation of the selected sustainability information in accordance with the applicable criteria, including the GRI Standards 2021 issued by the Global Reporting Initiative (“GRI Standards”). Management is also responsible for establishing the applicable criteria, maintaining appropriate records, implementing internal controls, and making relevant estimates to ensure that the selected sustainability information is free from material misstatement, whether due to fraud or error.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the selected sustainability information based on the procedures we have performed and the evidence we have obtained.

We conducted our limited assurance engagement in accordance with the “Assurance Engagements Other Than Audits or Reviews of Historical Financial Information” issued by the Accounting Research and Development Foundation in Taiwan. This standard requires that we plan and perform the engagement to obtain limited assurance as to whether any matters have come to our attention that cause us to believe that the selected sustainability information has not been prepared, in all material respects, in accordance with the applicable criteria.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Independence and Quality Control

We comply with the independence and other ethical requirements of the “Code of Ethics for Professional Accountants,” which is founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

We apply TWQS1: “Quality Control for Public Accounting Firms and Assurance Engagements,” and accordingly maintain a comprehensive system of quality control, including documented policies and

Our engagement applied to the Mandarin version of the Report. This text is a translation of the Independent Assurance Report issued in the Mandarin language – the Mandarin text is authoritative.

procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Description of Procedures Performed

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Accordingly, the scope of work for a limited assurance engagement is substantially less than that for a reasonable assurance engagement, and therefore does not provide a basis for expressing a reasonable assurance conclusion.

In determining the nature and extent of our procedures, we considered the effectiveness of Medtecs’ internal control environment; however, our procedures were not designed to provide assurance on the effectiveness of internal controls. Our procedures also did not include testing controls or performing procedures relating to information technology (“IT”) systems.

A limited assurance engagement includes making inquiries primarily of persons responsible for preparing the selected sustainability information and related information, and applying analytical and other appropriate review procedures.

The procedures we performed included:

- Interviewing Medtecs’ management and relevant personnel to understand Medtecs’ sustainability governance, reporting processes, and relevant internal controls;
- Conducting inquiries, reviewing relevant documents, and understanding how Medtecs identifies stakeholder expectations, establishes bilateral communication channels with stakeholders, and responds to stakeholder concerns;
- Performing analytical procedures on the selected sustainability information disclosed in the Report, reviewing supporting documentation, and conducting sample testing where necessary; and
- Reading the Sustainability Report to assess whether it is consistent with our understanding of Medtecs’ sustainability performance and practices.

Limitations

Non-financial information is subject to inherent limitations due to factors such as the use of estimates, professional judgment, and differences in measurement methods, which may result in variations in reported outcomes. In addition, assurance procedures are based on selective testing of the information being examined and therefore may not detect all material misstatements, whether due to fraud or error.

Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the selected sustainability information has not been prepared, in all material respects, in accordance with the applicable criteria.

Ernst & Young
Jerry Wang
Partner
26 May 2026

Our engagement applied to the Mandarin version of the Report. This text is a translation of the Independent Assurance Report issued in the Mandarin language – the Mandarin text is authoritative.

Appendix 1

No.	Page No.	Disclosure Topic	Selected Information	Applicable Criteria																																																																											
1	16	Anti-Corruption	In 2025, there were no confirmed incidents of corruption, nor any complaints regarding corruption, anti-competitive behavior, or anti-trust violations.	Medtecs 2025 Sustainability Report system records related to corruption incidents.																																																																											
2	15	Corporate Governance Structure	The Company has a total of five directors, of whom three are independent directors (including two female directors). Independent directors account for 60% of the Board.	Medtecs 2025 Sustainability Report internal Board meeting records.																																																																											
3	30	Energy Management	<p>Energy Consumption Over the Past Three Years</p> <table border="1"> <thead> <tr> <th>Operating Site</th> <th>Energy Type</th> <th>2023</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td rowspan="5">Taiwan¹</td> <td>Electricity</td> <td>7,664.00</td> <td>6,772.03</td> <td>5,953.05</td> </tr> <tr> <td>Fuel oil</td> <td>72.00</td> <td>11,016.11</td> <td>-</td> </tr> <tr> <td>Natural gas</td> <td>65,264.00</td> <td>62,954.00</td> <td>57,333.20</td> </tr> <tr> <td>Steam</td> <td>5,550.00</td> <td>-</td> <td>-</td> </tr> <tr> <td>Diesel</td> <td>-</td> <td>-</td> <td>11,002.89</td> </tr> <tr> <td></td> <td>Total</td> <td>78,550.00</td> <td>80,742.14</td> <td>74,289.14</td> </tr> <tr> <td rowspan="4">Cambodia²</td> <td>Electricity</td> <td>8,489.00</td> <td>11,295.85</td> <td>12,314.95</td> </tr> <tr> <td>Gasoline</td> <td>41.00</td> <td>-</td> <td>53.78</td> </tr> <tr> <td>Diesel</td> <td>820.00</td> <td>1,049.43</td> <td>1,173.99</td> </tr> <tr> <td>Total</td> <td>9,350.00</td> <td>12,345.28</td> <td>13,542.72</td> </tr> <tr> <td rowspan="4">Philippines³</td> <td>Electricity</td> <td>6,600.00</td> <td>5,619.28</td> <td>2,076.76</td> </tr> <tr> <td>Coal</td> <td>15,975.00</td> <td>9,131.58</td> <td>7,258.15</td> </tr> <tr> <td>Fuel oil</td> <td>-</td> <td>1,454.56</td> <td>-</td> </tr> <tr> <td>Diesel</td> <td>-</td> <td>-</td> <td>1,095.99</td> </tr> <tr> <td></td> <td>Total</td> <td>22,575.00</td> <td>16,205.42</td> <td>10,430.90</td> </tr> <tr> <td>Group</td> <td>Total</td> <td>110,475.00</td> <td>109,292.84</td> <td>98,262.76</td> </tr> </tbody> </table> <p>Note: All energy consumption figures are measured in GJ.</p>	Operating Site	Energy Type	2023	2024	2025	Taiwan ¹	Electricity	7,664.00	6,772.03	5,953.05	Fuel oil	72.00	11,016.11	-	Natural gas	65,264.00	62,954.00	57,333.20	Steam	5,550.00	-	-	Diesel	-	-	11,002.89		Total	78,550.00	80,742.14	74,289.14	Cambodia ²	Electricity	8,489.00	11,295.85	12,314.95	Gasoline	41.00	-	53.78	Diesel	820.00	1,049.43	1,173.99	Total	9,350.00	12,345.28	13,542.72	Philippines ³	Electricity	6,600.00	5,619.28	2,076.76	Coal	15,975.00	9,131.58	7,258.15	Fuel oil	-	1,454.56	-	Diesel	-	-	1,095.99		Total	22,575.00	16,205.42	10,430.90	Group	Total	110,475.00	109,292.84	98,262.76	Medtecs 2025 Sustainability Report internal energy consumption records and conversion factors used consistently for data reporting.
Operating Site	Energy Type	2023	2024	2025																																																																											
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4	43,44	Training and Development	<p>Total and Average Training Hours in 2025</p> <table border="1"> <thead> <tr> <th rowspan="2">Country</th> <th rowspan="2">Training Hours</th> <th colspan="2">Total Hours by Gender</th> <th colspan="2">Average Training Hours by Gender</th> </tr> <tr> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Taiwan</td> <td>8,726.90</td> <td>4,149.60</td> <td>4,577.30</td> <td>25.77</td> <td>19.40</td> </tr> <tr> <td>Philippines</td> <td>1,011.00</td> <td>434.50</td> <td>576.50</td> <td>2.56</td> <td>5.10</td> </tr> <tr> <td>Cambodia</td> <td>2,773.02</td> <td>974.92</td> <td>1,798.10</td> <td>2.11</td> <td>0.84</td> </tr> <tr> <td>China</td> <td>146.00</td> <td>53.00</td> <td>93.00</td> <td>17.67</td> <td>18.60</td> </tr> <tr> <td>Group Total</td> <td>12,656.92</td> <td>5,612.02</td> <td>7,044.90</td> <td>7.06</td> <td>2.83</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th rowspan="2">Country</th> <th rowspan="2">Total Training Hours</th> <th colspan="4">Total Training Hours by Job Level</th> </tr> <tr> <th>Senior Management</th> <th>Middle Management</th> <th>Executives</th> <th>Non-Executives</th> </tr> </thead> <tbody> <tr> <td>Taiwan</td> <td>8,726.90</td> <td>1,134.00</td> <td>255.10</td> <td>-</td> <td>7,337.80</td> </tr> <tr> <td>Philippines</td> <td>1,011.00</td> <td>113.50</td> <td>36.00</td> <td>314.00</td> <td>547.50</td> </tr> <tr> <td>Cambodia</td> <td>2,773.02</td> <td>3.00</td> <td>410.17</td> <td>2.50</td> <td>2,357.35</td> </tr> <tr> <td>China</td> <td>146.00</td> <td>3.00</td> <td>25.00</td> <td>-</td> <td>118.00</td> </tr> <tr> <td>Group Total</td> <td>12,656.92</td> <td>1,253.50</td> <td>726.27</td> <td>316.50</td> <td>10,360.65</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th rowspan="2">Country</th> <th rowspan="2">Total Training Hours</th> <th colspan="4">Average Training Hours per Employee by Job Level</th> </tr> <tr> <th>Senior Management</th> <th>Middle Management</th> <th>Executives</th> <th>Non-Executives</th> </tr> </thead> <tbody> <tr> <td>Taiwan</td> <td>8,726.90</td> <td>113.40</td> <td>36.44</td> <td>-</td> <td>19.31</td> </tr> <tr> <td>Philippines</td> <td>1,011.00</td> <td>18.92</td> <td>1.13</td> <td>26.17</td> <td>2.35</td> </tr> <tr> <td>Cambodia</td> <td>2,773.02</td> <td>3.00</td> <td>5.94</td> <td>0.25</td> <td>0.94</td> </tr> <tr> <td>China</td> <td>146.00</td> <td>3.00</td> <td>25.00</td> <td>-</td> <td>19.67</td> </tr> <tr> <td>Group Total</td> <td>12,656.92</td> <td>69.64</td> <td>6.66</td> <td>14.39</td> <td>3.30</td> </tr> </tbody> </table>	Country	Training Hours	Total Hours by Gender		Average Training Hours by Gender		Male	Female	Male	Female	Taiwan	8,726.90	4,149.60	4,577.30	25.77	19.40	Philippines	1,011.00	434.50	576.50	2.56	5.10	Cambodia	2,773.02	974.92	1,798.10	2.11	0.84	China	146.00	53.00	93.00	17.67	18.60	Group Total	12,656.92	5,612.02	7,044.90	7.06	2.83	Country	Total Training Hours	Total Training Hours by Job Level				Senior Management	Middle Management	Executives	Non-Executives	Taiwan	8,726.90	1,134.00	255.10	-	7,337.80	Philippines	1,011.00	113.50	36.00	314.00	547.50	Cambodia	2,773.02	3.00	410.17	2.50	2,357.35	China	146.00	3.00	25.00	-	118.00	Group Total	12,656.92	1,253.50	726.27	316.50	10,360.65	Country	Total Training Hours	Average Training Hours per Employee by Job Level				Senior Management	Middle Management	Executives	Non-Executives	Taiwan	8,726.90	113.40	36.44	-	19.31	Philippines	1,011.00	18.92	1.13	26.17	2.35	Cambodia	2,773.02	3.00	5.94	0.25	0.94	China	146.00	3.00	25.00	-	19.67	Group Total	12,656.92	69.64	6.66	14.39	3.30	Medtecs 2025 Sustainability Report records relating to training hours received by employees by gender and employee category, excluding interns and temporary employees.
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2025 SUSTAINABILITY REPORT

