

Major Resolutions of the Board of Directors in 2025

Meeting Date	Major Resolutions
Jan. 13, 2025	Approved the terms and conditions for the Company's first cash capital increase in 2024 and related matters.
Mar. 14, 2025	<ul style="list-style-type: none"> • Approved the distribution of 2024 employees' compensation and directors' remuneration. • Approved the 2024 Business Report and Financial Statements. • Approved the proposal for offsetting accumulated losses in 2024. • Approved the Statement on Internal Control System for 2024. • Approved amendments to the Articles of Incorporation. • Approved the application for listing on the Taiwan Stock Exchange. • Approved the pre-IPO cash capital increase and waiver of pre-emptive subscription rights by existing shareholders. • Approved entering into an over-allotment and lock-up agreement with the lead underwriter and coordination of share custody by designated shareholders. • Approved the appointment of the Corporate Governance Officer. • Approved the adoption of various governance policies, including the Ethical Corporate Management Best Practice Principles, Codes of Ethical Conduct, Risk Management Policies, and related procedures. • Approved amendments to internal control procedures, including procurement and payment cycle, financing cycle, property, plant and equipment cycle, R&D cycle, and authorization matrix. • Approved the assessment report on financial reporting preparation capability. • Approved the independence and qualification assessment of the CPA. • Approved the second issuance of employee stock options (2023 plan) and grantee list. • Approved the distribution of 2024 performance bonuses. • Approved the Employee Bonus Policy. • Approved 2025 managerial performance targets and compensation plan. • Approved convening the 2025 Annual General Meeting. • Approved handling of shareholder proposals for the 2025 Annual General Meeting.

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Apr. 30, 2025	<ul style="list-style-type: none"> • Approved the Statement on Internal Control System. • Defined the scope of grassroots employees. • Approved amendments to the payroll cycle. • Approved financial forecasts for Q2 and Q3 of 2025.
Jun. 24, 2025	<ul style="list-style-type: none"> • Elected the Vice Chairman. • Approved the General Principles of Internal Control System.
Jul. 10, 2025	Approved matters relating to conversion of employee stock options into common shares for Q2 2025.
Aug. 13, 2025	<ul style="list-style-type: none"> • Approved the Commission Payment Management Policy. • Approved amendments to procurement and payment cycle. • Approved the Statement on Internal Control System. • Approved Q2 2025 Financial Statements. • Approved financial forecasts for Q3 and Q4 of 2025.
Sep. 17, 2025	Ratified the merger with Shin Chun Fa Precision Industrial Co., Ltd. and the issuance of new shares for the merger.
Oct. 31, 2025	<ul style="list-style-type: none"> • Approved the pre-IPO cash capital increase for public underwriting. • Approved issuance of the “Sound Business Operation Plan.” • Ratified the 2023 Financial Statements. • Approved amendments to the Articles of Incorporation.
Nov. 13, 2025	<ul style="list-style-type: none"> • Approved Q3 2025 Financial Statements. • Approved amendments to the authorization matrix. • Approved employee share subscription plan (non-managerial employees) prior to IPO. • Approved employee share subscription plan (managerial employees) prior to IPO.
Dec. 23, 2025	<ul style="list-style-type: none"> • Approved the 2026 financial budget. • Approved capital increase in the Company’s UK subsidiary, HCMED UK LIMITED. • Approved the 2026 audit plan. • Approved managerial performance evaluation and bonus distribution for 2025. • Approved managerial year-end bonus distribution for 2025. • Approved managerial salary adjustments for 2026.

Meeting Date	Major Resolutions
	<ul style="list-style-type: none">• Approved managerial performance targets and compensation plan for 2026.• Approved renewal of consultant Chris Vernall.• Ratified consultancy agreement with KYRMAR ADVISORY SERVICES LIMITED.• Approved the establishment of the Management Committee and appointment of its members.