



Charitable Giving Guidelines

As part of its social responsibility, Medtecs International Corporation Limited (“Medtecs”, together with its subsidiaries, the “Group”) is committed to supporting local, nonprofit community organizations by providing charitable contribution, in-kind donations, sponsorships, and volunteer support (“Charitable Giving”).

In keeping with our corporate mission of providing safe and effective products with speed, warmth, and care, we strive to provide the best protective solutions to ensure the health and safety of workers and healthcare professionals while strengthening our bond with the community and addressing the needs of those underserved groups with limited access to healthcare, quality medical device and personal protective equipment.

The following guidelines ensure that all Medtecs’ Charitable Giving are aligned with our corporate mission, budget and resource allocation so as to maximize corporate visibility and to foster positive long-term community relationships.

1. The Group’s local Marketing Department in each country will review, coordinate and administer all incoming and outgoing requests via the dedicated request form on the Company’s website for Charitable Giving. Individual employees are not permitted to respond to requests from individuals or organizations with a current or potential business relationship with Medtecs.
2. The Group encourages all employees to become involved in their communities by lending their voluntary support to programs or organizations with a focus on positive community impact. To that end, we have created an employee volunteer program for full-time employees that allows them up to 4 days of paid leave each fiscal year to participate in their chosen volunteer program.
3. All Charitable Giving requests must be made in writing and forwarded to the Group’s local Marketing Department in each country for research. Requests

will be entered into the Medtecs Charitable Giving database and reviewed jointly by the and the General Counsel's Office for final determination, with the following being considered:

- Only verified non-profit organizations and agencies that have been incorporated for more than 2 years will be considered.
- The major focus of the Charitable Giving will be on health-related causes.
- All Charitable Giving will promote the Group's business goals and demonstrate our social responsibility.
- We will coordinate our Charitable Giving with the Group's employee volunteer program whenever possible.
- Medtecs will not support organizations that discriminate on the basis of age, sex, age, religion, national origin, sex, sexual orientation, gender identity, marital status, disability with respect to employment, volunteer participation or the provision of services.
- Medtecs will not consider requests for financial support for individuals, political candidates, and political campaigns.

Note: Medtecs reserves the right in its sole discretion to make all determinations regarding the organizations and programs to which it will provide support. These guidelines may be modified at any time without advance notice, and Medtecs reserves the right to change, suspend, revoke or terminate its Charitable Giving at any time, and to deviate from these guidelines at its sole discretion.