



中红医疗
ZHONGHONG PULIN



2025

Zhonghong Pulin Medical Products Co., Ltd.

Sustainability (ESG) Report

About This Report

This is the fourth Sustainability/ESG/Social Responsibility Report disclosed by Zhonghong Pulin Medical Products Co., Ltd. Anchored in the core principles of standardization, transparency, objectivity, and comprehensiveness, this report aims to present to our stakeholders the Company's performance and outcomes in corporate governance, environmental protection, and social welfare. We hope this report will help foster a deeper understanding of our sustainability philosophy and operational practices among our stakeholders. We remain steadfast in advancing our ESG initiatives, continuously enhancing our corporate governance capabilities and driving high-quality, efficient development.

I Preparation basis

This report is prepared in accordance with the *Self-Regulatory Guidelines No. 2 for Companies Listed on Shenzhen Stock Exchange—Standardized Operation of Listed Companies on the ChiNext Board*, the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)* and the *Self-Regulatory Guidance No. 3 for Companies Listed on the ChiNext Board of Shenzhen Stock Exchange—Preparation of Sustainability Report*, and with reference to the *UN Sustainable Development Goals (SDGs)*, *GRI Sustainability Reporting Standards (GRI Standards)* issued by Global Sustainability Standards Board (GSSB) and other relevant standards. It also draws on the ESG topics required by Wind ESG rating.

I Reporting scope

Unless otherwise specified, the information in this report covers the period from January 1, 2025 to December 31, 2025. Some information may refer to earlier or later years as context requires. This report covers Zhonghong Pulin Medical Products Co., Ltd. and its subsidiaries and branches.

I Data source

Unless otherwise specified, the data in this report are sourced from the Company's internal materials, investigation and interview records, and other relevant documents. The Board of Directors of the Company is responsible for the authenticity, accuracy and completeness of the report and assures that it is free of false or misleading statements. The currency used in this report is Chinese Renminbi (RMB).

I Name abbreviations

For better expression and readability, "Zhonghong Pulin Medical Products Co., Ltd." in this report is referred to as "Zhonghong Medical", "the Company" or "we/our".

Subsidiaries involved in this report are:

"Jiangxi Kelun Medical Devices Manufacturing Co., Ltd.", referred to as "Kelun Medical Devices";

"Jiangxi Zhonghong Pulin Medical Products Co., Ltd.", referred to as "Jiangxi Zhonghong";

"Guilin HBM Health Protections, Inc." referred to as "Guilin HBM";

"Shenzhen MedRena Biotech Co., Ltd." referred to as "MedRena".

Branches involved in this report are:

"Tangshan No.1 Branch of Zhonghong Pulin Medical Products Co., Ltd.", referred to as "the First Tangshan Branch";

"Tangshan No.2 Branch of Zhonghong Pulin Medical Products Co., Ltd.", referred to as "the Second Tangshan Branch";

"Tangshan No.3 Branch of Zhonghong Pulin Medical Products Co., Ltd.", referred to as "the Third Tangshan Branch";

"Tangshan No.5 Branch of Zhonghong Pulin Medical Products Co., Ltd.", referred to as "the Fifth Tangshan Branch";

"Tangshan No.6 Branch of Zhonghong Pulin Medical Products Co., Ltd.", referred to as "the Sixth Tangshan Branch";

"Tangshan Color Printing and Packaging Branch of Zhonghong Pulin Medical Products Co., Ltd.", referred to as the "Color Printing and Packaging Branch".

I Report access

You can download the Chinese and English versions of this report from Shenzhen Stock Exchange <https://www.szse.cn/English/index.html>. In case of any discrepancy, the Chinese version shall prevail.

I Feedback

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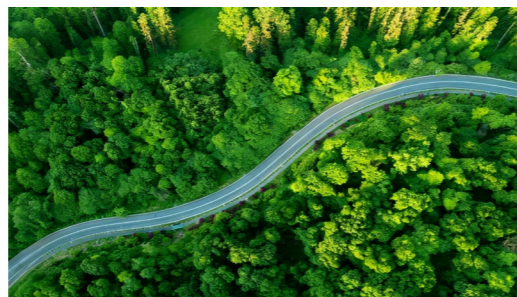
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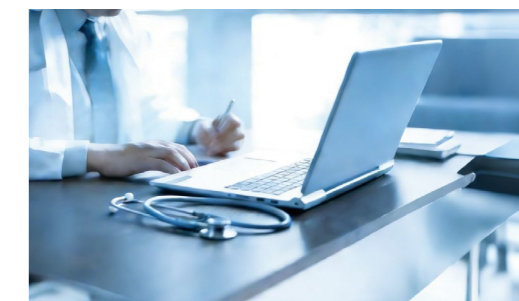


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Message from the Chairman

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The year wanes, yet a new chapter dawns.

2025 marked a year of determined progress for Zhonghong Medical, as the Company stayed focused on its strategic blueprint and built momentum for the next stage of growth. It was also a pivotal year to practice the philosophy of “operations over management” and to shape the planning for the 15th Five-Year Plan period. We advanced our global presence, drove progress through technological innovation and grounded our actions in responsibility, translating the principles of sustainable development—coexisting with society, harmonizing with the environment and advancing with the times—into concrete practice.

”

In 2025, Zhonghong Medical advanced in harmony with the environment.

Green production is Zhonghong Medical’s sustainability foundation. Leveraging our five major domestic production bases, we continued to advance equipment automation and process optimization. While ensuring product quality, we achieved breakthroughs in both capacity expansion and cost reduction. Through initiatives such as energy conservation, consumption reduction and low-carbon production, we strengthened the foundations of green manufacturing, contributing to the global green transition of the medical protection industry with efficient, green operations.

In 2025, Zhonghong Medical resonated with the society.

We fulfill our social responsibilities through our commitment to the industry. In Chinese market, we established partnerships with over 700 new hospitals, building an extensive marketing network that enables high-quality protective products to reach more primary-level hospitals. Internationally, our “self-development + M&A” global expansion strategy delivered solid results. Two overseas production bases progressed steadily, while our business footprint expanded to over 100 countries and regions worldwide, earning global recognition for China’s medical protection technologies and quality.

In 2025, Zhonghong Medical prospered with responsibilities.

We safeguard long-term growth through excellent governance. The Company has diversified its stakeholder engagement mechanism, deeply integrating their needs into strategic decision-making and risk management, contributing to a resilient and robust industry ecosystem. During the reporting period, the Company was honored as the Chair Unit of the Latex Branch of China Rubber Industry Association. Through a standard internal control system with transparent information disclosure, we strengthened the institutional foundation for steady growth and set a benchmark for industry governance.

Looking ahead, guided by China’s 15th Five-Year Plan, Zhonghong Medical will seize opportunities in global competition, continue to enhance its presence in the medical protection sector, expand its global industry footprint and enhance international competitiveness. With the goal of becoming a “forward-looking, intelligent, trusted and time-honored Zhonghong Medical”, we work to contribute more Chinese wisdom to global healthcare and to write a new chapter of high-quality development with even greater achievements.

Forge ahead with steadfast dedication, and we will pursue lasting impact through practice.

Chairman
Sang Shujun



About Zhonghong Medical

Company Profile | Our History

Zhonghong Pulin Medical Products Co., Ltd. ("Zhonghong Medical"), founded in 2010, is a core member of Xiamen ITG Holding Group Co., Ltd. (one of Fortune Global 500 companies). Focusing on the healthcare industry, Zhonghong Medical is engaged in the research and development, production and sales of high-quality disposable health protection products, medical sterile equipment, comprehensive life support solutions and other medical consumables and equipment. During the reporting period, we had four business divisions, i.e, Health Protection, Safe Infusion, Innovative Incubation, International Development, and owns seven production bases worldwide, whose large-scale production capacity can effectively guarantee stable supply and continuous after-sales service support. We have developed a R&D system formed by Tangshan Research Institute, Shanghai Research Institute, Yichun Research Institute, Shenzhen Research Institute, Guilin Research Institute and Hainan Subsidiary. The Company has been included into the List of State-Owned Enterprises Selected for the "World-Class Professional Leader" Cultivation Program. It ranks among China's top 50 medical device companies, Top 500 Most Valuable Chinese Brands, and is recognized as a national high-tech enterprise. Guilin HBM is selected as a national specialized and innovative "little giant" enterprise.

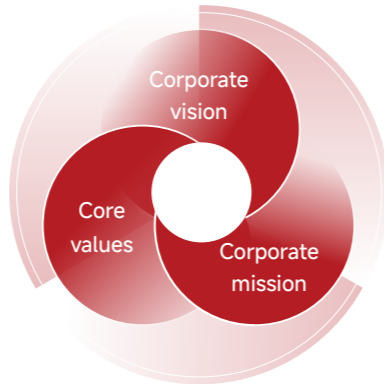


Corporate Culture

Zhonghong Medical, deeply engaged in the healthcare sector, strive to become a digital modern enterprise benefiting all stakeholders and leading the industry's future development. We aspire to become a healthy and sustainable century-old enterprise that is trusted by customers, employees, partners, shareholders and the society. Guided by the corporate mission, the Company builds a career platform to fulfill employees' dreams of career development and personal growth. We provide the first-class products and services to help our customers create a healthy and quality life. We also operate for good, contributing to the healthy and sustainable development of a better society and creating values for stakeholders constantly.

A future-leading smart Zhonghong Medical and a trustworthy century-old enterprise

First-class leadership
Authentic responsibility
Diligence first
Mutual progress



Fulfill the dream of growth for a healthy life

Zhonghong's Aspiration

Utmost Sincerity and Excellence, Achieving Greatness and Far-reaching Success



Guiding Principles of Pulin

Altruism, Win-Win

<p>Talent concept</p> <p>Utilize employees' strengths Hire excellent talents</p>	<p>Innovation concept</p> <p>Innovate in integration Transcend in learning</p>	<p>Quality concept</p> <p>Strict quality control Standards enforcement</p>	<p>Cost concept</p> <p>Lean management Driven by data</p>
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Honors

<p>Zhonghong Medical</p> <p>Top 50 Medical Device Companies by Revenue China Association for Medical Devices Industry</p>	<p>Guilin HBM</p> <p>National Specialized and Innovative "Little Giant" Enterprise Ministry of Industry and Information Technology of the People's Republic of China</p>	
<p>Hebei Province Manufacturing Single Champion Enterprise Hebei Provincial Department of Industry and Information Technology</p>	<p>Top 100 Enterprises in China's Rubber Industry China Rubber Industry Association</p>	<p>High-Tech Enterprise Office of the Leading Group for the Administration of the Recognition of High-tech Enterprises</p>
<p>Top 500 Most Valuable Chinese Brands The Evaluation Center of Brand Union (Beijing) Consulting Co., Ltd.</p>	<p>2025 CLS Zhiyuan Award - ESG Pioneer Enterprise Award CLS</p>	<p>Guangxi 2025 Innovation Consortium Department of Science and Technology of Guangxi Zhuang Autonomous Region</p>
<p>Listed Company Golden Bull Award - 2024 Golden Information Disclosure Award China Securities Journal</p>	<p>2024 Shanghai Securities News Golden Quality ESG Award Shanghai Securities News</p>	<p>Guilin Innovation Consortium Guilin Science and Technology Bureau</p>
<p>2025 Listed Company ESG Value Communication Award Shenzhen Value Online Information Technology Co., Ltd.</p>	<p>2025 Listed Company Outstanding Investor Relations Award Shenzhen Value Online Information Technology Co., Ltd.</p>	<p>2024 Yongfu County Enterprise Award for Outstanding Contribution to High-quality Industrial Development Yongfu County Committee of the Communist Party of China and Yongfu County People's Government</p>
<p>GoldenBee Excellent Corporate Sustainability Report 2025 Customer Responsibility Information Disclosure Award GoldenBee ThinkTank</p>	<p>2025 China Talent Management Excellence Award Beisen</p>	<p>MedRena</p> <p>Member of Shenzhen Association of Medical Devices Shenzhen Association of Medical Devices</p>
<p>Excellent Board of Directors Award at the 20th Golden Board Award for Listed Companies in China Directors & Boards Magazine of Phoenix Publishing and Media Group</p>		

Sustainability Management

Driven by its ESG strategy, Zhonghong Medical continuously optimizes its sustainability management system. Under a three-tier governance structure coordinated by the Board of Directors, the Company integrates ESG objectives throughout its business processes, strengthens stakeholder engagement and accurately identifies stakeholder needs and expectations through regular surveys and multi-party dialogues. This approach helps us improve our sustainability management mechanism and promote cross-departmental collaboration to advance key ESG initiatives. Meanwhile, the Company continues to strengthen its ESG policies and institutional framework, forming a systematic operational approach that enables sustainability strategies from planning to execution and translate sustainability principles into solid support for the Company's long-term value creation.

Sustainability Management Structure

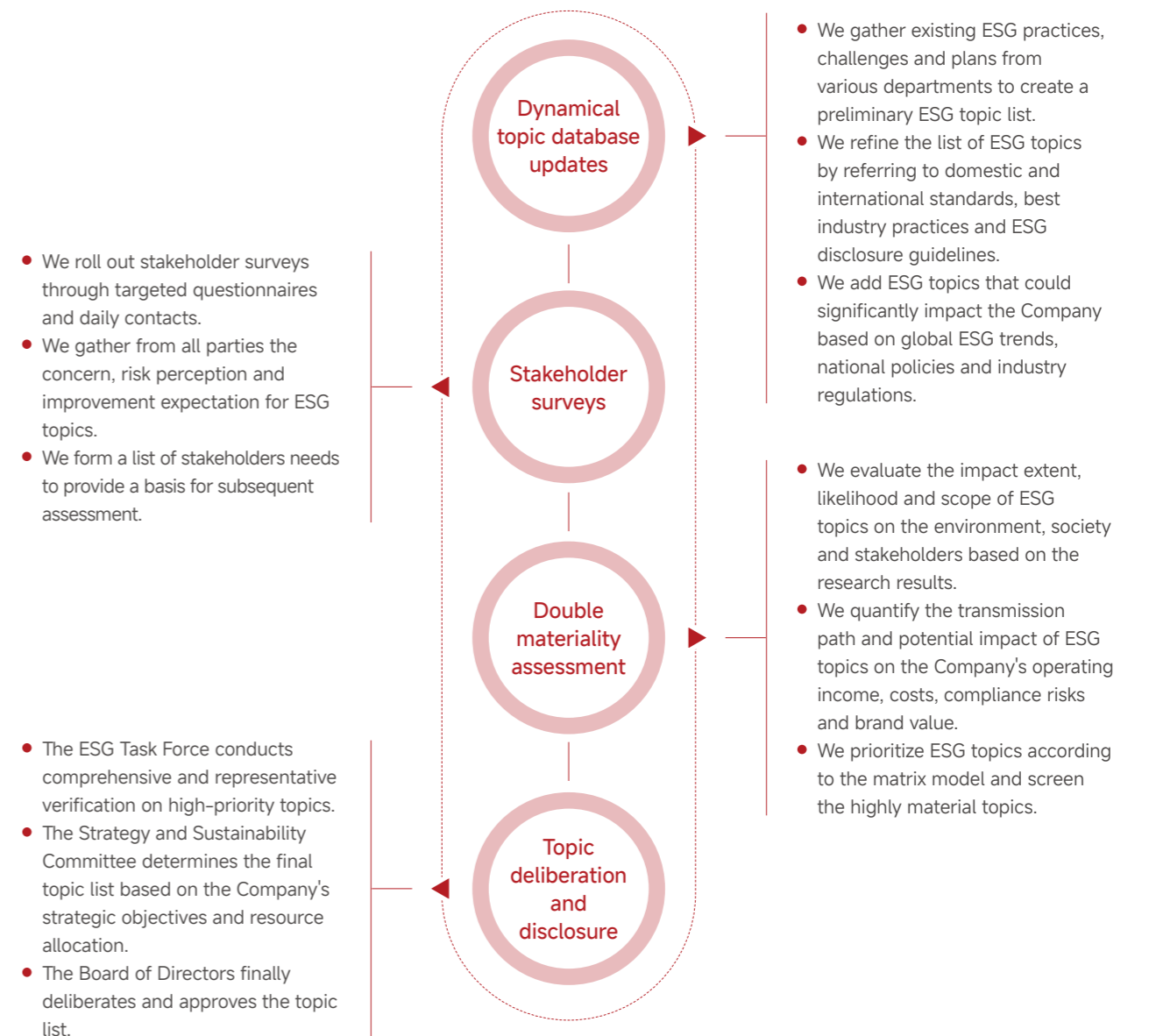
Based on top-level design, Zhonghong Medical has established a three-tier governance structure — decision-making, management and execution — with the Board of Directors at the core. The Strategy and Sustainability Committee has been established under the Board, along with the cross-departmental ESG Task Force, to ensure that ESG topics receive high priority in corporate decision-making. The Board oversees and makes overall decisions on sustainability-related matters; the Strategy and Sustainability Committee is responsible for setting ESG strategic directions and targets; and the cross-departmental ESG Task Force advances and implements specific initiatives. Together, they form a top-down, highly coordinated ESG governance system that provides a solid organizational foundation for the Company's sustainable development.



Zhonghong Medical sustainability management structure

Double Materiality Assessment

In 2025, building on its previous ESG impact materiality assessment, Zhonghong Medical introduced a dedicated financial impact analysis. In collaboration with financial experts, external sustainability specialists and key internal and external stakeholders, the Company conducted in-depth exchanges to systematically review stakeholder priorities and their financial transmission pathways to operating costs, compliance risks, supply chain resilience and brand value. For highly material topics, the Company established closed-loop management and transparent disclosure mechanisms, promoting the deep integration of sustainable development with the Company's business strategy.



Zhonghong Medical double materiality assessment process



Zhonghong Medical double materiality matrix

- | | | | |
|---|---|--|---|
| <p>Environmental responsibility</p> <ul style="list-style-type: none"> 01 Climate change and carbon emissions 02 Environmental compliance management 03 Resource utilization 04 Waste and pollutant discharge 05 Green office | <p>Product responsibility</p> <ul style="list-style-type: none"> 06 Product quality and safety 07 R&D, technology, and innovation 08 Building a responsible supply chain 09 Healthcare accessibility 10 Responsible marketing 11 Customer privacy protection 12 High-quality customer service | <p>Social responsibility</p> <ul style="list-style-type: none"> 13 Equal employment and protection of rights and interests 14 Employee training and development 15 Occupational health and safety 16 Employee care 17 Industry development 18 Support for community-based charity | <p>Governance responsibility</p> <ul style="list-style-type: none"> 19 Corporate governance 20 Investor relations management 21 Business compliance 22 Business ethics and anti-corruption 23 Information security 24 Digital and intelligent transition |
|---|---|--|---|

Stakeholder Engagement

Zhonghong Medical has established diverse and unblocked stakeholder engagement channels. Business departments take the lead in conducting targeted dialogue with stakeholders based on their relevance to the medical device industry chain. The Company has always been attentive to the concerns and expectations of key stakeholders, including regulators, suppliers, employees and local communities. We fully integrate their feedback into our operation and decision-making, sustainability strategy planning, the identification and response to risks and opportunities, as well as the formulation of goals and indicators. Through collaboration and co-creation, we strive to promote harmonious coexistence and shared growth with our stakeholders. During the reporting period, the Company identified seven key stakeholder groups: government and regulators, shareholders and investors, customers, employees, suppliers and partners, environment, and communities.

Stakeholders	Expectations and appeals	Ways of engagement
<p>Government and regulators</p>	<ul style="list-style-type: none"> • Compliance with laws and regulations • Response to national strategies • Corporate governance • Anti-corruption and integrity 	<ul style="list-style-type: none"> • Implementation of regulatory policy guidelines • Participation in survey and visits • Daily supervision and reporting • Information disclosure
<p>Shareholders and investors</p>	<ul style="list-style-type: none"> • Stable business performance • Sound corporate governance • Transparent information disclosure • Enterprise risk management • Protection of stakeholder rights and interests 	<ul style="list-style-type: none"> • Shareholders' Meeting • Periodic reports and information bulletins • Investor surveys and communication meetings • Roadshows and reverse roadshows • Online communication platforms
<p>Customers</p>	<ul style="list-style-type: none"> • Responsible marketing • Protection of customer rights and interests • Improvement of service quality • Unblocked service channels • R&D of innovative products 	<ul style="list-style-type: none"> • Responsible marketing system documents • Customer complaint handling • Product presentation • Customer discussion and return visits • Official website, official WeChat account, APP and other communication platforms
<p>Employees</p>	<ul style="list-style-type: none"> • Employee rights protection • Promotion of employee growth • Occupational health and safety • Compensation and benefits • Inclusion and diversity 	<ul style="list-style-type: none"> • Workers' congress • Employee seminars • Internal training system • Performance and compensation management system • Labor union's cultural and caring activities
<p>Suppliers and partners</p>	<ul style="list-style-type: none"> • Consultation on an equal footing • Honesty and integrity • Complementary advantages • Mutual benefits 	<ul style="list-style-type: none"> • Exchange and visits • Seminars • Signing of agreements • Industry research
<p>Environment</p>	<ul style="list-style-type: none"> • Energy saving and emission reduction • Green manufacturing • Green operation • Green supply chains 	<ul style="list-style-type: none"> • Implementation of energy saving and emission reduction policies • Environmental data collection and disclosure • Digital energy management platform • Non-profit environmental activities
<p>Communities</p>	<ul style="list-style-type: none"> • Sudden disaster and accident response • Devotion to public welfare • Response to social concerns 	<ul style="list-style-type: none"> • Emergency response training • National thematic public welfare activities • Charity fund

Spotlight: Digital Future, Intelligent Healthcare

In 2025, aligned with its overall development strategy, Zhonghong Medical actively advanced the philosophy of "driving business innovation through digitalization and enhancing management efficiency through intelligent technologies". The Company systematically promoted key initiatives for its digital and intelligent transformation, driving the implementation of a number of key digital projects, covering multiple dimensions such as intelligent manufacturing, office coordination, data governance and process optimization. These efforts delivered notable results in improving operational efficiency, optimizing operating costs and enhancing management precision, laying a solid digital and intelligent foundation for ESG development.

Governance

Zhonghong Medical has established the Digitalization Management Department as the core management body for the Company's digital and intelligent transformation. The department convenes a dedicated meeting each quarter to review the progress of digital transformation initiatives, risk assessment results and major actions, and holds a monthly meeting to coordinate and resolve operational issues and track the progress of ongoing tasks. At the same time, the Company enhances employees literacy of digital and intelligent technologies through professional training and technical exchanges, building a high-performing and specialized team to manage digital transformation initiatives.



Digital and intelligent transformation framework

Strategy

Zhonghong Medical upholds the transition philosophy of "digitally empowered business and intelligence-driven development" and the principle of "customer at center, data at core, efficiency as goal". We strive to digitalize our operations through process optimization, technological innovation and data empowerment, thus enhancing operational efficiency, upgrading management model and delivering greater business value.

Risk category	Risk description	Likelihood of occurrence	Impact duration	Financial impact	Response measures
Technology risk	The rapidly iterating digital technologies requires higher adaptability of existing systems and application capability.	Medium	Medium	Increased initial management expenses, affected profitability.	Regularly conduct technology benchmarking and capability enhancement initiatives, and dynamically optimize system iteration paths.
Execution risk	Digital transformation involves cross-departmental collaboration, and core business process restructuring may lead to information gaps and coordination breakdowns.	High	Short	Increased operating costs.	Advance intelligent process reconstruction in phases, implement transitional alignment plans, and promptly coordinate to resolve collaboration issues.
Opportunity category	Opportunity description	Likelihood of occurrence	Impact duration	Financial impact	Response measures
Technological opportunity	The development of AI, big data and other emerging technologies provides innovative solutions for intelligent digital transformation.	High	Long	Decreased operating costs.	Promote digital reconstruction of business processes to achieve end-to-end digital collaboration.
Management opportunity	Digital and intelligent transformation drives management upgrades, enhancing overall operational efficiency and core competitiveness.	High	Long	Decreased administrative expenses.	Establish a digital management closed-loop system, and use data to optimize resource allocation and strengthen cross-level management collaboration.

Impact, risk and opportunity management

Zhonghong Medical has established a risk management mechanism for digital and intelligent transformation featuring “strategic guidance – dynamic assessment – targeted measures – closed-loop optimization”. We proactively identify risks and opportunities related to digital and intelligent transformation. Through phased implementation, integrated resource allocation, and performance evaluation, we ensure risks are effectively controlled and opportunities are captured, securing the solid delivery of transformation outcomes.

Building a digital platform

We have built a unified data hub that integrates internal and external data. Our standardized data warehouse enables centralized data management and sharing, providing data support for business decision-making.

Digitalizing business processes

We digitalize and optimize our core business processes, and work to eliminate information silos, achieving full-process digitalization across order management, manufacturing, logistics and customer service.

Digitalizing manufacturing

We promote intelligent upgrades in manufacturing through an industrial internet platform that realizes data collection, analysis and precise control of production equipment, improves quality control and reduces energy consumption.

Promoting digital office

We leverage digital office tools to enable mobile work for all employees, and have built a collaborative platform that supports workflow approvals, document sharing, instant messaging and meeting management.

Corporate digital and intelligent transformation



Building a financial shared service center

In 2025, Zhonghong Medical established and launched a financial shared service center. By integrating company-wide finance functions, including accounting, expense reimbursement and cash management, the center centralizes and analyzes financial data in real time, standardizes and automates processes, and enables online submission, intelligent review and automatic payment of expense claims, boosting accounting efficiency by 60% and significantly reducing human errors.



Building a digital energy management platform

In 2025, Zhonghong Medical addressed high energy consumption in production by building a digital energy management platform that can collect, monitor and analyze real-time data on electricity, and gas usage. The platform also automatically detects abnormal energy consumption and issues alerts, helping production teams optimize energy usage. During the reporting period, the Company significantly reduced energy consumption per unit of product year-on-year, achieving both cost reduction and green development goals.

Metrics and targets

In response to China’s intelligent manufacturing strategy, Zhonghong Medical continues to increase investment in digital transformation. The Company is building advanced digital factories, and introducing intelligent production equipment and management systems to automate production processes. Through these efforts, we work to fully leverage digital technologies to improve efficiency and precision, reduce costs and risks, and contribute to the broader advancement of digitalization.



A Green Defining Feature Worth Protection

Committed to green development, Zhonghong Medical continuously improves its environmental management system, compliant operations and risk prevention. The Company enhances resource management efficiency through technological innovation and process optimization, achieving intensive and circular resource utilization. We focus on key pollution control measures to strictly limit emissions, and upgrade end-to-end governance from source reduction to process control, contributing ecological restoration and harmonious coexistence between human and nature.

Material topics

- Environmental compliance management
- Climate change and carbon emissions
- Resource utilization
- Waste and pollutant emissions
- Green office

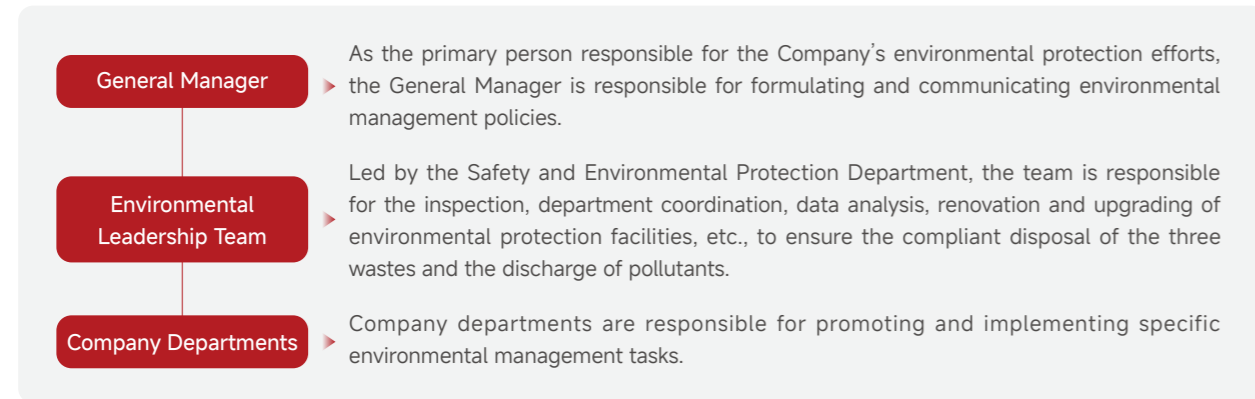
Contributions to UN SDGs



Environmental Compliance Management

Governance

Zhonghong Medical has established and obtained ISO 14001 certification for its environmental management system. With sound EHS management systems, our subsidiaries have formed multi-tier oversight mechanisms that include routine supervision, environmental impact assessment and environmental monitoring. They have incorporated environmental management indicators and targets into their management performance evaluations to comprehensively enhance environmental management capabilities. In 2025, the Company reported no environmental administrative penalties, pollution incidents or major environmental accidents.



Environmental governance structure

Strategy

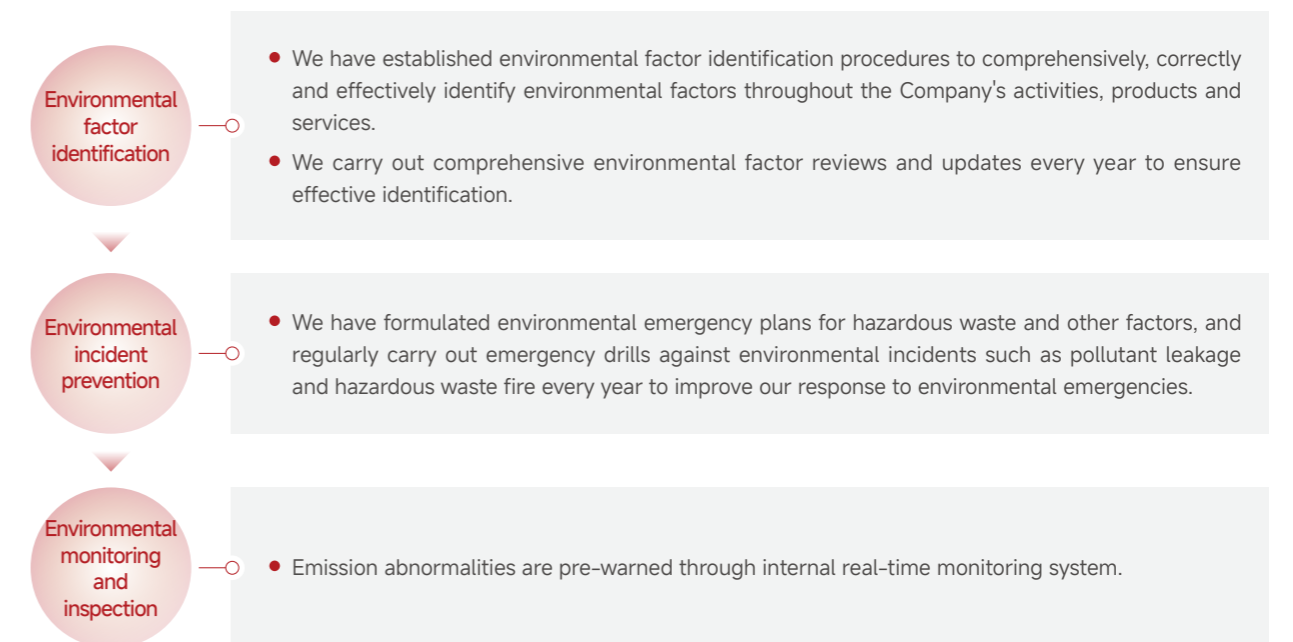
Following the philosophy of "green development and compliance first", Zhonghong Medical has established an integrated management system covering compliance management, resource conservation and pollution prevention. Guided by laws and regulations, the Company continues to strengthen environmental governance through institutional frameworks, technological optimization and process control. We aim to promote energy conservation and recycling measures and implement comprehensive monitoring and precise pollution control, thus achieving coordinated economic and ecological benefits.

Risk category	Risk description	Likelihood of occurrence	Impact duration	Financial impact	Response measures
Pollutant control risk	The medical consumables industry faces stringent environmental compliance requirements; delayed upgrades in treatment processes or inadequate controls may lead to excessive emissions.	Medium	Medium	Increased operating costs, decreased revenues.	Continuously upgrade waste gas and wastewater treatment systems, introduce industry-leading environmental protection treatment technologies, and establish a real-time monitoring system for pollutant emissions throughout production.
Process risk	The development of new technologies and products is time consuming; pilot production may generate pollutants; process bottlenecks can lead to low resource utilization.	High	Long	Increased operating costs.	Introduce bismuth-based catalysts and soft-hard segment gradient design to develop low-consumption, low-emission technologies and products that can improve resource efficiency and reduce pollutant emissions.

Opportunity category	Opportunity description	Likelihood of occurrence	Impact duration	Financial impact	Response measures
Green manufacturing opportunity	Market demand for biodegradable, low-pollution medical protective products continues to grow.	High	Long	Increased revenues, increased market shares.	Increase investment in green manufacturing, build green factories, and develop recyclable and biodegradable solutions for disposable protective products to reduce environmental costs per unit of output.

Impact, risk and opportunity management

Zhonghong Medical systematically reviews environmental risks in its operations, assesses risk levels and implements targeted mitigation measures. Through regular monitoring and dynamic control, the Company continuously refines its response strategies and has established a management framework incorporating pre-warning, in-process response and post-optimization to effectively prevent compliance risks and environmental incidents.



Environmental risk control process

Metrics and targets

Environmental governance target	Progress in 2025
Compliant exhaust gas emissions	Fulfilled
Compliant wastewater discharge	Fulfilled
Compliant waste disposal	Fulfilled

Resource Conservation

Efficient resource utilization is Zhonghong Medical's core driver for environmental protection. Through strategic planning and technological innovation, the Company has established a refined, full-chain management system covering energy, water and materials, supporting low-carbon transition.

Energy management

Zhonghong Medical leverages technological innovation and refined management practices to optimize energy parameters and production process adaptability. The Company actively promotes energy-saving technologies and eco-friendly equipment, strengthens employee awareness and advances initiatives across multiple dimensions—from technology application and equipment upgrades to personnel management—achieving both energy and emission reductions as well as cost optimization.



Guilin HBM promotes energy conservation and carbon reduction

Guilin HBM has achieved energy conservation and carbon reduction by optimizing both production and public utilities. On the production side, automatic temperature control systems are installed to adjust the fan inlet temperature of ovens in real time, precisely managing energy demand and reducing steam consumption. On the utilities side, manual monitoring and intervention are applied to central air-conditioning and chiller units, dynamically adjusting return water temperatures and reducing unit operating frequency to prevent increased electricity consumption caused by weather fluctuations.

Indicator	Unit	2025
Total energy consumption	tce	257,653.20
Direct energy consumption	tce	2,217.06
Indirect energy consumption	tce	255,436.15
Gasoline	liter	23,514.98
Diesel	liter	61,129.77
Natural gas	m ³	110,630.45
Coke oven gas	m ³	3,203,744.00
Purchased electricity	MWh	398,951.91
Steam	ton	2,138,596.71



Our Scope 1 emissions primarily result from the combustion of fossil fuels, including gasoline, diesel, natural gas, and coke oven gas. Scope 2 emissions arise from indirect emissions associated with purchased electricity and steam.

In 2025

Total GHG emissions

851,780.57 tCO₂e

Scope 1 GHG emissions

3,206.49 tCO₂e

GHG emissions intensity

3.5892 tCO₂e/RMB 10,000

Scope 2 GHG emissions

848,574.08 tCO₂e

Water resource management

Zhonghong Medical strictly complies with laws and regulations such as China's *Water Law*. Guided by the principles of science-based water management and water conservation first, the Company advances water resource management by exploring effective approaches and increasing investment in water resource protection. Watersaving and consumption reduction requirements are fully integrated throughout its production and operational processes to build a waterefficient enterprise. The Company's primary water sources are municipal water supply and ground water, and all water withdrawal and drainage activities do not have any significant impact on water resources.

In 2025

Total water consumption

2,941,536.94 tons

Domestic water consumption

295,803.64 tons

Industrial water consumption

2,645,733.30 tons

Packaging material management

Upholding the environmental sustainability philosophy, Zhonghong Medical has implemented environmental requirements throughout the entire process from material selection to packaging recycling. The Company prioritizes low-VOC, an eco-friendly raw and auxiliary material, and strictly follows relevant standards to ensure quality. We implement the packaging recycling mechanism by requiring suppliers to collect and reuse packaging boxes, reducing waste generation. Meanwhile, we strengthen supplier environmental assessments, enforce green procurement and offer employee training to improve resource efficiency and fulfill our environmental responsibilities.



Guilin HBM launches "Plastic and Carbon Reduction" packaging upgrade project

Guilin HBM launched the "Plastic and Carbon Reduction" packaging upgrade project, adopting an FSC-certified kraft paper card combined with a recyclable PE window film in a non-laminated structure. Product information is printed with soy-based ink, replacing traditional laminated film packaging to reduce heavy metal pollution. The new packaging has received positive customer feedback.

In 2025

Packaging material consumption

13,643.71 tons

Waste and Pollution Control

Zhonghong Medical has established such regulations as the *Hazardous Waste Prevention Responsibility System* and *Wastewater, Waste Gas, and Noise Pollution Prevention and Control Procedures*. These documents define the emission standards, monitoring mechanisms and treatment processes for pollutants including waste gas, wastewater, solid waste and noise. The Company has built a closed-loop system of "monitoring and early warning, targeted control, strict management", supported by multi-dimensional monitoring mechanisms for wastewater, waste gas, noise and waste. The systems enable real-time collection and uploading of emission data with anomaly alerts, while clearly defining concentration and total discharge limits to ensure real-time tracking and dynamic supervision of pollutant emissions.

In 2025



Pollution prevention and control measures

 <h3>Waste gas</h3> <ul style="list-style-type: none"> For emissions from coal-fired boilers, volatile organic compounds and other air pollutants, applying tailored combined treatment processes for efficient purification to achieve compliant emissions. 	 <h3>Wastewater</h3> <ul style="list-style-type: none"> Upgrading production process to reduce hazardous waste emissions. Promoting wastewater treatment technology and equipment to improve efficiency. Separating storm and sanitary sewer systems, and installing sewer pipelines and rainwater ditches. 	 <h3>Solid waste</h3> <ul style="list-style-type: none"> Hazardous waste: entrusting qualified professional agencies with the harmless disposal of hazardous waste, strictly following compliant transfer procedures as well as establishing and maintaining detailed management records. Non-hazardous waste: prioritizing classified recycling, entrusting qualified agencies with the recycling of such recyclables as corrugated paper and packaging lining paper, and entrusting environmental sanitation departments to handle other non-hazardous waste. 	 <h3>Noise</h3> <ul style="list-style-type: none"> Optimizing industrial layout, and tightening noise protection measures. Tightening prevention and control of vehicle noise, and introducing low-noise engines and sound insulation equipment.
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Extended reading

For more pollutant discharge information, please refer to *Zhonghong Medical Annual Report 2025*.

Green Offices

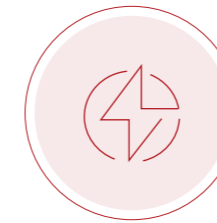
To build green offices, Zhonghong Medical promotes energy and carbon reduction practices including digital operations, energy management, green commuting and environmental education. The Company continuously optimizes office operations to reduce resource consumption and carbon emissions, fostering a low-carbon, eco-friendly work environment.

Green office measures



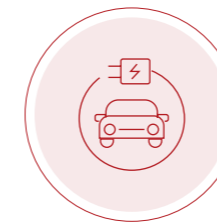
Green office

- Introducing paperless offices through information system.
- Implementing double-sided printing to reduce the use of printing paper.
- Promoting video conferencing instead of face-to-face meetings to reduce carbon emissions arising from business travel.



Green electricity

- Optimizing energy-consuming equipment and consumption management, purchasing high energy-efficient air conditioners, and setting the cooling temperature in summer to no less than 26 °C .
- Renovating the lighting system, installing energy-efficient bulbs, and ensuring lights are switched off after working hours to reduce office electricity consumption.



Green commuting

- Installing EV charging piles at manufacturing sites and parks to encourage the use of new energy vehicles.
- Encourage employees to commute via public transport, shared bicycles and other green modes of mobility to reduce carbon emissions.



Green culture

- Carrying out regular publicity on ecological conservation, energy saving and carbon reduction to raise green development awareness.
- Organizing afforestation and waste sorting campaign to practice the green philosophy.





Quality at Our Core and Service with Craftsmanship

Zhonghong Medical strictly controls the entire product quality process and proactively establishes a standardized and responsible supply chain system. We improve an efficient and convenient customer service response mechanism to enhance customer experience and satisfaction, while systematically mitigating potential risks in quality control, supply chain operations, and customer service. With customer demands as the core driving force, we upgrade our product innovation and services to strengthen our brand resilience.

Material topics

- R&D, technology, and innovation
- Product quality and safety
- Building a responsible supply chain
- High-quality customer service
- Responsible marketing
- Customer privacy protection

Contributions to UN SDGs



Innovation-driven Development

Governance

Zhonghong Medical regards its research institutes as the core departments for innovation and R&D management, namely, the Tangshan Research Institute, Shanghai Research Institute, Yichun Research Institute, Shenzhen Research Institute, Guilin Research Institute, and Hainan Subsidiary, which form its R&D system. The research institutes oversee the entire R&D process, including organizing the formulation of annual R&D plans, promoting project initiation, conducting R&D, and facilitating project evaluation, and patent applications. In terms of personnel, the Company recruits specialized talent with master's and doctoral degrees, builds innovation platforms, and refines promotion mechanisms, forming a multi-departmental collaborative R&D team that covers production, technology, sales, and management. The responsibilities of R&D personnel are clearly defined. Additionally, the Company has established R&D management regulations such as the *R&D Management Measures*, *Reward Measures for R&D Achievements*, and the *New Product Development Management Measures*, ensuring the professional capabilities and motivation of the R&D team. Ultimately, they will support the Company's technological development and strategic layout in the medical device field.

Strategy

Guided by the innovation concept of "innovate in integration and transcend in learning", Zhonghong Medical focuses on formula optimization, process upgrades, and functional expansion to meet market demands and be at the industrial frontier. By integrating internal R&D platforms' talent, equipment, and data resources, the Company connects the chain of R&D, pilot testing, and industrialization to quickly transform technological achievements. With continuous learning as the core driving force, we strengthen frontier technology research and reserves through industry benchmarking, technical exchanges, and employee training, striving to expand product lines and enhance the core competitiveness of our products. Furthermore, to enable open innovation, we improve internal multi-departmental collaborative R&D mechanisms and full-process management systems, stimulating the vitality of all employees through tiered incentive policies. Externally, Zhonghong Medical actively collaborates with universities, technical teams, and other external innovation resources. Joint R&D and technological cooperation is launched to overcome industry technical bottlenecks.

Risk category	Risk description	Likelihood	Impact period	Financial impact	Response measures
Technology risk	Weak self-innovation capability, insufficient forward-looking research on cutting-edge industry technologies, notable gaps in core technology reserves, lead to the difficulty in quickly responding to technological iteration demands.	Medium	Long-term	Sluggish revenue growth.	We regularly conduct business training, cross-enterprise technology exchanges, and industry benchmarking to systematically improve the technology level of the R&D team.
Market risk	Adequate insight into market demand, and lack of predictive ability regarding market trends and potential customer needs, result in a disconnect between product development and actual market demand.	Medium	Medium-term	Revenue decline.	We have established a coordination mechanism between the sales, marketing, and R&D departments to share market demand information in real time and accurately capture potential customer needs.
Management risk	Gaps in full-process compliance management in R&D, including nonstandard project initiation approvals, delayed archiving of R&D documentation, and weak budget control.	Low	Short-term	Increased compliance costs.	We strictly enforce the <i>R&D Management Measures</i> and standardize the entire process from project initiation, implementation, and completion to results transformation, ensuring each step is properly managed.

Opportunity category	Opportunity description	Likelihood	Impact period	Financial impact	Response measure
Technology opportunity	Increased efficiency in the conversion of R&D achievements, with patented technologies and core processes being industrialized, will form a unique technological advantage and continuously strengthen core competitiveness.	Medium	Long-term	Increased revenue.	We have established an evaluation mechanism for the conversion of R&D achievements to track the results and continuously optimize the technology implementation process.

Risk, opportunity, and impact management

Zhonghong Medical consistently integrates the management of R&D risks and opportunities into the entire innovation process. Grounded in strategic development, the Company keeps a close eye on industry trends and market demand, enhancing overall planning and systematic analysis. We work to prevent and resolve various potential risks while accurately identifying and seizing development opportunities, ensuring the steady progress of R&D innovation activities.

Identification

- We analyze technological bottlenecks in R&D and assess the reserve of cutting-edge technologies.
- We conduct research on market demand, competitor dynamics, and policy trends, and collect customer improvement requests.
- We analyze the need for production process optimization and potential cost-reduction opportunities.
- We assess risks related to R&D input-output and compliance costs.



Evaluation

- We quantify and analyze the risks and opportunities related to R&D innovation.
- We systematically summarize key information about risks and opportunities and identify priority areas.

Review

- We conduct a comprehensive review and evaluation of risk and opportunity response effectiveness, resource investment, and any issues encountered.
- We summarize lessons learned and optimize the R&D process, reward mechanisms, and risk control systems.
- We update the risk and opportunity list and incorporate it into the next year's R&D plan.

Response

- We develop specialized plans to address risks, including technology enhancement, demand insights, and compliance control, and drive opportunities such as pilot testing of new products, process optimization, project applications, and collaborative R&D efforts.
- We create project execution plans, clearly defining roles and timelines.

Promoting technological innovation

- We have conducted research on latex applications, vulcanization temperatures, and other process technologies. Through refined control of the vulcanization process, we have reduced production energy consumption and quality fluctuations, while improving the mechanical properties and durability of products.
- We have established internal safety testing methods for food-contact nitrile gloves to ensure product compliance and consumer safety.

Strengthening product R&D

- We have launched low-weight, high-end nitrile gloves to fill gaps in niche markets and meet diversified health protection needs.



Guilin HBM's dual projects selected for innovation consortium

In 2025, Guilin HBM continued to prioritize "enterprise-driven, market-oriented, and deeply integrated industry-university-research collaboration" as the core approach to technological innovation. It actively participated in technological breakthroughs and resource integration. Two of Guilin HBM's projects, "Guangxi High-Performance Polymer and Biodegradable Materials Innovation Consortium" and "Guilin High-Performance Latex Application Technology Innovation Consortium", were successfully selected for the 2025 Innovation Consortium list of the Guangxi Zhuang autonomous region and the second batch of Guilin's innovation consortium, respectively. These projects aim to achieve more breakthroughs from "0" to "1" in key fields.



Guilin HBM's third-generation PI material introduced

Common medical gloves and condom materials on the market are primarily made from natural rubber latex, which generally presents issues such as poor user experience and protein allergy risks. Guilin HBM has independently developed its third-generation polyisoprene (PI) material, which offers multiple advantages including superior softness, better skin contact, no allergy risks, and high elasticity. This innovation provides consumers with an unprecedented level of comfort and safety.

Metrics and targets

Zhonghong Medical focuses on breakthroughs in core technologies, tackling critical challenges in the health protection field. By benchmarking international advanced standards, the Company aims to create a product matrix that combines innovation and competitiveness. With continuous investment in R&D, we strive to empower our global market expansion and contribute to the innovative upgrading of the healthcare industry.

In 2025

R&D investment	R&D personnel	Patents obtained in total, including	Invention patents	Utility model patents	Design patents
RMB 113.1865 million	625	240	64	128	48

Reliable Products

Governance

Zhonghong Medical has established a product quality governance framework, creating a quality management network that involves all employees, from senior leadership to frontline staff. In accordance with domestic and international medical device laws, regulations, and standards, the Company has developed a product quality management system that includes quality manual, procedure documents, management system, and operation documents. In 2025, the Company proactively accepted external supervision by engaging third-party agencies to conduct annual external audits. Zhonghong Medical has successfully passed several international certifications, including the EU CE marking, US FDA certification, ISO 9001 quality management systems, ISO 13485 medical devices quality management systems, Medical Device Single Audit Program (MDSAP), and BRC certifications, among others. We continuously improve our product quality management system(QMS) to ensure its suitability, adequacy, and effectiveness. Zhonghong Medical has formed a cross-departmental product quality management team composed of members with expertise in various fields. This team includes department heads, technicians, quality inspectors, internal auditors, sales staff, warehouse managers, after-sales service personnel, procurement staff, and production operators. They oversee product quality from different perspectives, enabling comprehensive and refined management throughout the entire product life cycle.



ISO 9001 quality management systems certificate



ISO 13485 medical device quality management system certificate



MDSAP certification



British Retail Consortium (BRC) certification



As the highest authority in the Company's QMS, the general manager is responsible for defining the roles and responsibilities related to product quality management and ensuring the necessary independence and authority for accomplishing these tasks.

Commissioned by the general manager, the management representative is fully responsible for the daily operation, maintenance, and oversight of the Company's QMS. This role coordinates quality-related work across departments, ensuring the system's conformity and effectiveness, while promoting the implementation of corrective and preventive actions.

Each department is responsible for advancing and executing specific product quality management tasks.

Product quality governance framework

Strategy

Zhonghong Medical's product quality management strategy focuses on the core principles of "system optimization, risk prevention, efficiency improvement, and sustainable improvement." The Company aims to ensure product quality stability, compliance, and efficiency while supporting business expansion through digital transformation, supply chain enhancement, and capacity building for all employees.

Risk category	Risk description	Likelihood	Impact period	Financial Impact	Response measures
Policy risk	Misinterpretation or inadequate implementation of national medical device laws and regulations, leads to product recalls, public penalties, or production stoppages.	Low	Long-term	Increased compliance costs, revenue decline, and reduced market share.	We have built a company-wide quality awareness system, strengthened employee understanding of ISO standards, PPE, EN455, and other regulations, and enhanced overall quality awareness.
Trust risk	Substandard product quality leads to decreased public and consumer trust in the Company and its products, damaging brand reputation.	Medium	Long-term	Revenue decline, and decreased market value.	We have established an efficient customer complaint response mechanism, improved processing efficiency, and strengthened the use of digital tools, shifting from traditional responses to data-driven preventive management.
Management risk	Incomplete identification of stakeholder demands, leads to blind spots in product quality control and failure to meet external quality requirements.	Medium	Medium-term	Increased operating costs, and revenue decline.	We prioritize the development and maintenance of a multi-standard QMS, and dynamically adjust it based on stakeholder feedback.

Opportunity category	Opportunity description	Likelihood	Impact period	Financial impact	Response measures
Supply chain optimization opportunity	We eliminate non-compliant suppliers, improve the quality and safety of the supply chain, enhance product quality stability, and strengthen the Company's core competitiveness.	High	Medium-term	Lower operating costs, and increased revenue.	We use a supplier auditing system to identify and reduce supply chain quality risks, and eliminate non-compliant suppliers.
Brand opportunity	We strengthen quality assurance capabilities, increase public and consumer trust and loyalty in the products.	High	Long-term	Increased revenue, and higher market value.	We increase investment in quality technologies, and upgrade quality testing equipment and control systems.

Risk, opportunity, and impact management

Zhonghong Medical has established product quality risk control systems, including the *Risk Control Procedure* and *Risk and Opportunity Response Control Procedure*, to create a closed-loop management system that covers risk identification, early warning response, and emergency handling. This system proactively prevents quality risks through a systematic mechanism, ensuring the safety and reliability of products throughout their entire lifecycle.



- We identify potential risks, opportunities, and stakeholder demands across various stages, including design, procurement, production, inspection, and delivery, and develop response strategies.
- We map the sequence and interconnections of QMS processes, and identify the risk transmission paths between processes.
- Based on stakeholder demands, we define the responsible parties and control authorities for risk management within the product quality management process.



- We analyze identified risks and opportunities, and assess the likelihood, impact period, severity, and risk level of potential risks.
- For each risk level, we predefine corresponding control measures, clarify operational guidelines, methods, and monitoring and measurement requirements, and create product quality risk control documentation.
- We allocate the necessary resources and information in advance for effective product quality risk management to ensure that control measures can be implemented.



- We implement product quality management processes in accordance with the requirements outlined in the product quality risk control documentation to ensure compliance with risk prevention protocols in operations like production and inspection.
- We conduct daily monitoring of quality risk points for key products, collect process data in real-time, and promptly identify abnormal risk signals.
- When product quality risks trigger an early warning, we initiate the emergency response mechanism and take immediate actions to contain the risk's spread.

Product quality risk management process

Quality inspection process optimization We have increased the incoming inspection project of raw material and auxiliary materials and introduced related equipment. We also updated Standard Operating Procedures (SOPs) for key processes such as mixing and dipping, and refined parameter standards.	Management capability enhancement We have conducted 12 quality-focused training sessions, covering nearly 900 people. Training topics include ISO standards, PPE, EN455, and other regulations, with a focus on reinforcing SOP training for production control personnel and quality risk assessment methods for management.	Market recognition improvement We have completed 38 outsourced tests and obtained PPE extension certificates from 10 customers to ensure product quality complies with standards.	Assessment mechanism guarantee We regularly inspect factory production, quality control, and equipment status, incorporating the results into performance evaluations to ensure stable factory operations.
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Metrics and targets

In 2025
100% of the business scope covered by the QMS certification for the sixth consecutive year.

No product withdrawals or recalls occurred.

Product quality management indicator	2025 target	Progress in 2025	Status
Nitrile product return rate	Below 0.2%	0%	Achieved
Quality training coverage rate	Above 95%	100%	Achieved
Order delivery timeliness rate	Above 90%	95.76%	Achieved
Product customer satisfaction rate	Above 95%	99.91%	Achieved
Procurement product pass rate	Above 98%	100%	Achieved
External audit pass rate	Above 98%	100%	Achieved

Sustainable Supply Chain

Zhonghong Medical continues to improve its supply chain management system, proactively identifying potential risks and growth opportunities. We build a resilient supply chain through diversification and rapid response systems, capture new growth from digitalization and sustainability, and unite our partners around a shared ESG vision.

Supplier management

According to the *Supplier Management Control Procedure*, Zhonghong Medical creates a comprehensive management mechanism that covers supplier entry, evaluation, auditing, incentives, and exit. A cross-departmental collaborative control model is in place to define responsibilities and boundaries at each stage. With dedicated teams and continuous training, the Company has secured a solid foundation for supplier management.

In 2025

Suppliers in total

934

Local suppliers

636

Local procurement

RMB 932.76 million



Supplier management process

In 2025

Potential suppliers disqualified due to social responsibility non-compliance

0

Suppliers whose cooperation was terminated due to social responsibility non-compliance

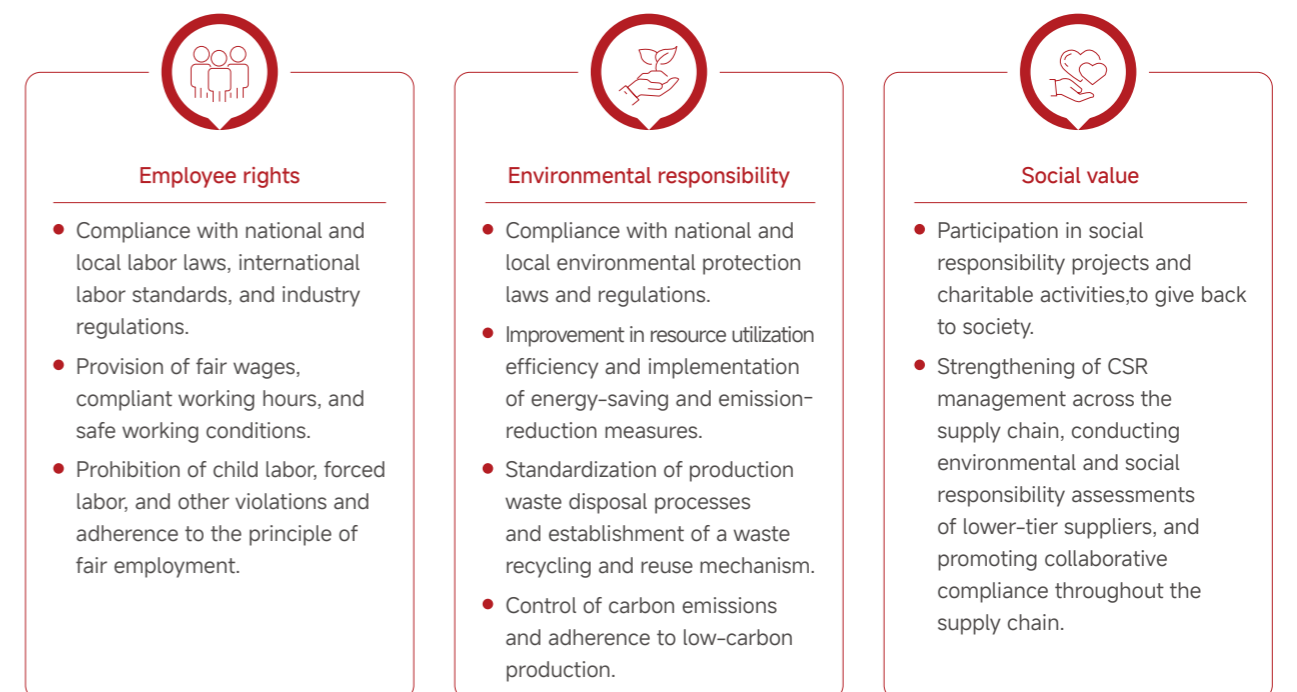
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Zhonghong Medical integrates environmental and social considerations deeply into the supplier admission process. The Company rigorously reviews suppliers for environmental compliance and labor rights protection, prioritizing partners with ISO 14001 certification. During the cooperation process, the Company strengthens dynamic supervision of environmental and social aspects through regular assessments, on-site audits, and special audits. Suppliers are required to sign the *Suppliers Social Responsibility Audit Checklist* and the *Supplier Commitment to Compliance and Continuous Improvement of Social Responsibility* and to include environmental and social responsibility clauses in contracts to foster a responsible supply chain.



On-site supplier audits

Supplier social responsibility requirements



In 2025

Proportion of local suppliers

68%

Proportion of localized procurement

79%

Zhonghong Medical drives its transformation through digitalization. We have established a transparent procurement platform to achieve full-process visibility and control, supported by regular inspections and random checks. Together, they reinforce the integrity safeguards. The Company actively practices green procurement by selecting environmentally friendly materials to reduce environmental impact. The Company also implements a localized procurement strategy to optimize the supply chain layout and support local economic development, building a compliant, transparent, green, and resilient sustainable supply chain ecosystem.

Transparent procurement system

- We adhere to the principles of "openness and transparency, standardization, collective decision making, smooth processes, supervisory, and information sharing" to establish a transparent procurement system.
- We have developed a transparent procurement platform that integrates information release, process control, contract signing, and payment settlement. We ensure data security through separation of duties, tiered management, and dual confidentiality mechanisms, enabling fully electronic and transparent procurement operations.
- We clearly outline the transparent procurement process, in which the requesting department submits procurement applications with specific requirements. We evaluate potential suppliers through multiple channels. After negotiations and contract signing, we issue orders, track execution, and make payments upon receipt of satisfactory goods, as per the contract terms.

Green procurement system

- We have established a green procurement policy that defines environmental protection principles, procurement standards, and supplier selection processes to ensure the materials and services we purchase meet environmental requirements.
- We prioritize suppliers certified to ISO 14001 environmental management systems.

Localized procurement

- We actively increase the proportion of locally sourced raw materials and components by prioritizing products and services from the local market, thereby supporting local economic development.
- We sign long-term cooperation agreements with high-performing local suppliers to ensure the stability and reliability of our supply chain.

Responsible procurement

Zhonghong Medical is committed to sustainable procurement. Through open communication, targeted training, and end-to-end collaboration, we empower our suppliers and drive sustainability across the supply chain, building a responsible network based on mutual trust and shared success.

Supplier communication

We strengthen communication and collaboration with suppliers through multiple channels, including phone calls, text messages, emails, regular face-to-face meetings, industry exhibitions, and forums. These platforms allow both parties to share experiences, discuss issues, and jointly develop solutions.

Supplier training

We actively organize supplier training activities that cover various aspects, including quality management, supply chain management, and technological innovation, to enhance suppliers' overall competitiveness.

Premium Service

Zhonghong Medical is committed to putting the customer at the center, integrating premium service into every stage of its operations. Through a full-cycle service system, multi-channel communication mechanisms, comprehensive protection of customer rights, and responsible marketing practices, the Company continuously optimizes its service capabilities and customer experience. We work to build customer trust through professional, efficient, and compliant services.

Higher service quality and efficiency

Zhonghong Medical works across multiple areas, including product line optimization, technological innovation, stringent product quality control, supply chain and logistics management upgrades, service process improvements, and stronger after-sales support, to consistently elevate the quality of customer service. This ongoing effort has earned the trust and support of its customers.

Improving the customer service process

In 2025

Issued and collected customer satisfaction questionnaires

20

Customer satisfaction rate

100%

Refined pre-sales service

We build professional service teams to offer comprehensive product consultations and tailored hospital admission plans. We also accurately align with customer needs, assist them in selecting the most suitable products, and provide full-cycle support throughout the admission process.

Efficient in-sales service

We have established a fast-response order processing system to ensure the timely and accurate reception, review, and handling of orders. We also provide efficient delivery services and real-time order tracking, allowing customers to clearly monitor product delivery progress.

Comprehensive after-sales service

We have developed a robust after-sales service system that includes product operation training, clinical technical support, prompt response to customer complaints, and closed-loop issue resolution, which repeats purchases, and fosters positive word-of-mouth, laying the foundation for long-term partnerships.

Zhonghong Medical is customer-demand driven. We have built a multi-dimensional feedback system covering the full lifecycle of our products and services, enabling us to capture customer concerns, particularly related to health and safety, in a timely and thorough manner.

Direct communication channels

During regular customer visits and business engagements, we proactively communicate with customers about product usage experiences, existing issues, and suggestions for improvement. We document these interactions in a Customer Communication Record Form and promptly relay the feedback to the relevant departments.

Exclusive service channels

We provide 24/7 feedback access through online channels, including a customer service hotline, official WeChat account, and dedicated service email. We also assign personnel to handle the screening, categorization, and recording of customer inquiries.

Ensuring smooth customer communication channels

Collaborative communication channels

We have established regular communication mechanisms with distributors and agents. We hold monthly partner meetings to gather consolidated feedback and market demands from end customers, compiling the insights into a feedback summary report.

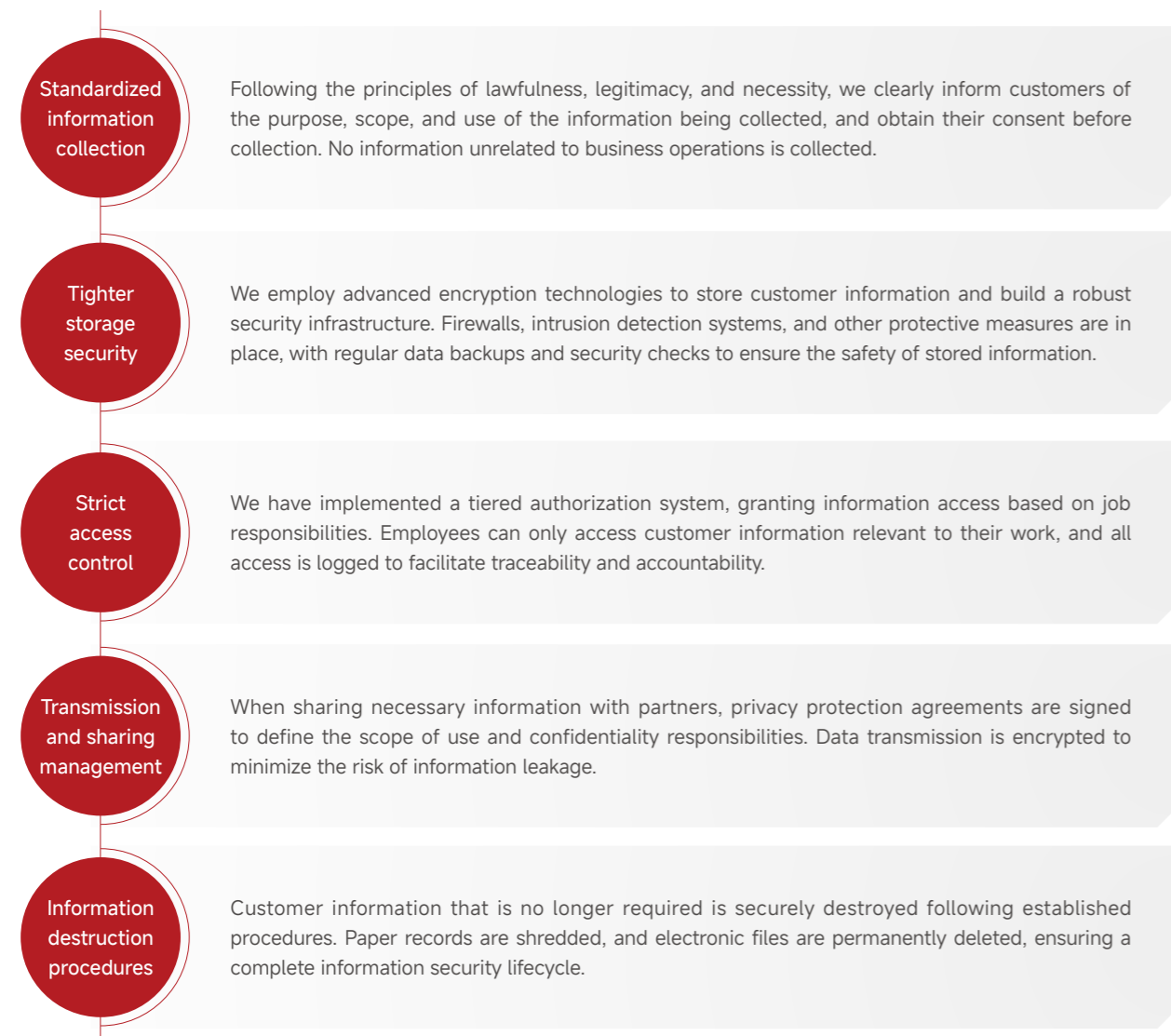
Industry communication channels

We actively participate in industry exhibitions, academic conferences, and other events. We also engage with healthcare professionals, industry experts, and peer companies to collect potential issues and areas for improvement identified during the product usage process.

Protection of customer rights

Zhonghong Medical places a high priority on safeguarding customer privacy and has established a comprehensive management system covering the entire lifecycle of customer information. The Company has implemented a "centralized management, clearly defined responsibilities, and coordinated collaboration" approach and set up a dedicated privacy protection task force led by department heads, clarifying the roles and responsibilities of market, sales, after-sales, IT, and other relevant departments. To ensure that all employees are well-versed in privacy protection requirements, the Company regularly conducts policy briefings and specialized training sessions. A secure and reliable customer information management system has been put in place, featuring encrypted storage, tiered access control, and strict authorization protocols to prevent unauthorized access. Regular internal audits and risk assessments are conducted to identify and mitigate potential vulnerabilities, ensuring that privacy protection measures are effectively implemented. During the reporting period, the Company did not experience any incidents of customer privacy leakage.

Enhancing customer privacy protection



In 2025

Customer complaints

306

Customer complaint resolution rate

100%

Zhonghong Medical has also established a comprehensive after-sales service management system, including the *Customer Feedback Control Procedure* and *Customer Complaint Control Procedure*, which clearly define the handling process for customer complaints and emphasize proactive problem resolution. A dedicated customer complaint team has been set up, with multiple channels for customers to reach out, including a hotline and email. For technical issues encountered during product use, the customer service team guarantees a solution within 24 hours, and more complex issues will have technical staff dispatched on-site within 48 hours, ensuring timely and effective responses to customer needs.

Zhonghong Medical upholds a philosophy of responsible marketing. From reviewing promotional materials and standardizing product labeling to enhancing service capabilities, the Company takes a multi-faceted approach to ensure marketing integrity. Through institutional controls, professional training, and end-to-end process management, we ensure authentic communications, standardized product information delivery, and fulfillment of our corporate social responsibility in marketing.

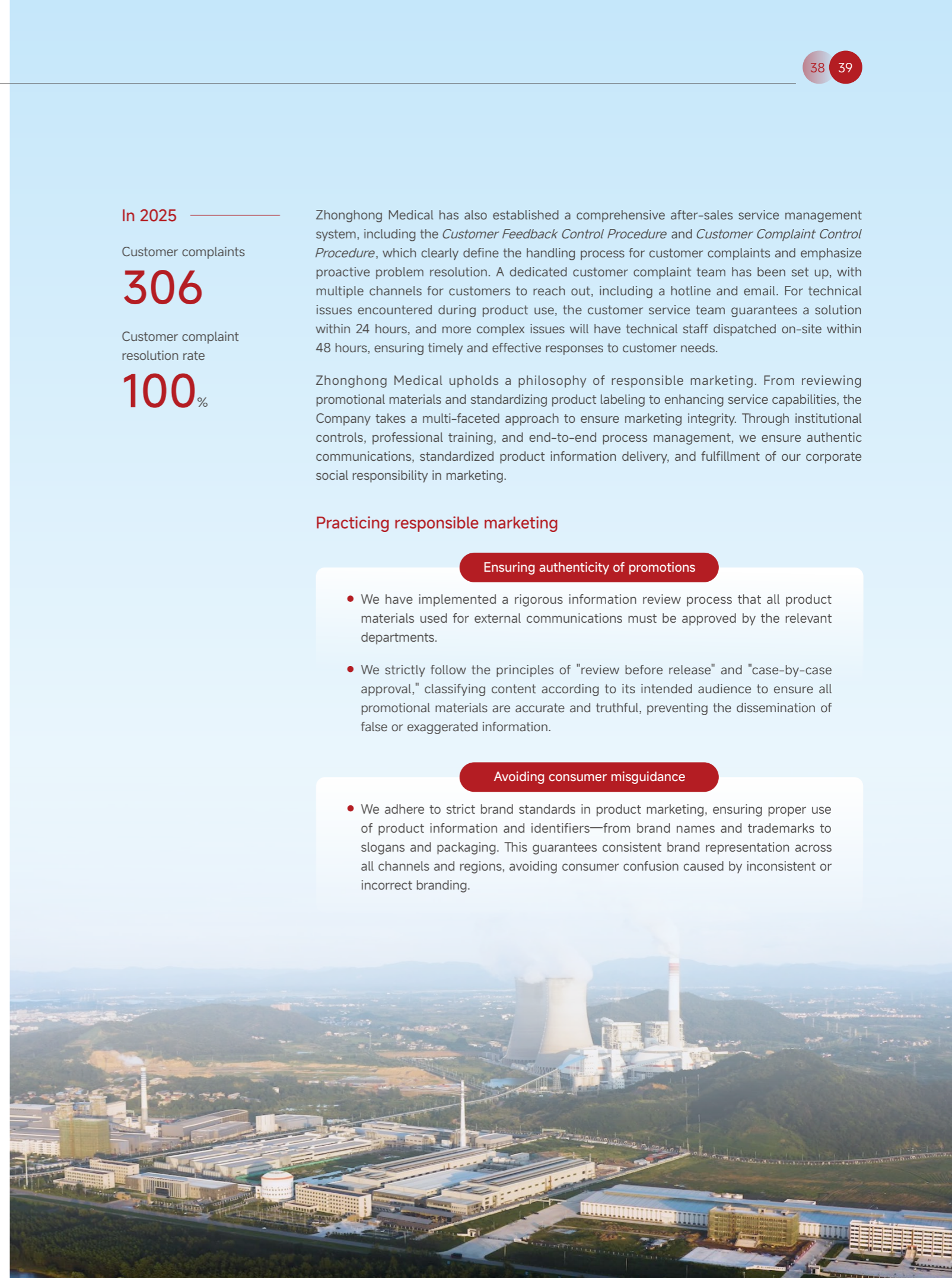
Practicing responsible marketing

Ensuring authenticity of promotions

- We have implemented a rigorous information review process that all product materials used for external communications must be approved by the relevant departments.
- We strictly follow the principles of "review before release" and "case-by-case approval," classifying content according to its intended audience to ensure all promotional materials are accurate and truthful, preventing the dissemination of false or exaggerated information.

Avoiding consumer misguidance

- We adhere to strict brand standards in product marketing, ensuring proper use of product information and identifiers—from brand names and trademarks to slogans and packaging. This guarantees consistent brand representation across all channels and regions, avoiding consumer confusion caused by inconsistent or incorrect branding.





People-Centered Approach for Unity and Strength

Zhonghong Medical values the contributions and aspirations of every employee. We drive corporate growth through talent and innovation while supporting employee development with structured systems. Through a comprehensive ecosystem for employee growth, we strive to create a fair, inclusive, and human-rights-respecting workplace, safeguard occupational health, safety and well-being, and work with our employees to strengthen the foundation for sustainable development.

Material topics

- Equal employment and protection of rights and interests
- Employee training and development
- Occupational health and safety
- Employee care

Contributions to UN SDGs



Employee Rights Protection

Zhonghong Medical is committed to fostering harmonious, stable, and healthy labor relations. Focusing on core areas such as human rights protection, compensation and benefits, transparent communication, and employee care, we strive to safeguard the legitimate rights of every employee. By fostering a fair, open, and inclusive corporate culture, we aim to fully unleash the potential and value of our workforce.

Compliance in employment

In 2025

Total employees
3,884

Employees from ethnic minorities
208

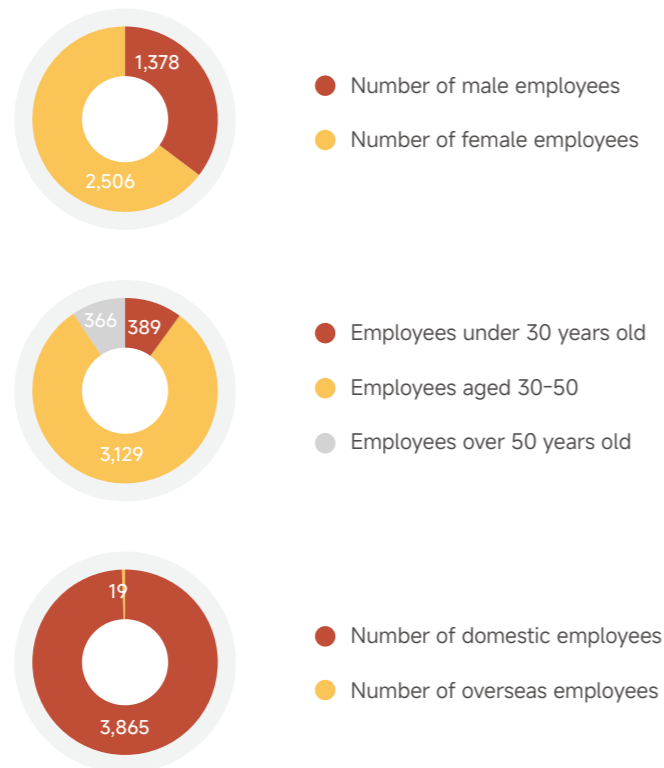
Disabled employees
44

Total employee turnover rate
29.05%

The Company strictly adheres to China's *Labor Law*, *Labor Contract Law*, *Regulations on the Prohibition of Child Labor*, and other applicable local laws and regulations. We also align with the principles and spirit of international conventions such as the *International Bill of Human Rights*, the *Universal Declaration of Human Rights*, and the *Convention on the Rights of Persons with Disabilities*. Guided by these standards, we have established and implemented policies such as the *Employee Recruitment Control Procedure* and the *Employee Handbook*, practicing recruitment that is fair, transparent, and open. Our expanded recruitment channel helps attract diverse talent and build a robust talent pool.

We strictly prohibit the employment of child labor. The rule "no recruitment of individuals under 18 years old" is explicitly stated in our *Human Resources Management Measures*. During the recruitment process, candidate identity and age are thoroughly verified, and all hiring records and verification materials are carefully maintained. Through this full-process control system, we effectively mitigate labor-related risks. During the reporting period, no incidents of child labor occurred.

Employee number by gender, age, and region



Internship program

- We select outstanding students through summer internships and university-enterprise collaboration programs, with high-performing interns given priority for full-time job opportunities.

Campus recruitment

- By participating in large-scale job fairs in universities and hosting on-campus recruitment sessions, we strengthen university partnerships, attract new graduates, and build a pool of core talent for long-term development.

External recruitment

- We publish recruitment information, including job postings, responsibilities, and qualifications, on the "join us" section of our Company website, official WeChat, Weibo, and Douyin accounts to ensure transparency and standardization in the hiring process.
- We also deepen cooperation with leading job portals and medical industry-specific platforms to attract highly suitable candidates.
- By aligning with national employment support policies, we expand available positions and provide employment services, with a focus on integrating rural labor and promoting job opportunities for key groups.

Internal recruitment

- We select and transfer technical and managerial professionals internally and encourage employee referrals to improve recruitment efficiency.

Labor rules

We have formulated the *Human Resource Management Measures* and the *Control Procedure of Prohibiting Forced Labor* to ensure that all employment processes, including recruitment, hiring, compensation, promotion, and training, are conducted fairly and responsibly. Any form of discrimination based on gender, age, ethnicity, region, marital status, or religious belief is firmly opposed. Upholding the principle of equal pay for equal work, we prohibit forced labor, and strictly prevent harassment or abuse, providing all employees with equal opportunities for employment and development. In parallel, we actively promote localization of overseas employees, strictly following local laws and regulations in compliance and HR management. In countries such as Thailand, Mexico, and Malaysia, all new hires are local nationals, ensuring protection of their labor rights and fostering a diverse, inclusive, and equitable workplace. During the reporting period, no incidents of forced labor, discrimination, or harassment occurred, and there were no significant labor disputes or human rights complaints.

In 2025
Passed the BSCI factory audit

Obtained the WRAP certification for social responsibility



Compensation and benefits

Zhonghong Medical provides competitive salaries and growth opportunities. Policies such as the *Employee Evaluation Management Measures*, and *Management Measures for Compensation Assessment of Middle-level Managers* clearly define the composition and standards for basic and performance-based wages. Regular evaluations of job levels ensure that employee compensation is closely aligned with role, competencies, and performance. Additionally, we have established an efficient and scientific performance appraisal system, coupled with mechanisms for motivation, accountability, and communication, effectively attracting and retaining top talent. Employee well-being is one of our priorities: working hours are reasonably scheduled, wages are paid fully and on time, and social insurance, including pension, medical, work injury, maternity, unemployment, as well as housing provident fund are fully contributed. Employees are also guaranteed statutory leave entitlements such as sick leave, personal leave, marriage leave, maternity/paternity leave, breastfeeding leave, and childcare leave.

Democratic management

Zhonghong Medical respects employees' rights to freedom of association and collective bargaining, and has established the *Democratic Management System*, *Incentive-Suggestion System*, and other related systems. The Company promotes democratic management underpinned by the Workers' Congress to engage employees in democratic management and supervision. We have set up a labor dispute arbitration and mediation committee, with mediation and supervision offices, to collect, report, and address issues on human rights, performance, and career advancement. A labor union has been formed and reached formal agreements with the Company on working conditions, compensation and benefits, and occupational health and safety, with a collective contract signed with all employees. In 2025, two employee grievance incidents were resolved.

Employee care

Zhonghong Medical is committed to creating a warm and fulfilling workplace. Our "Staff Home" offers mental health counseling and organizes a variety of activities such as parent-child sports events and National Day running competitions to help employees maintain a healthy work-life balance. Through the Presidential Fund, we provide support to employees in need, and the "Care Room" offers female employees a space to meet special or temporary needs, continuously enhancing overall employee satisfaction.



▶ Employee activities such as Chinese New Year fairs, holiday celebrations, and National Day running events

Employee Growth

Zhonghong Medical upholds talent as the key driver of development and continuously refines a full-cycle talent management system encompassing selection, utilization, development, and retention. Policies such as the *Employee Evaluation Management Measures*, *Career Development Management Rules*, *Training Management Measures*, and *Measures for the Comprehensive Assessment and Management of Employees During Probation Period* guide this process. With a robust training system, fair incentive mechanisms, and clear promotion pathways, we foster the continuous growth of both employees and the Company.

In 2025
Zhonghong Medical was awarded the **2025 China Talent Management Excellence Award**.

Employee training

Zhonghong Medical has established the *Training Management Measures* and developed a dual-track training system combining position-specific professional training and personal capability development. Through programs such as new employee onboarding, professional skills enhancement, and management training, as well as targeted digital, managerial, and business support courses, we equip employees with precise skills to grow. Training covers all levels and categories, including strategic investment, R&D, marketing, HR, and finance, ensuring core business units are fully supported. Leveraging the "Zhonghong Academy" platform, we offer a blend of online and offline courses across all business lines and job levels. Training includes leadership development, professional skills, and general knowledge competencies, providing employees with comprehensive learning opportunities.

In 2025

Total training investment
RMB **229,800**

Training sessions
432

Number of employee training
2,321

Total hours of employee training
17,532.40 hours

Training coverage
59.76%



▶ "Gathering Talent at Zhonghong, Leading the Future" 2025 new employee orientation camp



▶ "Visiting Zhonghong, Co-Creating the Future" university-enterprise cooperation program — North China University of Science and Technology field research

Promotion pathways

Zhonghong Medical has implemented the *Career Development Management Rules*, establishing a dual-track development model for management and professional paths. The policy clearly defines the criteria and qualifications for both routine promotions and exceptional advancement, providing transparency and motivating employees to enhance their skills. This ensures all employees have a clear roadmap for career progression and encourages self-driven growth. Additionally, we have formulated a series of rigorous selection systems, including the *Job Descriptions for Zhonghong Medical Subsidiaries and Departments*, the *Frontline Official Selection Methods*, and the *Management on Selection and Appointment for Middle-Level Management Posts* to explore, train, and appoint talent. These systems enable employees to continuously enhance their professional skills, technical expertise and management capabilities.

Grade	Management channel		Professional channel		
	Management ladder		Operations ladder		Technical ladder
	Level	Rank	Level	Rank	Rank
11	Middle management	General manager (Level 1)	Director	Principal (project) director	Senior engineer
10		General manager (Level 2)		Senior (project) director	Engineer II
9		Executive vice president		(Project) director	A
8	Vice president	(Project) deputy director	First level engineer	B	
7	Assistant general manager	(Project) assistant director		C	
6	Grassroots management	Manager	Manager	Senior (project) manager	Second level engineer
5		Deputy manager		(Project) manager	B
4		Supervisor		(Project) supervisor	C
3	Staff		Senior staff		A
2			Mid-level staff	Assistant engineer	B
1			Junior staff		C

Zhonghong Medical's "dual-channel" career development

Occupational Health and Safety

Occupational health and safety form the foundation for sustainable business development. Zhonghong Medical has established an end-to-end occupational health management system to prevent occupational diseases, monitor employee health, and implement timely interventions. By promoting a strong safety culture, we ensure the physical and mental well-being of employees throughout the production process. During the reporting period, no major safety incidents occurred.

Governance

Zhonghong Medical strictly complies with Chinese laws and regulations including the *Law on Work Safety*, the *Fire Control Law*, the *Law on the Prevention and Control of Occupational Diseases*, the *Regulations on the Safety Management of Hazardous Chemicals*, and the *Regulations on Occupational Health Supervision in Workplaces*. We have obtained ISO 45001 certification for occupational health and safety management and implemented internal management systems such as the *Work Safety Management Measures*, *Occupational Disease Prevention System*, and the *Occupational Disease Hazard Warning and Notification System*. In addition, we signed the 2025 safety responsibility agreement with all departments, adopted a "dual responsibility per role" policy, and incorporated the number of work injuries, occupational diseases, and safety accidents into management performance assessments.



ISO 45001 occupational health and safety systems certification



Signing of annual EHS responsibility agreements by safety officers and subsidiaries

Strategy

Zhonghong Medical adheres to the principle of "safety first, prevention foremost, and comprehensive management." We have developed a robust safety management network and implemented strategic plans including the *Three-Year Action Plan for Fundamental Work Safety Improvement (2024-2026)* and the *Occupational Disease Prevention and Control Plan and Implementation Program*. These initiatives continuously enhance work safety measures, raise employee awareness of occupational health, and foster a safe and healthy working environment.

Risk category	Risk description	Likelihood	Impact period	Financial impact	Response measures
Policy risk	With increasingly stringent regulations on work safety and occupational health, failure to identify and implement the latest legal requirements may result in regulatory penalties and legal liabilities.	Low	Short-term	Increased compliance costs.	Regularly monitor updates to relevant laws and regulations, maintain full-process records of occupational health and safety management, and conduct internal compliance audits.
Operational safety risk	Improper employee operation or failure to correctly use personal protective equipment in production workshops may lead to occupational diseases, mechanical injuries, or hazardous gas exposure, causing occupational health harm or production accidents.	Low	Short-term	Increased operating costs.	Conduct regular hazard identification and risk inspections, update emergency response plans, enhance intrinsic safety measures, and strengthen employee safety culture training.
Opportunity category	Opportunity description	Likelihood	Impact period	Financial impact	Response measures
Corporate reputation opportunity	Intelligent upgrades will reduce workplace injuries, prevent occupational diseases, improve production efficiency and stability, protect employees' health and safety, and enhance the company's public image and reputation.	Medium	Long-term	Improved operational efficiency and long-term profitability.	Increase investment in digital and intelligent systems, continue upgrading automated equipment, conduct comprehensive health and safety training for all employees, and strengthen daily safety compliance practices.

Impact, risk, and opportunity management

Zhonghong Medical integrates occupational health and safety management closely with business operations. We conduct regular hazard identification and risk assessments, strengthen hazardous chemical management, and systematically identify and evaluate all potential risks. By preventing, controlling, and eliminating safety hazards and occupational health risks, we safeguard employees' health and rights.

Risk assessment and control

- We implement a dual-prevention mechanism, regularly conducting comprehensive risk identification and assessment. In accordance with the *Risk Classification and Control Plan*, we apply differentiated management for safety risks of varying levels, intensifying the control of key security risks and improving intrinsic safety standards.
- We strengthen occupational health and safety risk identification and control by completing annual workplace occupational disease hazard assessments. We classify occupational disease hazards and risks, compile a *Job Exposure to Occupational Disease List*, and improve protective measures in a targeted manner.

Hazard inspection and mitigation

- We follow the *Safety Risk Control and Hazard Mitigation Manual*, regularly conduct safety and environmental assessments, and systematically inspect for safety hazards. Inspections before holidays, during Work Safety Month, and routine work safety compliance checks will be arranged. We also implement preventive measures to close management loops. In 2025, nearly 100 safety issues were addressed and rectified.

Emergency management

- We have established a comprehensive emergency management system, and developed both general and specialized contingency plans, including the *Comprehensive Emergency Plan*, *Emergency Drill Plan for Environmental Incidents*, and *Emergency Response Manual for Special Equipment Accidents*. We define governance structures and response procedures, and conduct regular emergency drills to enhance overall employee preparedness.

Occupational health management

- Apart from health check-ups for all employees and occupational health records, we also organize the pre-job, on-the-job, and post-job occupational health examinations for hazard-exposed positions. Meanwhile, we improve employee health awareness through occupational health education and occupational disease prevention campaigns.
- We have formulated the *PPE Management Policy* to ensure compliant distribution of standard and specialized protective gear, while conducting regular inspections and maintenance of protective equipment.

Safety culture development

- We develop an annual safety training plan and conduct at least one comprehensive safety training session across the workforce. Training covers laws and regulations, job-specific safety procedures, and emergency response measures, cultivating a workplace culture where everyone prioritizes safety.



▶ Organizing safety culture training



▶ Conducting safety emergency drills

Metrics and targets

Targets	Progress in 2025
Zero incidents of general level or above in work safety	Achieved
100% compliance with safety risk assessment results	Achieved
Zero incidence of occupational diseases	Achieved
100% coverage of safety training for all employees	Achieved

In 2025

Occurrence rate of general level or above safety production accident	Work-related fatalities over the past three years	Work-related fatality rate over the past three years	Invested in employee work-related injury insurance
0%	0	0%	RMB 2.1929 million
Rate of dangerous operation personnel holding relevant certificates	Inspection rate of special equipment and facilities	Training rate of occupational health for workers exposed to occupational hazards	
100%	100%	100%	
Participants of the employee safety training	Total hours of employee safety training	Safety emergency drills	Participants in safety drills
24,655	53,881.50 hours	62	13,860



Responsibility First Guided by Our Original Mission

Zhonghong Medical upholds an open, collaborative, and shared-responsibility approach, deeply cultivating the industry while giving back to society. Built on our strengths, we strive to improve access to healthcare, coordinate upstream and downstream efforts, and promote high-quality development across the sector. By delivering health with care, we translate our responsibility into tangible actions that benefit society and enhance people's well-being, collectively building a sustainable and healthy future.

Material topics

- Healthcare accessibility
- Industry development
- Support for community-based charity

Contributions to UN SDGs



Healthcare Accessibility

Zhonghong Medical focuses on the protective needs of the healthcare industry and has established a comprehensive healthcare accessibility management system. We optimize our product portfolio to become the most complete supplier of medical gloves in China. By leveraging technological innovation, we enhance equitable access to healthcare, aligning supply with the economic development, market characteristics, and healthcare levels of the regions where we operate. We also facilitate the distribution of high-quality medical resources, and have been recognized as a V-level client by the China Export & Credit Insurance Corporation. We work hard to ensure that safe and efficient medical products and services reach a broader population.

Expanding product coverage

Zhonghong Medical continuously optimizes its global supply network and service infrastructure, strengthening regional warehousing, distribution, and support systems to enhance product accessibility and supply stability. Through diversified channels and innovative products and services, we attract more potential customers and expand product reach, delivering high-quality products to support global public health cause.

In 2025

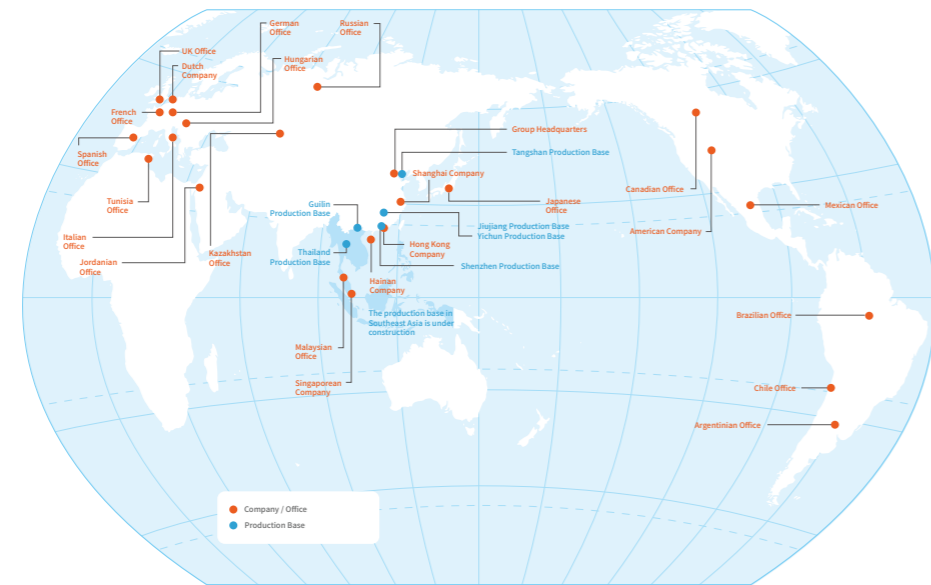
Products were sold in **100+** countries and regions, including North America, Europe, the Middle East, Japan, and Africa.

3000+ domestic hospitals, including national and provincial benchmark hospitals, were newly engaged or under stable collaboration.

Overseas clients approx. **450**

With subsidiaries established in Beijing, Hong Kong (China), the United States, and the Netherlands, and **20+** offices worldwide, the Company ranks among the world's top manufacturers with an annual output of over ten billion gloves.

Product accessibility



Product portfolio

- | | | |
|--|--|--|
| <p>Health protection</p> <ul style="list-style-type: none"> • Medical examination gloves • Medical surgical gloves • Medical radiation protection gloves • Non-medical protective gloves • Polyisoprene gloves • Condoms • Finger cots | <p>Safe infusion</p> <ul style="list-style-type: none"> • Infusion sets • Syringes • Indwelling needles • Blood collection tubes • Nasal oxygen cannula • Sterilized connectors • Disposable nebulizers • ... | <p>Innovative incubation</p> <ul style="list-style-type: none"> • Infusion pumps • Syringe pumps • Nutrition pumps • Medical sensor consumables and lead wires • DS50 Series workstations • Digital temperature management solutions • Disposable medical temperature sensors • ... |
|--|--|--|

- Advancing new product development** ▶ We are driving the R&D and industrialization of multiple products, including food-grade nitrile gloves, ultra-thin nitrile gloves, and specialty nitrile gloves. A total of 10 new products have been investigated across infusion lines and production lines.
- Responding to volume-based procurement** ▶ We actively participate in more than 11 national and provincial-level procurement projects, with over 10 products selected and more than 120 additional medical institutions served.
- Innovating in channel models** ▶ We are building an integrated online-offline network with multiple tracks. SPD (Supply, Processing, Distribution) partner hospitals now exceed 40, and we are expanding into emerging markets such as private healthcare and veterinary medicine, establishing new collaborations with 15 private healthcare groups.
- Optimizing product portfolio** ▶ We have developed three product matrices: high-end innovative, core profit-driving, and basic essential products. For tertiary hospitals, we launched four high-value new products tailored to meet diverse market needs.
- Ensuring stable supply and logistics** ▶ Through refined supply chain management, we maintain reasonable procurement costs while leveraging modern logistics technologies, including IoT and big data analytics, to improve transportation efficiency and ensure on-time, safe delivery to customers.

Focusing on specific needs

Zhonghong Medical prioritizes the needs of key populations and diverse healthcare scenarios. Leveraging strong R&D capabilities, we address domestic technological gaps in relevant fields and continually launch safe, reliable, practical, efficient, and cost-effective medical devices.

Medispo protein non-detectable gloves
The gloves use the industry's advanced decomposition and detachment technology of protein to fully reduce allergens and lower risks for people allergic to latex.

Medispo polyisoprene gloves
The gloves are made of ultra-soft polyisoprene and contain no natural rubber latex, making them suitable for people with latex allergies.

Medispo KBD gloves
The gloves use the positive charge generation technology to protect healthcare professionals while reducing incision infections. They are suitable for high-risk surgeries susceptible to infection.

Medispo radiation protection gloves
With high radiation protection performance, the gloves are suitable for interventional and diagnostic radiology procedures, protecting healthcare professionals from radiation exposure.

Huadum high barrier condom
Featuring a threelayer protective structure, it effectively prevents the penetration and transmission of HIV.

Long-life, high-performance extended nuclear protection gloves
Built with highly efficient nano-scale nuclear radiation shielding materials reinforced by a high-strength rubber matrix, the gloves deliver outstanding anti-permeation and chemical resistance.

Long-life, high-performance neoprene glove box gloves
Made from premium imported neoprene latex, these gloves pose a minimal risk of allergic reactions and are suitable for harsh working environments involving heavy oils, strong acids, and strong bases.

Reducing healthcare costs

Zhonghong Medical, while ensuring product quality, continuously reduces costs through process improvements and lean management. This enables more primary-level healthcare institutions and price-sensitive users to access safe and reliable medical products at affordable prices. By leveraging large-scale orders, we drive supply chain integration and optimize production processes, effectively controlling overall operating costs. The average price of products selected for volume-based procurement has decreased by approximately 40%, significantly alleviating the purchasing burden on medical institutions and reducing economic pressure on patients. Considering overseas market conditions, per capita income, and local healthcare levels, we set differentiated and reasonable pricing aligned with regional development. We actively participate in local government tenders, gradually improving health awareness in emerging markets and developing countries through affordable product pricing.

Promoting health awareness

Zhonghong Medical, guided by its responsibility within the healthcare industry, actively participates in academic exchanges and professional forums, sharing practical achievements and engaging in in-depth discussions with industry experts and researchers. Based on our official website, social media, and other public communication platforms, we continuously disseminate health knowledge and promote the proper use of medical devices. We integrate health-focused public initiatives with professional services, conducting diversified health education and community outreach programs. In collaboration with authoritative academic institutions and medical associations, we provide specialized training for doctors in key clinical departments, helping improve public health literacy and the service capabilities of healthcare professionals.

In 2025

Posts per month on WeChat Official Account

15+

Posts per month on WeChat Channels

3+

Covering diverse health knowledge including the safe use of medical devices, general healthcare knowledge, physical health, nasal health, allergy tips and body protection.

Win-Win Collaboration

Zhonghong Medical adheres to an open, collaborative, and mutually beneficial development philosophy, actively building a multi-faceted industrial ecosystem. We deepen industry-academia-research cooperation to integrate scientific research outcomes with industrial practice. Through participation in domestic and international industry exhibitions, we strengthen exchanges with supply chain partners, customers, and industry institutions, expanding collaboration opportunities and sharing development benefits. The Company also contributes to the development of industry standards, using practical experience to support the improvement of standard systems, thereby promoting standardization and high-quality development in the healthcare sector.



- We organized or participated in nearly 50 domestic and international exhibitions, academic conferences, and brand events, reaching 3,000+ customers.
- We led the drafting of the industry standard, *Norm of Energy Consumption Per Unit Production of Latex Products*, which was submitted to the China Rubber Industry Association for public consultation.
- We participated in the formulation of voluntary national standards *Natural Rubber Latex Cleanroom Gloves*, *Nitrile Cleanroom Gloves*, *Single-use Rubber Gloves for General Applications* and the obligatory national standard, *Medical Gloves Safety Technology Requirements*.
- As a principal drafting organization, MedRena participated in developing the industry association group standard *Infusion Information Collection System*.

Industry association	Membership
China Rubber Industry Association	Chairman unit, Chairman member of Latex Branch
Chinese Chemical Society	Member
Hebei Emergency Industry Alliance	Vice chairman member
Safety and Health Protection Products Committee of China Textile Business Association	Member
Malaysian Rubber Glove Manufacturers Association (MARGMA)	Member



Integrating industry and education to foster sustainable innovation

To strengthen the talent foundation and empower long-term development, Zhonghong Medical actively builds university-enterprise cooperation platforms. We have established deep collaborative relationships with organizations such as Shenzhen Technology University and Shenzhen Polytechnic, exploring an innovative "industry-education-research" model. By integrating academic intellectual resources with real-world corporate practice, we facilitate seamless connections between theoretical research, technological R&D, and industrial application. This approach creates a talent pool precisely aligned with industry needs, continuously enhancing our capacity for technological problem-solving and innovation.



Zhonghong Kelun and Yichun University co-create an industry-education-research practice base

In October 2025, Zhonghong Kelun officially launched the Yichun University Teaching Practice Base, initiating comprehensive collaboration in talent development and technological innovation. Currently, four PhD students are based at Zhonghong Kelun, working on optimizing existing products, applying and developing new materials, and co-developing new products. This collaboration effectively links university research outcomes with real corporate needs, accelerating the industrial application of innovative technologies.

Social Welfare Engagement

Guided by the core principle of "Protecting Health, Giving Back to Society," Zhonghong Medical actively fulfills its corporate social responsibility and deeply integrates into local community development. Through volunteer services, cultural initiatives, and targeted support programs, we build bridges for positive interaction with the community, contributing to an inclusive, caring, and sustainable social ecosystem.



Guilin HBM: Volunteer service lights up the reading room

To promote the spirit of volunteerism and cultivate a positive corporate culture, Guilin HBM actively carries out volunteer activities to support the development of staff reading rooms. These initiatives enrich employees' cultural and intellectual life while fostering a sense of mutual assistance and social responsibility.



Sound Governance for Honest Operations

Sound corporate governance forms the foundation for sustainable growth and serves as the core support for navigating complex market landscapes and aligning stakeholder interests. Zhonghong Medical consistently upholds integrity, compliance and business ethics, continuously optimizing its governance system and organizational structure. The Company strengthens internal controls and risk management, enhances operational transparency and accountability and safeguards high-quality growth through standard and efficient governance practices.

Material topics

- Corporate governance
- Investor relations management
- Operational compliance
- Business ethics and anti-corruption
- Information security

Contributions to UN SDGs



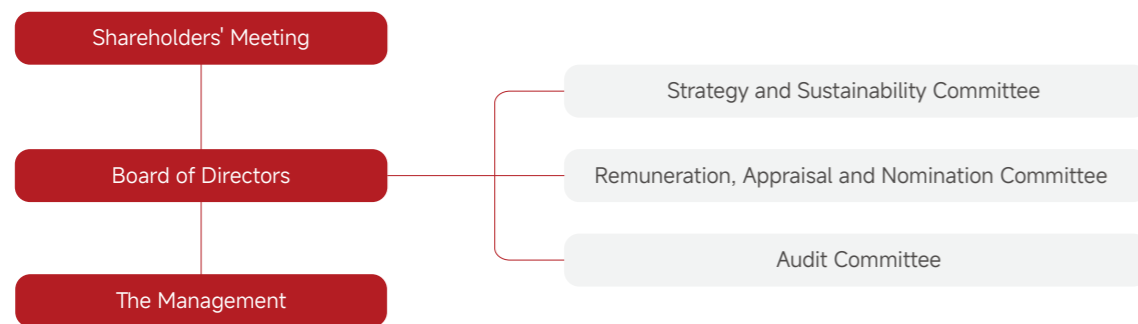
Governance Foundation

Zhonghong Medical strictly adheres to Chinese laws and regulations, including the *Company Law*, *Securities Law*, *Code of Corporate Governance for Listed Companies*, and the *Rules Governing the Listing of Shares on the ChiNext Market of Shenzhen Stock Exchange*. Accordingly, we work to build a transparent, responsible, and efficient modern governance mechanism to continuously enhance the effectiveness of corporate governance.

Corporate governance

In accordance with internal regulations such as the *Articles of Association*, the *Rules of Procedure for the Shareholders' Meeting* and the *Rules of Procedure for the Board of Directors*, Zhonghong Medical continues to refine supporting rules, including the *Rules of Procedure for Board Committees* and the *Management Measures for Controlling Subsidiaries*. In line with the newly revised *Company Law*, the Company prudently abolished the Board of Supervisors, with its supervisory functions fully assumed by the Audit Committee of the Board. The Company maintains a governance structure centered on the Shareholders' Meeting, the Board of Directors and management. The Shareholders' Meeting serves as the highest authority, the Board acts as the core governance body and regularly reports to the Shareholders' Meeting, while the management is responsible for day-to-day operations, with clearly defined responsibilities among all parties and coordinated operations. Specialized committees under the Board, including the Strategy and Sustainability Committee, the Audit Committee and the Remuneration, Appraisal and Nomination Committee, coordinate key internal functions such as strategic decision-making, audit oversight and sustainability management. In 2025, the Board reviewed and approved matters including overseas greenfield and M&A projects, related-party transactions, senior executive remuneration plans and the abolition of the Board of Supervisors, contributing to a stronger internal governance system.

The Board comprises nine members, including three independent directors and one female director. Director selection takes into account diverse factors such as age, gender, educational background and profession. Board members possess extensive experience in areas including industry operations, financial auditing, laws and regulations, and corporate management. They possess the professional knowledge and comprehensive capabilities required to fulfill their duties. The Company has revised the *Rules for the Special Meeting of Independent Directors*, regularly assesses and reports on Board independence and further improves support mechanisms to ensure that independent directors effectively perform their duties. All directors attend relevant meetings in accordance with regulatory requirements and regularly participate in training on laws, regulations, and compliance. They exercise their powers prudently and perform their duties in a standardized manner. The composition and qualifications of the Board fully comply with applicable laws, regulations and the *Articles of Association*.



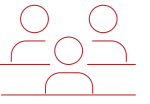
Zhonghong Medical governance structure

Extended reading

For more governance and financial information, please refer to: *Zhonghong Medical Annual Report 2025* or our official website (<https://www.zhonghongmedical.com/list-49-1.html>).

In 2025

Average tenure of Board members	Standard deviation of the ages of directors and senior management
4.14 years	8.33 years



Board meetings convened	Director attendance rate
10	100%

Strategy and Sustainability Committee meetings convened	Remuneration, Appraisal and Nomination Committee meetings convened	Audit Committee meetings convened
3	5	12

All meetings were in compliance with the *Rules Governing the Listing of Shares on the ChiNext Market of Shenzhen Stock Exchange* and the rules of procedure within their scope of authority.

IR management

Zhonghong Medical continues to strengthen information disclosure and investor relations (IR) management by revising policies such as the *Information Disclosure Management System* and the *Investor Relations Management System*. The Company standardizes the disclosure of financial and non-financial information, including strategic initiatives, material matters, operational developments and financial performance, to enhance our transparency. Through brokerage strategy meetings, roadshows and earnings briefings, the Company deeply engages in the communication with institutional investors. We also regularly answer investor hotline calls and respond to inquiries on platforms, maintaining efficient communication with both individual and institutional investors, safeguarding the rights to information and returns of all shareholders, particularly minority shareholders.

In 2025

Reports, announcements and other documents issued on Shenzhen Stock Exchange

193



Operational Compliance

Zhonghong Medical steadfastly upholds law-based governance and a prudent operational strategy, embedding legal compliance and risk prevention throughout its operations. In response to evolving regulatory and environmental landscapes, we continuously refine our compliance systems and working mechanisms. By strengthening risk management and internal controls, we strive to drive high-quality corporate development.

Compliance, internal control and risk management

Zhonghong Medical consistently regards compliant operations as a fundamental principle. Through a coordinated model of "institutional support, audit oversight, and cultural empowerment," we have built a fullprocess compliance loop, covering prevention, control, and post-event optimization, to strengthen risk management and internal controls. This integrated approach establishes a solid compliance foundation that supports highquality development.



Compliance management system

- Revised the *Guidelines on Compliance Risk Management*, clarified the division of responsibilities and work procedures of all levels in compliance management, established a normalized and institutionalized compliance operation mechanism, and improved management efficiency.
- Emphasized the operation of the Compliance Committee, promoted the appointment of Chief Compliance Officers, and gave play to the role of compliance administrators in all departments and affiliated enterprises.
- Integrated compliance review as a mandatory procedure into the operation and management process, regularly evaluated compliance management work, and promoted the continuous improvement and effective operation of the compliance management system.
- Organized 4 special training sessions on law and compliance, and carried out various publicity and implementation activities to enhance the legal and compliance awareness of all employees.



Internal control system

- Improved and perfected the internal control system, issued the *Internal Control Manual (2025 Edition)* and 2 volumes of *Internal Control Manual (Sub-volume)* for merged and acquired enterprises, ensuring that the manual content matches business reality and regulatory requirements.
- Optimized core business processes, streamlined approval links, clarified the responsibility boundaries and operation standards of each post, strengthened process time limit management, and improved execution efficiency.
- Gave play to the supervision role of internal audit, completed 8 internal audit projects throughout the year, accepted 5 external audits and inspections, included rectification items in the performance of persons in charge, and achieved a 100% completion rate of rectification items within a time limit.
- Solidified internal control supervision and evaluation, organized internal control self-evaluation of the headquarters and 23 affiliated enterprises, and achieved full coverage of the self-evaluation scope.



Risk management system

- Launched the optimization of the risk management system, improved the basic risk management framework with clear rights and responsibilities, smooth processes, comprehensive coverage and unified standards, and significantly improved the speed and accuracy of risk identification, assessment and response.
- Strengthened the response to major risks, formulated more accurate, effective and company-preference-compliant major risk response strategies, and enhanced the proactive management capability and decision-making level for major risks.
- Updated risk monitoring indicators and early warning rules, formulated the *Risk Monitoring Indicator Library*, and quantitatively judged standards by checking the early warning rules and critical values of each indicator to ensure that the early warning threshold range is closed and covers all scenarios.
- Carried out in-depth risk assessment, monitoring and comprehensive risk analysis, held regular meetings of the risk management working group, dynamically evaluated risk impacts, and promoted the practical improvement of risk prevention and resolution capabilities.

IPR protection

Zhonghong Medical regards intellectual property rights (IPRs) as the key to technological innovation and core competitiveness. The Company strictly complies with Chinese laws and regulations, including the *Patent Law* and *Trademark Law*, and has established a comprehensive end-to-end IPR management system. IPR management is integrated into all stages of R&D, production and operations, with mechanisms in place for patent identification, application and protection. The Company strengthens IPR risk prevention, standardizes trademark usage and trade secret protection and regularly conducts IPR training covering all roles in R&D, production and marketing, reinforcing company-wide IPR compliance and awareness. During the reporting period, the Company encountered no major IPR infringement or conflict cases.

In 2025

Invention patents

4

Utility model patents

5

Design patents applied

1

Academic papers published

3

2025 Jointly formulated standards

- *Safety Technical Requirements for Medical Gloves (GB 24788-2025)*
- *Nitrile Cleanroom Gloves (GB/T 46165-2025)*
- *Natural Rubber Latex Cleanroom Gloves (GB/T 46166-2025)*
- *Single-use Rubber Gloves for General Applications (GB/T 46059-2025)*
- *Norm of Energy Consumption per Unit Production of Latex Products (T/CRIA)*

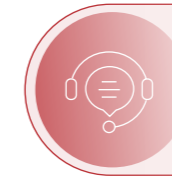
Business Ethics

Zhonghong Medical upholds business ethics and operates with integrity and compliance. The Company strictly prevents corruption and commercial bribery, firmly opposes unfair competition, and strengthens information security. Built on end-to-end risk prevention and control mechanisms and standardized operations, we safeguard market order and protect the legitimate rights and interests of the Company and our stakeholders.

Anti-corruption

Zhonghong Medical strictly complies with laws and regulations on anti-corruption and anti-bribery. In accordance with policies such as the *Employee Code of Professional Ethics* and the *Integrity Risk Prevention Manual*, the Company communicates its zero-tolerance stance on corruption to employees and business partners. Internally, all employees are required to sign integrity commitments. Through internal communications, integrity reminders, and warning education, the Company continuously reinforces anticorruption awareness. Externally, all procurement personnel sign the *Integrity Commitment Letter*, and business partners sign the *Integrity Agreement*. These measures strengthen integrity risk control in key areas such as procurement and sales, and prevent misconduct including corruption, embezzlement, and bribery.

The Company has established public reporting email and hotline channels—including email, letters, and in-person reporting—to enable customers, employees, and suppliers to report misconduct. We commit to strictly protecting the confidentiality of whistleblowers and reported information. All reports are investigated in accordance with established procedures, with zero tolerance for shielding any individual or misconduct. Any unauthorized disclosure of information or retaliation against whistleblowers will be addressed in accordance with applicable laws and regulations.



Reporting email: tsjb@zhonghongpulin.cn
Reporting hotline: 0315-4169049



Warning education

Anti-unfair competition

The Company upholds compliant operations and explicitly prohibits unfair competition practices such as false advertising, abuse of power, commercial bribery and infringement of trade secrets. We have established a full-process mechanism covering risk identification, violation handling and accountability. In market competition, we respect competitors and refrain from disseminating false information that could damage their reputation through social media, news outlets or other channels, thereby safeguarding a fair business environment and the legitimate rights of market players. In 2025, the Company had no litigation cases or administrative penalties arising from unfair competition.

Fair competition



We improved the compliance review mechanism for marketing activities. All marketing plans, promotional materials and bidding documents were reviewed and approved by the Legal Department prior to release or submission to ensure compliance.

Regular risk inspection



We regularly conducted risk inspections related to unfair competition, focusing on key areas such as sales, bidding and promotion. We maintained risk inspection records and promptly implemented corrective measures, forming a closed-loop management process across inspection, rectification and review.

Business secret protection



We clearly defined the scope of trade secrets, signed confidentiality agreements with key employees, strengthened security of office environments and information systems and standardized handover procedures for departing employees to prevent the leakage of trade secrets.

Compliance awareness



We regularly conducted training on anti-unfair competition, using case studies and compliance interpretations to educate employees on relevant laws and regulations, enhancing compliance awareness across the workforce.

Information security

Zhonghong Medical is certified to ISO 27001 Information security management systems. We continuously optimize our system through training and communication, implementation, audit-based supervision and continuous improvement. Our annual information security training and cybersecurity emergency drills cover all employees, enhancing their awareness and incident response capabilities. We have also established the Security Operations Center (SOC), with such security equipment in place as firewalls, intrusion detection systems and vulnerability scanning tools. Through routine inspections, regular vulnerability scanning and remediation, and biannual special audits, we endeavor to build a robust information security protection system. In 2025, no information security accidents occurred.

The Company respects and protects the privacy of its stakeholders. The data collection, retention, processing and sharing are conducted with the informed consent of relevant parties, and all data sources are legally compliant. Measures such as data encryption, off-site backup and access control are implemented to secure safety management throughout data lifecycle.

Internal audit

- We conducted a special information security audit covering all critical information systems and timely rectified 8 identified issues.

Awareness training

- We organized 4 company-wide information security training sessions on topics such as basic cybersecurity knowledge, phishing email recognition, malware prevention and data protection practices.
- We held the "Cybersecurity Week" campaign in forms of posters, case sharing and knowledge competitions to raise employees' cybersecurity awareness.

Emergency drill

- We conducted a data breach emergency drill where we simulated the data leakage emergency of core customers, and optimized our emergency response plans based on issues identified during the exercise.

Key Performance Table

Economic			
Indicator	Unit	2024	2025
Revenue	RMB million	2,456.6507	2,373.2068
Total assets	RMB million	7,230.3608	7,437.7981
Owner's equity	RMB million	5,620.6856	5,421.6962
Total profit	RMB million	-66.9034	-124.1092
Net profit	RMB million	-85.8304	-116.4773
Net profit attributable to shareholders of the parent company	RMB million	-87.1289	-112.3832

Environmental			
Indicator	Unit	2024	2025
Total environmental investment	RMB 10,000	1,008.82	2,257.33
Total GHG emissions	tCO ₂ e	818,075.31	851,780.57
Scope 1 GHG emissions	tCO ₂ e	9,453.28	3,206.49
Scope 2 GHG emissions	tCO ₂ e	808,622.03	848,574.08
GHG emission intensity	tCO ₂ e/RMB 10,000	3.3300	3.5892
Total wastewater discharged	m ³	2,553,541.44	2,792,250.90
Total industrial wastewater	m ³	2,330,200.54	2,519,299.21
Total domestic wastewater	m ³	223,340.90	272,951.69
Total waste	ton	3,041.05	2,965.35
Total hazardous waste	ton	1,276.65	764.43
Intensity of hazardous waste	ton/RMB 10,000	0.0052	0.0032
Total non-hazardous waste	ton	1,764.40	2,200.92
Intensity of non-hazardous waste	ton/RMB 10,000	0.0072	0.0093
Coal consumption	ton	1,619.48	0.00
Gasoline consumption	L	6,578.66	23,514.98
Diesel consumption	L	59,997.43	61,129.77
Natural gas consumption	m ³	346,615.00	110,630.45
Consumption of coke oven gas	m ³	6,026,192.00	3,203,744.00
Purchased electricity	MWh	363,324.69	398,951.91
Steam consumption	ton	2,019,403.85	2,138,596.71
Direct energy consumption	tce	5,401.93	2,217.06

Environmental

Indicator	Unit	2024	2025
Indirect energy consumption	tce	242,501.18	255,436.15
Total energy consumption	tce	247,903.11	257,653.20
Energy intensity	tce/RMB 10,000	1.0091	1.0857
Clean energy usage	MWh	3,751.00	1,197.22
Packaging materials used	ton	18,533.02	13,643.71
Total water consumption	ton	2,541,786.74	2,941,536.94
Domestic water consumption	ton	304,806.94	295,803.64
Industrial water consumption	ton	2,236,979.80	2,645,733.30
Water resource utilization intensity	ton/RMB 10,000	10.3466	12.3948

Social

Indicator	Unit	2024	2025
Total employees	headcount	4,228	3,884
Male	headcount	1,443	1,378
Female	headcount	2,785	2,506
< 30 years old	headcount	444	389
30-50 years old	headcount	3,473	3,129
> 50 years old	headcount	311	366
Number of dispatched employees	headcount	39	32
Employees from ethnic minorities	headcount	173	208
Number of employees with disabilities	headcount	-	44
Total employee turnover rate	%	-	29.05
Investment in work-related injury insurance for employees	RMB million	1,9895	2,1929
Coverage rate of work-related injury insurance	%	97.28	93.77
Work-related fatalities	headcount	0	0
Work-related fatality rate	%	0	0
Employee training expenditure	RMB	224,800	229,800
Employee training sessions	time	403	432
Total employees trained	headcount	2,826	2,321
Employee training coverage rate	%	66.84	59.76
Average hours of training per year per employee	hour	4.68	7.55
Percentage of employees receiving regular performance and career development reviews	%	-	41.92

Social

Indicator	Unit	2024	2025
Participants in volunteer activities	headcount	-	13
Hours of volunteer activities	hour	-	26
Total tax payment	RMB million	46.7684	54.0523
Total number of suppliers	-	958	934
Percentage of products withdrawn and recalled due to health and safety reasons	%	0	0
Customer complaints	time	-	306
Customer complaint resolution rate	%	100	100
R&D investment	RMB million	98.3142	113.1865
Proportion of total R&D investment to main business revenue	%	4.00	4.77
R&D personnel	headcount	516	625
Proportion of R&D personnel	%	12.20	16.09
Total invention patents	-	63	64
Number of invention patent applications	-	10	4
Number of authorized invention patents	-	12	14
Number of valid patents	-	225	240

Governance

Indicator	Unit	2024	2025
Total directors	headcount	9	9
Total female directors	headcount	2	1
Total independent directors	headcount	3	3
Stock pledge ratio	%	0	0
Shareholders' Meetings held	time	4	5
Announcements and reports, etc. released on the exchanges	-	155	193
Amounts involved in data security incidents	RMB million	0	0
Number of major litigation, arbitration and other risk events involved	-	0	0
Number of violations and total fines paid	RMB	0	0
Directors trained in anti-commercial bribery and anti-corruption	headcount	9	9
Percentage of directors trained in anti-commercial bribery and anti-corruption	%	100	100
Management personnel trained in anti-commercial bribery and anti-corruption	headcount	30	32
Percentage of management personnel trained in anti-commercial bribery and anti-corruption	%	100	100
Employees trained in anti-commercial bribery and anti-corruption	headcount	4,228	3,884
Percentage of employees trained in anti-commercial bribery and anti-corruption	%	100	100

Indicator Indexes

GRI Content Index

Statement of use	Zhonghong Medical has prepared this report in accordance with the <i>GRI Standards</i> for the period from January 1, 2025 to December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosures	Page/remark
GRI 2: General disclosures 2021	2-1 Organizational details	6
	2-2 Entities included in the organization's sustainability reporting	1
	2-3 Reporting period, frequency and contact point	1
	2-4 Restatements of information	No restatements of information during the reporting period
	2-5 External assurance	Incomplete (data to be collected)
	2-6 Activities, value chain and other business relationships	6-8、34-39
	2-7 Employees	42-43
	2-8 Workers who are not employees	42-43
	2-9 Governance structure and composition	58
	2-10 Nomination and selection of the highest governance body	58
	2-11 Chair of the highest governance body	58
	2-12 Role of the highest governance body in overseeing the management of impacts	58
	2-13 Delegation of responsibility for managing impacts	58
	2-14 Role of the highest governance body in sustainability reporting	10
	2-15 Conflicts of interest	For details, see the <i>2025 Annual Report</i>
	2-16 Communication of critical concerns	58
	2-17 Collective knowledge of the highest governance body	58
	2-18 Evaluation of the performance of the highest governance body	58
	2-19 Remuneration policies	58
	2-20 Process to determine remuneration	58
	2-21 Annual total compensation ratio	Confidentiality restrictions (trade secrets)
	2-22 Statement on sustainable development strategy	4
	2-23 Policy commitments	15、20、28、32、47

GRI Standard	Disclosures	Page/remark
GRI 2: General disclosures 2021	2-24 Embedding policy commitments	59
	2-25 Processes to remediate negative impacts	34-39、44
	2-26 Mechanisms for seeking advice and raising concerns	44
	2-27 Compliance with laws and regulations	59-62
	2-28 Membership associations	55
	2-29 Approach to stakeholder engagement	12-13
GRI 3: Material Topics 2021	2-30 Collective bargaining agreements	44
	3-1 Process to determine material topics	11-12
	3-2 List of material topics	12
Economic		
GRI 204 Procurement Practices 2016	3-3 Management of material topics	34-36
	204-1 Proportion of spending on local suppliers	36
GRI 205 Anti-corruption 2016	3-3 Management of material topics	61
	205-1 Operations assessed for risks related to corruption	61
	205-2 Communication and training about anti-corruption policies and procedures	61
	205-3 Confirmed incidents of corruption and actions taken	61
GRI 206 Anti-competitive Behavior 2016	3-3 Management of material topics	61-62
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	61
Environmental		
GRI 301 Materials 2016	3-3 Management of material topics	23
	301-1 Materials used by weight or volume	23
	301-2 Recycled input materials used	Incomplete (data to be collected)
	301-3 Reclaimed products and their packaging materials	23
GRI 302 Energy 2016	3-3 Management of material topics	22
	302-1 Energy consumption within the organization	63-64
	302-2 Energy consumption outside of the organization	Incomplete (data to be collected)
	302-3 Energy intensity	64
	302-4 Reduction of energy consumption	22
	302-5 Reductions in energy requirements of products and services	20、22
GRI 303: Water and Effluents 2018	3-3 Management of material topics	23-24
	303-1 Interactions with water as a shared resource	23-24
	303-2 Management of water discharge-related impacts	23-24

GRI Standard	Disclosures	Page/remark
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	23
	303-4 Water discharge	24、63
	303-5 Water consumption	23、64
GRI 305: Emissions 2016	3-3 Management of material topics	22
	305-1 Direct (Scope 1) GHG emissions	23、63
	305-2 Energy indirect (Scope 2) GHG emissions	23、63
	305-3 Other indirect (Scope 3) GHG emissions	Incomplete (data to be collected)
	305-4 GHG emissions intensity	23、63
	305-5 Reduction of GHG emissions	Incomplete (data to be collected)
	305-6 Emissions of ozone-depleting substances (ODS)	N/A (No ODS emissions)
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	For details, see the <i>2025 Annual Report</i>
GRI 306: Waste 2020	3-3 Management of material topics	24
	306-1 Waste generation and significant waste-related impacts	24
	306-2 Management of significant waste-related impacts	24
	306-3 Waste generated	24、63
	306-4 Waste diverted from disposal	24、63
	306-5 Waste directed to disposal	24、63
GRI 308: Supplier Environmental Assessment 2016	3-3 Management of material topics	35
	308-1 New suppliers that were screened using environmental criteria	35
	308-2 Negative environmental impacts in the supply chain and actions taken	35-36
Social		
GRI 401: Employment 2016	3-3 Management of material topics	42
	401-1 New employee hires and employee turnover	42
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	44
	401-3 Parental leave	44
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	46-48
	403-1 Occupational health and safety management system	46-47
	403-2 Hazard identification, risk assessment, and incident investigation	48
	403-3 Occupational health services	48-49
	403-4 Worker participation, consultation, and communication on occupational health and safety	48
	403-5 Worker training on occupational health and safety	48-49
	403-6 Promotion of worker health	48-49

GRI Standard	Disclosures	Page/remark
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	47-48
	403-8 Workers covered by an occupational health and safety management system	46-47
	403-9 Work-related injuries	49
	403-10 Work-related ill health	48
	3-3 Management of material topics	45
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	65
	404-2 Programs for upgrading employee skills and transition assistance programs	45
	404-3 Percentage of employees receiving regular performance and career development reviews	65
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topics	42-43
	405-1 Diversity of governance bodies and employees	42-43
	405-2 Ratio of basic salary and remuneration of women to men	Confidentiality restrictions (trade secrets)
GRI 406: Non-discrimination 2016	3-3 Management of material topics	43
	406-1 Incidents of discrimination and corrective actions taken	None
GRI 408: Child Labor 2016	3-3 Management of material topics	42
	408-1 Operations and suppliers at significant risk for incidents of child labor	None
GRI 409: Forced or Compulsory Labor 2016	3-3 Management of material topics	43
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	None
	3-3 Management of material topics	55
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	55
	413-2 Operations with significant actual and potential negative impacts on local communities	55
GRI 414: Supplier Social Assessment 2016	3-3 Management of material topics	35
	414-1 New suppliers that were screened using social criteria	35
	414-2 Negative social impacts in the supply chain and actions taken	35-36
	3-3 Management of material topics	37
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	37
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	None
	3-3 Management of material topics	39
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	39
	417-2 Incidents of non-compliance concerning product and service information and labeling	None
	417-3 Incidents of non-compliance concerning marketing communications	None
GRI 418: Customer Privacy 2016	3-3 Management of material topics	38
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	None

Content Index of the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)*

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	2	Pollutant discharge	Article 30	24
	3	Waste disposal	Article 31	24
	4	Ecosystem and biodiversity protection	Article 32	N/A
	5	Environmental compliance management	Article 33	20-21
	6	Energy utilization	Article 35	22
	7	Water resources utilization	Article 36	23
	8	Circular economy	Article 37	23、25
Social	9	Rural revitalization	Article 39	N/A
	10	Social contributions	Article 40	52-55
	11	Innovation	Article 42	28-30
	12	Ethics of science and technology	Article 43	N/A
	13	Supply chain security	Article 45	34-36
	14	Equal treatment of SMEs	Article 46	58
	15	Product and service safety and quality	Article 47	31-33、37-39
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	17	Employees	Article 50	42-49
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	20	Anti-commercial bribery and anti-corruption	Article 55	61
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