

2025
Environmental,
Social and Governance (ESG)
Report



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About This Report

This report is the first Environmental, Social and Governance (ESG) Report released by Shenzhen Salubris Pharmaceuticals Co., Ltd. ("Salubris," "the Company," or "We"). Adhering to the principles of objectivity, standardization, transparency, and comprehensiveness, this report details Salubris' practices and performance in the fields of ESG and sustainable development.

| Reporting Scope

Organizational Scope: Unless otherwise specified, the organizational scope of disclosure in this report includes Shenzhen Salubris Pharmaceuticals Co., Ltd. and its subsidiaries within the scope of financial statement consolidation.

Reporting Period: Unless otherwise specified, this report covers the period from January 1, 2025, to December 31, 2025.

| Basis of Preparation

This report is prepared in accordance with *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 Shenzhen Stock Exchange—Preparation of Sustainability Report (2026 Revised Version)*. It is also prepared with reference to the Environmental, Social and Governance Reporting Code ("ESG Code") as set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited and the *Global Reporting Initiative (GRI) Standards*, to ensure readiness for future compliance with relevant HKEX requirements.

| Reporting Principles

Materiality: We attach great importance to the impact of environmental, social, and governance matters on various stakeholders. This year, Salubris conducted a materiality assessment and responded to and disclosed material ESG issues in this report.

Quantitative: This report discloses quantitative data in environmental, social and governance categories to demonstrate our performance in key ESG indicators.

Balance: This report objectively discloses positive and negative information, avoiding selections, omissions, or presentation formats that might inappropriately affect the decision-making or judgment of readers.

Consistency: Unless otherwise specified, the data disclosed in this report are for 2025. We will adopt consistent statistical methods to compile the report based on actual management conditions. Unless otherwise specified, the data disclosed in this report are statistically compiled according to the unified information collection process and mechanism established by our company to ensure comparability.

| Data Sources

The information and data cited in this report originates from official company documents, statistical reports, and relevant public sources. Unless otherwise specified, the currency unit used in the report is Renminbi Yuan(RMB).

| Report Access

This report is compiled in both Chinese and English. If there are discrepancies between the two versions, the Chinese version shall prevail. Readers can browse or download this report online via the following URLs:

Salubris Official Website: <https://www.salubris.com/>

Shenzhen Stock Exchange Website: <https://www.szse.cn>

If you have any questions or suggestions regarding the content of this report, please feel free to contact us by phone or letter.

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Chairman's Message

2025 was a pivotal year for Salubris as we accelerated our transformation through innovation and embarked on a new journey. We faced the challenges of global pharmaceutical industry changes and the era's sustainability proposition. We consistently adhered to the mission of "improving patients' lives through exceptional medicines," integrating ESG concepts into corporate strategy and operations. This year, with compliance as the foundation, innovation as the engine, and responsibility as the bond, we made solid progress towards building a high-quality sustainable development ecosystem.

Strengthening Foundation to Enable Sustainable Growth.

We strictly followed laws and regulations, continuously optimized our corporate governance structure, and built a diversified board of directors. We constructed a comprehensive risk management system, embedding risk management at the early stages of business activities to ensure the Company moves forward steadily in a complex and changing market environment. At the same time, we upheld the bottom line of business ethics, deepened anti-corruption and anti-unfair competition mechanisms, achieved zero corruption incidents throughout the year, and encouraged supply chain partners to sign integrity agreements, jointly creating a fair, ethical and healthy business environment.

Crafting Medicines with Care to Safeguard Life and Health.

We regard quality as fundamental to business, and have established a quality management system throughout the entire lifecycle of drugs. From raw material procurement to finished product delivery, every stage is subject to rigorous quality controls. In the field of technological innovation, we continued to advance product innovation in 2025. XinChaoTuo and FuLiAn were successfully launched, and EnNaLuo received approval for dialysis indications, further strengthening the core product portfolio. We focused on the Cardiovascular-Kidney-Metabolic (CKM) chronic disease treatment field, with cumulative R&D investment reaching RMB 4.9 billion during the last five years. In 2025, we filed 241 new patent applications. Our AI-enabled R&D systems also began to demonstrate tangible results. We strictly adhere to research ethics, strengthen our intellectual property portfolio, and promote responsible technology transfer, enabling innovative solutions to reach patients worldwide more efficiently.

Cultivating Talent to Inspire Vitality.

We are "people-oriented," and build a safe, equal, and diverse workplace environment. We provide clear career development pathways, implement a diversified incentive system, and closely bind individual performance with the Company's long-term goals. In terms of occupational health

and safety, we persist in the goal of "zero casualties, zero occupational diseases." By leveraging digital management tools and conducting regular emergency drills, we continue to enhance our risk prevention and control and emergency response capabilities. During the reporting period, there were no major casualty incidents and zero work-related fatalities, providing a strong safeguard for employee health and safety, building a safe and healthy working environment for employees.

Greening the Future to Advance Ecological Responsibility.

We incorporated responding to climate change into our strategy, setting clear carbon reduction targets, actively responding to the "Dual Carbon" goals and green development concepts. Through energy structure optimization, water resource recycling, and refined waste management, we significantly improved resource utilization efficiency, demonstrating the Company's commitment to green and low-carbon development as a pharmaceutical manufacturer. We actively practice the concept of circular economy, promoting packaging reduction and material innovation, committed to building a beautiful future where humans and nature coexist in harmony.

Serving Society to Advance Public Well-being.

We are dedicated to improving access to healthcare, expanding access to high-quality medicines for more patients through fair pricing strategies and broader access to medicines at the grassroots level. In the field of public welfare and charity, the total donation amount reached RMB 27.1 million, focusing on medical assistance, rural revitalization, and education support. We provided emergency assistance to communities affected by the earthquake in Myanmar by donating anti-infective medicines. We empower rural youth to contribute to a more sustainable future. Salubris always fulfills social responsibilities with practical actions, promoting health and hope.

Looking ahead, Salubris will continue to deepen its focus on the CKM chronic disease treatment, with a particular emphasis on cardiovascular and cerebrovascular diseases. We are committed to solidifying our position as an industry leader and leveraging ESG as a key driver of high-quality development. With more determined strategic discipline, more solid innovation actions, and deeper sense of responsibility, we will join hands with all employees, partners, and society to jointly create a green, healthy, and beautiful sustainable future, contributing Salubris strength to the cause of human health.

Board of Directors' ESG Statement

The Board fully recognizes the strategic value of ESG and fully understands the impact of various ESG issues on the Company's sustainable development and long-term value creation, and is committed to fully integrating sustainable development goals into corporate strategy and daily operations. The Company is gradually incorporating ESG concepts and standards into corporate governance and operational management systems in accordance with relevant regulatory requirements and ESG guidelines.

The Company has gradually established a three-level ESG governance structure consisting of the Governance, Management, and Execution Levels, providing a robust organizational framework for ESG management. The Board is the highest decision-making body and Governance Level for ESG matters, with key responsibilities including formulating ESG strategies and goals, reviewing and confirming the assessment results of major risks and opportunities, supervising the management of material ESG-related risks and opportunities and the progress toward ESG targets on an annual basis, and deliberating the Company's ESG policies and ESG reports. Meanwhile, the Board pays close attention to stakeholder expectations, values the scientific rigor and rationality of the materiality assessment process, and optimizes ESG strategic goals and management measures based on the assessment results of material issues to effectively address and fulfill stakeholder expectations.

This report was reviewed and approved by the Board before release, detailing our ESG governance, materiality identification processes, implementation of management practices, and key performance indicators.



About Salubris

Company Overview

Founded in 1998, Salubris listed on the Shenzhen Stock Exchange in 2009 (Stock Code: 002294). Rooted in China and serving global markets, we are an innovative, globally oriented pharmaceutical company integrating research and development (R&D), manufacturing, and commercialization.

We remain committed to our mission of "Improving patients' lives through exceptional medicines." With a focus on CKM chronic diseases, particularly cardiovascular and cerebrovascular conditions, we are dedicated to safeguarding life and health. We have established 5 innovative drug R&D centers and 3 medical device R&D bases worldwide, and built innovation platforms covering small molecules, biologics and antibodies, peptides and cyclic peptides, siRNA and other small nucleic acid therapeutics, in vivo gene editing, AI-driven drug discovery (AIDD), and medical devices. Through continuous innovation and breakthroughs, we strive to address unmet clinical needs.

Putting patients first and taking innovative pharmaceuticals and medical devices as our strategic focus, Salubris has developed a globally competitive R&D pipeline of more than 100 products in the CKM chronic disease area. 6 innovative drugs have been launched, including XinLiTan, XinChaoTuo, FuLiTan, and FuLiAn for

hypertension; EnNaLuo for renal anemia; and XinLiTing for type 2 diabetes. All have been included in China's National Reimbursement Drug List (NRDL). We have successively undertaken or participated in more than 70² major national science and technology programs, as well as major national, provincial, and municipal science and technology projects, and have been awarded the China Patent Gold Award 3 times³.

Corporate Philosophy



Mission

Improving patients' lives through exceptional medicines



Vision

Becoming China's most influential innovative pharmaceutical company with a global presence



Values

Goodness begins with integrity
Putting patients first
Building a culture of striving

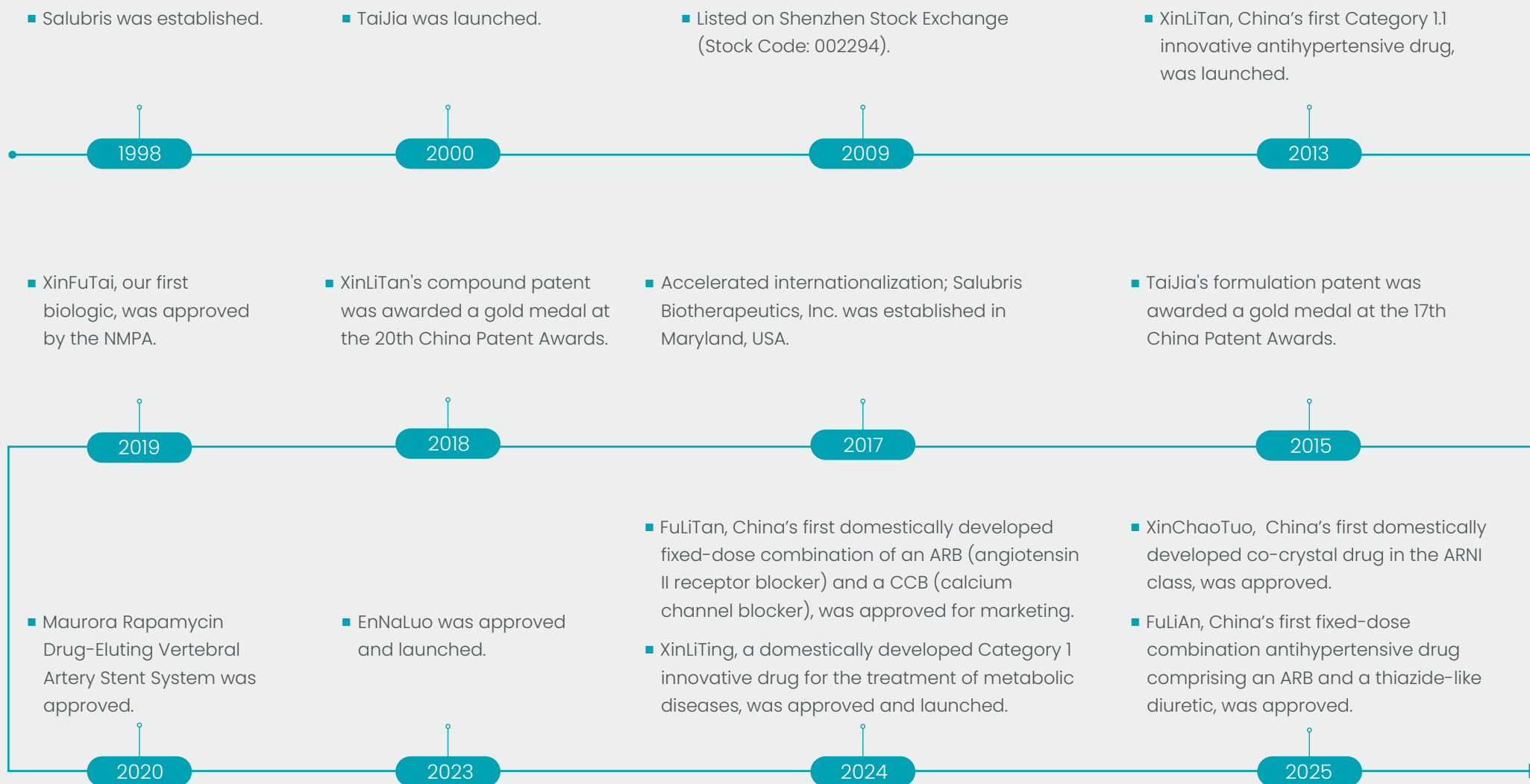
1 According to PharmaCube data as of January 2026, Salubris Pharmaceuticals ranks second among domestic Chinese pharmaceutical companies in terms of the number of marketed products with patents still in force and innovative drug candidates in development in the CKM therapeutic area.

2 Data source: Internal statistics of the Company.

3 Award years: 2015, 2018 and 2019. Awarding authority: China National Intellectual Property Administration (CNIPA).



Major Milestones



2025 ESG Highlights

Strengthening Foundation, Advancing Steadily

- Held **9** Board meetings with a director attendance rate of **100%**
- **0** corruption incidents occurred, nor were any financial losses caused by such violations
- Completed **2** information security audits; OA system completed the registration and evaluation for Level 2 of the Multi-Level Protection Scheme (MLPS)

Crafting Medicines with Care, Safeguarding Health

- Commercialized Product Release Pass Rate was **100%**, Market Sampling Inspection Pass Rate was **100%**
- Total number of product recalls for quality reasons was **0**
- In the hypertension field, successfully launched **4** new drugs
- R&D investment amounted to RMB **1.266** billion, accounting for **29.10%** of annual revenue
- Filed **241** patent applications, obtained **63** patent grants, maintained a cumulative total of **392** valid patent grants
- Customer complaint processing rate was **100%**

Cultivating Talent, Harnessing Collective Wisdom

- Annual training coverage rate reached **100%**, with average training hours per employee at **59** hours
- **0** major incidents of employee and contractor casualties or occupational diseases occurred

Greening the Future, Fostering Ecological Harmony

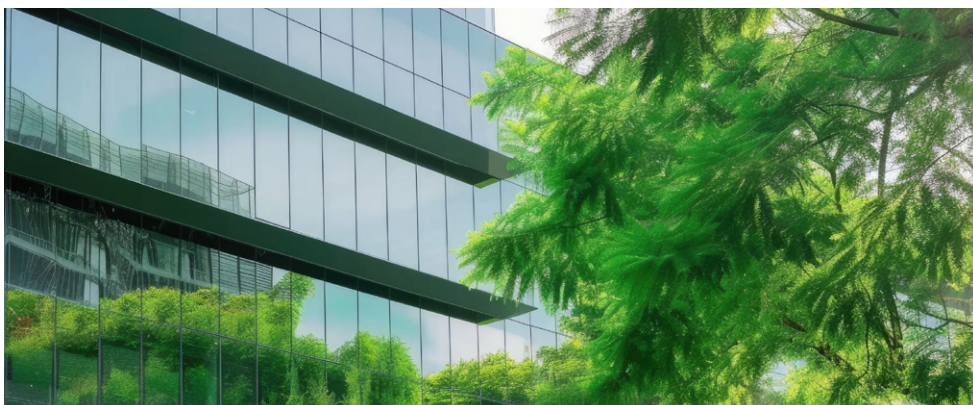
- Passed ISO 14001 Environmental Management System certification
- Photovoltaic projects cumulatively generated **3.39** million kWh of clean electricity, reducing carbon dioxide emissions by approximately **1,820** tonnes
- **0** major accidents violating environmental laws and regulations and major environmental pollution accidents

Serving Society, Enriching Lives

- A total of **32** marketed drugs were included in the NRDL
- Total charitable donations reached RMB **27.1** million, including cumulative public welfare drugs valued at approximately RMB **7.18** million; approximately **200** employees and volunteers participated in volunteer services, contributing a total of **1,965** service hours

ESG Governance

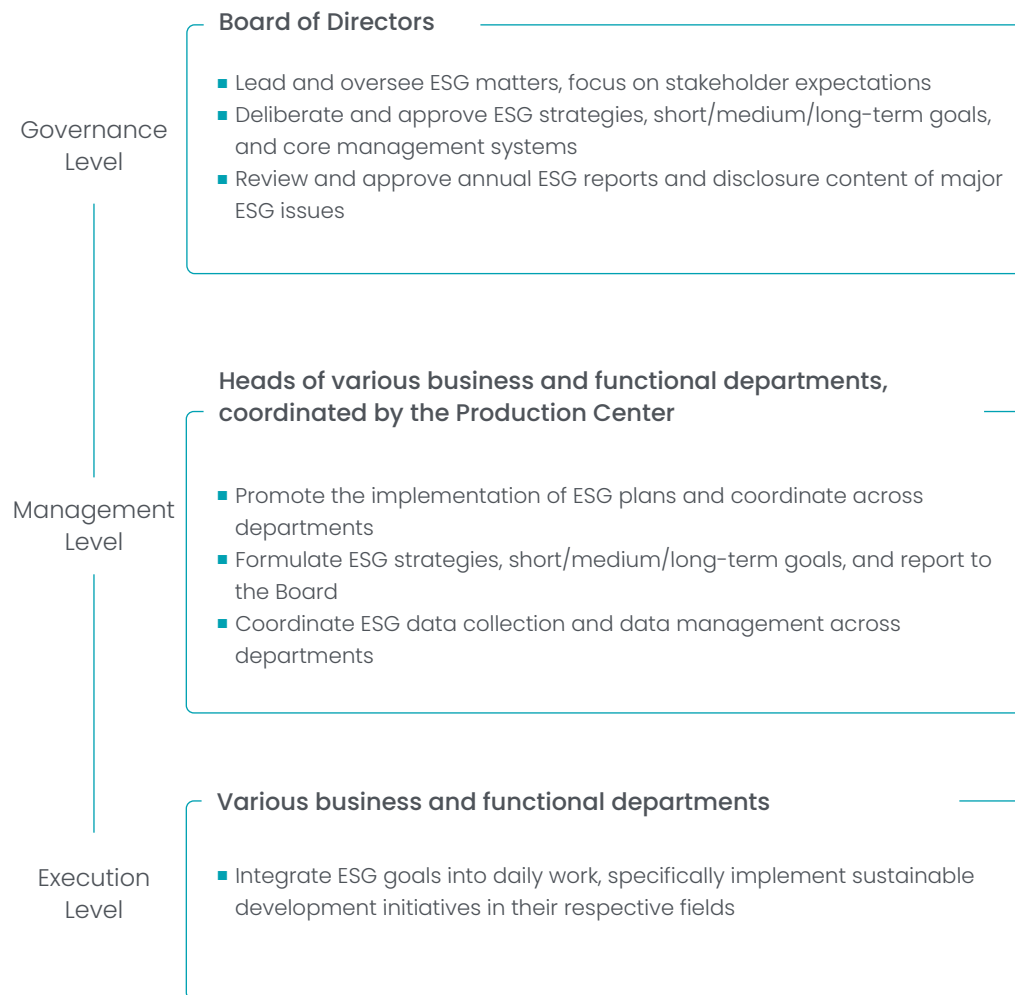
Salubris upholds the concept of sustainable development, constructing and continuously improving an ESG governance system aligned with development strategy and business operations, promoting the comprehensive integration of ESG management into strategic planning and daily operations. The Company establishes a diversified stakeholder communication mechanism, fully assesses the financial and impact materiality of sustainable development issues, integrates feedback from stakeholders into business decisions, and continuously optimizes sustainable development management mechanisms.



ESG Governance Structure

Salubris designates the Board as the highest decision-making body for ESG governance and constructs a three-level ESG governance structure consisting of the Governance Level, Management Level, and Execution Level. The Company clarifies the composition of each level and implements ESG responsibilities hierarchically, ensuring ESG management is integrated into the Company's operational system and long-term development strategy. Additionally, the Board establishes an Audit Committee under its oversight, granting it independent supervision functions to ensure sustainable development work proceeds in an orderly manner and operations remain compliant.

Salubris ESG Three-Level Governance Structure



ESG Strategy and Risk Management

Salubris possesses deep insight into industry trends, carrying out double materiality assessments based on ESG guidelines, industry surveys, and stakeholder feedback to identify company material issues and sustainable development directions, integrating sustainable development concepts into corporate strategic planning. We always practice patient-centricity, firmly fulfill the sustainable development responsibility of pharmaceutical enterprises, delve into the CKM chronic disease field, build a strong product portfolio, and commit to embedding environmental, social, and governance requirements

throughout the entire cycle of R&D and innovation, quality management, talent development, and brand building.

Furthermore, we comprehensively incorporate the identification of sustainability-related risks and opportunities into the Company's risk management workflow, continuously monitoring and managing ESG risks through three lines of defense, and establish a sustainable development goal system to ensure the effective implementation of ESG strategies in all aspects of company management and development.

Stakeholder Engagement

The Company attaches great importance to continuous communication and positive engagement with stakeholders, regarding it as an important foundation for improving corporate governance and ESG management. Through diverse and regular engagement mechanisms, we maintain open channels for stakeholder feedback and actively respond to their concerns. Combining industry and operational realities, we identify and maintain a stakeholder list, incorporate stakeholder expectations into ESG decision-making, clarify sustainable development priorities, and dynamically optimize management strategies.

Salubris Stakeholder Communication Mechanism

Stakeholders	Key Focus Issues			Channels of communication	
 Government & Regulators	- Emissions and waste management - Environmental management and ecological protection	- Responding to climate change - Business ethics and anti-corruption	- Risk management - Corporate governance	- Regular reporting - Site visits	Participation in meetings/seminars
 Shareholders & Investors	- Responding to climate change - Product R&D and innovation - Sustainable supply chain	- Business ethics and anti-corruption - Risk management	- Corporate governance - Stakeholder engagement	- Shareholders' meeting - Announcements - Performance roadshows	- Reception of visitors - Phone calls
 Customers & Consumers	- Product R&D and innovation - Product quality and safety	- Customer service and rights - Information security and privacy protection	- Access to healthcare - Patient health and safety - Responsible marketing	- Customer satisfaction survey - Business communication	Customer feedback

Stakeholders	Key Focus Topics			Channels of communication	
 Directors & Senior Management	- Resource management - Responding to climate change - Product R&D and innovation - Information security and privacy protection	- Employee training and development - Business ethics and anti-corruption	- Risk management - Corporate governance	Board meetings	Daily operational management meetings
 Employees	- Occupational health and safety - Employee compensation and benefits	- Employee rights - Employee training and development	Information security and privacy protection	- Employee representative congress - Employee satisfaction surveys	- Suggestion boxes - Roundtable discussions
 Suppliers	- Sustainable supply chain - Business ethics and anti-corruption	Risk management	Stakeholder engagement	- Tendering and procurement - Thematic exchange	- Qualification and assessment - Site visits
 Partners	- Product R&D and innovation - Sustainable supply chain	- Business ethics and anti-corruption - Risk management	Stakeholder engagement	Regular communication and exchange	Meetings, phone calls and correspondence
 Community & the Public	- Resource management - Emissions and waste management - Environmental management and ecological protection	- Public welfare - Access to healthcare	- Patient health and safety - Stakeholder engagement	Volunteer activities	Health education



Double Materiality Assessment

Salubris follows exchange guidelines and upholds the principle of double materiality. We conducted a double materiality assessment of ESG issues in accordance with relevant requirements of 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 Shenzhen Stock Exchange—Preparation of Sustainability Report (2026 Revised Version)*, and actively respond to stakeholder expectations. Combining industry characteristics and business realities, we balance external concerns and internal impacts, comprehensively assessing the impact materiality and financial materiality of various issues. We initially identified "Product R&D and Innovation" and "Product Quality and Safety" as two key issues. After stakeholder surveys and internal cross-departmental discussions, we clarified issue priorities and completed financial materiality analysis, ultimately establishing the 2025 Double Materiality Matrix^{4 5}.

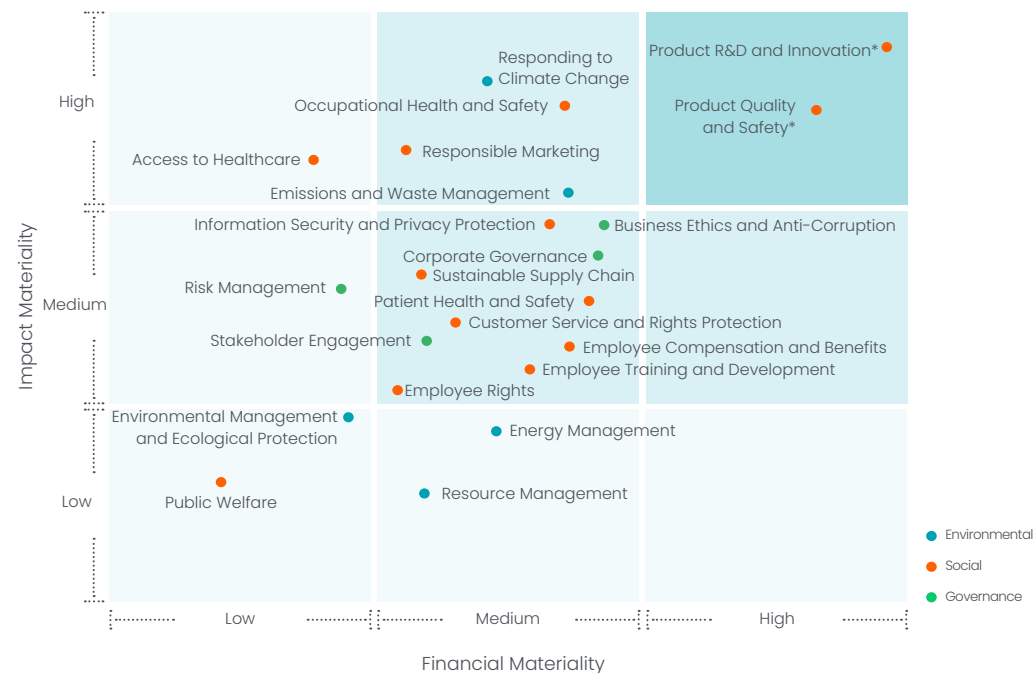
Double Materiality Assessment Process

Issue Identification	Identify environmental, social, and governance (ESG) issues by considering policy trends, industry characteristics, corporate strategy, and stakeholder concerns. This initial screening covers 22 issues across environment, social, and governance (ESG).
Impact Materiality Assessment	Assess the actual or potential impacts generated by each issue. Comprehensively consider feedback from various stakeholders to confirm the scope, duration, and likelihood of impacts, determining the materiality level.
Financial Materiality Assessment	Analyze the potential impact of ESG issues on the Company's financial performance, operational performance, and long-term value creation, determining the financial materiality level.
Result Analysis and Implementation	Synthesize the double materiality assessment results, identify priority issues for further analysis and application, and apply the assessment results to ESG strategy, risk management, and sustainability management practices.

4 During the reporting period, the Company did not conduct standalone due diligence specifically addressing sustainability-related negative impacts or risks. Therefore, "Due Diligence" was not set as a material issue.

5 The "Resource Management" issue already encompasses content related to "Water Use" and "Circular Economy"; the "Environmental Management and Ecological Protection" issue already encompasses content related to "Ecosystem and Biodiversity Conservation" and "Environmental Compliance Management"; the "Emissions and Waste Management" issue already encompasses content related to "Pollutant Emissions" and "Waste Management"; the "Public Welfare" issue already encompasses content related to "Rural Revitalization" and "Social Contribution"; the "Product R&D and Innovation" issue already encompasses content related to "Innovation-Driven Development" and "Ethics in Science and Technology"; the "Sustainable Supply Chain" issue already encompasses content related to "Equal Treatment of small and medium-sized enterprises (SMEs)"; the "Business Ethics and Anti-Corruption" issue already encompasses content related to "Anti-Commercial Bribery and Anti-Corruption" and "Anti-Unfair Competition."

Double Materiality Matrix



Environmental Issues

Resource Management
Emissions and Waste Management
Energy Management
Environmental Management and Ecological Protection
Responding to Climate Change

Social Issues

Product R&D and Innovation*
Product Quality and Safety*
Customer Service and Rights Protection
Information Security and Privacy Protection
Access to Healthcare
Patient Health and Safety
Occupational Health and Safety

Employee Compensation and Benefits
Employee Rights
Employee Training and Development
Sustainable Supply Chain
Responsible Marketing
Public Welfare

Governance Issues

Business Ethics and Anti-Corruption
Risk Management
Stakeholder Engagement
Corporate Governance

Note: Items marked with * represent Double Materiality Issues.



01

Strengthening Foundation, Advancing Steadily

The company adheres to a compliant business philosophy, aiming to create an integrity-focused business environment, and continuously deepening business ethics supervision mechanisms. By integrating business ethics and risk control into strategic planning and daily operations, we establish a comprehensive system covering anti-corruption, fair competition, and risk management. With high-standard business ethics and robust operating mechanisms, we strive to create long-term value for stakeholders.

9

number of board
meetings held
times

100%

director
attendance rate

- No corruption incidents occurred this year, nor were any financial losses caused by such violations.
- Persisting in compliant operations and zero-tolerance principle, the Company was not involved in any corruption-related lawsuits.
- Completed 2 information security audits; OA system completed the registration and evaluation for Level 2 of the Multi-Level Protection Scheme (MLPS).

Enhancing Governance Efficiency

Salubris regards governance efficiency as a solid guarantee for high-quality development, strictly following laws and regulations and regulatory requirements, continuously optimizing governance structure and operating mechanisms, and is committed to building a diverse and independent board team, enhancing enterprise value, and providing solid guarantees for long-term sustainable development.

Corporate Governance Structure

Salubris strictly follows the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China* and other relevant laws and regulations and regulatory requirements, continuously improving the *Articles of Association* and robust governance structure, clarifying authority boundaries, and ensuring compliant and efficient operations. The Shareholders' Meeting, as the core decision-making body, is responsible for clarifying strategic directions, business objectives, and business plans, and supervising financial and operational performance. Directors are elected or replaced by the Shareholders' Meeting

and perform duties according to law; meeting convening, holding, and voting procedures comply with legal requirements. In addition, the Board has established an Audit Committee and, as needed, nomination, remuneration, and assessment committees. The Board is responsible for formulating working rules for special committees, regulating their operations, and effectively improving the professional level and execution efficiency of Board decisions.

In 2025, the Group held 9 Board meetings with a director attendance rate of 100%.

Salubris Corporate Governance Structure



Board Diversity

Salubris upholds the concept of board diversity. In the selection, nomination, and appointment of director candidates, we comprehensively consider gender, age, nationality, cultural background, educational background, professional experience, skills, race, competencies, independence, expertise, and service tenure. Meanwhile, when selecting suitable candidates, we are also committed to gradually increasing the proportion of female directors. Director selection decisions are based on objective conditions such as their overall contribution to business development, holistic value to the Board, alignment with succession plans and development directions, and their contribution to maintaining a diverse Board composition, thereby continuously enhancing the independence, professionalism, and decision-making efficiency of the Board.

In terms of director independence management, the Company strictly implements relevant standards, clearly requiring that independent non-executive directors must maintain an independent stance and provide objective opinions. During the selection process, we focus on reviewing the independence status and relationships of candidates to ensure effective performance of duties, thereby effectively improving the oversight effectiveness and decision quality of the Board, further enhancing the fairness and transparency of corporate governance.

As of the end of the reporting period, the Board had a total of 9 directors, of which 3 were independent non-executive directors (accounting for approximately 33%), and 1 was female director (accounting for approximately 11%). The Board members possess diverse professional backgrounds and industry experience, covering corporate governance, financial management, human resources management, pharmaceutical industry market development, and other fields. During the reporting period, all three directors in the Audit Committee and all three directors in the Nomination Committee were independent of management.



Strengthening Risk Management

Salubris has established a sound risk management system, clarified management processes, and accurately identifies risks. By continuously deepening risk assessment and response mechanisms, actively cultivating risk culture, and improving employee risk awareness, we provide solid guarantees for the Company's steady operation.

Risk Management System

A robust risk management system is the core guarantee of the Company's long-term stable operation. Based on guaranteeing the stability of the risk management architecture, Salubris continuously optimizes management functions at all levels and integrates risk management into the whole process of corporate governance and business management. By clarifying the responsibilities of the Audit Committee, risk management department, and front-line business departments, we effectively improve the Company's risk management capability.

The Company establishes a risk governance architecture with three lines of defense as the core: The first line of defense consists of various business departments, responsible for identifying and managing risks in daily operations; The second line of defense consists of the risk management department (Risk Control, Finance, Legal, HR departments), responsible for formulating risk frameworks and supervising the overall risk situation; The third line of defense is the Board Audit Committee, responsible for auditing, evaluating, and supervising the effectiveness of risk management and internal controls to ensure risk management capabilities align with business operations.



Salubris Three Lines of Defense

Defense Line	Organization	Function
First Line of Defense	Front-line business departments	Responsible for implementing risk identification and management in daily business activities
Second Line of Defense	Risk Management Department: Risk Control, Internal Audit, Finance, Legal, HR	Systematically promote the identification, collection, and assessment of compliance risks, timely investigate and sort out potential risk points, and promote the effective operation of risk prevention and mitigation mechanisms.
Third Line of Defense	Board Audit Committee	Conduct independent and objective audit supervision on the overall compliance management status regularly in accordance with the compliance system requirements

Risk Management Process

Salubris has constructed a standardized risk management process, providing clear guidelines for risk identification, assessment, response, and monitoring, ensuring the Company always maintains growth resilience and vitality in a dynamic environment.

Salubris Risk Management Process

Risk Identification

Conduct comprehensive risk assessments, closely combining actual business operations and external environment dynamics to determine the focus of risk control, providing solid support for formulating current and next-year risk governance strategies. Compile and submit a comprehensive risk management review to the Company's risk management functional department to ensure full coverage and effective management of various potential risks.

Risk Assessment

Various business departments rely on standardized risk classification criteria, regularly coordinating functional departments at the same level to collaboratively promote the collection, identification, and in-depth analysis of risk information for the next management cycle. Develop a two-dimensional risk evaluation model based on likelihood and potential impact to prioritize identified risks, systematically identify significant risks at the operational level, and ensure precise, proactive risk oversight.

Risk Response

Deploy differentiated risk control measures based on assessment results to ensure effective governance of major risks. Establish a risk register, compile an annual risk assessment report, and complete corresponding internal compliance approval procedures. The assessment report needs to be submitted to the risk management functional department. The formulated risk management solutions must clearly define specific goals, outline relevant management and operational processes, and specify resource allocation requirements. Additionally, they must include a full-cycle response strategy covering pre-event prevention, in-process control, and post-event remediation for key risk events.

Dynamic Monitoring

To ensure major risk control measures are truly implemented, establish a continuous monitoring mechanism, generate special monitoring reports, and implement dynamic tracking of measure execution. Simultaneously, regularly report monitoring progress to the Company's senior management to ensure management remains highly attentive to major risk prevention and control and possesses agile and efficient response capabilities.

Risk Management Culture

In terms of awareness cultivation and capability building, the Company has constructed a regular risk management knowledge dissemination mechanism, integrated risk management concepts into corporate culture and daily business processes. The Company focused on carrying out special training in key areas such as compliance management, R&D safety, and information security, integrating risk awareness into the training system, committed to enhancing the risk sensitivity and identification accuracy of employees at all levels, and effectively improving the awareness of all employees to respond to risks.



Practicing Business Ethics

Salubris continues to standardize business operations, ensuring operational compliance. By establishing a comprehensive anti-corruption management system and clarifying anti-unfair competition norms, we are committed to creating a high-quality business environment integrating compliance, integrity, and fair competition.

Business Ethics Governance Structure

Salubris strictly follows the *Criminal Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China* and the *Interim Provisions on Banning Commercial Bribery* and other national laws and regulations, formulating and implementing the *Anti-Fraud Management System* for all employees. The Company continuously optimizes the business ethics management system, clarifies employee integrity practice standards, and ensures that business ethics construction work has solid institutional basis and execution norms. The Company has established a business ethics governance architecture led by the Board. Managers at all levels bear corresponding management and leadership responsibilities according to their managed scope, ensuring the specialization and vertical implementation of supervision duties. In addition, the Audit Committee supervises and reviews business ethics compliance to ensure the business ethics management system continues to run effectively.

Anti-Bribery and Anti-Corruption

To prevent fraud, strengthen corporate governance and internal control, ensure proper business conduct, and maintain the Company's integrity in commercial transactions, we comply with national laws and regulations, including the *Anti-Unfair Competition Law of the People's Republic of China* and the *Anti-Money Laundering Law of the People's Republic of China*. We also fully implement regulatory compliance requirements, such as the *Compliance Guidelines for Pharmaceutical Enterprises on Prevention of Commercial Bribery Risks*, and have accordingly established key policies, including the *Complaint and Whistleblowing Policy*, the *Employee Handbook*, and the *Rewards and Disciplinary Policy*. We are committed to constructing a robust and perfect internal management system, continuously deepening integrity governance and business ethics construction, integrating compliance standards into key business processes such as



procurement, sales, finance, and human resources. By establishing clear approval mechanisms, we ensure anti-corruption measures are fully implemented in all business operations. This year, no corruption incidents occurred, nor were there any financial losses incurred due to such violations.

To standardize supplier cooperation practices and develop a clean and transparent business ecosystem, the Company has established a strict entry mechanism. We actively require suppliers to sign the *Integrity Cooperation Agreement Commitment Letter* prior to onboarding and integrate business ethics guidelines and anti-corruption policy clauses into standard contracts. In the current year, over 95% of our procurement expenditure originated from suppliers whose contracts include business ethics guidelines and anti-corruption clauses.

Business Ethics Training

Salubris is committed to enhancing employee integrity awareness, systematically carrying out anti-corruption training and awareness campaigns, promoting anti-corruption culture, and ensuring timely receipt of integrity education. The Company continuously optimizes the business ethics training system, conducting anti-fraud training and legal, regulatory, and integrity moral education for new employees. We carry out business ethics education for all employees annually, transforming regulatory norms into employees' voluntary code of conduct. Through thematic training and promotion, we deeply carry out business ethics and compliance culture immersion, effectively enhancing the compliance awareness and self-discipline spirit of all employees, fostering a clean and upright organizational culture, and striving to build a distinctive integrity culture unique to the Group.

Case

Business Ethics Training

This year, Salubris focused on R&D and production key posts, organizing special business ethics training themed "Trade Secrets." By analyzing actual cases from various enterprises, the compliance awareness and sense of responsibility of participants were effectively enhanced.

商业秘密讲解



Whistleblowing Management

Salubris strictly follows national laws and regulations, formulates the *Complaint Reporting System*, and continuously optimizes the acceptance, investigation, and disposal mechanisms for petition reporting and problem clues, and is committed to promoting relevant work towards standardization and legalization. To strengthen all-staff integrity awareness, the Company carries out mandatory compliance training for new employees and key post personnel and promotes anti-bribery and anti-corruption policies through multiple channels such as email, internal networks, and meetings. In terms of the reporting mechanism, the Company establishes dedicated email addresses and internal management platforms to open and publicize reporting channels, ensuring all reporting cases receive timely, fair investigation and feedback. At the same time, the Company strictly implements confidentiality, recusal, and accountability mechanisms, constructing a comprehensive whistleblower protection system, opening anonymous reporting channels, strictly prohibiting unauthorized disclosure of reporting information, and strictly prohibiting retaliation. This year, the Company was not involved in any corruption-related lawsuits.

Information Security and Privacy Protection

Salubris adheres strictly to the information security baseline and firmly protects individual privacy rights. The Company continuously fortifies institutional defenses, enhances technological enablement, and cultivates organization-wide awareness, ensuring legal compliance throughout the entire data lifecycle, thereby safeguarding business innovation and patient rights with robust governance capabilities.

Information Security

Salubris complies with laws and regulations such as the *Data Security Law of the People's Republic of China* and has established internal systems including the *Data Compliance Management Measures*, the *Network and Information Security Management Measures* and the *Cybersecurity Incident Emergency Response Disposal Measures*. The Company clarifies that the Director of the Company's Process and IT Department is responsible for leading the Company's information security work, comprehensively ensuring the legality and standardization of data management, and continuously improving the effectiveness of information security governance.

The Company continues to strengthen the information security system and verifies its robustness through internal controls and external certifications. In 2025, the Company completed two information security audits; the OA system successfully completed the registration and evaluation for Level 2 of the Multi-Level Protection Scheme (MLPS), confirming no major risk hazards. Meanwhile, we regularly conduct information security awareness promotion and specialized training for newly hired employees, ensuring all regular employees participate in the training, comprehensively enhancing employees' security awareness and risk prevention skills. During the reporting period, no major information security incidents occurred at the Company.

During the Reporting Period

2

number of information security audits

0

major information security incidents occurred

0

customer privacy breach incidents occurred

Privacy Protection

Salubris strictly complies with applicable laws and regulations in its operating locations, such as the *Personal Information Protection Law of the People's Republic of China*, and has established the *Personal Information Protection Management Measures* to fully safeguard the personal information of patients and trial subjects, while strictly prohibiting any acts that infringe upon individual privacy. The Company strictly adheres to the principles of "minimum necessity" and "least privilege" regarding personal information collection, ensuring that information collection and authorization are confined to the minimum scope required for business operations, including the execution of clinical research projects, collaboration with partner units, and research data management. At the same time, the Company fully protects the relevant individuals' rights to be informed, deletion, and restriction of processing. We have also established and publicly disclosed complaint and reporting channels concerning personal information security, committing to respond to complaints within 15 working days. During the reporting period, no customer privacy breach incidents occurred.





02

Crafting Medicines with Care, Safeguarding Health

Salubris takes product quality as the foundation of operations and technological innovation as the core engine. Upholding the customer-first concept, we establish a safe, efficient, and sustainable operational system through enhanced quality control, accelerating technology transfer, deepening responsible marketing, and strengthening supply chain ESG management, providing solid guarantees for public health and high-quality development.

29.10%

R&D investment as a percentage of annual revenue

20.23%

percentage of R&D personnel

Ensure every batch of products meets registration standards and internal quality requirements; commercialized product release pass rate and market supervision sampling inspections pass rate are both **100%**.

Quality audits encompass manufacturing sites and their associated quality management systems across multiple product categories, including non-sterile active pharmaceutical ingredients, sterile active pharmaceutical ingredients, tablets, and injectables.

Established a management process from complaint registration, internal collaborative investigation to rectification feedback; product quality complaint processing rate is **100%**.

Keeping Quality Commitments

Salubris regards quality as the cornerstone and commitment of development, delving into full-lifecycle quality safeguarding. We adhere to high standards and strict requirements, continuously optimizing quality management systems, deepening all-staff quality awareness and agile response mechanisms, safeguarding public medication safety, ensuring that every product stands as a solemn promise to life.

Governance

Salubris strictly complies with local laws and regulations, continuously improving the product quality and safety management system centered on the *Quality Risk Management*, the *Deviation Management*, the *Corrective and Preventive Actions (CAPA)*, the *Material and Product Release*, the *Complaint Management*, the *Adverse Drug Reaction Monitoring*, and the *Emergency Response for Drug Safety Incidents*. These clearly stipulate the processes and requirements for drug recalls, emergency response to drug safety incidents, and production quality accident investigations, ensuring effective control of product quality throughout its full lifecycle.

Applicable Product Quality Laws and Regulations

China

- Drug Administration Law of the People's Republic of China
- Measures for Supervision and Administration of Drug Production
- Good Manufacturing Practice for Drugs (2010 Revision)
- Measures for Drug Recalls
- Measures for Reporting and Monitoring of Adverse Drug Reactions
- Technical Guidance Principles for Safety Risk Communication of Marketing Authorization Holders
- Good Pharmacovigilance Practice (GVP)

International

- EU GMP Guidelines
- PIC/S PE-009-18 Guide to Good Manufacturing Practice for Medicinal Products
- ICH Q7 Guide to Good Manufacturing Practice for Active Pharmaceutical Ingredients



Product Quality and Safety Management Governance Structure

The Company establishes an "unified leadership, hierarchical responsibility" product quality and safety management architecture, clarifying that the Product Quality Safety Committee coordinates, the General Manager and the Qualified Person command management, and the Qualified Person drives implementation, ensuring rapid response and effective resolution of drug quality safety events.

Salubris Product Quality and Safety Management Governance Structure



Decision-Making Level

Product Quality Safety Committee

Responsible for assessing material risks, handling significant or emergency drug incidents, making risk control decisions, and addressing other key matters related to pharmacovigilance; responsible for conducting risk assessment of drug safety incidents across the Company, determining the level of emergency response, issuing directives to activate emergency response plans, and fulfilling approval responsibilities for critical documents associated with pharmacovigilance activities in accordance with regulatory requirements.



Management Level

General Manager

As enterprise person-in-charge and the first person responsible for quality, serves as commander-in-chief of Level 1 Emergency Command Headquarters, responsible for emergency response of especially major or major drug safety events.

Quality Head

As deputy commander of the Level 1 Emergency Command Center, responsible for assisting the commander in conducting assessment, discussion, and decision-making on drug safety incidents; and as commander of the Level 2 Emergency Command Center, responsible for approving the resolutions of the Level 2 Emergency Command Center, and leading and directing emergency response operations for significant and general drug safety incidents.



Execution Level

Qualified Person

The Qualified Person (QP) independently assumes responsibility for the market release of drugs, reviews the compliance of each batch and signs off its release; participates in the quality system, self-inspection, validation, adverse reaction handling, and product recall, and bears statutory responsibility for the quality and safety of the released drugs.

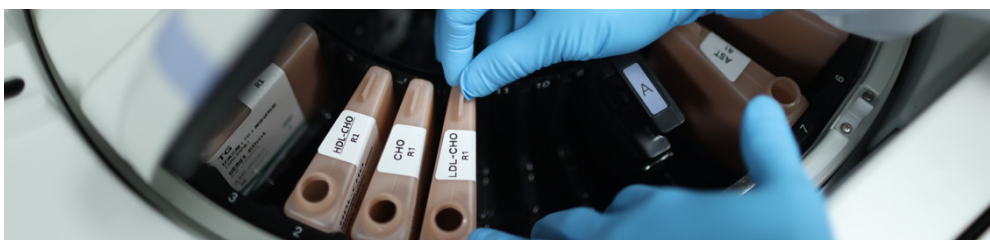


I Drug Safety Management

Salubris attaches great importance to drug safety and pharmacovigilance work, constructing a drug safety management architecture coordinated by the Pharmacovigilance Person-in-Charge, with the Drug Safety Department as the execution hub, and the Group Research Institute and various functional departments providing technical support.

Salubris Drug Safety Management Structure

Pharmacovigilance Person-in-Charge	Serves as head of Emergency Command Headquarters Hazard Control Group, coordinating and managing drug risk control work, receiving major situation reports from the Drug Safety Department.
Drug Safety Department	- Establish and improve risk prevention and control, monitoring, reporting, and warning systems; - Investigate clustering of adverse reactions/events and regional distribution; - Collect safety information, carry out signal monitoring and benefit-risk assessment.
Group Research Institute Clinical Center	- Participate in drug safety event assessment, discussion, and decision-making; - Evaluate correlation of drug safety event data provided by various departments, judge event development trends and impact scope.
Various Functional Departments	Provide supportive services such as emergency testing and inspection, technical identification, medical retrieval, and summary analysis.



Strategy

Salubris always integrates quality management into the full lifecycle of drug R&D, production, and post-market. The Company establishes a management system covering material management, production process control, quality testing, product release review, periodic quality review, complaint handling, and product recalls, ensuring the safety and effectiveness of every batch of products through professional equipment and standardized processes. Meanwhile, the Company continuously carries out quality training and emergency drills, promoting quality awareness deep into all staff, and actively participates in industry quality management exchanges; multiple practices have received industry recognition.



I Quality Testing

The Company places great importance on comprehensive quality control throughout the entire manufacturing process. It is equipped with a wide range of precision analytical instruments covering all required testing items for pharmaceutical products, including high-performance liquid chromatography (HPLC), gas chromatography (GC), dissolution testing systems, stability chambers, atomic absorption spectrophotometers (AAS), gas chromatography-mass spectrometry (GC-MS), and liquid chromatography-mass spectrometry (LC-MS). These capabilities support a well-developed testing and inspection platform that enables full quality control from raw materials and intermediates to finished products, ensuring the safety, efficacy, and consistent quality of pharmaceuticals. In daily quality management, the Company assigns full responsibility to the Quality Assurance (QA) department for the integration and analysis of production, inspection, and stability data, and conducts in-depth investigation and assessment of deviations, Out-of-Specification (OOS) situations, and other quality factors, ensuring timely identification and systematic tracing of quality risks.

After product approval, ongoing stability study results serve as a critical mechanism for monitoring quality and safety risks. This continuous oversight ensures that every batch complies with approved specifications and internal quality standards, preventing products with quality defects or potentially unsafe products from reaching the market. During the reporting period, commercialized product release pass rate and market supervision sampling inspections pass rate are both 100%.

During the Reporting Period

100%

commercialized product release pass rate

100%

market supervision sampling inspections pass rate

| Quality Audits

Salubris establishes an annual quality audit mechanism, strictly carrying out audit work according to the *Good Manufacturing Practice for Drugs (2010 Revision)* and its appendices of China, the *PIC/S GMP Guidelines*, and the *EU EudraLex Volume 4 (Good Manufacturing Practice) standards*. We regularly carry out systematic compliance reviews across the Company's production sites. In 2025, the Company completed multiple quality audit work, with audit scope covering non-sterile active pharmaceutical ingredients, sterile active pharmaceutical ingredients, tablets, sterile injectables, and other categories of production sites and related quality management systems. Through a combination of on-site inspections and system evaluations, we comprehensively examine the effectiveness of each factory in quality control, risk management, and compliant operations, ensuring stable quality and controlled safety throughout the product lifecycle.



| Product Recalls

Salubris has established the *Product Recall Management Procedures*, which provide a classified recall response mechanism and define recall triggers, investigation assessment procedures, decision-making processes, and requirements for the handling and disposal of recalled products. Upon identifying quality defects or potential safety risks in marketed products, the head of quality organizes a comprehensive investigation and quality and safety assessment, determines the appropriate recall level based on the severity of the potential harm, and initiates and implements the recall plans. Recalled products are verified, registered and quarantined by the Material Control Department. Following analysis and assessment by the Quality Head, the products are handled through supervised destruction, rework, or other compliant methods to eliminate safety hazards.

During the Reporting Period

0
products recalls due to
health and safety issues

0
product recall
incidents

I Quality Culture

Salubris has always treated quality and safety training as a cornerstone of its quality culture, embedding it throughout the product life cycle. The Company has established a multi-level training system that covers all operational sites and extends across the full pharmaceutical value chain—from R&D and manufacturing to testing and distribution. It has also set clear annual quality training requirements for all employees, ensuring that everyone, from senior management to frontline operators, has the quality and safety awareness and professional competence required for their roles. During the reporting period, participation in product quality and safety training reached 100%.



Salubris Quality Culture Training and Awareness Campaign

Initiatives	Actions
Emergency Drills	Conduct emergency response training at least once annually and emergency drills at least once every three years to validate the receipt and handling procedures for adverse events, thereby continuously enhancing emergency response capabilities for quality and safety incidents.
Mock Recalls	- Organize at least 1 mock recall activity every three years; exempt if there is actual recall behavior within three years; - Fully examine the effectiveness of company and distributor recall systems, discuss problems and deficiencies found, formulate improvement measures, and form written summaries.
Cross-Organization Accident Experience Sharing	- After each quality safety accident, organize cross-factory sharing to promote accident experience transmission among operating locations; - Include management loopholes in annual quality system audit plans, promote system optimization through internal audits or management reviews.
"Xin Xue Tang" Online Learning Platform	Carry out "Product Knowledge Learning Month" activities, focusing on core product lines in hypertension treatment, metabolic disorders, orthopedics, and nephrology, and systematically delivered specialized training sessions. In 2025, the activity launched over ten high-quality courses, each attracting 900+ to 2,000 employees to participate.

During the reporting period

The proportion of employees accepting product quality training was

100%

| Industry Quality Awards

Salubris regularly carries out quality management group activities, quality breakthroughs, and process optimization, continuously participating in industry quality management result exchanges. Multiple case studies have received industry recognition and honors, providing reference examples for high-quality development of the pharmaceutical industry.

Case

Salubris Won Multiple Honors at the National Pharmaceutical Industry Quality Management (QC) Group Achievement Presentation Exchange Meeting

In October 2025, Salubris participated in the 46th National Pharmaceutical Industry Quality Management (QC) Group Achievement Presentation Exchange Meeting. Selected QC topics covered production optimization, quality control, and other fields. Topics around intelligent management of reagents and standard substances, product particle size control, and capacity improvement won First Prizes; topics focusing on improving Chemical Oxygen Demand (COD) and Total Nitrogen treatment efficiency in environmental station wastewater won Second Prizes; several topics secured the "Best Presentation Awards."



Salubris Won Multiple Honors at the National Pharmaceutical Industry Quality Management (QC) Group Achievement Presentation Exchange Meeting



Impacts, Risks, and Opportunities Management

The Company continuously improves drug risk monitoring and early warning mechanisms. According to national drug sampling, adverse reaction monitoring, medical institution and patient feedback, etc., we formulate and dynamically adjust the Company's drug safety risk monitoring scheme, proposing analysis and assessment opinions on risk factors, risk levels, impact scope, urgency, and possible harms.

Salubris Drug Safety Risk Event Control Measures

Potential Risk Factors

Risk Control Measures

Risks Caused by Irrational or Erroneous Clinical Drug Use

- Revise drug instructions;
- Issue *Letters to Medical Personnel* and *Patient Medication Safety Tips*;
- Assign experts for on-site guidance on clinical medication.

Determined as New Adverse Reactions

- Timely initiate risk assessment work, write assessment reports and analyze risk influencing factors;
- If risk may seriously endanger patient life safety or public health, immediately take risk control measures such as suspending production, sales, and recalling products, and report to provincial drug supervision departments.

Post-Event Recovery

- Under government guidance, carry out proper disposal, consolation, medical treatment, compensation, insurance claims, etc., for affected personnel.

The Company implements four-level grading management for drug safety events, dividing based on dimensions such as number of adverse events, number of serious adverse events, and number of deaths, corresponding to different levels of emergency command systems and reporting time limits. For Level I (Especially Major) and Level II (Major) events, we ensure telephone reporting is completed within 30 minutes, and written reports are formed within 1 hour to properly and timely resolve drug safety events.



Metrics and Targets

The Company is committed to safeguarding public health and life safety, constructing a quality target system around dimensions such as product safety and effectiveness, recall notification timeliness, emergency graded response timeliness, and the "Three No-Tolerance" principle for accident investigations management. We have established a comprehensive accountability and incentive framework that recognizes outstanding teams and individuals for their exceptional contributions to drug safety incident response, while holding accountable those responsible for delayed reporting, concealment, or negligence or dereliction of duty in incident handling, thereby ensuring quality objectives are consistently achieved.



Salubris Quality Target System

Product Safety and Effectiveness	- Set commercial product perfect batch rate targets, each factory must reach 90%, to ensure product safety and effectiveness, effectively reducing product safety hazards. - With the target of achieving 100% market supervision sampling inspection pass rate, we ensure the health and safety of end-consumers.
Recall Notification Timeliness	Ensure Level 1⁶ recalls notify distributors and medical institutions within 1 day, Level 2⁷ within 3 days, Level 3⁸ within 7 days.
Accident Reduction	Reduce repeated occurrences of production quality accidents, avoid development and spread of production quality accidents.
"Three No-Tolerance" principle for accident investigations	The principle requires that the root cause be identified, relevant personnel be properly trained, and corrective and preventive actions (CAPA) be implemented before an investigation is considered closed.

6 Recalls triggered where use of the drug may or has already caused serious health hazards, such as wrong product, wrong specification, wrong active ingredient, chemical contamination leading to serious medical incidents, etc.

7 Recalls triggered where use of the drug may or has already caused temporary or reversible health hazards, such as labeling errors, chemical/physical contamination, unsafe packaging containers, etc.

8 Recalls triggered where use of the drug generally does not cause health hazards, but retrieval is needed for other reasons, such as expiry date errors, container specification errors, etc.

Focusing on Technological Innovation

Salubris pursues an innovation-driven development strategy and has established an integrated framework covering R&D governance, intellectual property and research ethics. The Company maintains a strong commitment to compliance, optimizes resource allocation, accelerates translation of research into applications, and is committed to serving patient health with high-quality innovation results.

Governance

Salubris takes innovation as the engine and deepens its focus on the CKM chronic disease treatment area. We are committed to accelerating translation of frontier research into applications through system optimization and mechanism-driven innovation. By delivering more high-quality research outcomes to global patients, we aim to create shared value that aligns corporate growth with social impact.

 | R&D and Innovation Governance Architecture

Salubris strictly follows internal systems such as the *R&D Project Review Management Measures* and the *R&D Project Incentive Management Measures*, formulating the *R&D System Five-Year (2026-2030) Development Plan* to provide programmatic guidance for company R&D work. The Company establishes a layered R&D and innovation governance architecture, clarifying functions at all levels to ensure the R&D system operates in a standardized and efficient manner.

Salubris R&D and Innovation Governance Structure

Level	Main Functions
Decision-making Level	The Company establishes three governance roles: Chief Scientist, Project Management Office (PMO), and Review Meeting Participants. ■ As the academic lead for the project, the Chief Scientist has ultimate decision-making authority and provides technical guidance, ensuring that R&D priorities remain scientifically rigorous and forward-looking. ■ PMO is responsible for organizing and coordinating review meetings, tracking review progress records, and compiling review reports, ensuring process standardization and transparency. ■ Review Meeting Participants are divided into Research Center Level and Group Level reviewers based on the significance of each review stage; Group Level review scope covers Director of the Research Institute, Vice Director, Chief Medical Officer, and heads of Market, Finance, Production, and Quality Centers, who make cross-departmental comprehensive decisions on major projects.
Execution Level	■ Optimize R&D system organizational structure, independently establish Biological Drug Innovation Discovery Center and Chemical Drug Innovation Discovery Center, reporting directly to the General Manager to improve response speed; ■ Simultaneously establish Small Nucleic Acid R&D Department, Biology Department, Computer-Aided Drug Design (CADD) Department, and Pipeline Strategic Planning Department, forming an R&D matrix covering chemical drugs, biological drugs, small nucleic acids, peptides, and cyclic peptides, strengthening synergy efficiency of source innovation and strategic management.
Project Operation Level	■ Implement large project system management; Each project sets a Project Leader responsible for overall promotion, strengthening process control and cross-departmental collaboration; ■ Simultaneously enhance management execution and frontline engagement, requiring managers to go deep into frontlines to solve technical, process, and management problems, ensuring effective transmission of governance system at the execution end.

Strategy

Salubris has established a multi-dimensional R&D incentive mechanism, actively laid out cutting-edge technologies, and continuously enhanced its independent innovation capabilities, contributing positively to the high-quality development of the industry.



| R&D Incentive Mechanism

Salubris has established the *R&D Project Incentive Management Measures*, adhering to the core principles of "taking strivers as the foundation, centering on patient needs, and orienting towards project outcomes." This framework builds an R&D ecosystem in which employees and the company achieve win-win value. We have developed five categories of R&D project rewards, forming an incentive matrix that covers the entire lifecycle from project initiation and development to technical breakthroughs and special contributions. Reward standards comprehensively consider multiple dimensions such as expected returns, development models, registration classifications, difficulty coefficients, and project progress. Additionally, we have established a key milestone review mechanism spanning the entire product lifecycle, from lead molecule discovery to obtaining production approval. This includes pharmaceutical research, preclinical pharmacology and toxicology trials, clinical bioequivalence (BE) trials, and Phase I to III clinical studies. Upon successful review at each milestone, teams become eligible to apply for corresponding bonuses, ensuring incentives precisely target the R&D frontline.



| R&D Innovation Projects

Salubris is deeply engaged in R&D and innovation, focusing on the cardiovascular-kidney-metabolic (CKM) field while addressing domestic market demands and clinical pain points, with forward-looking deployment for potential external licensing. Regarding its self-developed innovative drug pipeline, the Company has constructed a complete product pipeline ranging from early discovery to market registration. Between 2021 and 2025, we cumulatively obtained multiple novel lead compounds and identified several Preclinical Candidate Compounds (PCCs) through screening, completed numerous Investigational New Drug (IND) applications, and advanced several varieties to Phase III clinical trials, New Drug Application (NDA) stages, or market approval. We are actively building small nucleic acid and peptide/cyclic peptide innovation platforms, which are now entering a concentrated period of early discovery transformation and have successively obtained multiple new PCCs.



| Leading Industry Development

Capitalizing on the strategic opportunity for China's pharmaceutical industry to transition from "Me-too" to "Best-in-Class" and "First-in-Class", Salubris continues to increase innovation investment. From 2021 to 2025, cumulative R&D investment reached RMB 4.9 billion, injecting strong momentum into the rapid expansion of the product pipeline.

The Company has cultivated a significant first-mover advantage in the CKM chronic disease treatment field centered on cardiovascular and cerebrovascular diseases. Specifically, in the hypertension sector, the Company has successfully launched four new drugs. We persist in technology leadership, proactively deploying an AI-enabled innovative drug development system. By continuously optimizing CADD (Computer-Aided Drug Design) and AIDD (AI-Driven Drug Discovery) platforms, we are dedicated to creating proprietary AI chemical innovative drug design algorithms to drive a leap in R&D efficiency through technological empowerment.

From 2021 to 2025,

RMB **4.9** billion
cumulative R&D
investment reached



Impact, Risks and Opportunities Management

Salubris strictly adheres to relevant laws and regulations on experimental ethics, as well as the requirements of the *World Medical Association's Declaration of Helsinki* (Revised October 2024). We have formulated and implemented the *Charter for the Work of the Experimental Animal Management Committee and Ethics Committee* and the *Ethics Submission Management Procedure*, covering animal experiments and *human clinical trial ethics* in their entirety to ensure full compliance throughout the R&D process.



| Animal Experiment Ethics

The Company has established two independently operating specialized institutions: the Experimental Animal Management Committee and the Experimental Animal Ethics Committee, responsible for management supervision and ethical review, respectively. The Management Committee oversees facility operations, daily supervision, and penalties for violations; the Ethics Committee focuses on project review, ongoing supervision, and animal welfare assurance. Committee members include veterinarians, researchers, and quality management personnel, serving three-year terms with regular rotations. The committees convene at least once annually to evaluate its operations.

We implement a pre-approval mechanism where projects cannot proceed without approval ("review first, then conduct; no review, no implementation"), upholding the 3R principles (Replacement, Reduction, Refinement) for animal use. Standardized forms ensure all review processes are documented and archived. We provide training on animal experiment operations, including acclimatization feeding, administration, and blood sampling, to minimize harm to animals. In pain management, we monitor anesthetic responses in animals and set clear humane

endpoints; experiments are terminated immediately upon triggering these standards to prevent unnecessary suffering. During the reporting period, no violations of animal experiment ethics occurred.

During the reporting period

No violations of animal experiment ethics occurred.



| Human Clinical Trial Ethics

To ensure the standardized conduct of drug clinical trials and the scientific validity, accuracy, and reliability of data and results, while safeguarding the rights and safety of trial participants, we will strictly adhere to the approved protocol and applicable Chinese laws and regulations. All trial activities will be conducted in compliance with the *World Medical Association's Declaration of Helsinki* (Revised October 2024), *ICH E6 (R3) GCP*, and the *Good Clinical Practice for Drug Trials* (2020 Edition), with all relevant responsibilities duly fulfilled.

The rights, safety, and well-being of trial participants are the paramount considerations and shall take precedence over scientific and societal benefits. Ethical review and informed consent serve as fundamental safeguards for protecting participants' rights and safety. We strictly uphold core ethical principles—including informed consent, privacy protection, and risk control—to ensure full compliance with national regulations and internationally accepted standards throughout the trial.

No clinical trial shall commence without prior approval from the Ethics Committee (EC). Throughout the study, the trial will be conducted in strict accordance with the approved protocol. Any amendment to the protocol must be implemented only after it has been communicated to and agreed upon by the sponsor, and subsequently re-approved or filed with the Ethics Committee, unless such measures are necessary to protect the safety, rights, and welfare of trial participants.

During the reporting period

No violations of human clinical trial ethics occurred.

Salubris Human Clinical Trial Ethics Management System

Initiation Phase

- The Clinical Research Project Manager (CPM) coordinates document preparation and review to ensure consistency of submission versions across centers.
- Clinical Research Associates (CRAs) precisely align with center review requirements, tracking progress until written approval is obtained.

Execution Phase

- Strictly fulfill dynamic supervision duties, timely update documents involving trial participants safety, report safety information such as serious adverse events (SAEs), protocol deviations, and pregnancy data within prescribed timeframes, and regularly submit the *Clinical Research Periodic Progress Reports*.

Conclusion Phase

- Properly archive ethics close-out documentation, ensuring all documents are completely saved for full-process traceability.

| Intellectual Property Management

Salubris complies with laws such as the *Patent Law of the People's Republic of China* and strictly follows internal systems including the *Patent Management System*, the *Trademark Management System*, the *Confidentiality System*, and the *R&D Project Review Management Measures* to ensure effective protection and application of intellectual property rights. The person primarily responsible for intellectual property is included in the list of participants in research center-level review meetings, ensuring an independent voice for IP perspectives in project initiation and key decisions at critical project stages, thereby avoiding infringement risks at the source and expanding technical value.

In terms of protection strategy, the Company systematically advances efforts across three dimensions:

Salubris Intellectual Property Protection Measures

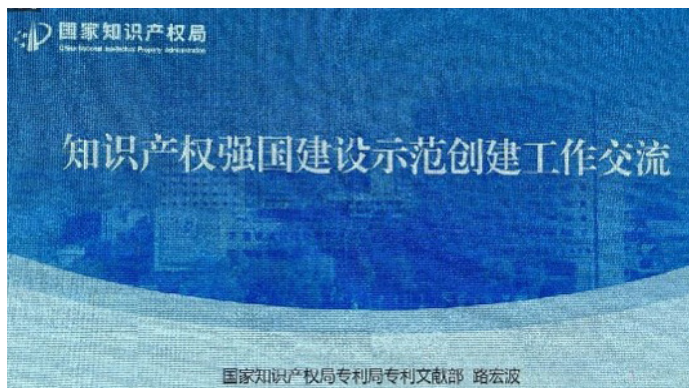
Strategic Dimension	Core Measures
IP Protection for Innovative Drug Products	■ For listed innovative drugs, collaborate with business departments to deeply explore technical details, continuously extend peripheral patent layouts, and strengthen the patent defense system for innovative products.
Overseas Rights Layout	■ Plan overseas application paths for core patents in advance based on external licensing needs. ■ Collaborate with overseas patent attorney teams that bring a global perspective to provide customized IP support for outbound products, safeguarding legal rights in global markets.
Dynamic Maintenance and Optimization	■ Closely track changes in industry policies and regulations and adjustments in patent examination standards across countries, establishing a flexible patent portfolio management mechanism to timely optimize patent layout and maintenance strategies.



Case

Salubris Participated in the "Law Interpretation Through Ten Cases" – Interpretation of Typical Patent Reexamination and Invalidity Cases in 2025

Salubris organized employees related to intellectual property management to participate in the "Law Interpretation Through Ten Cases" event hosted by the Patent Reexamination and Invalidation Department of the China National Intellectual Property Administration. The event selected ten high-profile, influential, and guiding typical cases from 2025 to deeply interpret patent examination standards and clarify patent protection rules. Through this learning activity, Salubris continuously strengthened the professional capabilities of its IP management team, improved compliance levels in patent portfolio, risk prevention, and rights maintenance, and provided more solid IP protection support for innovative drug R&D achievements.



Participate in the working Exchange for the Demonstration and Creation of Intellectual Property Powerhouse Construction



Internal Study on Patent Invalidation Cases

During the reporting period

241

patent applications filed

63

new patent grants obtained

In 2025, Salubris achieved significant results in intellectual property work. The Company filed 241 patent applications, including 226 invention patent applications, and obtained 63 new patent grants, including 56 invention patent grants. As of the end of the reporting period, we had cumulatively obtained 392 valid patent grants, providing a solid legal and technical barrier for continuous innovation.

Metrics and Targets

Salubris maintains high-intensity technological investment, allocating resources in both funding and manpower.

Salubris Technological Innovation Investment Indicators

During the reporting period

RMB **1.266** billion

R&D investment amount

29.10%

R&D investment as a percentage of annual revenue

827

number of R&D personnel

20.23%

percentage of R&D personnel

The Company has constructed a technological innovation target system covering four dimensions, breaking down strategic goals into annual execution plans for 2026–2030 to form a trackable and assessable target management mechanism.

Salubris Technological Innovation Targets

Growth Goals

Obtain approval of multiple new products or new indications;

Internationalization Goals

Promote multiple products for overseas licensing or overseas sales;

Competitiveness Goals

Maintain CKM chronic disease clinical R&D pipeline among the top tier domestically;

Organizational Development Goals

Strengthen organizational mechanisms and talent teams aligned with innovative R&D



Putting Patients First

Salubris has consistently upheld its business philosophy of "Goodness begins with integrity" and adhered to the core value of "putting patients first." We regard customer trust as the cornerstone of the Company's long-term and sustainable development. Grounded in the characteristics of the pharmaceutical industry, we serve five key groups: healthcare institutions and medical professionals, commercial and channel partners, retail outlets, patients and their families, and overseas customers and partners. We are committed to building a service ecosystem that covers the entire product lifecycle.

Optimize Service



| Customer Service Governance System

Salubris has built a customer service governance system led by the Company's Head of quality, centered on the Quality Center's customer service department, and coordinated by multiple departments, forming an organizational guarantee mechanism with clear responsibilities and rapid response.

Salubris Customer Service Governance System

Company's Head of Quality

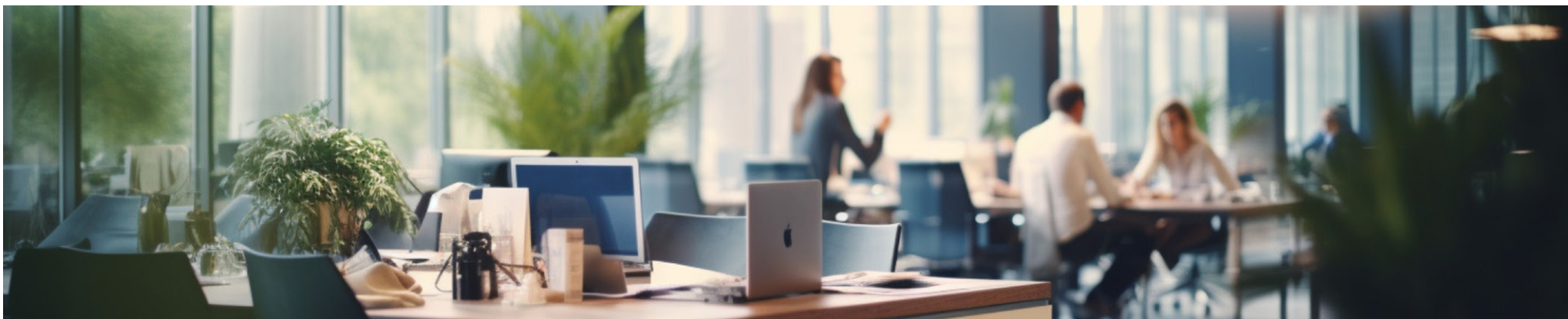
- Exercises ultimate authority regarding significant product quality complaints and the handling or recall of marketed products.

Quality Center

- Serves as the unified external contact window, responsible for full-chain management from receipt, transfer, process communication to result feedback and negotiation, ensuring timely and transparent complaint handling;
- Establishes and maintains complaint ledgers, regularly analyzes complaint trends for each variety, and feeds back prominent quality issues to the production side to drive rectification measures;
- Responsible for standardized organization, archiving, and maintenance of all complaint handling records and related document files, ensuring compliance and traceability of the quality management process.

Business Departments and Functional Departments

- Sales Department: Acts as the front-end information hub, responsible for collecting and initially verifying customer complaint details, assisting in communicating handling solutions with customers when necessary, and cooperating with investigations;
- Production Department: Responsible for investigating root causes of complaints, drafting investigation reports, formulating and implementing corrective and preventive measures, and providing technical support on product usage;
- Quality Control Department: Responsible for conducting retention sample or sample testing, issuing analysis reports to assist in investigating causes of out-of-specification or abnormal situations using scientific data;
- Other Functional Departments: Provide professional support in medical and technical fields for complaint handling to ensure accurate and reliable technical judgment for complex problems.





| Customer Service Guarantee Mechanism

The Company continues to improve its customer communication management system, formulating and strictly implementing internal systems such as the *Product Complaint Handling Management Procedures* and the *Incoming Call Answering and Message Management*. We integrate diverse channels, set up dedicated customer service hotlines, comprehensively covering quality complaints, medication consultations, and adverse reaction reports, extending feedback to terminal networks including distributors, hospitals, and pharmacies, ensuring all complaints are included in a unified tracking and handling process. We strictly enforce standardized answering norms and message management processes, ensuring professional response around the

clock on working days and immediate archiving of voice messages during non-working hours with dedicated follow-up. Meanwhile, we continuously enhance the professional capabilities of the customer service team, requiring staff to strictly follow internal regulations such as the *Drug Adverse Reaction Reporting and Monitoring Management System* and master product knowledge, ensuring professionalism and reliability in every interaction.



| Customer Complaint Handling

The Company has established a management process from complaint registration, internal collaborative investigation to rectification feedback. For quality-related complaints, cross-departmental root cause investigations are initiated to ensure

safety information is reported within 24 hours, effectively resolving potential risks. After receiving complaint information, customer service specialists complete initial registration and validity judgment based on the "Complaint Handling Coordination Table" and convey valid complaints to the factory's Quality Assurance (QA) department within 48 hours to initiate investigation. During the investigation phase, progress is synchronized periodically; if necessary, on-site visits are arranged. Investigation results are reviewed by the QA manager and the person responsible for quality at the plant before being uniformly fed back to the customer by the customer service specialist. During the reporting period, the Company accepted a total of 67 customer complaints, with no major complaint events occurring. All complaints achieved a 100% processing rate.



| Customer Satisfaction

The Company conducts satisfaction surveys with consulting customers every half year, transforming customer feedback into motivation for improving product quality and driving simultaneous upgrades in service quality and customer experience.

During the reporting period

0

complaint events occurring

100%

complaint processing rate



Responsible Marketing

Salubris integrates the concept of responsible marketing into every link of commercial activities. By creating a fair competition market environment, standardizing academic promotion behaviors, and strictly observing professional ethics, the Company is committed to building a transparent, healthy, and sustainable pharmaceutical marketing ecosystem, guarding public health.

| Responsible Marketing Management

Salubris always abides by the principles of fair competition and honest operation, ensuring all marketing means comply with local laws and regulations such as the *Anti-Monopoly Law of the People's Republic of China*. The concept of responsible marketing is clearly defined in the *Anti-Monopoly Management System* and integrated into the entire process of drug information dissemination and professional academic exchanges, conveying product information in a scientific, accurate, and transparent manner to safeguard medical decision-making and patient life safety. The Company prohibits implementing

monopoly agreements and abusing market dominance. For high-risk scenarios involving communication of competitively sensitive information, joint sales and procurement, industry standard setting, and bidding, strict pre-approval mechanisms must be followed, requiring approval from legal and risk control departments. It is strictly prohibited to use algorithms, data advantages, or platform rules to exclude or restrict competition. Compliance responsibilities are incorporated into the performance assessment of marketing post employees, urging them to consciously regulate professional behavior and observe the bottom line of professional ethics, jointly creating a clean, healthy, and orderly marketing ecosystem. In 2025, the Company did not experience any

non-compliance incidents involving product information, labeling, or marketing communications related to false marketing.

| Responsible Marketing Audit

The Company has established a systematic responsible marketing audit mechanism, conducting internal audits and special audits annually to comprehensively review the compliance, authenticity, and transparency of marketing activities. Audit scope covers key links such as promotional materials, expense reimbursement, meeting management, and interactions with stakeholders, ensuring all marketing activities focus on patient interests and

eliminating any improper behavior. For discovered problems, we adhere to a "zero-tolerance" principle, immediately initiating rectification procedures and implementing accountability mechanisms, continuously promoting the standardization and transparency construction of the marketing system.

| Responsible Marketing Training

The Company continues to optimize the compliance and responsible marketing training system, adopting diverse modes such as offline lectures, online studies, mentorship guidance, and thematic seminars to enhance the depth of interaction and practical effectiveness of training.

During the reporting period

0 non-compliance incidents involving product information, labeling, or marketing communications related to false marketing.



Industrial Synergy and Common Prosperity

Salubris deepens full-lifecycle supplier management, committed to building a robust and efficient supply chain system. The Company strengthens ESG risk identification and control capabilities, achieving common prosperity and shared responsibility through synergy, joining hands with supplier partners to create a sustainable ecosystem of shared value.

Supplier Management

Salubris strictly complies with the laws and regulations in the jurisdictions where it operates. The Company has established internal policies and procedures, including the *Procurement Management Policy* and the *Supplier Management Measures*, to develop a comprehensive supplier management process that covers onboarding, evaluation, tiered management, and exit, thereby directing resources toward high-performing, compliant, and quality suppliers.

Salubris Supplier Management Process

Entry

The Company strictly complies with internal documents such as the *Raw Material and Packaging Supplier Entry Standards*, setting differentiated "mandatory" and "reference" items for manufacturers and traders for entry evaluation, verified through Tianyancha checks, on-site inspections, third-party surveys, etc. Evaluation items include quality standards, price, scale of personnel, Health, Safety and Environment (HSE) management risks, and credit status.

Evaluation

The Company builds a regular, quantifiable supplier performance evaluation system, achieving full-cycle performance control through a combination of annual comprehensive assessments and quarterly special dynamic evaluations. Evaluation results are linked to cooperation opportunity allocation, share adjustment, deepened collaboration, and exit elimination.

Tiered Management

- At the beginning of each year, the Company formulates a supplier grading plan for the year according to the *Annual Procurement Plan & Strategy*, dividing suppliers into core suppliers, key suppliers, general suppliers, and low-performance suppliers, taking differentiated management measures.
- Core Suppliers: Deeply synergistic in technology, capital, or strategy and crucial to business; deep cooperation is ensured through high-level mutual visits and early project intervention.
 - Key Suppliers: Preferred suppliers with large procurement amounts, high dependency, or excellent performance; close interaction is maintained through long-term agreements and technical cooperation.
 - General Suppliers: Qualified or not subject to performance assessment; divided into A, B, and C categories based on performance. Resources are appropriately tilted towards Class A suppliers on the basis of fair competition.
 - Low-Performance Suppliers: Those with safety/quality accidents or substandard performance; business restrictions, backup finding, and gradual elimination measures are taken.

Exit

The Company resolutely implements a supplier rectification and exit mechanism. For suppliers with minor compliance flaws or management irregularities, time-limited rectification is required; for those with delayed rectification, weak willingness, or recurring problems, introduction or cooperation is suspended; for those with major safety hazards, environmental violations, serious quality issues, commercial fraud, illegal operations, refusal to rectify, or failed rectification, they are blacklisted, and existing cooperation is terminated.

The Company treats small and medium-sized enterprises equally, adhering to principles of fairness, transparency, and good faith performance of obligations, establishing standardized, unified, and strict supplier payment and payment terms management systems. All payments are strictly executed according to formal contracts, with account periods preset in the system. Regardless of supplier size, cooperation cycle, or regional differences, we treat everyone equally, avoiding unjustified delays or malicious withholding of accounts, effectively protecting the legitimate rights and interests of small and medium-sized suppliers and various cooperative parties. In 2025, the Company had no overdue payments to small and medium-sized enterprises.

As of the end of the reporting period, [the Company had a total of 2,594](#) suppliers. Supplier management data is as follows:

Salubris Supplier Management Data

Indicator		Unit	2025
Number of Suppliers by Region	Mainland China	/	2,584
	Hong Kong, Macao, Taiwan and Overseas	/	10
Number of Key Suppliers		/	308
Supplier Certification	Suppliers Certified by ISO 14001 System	/	186
	Suppliers Certified by ISO 45001 System	/	169
	Suppliers Certified by ISO 9001 System	/	293
	Suppliers Certified by Other Certifications	/	130
Suppliers Using Eco-friendly Materials and Circular Packaging		/	21

Supply Chain ESG Management

Salubris has integrated ESG concepts and compliance requirements into the entire supply chain lifecycle. We implement end-to-end oversight from supplier qualification and contracting to exit. This process covers all new suppliers, requiring them to fulfill their committed responsibilities in accordance with the suppliers' social responsibility and code of conduct. Meanwhile, we carry out online and offline ESG exchange activities, achieving full coverage of key suppliers, actively promoting sustainable development concepts, urging partners to integrate excellent ESG practices throughout production and operation processes, jointly pushing the overall supply chain towards green and sustainable upgrades.

Salubris Supplier ESG Management Mechanism

Environmental Dimension

- Require suppliers to strictly comply with national and local environmental laws and regulations, take effective measures to reduce environmental impact, and promote green production and sustainable development.

Social Dimension

- Prohibit suppliers from employing child labor and using forced labor, requiring them to guarantee wages and benefits for all employee groups;
- Require suppliers to provide safe and hygienic working environments, strengthen employee health and safety training, and prevent occupational diseases and work injuries;
- Require suppliers to respect employees' rights to freedom of association and collective bargaining, eliminating any form of discrimination.

Governance Dimension

- Prohibit any form of corruption and bribery;
- Conduct business in a commercially ethical manner, ensuring fair competition;
- Protect all confidential information or materials provided by the Company and its business partners.

The Company has built a regular risk management system covering compliance, quality, delivery, environmental safety, supply disruption, and ESG dimensions. A procurement risk management group is established, defining "zero supply disruption, zero violation" management goals, implementing full-cycle control of pre-event prevention, mid-event control, and post-event review. In terms of evaluation mechanisms, we adopt a mode combining daily-triggered, periodic, and special assessments, where production materials execute quarterly routine evaluations to ensure timeliness and comprehensiveness of risk identification. During the reporting period, after rigorous assessment, no suppliers with negative factors related to labor, environment, etc., were found, effectively safeguarding supply chain safety and stable operation.

Salubris Supply Chain Risk Management Process



The Company is committed to comprehensively enhancing supply chain resilience, establishing a full-process quality traceability system. By implementing routine sampling inspections, conducting regular on-site audits, and ensuring timely corrective actions, the Company effectively mitigates quality risks and maintains consistent quality of supplied products. Meanwhile, we implement diversified procurement, resource backup, domestic substitution, and safety inventory strategies to resolve single-dependency and capacity bottlenecks at the source, building multi-level buffering mechanisms to ensure safe and sustainable supply chain operation.

**No**

violations
such as forced
labor or child labor
occurred during
the year

100%

training coverage
rate

59

average training
hours per
employee

03

Cultivating Talent, Harnessing Collective Wisdom

Salubris adheres to a people-oriented development philosophy, regarding employees as the core driving force of sustainable development. Through continuously improving the employee management system, the Company has built a safe, equal, diverse, and inclusive work environment. Focusing on employee protection, occupational health and safety, and talent development systems, the Company constantly strengthens its institutional foundation, optimizes management practices, promotes shared growth between employees and the enterprise, and provides solid talent support for high-quality development.

Welfare support is provided, including paid annual leave, health checkups, and nursing rooms. Online and offline communication channels are kept open, and annual satisfaction surveys for all employees are conducted.

Implementing Compliant Employment

Salubris abides by laws, regulations, and compliance guidelines, fully implements equal employment policies, and deeply embodies the concepts of diversity, equality, and inclusion. The Company strives to maintain a positive, healthy, standardized, orderly, and vibrant workplace ecosystem, creating harmonious and stable labor relations.

Compliant and Equal Employment

To maintain an equal employment environment, Salubris strictly prohibits all forms of illegal employment and complies with national laws and regulations such as the *Labor Law of the People's Republic of China* and the *Labor Contract Law of the People's Republic of China*. The Company has formulated and implemented the **Recruitment Management System**, serving as the standard and guidance for recruitment work. Within the recruitment management system, we establish diverse recruitment channels and incorporate non-discrimination as a recruitment requirement, building a scientifically grounded selection mechanism, establishing standardized execution standards, and always adhering to the core principles of

fairness, impartiality, and transparency. This ensures that the entire employee hiring process strictly meets legal and regulatory requirements, achieving standardized and transparent operations.

Salubris has formulated the **Management Measures for Prohibiting Child Labor and Forced Labor**, resolutely prohibiting any form of child labor and forced labor. At the same time, the Company has established reporting channels to strengthen supervision. Regarding cases involving child labor and forced labor, upon verification, employment is terminated immediately, victims are provided with assistance, and responsible individuals will face demotion, dismissal, fines, or legal accountability based on the severity of the circumstances. During the reporting period, no violations such as forced labor or child labor occurred at Salubris.

Promoting Equality and Diversity

Salubris embeds respect for human rights and corporate responsibility into daily operations and strictly abides by laws and regulations. The Company maintains a "zero tolerance" stance towards all forms of discrimination and harassment, establishing a comprehensive complaint reporting and investigation mechanism to strive for a fair, safe, respectful, and healthy work environment. We adhere to the principle of equality and do not treat employees differently based on factors such as place of birth, race, socioeconomic status, nationality, hometown, religion, age, disability, gender, marital status, pregnancy, sexual orientation, or union affiliation. Meanwhile, the Company strictly implements national regulations on working hours, overtime and leave to protect employees' rights and build regulated, harmonious and sustainable employment relations.



2025 Salubris Employee Employment Data

Indicator		Unit	2025
Total Employees		persons	4,087
By Gender	Male	persons	2,114
	Female	persons	1,973
By Age Group	30 years old and below (inclusive)	persons	1,171
	30–50 years old (inclusive of 50, exclusive of 30)	persons	2,751
	Over 50 years old (exclusive of 50)	persons	165
By Education Level	Doctoral Degree or Above	persons	68
	Master's Degree	persons	427
	Bachelor's Degree	persons	1,861
	Associate Degree and Below	persons	1,731
By Job Level	General Employees	persons	3,632
	Middle Management	persons	439
	Senior Management	persons	16
By Region	Mainland China	persons	4,055
	Hong Kong, Macao, Taiwan and Overseas	persons	32
By Race/Ethnicity	Han Chinese	persons	3,834
	Ethnic Minorities	persons	215
	Overseas Employees	persons	38
By Profession	Production	persons	1,154
	Technical	persons	827
	Sales	persons	1,698
	General Administration	persons	408
By Employment Type	Full-time Employees	persons	3,940
	Non Full-time Employees	persons	147
Employee Diversity	Females in Grassroots Management	persons	117
	Females in Middle Management	persons	115
	Females in Senior Management	persons	5
	Females in STEM-related Positions	persons	698
	Females in Revenue-generating Management Positions	persons	138

Indicator		Unit	2025
New Recruitment	Total New Hires	persons	1,053
	Male	persons	501
	Female	persons	552
	30 years old and below (inclusive)	persons	526
	30-50 years old (inclusive of 50, exclusive of 30)	persons	521
	Over 50 years old (exclusive of 50)	persons	6

2025 Salubris Employee Turnover Rate

Indicator		Unit	2025
Turnover Rate		%	16
Turnover Rate By Gender	Male	%	17
	Female	%	15
Turnover Rate By Age	30 years old and below (inclusive)	%	23
	30-50 years old (including 50, excluding 30)	%	13
	Above 50 years old (excluding 50)	%	13
Turnover Rate By Region	Mainland China	%	16
	Hong Kong, Macao, Taiwan and Overseas	%	0
Turnover Rate By Job Level	General Employees	%	16
	Middle Management	%	13
	Senior Management	%	0

Empowering Employee Growth

To develop a high-quality talent development ecosystem, the Company has established a systematic talent cultivation system and unobstructed career development pathways. This creates a tiered workforce that supports organizational strategy, not only providing high-quality talent supply for business growth but also comprehensively empowering employees' capability leaps and career advancements.

During the reporting period

The Company achieved a training coverage rate of

100%

Systematic Training System

Salubris consistently places talent cultivation at the core of its corporate development strategy. To standardize the training management process, the Company has formulated and refined the *Company Training Management System*, constructing a scientific and systematic training framework that clarifies requirements and standards for various types of training. Simultaneously, through regular assessment of training outcomes, the Company continuously optimizes the talent cultivation mechanism to ensure the sustained enhancement of training value.

The Company has built a talent cultivation system centered on career development pathways. By implementing hierarchical and categorized management, this system covers three levels of standards: the Company, subsidiaries/branches, and departments. Training content encompasses multiple categories, including general competency training, specialized training, and onboarding

training. Based on organizational and employee training needs surveys, the Company formulates annual training plans for each level and establishes a training mechanism combining "Internal Training for Foundation" and "External Training for Innovation."

Furthermore, the Company adopts a blended training model integrating online and offline approaches, building the "Xin Academy" online platform that covers all enterprise learning scenarios and supports convenient learning. Platform courses cover multiple directions, including management leadership, various professional skills, and general literacy. Currently, the platform hosts over 5,000 courses, with employees averaging 14.5 annual online learning hours. Leveraging the learning platform, the Company continues to conduct various thematic activities, such as leadership and AI initiatives, forming an integrated "Learn-Explore-Practice" model. During the reporting period, the Company achieved a training coverage rate of 100%.



Xin Academy Thematic Training



2025 Salubris Employee Training Data

Indicator		Unit	2025
Percentage of Employees Trained		%	100
Number of Employees Trained by Gender	Male	persons	2,114
	Female	persons	1,973
Percentage of Employees Trained by Gender	Male	%	100
	Female	%	100
Number of Employees Trained by Job Level	General Employees	persons	3,632
	Middle Management	persons	439
	Senior Management	persons	16
Percentage of Employees Trained by Job Level	General Employees	%	100
	Middle Management	%	100
	Senior Management	%	100
Total Annual Training Hours		hours	240,296
Average Training Hours per Employee		hours	59
Average Training Hours by Gender	Male	hours	62
	Female	hours	56
Average Training Hours by Job Level	General Employees	hours	59
	Middle Management	hours	57
	Senior Management	hours	18
Number of Employees Under Performance Appraisal or Career Development Assessment ⁹		persons	3,651
Percentage of Employees Under Performance Appraisal or Career Development Assessment ⁹		%	90

⁹ Part-time, outsourced, and overseas employees are excluded; other employees who, due to reasons such as recent onboarding, do not fall within the current appraisal period are also not included.



Unobstructed Career Development Pathways

Based on its actual operational conditions and employees' career development plans, Salubris has formulated the *Employee Career Development Management Measures* and the *Job System Management Measures*. Accordingly, the Company establishes different job levels, grades, ranks, and job sequences. For R&D, Production, and other sequences, qualification standards are set according to job grades, while the Management sequence sets management competency standards according to job layers. This clarifies employee capability and behavioral requirements to help employees clarify goals and promote career development.

Salubris builds a systematic talent development system, taking the dual channels of "Management" and "Professional" as the horizontal core, and vertically establishing promotion pathways from low to high job levels, grades, and rank. Relying on the online platform "Xin Academy" and offline training projects, comprehensive support is provided. Employees can flexibly choose promotion within the same channel, cross-channel development, or lateral transfers to broaden their professional scope, enhance comprehensive capabilities and person-job fit, thereby optimizing performance.

Employee Career Development Pathways



Leadership Training

The Company has launched tiered programs such as the "Xin Class" "Li Class" and "Tai Class" leadership tracks to precisely enhance management capabilities for employees at different levels.



Professional Competency Training

The Company adopts differentiated empowerment strategies, customizing exclusive professional growth paths for employees. Through the "Three-Level" training system, this initiative enables senior talent to rapidly transition into professional roles.



New Talent Training

The Company has established a three-year structured development program for campus recruitment management trainees to build their professional capabilities and support their long-term career development.

Unlocking Employee Potential

The Company continuously improves the closed-loop performance management mechanism, aligning individual performance and contributions with the Company's long-term strategic objectives. It establishes a long-term link between core talent incentives and the Company's long-term development, strengthening the internal drive for sustainable organizational development. Meanwhile, the Company is committed to building an inclusive and open workplace ecosystem, streamlining channels for employees to express concerns, improving feedback response mechanisms, and effectively safeguarding employees' legitimate rights and interests.

Diversified Incentives

Salubris strictly complies with laws and regulations such as the *Social Insurance Law of the People's Republic of China*, the *Company Law of the People's Republic of China* and the *Securities Law of the People's Republic of China*, and formulates internal regulations such as the *Compensation Management Measures* and the *Performance Management Measures*. The Company is committed to building a fair, transparent, and market-competitive compensation and benefits system. By continuously advancing the standardization and normalization of its compensation system, the Company has established a salary structure centered on fixed salary, performance bonuses, and supplementary allowances. It has also introduced supplementary benefit programs covering holiday allowances, commercial insurance, and other items to effectively safeguard employees' rights and interests. The Company binds employees' individual performance and job value to the Company's long-term development, ensuring incentive effectiveness while considering the guarantee function, thereby stimulating organizational vitality comprehensively.

The Company has established and implemented a performance management system covering all employees and departments, standardizing the management of individual and departmental performance goal commitment forms and their decomposition processes to ensure the clarity and traceability of goal setting. The Company initiates team and individual performance assessment work, formulating performance goal commitment forms and process flowcharts to ensure the orderly implementation of assessment work. In addition, the Company attaches great importance to the performance feedback and improvement links, regularly conducting performance interviews and formulating detailed feedback and improvement plans. This forms a management closed loop of "Goal Setting – Assessment Execution – Feedback Improvement" to continuously improve

organizational efficiency and employee personal development levels.

The Company continuously improves the medium-to-long-term incentive system and orderly implements employee equity incentive arrangements, deeply linking them with annual performance results to improve the precision of the incentive mechanism and strengthen the synergy matching between incentive orientation and strategic goals. Through building a diversified reward system and unobstructed career development pathways, the Company consolidates talent introduction, cultivation, incentive, and retention capabilities, strengthens core team cohesion, and provides talent support for the enterprise's sustainable operation and development.

Employee Care

Salubris strictly complies with national and local labor laws and regulations, formulates the *Attendance and Leave Management Measures*, and continuously improves non-compensation welfare guarantee mechanisms. The Company systematically builds an employee care system covering health care, welfare support, and work-life balance, focusing on creating a reassuring, warm workplace environment with a strong sense of belonging.



2025 Salubris Employee Benefits

- Provide employees with various personal leave including paid annual leave, welfare leave, paid sick leave, maternity leave, paternity leave, and nursing leave, along with health checkups, supporting employees in reasonably balancing work and life;
- Regularly host diverse cultural, sports, and festival-themed activities, and provide holiday greetings, birthday perks, and customized uniforms at key occasions to foster team cohesion.
- Provide localized amenities such as talent apartments, staff dormitories, employee cafeterias, recreational facilities, and commuter shuttles to significantly enhance daily convenience and off-work quality of life.
- Offer annual health screenings and an employee mutual aid program (covering hospitalization, critical illness, and accidents), alongside dedicated support and condolence initiatives for critical illness, maternity, or the loss of an immediate family member.

Employee Communication and Satisfaction

Salubris respects individual differences and diverse backgrounds of employees, and is committed to creating an equal and inclusive internal communication atmosphere. It establishes multi-level, institutionalized employee communication and democratic participation mechanisms, fully safeguarding employees' rights to know, participate, and express. This guides employees to deeply participate in enterprise construction, ensuring every employee's voice is heard and demands are handled fairly and timely.

The Company builds a three-dimensional communication channel combining online and offline links, supplementing real-name and anonymous methods. Through OA systems, collaborative forms, suggestion boxes, dedicated feedback emails, and other channels, employees are supported to conveniently and efficiently express views and feedback demands regarding process optimization, training experience, system iteration, daily management, etc. The Company continuously listens to employees' voices and responds to reasonable suggestions in time, promoting collaboration among employees from different backgrounds,

assisting corporate culture construction and business strategy implementation, and strengthening team cohesion. The Company has now formally included the performance appeal process in the performance management system, supporting and perfecting standardized forms for performance appeals and performance interviews, further completing the closed loop of employee communication feedback and rights protection.

To clarify organizational development direction, Salubris conducts annual satisfaction surveys for all employees, covering dimensions such as welfare policies, compensation performance, occupational health, etc., to comprehensively gain insights into core advantages of organizational management and key areas urgently needing improvement in the future. Based on survey results, the Company quickly implements optimization measures and plans annual improvement strategies, effectively absorbing employee feedback, continuously improving the working environment, and creating an excellent organizational atmosphere.



Ensuring Health and Safety

Salubris adheres to the occupational health and safety policy of "people-oriented, ensuring safety production" regarding the health and safety of employees and stakeholders as the cornerstone of the company's sustainable and robust development. Guided by the occupational health and safety objectives of "zero work-related fatalities and injuries and zero occupational disease cases," we deeply integrate occupational health and safety management into the full process of R&D, production, and operations, continuously fostering an inherently safe, healthy, and harmonious working environment.

Safety Production



| Work Safety Governance Structure

Salubris strictly complies with laws and regulations such as the *Work Safety Law of the People's Republic of China*, and has formulated internal policies including the *HSE Management Measures* and the *Environmental, Occupational Health and Safety Management System Manual*. A Group Work Safety Committee has been established as the central decision-making body, with each organization establishing its own sub-committee. Dedicated safety management departments have been set up and staffed with full-time safety professionals. This comprehensive safety governance framework covers all company premises and extends to all full-time employees, part-time employees, contractors, suppliers, and other relevant stakeholders.



| Accountability Mechanism

We have established a management-level safety accountability mechanism, incorporating safety and health performance indicators into the performance appraisal and compensation-linked system for management personnel, thereby reinforcing primary safety responsibilities at all levels.



| Work Safety Management System

The Company has built a comprehensive safety management system covering risk control, emergency response, compliance review, and all-staff communication, effectively achieving dynamic risk prevention and control and efficient emergency response of unexpected incidents, ensuring continued compliant operation. We continuously advance the digitalization of HSE management by developing a unified information platform that integrates core modules such as risk grading and control, hazard identification and rectification, work permit management, safety training, occupational health records, and contractor management. Relying on a unified data foundation, the system achieves standardized collection of safety indicators, improving data completeness, accuracy, and auditability.

During the reporting period, the Company's work safety management system received external recognition, with the Bao'an, Shandong, and Suzhou plants all obtaining Level 3 Work Safety Standardization certification.

Salubris Safety Management Mechanism

Safety Risk Assessment	Conduct hazard identification at work sites quarterly, establishing risk graded control ledgers; organize a comprehensive risk re-evaluation annually to ensure dynamic effectiveness of risk identification.
Safety Compliance Review	Conduct comprehensive reviews of health and safety management situations at all operating locations semi-annually, forming HSE supervision reports and HSE dynamic review reports, ensuring all operating locations operate safely and compliantly.
Regular Communication	- Hold annual work safety committee meetings to ensure deep participation of management layers, union representatives, and employee representatives in safety matter decision-making and discussion. - Each branch convenes regular monthly work safety committee meetings, chaired by the head of the respective institution and attended by department heads from safety management, production operations, equipment maintenance, and other relevant functions, alongside employee representatives. Through this standardized monthly communication mechanism, safety directives are promptly cascaded to frontline teams, ensuring the effective execution of safety decisions and corrective action plans.
Digital Enabled Management	Launch HSE information management platform, supporting employees to report unsafe behaviors, accident hazards, and near-miss events, rewarding those who actively report.
Contractor Safety Requirements	Strictly implement occupational health and safety control requirements during contractor entry and cooperation signing, audit partner safety qualifications, and include safety control clauses in cooperation contracts. Carry out comprehensive safety training for all contractor personnel, with a training coverage rate of 100% for contractors.



| Emergency Management

The Company attaches great importance to emergency management, formulating the *Accident Reporting and Investigation Disposal Procedures*, clarifying comprehensive emergency plans and special disposal schemes for fire, mechanical injury, chemical leakage, etc. We regularly organize emergency drills for scenarios such as fire, electric shock, hazardous chemicals leakage, poisoning, and suffocation, completely retaining drill records and rectification tracking archives, continuously improving the capabilities of emergency response.

The Company sets the occupational health and safety goal of "zero casualty accidents, zero occupational disease", and sets quantitative indicators around it to promote goal implementation. During the reporting period, no serious work-related casualties or occupational diseases occurred among both employees and contractors, with 97 workdays lost due to work-related injuries. The number and rate of work-related fatalities were zero in 2023, 2024, and 2025.

Salubris Safety Production Indicators

Indicator	Unit	2025
Lost Workdays Due to Work Injuries	days	97
Total Recordable Incident Rate (TRIR)	incidents per 200,000 working hours	0.0970
Lost Time Injury Rate (LTIR)	incidents per 200,000 working hours	0.0970
Near-miss Report Rate	incidents per 200,000 working hours	98
Hazard Rectification Rate	%	99.66
Contractor Lost Time Injury Accident Events	incidents	0
Work Injury Insurance Investment Amount	RMB 10,000	301
Work Injury Insurance Coverage ¹⁰	persons	3,936

¹⁰ Retired rehired employees and interns are not covered by work-related injury insurance; the Company separately purchases accident insurance for them.

Workplace Safety Training

The Company has formulated an annual occupational health and safety (OHS) training plan, delivering routine safety training to internal employees, contractors, and suppliers. The training covers safe work practices and the management of high-risk operations, including hot work. For newly hired employees in production positions, the Company strictly implements the three-level safety education—factory level, workshop/department level, and team level—to ensure that employees master job-specific risk identification and emergency response skills before working independently.

Salubris Occupational Health and Safety Training Indicators

Indicator	Unit	2025
Total Person-Times of Occupational Health and Safety Training	person-Times	35,392
Total Duration of Occupational Health and Safety Training	hours	44,770
Total Sessions of Occupational Health and Safety Training	times	861
Total Sessions of Occupational Health and Safety Training Conducted for Contractors	times	158
Covered Number of Contractors for Occupational Health and Safety Training	persons	1,754
Coverage Rate of Occupational Health and Safety Training for Contractors	%	100
Total Training Hours for Contractors	hours	978
Certification Rate for Special Operations Personnel	%	100

Safety Production Cultural Activities

Salubris continuously promotes safety production culture construction, creating an all-staff participatory safety culture atmosphere through diversified publicity activities. The Company regularly holds themed activities such as Safety Production Month and Fire Prevention Month, publishes the *Salubris HSE Culture Knowledge Manual* and the *Employee HSE Manual*, pushes safety concepts via safety culture columns, thematic posters, and new media platforms; synchronously carries out publicity of "Top Ten Safety Concepts" and "Top Ten Life-Saving Rules," organizes safety knowledge competitions and emergency skill drills, strengthening employee safety awareness and emergency response capabilities. The Company establishes a positive incentive mechanism, annually selecting "HSE Annual Figures" "Safety Guardians" and other advanced models, encouraging employees to actively report unsafe behaviors and near-miss events, organize HSE-themed expert activities safety promoting management transformation from passive response to active prevention, effectively safeguarding employee life safety and production operation stability.



Occupational Health

Salubris strictly complies with laws and regulations such as the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*. The Company has established and implemented internal policies, including the *Occupational Disease Hazard Responsibility Prevention System*, the *Occupational Protective Equipment Management System*, the *Occupational Hazard Monitoring and Evaluation Management System*, and the *Occupational Hazard Accident Handling and Reporting System*. The Company has also built a comprehensive employee health protection system covering the full business chain to consolidate employees' health defenses and safeguard employees' occupational health and rights.

Salubris Occupational Health Management Measures

Occupational Health Examinations

- **Pre-employment occupational health examination:** Newly recruited personnel and transferred personnel must pass occupational health checks before engaging in jobs contacting occupational hazard factors;
- **Periodic occupational health examination:** Regularly organize occupational health checks for employees exposed to occupational hazards annually;
- **Abnormal handling:** Transfer employees discovering occupational contraindications or occupational-related health damage from original posts and properly arrange them, inform them truthfully, and require re-examination or medical observation/treatment according to inspection institution requirements.

Hazard Factor Identification and Monitoring

- Determine and identify dust, noise, high temperature, toxic substances, and other hazard factors and points in workplaces, conducting regular detection and evaluation according to occupational hygiene management standards.

Job-specific Training

- Employees in occupational disease risk posts participate in occupational safety education training for no less than 20 hours annually. Training content covers occupational hygiene laws and regulations and standards, basic occupational hygiene knowledge, correct use and maintenance of protective equipment and personal protective equipment, emergency rescue measures and basic skills, etc.

Labor Protection Equipment Management

- Regularly distribute labor protection equipment for free. Establish regular quality inspection and maintenance systems for special protective equipment such as safety helmets, insulating protective equipment, and gas masks; prohibit use of unqualified or invalid equipment.

Implementation of the "Three Simultaneities" system

- Strictly implement the "Three Simultaneities" system for occupational disease prevention facilities in construction projects, ensuring occupational disease prevention facilities are designed, constructed, and put into production and use simultaneously with main projects.

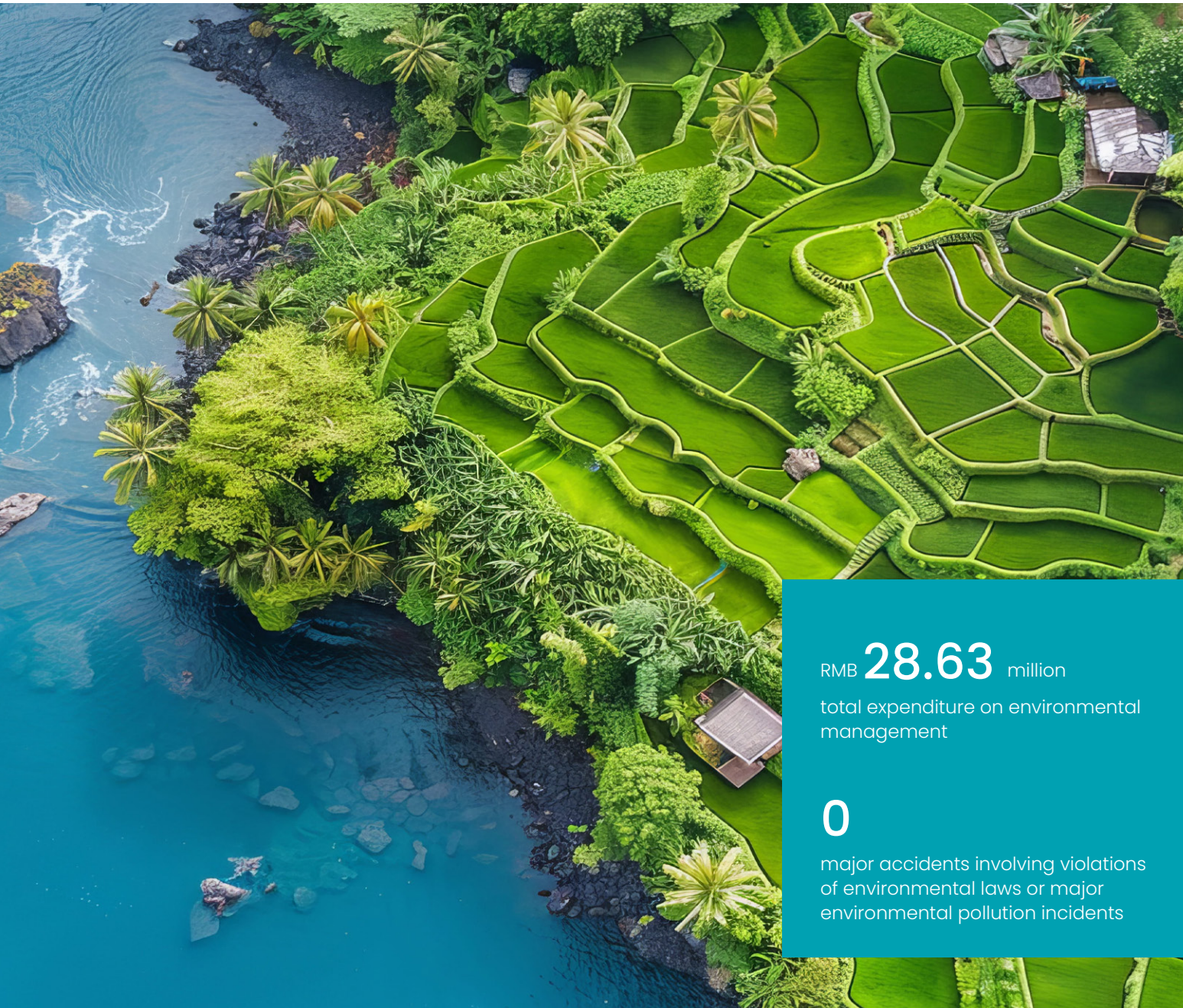
In 2025, the regular monitoring coverage for occupational hazard factors across all workplaces reached 100%. Both training and occupational health examination coverage for the 964 employees in hazard-risk positions stood at 100%. With no occupational hazard incidents or suspected cases reported, the Company successfully achieved a "zero occurrence" of occupational diseases.

0
occupational
disease incidents

100%
regular monitoring
coverage for occupational
hazard factors across all
workplaces

100%
training coverage for
employees in hazard-
risk positions

100%
occupational health
examination coverage
for employees in
hazard-risk positions



RMB **28.63** million

total expenditure on environmental management

0

major accidents involving violations of environmental laws or major environmental pollution incidents

04

Greening the Future, Fostering Ecological Harmony

Salubris always regards green development as one of the long-term strategic drivers for enterprise transformation, comprehensively promoting low-carbon transformation and ecological environmental protection. Through gradually strengthening climate risk management, improving the environmental management system, enhancing resource utilization efficiency, and deepening circular economy practices in packaging links, while promoting high-quality development of the pharmaceutical industry, the Company actively fulfills its environmental responsibilities, jointly building a sustainable future of harmony between humans and nature.

Multiple sites, including Bao'an Factory, Daya Bay Factory Pingshan Factory, have obtained ISO 14001 Environmental Management System certification.

Bao'an Factory has passed ISO 50001 Energy Management System certification.

Responding to Climate Change

Salubris recognizes the impact of climate change on global public health and the pharmaceutical industry, integrating climate action into corporate strategic decision-making. The Company has established a comprehensive climate management framework aligned with four core pillars: governance, strategy, risk management, and metrics and targets. Through this framework, the Company is committed to reducing its operational carbon footprint, driving green transformation, and supporting global climate action.



Salubris Climate Change Governance Structure and Responsibilities

Governance

Salubris has established a three-level climate governance framework comprising the Board of Directors, Production Center HSE Management Group and Business Departments and Functional Departments. The Board of Directors serves as the highest-level governing body, providing strategic oversight and guidance for all climate-related initiatives. Through clearly defining responsibilities and powers at each level, we strengthen climate change management.



Board of Directors

- As the highest decision-making body, responsible for approving climate-related strategies, supervising the management effectiveness of climate risks and opportunities, and regularly reviewing the achievement of climate goals.

Production Center HSE Management Group

- As the management body, responsible for formulating climate strategies, goals, and plans, supervising their implementation, evaluating major climate risks and opportunities, and submitting them to the Board of Directors for deliberation.

Business Departments and Functional Departments

- As the execution body, responsible for implementation of climate management, including formulating action plans, promoting emission reduction projects, monitoring and reporting climate performance, and regularly reporting progress.

Strategy

Salubris attaches importance to short-, medium-, and long-term physical risks and transition risks brought by climate change, establishing a robust mechanism for risk assessment and opportunity identification, formulating forward-looking countermeasures for potential risks.

Climate-Related Risk Identification					
Risk Type		Risk Description	Countermeasure Actions	Impact Period	Potential Financial Impact
Physical Risk	Acute Risk	Extreme weather events caused by climate change (e.g., floods, typhoons)	■ Establish regular facility inspection mechanisms, strengthen key equipment reinforcement and drainage system maintenance; ■ Improve extreme weather emergency plans and conduct regular drills; ■ Optimize supply chain layout, implement multi-source supply strategies, establish key material strategic reserves, enhance supply chain resilience.	Short-term	Increase in operating costs
	Chronic Risk	Long-term climate change causing continuous impacts (e.g., extreme heat, droughts)	■ Adopt efficient intelligent air conditioning systems, achieving precise indoor temperature control, mitigating external climate fluctuations' impact on operational stability; ■ Deepen water resource recycling technologies, promote water-saving processes.	Medium/Long-term	Increase in operating costs
Transition Risk	Policy and Legal Risk	Carbon pricing increases	■ Establish policy regulation dynamic tracking mechanisms, review compliance status, actively seek green credit, tax incentives, and other policy support;	Medium/Long-term	Increase in operating costs
	Technology Risk	Low-carbon energy-saving technology R&D and transformation trends	■ Continuously deepen the transformation and upgrading of low-carbon energy-saving technologies to reduce carbon emissions across all links including R&D, production, and the supply chain.	Medium/Long-term	Increase in R&D costs
	Market Risk	Raw material cost increases	■ Continuously deepen green procurement and low-carbon supply chain development, advance raw material cost control and energy-saving upgrades across the supply chain, and reduce the procurement and logistics costs of core raw materials.	Medium/Long-term	Increase in operating costs
	Reputation Risk	Stakeholder attention to company climate response performance	■ Strengthen the comprehensiveness and accuracy of climate information disclosure, continuously disclose carbon emission data and monitor emission reduction goal progress; ■ Regularly communicate with investors, timely reply to their opinions and suggestions on company climate change-related work.	Medium/Long-term	Decrease in revenue

Climate-Related Risk Identification

Risk Type		Risk Description	Countermeasure Actions	Impact Period	Potential Financial Impact
Opportunity	Resource Efficiency	Resource Efficiency Improvement Opportunities	■ Optimize production process flows, reduce unit product resource consumption, thereby reducing energy and water procurement costs, improving overall operational efficiency.	Medium/Long-term	Decrease in operating costs
	Clean Energy Utilization	Renewable Energy Utilization Opportunities	■ Increase the proportion of renewable energy in total energy structure, reduce dependence on fossil fuels, avoid traditional energy price fluctuation risks; simultaneously utilize government subsidy policies for green energy projects, reducing construction and operating costs of clean energy facilities.	Short/Medium-term	Decrease in operating costs
	Industry Development	Market Expansion Opportunities	■ Conform to global market demand for low-carbon products, meet international emerging markets' "green medicine" access standards, participate in global sustainable medical initiatives, enhance market share and brand international influence.	Medium/Long-term	Increase in revenue



Risk Management

Salubris integrates climate change risk management into the Company's comprehensive risk management framework, establishing a full-process closed-loop mechanism covering risk identification, assessment, and response. Through strengthening cross-departmental collaboration and implementing board supervision functions, it achieves comprehensive management of climate-related risks and opportunities.

Metrics and Targets

To supervise and promote the Company's climate change work, Salubris sets a series of carbon emission-related goals, clarifying emission reduction paths through quantitative management, building a sustainable low-carbon operating framework.

41%

The Company has established a carbon reduction target: using 2024¹¹ as the baseline year, the Scope 1 and Scope 2 greenhouse gas emission intensity will be reduced by 41% by 2030.

6.7%

In 2025, the Scope 1 and Scope 2 greenhouse gas emission intensity decreased by 6.7% compared with the baseline year.

Climate Change Risk Management Process



Risk Identification

Regularly identify potential climate-related risks, integrating climate factors into existing risk control systems.



Risk Assessment

Grade and classify risk events according to severity and likelihood, compiling risk reports to provide data support for subsequent management measure formulation.



Risk Response

Formulate various emergency plans and organize drills, regularly tracking the implementation effectiveness of climate change risk and opportunity countermeasures.

2025 Salubris GHG Emission Data

Indicator	Unit	2025
Scope 1 Greenhouse Gas Emissions ¹²	tCO ₂ e	9,897
Scope 2 Greenhouse Gas Emissions ¹³	tCO ₂ e	54,689
Total Greenhouse Gas Emissions	tCO ₂ e	64,586
Greenhouse Gas Emission Intensity	tCO ₂ e / RMB million of revenue	14.84

¹¹ In 2024, our Scope 1 and Scope 2 greenhouse gas emission intensity was 15.9 tCO₂e / RMB million of revenue.

¹² Scope 1 greenhouse gas emissions primarily arise from the direct combustion of fuels such as gasoline, diesel, and natural gas. The Scope 1 emissions were quantified in accordance with the 2006 IPCC Guidelines for National Greenhouse Gas Inventories, published by the Intergovernmental Panel on Climate Change (IPCC).

¹³ Scope 2 greenhouse gas emissions mainly originate from purchased electricity and purchased heat. The electricity emission factor is selected from the Announcement on the Release of 2022 Electricity Carbon Dioxide Emission Factors, jointly issued by the Ministry of Ecology and Environment of the People's Republic of China and the National Bureau of Statistics. The steam emission factor is calculated on a comprehensive basis in accordance with the Guidelines for Accounting and Reporting of Greenhouse Gas Emissions from Enterprises in Other Industrial Sectors (Trial) and the 2006 IPCC Guidelines for National Greenhouse Gas Inventories.

Strengthening Environmental Management

Salubris strictly complies with national environmental protection regulations, formulating and improving an environmental management system mainly composed of the *Environmental Protection Management System* and the *HSE System Management Manual*. We uphold the environmental policy of "Harmonious Environment, Achieving Sustainable Development", aiming to achieve "zero environmental pollution accidents." During the reporting period, our total environmental management investment was RMB 28.63 million, mainly including expenditures on operating waste disposal, upgrading and maintaining environmental protection equipment, etc.

The Company builds an environmental management governance architecture composed of HSE Production Center and each factory, ensuring environmental management operates in a standardized manner and is executed effectively. HSE Production Center is responsible for overall management and supervisory deliberation of company environmental matters, regularly evaluating goal execution progress, ensuring environmental management remains coordinated with the Company's overall development strategy. Each factory is responsible for implementing specific environmental protection measures, ensuring compliance throughout the production and operation process.

To continuously improve environmental management practices, the Company strictly adheres to ISO 14001 standards, continuously improving the environmental management system. As of the end of the reporting period, 5 office and production sites, including the Bao'an Factory and the Daya Bay Factory, have obtained GB/T 24001-2016 / ISO 14001:2015 Environmental Management System certification.

During the reporting period,
RMB **28.63** million
total expenditure
on environmental
management



Environmental Management
System Certification
Certificate

The Company has formulated the Emergency Response Plan for Sudden Environmental Incidents targeting environmental risks that may arise in production and operation processes, to effectively prevent and minimize environmental pollution and losses caused by sudden environmental incidents. In accordance with the emergency plan, we regularly conduct environmental emergency drills to ensure timely reporting, rapid response and efficient disposal in the event of environmental pollution incidents.

In 2025

no major accidents
violating environmental
laws and regulations and
major environmental
pollution accidents
occurred.

Case

Acidic Wastewater spill Emergency Response Simulation Drill

To improve hazardous waste operators' emergency response capabilities for hazardous waste leaks, in October 2025, Salubris organized a simulated acidic wastewater spill emergency response drill. The drill set a scenario where an environmental specialist spilled wastewater en route from transporting acidic wastewater from the laboratory to the hazardous waste warehouse due to lack of guardrails on the transport cart and overly sharp turning. On-site personnel immediately activated the emergency plan for disposal. After the drill ended, environmental engineers summarized and provided corrective action guidance on issues identified during the drill process.



Acidic Wastewater spill
Emergency Response Drill Site

Practicing Resource Conservation

Salubris values resource management, improving resource utilization efficiency through optimized resource allocation and full-process management. Meanwhile, we actively practice the circular economy concept, committed to building a green and sustainable operation model to achieve coordinated development of economic and environmental benefits.

Energy Management

Salubris regulates and implements energy management according to systems such as the *Energy Management Manual* and the *Energy Management Policy, Goals, Scheme Control Procedures*. The Company formulates special energy monitoring plans, continuously summarizing data monthly and conducting comparative analysis, ensuring real-time rectification when abnormalities are detected. In 2025, Bao'an Factory obtained ISO 50001 energy management system certification.



Energy Management System
Certification Certificate



Energy Management Measures

- **Optimize Blower Systems:** Assess environmental blower air volume requirements, replacing original blowers with low-power, high-efficiency equipment, saving approximately 130,000 kWh of electricity annually.
- **Upgrade Sterile Workshop Refrigeration Systems:** Replace sterile workshop chillers, improving refrigeration energy efficiency ratios, effectively reducing electricity consumption required to maintain sterile environments, saving approximately 480,000 kWh of electricity annually.
- **Strengthen High-Voltage Electrical O&M:** Entrust third parties to conduct preventive testing and maintenance for factory transformers and other high-voltage electrical equipment, improving electricity usage safety while reducing power loss.
- **Deepen Energy Management Digitalization:** Implement energy management systems, achieving online collection of water, electricity, gas, and steam data, promoting management model transformation from manual statistics to trend analysis and alarm tracing.
- **Promote Fuel Structure Optimization:** Introduce biogas to replace natural gas in RTO (Regenerative Thermal Oxidizer) systems, reducing fossil energy consumption and lowering carbon emissions.
- **Boiler Waste Heat Recovery:** Recover steam condensate and boiler flue gas waste heat to boilers, achieving resource recycling and reducing resource waste.
- **Chiller Unit Update and Transformation:** Eliminate screw chiller units, use magnetically levitated chillers with high refrigeration efficiency, reducing electricity consumption.
- **Optimize Cooling System Operation Modes:** Transform cooling systems from constant frequency operation to on-demand automated control, reducing cooling losses and lowering electricity consumption.



Case

Energy Monitoring and Management System Project

Salubris launched the energy monitoring and management system project, aiming to replace traditional manual meter-reading processes. Building upon existing systems, the project established an online monitoring platform for the automated collection, centralized management and intelligent analysis of electricity, steam, and other energy data. The project has completed the connection and commissioning of 38 electricity meters and 16 steam meters, with data upload success rates reaching 99.8%.

The project improved energy consumption data accuracy from 91% to 99.6%, reducing manual recording errors and omissions. Abnormal alarm response times shortened from 4.5 hours to 12 minutes; during trial operation, energy waste losses of approximately RMB 27,000 were successfully avoided, effectively reducing unnecessary energy consumption.



Energy Monitoring Management System



Clean Energy Usage

The Company explores the broader application of green energy in manufacturing processes, promoting factory clean energy retrofitting. In July 2024, distributed photovoltaic power generation projects were successively completed and connected to the grid at the Daya Bay and Huizhou factories. The Company's PV projects make use of factory rooftops to install the photovoltaic system under a self-generation and self-consumption model, with generated clean electricity prioritized for factory production and supporting facilities. Projects are equipped with intelligent photovoltaic monitoring systems that enable real-time monitoring of power generation efficiency and equipment operation status, ensuring stable and safe operation of the stations.

As of December 31, 2025

3.39 million kWh

cumulative clean electricity generated by the Company's PV projects

1,820 tonnes

reducing carbon dioxide emissions by approximately

50%

Currently, the Company has set clear energy consumption goals: with 2024¹⁴ as the base year, energy consumption intensity will decrease by 50% by 2023.

Energy Usage

Indicator		Unit	2025
Direct Energy Consumption	Natural Gas	m ³	4,466,810
	Gasoline	tonnes	21
	Diesel	tonnes	3
Indirect Energy Consumption	Purchased Electricity	MWh	73,503
	Purchased Heat	GJ	138,615
Comprehensive Energy Consumption	tonnes of standard coal equivalent		19,739
Comprehensive Energy Consumption Intensity	tonnes of standard coal equivalent / RMB million of revenue		4.53

¹⁴ In 2024, our energy use intensity was 5.2 tonnes of standard coal per million RMB of revenue.

Water Resource Management

Salubris strictly complies with laws and regulations such as the *Water Law of the People's Republic of China* and the *Water Pollution Prevention and Control Law of the People's Republic of China*, systematically advancing water conservation management and water resource protection work. Following national standards, the Company regularly conducts water risk monitoring and assessment. This process identifies potential risks spanning from water source supply and production processes to final discharge, allowing us to formulate differentiated strategies and significantly improve water resource risk management capabilities. The Company takes "water resource recycling rate" and "total water consumption" as core control goals, continuously deepening efficient water resource utilization.

Water Resource Management Measures

- **Optimize Injection Water Systems:** Under strict guarantee of water quality safety, streamline and optimize factory injection water processes, reducing consumption, estimated to save approximately 2,418 tonnes of steam annually.
- **Upgrade Automated Control Systems:** Complete automatic control upgrades for 12 circulating water pumps and 10 cooling towers, replacing elevated manual valves throughout the plant with electric automatic valves, and implementing load automatic regulation transformations for three water systems, achieving precise water supply and high-efficiency energy saving.
- **Implement Water Resource Recycling:** Establish concentrated water and chilled water recovery monitoring and tracking mechanisms and promote reuse, effectively reducing fresh water consumption, forming stable water-saving benefits.



Case

Public System Automatic Control Energy Saving Upgrade Project

In June 2025, Shandong Factory completed intelligent transformation of five major public systems in the factory area. The project implemented automatic control for 12 circulating water pumps and 10 cooling towers, upgraded manual valves to electric valves, achieved automatic load regulation and chiller interlock control for three water systems, and integrated them into a unified access to centralized monitoring platform.

The project achieved significant results, realizing a comprehensive energy saving rate of 32%, saving approximately 276,000 kWh of electricity annually, reducing carbon emissions by approximately 148.1 tonnes, and saving energy consumption costs of nearly RMB 200,000, achieving dual improvements in environmental and economic benefits.

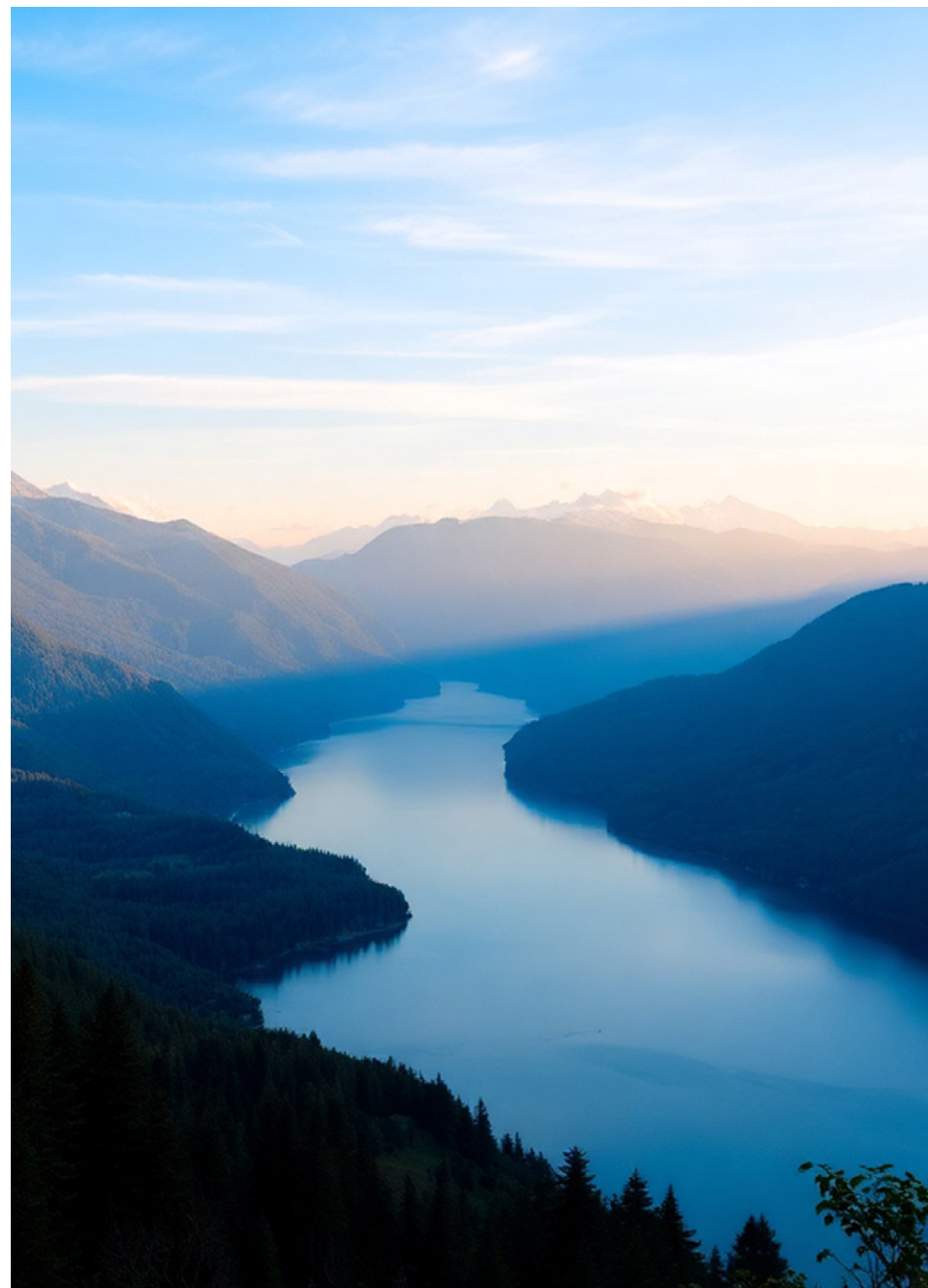


Public System Intelligent Transformation

Water Resource Usage¹⁵

Indicator	Unit	2025
Total Water Consumption	tonnes	848,190
Total Water Intensity	tonnes/RMB million of revenue	194.87
Water Withdrawal Volume	tonnes	779,914
Water Consumption Volume	tonnes	191,819
Water Resource Recycling Volume	tonnes	68,276
Industrial Water Reuse Rate	%	8.75

¹⁵ Total Water Consumption=Water Withdrawal Volume +Water Resource Recycling Volume, Water Withdrawal Volume=Water Consumption Volume+Total Wastewater Discharge



Circular Economy

Salubris integrates green packaging concepts into its product full-lifecycle management, and is committed to building a sustainable packaging system through source reduction, material innovation, and closed-loop recycling, thereby comprehensively promoting intensive resource utilization and circular regeneration.



Packaging Material Management Measures

- **Upgrade Cold Chain Packaging Specifications:** Replace small cold chain packaging with large-capacity versions, improving single-trip transportation efficiency;
- **Promote Circular Replacement Solutions:** Replace traditional cardboard boxes and fiber drums with reusable bulk bags, reducing disposable packaging material consumption and waste generation;
- **Adjust Raw Material Packaging Specifications:** Adjust product packaging specifications from 5kg/piece and 10kg/piece to 15kg/piece and 20kg/piece, reducing PE bag usage.

Case

Reducing Inner Packaging Waste

To effectively reduce production cost waste caused by inner packaging waste, in January 2025, Shandong Salubris carried out a special research project on reducing inner packaging waste. The project analyzed waste causes in packaging material usage processes and formulated targeted improvement measures accordingly. By optimizing management strategies, the Company extended the validity period of sterilized packaging materials from 24 hours to 48 hours and adjusted the sterilization limit for unused packaging materials from "single-use only" to "double-sterilization permitted." Practice verification confirmed significant results. Practical verification has demonstrated significant effectiveness of these measures. The Company compiled and published management regulations such as "Sterilized Equipment and Items Management Procedures" to provide guidance for subsequent standardized management.

During the Reporting

3,169 tonnes
period packaging material usage

0.73 tonnes/RMB million
of revenue

packaging material usage
intensity



Promoting Green Operations

Salubris fully implements green production concepts in daily operations, systematically controlling wastewater, waste gas, and solid waste generated in R&D and manufacturing processes, effectively reducing the environmental impacts of operational activities.

Wastewater Management

Salubris strictly executes water pollutant emission standards and key pollutant total quantity control requirements, designing water supply and drainage systems according to the principle of "separation of clean and dirty water, rain and sewage separation, and recycled water usage," establishing sewage outlets in accordance with regulations, ensuring stable and compliant wastewater discharge. The Company continuously optimizes wastewater treatment processes, enhancing wastewater treatment efficiency.

In terms of monitoring management, wastewater discharge relies on a combination of automatic monitoring, routine patrols, and regular external monitoring, perfecting wastewater end monitoring, accurately grasping wastewater discharge concentration changes, timely identifying potential non-compliance risks, ensuring all factories' wastewater end discharge fully meets standards. Meanwhile, we apply on-site high-temperature thermal sterilization technology, effectively killing pathogens and reducing environmental risks.

Case

Wastewater Treatment Facility Upgrade and Transformation

The Huizhou Factory invested RMB 400,000 to purchase a set of MBR membrane filtration components with a treatment capacity of 600 tonnes/day to solve the problem of decreased treatment efficiency caused by aging original MBR membranes, replacing and updating old MBR membranes in the wastewater system, further guaranteeing wastewater treatment effluent quality.



Wastewater Treatment Facility Upgrade

Wastewater Discharge

Indicator	Unit	2025
Total Wastewater Discharge	tonnes	588,096
Total Wastewater Pollutant Discharge	tonnes	98.46
Chemical Oxygen Demand (COD)	tonnes	94.82
Ammonia Nitrogen	tonnes	3.55
Total Phosphorus	tonnes	0.09

Waste Gas Management

Salubris continuously optimizes atmospheric pollution control facilities, strengthening the waste gas management system. Classified collection and efficient treatment are implemented for process waste gases, ensuring compliant discharge. For fugitive emissions, equipment sealing is improved, Leak Detection and Repair

(LDAR) plans are regularly conducted, and annual third-party airtightness checks are commissioned, effectively controlling dispersion risks. In 2025, the Company's organized volatile organic compounds (VOCs) emissions decreased by approximately 1 tonne compared to 2024, and fugitive VOCs emissions decreased by approximately 3.5 tonnes.

During the Reporting



the Company's organized volatile organic compounds (VOCs) emissions decreased by approximately

1 tonne

compared to 2024, and fugitive VOCs emissions decreased by approximately

3.5 tonnes.

Waste Gas Management Measures

- The Company currently has 3 sets of RTO (Regenerative Thermal Oxidizers) and multiple sets of activated carbon adsorption systems. By completing inspection and transformation of the No. 1 RTO unit, overall waste gas treatment capacity was improved; simultaneously, operation strategies are optimized to improve treatment efficiency and reduce VOCs emissions;
- Strictly implement regular activated carbon replacement systems, guaranteeing adsorption governance effects, ensuring continuous waste gas compliant discharge;
- Strengthen supervision and maintenance of workshop waste gas collection and pretreatment facilities, regularly conducting special training to ensure stable facility operation.

Case

Waste Gas Incineration System

The Shandong Factory invested RMB 5.02 million to establish a new set of Regenerative Thermal Oxidizers (RTO) with a treatment capacity of 50,000 cubic meters/hour, further improving the factory's high-concentration, complex-component organic waste gas governance efficiency, solidifying the foundation for stable waste gas compliant discharge. After the system entered operation, it formed complementarity with existing existing scrubbing processes governance processes, achieving a system purification efficiency of over 99%, significantly enhancing the factory's comprehensive waste gas governance capabilities.



Waste Gas Incineration System

Waste Gas Discharge Data

Indicator	Unit	2025
Total Waste Gas Discharge	m ³	1,176,758,474
Particulate Matter	tonnes	1.59
Nitrogen Oxides	tonnes	6.97
Sulfur Oxides	tonnes	0.78
Volatile Organic Compounds (VOCs)	tonnes	11.93

Waste Management

Salubris formulates and improves the *Hazardous Waste Management System*, clarifying full-process control requirements for classification, storage, and compliant disposal management. The Company adopts a combined mode of "on-site storage" and "entrusted certified third-party disposal," implementing strict control to effectively prevent secondary pollution risks during disposal processes.

In 2025, the Company conducted regular targeted HSE inspections. Through on-site verification of record ledgers and inspection of temporary storage facilities, the Company comprehensively identified potential hazardous waste risks, ensuring that hazardous waste management strictly complied with national laws and regulations and the Company's internal standards, thereby effectively reinforcing environmental safety safeguards.

During the Reporting

Total non-hazardous waste

1,264
tonnes

Non-hazardous waste intensity

0.29
tonnes/RMB million of revenue

Total hazardous waste

4,915
tonnes

Hazardous waste intensity

1.13
tonnes/RMB million of revenue

Biodiversity Protection

Salubris strictly complies with the *Forest Law of the People's Republic of China*, the *Environmental Impact Assessment Law of the People's Republic of China*, and international biodiversity protection initiatives, integrating the minimum disturbance principle into site selection, operations, and the entire supply chain lifecycle. In terms of spatial planning, all company R&D bases and production factories are scientifically sited to avoid natural protected areas and ecological red line zones, ensuring they are far from biodiversity-sensitive areas to eliminate destruction of original vegetation and ecosystems at the source. Meanwhile, we strictly observe ethical standards by resolutely prohibiting the use of protected animals in scientific experiments, and establish rigorous sustainability evaluation mechanisms in the raw material procurement process, refusing to use rare and endangered plants and animals as raw materials and fully transitioning to environmentally friendly alternative solutions.





05

Serving Society, Enriching Lives

Salubris actively fulfills corporate social responsibilities, continuously improving medical accessibility, delivering high-quality medical resources to grassroots and underdeveloped regions. Meanwhile, we carry out diversified public welfare charity activities, effectively improving livelihood well-being, building a social value ecosystem

32

marketed drugs have been included in the NRDL

RMB 27.1 million

Annual total charitable donation amount

1,965 hours

Cumulative annual service hours

20,000+

Covering more than 20,000 hospitals nationwide

200

With approximately 200 employees and volunteers participating in volunteer services

RMB 7.18 million

Cumulative annual value of pharmaceuticals donated for public welfare was approximately RMB 7.18 million

We Commit:

Oriented towards unmet clinical needs

Oriented towards creating social value



Deepening Inclusive Healthcare

Salubris always adheres to the mission of "improving patients' lives through exceptional medicines," improving access to medicines and affordability through fair pricing, optimizing grassroots drug supply chain systems, etc., aiming to eliminate regional and socioeconomic disparities and bring high-quality medical resources to patients worldwide.

Fair Pricing

Salubris strictly complies with the *Price Law of the People's Republic of China* and drug price management regulations, actively building differentiated product pricing strategies for the domestic market, ensuring equitable accessibility of medical resources in regions with different economic development levels.

In the domestic market, the Company actively aligns with national medical insurance reform policies. By participating in insurance negotiations, it facilitates the inclusion of innovative drugs in national and local reimbursement lists, thereby reducing patient out-of-pocket costs and alleviating medication burdens.

Meanwhile, the Company supports adjustments to the National Essential Medicines List and centralized procurement policies, optimizing primary

care medication accessibility to ensure equitable access to high-quality drugs across medical institutions at all levels. As of the end of the reporting period, 32 out of our 38 marketed drugs have been included in the NRDL.

Promoting Access to Medicines

Salubris continues to optimize its pharmaceutical supply chain system, dedicated to enhancing the continuous accessibility of medicines in resource-constrained regions. The Company has established a multi-channel distribution network integrating "in-hospital, out-of-hospital, and e-commerce" channels. By expanding its first- and second-tier distributor networks, it effectively covers grassroots and county-level markets, while vigorously developing "dual-channel" pharmacies and DTP (Direct-to-Patient) pharmacies. Simultaneously, we are actively expanding into new retail models, collaborating with major e-commerce platforms such as JD.com, Alibaba, and Meituan, as well as the top 100 national pharmacy chains, to improve medicine delivery efficiency in remote areas and enhance convenience for patients purchasing medications.

As of the end of the reporting period, the Company has covered over 20,000 hospitals and more than 100,000 retail pharmacies across over 30 provincial regions in China.

During the Reporting

32

marketed drugs have been included in the NRDL.

As of the end of the reporting period, our extensive commercial reach covered over

30+

provincial-level administrative regions

20,000+

hospitals

100,000+

retail pharmacies

Promoting Access to Healthcare Technology

Salubris is committed to breaking down information barriers and strengthening the capacity building of medical staff in grassroots and general hospitals. Through collaboration with healthcare organizations at all levels, industry associations, and public welfare foundations, the Company aims to achieve inclusive sharing of diagnostic and treatment technologies.



Case

Carrying Out Medical Personnel Training, Empowering Clinical Level Improvement

The Company, in collaboration with the China Medical Foundation, launched the "Non-Dialysis-Dependent (NDD) Anemia Screening Registration and Education Special Project." This initiative provides ongoing training for nephrologists and nurses nationwide. The curriculum covers screening standards for anemia in non-dialysis chronic kidney disease (CKD), individualized management of hemoglobin (Hb) targets, and standardized clinical application of EnNaLuo, complemented by practical instruction on a digital screening system.

Additionally, the Company partnered with Beijing United Heart Foundation, under the guidance of the Cardiovascular Disease Branch of the Chinese Medical Association, carrying out chronic disease standardized diagnosis and treatment public welfare training, providing comprehensive empowerment for cardiovascular, nephrology, geriatric, and general practitioners, promoting overall significant advancement of clinical diagnostic and treatment levels.



Medical Personnel Training Site

Case

Collaborating with the Chinese Medical Doctor Association and the China Health Promotion and Education Association to strengthen capacity building for grassroots medical staff

In 2025, Salubris partnered with the Chinese Medical Doctor Association and the China Health Promotion and Education Association to launch the "Excellent General Practitioner Training Program" and the "Benchmark Community Visit Project." Leveraging diverse formats such as on-site visits to benchmark communities, lectures on the latest guidelines, scenario-based workshops, case simulations, and community health clinics, the initiative aims to enhance the comprehensive chronic disease management capabilities of grassroots medical personnel, particularly key physicians. This effort injects momentum into accelerating the turning point in cardiovascular disease prevention and control across China.



Enhancing Chronic Disease Screening and Equitable Access to Health Services

Salubris consistently regards the improvement of public health and well-being as a core responsibility. The company is dedicated to advancing early screening and diagnosis of chronic diseases and ensuring inclusive, equitable access to health services, contributing to the development of a health protection network that reaches grassroots communities.

Case

Launched World Hypertension Day Community Health Clinic Initiative to Support Grassroots Chronic Disease Prevention and Control

On May 17, 2025, in observance of the 21st World Hypertension Day, Salubris partnered with Shenzhen's healthcare system and multiple hospitals to launch a community outreach initiative under the theme "Stable blood pressure morning and night is true blood pressure control." Covering seven districts across Shenzhen, the initiative brought together eight hospitals at the municipal level or above and nearly 100 medical experts to conduct 11 free health screening and consultation sessions. More than 2,000 residents received professional medical consultations and services. The campaign educated the public on hypertension prevention, promoted early screening, diagnosis, and treatment, raised awareness of morning and evening blood pressure monitoring, extend high-quality healthcare resources to grassroots communities, strengthen primary-level chronic disease prevention and management, and support the Healthy Shenzhen and Healthy China initiatives.



Free medical consultation site



Building a Better Society Together

Salubris regards public welfare charity as an important component of the Company's sustainable development strategy. Closely aligning with the "Healthy China" and "Rural Revitalization" national strategies, the Company focuses on medical health and rural revitalization, actively fulfilling social responsibilities. In 2025, Salubris's total charitable donation amount reached RMB 27.1 million, mobilizing nearly 200 employees and volunteers to participate in volunteer services, accumulating service hours of 1,965 hours.

Medical Donations

Drawing on its robust R&D and manufacturing capabilities, Salubris has established a systematic charitable drug donation program. The Company regularly donates essential medicines to primary healthcare facilities in rural areas and patients in underserved regions. The Company has implemented long-term targeted medical aid programs in Guangdong, Guangxi, Xinjiang, Sichuan, Tibet, Hunan, and other regions across China. In 2025, cumulative donated public welfare drug value reached approximately RMB 7.18 million.

At the same time, the Company organized physician volunteers to travel to rural areas for free chronic disease clinics, simultaneously distributing complimentary medications. This initiative specifically supplements therapeutic drugs at township health centers, effectively alleviating the medication burden on grassroots communities and addressing supply gaps in local medical institutions. By implementing multiple measures, the Company has expanded the coverage of high-quality medicines extending to remote areas, thereby significantly improving medication accessibility for grassroots populations.

During the Reporting Period

RMB **27.1** million

Salubris's total charitable donation amount reached

200

with approximately 200 employees and volunteers participating in volunteer services

RMB **7.18** million

cumulative donated public welfare drug value reached approximately

1,965

hours accumulating service hours

Case

Carrying Out "EnNaLuo" and "Osteoporosis" Special Drug Assistance Projects

Salubris operates "EnNaLuo" and "Osteoporosis" special drug assistance projects on an ongoing basis, giving free donated drugs to qualified renal anemia and osteoporosis patients, effectively alleviating patients' economic burdens, guaranteeing patients' continuous standardized treatment, synchronously carrying out grassroots medical personnel capacity-building support, helping improve grassroots medical service quality and efficiency.



Case

Emergency Drug Aid for Myanmar Earthquake Victims

Responding to national calls, we actively participated in disaster relief material assistance actions. In March 2025, Salubris provided international humanitarian assistance by donating anti-infective medicines worth more than RMB 2 million to communities affected by the earthquake in Myanmar, supporting post-disaster disease prevention and control efforts.



Disaster Area Drug Donation

Rural Revitalization

Addressing essential needs in rural communities, we have implemented a range of livelihood infrastructure projects, including rural road improvements, upgrades to village-level health stations, and the development of rural cultural plazas. These initiatives aim to improve transportation, healthcare, cultural, and sports infrastructure and contribute to sustainable rural development.

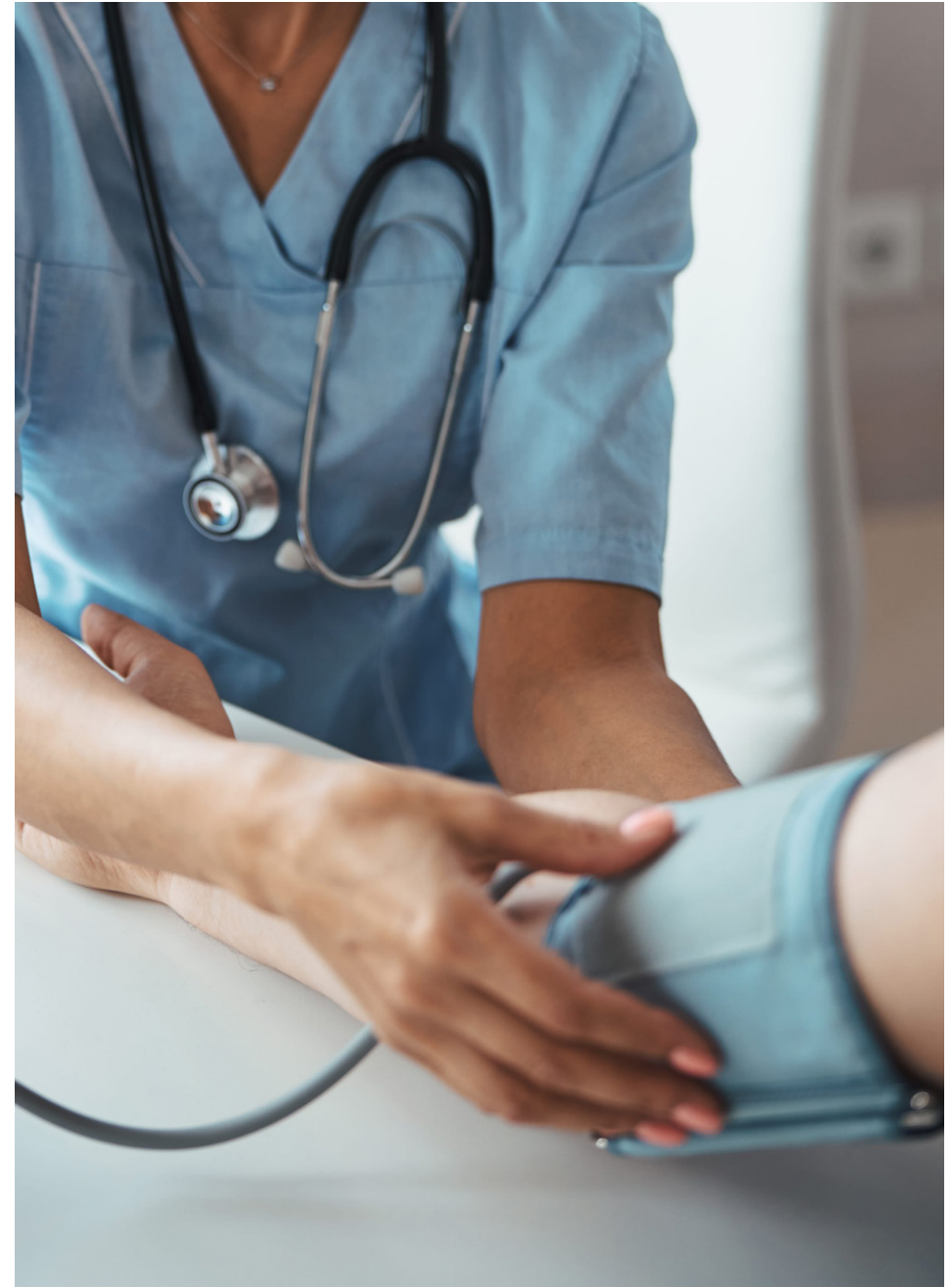
Case

Empowering Rural Youth to Co-create a Sustainable Future

Salubris sponsored the "Second SDGs Rural Sustainable Development Youth Co-creation Camp", focusing on rural revitalization and youth development. By establishing an integrated industry-academia-research platform, the project inspired university students to contribute their ideas and empowered rural youth to engage in sustainable development practices, effectively promoting educational equity and capacity building in rural areas. For this initiative, Salubris received two awards from the "Responsibility 100 | CSR China Education List": "Best Responsible Enterprise Brand" and "Outstanding Youth Impact Project."



Second SDGs Rural Sustainable Development Youth Co-creation Camp



Appendix I: Key Performance Table

Environmental

Indicator	Unit	2025
Greenhouse Gas Emissions		
Total greenhouse gas emissions	tCO ₂ e	64,586
Scope 1 Greenhouse Gas Emissions	tCO ₂ e	9,897
Scope 2 Greenhouse Gas Emissions	tCO ₂ e	54,689
Greenhouse Gas Emission Intensity	tCO ₂ e / RMB million of revenue	14.84
Emissions		
Total wastewater discharge	tonnes	588,096
Total wastewater pollutant discharge	tonnes	98.46
Chemical Oxygen Demand (COD)	tonnes	94.82
Ammonia nitrogen	tonnes	3.55
Total phosphorus	tonnes	0.09
Total waste gas discharge	m ³	1,176,758,474
Particulate matter	tonnes	1.59
Nitrogen oxides	tonnes	6.97
Sulfur oxides	tonnes	0.78
Volatile organic compounds (VOCs)	tonnes	11.93
Total non-hazardous waste	tonnes	1,264
Non-hazardous waste intensity	tonnes/RMB million of revenue	0.29
Total hazardous waste	tonnes	4,915
Hazardous waste intensity	tonnes/RMB million of revenue	1.13
Energy Consumption		
Natural gas	m ³	4,466,810
Gasoline	tonnes	21
Diesel	tonnes	3
Purchased electricity	MWh	73,503
Purchased Heat	GJ	138,615

Indicator	Unit	2025
Comprehensive energy consumption	tonnes of standard coal equivalent	19,739
Comprehensive energy consumption intensity	tonnes of standard coal equivalent/RMB million of revenue	4.53
Total water consumption	tonnes	848,190
Total water intensity	tonnes/RMB million of revenue	194.87
Water withdrawal volume	tonnes	779,914
Water consumption volume	tonnes	191,819
Water resource recycling volume	tonnes	68,276
Industrial Water Reuse Rate	%	8.75
Packaging Material Usage	tonnes	3,169
Packaging Material Usage Intensity	tonnes/RMB million of revenue	0.73

Social

Indicator	Unit	2025
Product Quality and Safety		
Commercialized Product Release Pass Rate	%	100
Market Supervision Sampling Inspections Pass Rate	%	100
Product Quality Training Coverage Rate	%	100
Number of Product Recalls	/	0
Percentage of Products Subjected to Recall for Health and Safety Reasons	%	0
Technological Innovation		
R&D Investment Amount	RMB hundred million	12.66
R&D Investment as a Percentage of Annual Revenue	%	29.10
Number of R&D Personnel	persons	827
Percentage of R&D Personnel	%	20.23
Patent Application Filed Count	items	241
Among Which: Invention Patent Application Filed Count	items	226
Patent Grant Count	items	63
Among Which: Invention Patent Grant Count	items	56
Cumulative Valid Patent Grant Count	items	392

Indicator		Unit	2025
Customer Service			
Total Customer Complaints		times	67
Major Complaint Event Count		times	0
Customer Complaint Processing Rate		%	100
Supplier Management			
Number of Suppliers		/	2,594
Number of Suppliers by Region	Mainland China	/	2,584
	Hong Kong, Macao, Taiwan and Overseas	/	10
Number of Key Suppliers		/	308
Supplier Certification	Suppliers Certified by ISO 14001 System	/	186
	Suppliers Certified by ISO 45001 System	/	169
	Suppliers Certified by ISO 9001 System	/	293
	Suppliers Certified by Other Certifications	/	130
Suppliers Using Eco-friendly Materials and Circular Packaging		/	21
Overdue Payments to Small and Medium-sized Enterprises		RMB 10,000	0
Employee Employment			
Total Number of Employees		persons	4,087
By Gender	Male	persons	2,114
	Female	persons	1,973
By Age Group	30 years old and below	persons	1,171
	30-50 years old (inclusive)	persons	2,751
	Above 50 years old	persons	165
By Education Level	Doctoral Degree or Above	persons	68
	Master's Degree	persons	427
	Bachelor's Degree	persons	1,861
	Associate Degree or Below	persons	1,731
By Job Level	General Employees	persons	3,632
	Middle Management	persons	439
	Senior Management	persons	16
By Region	Mainland China	persons	4,055
	Hong Kong, Macao, Taiwan and Overseas	persons	32

Indicator		Unit	2025
By Ethnicity/Race	Han Ethnicity	persons	3,834
	Ethnic Minorities	persons	215
	Overseas	persons	38
By Profession	Production	persons	1,154
	Technical	persons	827
	Sales	persons	1,698
	General	persons	408
By Employment Type	Full-time Employees	persons	3,940
	Non Full-time Employees	persons	147
Employee Diversity	Female in Junior Management	persons	117
	Female in Middle Management	persons	115
	Female in Senior Management	persons	5
	Female in STEM-related Positions	persons	698
	Female Managers in Revenue-generating Positions	persons	138
New Recruitment	Total New Hires	persons	1,053
	Male	persons	501
	Female	persons	552
	30 years old and below	persons	526
	30-50 years old (inclusive)	persons	521
	Above 50 years old	persons	6
Employee Turnover			
Turnover Rate		%	16
Turnover Rate By Gender	Male Turnover Rate	%	17
	Female Turnover Rate	%	15
Turnover Rate By Age Group	30 years old and below	%	23
	30-50 years old (inclusive)	%	13
	Above 50 years old	%	13
Turnover Rate By Region	Mainland China	%	16
	Hong Kong, Macao, Taiwan and Overseas	%	0
Turnover Rate By Job Level	General Employees	%	16
	Middle Management	%	13
	Senior Management	%	0

Indicator		Unit	2025
Employee Development			
Percentage of Employees Trained		%	100
By Gender Training Coverage	Male	persons	2,114
	Female	persons	1,973
Gender Training Percentage	Male	%	100
	Female	%	100
By Job Level Training Coverage	General Employees	persons	3,632
	Middle Management	persons	439
	Senior Management	persons	16
By Job Level Training Percentage	General Employees	%	100
	Middle Management	%	100
	Senior Management	%	100
Total Annual Training Hours		hours	240,296
Average Training Hours per Employee		hours	59
By Gender Average Training Hours	Male	hours	62
	Female	hours	56
By Job Level Average Training Hours	General Employees	hours	59
	Middle Management	hours	57
	Senior Management	hours	18
Number of Employees Under Performance Appraisal or Career Development Assessment		persons	3,651
Percentage of Employees Under Performance Appraisal or Career Development Assessment		%	90
Occupational Health and Safety			
Number of Work-Related Deaths		persons	0
Lost Workdays Due to Work Injuries		days	97
Total Recordable Incident Rate (TRIR)		incidents per 200,000 working hours	0.0970
Lost Time Injury Rate (LTIR)		incidents per 200,000 working hours	0.0970

Indicator	Unit	2025
Near-miss Report Rate	incidents per 200,000 working hours	98
Hazard Rectification Rate	%	99.66
Contractor Lost Time Injury Accident Events	incidents	0
Work Injury Insurance Investment Amount	RMB 10,000	301
Work Injury Insurance Coverage	persons	3,936
Total Person-Times of Occupational Health and Safety Training	person-times	35,392
Total Duration of Occupational Health and Safety Training	hours	44,770
Total Sessions of Occupational Health and Safety Training	times	861
Total Sessions of Occupational Health and Safety Training Conducted for Contractors	times	158
Covered Number of Contractors for Occupational Health and Safety Training	persons	1,754
Coverage Rate of Occupational Health and Safety Training for Contractors	%	100
Total Training Hours for Contractors	hours	978
Certification Rate for Special Operations Personnel	%	100
Occupational Health Examination Rate of Occupational Disease Risk Post Employee	%	100
Number of Occupational Disease Risk Post Employees	persons	964
Number of Employees Participating in Occupational Health Examination	persons	964
Number of Employees with Occupational Disease Incidence	persons	0

Governance

Indicator	Unit	2025
Corporate Governance		
Number of Board Meetings Held	times	9
Director Attendance Rate	%	100
Information Security and Privacy Protection		
Total Number of Data Security Incidents	incidents	0
Total Number of Customer Privacy Breach Incidents	incidents	0
Financial Impact of Data Security Incidents	RMB 10,000	0
Financial Impact of Customer Privacy Breach Incidents	RMB 10,000	0
Percentage of Regular Employees Participating in Information Security Training	%	100
Number of Information Security Audits	times	2
Community Welfare		
Total amount of charitable donations	RMB 10,000	2,710
Total hours of participation in charitable activities	hours	1,965

Appendix II: Index of the ESG Code of the Hong Kong Stock Exchange

KPIs		Corresponding Chapters
Category: Environment		
A1 Emissions		
General Disclosure		4.4 Promoting Green Operations
A1.1	The types of emissions and respective emissions data	4.4 Promoting Green Operations Key Performance Indicator Table
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	4.4 Promoting Green Operations Key Performance Indicator Table
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	4.4 Promoting Green Operations Key Performance Indicator Table
A1.5	Description of emission target(s) set and steps taken to achieve them.	4.4 Promoting Green Operations
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of waste reduction target(s) set and steps taken to achieve them.	4.4 Promoting Green Operations
A2 Use of Resources		
General Disclosure		4.3 Practicing Resource Conservation
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in ' 000s) and intensity (e.g. per unit of production volume, per facility).	4.3 Practicing Resource Conservation Key Performance Indicator Table
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	4.3 Practicing Resource Conservation Key Performance Indicator Table
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	4.3 Practicing Resource Conservation
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set, and steps taken to achieve them.	4.3 Practicing Resource Conservation
A2.5	Total packaging material used for finished products (in tonnes) and, if appropriate, with reference to per unit produced.	4.3 Practicing Resource Conservation Key Performance Indicator Table

KPIs		Corresponding Chapters
A3 The Environment and Natural Resources		
General Disclosure		4.2 Strengthening Environmental Management
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	4.2 Strengthening Environmental Management
Category: Social		
Employment and Labor Practices		
B1: Employment		
General Disclosure		3.1 Implementing Compliant Employment
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	3.1 Implementing Compliant Employment Key Performance Table
B1.2	Employee turnover rate by gender, age group and geographical region.	3.1 Implementing Compliant Employment Key Performance Table
B2: Health and Safety		
General Disclosure		3.4 Ensuring Health and Safety
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	3.4 Ensuring Health and Safety
B2.2	Lost days due to work injury.	3.4 Ensuring Health and Safety
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	3.4 Ensuring Health and Safety
B3: Development and Training		
General Disclosure		3.2 Empowering Employee Growth 3.3 Unlocking Employee Potential Key Performance Table
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	3.2 Empowering Employee Growth Key Performance Table
B3.2	The average training hours completed per employee by gender and employee category.	3.2 Empowering Employee Growth Key Performance Table

KPIs		Corresponding Chapters
B4: Aspect Labour Standards		
General Disclosure		3.1 Implementing Compliant Employment
B4.1	Description of measures to review employment practices to avoid child and forced labour.	3.1 Implementing Compliant Employment
B4.2	Description of steps taken to eliminate such practices when discovered.	3.1 Implementing Compliant Employment
Operating Practices		
B5: Aspect Supply Chain Management		
General Disclosure		2.4 Industrial Synergy and Common Prosperity
B5.1	Number of suppliers by geographical region.	2.4 Industrial Synergy and Common Prosperity
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	2.4 Industrial Synergy and Common Prosperity
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	2.4 Industrial Synergy and Common Prosperity
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	2.4 Industrial Synergy and Common Prosperity
B6: Product Responsibility		
General Disclosure		2.1 Keeping Quality Commitments
B6.1	Percentage of the total products sold or shipped subject to recalls for safety and health reasons.	2.1 Keeping Quality Commitments
B6.2	Number of products and service related complaints received and how they are dealt with.	2.3 Putting Patients First
B6.3	Description of practices relating to observing and protecting intellectual property rights.	2.2 Focusing on Technological Innovation
B6.4	Description of quality assurance process and recall procedures.	2.1 Keeping Quality Commitments
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	1.4 Information Security and Privacy Protection
B7: Anti-corruption		
General Disclosure		1.3 Practicing Business Ethics
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	1.3 Practicing Business Ethics

KPIs		Corresponding Chapters
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	1.3 Practicing Business Ethics
B7.3	Description of anti-corruption training provided to directors and staff.	1.3 Practicing Business Ethics
Community		
B8 Community investment		
General Disclosure		5.2 Building a Better Society Together
B8.1	Focus areas of contribution (e.g., education, environmental issues, labour needs, health, culture and sport).	5.2 Building a Better Society Together
B8.2	Resources contributed (e.g. money or time) to the focus area	5.2 Building a Better Society Together
Climate-related disclosures		
Governance	Governance	4.1 Responding to Climate Change
Strategy	Climate-related risks and opportunities	4.1 Responding to Climate Change
	Business model and value chain	4.1 Responding to Climate Change
	Strategy and decision-making	4.1 Responding to Climate Change
	Financial position, financial performance and cash flows	4.1 Responding to Climate Change
	Climate resilience	4.1 Responding to Climate Change
	Financial impacts of climate-related risks and opportunities	4.1 Responding to Climate Change
Risk management	Risk management	4.1 Responding to Climate Change
Metrics and Targets	Greenhouse gas emissions	4.1 Responding to Climate Change
	Climate-related transition risks	4.1 Responding to Climate Change
	Climate-related physical risks	4.1 Responding to Climate Change
	Climate-related opportunities	4.1 Responding to Climate Change
	Capital deployment	Not applicable. During the reporting period, the Company had no specific material capital expenditure related to climate-related risks and opportunities, and did not engage in any climate-related financing or investing activities.



KPIs

Corresponding Chapters

Metrics and Targets	Internal carbon prices	Not applicable. The Company does not currently use an internal carbon price.
	Remuneration	Not applicable. The Company has not yet incorporated climate-related factors into its remuneration policy.
	Industry-based metrics	Not applicable. Industry-based metrics are not applicable to the Company
	Climate-related targets	4.1 Responding to Climate Change
	Applicability of cross-industry metrics and industry-based metrics	Cross-industry metrics: 4.1 Responding to Climate Change. Industry-based metrics are not applicable to the Company

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

Dimension	No.	Issues	Corresponding Clauses	Corresponding Chapters
Environmental	1	Climate Change	Article 21 to Article 28	4.1 Responding to Climate Change
	2	Pollutant Emissions	Article 30	4.4 Promoting Green Operations
	3	Waste Management	Article 31	4.4 Promoting Green Operations
	4	Ecosystem and Biodiversity Protection	Article 32	4.4 Promoting Green Operations
	5	Environmental Compliance Management	Article 33	4.2 Strengthening Environmental Management
	6	Energy Utilization	Article 35	4.3 Practicing Resource Conservation
	7	Water Resource Utilization	Article 36	4.3 Practicing Resource Conservation
	8	Circular Economy	Article 37	4.3 Practicing Resource Conservation
Social	9	Rural Revitalization	Article 39	5.2 Building a Better Society Together
	10	Social Contribution	Article 40	5.2 Building a Better Society Together
	11	Innovation-Driven Development	Article 42	2.2 Focusing on Technological Innovation
	12	Technology Ethics	Article 43	2.2 Focusing on Technological Innovation
	13	Supply Chain Security	Article 45	2.4 Industrial Synergy and Common Prosperity
	14	Equal Treatment of SMEs	Article 46	2.4 Industrial Synergy and Common Prosperity
	15	Product/Service Safety and Quality	Article 47	2.1 Keeping Quality Commitments 2.3 Putting Patients First
	16	Data Security and Customer Privacy protection	Article 48	1.4 Information Security and Privacy Protection
Social	17	Employees	Article 50	3.1 Implementing Compliant Employment 3.2 Empowering Employee Growth 3.3 Unlocking Employee Potential 3.4 Ensuring Health and Safety
Sustainability-Related Governance	18	Due Diligence	Article 52	Not applicable.
	19	Stakeholder Engagement	Article 53	Stakeholder Engagement
	20	Anti-Bribery and Anti-Corruption	Article 55	1.3 Practicing Business Ethics
	21	Anti-Unfair Competition	Article 56	1.3 Practicing Business Ethics

Our Listening

Dear Reader,

Greetings! Thank you for reading the *2025 Environmental, Social and Governance (ESG) Report of Shenzhen Salubris Pharmaceuticals Co., Ltd.* We highly value and welcome your feedback on the Company's ESG management, practices, and disclosure. Your comments and suggestions will serve as important references for us to continuously improve our ESG management and practices. We look forward to your response!

1. Which stakeholder group does your organization belong to?

Government & Regulators Shareholders & Investors Customers

Consumers Employees Suppliers Partners Community the Public

Others (please specify): _____

2. How would you rate this Report?

Excellent Good Fair Poor

3. How would you rate the clarity, accuracy, and completeness of the information and data disclosed in this Report?

Excellent Good Fair Poor

4. How do you assess the comprehensiveness of the Company's economic responsibilities reflected in this Report?

Excellent Good Fair Poor

5. How do you assess the comprehensiveness of the Company's environmental responsibilities reflected in this Report?

Excellent Good Fair Poor

6. How do you assess the comprehensiveness of the Company's social responsibilities reflected in this Report?

Excellent Good Fair Poor

7. How would you rate the readability of the information provided in this Report?

Excellent Good Fair Poor

8. What information would you like to know that was not disclosed in this Report?

9. Do you have any comments and suggestions on the Company's ESG performance and report preparation?
