



2024

n t a y b t i l

R t o e



mindray

Contents

01	MESSAGE FROM THE CHAIRMAN	3	06	CORPORATE GOVERNANCE	17	09	GREEN DEVELOPMENT	67	12	Appendix I: Index of Indicators	123
				Governance structure	18		EHS policy and management	68		Appendix II: Progress of the United Nations Global Compact	129
02	ABOUT THE REPORT	4		Risk management and internal control	19		Climate change response	70		Appendix III: Policy List	129
				Compliance operation	22		Green operation	76		Appendix IV: Summary of Key Performance Indicators	133
										Appendix V: Independent Assurance Report	144
03	ABOUT MINDRAY	6	07	INSIGHTFUL INNOVATION	28	10	SUSTAINABLE HUMAN RESOURCES	81			
				Mindray's journey towards access to healthcare	29		Breakthroughs and diversity	82			
04	2024 HIGHLIGHTS	8		R&D innovation system	31		Talent attraction and retention	84			
				Smart healthcare	33		Employee training and development	89			
				Interaction and collaboration	41		Diversity and rights protection	98			
				Intellectual property protection	43		Employee communication and care	102			
							Occupational health and safety	106			
05	SUSTAINABILITY MANAGEMENT	10	08	VALUE CHAIN COLLABORATION	44	11	SOCIAL RESPONSIBILITY	110			
				Value chain collaboration driven by digital transformation	45		Smiles for All	111			
				Product quality and safety	47		Rural revitalization	113			
				Sustainable supply chain	57		Industry-academics-healthcare professional cooperation	116			
				Responsible sales and marketing management	61		Fulfilling social responsibility	119			
				Collaborative customer service management	63						



MESSAGE FROM THE CHAIRMAN

As sustainability becomes a global priority, Environmental, Social and Governance (ESG) principles have become essential components of corporate strategy. As a pivotal industry safeguarding human health, the medical device sector is addressing the imperatives of health and sustainability through transformative innovation, green operation, and community health initiatives.

In 2024, Mindray initiated Intelli-Digital Transformation, integrating emerging technologies like AI to enhance diagnostic

precision, quality, and efficiency. We accelerated global expansion while focusing on high-quality and sustainable growth. In response to China's new sustainability disclosure guidelines for A-share listed companies, we integrated sustainability requirements into daily operations, addressing all six key areas. Our ESG performance achieved notable recognition in 2024; maintained an MSCI ESG Rating of AA; included in the S&P Global Sustainability Yearbook (China Edition) 2024; secured a B score in CDP's Climate Change Questionnaire; and renewed our EcoVadis Silver Medal for Corporate Social Responsibility.

Innovative inclusion for global accessibility

Mindray advances its mission through R&D innovation as core strategy to make healthcare more accessible and affordable by extending high-quality medical resources to underserved areas. We have pioneered solutions to county-level medical consortia reform, assisting Jiexiu of Shanxi in establishing a remote ultrasound diagnostic center to enable connection and resource sharing among tiered medical institutions. Also, the application of our MiCo+ platform in Indonesia allowed its people to access premium ultrasound services without geographical divides.

We have pooled global resources in collaboration with universities, research institutions, hospitals and enterprises to expand inclusive healthcare. Our "Project 2025" initiative engages worldwide experts in three major aspects, i.e., basic education and training, cutting-edge technology exchanges, and medical research cooperation,

contributing to the advancement of global ultrasound medicine.

Mindray contributes itself to public health to fulfil corporate social responsibility. Partnering with global NGOs and foundations, we donate advanced medical devices to cleft lip and palate children in remote areas and underserved populations in Malawi, Africa. We have long been committed to promoting first aid knowledge and public defibrillation initiatives. Over the past three years, we have enabled over 2 million individuals to participate in first aid training.

People-centric framework with full-chain integration

Mindray upholds people-first philosophy, leveraging multi-party collaboration for full-chain integration. We have implemented cross-system collaborative mechanisms for business chain and enhanced a holistic Quality Management System spanning design and development, procurement, production, sales and customer services. Three Cross-System Collaborative Management Committees for instruments, reagents and high-value medical consumables have been established to drive product lifecycle management and better quality-control across production, delivery, and services.

We are committed to building a diversified international workforce through ongoing strategic investments in the training system for management talents, professional talents, and new employees, and the international training system to support local talent teams. We also implement a global comprehensive health management program to provide

diversified employee benefits in physical health, mental health, finance and social interaction, in accordance with the social welfare systems of various countries and regions.

Green-powered leadership for a sustainable future

Amid global climate challenges, we fulfill environmental mandate through energy-efficient technological upgrades and clean energy adoption to achieve our GHG reduction targets by 2030. We also conduct thorough climate risk assessments and initiate value chain carbon emission audits. We deeply integrate green principles into product lifecycle management by employing compact, lightweight, low-energy and resource-efficient designs, to deliver superior products that meet user needs while minimizing environmental impact.

As we look toward 2025, humanity has unprecedented opportunities while sharing challenges from environmental pressures and social inequalities amidst global technological advancements. Sustainability cannot be achieved through isolated efforts but requires collaborative innovation across our workforce, strategic alliances with partners, and agile adaptation to emerging needs. Mindray will advance Intelli-Digital Transformation to elevate medical care standards, expand healthcare accessibility through global footprint, and address sustainability needs with concrete actions to safeguard human health.

— — Li Xiting, Chairman of Mindray

ABOUT THE REPORT

Background

The *Sustainable Report 2024* of Mindray (hereinafter "the Report") is the seventh sustainability report issued by Shenzhen Mindray Bio-Medical Electronics Co., Ltd. (the previous reports from 2018 to 2020 were called "corporate social responsibility reports"). The Report is based on the principles of objectivity, standardization, transparency, comprehensiveness and materiality to disclose in detail our practices and performance in various fields of corporate social responsibility such as environment, society and corporate governance in 2024.

Abbreviations

Abbreviations

The Group, We, Mindray
The Company
Guangming Manufacturing Center
Nanjing Production Base
Shenzhen Technology
Shenzhen Research Center
Hunan Mindray
Dangshan Mindray
Beijing Changping Production Base
Wuhan Technology
Hangzhou Mindray
Wuhan Research Center
Shanghai Long Island
HyTest
DiaSys

Reference

Shenzhen Mindray Bio-Medical Electronics Co., Ltd. and its subsidiaries
Shenzhen Mindray Bio-Medical Electronics Co., Ltd.
Guangming Manufacturing Center of Shenzhen Mindray Bio-Medical Electronics Co., Ltd.
Nanjing Mindray Bio-Medical Electronics Co., Ltd. and Mindray Nanjing Biotechnology Co., Ltd.
Shenzhen Mindray Technology Co., Ltd.
Shenzhen Mindray Scientific Research Co., Ltd.
Hunan Mindray Medical Technology Co., Ltd.
Dangshan Mindray Medical Technology Industry Development Co., Ltd.
Beijing Mindray Medical Device Co., Ltd.
Wuhan Mindray Technology Co., Ltd.
Hangzhou Mindray Medical Electronics Co., Ltd.
Wuhan Mindray Biomedical Technology Co., Ltd.
Shanghai Long Island Biotec Co. Ltd.
HyTest Invest Oy and its subsidiaries
DiaSys Diagnostic Systems GmbH and its subsidiaries

Reporting standards

The Report is prepared mainly based on the Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange — Sustainability Report (For Trial Implementation), the Corporate Sustainability Disclosure Standards — Basic Standards (For Trial Implementation), the Global Reporting Initiative (GRI) Reporting Standards (hereinafter "GRI Standards") and the United Nations Sustainable Development Goals (SDGs) Compass to continuously improve the disclosure transparency of the Report and to respond to the information needs of stakeholders.

Reporting boundary

The Report is an annual report covering the Group's achievements in sustainability from January 1, 2024 to December 31, 2024. In order to enhance the comparability and completeness of the contents of the Report, some contents are retroactive to previous years, as appropriate.

The performance indicators in the Report cover the main businesses of the Group, including Patient Monitoring & Life Support (PMLS), In Vitro Diagnosis (IVD) and Medical Imaging System (MIS). Among them, economic performance indicators cover all entities within the scope of consolidation. This year, the Group's affiliated listed company, APT Medical Inc. ("APT Medical", stock code: 688617.SH), has independently issued its 2024 Sustainability Report and is not included within the scope of the social and environmental performance indicators we disclose. Therefore, unless otherwise stated in the Report, social performance indicators cover all entities within the scope of consolidation except for APT Medical, while the environmental performance indicators cover all production, R&D and office sites of the Group except for APT Medical. Unless otherwise stated, this report is denominated in RMB.

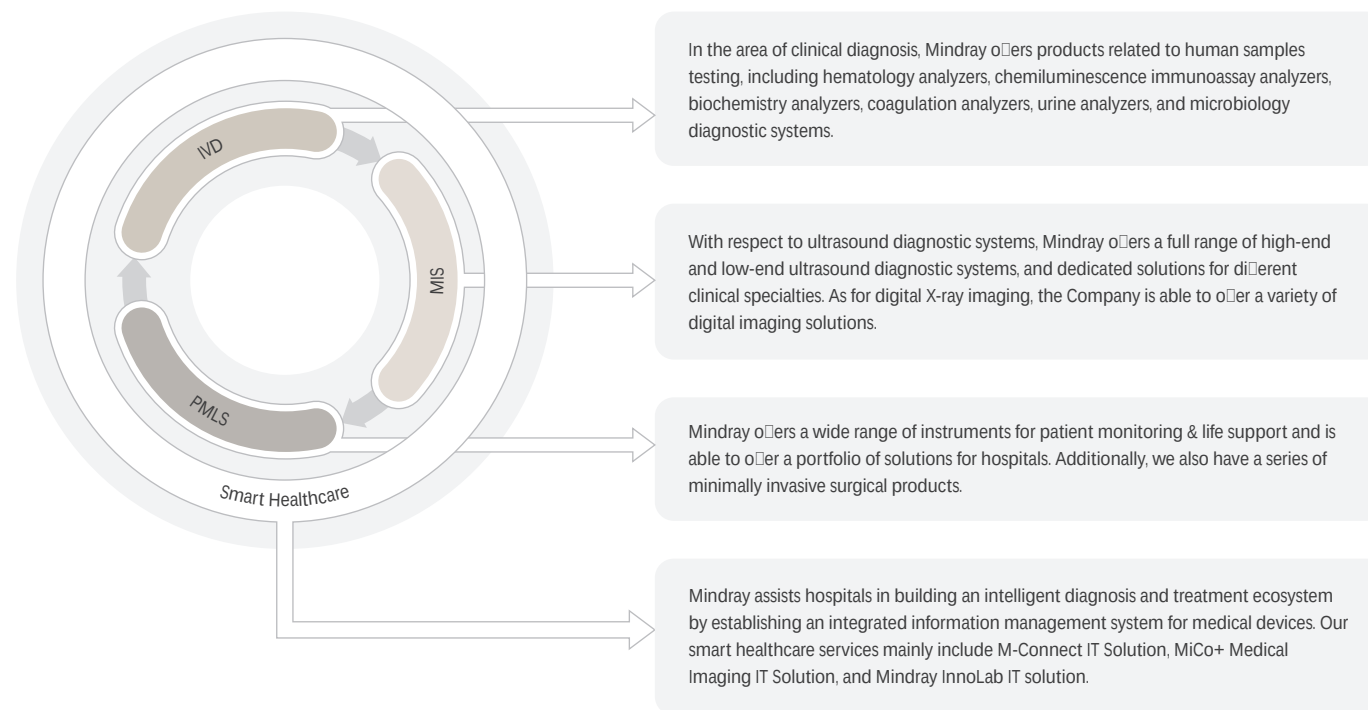
Confirmation and approval

The Report was approved for release by the Board of Directors of the Group on April 25, 2025. The Board of Directors commits to supervising the content of the Report and ensuring that it does not contain any false presentations or misleading statements, and is responsible for the authenticity, accuracy and completeness of the content.

ABOUT MINDRAY

The Group is committed to providing high-quality products and services to medical institutions worldwide, engaging in the R&D, manufacture, marketing and service of medical devices, integrating innovation and always putting customer demands first. The Group integrates innovation and closely satisfies clinical needs, supports medical institutions to provide high-quality healthcare services, and thus improve medical conditions and reduce healthcare costs around the world.

With the most comprehensive product lines in the industry, our main products cover three areas, including Patient Monitoring & Life Support (PMLS), In Vitro Diagnostics (IVD) and Medical Imaging System (MIS). In this case, we meet more clinical demands with safe, efficient and easy-to-use "one-stop" products and IT solutions. In view of the vast international market space and new opportunities for growth in overseas markets, the Group has laid out high-potential business lines such as animal medicine, minimally invasive surgery, and automated external defibrillators (hereinafter "AED") in advance. We will increase the investment on them year by year, with a view to these four seed business lines gradually becoming the strength of the Group's future development.



After years of development, we have become a world-leading supplier of medical devices and solutions. Headquartered in Shenzhen, China, Mindray has established 63 international subsidiaries in about 40 countries in North America, Europe, Asia, Africa, Latin America and other regions, as well as 36 subsidiaries

and over 30 branches in China. Mindray has developed a R&D innovation platform based on global resource allocation, which includes 12 R&D centers in Shenzhen, Wuhan, Nanjing, Beijing, Xi'an, Chengdu, Hangzhou, Silicon Valley, New Jersey, Minnesota, HyTest of Finland, and

DiaSys of Germany. Mindray has formed a huge global network that integrates R&D, sales and marketing, and services.

During the Reporting Period, there were no significant changes in the main business of the Company.

Operating performance

For details of the Company's organizational structure, operating and financial performance, please refer to Mindray's 2024 Annual Report.

Awards and recognitions

In 2024, the awards and third-party ratings that Mindray received in the field of sustainability are presented as follows.

Awards in sustainability in 2024



Annual Public Welfare Case of the 2024 Dream Chasers Public Welfare Conference: Mindray's "Smiles for All"



Best Sustainability Practice Case of Listed Companies in China in 2024, issued by the China Association for Listed Companies



Reputation List of Listed Companies in 2024: Most Socially Responsible Listed Company Award



Best ESG Practice Award of Chinese Listed Companies in 2024, issued by Wind ESG Rating

ESG Ratings in 2024

MSCI ESG Rating

AA¹

EcoVadis

Silver Medal

CDP Climate Change

B



Selected for the S&P Global "Sustainability Yearbook (China Edition) 2024"



1. MSCI Disclaimer Statement: The use by Mindray of any MSCI ESG RESEARCH LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Mindray by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided 'as-is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

2024 HIGHLIGHTS



Corporate governance

100%
employee coverage of anti-bribery training

100%
signing rate of anti-fraud and anti-bribery agreements with channel partners and suppliers

100%
employee coverage of information security training

Insightful innovation

4,752
R&D experts

11,370 patents have been applied for including **8,224** invention patents

5,588 patents were authorized including **2,775** invention patents

Value chain collaboration

Received **161** quality management system audits by government regulators and external auditors

with a passing rate of **100%**

100% employee coverage of product quality and safety training and **100%** employee coverage of responsible marketing training

A total of **42** products were sampled by regulators with a passing rate of **100%**

Provided training and assessment to over **1,500** suppliers and manufacturers

Green development

GHG emission reduction target (Scope 1 and Scope 2):

25% reduction in GHG intensity by 2030 compared to 2021 baseline

GHG emission intensity: **2.13** tonnes of CO₂ equivalent per million RMB

11.62% reduction compared to 2021 baseline

Water withdrawal intensity: **39.57** cubic meters per million RMB

Reuse water: **92,390** cubic meters

Annual reduction of approximately **5,336** tonnes of liquid waste shipped out for disposal

Sustainable human resources

19,172 employees worldwide up **6.25%** year-on-year

Female employees accounting for **29.60%** of the workforce

and **27.27%** of women in senior management

100% local staff rate in **32** countries

Investment in occupational health and safety amounted to RMB **14.41** million

and the number of training participants reached **149,708** person-times

Social responsibility

81 sessions of Mechanical Ventilation Training Program

involving more than **7,500** clinicians

Promoted over **450,000** people to participate in first-aid training

347 patients who suffered from sudden cardiac arrest in public places in China had been treated by Mindray AEDs



SUSTAINABILITY MANAGEMENT

Mindray has always embraced the vision of "better healthcare for all". Upholding the core values of "align with our customers, value and enrich our people, be precise and practical, always forge ahead", the Group continuously optimizes and perfects its sustainability management system. It promotes the in-depth integration of the sustainability strategy into every link of the value chain, strengthens the sustainability culture, comprehensively enhances the Group's sustainability management capabilities and business resilience, and achieves long-term value creation.

Issues of concern in this section:

- Sustainability governance
- Sustainability strategy
- Response to Sustainable Development Goals (SDGs)
- Building a culture of sustainability

Sustainability governance

as significant industrial opportunities. It provides suggestions for formulating the Group's long-

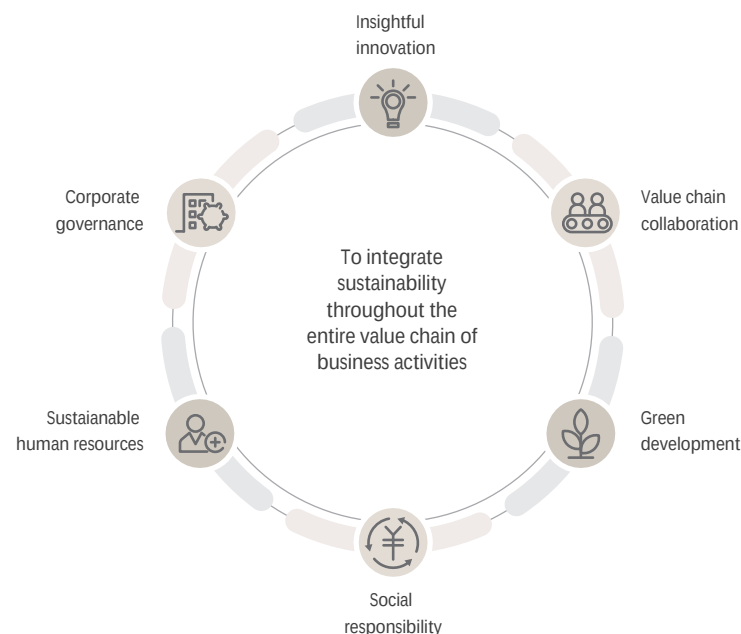
Sustainability strategy

With the increase in the global population, the acceleration of population aging, and the continuous enhancement of health awareness, the healthcare industry will maintain stable and rapid development. Mindray seizes the new opportunities and emerging trends of the times,

gradually evolving from a supplier of medical device products into a service provider that enhances the overall diagnosis and treatment capabilities of medical institutions. We always keep our corporate mission in mind, firmly embedding the concept of sustainability

in every link of the value chain. By taking technological innovation as the internal driving force and setting the goal of improving access to healthcare, we enable more people to enjoy high-quality healthcare services.

Our sustainability strategy roots in six aspects: corporate governance, insightful innovation, value chain collaboration, green development, sustainable human resources, and social responsibility.



Communication with stakeholders

Mindray has established a normalized stakeholder communication mechanism. We maintain positive and effective communication with stakeholders through diversified communication channels, gaining an in-depth understanding of their demands, opinions, and suggestions. Every year, based on the results of the stakeholder questionnaire, we categorize the issues that different types of stakeholders are concerned about and implement targeted measures to promote the implementation of the Group's sustainability related work.

In terms of investor relations maintenance, Mindray provides investors with a wide range of convenient communication channels. We actively communicate and interact with investors through various means, such as phone calls, email, investor relations interactive platforms, the "Investor Relations" column on the company's official website, media interviews, and earnings briefings. By doing so, we aim to establish and maintain sound investor relations, achieve positive interaction with investors, and offer them scientific, accurate, and transparent reference information for their decision-making.

With the growing significance of sustainability issues, in 2024, we carried out 18 exchange activities, including ESG roadshows, seminars, and research, with investment institutions, peer companies, the media, and other relevant parties.

Stakeholders	Issues of concern		Main communication channels	
Government and regulators	Corporate Governance	Occupational health and safety	Operating in compliance with the laws	Responding to government policies
	Anti-corruption	Information security and privacy protection	Tax compliance	Active participation in government projects
	Product quality and safety	Rural revitalization	Anti-fraud mechanism	Contributing to regional development
Shareholders and investors	Corporate Governance	Intellectual property management	Press conferences	On-site visit
	Product quality and safety	Customer service management	Road show	Announcements on Shenzhen Stock Exchange
	Anti-corruption	Investor relations	Investor communication meetings	Company official website
				Shareholders' meetings
Customers	Customer service management	Product quality and safety	Customer satisfaction surveys	Professional customer service team
	Access to healthcare	Smart healthcare		Marketing compliance
	Information security and privacy protection	Low carbon products		
		Occupational health and safety		
Suppliers and partners	Product quality and safety	Intellectual property management	Clause of cooperation agreement	
	Supplier management	Green operation	Meetings and training	
	Anti-corruption	Information security and privacy protection		
Employees	Product quality and safety	Information security and privacy protection	Channels for employee appeals	EHS training and emergency management
	Anti-corruption	Customer service management	Evaluation and feedback mechanism for employee performance	Employee care activities
	Intellectual property management	Occupational health and safety		Training on diversity policy
		Talent acquisition and retention		
Community and media	Product quality and safety	Occupational health and safety	Company website	Poverty alleviation through education
	Intellectual property management	Corporate Governance	Company official accounts on social media platforms	Inclusive products
	Sales and marketing management	Supplier management	Industrial revitalization	Medical assistance services
		Information security and privacy protection		

These activities comprehensively demonstrated the Group's performance in sustainability. By carefully listening to the feedback from all parties, we have promoted in-depth reflection

and further enhancement of ESG management within the company. In the future, we will continue to strengthen ESG communication and interaction with relevant parties, jointly

enhance sustainability management of domestic enterprises, and strive to create a Chinese benchmark of ESG practices for the medical device industry.

Materiality assessment

Mindray continuously conducts the annual materiality assessment and analysis on sustainability issues. With reference to the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)*, we have reviewed and updated our list of issues in light of industry trends and our business characteristics.

In addition, we introduced the "double materiality" principle that considers both impact materiality (impacts on the economy, society and environment) and financial materiality (impacts on the Company's finances). Assessment results are disclosed after thorough discussions by the Company's management and review and approval by the Board of Directors.

In 2024, we included 22 issues of environment, society, governance and economy dimensions into the list of sustainability issues, which was the same as that in 2023. Internal and external

stakeholders were invited to complete an online questionnaire and evaluated each issue on the severity and likelihood of impacts, to help us assess and analyze the impact materiality of each issue. Target respondents covered company executives, employees, investors, suppliers, customers, media, etc.

As this is the first year that the Group has factored into the financial materiality of ESG issues, assessment principles and methods are still

under development. Therefore, after considering the availability, reasonableness, uncertainty and value in use of the relevant financial information, we have initially identified three issues of financial materiality drawing on opinions from external consultants, and disclosed impacts and our responses in the corresponding sections. In the future, we will optimize the financial materiality assessment process to derive more comprehensive assessment results.

Top Priority Issues		
Significant for both impact materiality and financial materiality, and should be managed and disclosed primarily.		
Product quality and safety	Smart healthcare	Climate change

Highly Important Issues		
Highly important for impact materiality, and should be managed and supervised accordingly.		
Information security and privacy protection	Talent acquisition and retention	Investor relations
Intellectual property management	Employee rights and welfare	Access to healthcare
Anti-corruption	Supplier management	Employee training and development
Corporate Governance	Customer service management	Occupational health and safety

Important Issues		
Important for impact materiality, and could be managed and supervised properly.		
Sales and marketing management	Low carbon products	Volunteer service and public welfare projects
Industry-academics-healthcare professional cooperation	Diversity and equal opportunity	Rural revitalization
	Green operation	

Financial materiality issues	Risks and impacts	Opportunities and impacts	Time range	Corresponding Chapters
Product quality and safety	The quality of medical devices is directly linked to patients' health and safety. Once quality problems occur, they may trigger serious medical accidents.	By establishing a rigorous quality-control and management system, enterprises can mitigate quality risks, boost production efficiency, ensure product stability and safety, enhance customer loyalty, and increase market competitiveness.	Short-, medium- and long-term	VALUE CHAIN COLLABORATION
Smart healthcare	R&D in the smart healthcare field is highly challenging, involving interdisciplinary intersections and technological innovations. Enterprises face uncertainties in aspects like technological breakthroughs, clinical applications, and approvals, entailing certain risks.	Policy support and market demand fuel the rapid growth of smart healthcare. Enterprises thus have the opportunity to expand their market share through innovative products and technologies. Moreover, the extensive application scenarios of smart healthcare offer enterprises diversified business expansion opportunities.	Short-, medium- and long-term	INSIGHTFUL INNOVATION
Climate change	Extreme weather may impact the production and operations of enterprises, and the tightening of carbon-emission policies may also impose higher environmental-protection costs on enterprises, increasing operational pressure.	Through green transformation and low-carbon innovation, enterprises can enhance their sustainable development capabilities, meet the market demand for eco-friendly products, and simultaneously build a favorable brand image.	Medium- and long-term	GREEN DEVELOPMENT

Response to Sustainable Development Goals (SDGs)

In 2024, Mindray officially joined the UN Global Compact (UNGC), and committed to thoroughly implementing the ten principles in the areas of human rights, labor, environment and anti-corruption. We deeply integrate our business with the UN SDGs in pursuit of greater global influence, and strive to improve access to healthcare services to benefit a wider population. Moreover, we proactively take climate actions to protect biodiversity and reduce the environmental impact of our operations, and embed the circular economy concept into our innovation process where sustainability of products matters. Together with stakeholders, we will create a healthier and more sustainable future.

Corporate governance

- Develop an audit plan covering all business locations and perform business ethics audits on an ongoing basis.
- Strengthen business ethics and compliance management, with zero tolerance for corruption, fraud, fraudulent practices and bribery.

Value chain collaboration



- Identify risks throughout product lifecycle, and formulate and implement response plans.
- Promote the implementation of the integrated supply chain and smart manufacturing.
- Strictly manage ESG risks in the supply chain, and incorporate requirements of sustainable procurement into the criteria.

Sustainable human resources



- Set up "Mindray Class" with colleges for building up talent pools for the company in the model of modern apprenticeship.
- Eliminate gender discrimination and guarantee equal opportunities for female employees.
- Prohibit child labor, human trafficking and forced labor, and give employees equal pay for equal work.
- Prohibit discrimination and prejudice based on age, sex, nationality, race, color, and religion.

Insightful innovation



- Apply artificial intelligence ("AI"), 5G, Internet of Things (IoT) and other technologies to promote cutting-edge technology exchanges, and make healthcare resources more accessible to and affordable by more communities.
- Launch "Project 2025" to contribute to the development of the global ultrasound medical industry.
- Practice the concept of green innovation and green design, and conduct product carbon footprint research.

Green development



- Regulate water resource management and optimize sewage treatment.
- Formulate energy saving and emission reduction plans for higher energy efficiency and more use of clean energy.
- Strengthen the management of emissions such as wastewater, waste gas, and waste, as well as noise management to minimize environmental impacts.
- Analyze climate-related risks and opportunities, and take mitigation and adaptation measures.

Social responsibility



- Introduce the high-end medical manufacturing industry into Dangshan County, to train local talents and promote local employment.
- Strengthen infrastructure development in rural areas and support the expansion of Dangshan County wastewater treatment plant.
- Launch the "Mindray Standardized Laboratory Hundred Cities Action" project to improve rural medical standards.
- Provide first aid training courses to the public and promote AED.
- Donate ultrasound machines to Lighthouse Trust in Malawi, Africa.

Building a culture of sustainability

To enhance the ESG awareness of all employees and facilitate the Group's ESG initiatives, Mindray disseminates ESG training courses to employees via Mindray e-classroom and mandates that all employees complete the online learning. Moreover, we have set up the Mindray ESG

Mindray's ESG portal

portal on the company's intranet, where ESG-related course series are regularly updated for all employees to access. Additionally, the latest ESG news of the Group are synchronized with global employees on a quarterly basis.

ESG courses



Fundamental courses

Basic concepts and
evaluation methods

Mindray's ESG organization and
content framework



Professional courses

Corporate governance

Green development

Insightful innovation

Value chain collaboration

Sustainable human resources

Social responsibility



CORPORATE GOVERNANCE

A standardized corporate governance structure and operating mechanism are the core driving paths for Mindray to achieve stable operations, and also the fundamental cornerstone for building a comprehensive and multi-level compliance risk prevention and control system. We strictly abide by the relevant laws, regulations and regulatory requirements for the standardized operation of listed companies issued by the China Securities Regulatory Commission and the Shenzhen Stock Exchange, and integrate compliance construction and business ethics into every aspect of our operations and business.

Issues of concern in this section: SDGs in this section:

- Governance structure
- Risk management and internal control
- Compliance operation

Governance structure

Mindray has established a corporate governance structure comprising the General Meetings, the Board of Directors (the "Board"), the Board of Supervisors and senior management. We abide by laws and regulations, such as the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Code of Corporate Governance of Listed Companies*, and the *Guidelines for Association for Compliance Operation*. Based on this structure, our duties and obligations are fulfilled through decision making at the General Meetings, selection of directors and supervisors, appointment of senior management, etc. In 2024, the Group's General Meetings, the Board, the Board of Supervisors, and senior management made administrative decisions and supervised daily operation in strict accordance with normative rules and internal policies. Besides, the special committees under the Board fulfilled their duties well. For details of corporate governance, please refer to Mindray's 2024 Annual Report.

Governance structure and Effectiveness of the Board

As of the date of this Report, there were four committees under the Board, including the Strategy and Sustainability Committee, the Nomination Committee, the Remuneration and Assessment Committee, and the Audit Committee. These committees are responsible for overseeing the Group's affairs of specific areas and making decisions on affairs authorized by the Board. The Nomination Committee, the Remuneration and Assessment Committee, and the Audit Committee consist entirely of independent directors. The Board provides guidance for the management directly or indirectly through the special committees, including formulating development strategies, monitoring the Group's operational and financial performance, and ensuring efficient internal control and risk management systems.

The directors personally attended the general meeting of shareholders, the board of directors and each specialized committee of the board of

directors, and made prudent decisions based on an in-depth understanding of the situation. All directors fulfilled their duties with due diligence, actively participated in the meetings, and performed their duties diligently. In this year, the attendance rate of the board of directors and the specialized committees of the board of directors was 100%.

Board Independence and Diversity

We enhance board diversity in terms of gender, cultural background, expertise and other factors. The members of the Board have extensive industry experience and professional ability in the fields of bioengineering, medical devices, computer science, business administration, accounting and law. Our diverse composition reflects a balance in gender, experience, background and expertise. This is not only conducive to enhancing the overall governance and insight, but also to making sound decisions in response to risks. So far, the Company's 8th Board of Directors has 11 members, of which 6 are independent directors, constituting more than one - third of the total. Moreover, it is

compliant with the regulatory requirements of the listing location. Furthermore, there are 3 female directors, representing over one - fourth of the Board.

Capacity building of the Board

Board members are encouraged to attend various upskilling and compliance training sessions, including special training on national policies, laws and regulations of the securities market, operation mechanism, internal policies, and environmental and social issues (such as climate change). By this means, we have increased the compliance awareness and improved the performance of the Board. In 2024, the Board participated in 3 compliance training sessions on information disclosure, including 1 briefing on legal and regulatory updates given by the Company. In order to strengthen the Board's competence in ESG governance, we engaged external experts to deliver ESG training to and share outstanding ESG management practices of global peers with the Board, covering issues such as climate change, carbon emissions, and product responsibility.

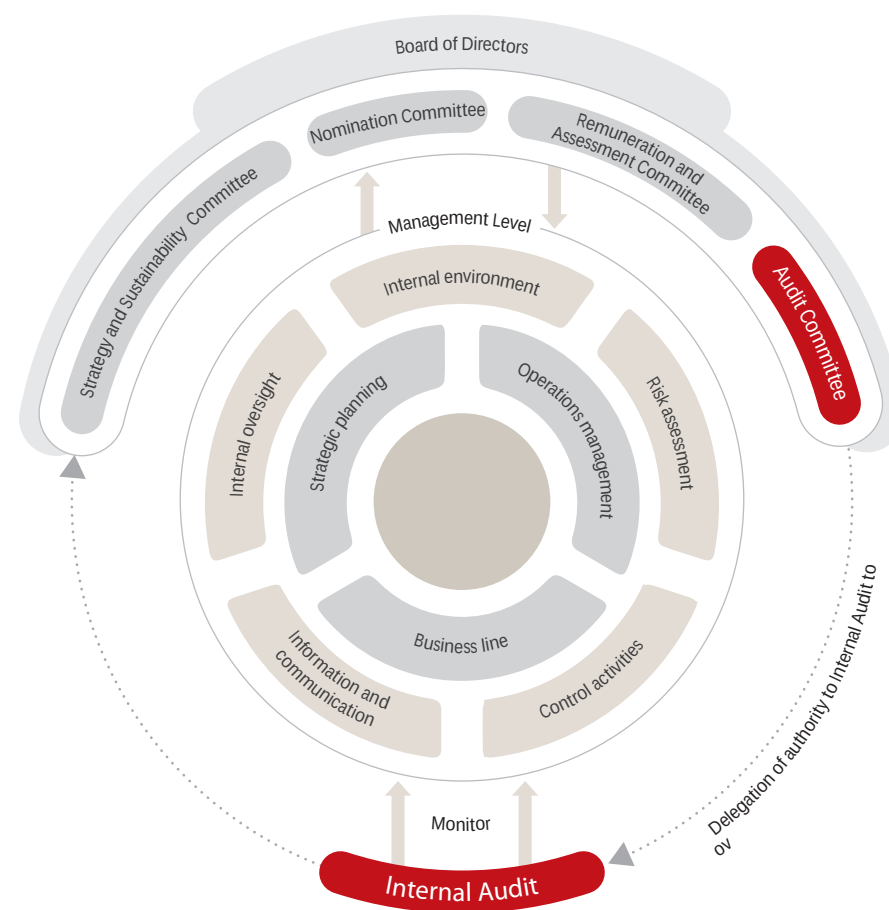
Risk management and internal control

In accordance with the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Accounting Law of the People's Republic of China*, and other relevant laws and regulations, Mindray has established the corporate governance structure and identified and analyzed internal and external risks, and formulated internal control systems, norms and processes. In order to achieve the long-term development strategic objectives, we supervise and inspect the implementation of the Company's systems and norms to ensure the effectiveness of internal controls, thereby improving the efficiency and effectiveness of company operation, contributing to the realization of the company's long-term development strategic objectives.

Risk management and internal control systems

We have established a risk management and internal control system, with the board of directors and its subordinate committees acting as the decision-making body. They are responsible for overseeing the effective operation of the system and regularly receiving reports from the management team and the audit department regarding the company's operational performance and internal control evaluation results. The management team is responsible for implementing the company's risk management, internal control, and business operation-related tasks and is subject to evaluation and supervision by the audit department. Based on an effective risk management and internal control system, we can systematically and effectively identify and assess both internal and external risks faced during the company's operations and development. These risks include, but are not limited to, business operation risks, Risk management and internal control systems.

Risk management and internal control systems



Risk management

Based on the Group's insight into the macro environment, industries, technologies and demands, the Strategy and Sustainability Committee under the Board studies the uncertainties and explores major opportunities that may affect the medium and long-term development of the Company, and puts forward suggestions on strategic plans for the Group's long-term growth.

In terms of strategic planning, the Group's Strategic Planning and Development Department is responsible for the formulating and implementing strategic plans, and reviewing the implementation on an annual basis. The department, on a quarterly basis, organizes all business units and marketing teams to conduct business reports and convenes business management committee meetings, supervising the implementation of business plans. In terms of operations management, all functional departments perform their duties and cooperate with each other under the guidance of the Company's management. Besides, these departments make concerted efforts in supervising the overall operation, and identifying and assessing internal and external risks that may affect the operation management and sustainable development, including achievement

of performance targets and funds security, business continuity, compliance operation, capital market, production safety, quality control, talent planning, and information security.

With respect to supervising and managing the implementation of the Group's sustainability strategies, the Company's ESG Executive Committee and the ESG system management group, led by the Strategy and Sustainability Committee under the Board, are jointly responsible for monitoring the Group's ESG risks and formulating reasonable plans to mitigate the risks. In this way, we ensure that the Company actively fulfils its sustainability strategies in daily operation and moves closer to sustainability goals. In accordance with the international ESG reporting guide, we disclose an annual sustainability report, and review the Group's annual performance in ESG management, in a bid to drive the sound and harmonious corporate and social development.

Internal Control and Internal Audit

In 2024, pursuant to the *No ice on S reng hening*
he Cons r c ion of In ernal Con rol of Lis ed
Companies and Companies o be Lis ed and
Ad ancing In ernal Con rol E al a ion and

Key Points of the Corporate Governance and Internal Control Policy



Internal
environment

Establish a standardized corporate governance structure, clarify the responsibilities and authority of each level, and build an honest and orderly internal control environment.



Risk
assessment

Set up a regular risk assessment mechanism to comprehensively identify and assess both internal and external risks faced by the Group, and form corresponding risk response strategies.

According to the *Administrative Measures for Internal Control of Listed Companies* (Cai K ai [2023] No. 30) issued by Ministry of Finance and the China Securities Regulatory Commission, Mindray adhered to the requirements outlined in the *Basic Standards for Enterprise Internal Control* (Cai K ai [2008] No. 7) and other relevant laws and regulations. On this basis, Mindray performed a special task to further optimize the internal control system, strengthen internal control evaluation and auditing, and enhance standardized operation.

To enhance internal control, the Group revised the *Corporate Governance and Internal Control Policy*. Specifically, we reviewed and optimized business processes, including but not limited to, social responsibility, human resources, capital activities, investment management, procurement business, asset management, sales business, research and development, engineering projects, connected transactions, guarantee business, financial reporting, information disclosure management, budget management, management of controlled subsidiaries, and information system management. These measures ensure that every activity is guided by clear policies, supported by working mechanisms and executed by responsible organizations. The Board assumes ultimate responsibility for the establishment, enhancement, and effective execution of the internal control system.

Meanwhile, we have focused on deepening the management and control of subsidiaries. For the listed subsidiaries newly acquired this year, we

have specifically established a special internal control optimization project with a duration of 1.5 years. We have conducted a detailed review of the corresponding processes and promoted the improvement of internal control systems in stages. For other subsidiaries that have not yet been included in the evaluation scope, we have continuously expanded the review and pre-assessment of key processes to ensure alignment with the group's internal control standards and compliance with regulatory requirements.

In terms of internal control evaluation, the Internal Audit Department revised the internal control manual in alignment with the Basic Standards for Enterprise Internal Control, the Application Guidelines for Enterprise Internal Control, the Evaluation Guidelines for Enterprise Internal Control and other regulations. The three-volume manual covers general principles of and evaluation guidelines for internal control, and risk control matrix, providing a policy support for the development of the internal control system. Meanwhile, to strengthen the evaluation quality, the methodology of internal control evaluation of information system was updated with enhanced content about deficiencies rectification test.

In the field of internal audit, the Group keeps delving into digital transformation. This year, we switched from the outsourced audit project management platform to the self-developed Ruizhi Audit platform. With its main framework connected to the self-developed internal control

platform, the audit platform, based on the results of internal control evaluation, constantly scans and monitors high-risk business areas from aspects of both corporate bodies and processes. This fosters a complementary and supportive relationship between internal audit and internal control. We have also optimized the platform's user interface to ensure the efficient implementation of the rectification mechanism. These efforts include defining the timeline for audit rectification at each stage, enabling functions such as automatically triggering the supervisory procedures, and regularly releasing rectification reports. Information security control over the audit platform has been strengthened, with enhanced authority granting control to better protect audit information.

In addition, the group has continued to promote the publicity and implementation of internal control management, regularly conducted internal control training to deepen the group's internal control management norms and cultivate a risk prevention awareness. Each year, according to regulatory changes and risk dynamics, training topics are continuously developed, such as seal management, email fraud, etc., and publicity and exchanges are carried out in subsidiaries at home and abroad. In 2024, we carried out a total of 11 training sessions, covering all legal entities at home and abroad within the group's internal control evaluation scope. At the same time, we issued

annual internal control statements to the group's management and employees in key positions, requiring them to promptly report on the effectiveness of internal control or related issues, so as to emphasize the sense of ownership and responsibilities of internal control responsible persons and enhance the effectiveness of internal control.

100%

Coverage rate of training for those responsible for internal control

100%

Signing rate of the Mindray Employee Statement on 2024 Internal Control Evaluation

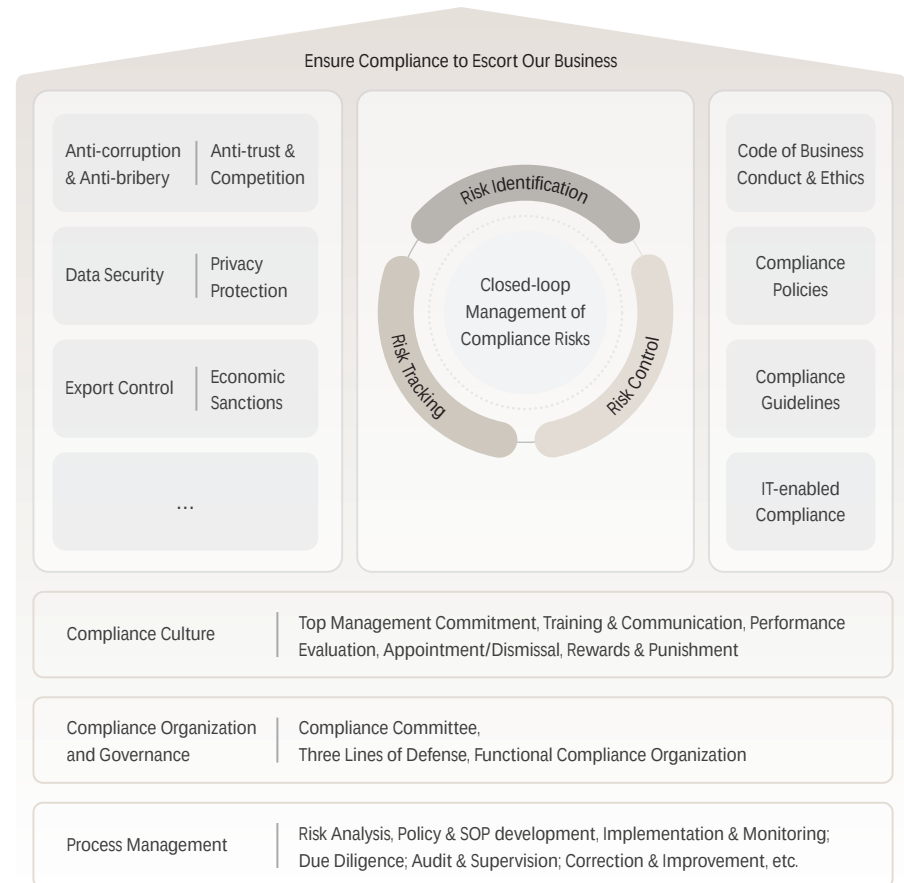
Compliance operation

Mindray keeps refining its risk management and internal control systems. Strictly following the *Guidelines on Self-Regulation of Shenzhen Stock Exchange Listed Companies No. 2 - Standardized Operation of GEM Listed Companies*, the *Basic Norms of Enterprise Internal Control*, the *Anti-Unfair Competition Law of the People's Republic of China* and other national and regional laws and regulations in which companies operate as well as other applicable supporting guidelines, Mindray has long been firmly embedding the end-to-end compliance management in business activities and processes.

Compliance governance structure and system

Mindray has established an effective framework to manage business ethics and compliance matters worldwide, which is supervised and reviewed by the Board. In addition, a Compliance Committee has been set up as the deliberation and decision-making body for business ethics and compliance management.

In terms of compliance risk management, led by the Compliance Committee, business departments, Compliance Office, as well as internal audit, supervision and legal departments serve as three lines of defense for compliance management. They perform their own roles through collaboration and effective involvement, forming the synergy of compliance management.



This year, based on the compliance systems and requirements of the Group, we conducted compliance risk assessments of the North American subsidiary, Hytest and DiaSys through methods such as questionnaire surveys, on-site interviews, and document reviews, focusing on key compliance areas including anti-bribery, anti-monopoly, data privacy protection, sanctions, and export controls. Meanwhile, based on the results of the risk assessments, we improved our own compliance governance framework and processes from multiple dimensions, further reducing the compliance risks faced by the Group and its subsidiaries. This provides a more solid compliance guarantee for the Group's stable development and continuous operation in the global market.

Business ethics

Striving to run business justly and honestly, Mindray sticks to the principle of "combining punishment and prevention, zero-tolerance for fraud". We strictly abide by all applicable laws, regulations and standards for anti-corruption, conflict of interest, anti-fraud, anti-monopoly, and anti-unfair competitions in the jurisdictions where we operate. These include relevant Chinese laws and regulations, the *United Nations*

In 2024, the Group faced **0** lawsuits related to anti-competition, antitrust and anti-monopoly practices

0 lawsuits related to anti-competition, antitrust and anti-monopoly practices

Convention against Corruption, and the Foreign Corrupt Practices Act and the Anti-trust Act of the USA. In addition, we have implemented internal policies such as the Mindray Code of Conduct and Ethics, the Anti-corruption Policy, the Anti-fraud Code, the Anti-monopoly Policy, and the Policy for Whistleblowing and Complaints. Under the framework of business ethics and compliance management, we have set up the Supervisory Office to oversee legal affairs and business ethics cases in daily operation, foster integrity culture and promote integrity policies.

To prevent risks related to business ethics and manage behavior of employees and business partners, the Company's Internal Audit Department and Compliance Office hold joint meetings on an annual basis. Based on the risk

Three lines of defense for compliance management

First line of defense: Business Departments



Responsible party for compliance operation

As the first line of defense for compliance risk prevention, all business departments are the first responsible parties for compliance management. It is responsible for identifying compliance risks in daily operation, timely warning risk issues, providing compliance training, and rectifying non-compliance.

Second line of defense: Compliance Office



Responsible unit for compliance management

The second line of defense for compliance risk prevention is responsible for improving the Company's compliance management system, following legal and regulatory updates, responding to major compliance incidents, reviewing the compliance of key areas, and investigating and handling violations.

Third line of defense: Internal Audit, Legal and Supervision Departments



Responsible department for supervision and audit

The third line of defense for compliance risk prevention is responsible for independently supervising and auditing the effectiveness of the compliance management system, handling violations, and collaboratively responding to compliance incidents.

assessment results, an audit plan is formulated to cover all business locations. In addition, a three-year audit rotation plan is defined for continuous business ethics audit, mainly including:

With respect to anti-corruption and anti-fraud training, the Group organizes all employees to study internal policies on an annual basis, such as the *Anti-Corruption Policy*, the *Policy for*

Whistleblowing and Complaints, the *Mindra Code of Conduct and Ethics*, and the *Anti-fraud Code*, aiming to raise their awareness of integrity and improve their ability to resist corruption.

In 2024, The Group actively carried out various compliance training programs and selected differentiated training methods according to the different training contents and audiences. This year, the Group provided a total of 26 online and offline compliance courses for its employees, covering topics such as anti-corruption and anti-bribery, anti-monopoly, data and privacy protection, and export control, covering 46,787 people, with a coverage rate of 100%.

Meanwhile, we have continuously carried out anti-corruption and anti-bribery publicity and education activities for our branches both at home and abroad, as well as for our channel partners and suppliers, so as to promote the establishment of a clean, honest and mutually beneficial cooperative relationship between the company and relevant parties. This year, the group's business ethics training has covered 100% of the core channel partners of each production line, and the signing rate of anti-fraud and anti-bribery agreements with channel partners and suppliers has reached 100%.

We always keep internal channels open for whistleblowing and complaints. For this purpose, we encourage employees, suppliers, agents and other stakeholders to publicly or anonymously report any violations of laws, disciplines or the Group's business ethics

Audit Project	Mechanism	Progress in 2024
Anti-corruption compliance audit	During the annual risk assessment, we take into account internal and external data and trend analysis, including the Corruption Perceptions Index of Transparency International, historical violations of anti-corruption laws, the number of confirmed violations of internal policies, and historical internal audit findings. We assess the bribery risks of company employees and business partners (agents, suppliers, outsourcing providers, etc.) in various business scenarios. Each year, the audited subsidiaries and business areas are determined according to the comprehensive risk assessment results, and an audit rotation plan is made to ensure full coverage every three years.	According to the audit rotation plan, we conducted specialized audits or self-checks on the anti-corruption system on our subsidiaries in China, Europe, Latin America and other regions, taking into account the complexity of businesses in the jurisdictions where they operate. Our main focus is the compliance of cooperation with healthcare professionals. We implemented targeted unannounced inspections on market meetings, to ensure that all business activities strictly comply with relevant regulations and company policies, thus effectively preventing corruption risks.
Personal information protection audit (including the General Data Protection Regulation and other national regulations)	We conduct annual risk assessment and audit based on policy updates, enforcement cases, changes in regulatory concerns, historical audit findings, opinions from external advisory in the jurisdictions where our subsidiaries operate. We ensure that personal data of employees, labor partners, customers, business partners and other related individuals, standardize the collection, processing, use, storage, and deletion in different business scenarios. Additionally, we ensure that such data on the official website and in our IT systems are under proper control.	In addition to the annual audit on the privacy information management system, we also conducted GDPR compliance audits in the Netherlands, Poland, and Romania. Taking advice from external professional consultants, we further expanded the scope of the international Internet privacy compliance inspections to strengthen our supervision over privacy policy implementation.
Responsible marketing audit	To ensure the responsible marketing policy is effectively implemented, the sales and marketing compliance group conducts regular review and periodic inspection of the marketing activities of the Company and its agents. In addition, the Internal Audit Department carries out specialized compliance audits every year, to ensure that relevant marketing activities and promotional materials meet the requirements of laws and regulations, so as to objectively present product information, and prevent misleading or false promotion.	With the continued expansion of overseas customer base, we placed our focus on the compliance of marketing and promotional activities in international regions based on the established audit rotation plan.

by means of fax, mailing, email and hotline. In accordance with the Mindray Code of Conduct and Ethics, we introduce a column for complaints and suggestions on the Group's internal management platform and provide the president's email as well as special channels for complaints and suggestions on ESG, EHS, administration, catering, human resources, and information technology. By these means, we make efforts to address difficulties for employees and encourage them to offer their views and advice on effective corporate management.

The Supervisory Office, as the dedicated department to handle internal whistleblowing and complaints, directly reports to the Group's Chairman to ensure the independence and objectivity in handling and supervising these reporting. The Office is responsible for recording and reporting the case. In the course of receipt, registration, storage and investigation, the personal information and reported information are strictly kept confidential.

To protect the legitimate rights and interests of whistleblowers, we have specified that the personal information of whistleblowers and handling progress should not be disclosed to those being reported or unrelated to the whistleblowing. For those who disclose any information of whistleblowers, they will be removed from their position, demoted with pay cuts, and transferred to judiciary authorities based on the severity of the case. We strictly

prohibit any retaliation against whistleblowers. For those in violation, we hold them and their superiors accountable for their behavior. In case of any serious threats to the rights and interests of whistleblowers, we promptly report to judicial authorities and seek criminal penalties according to the law. (Please refer to the *Anti-Corruption Policy* and the *Mindray Code of Conduct and Ethics* for details.)

8

Offline anti-corruption and anti-fraud training sessions

389

Distributors received on-site visits of the Group

102

Suppliers received on-site visits of the Group

The First Mindray Anti-corruption and Anti-bribery Compliance Culture Publicity Week

On December 9, 2024, the United Nations International Anti-corruption Day, Mindray Medical launched the first Mindray Anti-corruption and Anti-bribery Compliance Culture Publicity Week. Multiple departments and regions, including the headquarters, Mindray Veterinary, Orthopedics, the China



Region, and the International Region, actively participated. Through means such as signing on display boards and conducting publicity and training, the company further strengthened the



construction of the compliance culture within the enterprise, and promoted all employees to have a deeper understanding of and practice the values of anti-corruption and anti-bribery.

Whistleblowing channels

Reporting in China:

Telephone number/Voicemail:
+86 755 81888787

Fax: +86 755 26582680-88787

Email address:
compliance@mindray.com

Mailing address:
Chief Compliance Officer, Compliance
Department Mindray Building, Keji 12th
Road South High-tech Industrial Park
Nanshan, Shenzhen 518057, P. R. China.

Reporting outside of China:

Reporting website:
<https://mindray.ethicspoint.com>

The Group engages a third party in response to overseas whistleblowing, with a toll-free 24/7 hotline answered by specialized persons in local languages to collect and report the information to the headquarters. All records are strictly confidential.



Information security and privacy protection

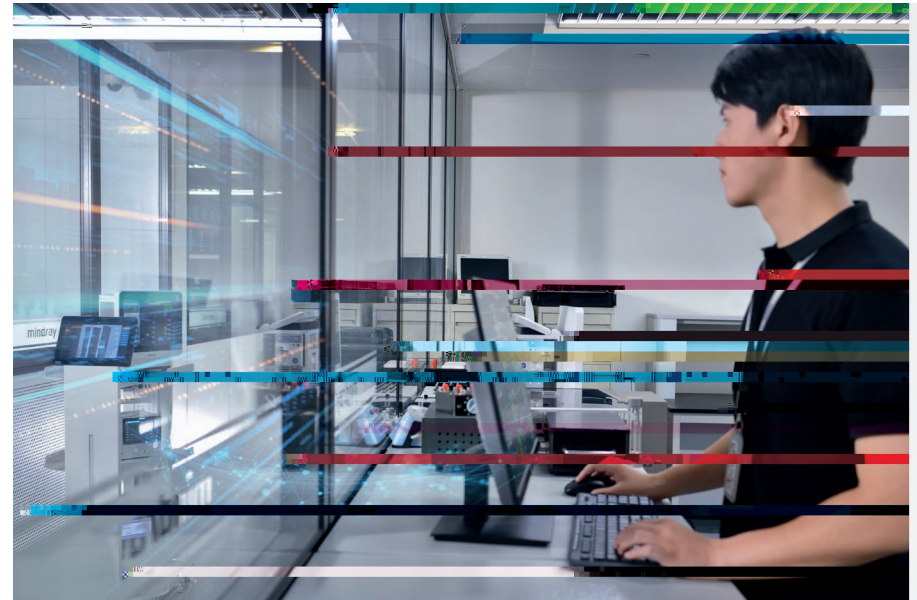
According to the *Personal Information Protection Law of the People's Republic of China*, Mindray steps up efforts in improving the compliance management system by integrating data privacy protection into the core. Accordingly, we have

formulated and implemented management policies and standards such as the *Personal Information Protection Management Policy*, the *Guidelines for Impact Assessment of Personal Information Protection*, and the *Personal Information Protection Management Specification*. The Compliance Office is mainly responsible for supervising and managing the compliance of data security and privacy protection (including personal information protection), and organizing relevant departments to set up information

security and personal information protection working groups for daily operation. In addition, the Office regularly reports the progress in data security and privacy protection to the Compliance Committee composed of senior management.

In terms of system construction and certification, the information security management system of our group has obtained the ISO/IEC 27001:2022 Information Security Management System Certification and the ISO/IEC 27701:2019 Privacy Information Management System Certification. We operate in strict compliance with the requirements of the system management, and

have passed the annual external audit every year. We also focus on promoting affiliated companies involved in product research and development to obtain relevant management system certifications. This year, Mindray Medical Netherlands B.V. has been conferred the NEN 7510 - 1:2017+A1:2020 Information Security Certification by the Netherlands Standardization Institute (NEN). The scope of this certification comprehensively encompasses all business domains within the company. Mindray Medical Italy S.r.l. has obtained the compliance framework strength rating of 2 stars + from the Italian Competition Authority.



In information security practices, we strictly abide by ISO/IEC 27701:2019 Privacy Information Management System, ISO/IEC 27001:2022 Information Security Management System and the Information Security Technology - Baseline of Classified Protection of Cybersecurity (GB/T22239-2019). By implementing management policies and standards such as the *Information Security Conditional Management Specification*, the *Information Security Training Specification* and the *Sensitive Data Hierarchical Protection Management*

Regulation, we optimized the information security management system of the Group.

With respect to information security management review, we have set up a special review mechanism based on business characteristics. Through the mechanism, we are able to monitor the vulnerabilities identified in constructing and operating the information security system in real time, as an early warning for subsequent system upgrades to ensure

Mindray Medical Releases the "Mindray Product Cybersecurity White Paper"

Against the backdrop of an increasingly intelligent medical ecosystem and the growing prominence of cybersecurity risks in the medical industry, while Mindray Medical is committed to the digital and intelligent transformation of medical devices, it has also continuously attached great importance to the prevention of cybersecurity risks. It has deeply established cybersecurity defenses, regarding ensuring the stable operation of devices and patient safety as its top priority.

In 2024, we released the "Mindray Product Cybersecurity White Paper" in combination with our own cybersecurity practices, comprehensively demonstrating the Group's strategies, practices, and future commitments in the cybersecurity of medical devices. We put forward the "Mindray Product Cybersecurity Governance Model", which covers six pillars: governance and risk management, secure design and development, protection measures and controls, maintenance and lifecycle management, incident management, and data protection, so as to ensure that high-standard cybersecurity guarantees are integrated into the safety management of the entire product lifecycle. In the future, we will continue to promote the development of medical technology with high-standard cybersecurity guarantees, winning the trust of customers and bringing peace of mind to society.

business continuity and asset security. The Company engages third-party agencies to audit the information security and privacy information management systems annually, with the systems re-certified by ISO/IEC 27001 and ISO/IEC 27701

In 2024



the security vulnerability scanning rate of all servers in the Group reached

100%

Security monitoring scenarios were built for no less than

89

Completion rate of the annual review of the permissions of important business systems has reached

100%

15,000

participants took information protection training



every three years. We identify risks according to the annual audit recommendations and develop rectification plans to ensure an effective management system.

15,000

participants took personal information protection training

The compliance rate of the monitoring and measurement items for personal information protection reached

100%

Compliance rate of personal information protection control reached

100%

0

personal information leakage incident

INSIGHTFUL INNOVATION

Mindray takes customer needs and technological innovation as its top driving forces, with R&D serving as the crucial factor for business growth. It integrates the concepts of intelligent and green healthcare into its innovative practices. Riding on the wave of digitalization, we are creating more convenient and efficient products and solutions, constructing smart healthcare ecosystem, and facilitating the popularization of advance medical technologies and high-quality healthcare resources. We pay close attention to the environmental impact throughout the entire product life cycle, constantly optimizing the design of green products. We collaborate with global partners to jointly tackle healthcare technology challenges, expand the access of healthcare services, and enable the advanced achievements of digitalized healthcare to benefit more regions globally.

Issues of concern in this section: SDGs in this section:

- R&D resources
- Smart healthcare
- Interaction and collaboration
- Intellectual property protection



Mindray's journey towards access to healthcare

Firmly committed to our mission of "advance medical technologies to make healthcare more accessible", we apply artificial intelligence (hereinafter "AI"), 5G and other technologies to make quality medical resources more accessible

to and affoy2e.1 (y meddaTJb) (y2ey 1 (e accestt)6unit)6. (e acc. Ossi0 -1.625 Td[t)6 (tt)6.1ments .1 (e)TJdemonstra (ed t)6.1bd)4.y tt.1 (et)6ies tra (et)6.1al rti8iciaa (e acce(o) 2e.1 ly co6.1 Jiexiui0 -1.625 Td[t)6 (t0.9 (y2ey)34)7 (t)6 p1 ly)-7.im5.

Remote platform making quality healthcare more accessible

As the world's largest archipelago nation, Indonesia consists of approximately 17,505 islands and is the fourth most populous country in the world. Given its vast geographical expanse and large, scattered population distribution, it is very urgent to make efficient use of the limited domestic medical resources and popularize high-quality healthcare service.

Due to the nature of ultrasound medicine itself, the varying scanning skills and diagnostic abilities of ultrasound doctors, as well as the difficulty in unifying ultrasound quality control standards and regulations, have become two key factors affecting diagnostic quality. Through the MiCo+ platform, the Indonesian Ministry of Health has achieved interconnection with basic healthcare institutions. Ultrasound images can be directly connected to the Indonesian Healthcare Big Data Platform, facilitating real-time transmission of images and examination results, thus improving the quality of healthcare services for nationwide residents. By utilizing the MiCo+ platform, experienced ultrasound doctors can guide grassroots doctors in standardized operating procedures and ultrasound images,



Remote Guidance Through the MiCo+

share clinical practice experiences, and support the improvement of skills of grassroots physicians. When faced with challenging cases, remote consultations can also be conducted, allowing residents to access high-quality expert resources within their reach.

In terms of training and education, the MiCo+ platform has also played a significant role in providing a new solution for the shortage of doctors in Indonesia. Utilizing the real-time imaging app "u-Linker", the MiCo+ has provided a fast, stable, and authentic remote imaging platform and immersive remote ultrasound training model. Sonographers can break the constraints of geography, engaging in remote training, quality control, and teaching anytime, anywhere, helping more grassroots ultrasound doctors learn at their convenience and making progress within everyone's reach.

Global actions for women's health

Pelvic floor dysfunction (PFD), characterized by its high prevalence and significant impact on quality of life, has earned the ominous title of the "silent killer" in women's health. With the increasing concern for women's health, PFD and its key diagnostic tool, pelvic floor ultrasound examination, are raising public's awareness. In Indonesia, a densely populated country, women's health is an urgent topic and development in this field has received great attention.

In September 2024, together with Indonesian Urogynecology Association (HUGI), Mindray held an online training on pelvic floor ultrasound themed "Cloud-based Technology for Ultrasound Quality Control". Prof. Budi Iman Santoso, Chairman of HUGI, led his elite team in sharing cutting-edge knowledge and valuable experience.

Relying on the MiCo+ platform and the real-time imaging app "U-Linker", the training broke the limitations of geographical locations. Nearly 100 Indonesian sonographers gathered online for in-depth learning and communication. During the training, the MiCo+ not only served as a demonstration platform to visually present every

detail of pelvic floor ultrasound scanning, but also allowed the instructor to thoroughly analyze and answer common issues related to operation techniques and images. The training was highly praised by participants for its rich content and innovative form.

Looking ahead, Mindray will continue to uphold the spirit of innovation and collaboration and leverage high-quality product solutions and a globalized academic exchange platform, further building a community of common health for mankind.



R&D innovation system

This year, following the Group's strategy that promotes international, digitalized and flow-based business development, we set up product line entities in each business division to build up the competitiveness of products and solutions. In addition, the XMC Cross-System Collaboration Management Committee and the Management Committee of Data and Information System were established at the Group level, to further construct the organizational capability of cross-system collaboration. For product access and registration, we improved data management and cooperation management in accordance with local regulations and policies. We vigorously promoted the development of the overseas localization and domestic registrant process as well as supporting IT systems, to ensure that operations can be conducted in a standardized and high-quality manner. For quality

management, with a focus on 1 (em collaboration1 (coy)TJ(T)40n4-1.625 Td(M)-8 (ana0.9 (y)TJ22.4o)5 (v)7 (ed data mahe o

are women, 71.84% hold master's degrees or above, and 88.93% are under 40 years old. This highly qualified and youthful R&D team furnishes the Group with robust innovative impetus and guarantees of R&D capabilities.

Our research and development centers and specialized R&D laboratories, including those for reliability testing, in vitro diagnostic traceability, power supply, parameters, gases, probes, thermodynamics, and other specialized technical laboratories, are all outfitted with advanced

equipment and technologies. As of December 31, 2024, the Group had twelve R&D centers in Shenzhen, Wuhan, Nanjing, Beijing, Xi'an, Chengdu, Hangzhou, Silicon Valley, New Jersey, Minnesota, HyTest of Finland, and DiaSys of Germany, forming a vast global R&D network.

Our R&D investment has always maintained a leading level in the industry. In 2024, our group's R&D investment reached RMB 4.008 billion.

The Group had
4,752 R&D engineers
 accounting for
24.79%

Mindray, by virtue of its professional R&D team, leading-edge R&D network, and sustained R&D investment, continuously facilitates the efficient conversion of technological achievements. The R&D-related honors and awards we have obtained this year are as follows:

No.	Award	Project
1	2023 Sichuan Provincial Science and Technology Award	Key Technological Innovation and System Establishment in Musculoskeletal Ultrasound Diagnosis and Treatment
2	2024 Hubei Provincial Science and Technology Progress Award	Key Technology Nationalization, Standardization, and Application of Medical Ultrasound Imaging
3	2024 Shenzhen Global Design Award "Kunpeng Award" – Gold Award	A5/A7 Anesthesia System
4	2023 Guangdong Provincial Science and Technology Progress Award	Construction and Popularization and Application of Key Technical System for Clinical Laboratory Test Result Metrological Traceability
5	2023 Guangdong Provincial Science and Technology Progress Award	Key Metrological Technology and Application in Diabetes External Diagnosis System

Smart healthcare

Mindray takes innovation as the cornerstone of its corporate culture, actively immerses itself in the development of smart healthcare, and perseveres in continuous exploration. We leverage advanced technologies like AI and large models to construct a smart healthcare ecosystem, driving digital and intelligent transformation. With clinical requirements as the guiding principle, we collaborate with industry partners to pioneer medical scenarios, facilitating the higher-quality development of the healthcare industry.

Accessible product

The Group is dedicated to giving more people access to high-quality healthcare, endeavoring to overcome tough challenges in clinical practice,

and enhancing the overall quality of healthcare services. We center on the affordability and accessibility of healthcare services. By virtue of innovative design concepts and advanced manufacturing techniques, we reduce the

costs of medical equipment and treatment. Meanwhile, we develop and launch products that are highly intelligent, user-friendly and simply designed, bringing healthcare resources to more under resourced regions.



BeneHeart E/L Series AED



Mindray's next-generation AED focuses on addressing three core issues: portability and accessibility, high-quality cardiopulmonary resuscitation (CPR), and interconnectivity and usability. In terms of accessibility, the new AED series, 38% smaller and 22% lighter, maintains an energy level of 360J and is easy to carry and use.

In terms of professionalism, the AED is equipped with electrode pads with compression sensors and CPR quality index (CQI). It can provide real-time feedback on the frequency and depth of compressions performed by the rescuer, and reflect perfusion status of patients based on blood oxygen level, effectively improving the quality of CPR. In terms of usability, the AED can be paired with the AED Smart Management WeChat Mini Program, allowing users to monitor device status anytime and anywhere.

With continued efforts in the field of innovative first aid, Mindray is expected to further promote the use of AED worldwide, protect more lives and help build a better public first aid system.

SV900 Critical Care Ventilator



Built on the big data model and integrating multiple waveform information, Mindray SV900 can automatically identify five common types of patient-ventilator asynchrony² in time, with an accuracy rate exceeding 90%. SV900 provides in-depth analysis of causes and parameter adjustment recommendations, assisting doctors in quickly identifying and resolving respiratory synchronization issues, thereby improving patient comfort and treatment outcomes.

Following the launch in China, the SV900 series ventilator has been introduced in renowned hospitals such as Shanghai Renji Hospital and West China Hospital of Sichuan University, and is expected to benefit more patients in the future. At the "Breath" of AI-PVA Competition held during the 7th Chinese Critical Care Research Forum & Chinese Symposium on Intensive Care Therapies, SV900 received high recognition from several clinical experts for its fast analysis and accurate statistics in the PVA identification.

Resona Y Clinical Research Solution



"Resona Y Clinical Research Solution" is a key competency framework that supports ultrasound clinical research, consisting of three core modules: cutting-edge technology, robust research and experiment platform as well as data management/analytics capabilities. Resona Y is China's first dual-modal product integrating ultrasound and photoacoustic imaging innovation, making a historic breakthrough from anatomical imaging to functional imaging.

Resona Y effectively addresses the issue of data port to meet data requirements under different scientific research scenarios, allowing researchers to easily obtain experimental data. Featuring comprehensive research data analysis and management capabilities, Resona Y can provide researchers with online and offline data analysis tools that fit for research purposes. Moreover, when connected to the MiCo+ multi-center research management platform, Resona Y enables multi-center studies with capabilities such as direct transmission of research data from devices in compliance with information security standards.

Smart Powered Endoscopic Stapler SHARK



A stapler is an implantable device used to cut and suture organs and blood vessels during surgical procedures, and its performance directly affect surgical outcomes and patient prognosis. The newly launched smart powered endoscopic stapler is chip-driven and configured with TRS[™] (Tissue Real-Time Sense) algorithm. It can sense tissue variables in real time, and enable smart speed regulation, smart risk avoidance and smart feedback according to the thickness and hardness of different tissues. This significantly reduces the risk of post-operative bleeding and air leakage, providing a strong support for surgeries. The introduction of SHARK marks a major breakthrough in the R&D and manufacturing of high-end implantable consumables in China, making advanced surgical devices more accessible. Under the DRG/DIP payment mechanism³, innovative products like SHARK have great clinical significance, as they can offer more patients high-quality surgical treatment options.

2. Patient-ventilator asynchrony (PVA) refers to the incoordination phenomenon that occurs between the inspiratory and expiratory demands of patients and the gas delivery of the ventilator during the mechanical ventilation therapy. When PVA occurs, patients will feel significant discomfort and it is necessary to carry out timely intervention and handling.

3. The payment policies of DRG (Diagnosis Related Groups) and DIP (Diagnosis-Intervention Packet) are important components of China's medical insurance payment reform. These policies aim to optimize the utilization efficiency of medical insurance funds, standardize healthcare service, control medical costs, and simultaneously enhance the quality of healthcare services.

QiYuan Critical Care Medical Large Model

QiYuan Critical Care Medical Large Model officially released at the People's Data Conference- AI-Powered Smart Healthcare Event in December 2024. Developed on the Critical Care Clinical Decision Support System by Mindray, the QiYuan Critical Care Medical Large Model leverages device interconnection and data integration to consolidate multimodal data, constructing digital twins for critical care patients. Built upon a general-purpose large model foundation, it has achieved four core functionalities: Critical Care Knowledge Query, Patient Condition Inquiry, Treatment Suggestion Generation, and Medical Record Documentation, positioning itself as an intelligent assistant in critical care. QiYuan Critical Care Medical Large Model addresses clinical pain points by redefining workflows, enhancing



diagnostic accuracy and operational efficiency, simultaneously help healthcare professionals be liberated from heavy non-core clinical tasks. Its successful clinical implementation has validated the technical feasibility and clinical value of large models in healthcare. In the future, Mindray will continue to explore and advance the precision-based, collaborative, and innovative development of disease diagnosis and treatment.

MT 8000 further upgraded, accelerating the transition towards the era of intelligent testing

Launched in 2023, the MT 8000 is Mindray's fully self-developed, next-generation total laboratory automation (TLA) system. Backed by many innovative technologies, it is further upgraded in automation and intelligence level. With the ground-breaking embedded double-bin dumping module and highly integrated post-processing module, MT8000 expands its adaptability to a broader range of laboratory scenarios. Incorporating AI and big data, the system integrates Mindray's proprietary NN-

PBRTQC real-time quality control system, significantly reducing false alarm rate. As of December 31, 2024, more than 100 MT 8000 systems had been installed in over 70 cities of 25 provinces and municipalities across the country and had generated more than 100 million reliable test reports for patients nationwide.

In September 2024, MT 8000 was introduced to the National Center for Diabetes, Endocrinology and Genetics (NCDEG) in Jordan. Before the implementation of MT 8000, preparatory work was mostly done manually at the NCDEG's lab. MT 8000 has reduced manual operations at the laboratory and significantly improved the laboratory physicians' work efficiency. The system's flexibility in customizing sample priority also helped NCDEG laboratories shorten turnaround times for urgent samples. With standout features such as flexible sample loading, uninterrupted reagent replacement without speed reduction, intelligent quality control, and inventory management modules, the MT 8000 has earned strong recognition and trust from NCDEG by supporting both operational efficiency and testing quality.

Women's and Children's health

Women's and children's health is a core component of global public health, crucial for achieving sustainable development goals. To this end, governments and international organizations around the world are actively taking measures to improve the health status of women and children by providing necessary healthcare services, education, and nutritional support. Mindray has a profound understanding of the significance of women's and children's health. Through introducing innovative products and solutions, organizing academic exchanges and training, and actively participating in health publicity campaigns, the Group provides women and children with higher-quality healthcare services to comprehensively safeguards their health.



Nuewa A20, enabling full-cycle maternal and child ultrasound

As our premium flagship ultrasound system in the maternal and child health sector, Nuewa A20 is built on the AIT platform of Resona A20. It aims to meet the complex and ever-changing demands of maternal and child ultrasound scanning

scenarios in a clearer, more quantifiable, and more intelligent manner. Nuewa A20 covers the entire cycle of maternal and child care, including prevention, screening, diagnosis, and treatment, and can be widely applied across various clinical fields. Through truly effective and user-friendly intelligent solutions, it comprehensively enhances the quality and efficiency of maternal and child ultrasound. Additionally, Nuewa A20 provides robust support for multidisciplinary teams (MDT) and clinical academic research, contributing to the overall improvement of medical services.

ToRCH antibody testing solution, safeguarding maternal and infant health



ToRCH infections not only affect maternal health but can also be

vertically transmitted through the placenta and birth canal, leading to fetal birth defects. ToRCH antibody testing can assess maternal immune status and predict fetal infection risks by accurately detecting IgG and IgM antibody levels against ToRCH pathogens. This provides reliable evidence for clinical intervention and effectively reduces the rate of birth defects.

Our ToRCH IgG Chemiluminescence assays is traceable to international reference standards, ensuring accurate and comparable test results. Its high-sensitivity seroconversion panel testing and stringent inter-laboratory quality assessment demonstrate excellent analytical performance, providing strong diagnostic support. Meanwhile, its streamlined and efficient testing process, compatibility with both serum and plasma samples, and suitability for ambient temperature transport significantly enhance testing efficiency and convenience. This testing solution fully meets clinical screening needs, offering robust technical support for promoting maternal and infant health.

Resona I9, the rising star of pediatric diagnosis and treatment

Pediatric medicine differs from adult medicine in many aspects. Resona I9, with its versatility and extensive probe options, has won the favor of St. Marien Children's Hospital, Landshut, Germany. Resona I9 is equipped with five different types of probes: a small probe specially designed for newborns, a probe for older patients that images deeper structures, an abdominal probe, a linear probe, and a hockey-stick probe. Thus, it enables diagnosis for patients ranging from extremely low-weight preterm infants to adolescents. Additionally, Resona I9's long battery life and quick start-up help doctors respond rapidly to the needs of young patients, providing timely and accurate diagnoses.

Human growth hormone serology testing solution, promoting early diagnosis and treatment of rare diseases

Human growth hormone (hGH) and insulin-like growth factor-1 (IGF-1) play key roles in

growth, development, and metabolic regulation. Mindray's newly launched hGH and IGF-1 Chemiluminescence Assay Kits are essential tools for the early diagnosis and treatment monitoring of rare diseases such as growth hormone deficiency (GHD) and acromegaly (ACRO).

Both Mindray's hGH and IGF-1 tests are traceable to international reference standards, ensuring accurate and comparable results. Through specific antibody design and innovative pre-treatment dissociation technology, hGH and IGF-1 tests effectively avoid interference, significantly improving test specificity and accuracy. Moreover, based on large-scale population data from China, we have established gender- and age-specific IGF-1 reference intervals, providing scientific evidence for clinical result interpretation. Mindray's hGH testing project demonstrates outstanding clinical efficacy in diagnosing idiopathic short stature and ACRO. This supports early identification and precise intervention and provides robust support for promoting healthy growth of children.



Smart ecosystem

Our smart healthcare ecosystem is centered around patients. By leveraging interconnected equipment systems, on one hand, it optimizes the workflow of healthcare providers, boosts the utilization efficiency of human, financial, material, and medical resources in hospitals. On the other hand, it fuses expert knowledge with clinical data, thereby enabling hospitals to transition from the traditional "clinical- experience-driven" model to a "clinical-experience and data-application dual-driven" model. This not only improves the quality of healthcare services but also promotes healthcare equity, making it a paradigmatic application of new quality productive forces.

"M-Connect" IT solution facilitates the integration of various bedside medical devices and information interconnection, as well as data sharing within and across hospitals. Through intelligent hardware connection, M-Connect supports device networking and data interconnection, clinical automation, intelligent decision-making, and medical device management, enhancing the quality of monitoring and diagnosis.

Mindray InnoLab IT Solution leverages Mindray's extensive medical testing product portfolio to achieve lean operations and full-process management of laboratories. The "Mindray InnoLab" medical consortium

Alarm management, exploring smart wearables

The "M-Connect" alarm management solution integrates smart wearable watches into the clinical alarm management workflow for the first time, offering a new approach to managing complex clinical alarms. The mobile alarms with hierarchical management can effectively protect patient safety while reducing alarm fatigue among medical staff and improving alarm response efficiency. Since its launch in 2024, the alarm management solution has been installed at more than 20 customer sites nationwide, covering clinical scenarios such as intensive care units (ICUs), anesthesiology departments, and general wards.

Device integration and DSA safety enhancement

The "M-Connect" digital subtraction angiography (DSA) solution integrates information from bedside monitors, infusion pumps, and anesthesia machines. It provides anesthetists in the DSA operating room with complete patient data. Meanwhile, the DSA solution, based on Mindray's X-Link device integration technology, has broken the industry's limitation



Before: Repeated entries into the operating room with heavy lead clothing



After: Timely and precise remote adjustments for minimal entries into the operating room

of only being able to view the original mirror video. With its native interface views and bidirectional interactive functions, it meets the needs of anesthetists for remote viewing and for centralized device control and adjustment. Anesthetists no longer need to frequently wear heavy lead clothing to repeatedly enter and exit the operating room, improving work efficiency and reducing radiation exposure.

Supporting the establishment of a regional medical laboratory center in Luxian, Sichuan

Luxian County, Sichuan Province, launched a pilot reform of county-level medical consortia in 2019 and was designated a national comprehensive pilot zone for primary healthcare in 2021. As an important leading unit in the reform, the No. 2 People's Hospital of Luxian County, relying on the Mindray InnoLab IT Solution and a unified testing equipment foundation, established a new "1+N" regional medical laboratory model linking county-level medical consortium members within two months in 2024. This has significantly accelerated the homogenization of regional testing operations. In the past, real-time monitoring was difficult to achieve, hospitals had to regularly send experts to branch hospitals to provide guidance in testing quality. Now, with IT-based quality control, the regional medical laboratory center has overcome the information silos in testing, improved primary-level testing quality, and achieved dynamic real-time monitoring. This strongly supports hierarchical diagnosis and treatment.

homogenization solution (hereinafter referred to as the "regional testing solution") integrates testing equipment, information software and new technology. It overcomes the information silo dilemma, improves the efficiency of regional testing operation management, achieves homogeneous improvement in regional testing, and supports mutual recognition of high-quality testing results.

MiCo+ Medical Imaging IT Solution, focusing on image interconnection, provides applications such as cross-departmental, cross-hospital and cross-regional telediagnosis, teaching and training, image quality control and operation

Building the "Jiangyou Mode" of dual regional

Green innovation

Mindray is dedicated to exploring and promoting the circular economy, minimizing the use of

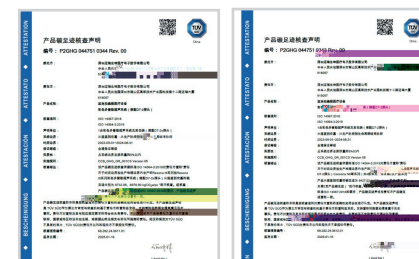
natural resources, and offering customers more environmentally friendly products. We actively implement the green manufacturing strategy and embed the concept of green innovation in product development. During the continuous

process of product upgrading and the launch of new products, we prohibit the use of hazardous substances and materials, reduce resource waste, enhance energy-saving measures, and improve recyclable designs. On the premise of meeting user requirements and ensuring customer satisfaction, we drive forward miniaturized, lightweight, low-energy-consuming, and resource-saving designs.

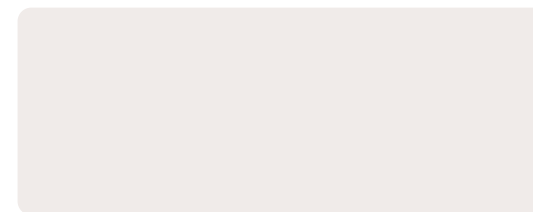
We conduct a life cycle analysis of our products to gain an in-depth understanding of the environmental impacts at each stage. We carry out product carbon footprint research, analyze

carbon-emission data in each phase of product design, development, and utilization, and have obtained carbon-footprint certifications for two products in this year.

Highlights	Product	Measures and Outcomes
Compact designed devices	BeneHeart E/L AEDs	Compared with the previous generation, the new AED is 38% smaller and 22% lighter, saving raw material, storage and installation space.
Compact designed devices	TE Air e5M wireless handheld ultrasound system	Compared with our traditional portable ultrasound products, the system uses 78% fewer types of materials and is 96% lighter.
Compact designed devices	Mid-to-high-end desktop color ultrasound Resona/Nuewa I8	Compared with the previous generation, the optimized design reduces the minimum height of the entire machine by 20% and the weight by 15%, significantly reducing the difficulty of storage, installation, clinical demonstration and bedside diagnosis. Lightweight packaging makes the overall package 30% lighter, improving loading rates.
Compact designed devices	New smart portable color ultrasound MX6/5/3	Compared with the previous generation, the device body has multiple probe interfaces, eliminating the need for probe expanders. It is Mindray's most miniaturized probe interface design to date, making it easier to carry. The transport package is miniaturized, improving the loading rate.
Durable consumables	Biochemical KloeHN syringes	By optimizing the syringe structure and materials, the life of the sample syringe and the reagent syringe is increased by 15 and 5 times, respectively.
Durable consumables	CL-2600i self-developed sampling syringe	Compared with the previous generation, which used outsourced sampling syringes that had to be replaced every 6 months, the new product uses self-developed long-life sampling syringes with a lifespan 20 times longer. The syringes do not need to be replaced for the lifespan.
Low-energy design to improve energy efficiency	uMEC 100/120/150 patient monitors	Compared with the previous generation, uMEC 100 has 50% longer battery life, uMEC 120 has 12.5% longer battery life, and uMEC 150 has 60% longer battery life. They are extended in usage time and optimized in energy efficiency.



■ Product Carbon Footprint Verification Statement



The following are examples of the optimization results of the packaging of some products that adopted new technologies, new materials, and new processes by the Group this year:

Highlights	Product	Measures and Outcomes
	Magic Portable Color Doppler Ultrasound	By introducing new materials and innovating in structure, the packaging q0 o Td%ials and inno- inno- inn6luptagear iface(B)-10 (y ig)7.9 (ing q0 o TdJ1Td[inn6bentr)11 (oducing ne)-3.9 (w mat)6M)-8 (a- in (agwaing inyat acoil- in (ag6.1 (ed))be c[Dk)-s b)5space(0.saing inno-t)6.1
Logistics optimization		

Interaction and collaboration

Mindray regards interaction and cooperation as a crucial part of promoting technological innovation. Based on actual needs, on one hand, we initiate discussions among experts in the healthcare industry to gain a profound understanding of the medical needs and clinical challenges in different countries and regions. On the other hand, we are dedicated to forging strategic partnerships among enterprises and exploring new value-cooperation frameworks and ways to integrate innovation elements. At present, Mindray has established an extensive cooperation network with numerous universities, research institutions, hospitals, and enterprises. Through various forms of cooperation, we seek to complement each other's strengths, share resources, jointly improve the diagnostic and therapeutic technology levels of medical devices, and drive the innovation and development of the industry.

Ultrasound medicine holds a significant position in the medical field and is one of the crucial means of medical imaging diagnosis. At the annual meeting of the Ultrasound Physicians Branch of the Chinese Medical Doctor Association held in July 2023, Mindray launched "Project 2025" to contribute to the development of the global ultrasound medicine industry. In 2024, we joined hands with global experts and scholars and continued to exert efforts in three aspects: basic education and training, cutting-

edge technology exchanges, and medical research and cooperation, achieving a series of outstanding results.

"Project 2025" is approaching its final year, yet Mindray's exploration of academic innovation is far from over. Through a series of collaborative

International exchange on minimally invasive liver surgery technology

In March 2024, the International Training Program on Minimally Invasive Liver Surgery Technology, hosted by the Department of International Cooperation of the Ministry of Science and Technology and organized by the West China Hospital of Sichuan University and the West China Medical Technology Transfer Center, was launched in Chengdu. The program attracted 26 hepatobiliary and pancreatic surgeons from 13 countries including Hungary, Thailand, Russia, and Italy. As a partner of the event, Mindray provided high-performance minimally invasive endoscopes and surgical device solutions and set up a surgery live-streaming platform to enrich teaching models and enhance training effectiveness. During the

activities, we will join hands with more medical practitioners globally, gain a deeper insight into clinical needs, actively explore cutting-edge innovations, facilitate global academic and talent exchanges, and contribute to expanding access to healthcare.



nearly month-long exchanges, several domestic and foreign experts delivered theoretical lectures or surgical demonstrations. They discussed the development trends of minimally invasive liver surgery technology. This promoted technical exchanges and cooperation, making the advanced minimally invasive technology a health bridge across borders, and benefiting patients in more countries.

Multi-Center Clinical Research Project on Troponin Anti-Interference

Mindray's high-sensitivity troponin I (hs-cTnI) was officially launched in 2023. In recent years, Mindray has collaborated with domestic and international industry experts to drive innovation, standardization, and clinical application research in this field. At the 2024 Laboratory Medicine

for Cardiovascular Diseases (CCLM) and Training Program on Standardized Application of Biomarkers in Cardiovascular Disease (Main Forum), the Handbook of Clinical Application of Cardiac Troponin, initiated by Mindray and edited by Wuhan Asia Heart Hospital, was published. Focusing on the cardiac marker (high-sensitivity troponin), the book uses 15 real-world clinical cases to explore common challenges and clinical dilemmas in current clinical applications from the perspectives of testing and clinical practices. In December 2024, the Multi-Center Clinical Research Project on Troponin Anti-Interference commenced. It is designed to comprehensively and systematically evaluate troponin, analyze common interference factors in troponin testing, establish a standardized interference sample library, and conduct in-depth research on interference mechanisms, to promote precise diagnosis and treatment of cardiovascular diseases.

Aspects	2025 Goals	Progress in 2024
Basic education and training	Mindray plans to focus on the health of women and children, and systemic basic diseases, and continue to establish over 50 ultrasound training centers and schools with primary medical institutions around the world. The plan is expected to benefit 10,000 medical students and doctors, filling the gap of ordinary talent in primary ultrasound medicine worldwide.	As of December 31, 2024, we have established nearly 70 ultrasound schools in collaboration with diverse experts and institutions worldwide. Meanwhile, in cooperation with different professional societies, we have launched educational and training programs regarding ultrasound standardization and specialized sub-fields. Activities such as the "Fangyuandaogui Training" and the "Xinglin Plan" have reached tens of thousands of young doctors globally.
Cutting-edge technology exchanges	Mindray plans to set up international exchange platforms focusing on innovation of advanced ultrasound technology, and organize over 2,000 academic exchange activities with experts from the world's top medical institutions.	As of December 31, 2024, through initiatives like the Mindray Ultrasound Forum (MUF), the "m - Elite" Program, Resona Club, and MindTalk, we have held over 1,200 cutting-edge academic exchange activities.
Cooperation in medical research	Mindray plans to publish 100 academic papers in a variety of fields in cooperation with top hospitals, medical institutions and experts and scholars around the world.	As of December 31, 2024, globally, our advanced technologies have enabled medical practitioners around the world to publish nearly 180 academic papers. Together, we have explored the clinical applications and medical research of advanced ultrasound technologies across various disease areas.

Working with ISUOG to protect maternal and child health in Kyrgyzstan

According to WHO data, Kyrgyzstan faces severe reproductive health challenges. Its maternal mortality rate is as high as 0.061% (2007 national statistics). To further improve medical imaging diagnosis and treatment in the country, in March 2024, Mindray worked with the ISUOG Outreach team to organize the first obstetrics and gynecology ultrasound training session in Kyrgyzstan. The training received great attention from obstetricians and gynecologists and became a milestone in the "Project 2025" training and education activities in Central

Asia. During the week-long training, we helped experts share information and provide hands-on training on pelvic floor health and obstetrics. We used innovative medical imaging technology to protect the health of local women and children.

Collaborating with the Hospital Israelita Albert Einstein to explore the frontiers in ultrasound technology

From July 12 to 13, 2024, Mindray and the renowned Latin American hospital, Hospital

Israelita Albert Einstein, jointly held the "m-Elite Program" ultrasound frontier technology seminar in Brazil. The event attracted over 20 top doctors from Brazil, Ecuador, Paraguay, Argentina, Colombia, Mexico, and Chile. They discussed the latest advancements in ultrasound technology focusing on multi-parameter liver ultrasound. This collaboration focused on promoting new ultrasound technologies. At the event, Mindray showcased its leading edge in ultrasound technology and active role in global medical development.

In addition, Mindray has been continuously advancing standardization efforts. It has established a Standardization Committee, formulated and implemented employee-incentive mechanisms. Meanwhile, it actively participates in various domestic and international standardization seminars, promoting and sharing the company's standardization research results with outstanding industry representatives and companies across the society. In the National Advanced Medical Equipment Application Demonstration Project, the Group, in collaboration with the Nanfang Hospital, Southern Medical University and Anhui Provincial Cancer Hospital (both tertiary hospitals), took the lead in participating in the review of the advanced demonstration project for chemiluminescence. This year, the applicant consortium supported by us emerged as the top-performer in multiple projects, achieving first-place results. Moreover, we worked in concert with the project-team experts to compile a systematic evaluation plan for the chemiluminescence detection system, filling a void in the industry. Currently, it is in the process of applying for national standard approval.

As of December 31, 2024, we have participated in the formulation and revision of 123 international, national, industrial, and group standards, including 2 international standards, 26 national standards, 79 industrial standards, and 16 group standards.

Intellectual property protection

have established dedicated functions such as the Intellectual Property Department and the Intellectual Property Committee. We also hold joint meetings to identify business needs and analyze intellectual property management policies within our strategies. With respect to the fundamental and process management of intellectual property, we have improved management maturity by refining the relevant policies, processes, and tools. We have compiled and updated the



VALUE CHAIN COLLABORATION

The collaboration and integration of value chain and an efficient operation management system are crucial elements for an enterprise to achieve sustainable development. Mindray has always been oriented by customer needs. It implements the concept of value chain collaboration, breaks through the barriers among various internal business functions. By integrating the product flow, information flow, and capital flow, it achieves risk control and strengthens the foundation for ensuring product quality and safety. Simultaneously, we have established and continuously optimized a comprehensive quality management system that supports our global business. We have created a management system that covers the entire product life cycle, giving full play to the efficiency of end-to-end collaborative management. Upholding the concept of sustainable development, Mindray joins hands with external stakeholders, such as customers, partners, distributors, and suppliers, to promote the sustainable development of the industrial chain.

Issues of concern in this section:

- Product quality and safety
- Sustainable supply chain
- Responsible sales and marketing management
- Collaborative customer service management

SDGs in this section:

Value chain collaboration driven by digital transformation

Nowadays, digital transformation has become a key driver of business development. Advanced digital technologies act like powerful engines,

driving the global business chain to be tightly connected and efficient. By harnessing the power of digital technology, we have achieved

collaboration at all stages of business chain management, from suppliers to customers. This has improved our production, delivery, and

service quality, strengthened the foundation for our steady development in the global market, and provided customers with higher quality and more reliable products, services and solutions.

Strengthening system interconnection for efficient control across the supply chain

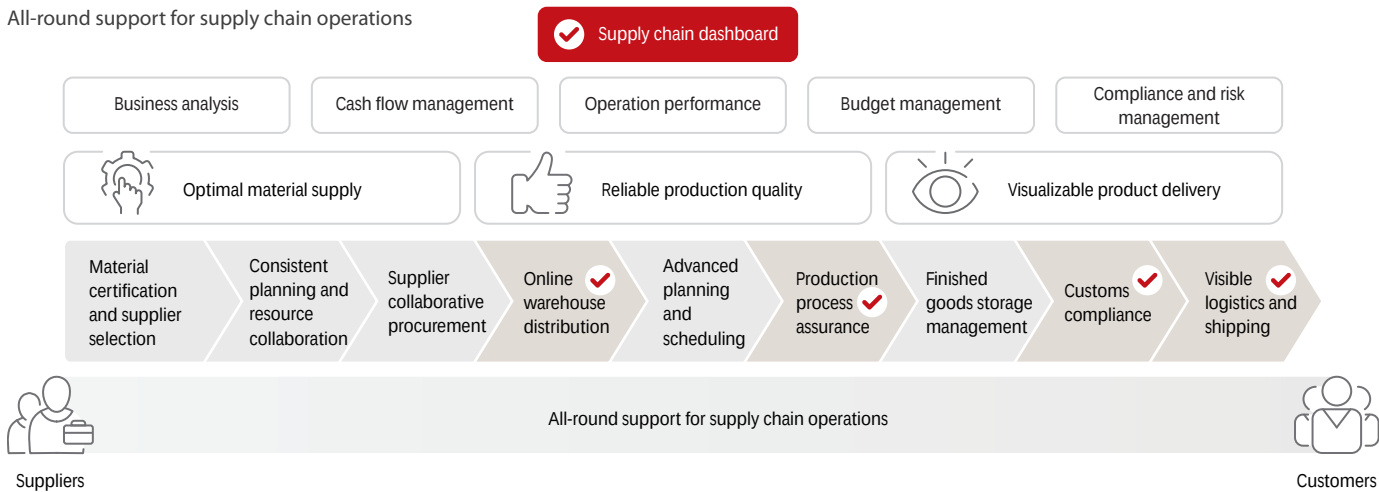
Mindray has digitalized supply chain operations in an all-round manner to better support such processes as business analysis, cash flow management, operation performance analysis,

budget management, and compliance and risk management. Supported by the supply chain dashboard, we integrate data from all processes to break down silos. This ensures our compliance

with regulatory and quality requirements at every stage from material supply to product delivery.

This year, we put more efforts in digitalizing our headquarters and production bases, and in interconnecting overseas factories and warehouses. At home, the newly-built Dangshan Production Base digitalized basic production businesses with a supply chain system, and interconnected with Nanjing Production Base for coordinated production. A digital system was also developed and put into operation at Wuhan Production Base to support high-value medical consumables business. At abroad, we initiated the development of a local digital system for European production bases. This has linked domestic warehouses with European warehousing systems in an efficient way, refining our regional delivery capabilities for finished products.

All-round support for supply chain operations



Product quality and safety

Creating an effective value chain collaboration system

This ensures product safety and effectiveness.

Based on the Group's strategic goals and operating status, Mindray interconnects all links of the supply chain with the Integrated Supply Chain (ISC) system. By collaborating with R&D, marketing, customer services, finance and other business domains, we ultimately create an ISC blueprint schema applicable to Mindray. We have established the ISC Process System Management Specification to guide the process system management, and have improved process flows and requirements of all business domains

such as planning, delivery, procurement and production. By identifying process breakpoints and vulnerabilities, and standardizing processes and rules, we promote business optimization. As we operate globally, we continuously expand the coverage of the ISC system to support the construction of new domestic bases, overseas production centers, and overseas warehouses. By doing so, we ensure to deliver products that satisfy global customers.

By integrating the customer delivery system with the Medical Product Innovation (MPI) system, we

digital service platform and a global marketing management platform to provide data support for efficient operations. On this basis, we gradually accelerate the digital transition by improving data asset management and advancing the construction of data management systems. We also carry out data and information audits to assist Mindray in marching forward to comprehensive digitalization.

In 2024, the Group continued to refine the total quality management system, the ISC system and the Medical Product Innovation (MPI) system. In timely response to the updates on global laws and regulations, we vertically improve the process maturity of business domains among all functions to promote the integration of business processes. We also horizontally enhance the development of all kinds of hardware and software for domestic production bases, overseas production centers and overseas warehouses. At the same time, we roll out a special project to improve cross-system collaborative management and establish the Cross-System Collaborative Management Committee (XMC) for devices, reagents, and high-value medical consumables. With these efforts, we aim to interconnect all links of the value chain, promote better synergy among various systems, and enhance the core competitiveness of business development. In terms of digitalization and informatization, we have reshaped the Data and Information System Management Committee. Driving the routine management of business operations and the development of new platforms with the concept

of digital transition, we improve the efficiency of quality management.

Product quality management

Quality management system

Robust product quality serves as the bedrock of corporate competitiveness and is one of the pivotal factors in winning customer trust. As the cornerstone of the product management system,

In 2024, Mindray underwent a total of 161 quality management system audits by government regulators and external auditors, with a passing rate of 100%. Among them, the Group has passed 56 audits of third-party certification organizations, 102 audits of Medical Device Good Manufacturing Practice and 3 audits of Medical Device Good Supply. The quality management system certification has covered all final product manufacturing bases by 100%.

In 2024, a total of 42 products of Mindray were sampled by national and provincial regulators, with a 100% passing rate.

Mindray proactively upgrades and broadens its existing qualifications and certifications, and conducts the annual surveillance audit of the quality management system. The ISO 9001 and ISO 13485 quality management system certifications have achieved 100% coverage of all the Group's final-product manufacturing bases. Specifically, there are 15 ISO 9001 certified sites and 16 ISO 13485 certified sites. In 2024, the North American subsidiary has passed the FDA audit with "zero defects".

This year, we have placed emphasis on the system construction of self-built production

bases both at home and abroad and international subsidiaries. The new production bases, such as Dangshan and Wuhan bases, have completed their system setup and obtained system certificates. Moreover, we have further enhanced quality compliance management, established management and enabling mechanisms, and updated the definition of quality compliance red lines, management strategies, and problem-handling approaches. As of December 31, 2024, the total quality management system of Mindray passed the following quality regulatory standards and product certifications:

Quality management system

ISO 9001 Quality Management System Certification

ISO 13485 Quality Management System Certification⁴

QC 080000 Hazardous Substance Process Management (HSPM) System Certification

The Group's headquarters and Mindray North America passed the quality system audits of the Medical Device Single Audit Program (MDSAP)

The Group's headquarters and Mindray North America have been audited by the United States Food and Drug Administration (FDA) several times

Product Certification

EU Medical Device Regulation (MDR) Product Certification

EU In Vitro Diagnostic Devices Regulations (IVDR)

1,389 medical device registration certificates



4. Mindray's Nanjing and Shenzhen subsidiaries passed the QC 080000 Hazardous Substance Process Management (HSPM) System Certification.

Quality Culture Construction

Mindray, in line with quality management regulations and standards and taking into account product characteristics, formulates a systematic annual quality training program. Each year, it regularly provides training courses related to quality management and product safety to all employees. We also conduct regular quality awareness campaigns through quality annual meetings, quarterly meetings, and weekly meetings. Additionally, we periodically release quality bulletins, industry quality news, quality-themed posters, and other promotional materials to enhance the Group's quality culture.

In 2024, we further optimized the quality management and product safety training system. We formulated and implemented the *Quality Management Training Guidelines*, developed high-quality courses, and simultaneously improved the training mechanisms of international

subsidiaries. We also upgraded the international online training platform, enabling overseas employees to more conveniently access product quality and safety related courses.

This year, our Group organized the "Quality Management and Product Safety" training for all employees. A total of 19,172 employees participated in the training, achieving a 100% coverage rate of our workforce.

Product safety management

Mindray includes product safety management into the product conception and development stage to ensure that safety related standards are implemented in product design. At the same time, Mindray has established technical specifications for all products manufactured at Group bases in accordance with the regulations, to ensure that each type of product's safety, functionality and quality can meet regulatory standards and satisfy customer expectations. Following the *Reliability Work Guideline*, the *Product Safety Design Requirements* and other regulations, we ensure product reliability and safety throughout the process (i.e., from design and development, verification, confirmation, to processing and manufacturing) to provide reliable and quality products. Meanwhile, we perform precautionary testing for all products. From the perspectives of safety and quality, we identify vulnerabilities in the early stage of product design and emerging problems of our products to control potential risks at source.

The Group has set up thorough product testing and verification procedures. Our product verification requirements cover key raw materials and other materials, modules, subsystems, and complete machines. For reagents, we also require verification testing at all levels for intermediate products and semi-finished products. We advance product verification

19,172

employees participated in the training

achieving a 100% coverage rate of our workforce.

Annual Meeting	The Group conducts two executive-level quality meetings annually. These meetings disseminate knowledge of quality regulations, analyze and summarize the attainment of quality objectives, and determine product quality and safety improvement plans.
Quarterly Meeting	A Quality Committee has been established at the Group level, with seven business system specific Quality Committees under it. Each system holds quarterly quality meetings.
Weekly Meeting	Departments hold regular quality meetings every week. They statistically analyze the achievement of quality objectives and formulate product quality and safety improvement plans.
Professional Training	- For senior management, we regularly organize training on global quality regulatory requirements. - For middle management, we have provided high-quality training courses on quality compliance red lines, R&D, production, and post-market quality management. In 2024, 979 person-times participated in the training. - For employees in quality-related positions, in 2024, we offered over 350 courses, with 150,000 person-times of employees receiving training.
Culture Promotion	In 2024, through digital bulletin and advertising boards, we released a total of over 50 promotional materials, such as quality bulletins, industry quality information, and quality-themed posters.

Investigation on potential product quality issues

Mindray stays tuned on market feedback by regularly collecting potential product quality issues for internal analysis, and develops improvement measures accordingly. In response to a ventilator quality incident announced by a company, we analyzed the root cause in detail. As a result, we identified that the foam used

planning to the product pre-research or conception stage, and align verification testing programs with product design, clarifying the methods, devices, environmental requirements, and parameters. Besides basic function and performance verification testing, we have complete and rigorous specifications in place for electromagnetic compatibility (EMC), safety, environment, reliability, biosafety, transportation, and special material testing. Testing processes and data are fully recorded in accordance with regulations or guidance to ensure the traceability of testing and verification.

We have established a laboratory system with a rational structure and high-operational efficiency, ensuring the safety, reliability, and compliance of our products. Our product safety laboratory has been accredited by the China National Accreditation Service for Conformity Assessment (CNAS). It has completed a series of

for noise reduction in the ventilator may break into tiny particles due to improper cleaning or exposure to a high temperature and humidity environment, which in turn, may release harmful gases. Inhalation of such particles or gases may cause adverse reactions. In response to this, we conducted long-term post-ageing research and precautionary testing on similar products. In consequence, we improved materials and design to eliminate potential health hazards at source.

international third-party testing and certifications and is also recognized as the Customer Testing Facility (CTF-1) by multiple institutions. Through inter-laboratory capability comparisons with numerous laboratories, its testing capabilities are on a par with those of top-tier laboratories in the same industry, providing continuous assurance for the product quality and safety of the Group. Our specialized laboratory is capable of undertaking 175 standard tests, covering the testing of all in-development and on-sale products at the headquarters and also supporting the testing of products from some of the Group's subsidiaries. In 2024, the specialized laboratories independently carried out over 1,100 tests and proactively tested all the issues identified in the analysis of the Group's products.

As of December 31, 2024, Mindray's specialized laboratories had received the following external accreditation:

Accredited laboratory

Accredited Laboratory from China National Accreditation Service for Conformity Assessment (CNAS)

Customer Testing Facility (CTF-1) Lab Qualification from TUV Süd, SGS, Intertek (ETL) and TUV Rheinland

Based on the above laboratory accreditation, this year, the Group saw 100 products pass product safety certifications, covering the following categories:

Product safety certifications

Nationally Recognized Testing Laboratories (NRTL) Certification

Certification Bodies' Scheme (CB)

Certification of the National Institute for Metrology, Standardization and Industrial Quality, INMETRO

Global Wireless Certification

Our Group's standardization laboratory independently conducts calibration and reference measurement to ensure that Mindray's in vitro diagnostic products meet domestic and international legal and regulatory requirements for product traceability. Currently, the laboratory has obtained 33 certifications for reference

measurement capabilities, covering technical fields such as blood cell counting, enzymology, metabolites and substrates, proteins, and non-peptide hormones, as well as 10 certifications for detection capabilities. For reagent testing, we implement platform-level quality control led by core elements. Adopting the concept of improving efficiency through quality, we support the business to maintain high-quality and high-speed. In 2024, we issued a total of 45 reagent reference measurement reports and 12 testing reports.

All of Mindray's laboratories strictly follow the system requirements to conduct personnel qualification assessments, information recording, and data management. This year, they have undergone 2 CNAS audits, organized 2 internal audits, and received 4 audits from third-party CTF laboratories. The specialized laboratories of Mindray's subsidiaries have received 3 audits.

In addition, Mindray is continuously strengthening its self-inspection capabilities, especially for the three major product lines: Medical Imaging System (MIS), In Vitro Diagnostics (IVD), and Patient Monitoring & Life Support (PMLS). In 2024, the reliability testing laboratory generated 26 additional sets of self-inspection reports, covering MIS, PMLS, and IVD products. In the future, we will continue to carry out self-inspection for more products and continuously enhance our practical implementation capabilities in risk management, functional safety, and usability.

End-to-end risk management

Systematic product life cycle risk management effectively safeguards Mindray's value chain collaborative management system. Drawing on *ISO 14971 Application of Risk Management to Medical Devices* and the *GB/T 42062-2022*

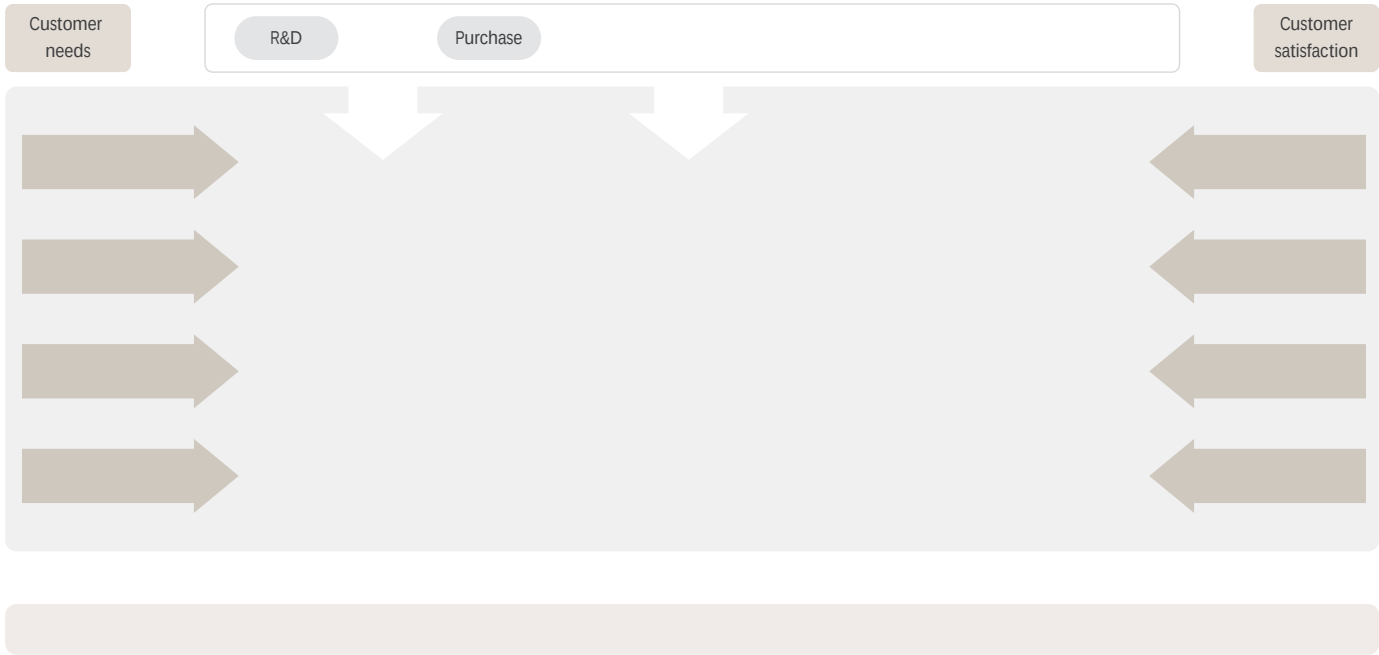
Application of Risk Management to Medical Devices, the Group integrates risk management and quality management requirements, continuously enhancing the end-to-end product risk management system. In light of the characteristics of the three major product categories, devices, reagents, and high-value medical consumables, we have established risk control processes that cover all aspects including risk identification, design control, verification,

materials, production, and service. Meanwhile, we have clearly designated the risk control leaders and specific risk control projects for devices, reagents, and high-value medical consumables, closely integrating the quality planning process, risk management standards, and MPI process. Our quality management staff are responsible for continuously overseeing and measuring the implementation of core-risk control at all stages and evaluating its effectiveness.

For devices, the Group has established core risk databases based on standard regulatory requirements, customer demands, application scenario analysis, customer feedback and similar product analysis. In 2024, we developed core risk databases for 18 major categories of products. Once we have developed core risk databases for all products, we will begin to develop databases for core risk testing cases. Meanwhile, we identified risk control points at the material, production and client ends based on the product core risk databases for hierarchical control to ensure product safety and effectiveness. In terms of scope, based on the requirements of the latest standards and regulations, we piloted the availability risk management for certain high-risk products in 2024. By doing so, we further consolidated the identification, control and verification of availability related risks in risk management, and strengthened risk management in user services.

For reagents and high-value medical consumables, this year, we carried out special tasks on core risks, taking into account unique production, transportation and application characteristics of the products. Specifically, we built core risk databases and corresponding databases for core risk testing cases. This ensures the implementation of core risk control points in new products and product iterations, and further promotes the comprehensive identification and prevention of risks. In 2024, we developed core risk databases for 3 categories of reagents and 6 categories of high-value medical consumables.

End-to-end risk management



To promptly address potential risks to safety and continuity of product supply and ensure the provision of products that satisfy customers, the Group, grounded in product risk management, comprehensively identifies risks and formulates and enacts a systematic mitigation plan.

In addition, we have formulated corresponding contingency plans for quality abnormality management and cybersecurity.



Material
Procurement

We have established a procurement risk management mechanism and a dual-sourcing procurement mechanism. By diversifying the global supply network, engaging in strategic cooperation with key suppliers, and implementing primary and alternative strategies for key materials, we aim to mitigate supply chain disruption risks and ensure the uninterrupted delivery of key materials.



Warehousing

Through the multi-site layout of raw material warehouses, including the Mindray's raw material warehouses at various locations and the stockpiling in suppliers' raw material warehouses, we ensure convenient delivery and reduce the impact of warehouse related risks on production.



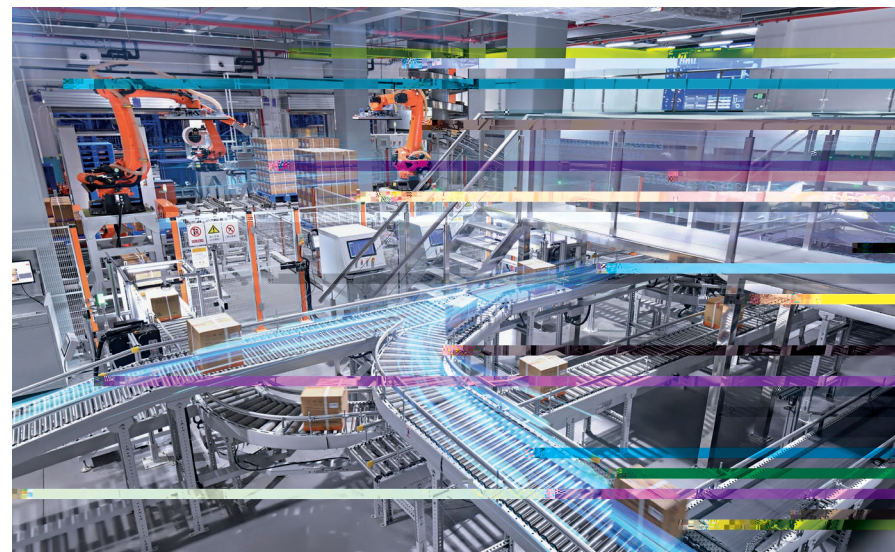
Production

We enhance the institutional framework by formulating emergency protocols and response plans. Besides, we establish and continuously optimize the multi-base layout by setting up back-up manufacturing sites to guard against potential risks in the production. This approach ensures the safety of employees and the continuous operation of production and guarantees the sustainable supply of products during natural disasters, public health emergencies, and extraordinary incidents.

Collaborative design management

The Group incorporates the MPI process to quality management in product design. The Design for X (DFX) process throughout the product lifecycle is a part of MPI. Accordingly, we integrate the demands of procurement, manufacturing, services, marketing and other business departments into product conception, development, launching and other links. This enables us to strengthen product quality management. This year, we have set up a Cross-

System Collaborative Management Committee (XMC) and corresponding management teams at the Group level for the three major segments: devices, reagents and high-value medical consumables. Guided by business needs and from an overall perspective, we formulated medium- and long-term plans for various fields. This is aimed at further enhancing our organizational capabilities, global supply capabilities, and customer service capabilities. Relying on quality management, we promote the efficient collaborative development of multiple bases, figure out an overall solution to enhancing synergy from end to end, among all processes and across the value chain.



Under the leadership of XMC, the Group focuses on the following management optimization directions and conducts a series of works in three major areas: manufacturing engineering and quality, delivery, and service.

Mindray's professional and standardized clinical system runs through the entire MPI process. The Group strictly adheres to the ethical guidelines of the World Medical Association's Declaration of Helsinki. All clinical trials are initiated only

Manufacturing Engineering and Quality (including DF Procurement and DF Manufacture)

We take the top-level manufacturing-domain planning in dimensions like delivery, quality, cost, and inventory as the overall guidance, with quality compliance throughout the entire process as the foundation. We place emphasis on building globally localized production capabilities, continuously enhance manufacturing engineering capabilities, and thus facilitate the company's business growth.

Delivery (including DF Sales, DF Planning, and DF Logistics)

We concentrate on creating an outstanding operational system, shorten the product delivery cycle, and raise the quality and efficiency of storage and transportation, so as to deliver Mindray's products and solutions to customers in an efficient and high-quality manner.

Service (including DF Service)

We are gradually expanding the focus of our work towards providing guaranteed service for customers' business operations throughout the product's life cycle. This is aimed at further increasing customer satisfaction and helping customers enhance the quality and efficiency of their businesses.

Focusing on material selection to drive the continuous enhancement of reagent quality

When it comes to ensuring the quality of reagents, one of the crucial thing is to guarantee the quality of raw materials, which is also one of the core tasks of DF Procurement. Through technical research, we fully identify and analyze the correlation between the core characteristics of reagent raw materials and the

clinical performance of reagent products. Then, we set relevant parameters and incorporate them into the testing indicators of raw material inspection, effectively controlling the quality risks of raw materials from a technical perspective. Meanwhile, through efficient collaboration with suppliers, we embed the relevant parameters into the requirements of the material production process and ex-factory quality control. Additionally, we conduct routine or irregular audits on the risks and key control points of the materials, thus improving the quality of materials at the source.

after obtaining approval from regulatory authorities and passing the ethical review as required by relevant regulations. We always take clinical needs as the guiding principle and are propelled by business planning. By coordinating functions such as R&D, marketing, and service, we continuously enhance aspects of our business, including meeting core clinical needs, conducting clinical research, and carrying out clinical validation. We also exercise strict control over products' reliability of clinical quality and their stability of clinical performance. This year,

we have further refined the clinical evaluation systems for domestic and EU registrations, optimized the clinical confirmation systems, and improved the clinical training systems. Through the "m-Elite" program, we have set up multiple long-term clinical training bases for ultrasound in China, France, Turkey, Brazil, Indonesia, Greece, and other regions, offering a cutting-edge academic exchange platform for global ultrasound medical practitioners.

Collaborative production management

At Mindray, we have centered our operations on ensuring high-quality and efficient product delivery by establishing and continuously refining the Integrated Supply Chain System. This system drives the transformation towards automation, digitalization, and intelligent manufacturing while optimizing supply chain distribution to ensure stable supply. Besides, we have enhanced quality control across raw materials, production process, and final delivery.

We fully implemented the Integrated Supply Chain System, improving process maturity vertically while expanding horizontally to domestic subsidiaries and overseas bases and warehouses. Internally, we enhanced collaboration across R&D, marketing, finance, and customer service, while externally, we strengthened partnerships with suppliers, creating a seamless business-wide coordination framework. In addition, we continuously promoted lean process improvements and advanced digital transformation and intelligence-driven efficiency improvements to achieve a closed-loop quality control system for the production process.

In terms of digitalization and informatization, in 2024, the PMLS business achieved full automation of order fulfillment across the entire process, covering every step from order placement, validation, confirmation, scheduling, production, warehousing, and logistics dispatch. The headquarters has completed the construction of a supply chain dashboard, while overseas bases have advanced warehouse system integration.

This year, the intelligent manufacturing plan primarily covered the IVD business. We have independently developed and successfully

implemented an automated hematology analyzer commissioning line, which is equipped with fully automated assembly lines for hematology analyzer microvalves and immunoassay reagents with magnetic beads. These efforts not only reduce costs and improve efficiency but also further strengthen our quality control.

Our efficient warehousing system guarantees stable global supply. We accelerate the overseas deployment of our supply chain. We are gradually implementing a three-tier distribution network consisting of factories, Regional Distribution

Centers (RDC), and National Distribution Centers (NDC) to optimize supply routes, reduce energy consumption, and build a high-efficiency supply chain. During the year, we focused on quality improvement and efficiency enhancement in our European operations. We established new production bases, improved the construction and management of warehousing, and implemented standardized operations, resulting in a significant improvement in operational efficiency.

We maintain strict quality control across both raw materials and production process. We have established and continuously improve an incoming raw material control system. We have formulated procedures such as the *Control Procedures for Incoming Material Inspections*, the *Guidelines for Sampling Plan Determination*, the *Reagent Plan Sampling Procedures*, and the *Control Procedures for Non-Conforming Products*. Relying on our comprehensive and multi-level material testing capability platform, we have enhanced quality assurance for all categories of raw materials.

As of December 31, 2024, in the device raw material inspection process, we introduced over 50 high-end, high-precision equipment sets and over 1,000 other testing devices and devices, and conducted approximately 600,000 inspection batches annually with the capability to test over 60,000 types of materials. In reagent raw material inspection (including all categories

The automated assembly line for hematology analyzer microvalves

The in-house developed hematology analyzer microvalves are a critical component in hematology analyzers, with high usage volume, intricate structures, and complex assembly processes involving multiple steps. Manual assembly faces significant challenges due to the precision requirements: any omission of small components would lead to undetectable defects in subsequent processes, posing high quality risks. Following an end-to-end forward design

approach, we have focused on overcoming yield challenges in flexible material assembly during automation solution development. We have established quantifiable parameter inspection standards, enabling each installed component to undergo automated inspection via vision systems or sensors, ensuring process quality. The aforesaid solution has increased assembly efficiency by 20 times, meeting projected demand growth for the next decade. Additionally, the automated assembly line has successfully improved the first-passed yield to 98.6%, effectively addressing the challenges of high manual assembly complexity and long processing times.

of materials required in the production process), we conducted approximately 50,000 inspection batches annually with the capability to test over 17,000 types of materials.

For device production quality control, we

have developed a system (.) JJO -2.n0 -2.n0TJOG of maramde, including the 0 -2/T110 1 Tf(F2)6 inualQyCoFQCel -2.nStandatrorDtrvis0 -2/T10 1 Tf (, the)Tj/T110 1 TfMassredDtrvi Syl7 (el -2.nStandatr)6.2, and the l7 (el -2.nStandatr)6.2, covering Feul(.)JJO -2gh

with different production methods

to define key

and quality in production

agreement production (, w)7 (ensured)11.1 ensure quality through

voices (.)JJO -2.n system

technical (agreement)Tj.n0TJOG of mPyCoeutr, the Guidelines 0 -2.n0TJOG of management (agreement A)--TJOnuay 7)1, and the agreement Stpnt-2.nManagement @utrio (our1)7 dependently developed high

original agreement p(er)310.9 for index 0 -2.n0TJOG of more 7d-st ng0 -2.n0TJOG of m ofel(.)JJO -2.ndata acir.F-7 cl(e)JJO -1.625 Td fireally to finished products, through

high quality assurance

serially and finished products

quality watches great importance to

focus on service

regulatory standards and internal management systems.

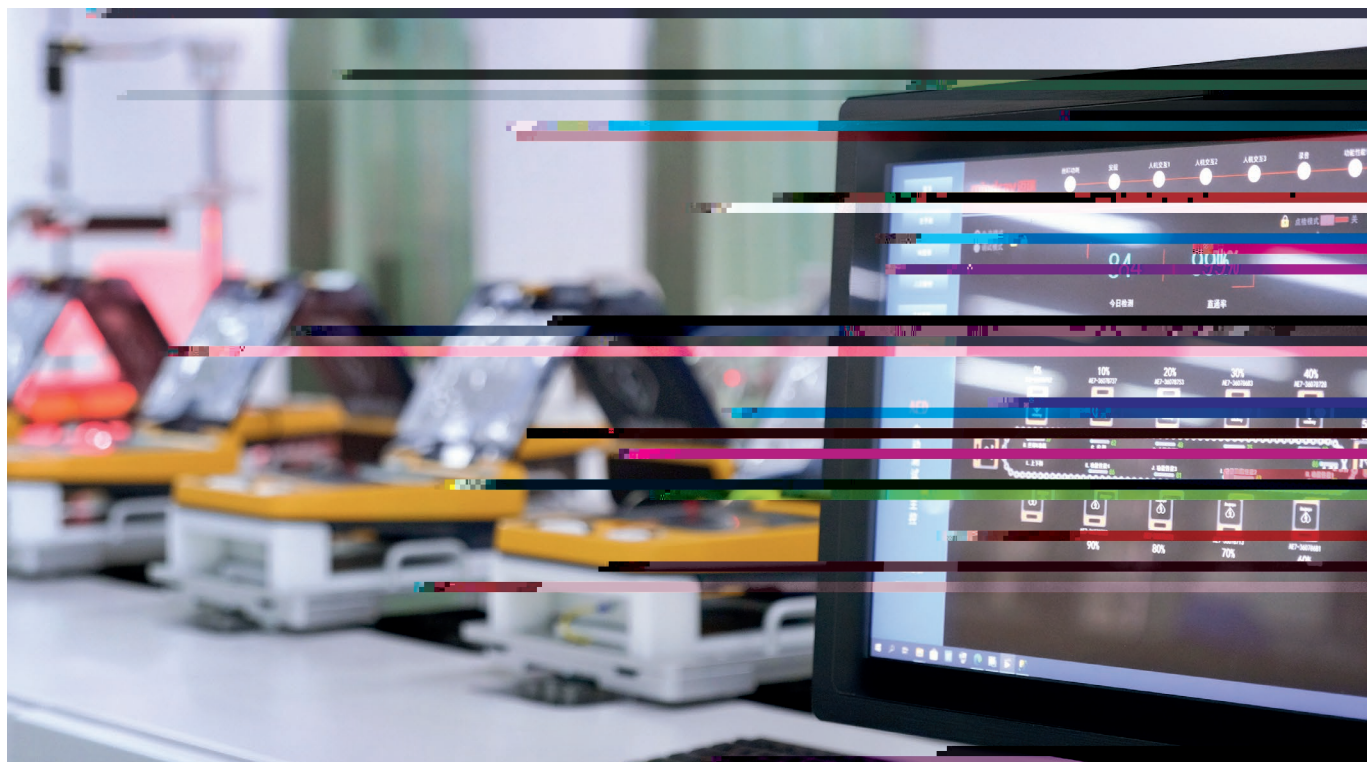
In 2024, we focused on enhancing the compliance, quality, and efficiency of our post-market surveillance (PMS) system. Through procedural upgrades and platform optimization, we refined the PMS system in North America, ensuring continued efficiency and regulatory compliance of the global PMS system. Besides, we developed a universal regulatory mapping system and optimized the domestic complaint platform. By interpreting and breaking down regulatory requirements, we facilitated timely and dynamic compliance. Meanwhile, by structuring key initiatives and conducting in-depth discussions on critical issues, we improved the overall efficiency and quality of complaint handling, leading to better customer satisfaction. Furthermore, to better adapt to the increasingly stringent international PMS regulations, we planned and implemented robotic process automation (RPA) to enable automated data extraction and aggregation, which has reduced manual effort. Currently, RPA has been introduced to the databases in selected regions, greatly enhancing the efficiency of product registration and PMS operations.

In terms of external engagement, Mindray actively contributed to post-market regulatory initiatives. Based on our ongoing communication with domestic regulatory authorities and official notices, we collaborated on key adverse incident monitoring projects and pilot programs for vigilance systems. Representing the industry, we proactively voiced our perspectives and provided recommendations for the development of new

PMS regulations. To enhance our PMS capabilities, we established an internal cross-functional team and further enhanced the awareness in adverse incident management across the Group by participating in external initiatives.

In 2024, the Group initiated a total of 5 product recalls, all of which were voluntary recalls. The post-market defect rectification and

improvement mechanism functioned properly, actively managed product risks, and ensured the safe use of medical devices by customers. Additionally, no warnings from regulatory authorities were received regarding the Group's products and services.



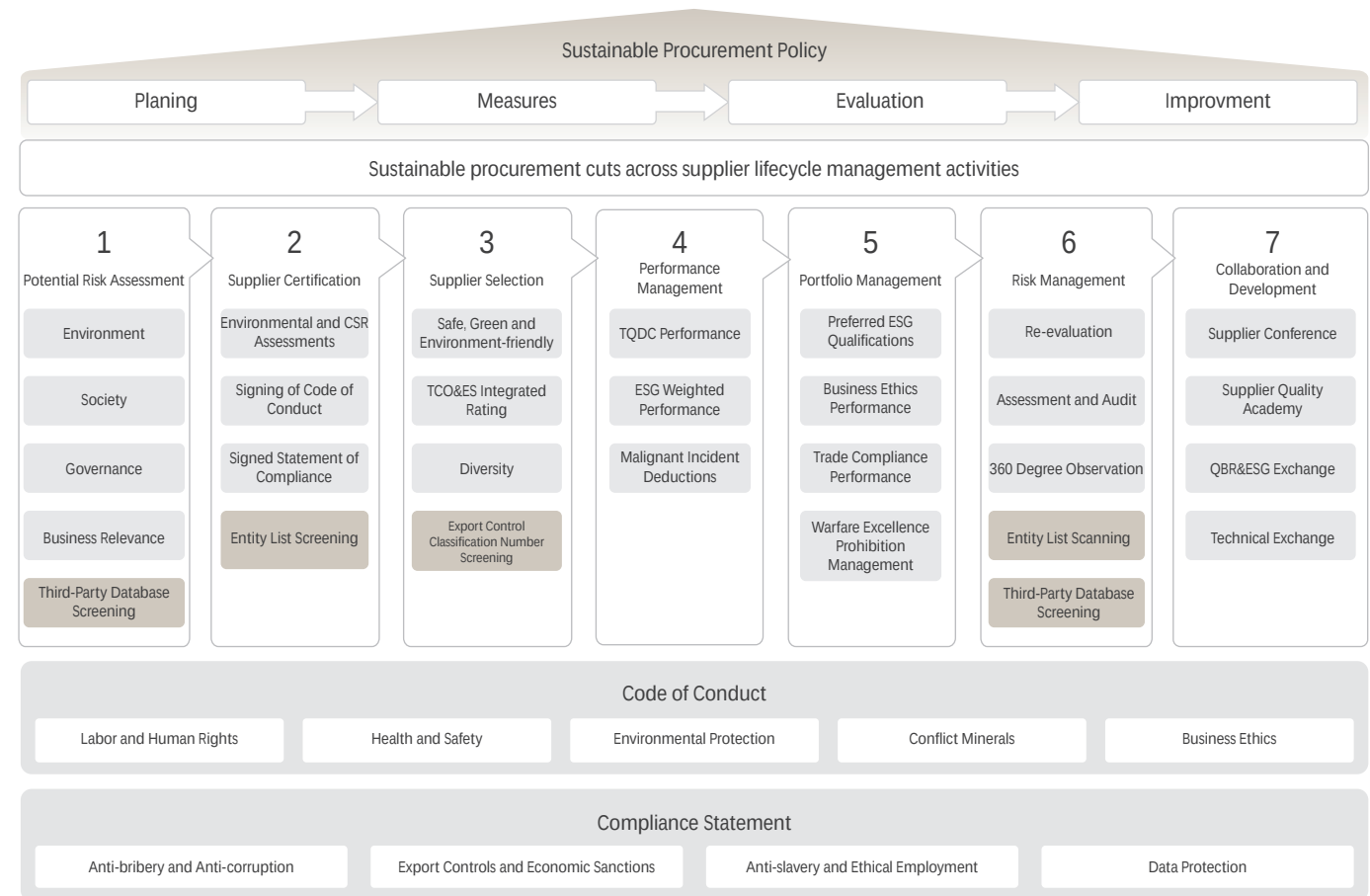
Sustainable supply chain

Mindray is dedicated to enhancing the quality, resilience, and sustainability of the supply chain. It integrates the concept of sustainable procurement into the whole life cycle management of suppliers, and sets up and improves the sustainable supply chain management system, aiming to boost the company's flexibility and drive the sustainable development of the supply chain.

Supply chain management system

The Group has formulated strategies spanning from supplier certification to collaborative development, and has refined and implemented systems such as the *Sustainable Procurement Policy*. We have established a three-level procurement management committee structure incorporating multiple functions including R&D, planning, and procurement. This committee is responsible for the hierarchical review and collective decision-making regarding supplier onboarding, selection, evaluation, and phasing-out, ensuring that the processes are rigorous and reasonable.

Mindray's sustainable supply chain management system



To enhance the effectiveness of the policy, we have optimized the comprehensive management framework. By integrating supplier compliance declarations and codes of conduct, we have formed a multi-level interactive management system that covers all stages from supplier screening to ongoing cooperation. This ensures that each step adheres to high-level sustainability standards. We apply the PDCA cycle, using policies as the basis to define plans and requirements. Taking supplier life cycle management as the practical and important approach, we measure the implementation results through evaluation indicators and supplier ESG performance. Based on these results, we formulate improvement plans to enhance management performance. We establish functional organizations, encourage

Supplier assessment and audit

The Group has established a scientific and reasonable approach to supplier certification and performance evaluation, which incorporates a category-specific assessment mechanism. In daily management, we continuously evaluate suppliers' performance through multiple means, including on-site audits, questionnaires, and performance appraisals. Based on the evaluation results, we support suppliers in building their sustainable capabilities. In accordance with the *Supplier Certification Operation Guidelines*, we specify the corresponding evaluation materials for new suppliers according to different categories. Based on the *Supplier Performance Assessment Operation Guidelines*, we conduct regular evaluations of existing suppliers in terms of quality, delivery, technology, cost, and ESG performance. This year, no suppliers with major quality issues was identified during regular evaluations.

Meanwhile, the Group combines the *Supplier Resource Pool Management Operation Guidelines* with performance evaluation results across various dimensions to categorize suppliers into strategic, preferred, conditional, and prohibited suppliers. For prohibited suppliers, we cease to sign new contract and gradually scale down existing business or phase them out. We continuously assess the health of the supply chain to ensure the healthy development of the supplier resource pool in the coming year. The supplier resource pool is dynamically updated annually to strictly manage supply chain risks.

The Group has established a rigorous and comprehensive supplier audit procedure. In accordance with documents such as the *Good Manufacturing Practice for Medical Devices* and the procurement cooperation framework agreement, it conducts regular and comprehensive audits of tier 1 and tier 2 suppliers. Based on the *Supplier Lifecycle Management Procedure*, we specify the audit plan for suppliers. As a crucial part of the audit process, during on-site audits, auditors will thoroughly visit the suppliers' production sites to conduct on-site inspections and evaluations of issues related to product safety and quality assurance. Quality process audits (QPA) and quality system audits (QSA) are carried out. Specifically, QPA focuses on the compliance and stability of production processes, while QSA aims at the soundness and effectiveness of the

quality management system. We also collaborate with the production-related departments to regularly assess the quality of supplied materials, ensuring the quality of all categories of raw materials. In terms of environmental compliance, we implement strict HSF compliance audits on suppliers and require those with a high HSF risk level to have strict management of the incoming materials.

This year, in line with the *Supplier Lifecycle Management Procedure*, we conducted audits of all suppliers. The number of on-site audits for both newly added and existing suppliers reached 277. Besides, 100% of the newly added suppliers passed the Group's environmental and social assessment in 2024. Through QPA and QSA, we can obtain precise suppliers' quality-related information, providing robust support for optimizing supplier management.

To assess the ESG management performance of suppliers, we launched an annual supplier ESG questionnaire in line with the Supplier Code of Conduct. This is to promptly identify and track potential ESG risks within the supply chain. The questionnaire encompasses five dimensions: general information, labor and human rights, health and safety, environmental and climate protection, and business ethics. This year, a total of 1,841 valid questionnaires were retrieved, with a supplier participation rate of 96.49%. We will take into consideration multiple factors

including the assessment results of supplier questionnaires, ESG ratings, procurement volumes, etc., to pinpoint key suppliers for enhancement. Subsequently, we will formulate and execute targeted ESG empowerment plans, such as providing ESG training and collaborating on specific issues for improvement.

Moreover, through special initiatives like annual supplier re-evaluation and conflict minerals investigations, we conduct supplementary evaluations of specific sustainable development topics and drive forward the raw materials resourcing of suppliers. Additionally, we offer distinctive incentives to suppliers that perform outstandingly in environmental and social aspects. These incentives include supplier awards, the preferred supplier scheme, and being given priority in invitation to bid. In recent years, we have been continuously carrying out on-site environmental and social impact assessments of suppliers annually. So far, no suppliers with potentially significant negative environmental and social impacts have been identified.

Supply chain collaboration

Mindray actively empowers suppliers in building their capabilities for compliance and sustainable development. By promoting the concept of sustainable development to suppliers and sharing ESG management experiences and approaches, we enhance their performance in environmental and social responsibilities, and drive the collaborative development of the supply chain. Internally, we conduct professional

guidance sessions for the procurement team. This ensures that procurement personnel have a deep understanding of the Group's sustainable procurement requirements and management methods, enabling them to effectively guide suppliers. In 2024, Mindray completed training for all internal procurement staff, and the passing rate of the assessment reached 100%. Externally, we empower core suppliers by regularly organizing ESG-related promotion activities. This year, we provided training and assessment to over 1,500 suppliers and manufacturers.

The Group encourages suppliers to foster a strong quality culture and allocate resources

to quality management, ensuring that the entire product life cycle adheres to strict quality standards. We actively organize Quarterly Business Review (QBR) meetings, quality workshops, technical exchange conferences, and other events. This year, over 1,000 supplier communication activities of these types were carried out, reaching 466 suppliers. Moreover, we have set up the Supplier Quality Academy and formulated a training plan covering general training, targeted improvement, and sustainable advancement. By providing comprehensive courses, we assist suppliers in enhancing their quality management and sustainable

development capabilities. The training outcomes are integrated into the supplier performance evaluation system, serving as a crucial reference for future cooperation. This year, we held two sessions of training at the Supplier Quality Academy, inviting 32 core suppliers and 73 senior corporate management personnel to participate. After the training, 32 research projects were initiated for targeted improvement. Through these initiatives, the Group aims to establish a closely integrated partnership with suppliers and jointly drive the stable and sustainable development of the medical industry.

Supplier quality conference under the theme of "Quality and Safety — Core Risk Management and Control"

To further enhance product quality and risk management and control, Mindray hosted the quality conference for device suppliers under the theme of "Quality and Safety - Core Risk Management and Control" in July 2024, bringing together 143 suppliers and about 356 senior executives. During the conference, participants focused on material supply, conducting in-depth analyses of core risk factors and sharing best

practices for efficiency enhancement. Discussions covered strategies for optimizing supply chain management and enhancing raw material inspection. Following the training, a dedicated task force was established to further investigate and implement closed-loop management of quality risks, reinforcing the foundation for delivering high-quality medical devices.



■ Supplier quality conference

Responsible sales and marketing management

Mindray always places customers at the forefront, strictly managing promotional content, channel networks, marketing activities, and bidding activities in its sales process. The aim is to fully ensure that the sales information obtained by customers faithfully reflects the features of the Group's products and services, that the sales information is transparent, accurate, understandable, and that transactions are fair and just. The Group continuously improves internal management processes and audit mechanisms, and steadily enhances IT technical capabilities. It also strengthens the protection of customers' privacy information and the company's core information. Specifically, the Group has formed a digital channel risk management project team to continuously monitor digital channels, severely combat infringement acts, maximize the protection of customers' rights and interests, and earnestly fulfill its responsibilities to customers and society.

Sales and marketing management policy

The Group has formulated and implemented the *Responsible Marketing Policy of Shenzhen Mindray Bio-Medical Electronics Co., Ltd.*, clearly specifying

the regulations that marketing activities should adhere to, as well as the Group's requirements for marketing, advertising, and sales. Regarding market and bidding activities, we have updated *the Mindray's Code of Conduct and Ethics*, the *Group's Self-media Management System*, the *Marketing System Work Management Specification*, the *Bidding Management Policy for Marketing System* and other policies. These serve as the principles and codes of conduct for marketing staff during sales and promotion activities. We have established a compliance team within the marketing system to conduct regular audits and inspections of the compliance system. Given the differences in legal and regulatory requirements across various countries and regions, we have separately established exclusive bidding management processes for the China region, the ROW region, and the European region. We have also clarified the approval responsibilities to ensure that all information released is objective, authentic, and compliant. Moreover, we regularly undergo special audits on responsible marketing by the Group's internal audit department and implement rectifications based on the relevant audit recommendations.

In order to ensure the full implementation of the responsible marketing policy, we continuously conduct responsible marketing training for all employees. The training covers five modules:

responsible marketing policy, anti-bribery, anti-monopoly, Mindray's code of conduct and ethics, information security, and personal privacy protection; the training content, in addition to policy interpretation, also includes case studies close to actual working scenarios. Our responsible marketing training is conducted through diversified forms such as on-site lectures, online learning, and portal publicity, repeated multiple times, so that every employee and business partner can deeply understand the concept of responsible marketing and ensure that their daily behaviors meet the company's relevant requirements.

In 2024, we carried out responsible marketing training for all employees. A total of 19,172 employees participated in the training, with a training coverage rate of 100%.

In 2024, for the employees in the marketing-related departments, we organized a total of 39 marketing courses. The training duration reached 11,700 hours, and the number of employees trained totaled 23,500 person-times.

19,172

employees participated in the training

with a training coverage rate of

100%

organized a total of

39 marketing courses

the training duration reached

11,700 hours

the number of employees trained totaled

23,500 person-times

Distributors management and data security

Mindray, in partnership with its agents, provides clients with accurate, consistent, professional, and responsible marketing services. We have formulated and released the Compliance Management Measures for Marketing Systems in China, improving the policies and requirements that cover the entire life cycle of channel merchant management. We implement different due diligence plans for different agents based on risk assessment, and refuse to sign cooperation agreements with agents that do not meet the requirements. At the same time, we have formulated a set of cooperation agreement templates, explicitly stipulating the compliance requirements that agents should adhere to, and through training and promotion, ensuring that each business partner understands and complies with the relevant requirements.

In terms of data security, we have updated the Marketing System Information Security Management Regulation, the Marketing System Personal Information Protection Regulation, and launched the Management Policy for Cross-border Transmission of Main Data. For work scenarios involving customer information

protection, we have formulated corresponding management requirements for the marketing and customer service teams and continuously strengthened promotion. This year, we have built an IT system, established automated control processes for the channel partners, optimized the information security strategy for marketing, provided data privacy protection compliance assessments for key business scenarios, and assisted business departments in formulating privacy policies. At the same time, we have optimized the Cookie management experience on our official website in accordance with global privacy protection regulations (such as GDPR) to ensure the compliance of data information.

Fight against infringements

In recent years, irregular and even counterfeit Mindray's products, along with infringement of the Mindray's brand via online channels, have been successively detected. Such actions can, to some extent, impact the reliability of product use and, in certain situations, pose harm to patients' health. To safeguard consumer rights and interests, the Group has established a Digital Channel Risk Management Project Team within the enterprise. In collaboration with professional monitoring agencies, we

have set up a digital rights protection network. Through a dual-track model of "systematic monitoring + manual verification", we conduct 24-hour monitoring of mainstream social media platforms, mainstream third-party e-commerce platforms, and independent websites, cracking down on the acts of counterfeiting Mindray's products or refurbishing discarded ones. For suspected unauthorized content detected, after internal assessment and confirmation, we grade the infringement behaviors. Based on priority, we carry out precise rights protection through platform complaint channels or formal correspondence. Simultaneously, we also accept reports of infringement behaviors from internal employees, thus forming a comprehensive protection system.

This year, the domestic legal affairs department of the Group took the lead in finalizing 9 anti-counterfeiting cases, all of which were civil prosecutions. A total of 36 acts of infringement in

display and sales were successfully combated. In terms of brand asset protection, we have carried out protective registrations and reclaimed several domain names. Currently, we have achieved strategic renewal management of 226 domain names of key brand terms.

completed the renewal and retention of
226
domain names of key brand terms

4
new domain names were protectively
registered

7
domain names were retrieved through
rights protection efforts

In 2024, Mindray completed the renewal and retention of 226 domain names of key brand terms. Among them, 4 new domain names were protectively registered, and 7 domain names were retrieved through rights protection efforts.

Collaborative customer service management

customers to maximize the running time of devices, minimize the detection turnaround time, improve the efficiency of diagnosis and treatment, and ensure the continuous stability of the detection system. It can increase the normal operation rate of equipment to 99%.

optimize: lean management improving operational efficiency

We offer our clients multiple lean management solutions as a strategic partner that provides comprehensive services to global medical institutions. We actively develop service solutions for the entire life cycle of medical equipment, focusing on the needs of medical institutions to help our clients realize the value of efficiency. As "process consultants", we collaborate with our clients to optimize existing work processes through identifying risks and bottlenecks within the processes, and formulating and assisting in implementing improvement measures. As "system consultants", we work together with our clients to scientifically design and optimize the layout of departments. We analyze the rationality of the current space utilization and potential problems, and in combination with the functional requirements of healthcare services and the flow of patients, we formulate and assist in implementing layout adjustment plans, thus enhancing the operational efficiency of hospitals and the experience of patients.

We have innovatively launched the "Smart Lean® Management Service", which covers processes such as lean diagnosis, 6S management, and process optimization. It enables the visual management of the on-site operations of an entire department, helps create a lean-friendly medical laboratory, and assists our clients in optimizing their operational processes, achieving a qualitative leap in medical management.

reinforce: consultancy services empowering
disciplinary development

We are well aware of the needs for medical disciplines. Mindray has professional advanced disciplineses (eno)5 (v)7d the disci Td (constru8ac)-ne erson soedical and the Tdffc onal pr)Tc(v (i cr)of(evdi Tds 4"

Mindray Promotes Global Medical Engineering Development

As a long-term and steadfast partner for global medical engineering, Mindray deeply understands the development aspirations of medical engineering. In 2024, we collaborated with the world's three major medical engineering platforms and various national medical engineering associations to organize outstanding and practical research-based activities, including 4 "Medical Engineering Academic Research and Capacity Building Camps" and 10 "Medical Engineering Development Public Welfare Campaigns", reaching medical engineers in over 100 domestic hospitals. At the same time, we actively built international medical engineering exchange and cooperation platforms, organizing 20 online exchange activities with global renowned hospitals, with over 200,000 person-times global medical engineers participating in learning and exchange. These activities centered on key industry topics such as smart hospital construction, the full life cycle management

of medical equipment, medical equipment registration and supervision, and talent cultivation in medical engineering, aiming to promote the high-quality development of global medical engineering and the discipline of clinical engineering.



- STAR Project - CE-BME Ideas Connect the World Online Salon

of service products, activities, and solutions. By offering research-oriented transformation solutions and academic topic consultation solutions to medical engineering teams, participating in high-quality standard setting, and supporting global integrated innovation, we enhance the capabilities of guarantee, value-addition, and innovation. We are also actively involved in the disciplinary construction of multi-product-line and multi-disciplinary clients. For example, in the IVD field, we provide clients with Continuing Medical Education (CME) courses to promote in-depth exploration in the professional area. In the PMLS field, we deliver clinical values in four major disciplines, promoting the development and efficiency improvement of clinical diagnosis and treatment. In the MIS field, we assist clients in enhancing their professional skills, thus promoting disciplinary development and innovation.

evolve: digital-intelligent services driving ecological evolution

We are actively promoting smart services. Through overall planning, comprehensive deployment, efficient operation and maintenance, as well as iterative upgrades, we meet the needs of different stages of the hospital's digital and intelligent development,

and accelerate the evolution of the digital-intelligent ecosystem. As the large model for critical care, intelligent diagnosis and treatment platform, and the "Equipment + IT + AI" driven by AI become the key development directions, we fully support the implementation of these technologies on a global scale.

Leveraging Mindray's unique advantages of "Equipment + IT + AI + High-Value Medical Consumables, we provide all-round support for fields such as smart healthcare, smart management, and smart services through our digital-intelligent solutions that comprehensively empower clinical practice. Our overall intelligent IT service solution is designed to offer high-quality data support throughout the entire patient treatment cycle, facilitating medical institutions in achieving digital transformation. It has been successfully implemented in over 1,000 high-end medical institutions nationwide. Our three ecological-upgraded IT solutions promotes the building of medical treatment partnership system and county-level medical consortia. By leveraging information technology, it facilitates the rational allocation of medical resources and the homogenization of healthcare services, thereby helping to optimize the primary medical and healthcare system and enhance the quality of healthcare services.

Customer satisfaction survey

We attach great importance to understanding our customers' needs, and we keep improving the service quality. We focus on promoting the customer service follow-up work, and conduct follow-ups for each service order related to installation, maintenance, etc. via means such as SMS or WeChat. For customers who haven't provided service feedback, dedicated after-sales service staff will, in accordance with the set proportion based on the product lines, contact these customers through the customer service hotline 4007005652 for random spot checks on satisfaction follow-ups, so as to ensure the effectiveness of the service and customer satisfaction.

In 2024, the Group optimized the satisfaction survey system and enhanced the standardization of the survey process. We designed survey plans from multiple aspects, including product quality, product functions and performance, product usability, serviceability, and after-sales service, targeting different customer groups. We carried out in-depth integration and systematic analysis of the diversified data collected, exploring the potential value behind the data. Meanwhile, we broadened the coverage of the international customer satisfaction survey, extending it to

more countries and regions. Through this year's survey, we were able to have a more objective and comprehensive understanding of the equipment in use, obtain the opinions and suggestions of global customers in a timely manner, so as to better improve our products and services, and continuously boost customer satisfaction.

In 2024, the Group received a total of 126 domestic complaints and 243 overseas complaints regarding the products and services. The complaint response rate was 100%, and the overall satisfaction rate for complaint handling was also 100%.

the complaint response rate was

100%

the overall satisfaction rate for complaint handling was also

100%

In 2024, at the "14th China Medical Devices Industrial Data Release Conference and China Medical Industry Development Forum" jointly sponsored by China Medical Devices and medical industry authorities, the Group again won the "Gold Award for Excellent National Brand" and "Gold Award for Product Line" for year 2023. Among them, the patient monitoring products have ranked first for 14 consecutive years.



Customer privacy and data security

Customer data and patient privacy are the key focuses of Mindray's information security protection. In all our business activities, we strictly abide by the relevant laws and regulations regarding information security and privacy protection. Referencing the ISO/IEC 27001 Information Security Management System and ISO/IEC 27701 Privacy Information Management System, we have established and continuously improved the information security management and privacy protection mechanisms. We

formulated and successfully implemented a series of information security and privacy protection policies and systems, such as the *iService Platform Access Management Specification*, and strictly regulated the procedures of remote permission changes, remote connection steps, and data analysis and usage, ensuring the security and compliance of internal systems, processes, and data. In 2024, the *iService* platform once again obtained the Grade 3 Certification of Network Security Level Protection Assessment in Shenzhen.

In terms of the construction of industry standards, we have collaborated with the China Academy of Information and Communications



Technology, medical institutions, and information security companies to jointly discuss information security standards, aiming to standardize our own and the industry's development in compliance with relevant regulations. This year, Mindray participated in the formulation of the *Technical requirements for intelligent medical device cybersecurity capabilities*, which was led by the China Academy of Information and Communications Technology. The standard stipulates the network security management

capabilities and technical requirements of intelligent medical devices in four dimensions: design, production, deployment, and maintenance. This standard was published by the Ministry of Industry and Information Technology of the People's Republic of China in December 2024. In the future, it will contribute to ensuring the cybersecurity of intelligent medical equipment and comprehensively enhancing the reliability of medical equipment from all aspects.

EHS policy and management

Mindray strictly follows the *Environmental Protection Law of the People's Republic of China*, the *Bio-safety Law* (*BioSchG*), the *Lei do Meio Ambiente*, and other applicable laws and regulations of countries and areas where it operates, and, in combination with the actual situation of each operating site, has developed and implemented a series of environmental management policies and procedures including the *Environmental Management Procedure*. We regulate ourselves to a standard higher than that required by regulatory authorities. We continuously promote the construction of an environmental management system and fully respond to the concerns and expectations of our stakeholders on environmental issues by optimizing our governance structure, improving our management system, and system evaluation and certification.

EHS governance framework

Adhering to the principle of "putting equal emphasis on business management and EHS governance" and the guideline of "unified leadership, local supervision, responsibility

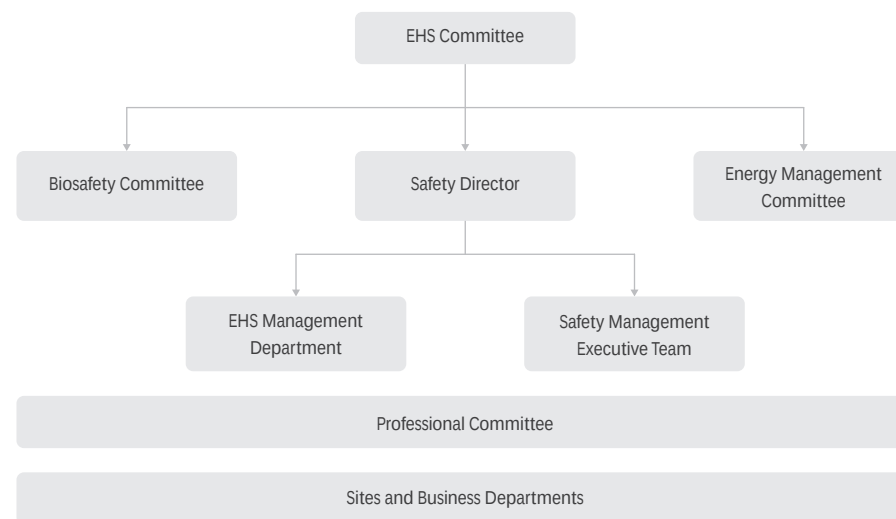
implementation, hierarchical management, targeted guidance and full participation", the Mindray has established a scientific and efficient EHS governance framework.

The EHS Committee is the highest decision-making body for the Group's EHS management affairs, which is headed by the General Manager of the Group (a member of the Strategy and Sustainability Committee). The Executive Deputy General Manager of the Group (also a member of the Strategy and Sustainability Committee) serves as Executive Director of the Committee,

with the head of each business department, Safety Director, and Chairman of the Labor Union as members. The EHS Committee is responsible for regular decision-making on EHS affairs, including EHS policies and goals, as well as monitoring, inspecting, evaluating and making decisions on the Company's EHS management. The EHS Professional Committee, including sub-groups for safety culture and performance, environment and dangerous chemicals, and industrial safety, is responsible for providing technical support and improving technical

standards. Each site and business department has established an EHS governance framework accordingly to implement EHS policies, goals and other management requirements.

This year, we established a Safety Management Executive Team of the Group to enhance the effectiveness and efficiency of the implementation of EHS requirements; we also established the Energy Management Committee and the Biosafety Committee to further expand the depth and breadth of EHS management, to continuously improve the overall level of EHS management, and to enhance the ability to prevent and control risks.



EHS management system

The Mindray EHS policy is signed and approved by the highest levels of management to guide all business activities, including the entire product life cycle of product research and development, production, sales and services, as well as administrative services, supplier and contractor management, mergers and acquisitions and other services. Based on the requirements of

ISO 14001 environmental management system and ISO 45001 occupational health and safety management system, guided by the EHS policy and integrating the cutting-edge practices of the industry and the characteristics of the enterprise, we continuously optimize the EHS management system to help the development of the enterprise and protect the environment and the health of the employees.

EHS policy

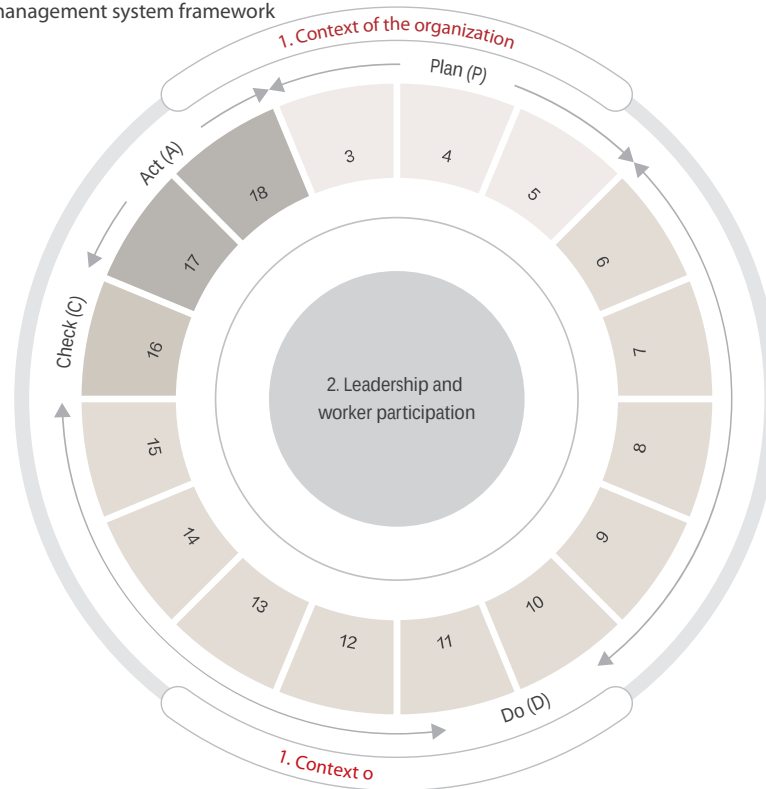
- Implement advanced technology and scientific management to eliminate hazards, reduce occupational health and safety risks, prevent pollution and protect environment;
- Provide safe and healthy working conditions and prevent injuries and illnesses;
- Comply with laws, regulations and other requirements, and continuously improve the EHS management system;
- Promote full participation, actively negotiate with workers on EHS affairs, cultivate a culture of "BE SAFE" and improve EHS performance.

The Group has established the EHS management system with "leadership and worker participation" as the core and continuously improve EHS management through "planning", "operation and assurance", "performance monitoring" and "improvement". At the same time, we set differentiated performance targets and accountability systems each year based on

the business characteristics of the department to promote active participation in EHS affairs at all levels and comprehensively prevent and control EHS risks.

This year, Mindray did not experience any major environmental incidents or receive any administrative penalties for environmental violations.

EHS management system framework



System evaluation and certification

In order to continuously improve the operational effectiveness and efficiency of the management system, Mindray has established a maturity evaluation system based on five levels: reactive, primary, effective, efficient, and leading, and continuously optimizes the system maturity audit methods according to the needs of business development and the requirements of new laws and regulations.

The Group takes the annual third-party system certification as a key means to assess the current management status and identify improvement opportunities. The Group actively encourages more manufacturing and R&D subsidiaries to apply for and pass the relevant management system certification, continuously expanding the coverage of the system certification, and at the same time deepens the application of the system maturity evaluation system to promote the continuous improvement of the performance of the EHS management in all sites.

85%

ISO 14001 environmental management system certification coverage⁵

* In 2024

5. The coverage is equal to the number of certified manufacturing, R&D subsidiaries divided by the number of all manufacturing, R&D subsidiaries.

Climate change response

Deeply recognizing the significant impact of climate change on corporate operations and human health, Mindray continuously explores resource and energy conservation and pollution reduction to enhance corporate resilience by constantly improving our climate governance structure and strategic planning,

issues, including climate change response, and for overseeing the overall direction of climate change-related efforts. The committee holds regular or ad hoc meetings throughout the year to determine sustainable development strategies and monitor climate-related risks and opportunities.

The Strategy and Sustainability Committee oversees the ESG Executive Committee, which is responsible for developing strategic plans and setting targets for climate change response, etc. The ESG Executive Committee establishes the Green Development Subcommittee, which is composed of personnel from different departments (such as compliance, infrastructure, production, R&D, property, and EHS). The subcommittee conducts multidimensional identification and assessment of climate risks and opportunities in a comprehensive manner aligned with business development. By regularly analyzing corporate risks and opportunities, the Green Development Subcommittee provides support to the ESG Executive Committee, implements tasks assigned by the ESG Executive Committee, develops a green development blueprint, advises on carbon targets and performance settings, and collaborates with business departments to formulate action plans.

Climate Strategy

Mindray systematically identifies climate risks and opportunities related to its own operations and actively carries out climate change response efforts. Based on the Group's strategic planning and the actual situation of its business operations, Mindray adopts time frames of short term (within 1 year), medium term (1-5 years), and long term (5-10 years) and refers to the Shared Socioeconomic Pathways (SSP) scenarios developed by the Intergovernmental Panel on Climate Change (IPCC) to comprehensively assess the impact of climate factors on its business and finances. At the same time, we have developed flexible response strategies to ensure that the Group can adjust to changes in the external environment in a timely manner.

Identification of Climate Risks and Opportunities

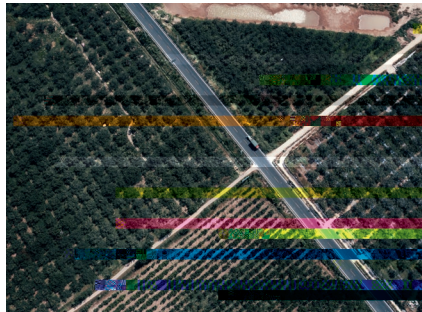
Mindray refers to the three Shared Socioeconomic Pathways (SSP1-1.9, SSP2-4.5, and SSP5-8.5) scenarios in the IPCC's Sixth Assessment Report, takes into account uncertainties such as future climate patterns, policy changes, and company business development, and assesses physical and transition risks under different emission pathways to improve corporate resilience and capabilities in responding to climate change.

We have identified the following climate-related risks with significant potential impacts and their responses:

Types of risk		Potential impacts	Time dimension	Responses
Physical risks	Acute risks	The increased frequency and severity of extreme weather events like typhoons and floods may cause interruptions in the supply of raw materials, making it difficult to assure a stable supply of products and services, and leading to a decline in sales	Short term	- Optimize how products are transported to reduce the impact of climate on global transport - Conduct extreme weather emergency drills and prepare for extreme weather

Types of risk		Potential impacts	Time dimension	Responses	Types of risk	Potential impacts	Time dimension	Responses
Physical risks	Chronic risks	Climate change may increase the risk of the epidemic spreading, resulting in employee illness and reduced labor availability, further disrupting production, lowering efficiency and cutting sales	Long term	Consider long-term climate change trends in the local area when addressing business and production needs to improve long-term risk resilience	Technology	Over-investment or under-investment in the development of low-carbon products may lead to investment losses or missed opportunities	Medium and long term	Actively attract relevant scientific and technological talents, improve the capacity of independent R&D of low carbon products, and follow the trend of low carbon market
Transition risks	Emerging regulations	The locations of Mindray's five production bases located have all formulated provincial or municipal carbon peaking implementation plans. These plans put forward clear development plans for the low-carbon transformation of the energy structure and energy conservation and consumption reduction, and may require additional costs to meet compliance requirements.	Medium and long term	- Establish and implement GHG reduction targets for 2030 - Regularly pay attention to relevant emerging regulatory requirements, continuously monitor GHG emissions and forecast future trends, and adjust carbon management strategies in a timely manner	Transition risks	Customers' strong preference for energy efficient and low-carbon products and the advent of alternative competitive products with lower environmental impact may lead to a decline in the sales of medical devices	Long term	- Develop a comprehensive energy transition plan and rationalize the allocation of financial investments - Improve the ability of independent innovation, continue to promote the transformation of more energy-efficient and low-carbon products and services to reduce costs and increase profits
		The production base and headquarters in Shenzhen have taken part in the city's carbon emissions trading program. Currently, the carbon emissions from Shenzhen production base and headquarters are still within the quota. However, as business grows and the government changes the allocation of emission quotas, it might become necessary to purchase additional quotas, which would increase operating costs				Replacement of existing products and services with more energy-efficient and low-carbon products and services may result in higher costs		
								Reputation

According to the assessment, under the three climate scenarios, the changes in the global climate pattern are basically the same in the long term (5-10 years). The frequency and intensity of acute physical risks such as typhoons, floods, and heat waves will increase, which may lead to interruption of raw material supply, interruption of external power supply, and obstruction of product transportation. At present, we have adopted a series of measures such as multiple supply of raw materials, optimization of product transportation methods, and formulation of emergency plans for extreme weather, which can effectively mitigate the impact of the above-mentioned risks. For transition risks, it is expected that the most important risks in the future will focus on increased carbon pricing and the development of low-carbon products. To this end, we are committed to exploring and promoting the circular economy, providing customers with more environmentally friendly



Types of opportunity	Time dimension	Responses
Resource efficiency	Medium term	• Apply the "Water Use Optimization Methodology" to optimize the efficiency of water resources use • Use renewable materials • Adopt resource-efficient designs • Adopt more efficient transport modes • Employ more efficient production and distribution processes
Energy sources	Long term	• Formulate energy saving and emission reduction plans and actively monitor energy consumption data • Use more clean energy (e.g. install solar panels, build photovoltaic power stations, use geothermal energy, etc.) • Encourage off-peak power consumption empowered by technologies (e.g. water-based heat storage, ice-based cold storage) • Use low-carbon and energy-saving technologies and facilities to improve energy efficiency • Participate in carbon market
Products and services	Long term	• Restrict the use of harmful substances and materials during product research and development • Innovate and develop integrated low-energy consumption products • Focus on green packaging design and management (lightweight, plastic reduction, etc.)
Market	Long term	• Apply for energy or low carbon incentives from the government • Collaborate with colleges and universities for R&D • Encourage suppliers to choose environmentally friendly materials, processes and transportation methods
Resilience	Long term	• Adopt low-carbon and green manufacturing processes • Purchase key raw materials from a number of suppliers in various places • Store key products in different warehouses and arrange production at numerous sites

products, formulating GHG reduction targets, and continuously promoting the application of renewable energy. At this stage, we believe that the Group's existing strategies and

business models are highly adaptable to climate change, capable of fully adapting to changes, withstanding shocks, and quickly resuming operations.

Meanwhile, we have identified the following climate-related opportunities and their responses in five areas, namely resource efficiency, energy sources, products and services, markets and resilience.

Climate risk management

In order to systematically identify and manage climate change-related risks and opportunities, Mindray has integrated climate-related risks

into its comprehensive risk management process, covering the entire process from risk identification to response measures. Through continuous monitoring and regular assessments, Mindray ensures that it can timely respond to the new challenges and opportunities brought about by climate change. Our climate risk management process is as follows:

Risk Identification and Assessment



- Environment-related risk identification and assessment work is carried out at least once a year, led by the Green Development Subcommittee, with the participation of managers from across business lines.
- Through the risk identification procedures, the Company identifies and assesses environment-related risks in all production and operation links and generates an environment-related risk identification and assessment form.

Formulation, Review, and Approval of Risk Control Measures



- According to the environment-related risk identification and assessment form, the climate-related risks that may have financial or strategic impacts on the Company are integrated into existing risk categories (e.g., business continuity, compliance and legal operation, production safety, etc.), and risk response measures are developed according to risk levels.
- Mindray's management continuously monitors the Group's climate-related risk management, including progress in greenhouse gas emissions, energy management, and green operations.
- The Board reviews the Group's annual ESG management performance every year, including the achievement of GHG reduction targets, energy management, and compliance with pollutant discharge standards, and incorporates the impact of environment-related risk factors on the Group's long-term strategic planning into its overall development strategy considerations.

Risk Response and Control

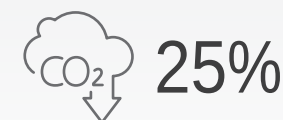


- Under the guidance of the Strategy and Sustainability Committee of the Board, the ESG Executive Committee and the Green Development Subcommittee continue to pay attention to the Group's list of identified environmental risks and supervise the implementation of control measures.
- Based on international ESG reporting disclosure standards (such as GRI, TCFD, etc.), the Company regularly discloses sustainability reports to review and evaluate the Group's annual ESG management performance, including the identification and response to climate-related risks and opportunities, key performance indicators for greenhouse gas emissions, and the implementation of green operations management.

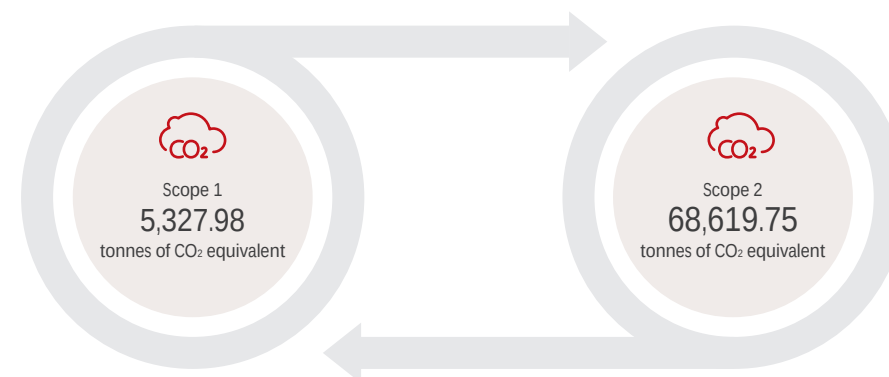
Indicators and targets

Mindray has established the GHG reduction targets. Each year, GHG reduction targets are broken down by business unit based on the green development blueprint, in order to promote the formulation and implementation of corresponding action improvement plans. At the same time, each year a dedicated greenhouse gas management budget is set for the implementation of greenhouse gas reduction plans.

Mindray has committed to GHG emission reduction target (Scope 1 and Scope 2):



reduction in GHG intensity by 2030 compared to 2021 baseline.



GHG emissions	2024	2023	2022	2021
Scope 1 and scope 2 GHG emissions (tonnes of CO ₂ equivalent)	73,947.73	75,186.11	71,426.15	61,047.06
GHG emission intensity (tonnes of CO ₂ equivalent per million RMB)	2.13	2.15	2.35	2.41

■ Refer to Appendix IV : Summary of Key Performance Indicators (KPIs) for statistical caliber

The types of energy used by Mindray include electricity, natural gas, liquefied petroleum gas, gasoline and diesel, with electricity being the Company's main source of energy. Data on energy consumption by type in 2024 are as follows:

Refer to Appendix IV : Summary of Key Performance Indicators (KPIs) for statistical caliber

128,506MWh

Climate action

Mindray actively carries out climate change mitigation and adaptation actions, starting with energy management, green office and extreme weather response, to reduce the impact of climate risks on business operations and promote the achievement of the Group's GHG emission reduction targets.

In terms of energy management, Mindray strictly adheres to relevant laws and regulations in the countries and regions where Mindray operates such as the *Energy Conservation Law of the People's Republic of China*, and has formulated and implemented regulations such as the *Administrative Measures for Energy and Energy Facilities*. In addition, we continue to improve the ISO 50001 energy management systems and optimize the energy management platform. We have set long-term energy management goals and arranged specialized staff to be responsible for energy management. We require each project to actively monitor energy consumption data and formulate energy conservation and emission reduction plans and follow up on abnormalities promptly. Meanwhile, we are actively exploring and promoting energy conservation and emission reduction initiatives in all business segments, as well as focusing on tracking and recording energy consumption

data to reduce future energy consumption and achieve maximum energy efficiency. This year, the Group's headquarters passed the ISO 50001 energy management system certification again.

In 2024, we continued to promote energy conservation and emission reduction from the following 5 aspects:

- Reduce energy demand at source: Analyze energy efficiency indicators and prioritize energy-efficient solutions when acquiring new equipment and implementing new processes. Besides, we eliminate high-energy-consuming equipment to conserve energy.
 - The Guangming Manufacturing Center and Nanjing Production Base saved 174,200 kWh of electricity and reduced CO₂ emissions by 93.47 tonnes this year by eliminating the aging process in some production processes.
 - The Group's headquarters promoted the replacement of LED energy-saving lamps, saving 1,000 kWh of electricity this year and reducing CO₂ emissions by 0.54 tonnes.
- Use clean energy: Build solar panels, photovoltaic power stations, and Ground source heat pumps in qualified plants and bases to reduce GHG emissions.
 - The rooftop photovoltaic power station of No. 2 Plant at Dangshan Mindray was put into operation, generating electricity of approximately 1,350,000 kWh and reducing CO₂ emissions by approximately 724.41 tonnes this year.
 - At the Changping production site in Beijing, the ice storage unit in the ground source heat pump system is turned on in the summer for cooling and energy storage. In winter, the heat recovery unit in the ground source heat pump system is turned on to recover heat and provide domestic hot water for employee dormitories.
- Improve technologies and processes: Raise energy efficiency and reduce GHG emissions by improving technologies and energy-saving processes.
 - The Guangming Manufacturing Center optimized compressed air processes, reducing pressure demand and output pressure, saving electricity of 279,000 kWh and reduced CO₂ emissions by 149.71 tonnes this year.
 - By optimizing the aging process in some production processes, the Guangming Manufacturing Center reduced the aging duration and frequency, saving electricity of 55,000 kWh and reduced CO₂ emissions by 29.51 tonnes this year.

■ Refer to Appendix IV : Summary of Key Performance Indicators (KPIs) for statistical caliber

- Hunan Mindray improved the operation strategy of the freeze dryer compressor, saving electricity of 22,500 kWh and reducing CO₂ emissions by 12.07 tonnes this year.
- Recover waste heat: Capture and utilize waste heat from production or energy conversion processes to reduce energy waste.
 - Maintain the heat exchange efficiency of existing waste heat recovery equipment through preventive maintenance.
- Enhance management: Improve energy management by digitizing processes and optimizing energy management models in operations.
 - The Guangming Manufacturing Center identified electricity saving potential by analyzing daily usage of production lighting, air conditioners, water dispensers and equipment standby, and developed targeted control measures to manage the use of electrical equipment in an orderly manner. This year, 210,000 kWh of electricity was saved, reducing carbon dioxide emissions by approximately 112.69 tonnes.
 - Wuhan Technology optimized lighting area control in major lighting user areas such as workshops to reduce and avoid energy waste.

In terms of green office practices, we continue to apply green concepts to our daily operations and promote awareness of green practices to all staff in the following ways:

- We enforce the requirement of "five offs" (turning off doors, windows, water, electricity and equipment after work) as a standard practice.
- We purchase energy-efficient office equipment and set the appropriate monitor brightness to reduce unnecessary energy waste.
- We continue to promote paperless office practices and communications. We refrain from printing unless necessary. When printing is required, we use recycled paper or double-sided printing and the smallest possible font size to save paper.
- Water-saving equipment is used in office buildings. We reduce the use of bottled purified water in the office.
- We encourage employees to adopt green commuting and regularly record and monitor carbon emission reduction data.

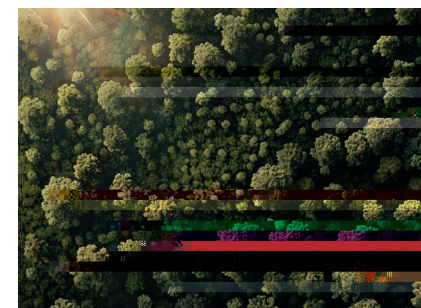
In response to extreme weather, the Group has formulated and implemented management documents such as the *Emergency Management Procedure* and the *Natural Disaster Response Plan*. These documents regulate the monitoring and

Emergency drills for rainstorm and flood control were carried out in various locations

In 2024, the Beijing Changping Production Base conducted a flood control emergency drill, which covered multiple aspects such as emergency response, personnel evacuation and material allocation. This drill comprehensively tested the effectiveness of the emergency plan and further enhanced employees' emergency response capabilities and collaborative operational

early warning measures for extreme weather events and specify the emergency response and rescue measures and aftermath work plan for weather disasters. In addition, we also conduct regular emergency drills to enhance our staff's understanding of emergency procedures and practical skills to ensure that we can respond more efficiently and effectively to extreme weather events.

levels, accumulating valuable experience for dealing with unexpected situations during the flood season. In the same year, Hangzhou Mindray promptly took a series of preventive measures before the arrival of heavy rain, such as conducting a comprehensive inspection of all sewage wells and rainwater wells within the plant, and using sandbags to seal entrances to workshops and power distribution rooms in advance to avoid water accumulation and rainwater backflow from affecting production equipment and the plant environment, ensuring the continuity and safety of production processes.

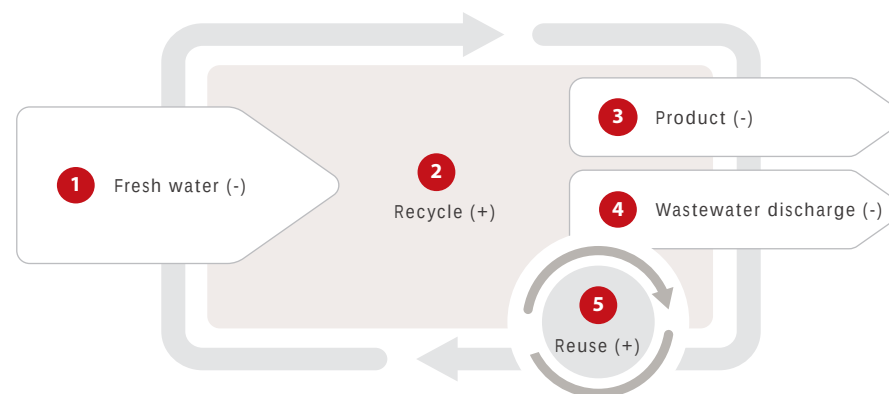


Green operation

Based on strict compliance with relevant laws and regulations, Mindray integrates green concepts into all aspects of operations, such as R&D, production and infrastructure construction, actively adopts water conservation, emission reduction and waste management measures, and strives to reduce the impact of its own operations on the environment.

Mindray actively works to alleviate pressure on local water supplies, e.g., we avoid working on reagent projects that require large amounts of water in water-stressed areas. At present, none of Mindray's newly planned reagent bases are situated in locations with limited water resources. We've also created a water use optimization process to improve the utilization of water resources from the perspective of reducing fresh water use and increasing the amount of reused water.

Water use optimization process



Water resource management

The global water crisis is mounting due to factors including population growth, pollution, and climate change. Fully aware of the preciousness of water resources, Mindray strictly adheres to local laws and regulations regarding water management in all regions where it operates such as the *Water Law of the People's Republic of China*, and controls the use and management of water resources.

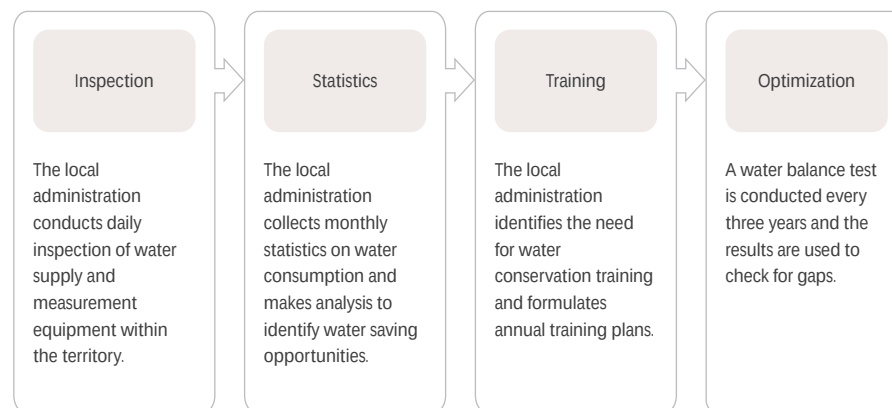
- Minimize freshwater consumption
 - The Group has continuously promoted the application of wash-free technique, converting more products to wash-free designs, saving 14,578 cubic meter of water for the year.
 - The Wuhan Research Center changed the resin selection of microbial blood culture bottles, thereby reducing the rinsing time requirement, saving 5,832 cubic meter of water for the year.
 - The water treatment facilities at Dangshan Mindray were designed to require frequent backwashing, which consumed a large amount of water. By balancing water quality needs and facility performance, the backwashing cycle was adjusted, saving 3,000 cubic meter of water annually.
- Lift equipment's water recycling rate
 - Wuhan Technology's cooling towers use a closed-loop cooling tower design, which completely isolates the internal circulating water from the air, resulting in no evaporation or consumption, and saving 1,280 cubic meter of water annually.
- Reduce the water requirements of products
 - The Group is continuously promoting the launch of more reagent concentrates.
- Lessen water discharge
 - The Guangming Manufacturing Center installed water-saving devices on faucets to reduce water output. Water consumption per minute was reduced by 30%, with an estimated annual water saving of 1,100 cubic meter.
- Increase the usage of recycled water
 - The Guangming Manufacturing Center upgraded its hand tool cleaning platform by adding a cleaning water collection tank to recycle water from the cleaning pool, realizing wastewater diversion and reuse, and increasing reclaimed water usage by 12,555 cubic meter this year.
 - The Guangming Manufacturing Center used reclaimed water instead of fresh tap water for chemical preparation at the wastewater station, saving 3,372 cubic meter of water annually.



To strengthen the consciousness of saving water and optimize water-saving management, Mindray actively adopts water management means of inspection, statistics, training, and optimization. In 2024, A third-party water balance test was conducted at the Beijing Changping Production Base, which concluded that both office and laboratory water use met the advanced value of the water quota.

During the Reporting Period, the Group's third-party facilities withdrew 1,371,336 cubic meter of water, with water withdrawal intensity of 39.57 cubic meter per million RMB, and reused 92,390 cubic meter of water.

In addition to implementing stringent water resource management and energy-saving measures internally, we actively seek and implement water conservation projects worldwide, committed to achieving the United Nations Sustainable Development Goal to "Ensure availability and sustainable management of water and sanitation for all" together with the global community.



the Group's third-party facilities withdrew

1,371,336

cubic meter of water

with water withdrawal intensity of

39.57

cubic meter per million RMB

and reused **92,390**

cubic meter of water

Gujarat Water Conservation Project

Mindray's Indian subsidiary has partnered with Tata Trusts to launch a project in the Halol area of the Panchmahal district, Gujarat, aimed at improving local water conservation practices to ensure water security for 3 nearby villages and benefit 61 households. At present, the construction of 2 small dams on seasonal rivers in the villages of Talavdi, Surbar and Nani Ubharvan is nearing completion and will soon be put into use. A stable water supply and flood control measures will ensure the long-term development of local villages and improve the quality of life for residents.

Ecosystem and Biodiversity Conservation

Ecosystem and biodiversity conservation is a key path for enterprises to achieve sustainable development. Mindray strictly adheres to relevant laws, regulations, and policies, such as the *Forest Law of the People's Republic of China*, the *Wild Animal Conservation Law of the People's Republic of China*, the *Biosecurity Law of the People's Republic of China*, and the *Opinions on Further Strengthening Biodiversity Protection*. We fulfill the *United Nations Convention on Biological Diversity* and adopt multiple approaches to promote biodiversity conservation and reduce the impact and dependence of our product life cycle on ecosystems and biodiversity. This year, the Group did not have any production plants or operation sites within the red line of ecological protection or areas with high biodiversity value. None of our production activities, products, and services has caused any significant impact on biodiversity. For more details on the measures and actions we have taken in biodiversity conservation, please refer to the "Social Responsibility" section of this report.

Pollutants and noise management

Mindray is committed to reducing pollutants and maintaining compliance with pollutant discharge and waste management standards. The Group strictly abides by laws and regulations of the countries and areas where it operates, such as the *Water Pollution Prevention and Control Law of the People's Republic of China*, the *Atmospheric Pollution Prevention and Control Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Wastes*, the *Law of the People's Republic of China on*

Prevention and Control of Pollution from Noise, and the *Bundes-Immissionsschutzgesetz*. The Group also has formulated and implemented policies such as the *Pollution Management Regulation* and the *Hazardous Wastes Management Procedure*. Continuous efforts are made to strengthen the management of emissions such as wastewater, waste gas, and waste, as well as noise management, and conduct regular monitoring on relevant environmental indicators in accordance with the *EHS Performance Management Procedure*. We ensured that all our manufacturing enterprises got valid discharge permits (or registration), and we continued to adopt advanced technology and scientific management methods to continuously reduce the generation and emission of pollutants.

Wastewater management

Mindray adheres to the principles of compliance and treats all types of wastewaters in accordance with the principles of "separation of clean water and sewage, separation of rainwater and sewage and up-to-standard discharge", to ensure proper wastewater disposal. This year, all of our sewage discharges were treated through the municipal network. We employ a range of effective strategies to enhance wastewater treatment efficiency and manage wastewater through in the six aspects of "reduction at source, classified collection, wastewater treatment, daily monitoring, maintenance and back-up

and reclaimed water reuse", adopting a variety of effective measures to improve the efficiency of wastewater treatment, so as to reduce the environmental impact of our operations.

- Reduction at source: Use water-saving equipment and technology to reduce wastewater.
- Classified collection: Use pipes of suitable materials for source-classified collection of wastewater according to the type of wastewater, including separate systems for high- and low-concentration wastewater.

- Wastewater treatment: Depending on the nature of the wastewater, it is collected and classified for treatment to realize reliable and efficient treatment.
- Daily monitoring: Set early warning lines by means of online monitoring and regular monitoring to achieve continuous compliance. This includes updating the wastewater station's existing environmental monitoring system to a source indicator system, preparing an annual self-monitoring plan to monitor wastewater and stormwater discharges

Wastewater and waste liquid monitoring system in the Intelligent Park of the Guangming Manufacturing Center

To effectively prevent exceeding wastewater discharge standards, the Guangming Manufacturing Center has established a wastewater and waste liquid monitoring system in the intelligent park this year. Through digital operation, the system installs liquid level and flow sensors in key areas, such as wastewater stations,

waste liquid stations, and wastewater collection tanks, and integrates online monitoring equipment data. Through real-time monitoring of water quality and quantity indicators, the system can timely detect anomalies based on preset thresholds and issue alarms, enabling early measures to prevent wastewater discharge from exceeding the standards. In addition, the platform can record and output operational data reports and trend analysis, and predict key parameters of wastewater discharge through curve projection, thereby realizing intelligent management and dynamic monitoring of the wastewater operation cycle, ensuring that wastewater discharge meets standards.

In 2024, Mindray continued to invest in environmental protection areas such as wastewater treatment, exhaust gas management, and the recycling of hazardous waste, with a cumulative investment of 14.62 million.

a cumulative investment of

14.62 million

- Maintenance and back-up: Adopt back-up principle for critical treatment facilities and implement routine maintenance, such as

The Group adheres to the 1E3R1C (Eliminate, Reduce, Reuse, Recycle and Compliance) strategy to achieve continuous waste reduction.

Waste reduction from the source at the Guangming Manufacturing Center

The Guangming Manufacturing Center carried out a process upgrade for the commissioning of the CAL8000 model in hematology production. Previously, the model adopted the "2+1+1 mode", which is a combination of 2 analyzers, 1 CRP analyzer, and 1 slide pusher, producing about 160 liters of waste liquid every day during the commissioning process. Through process upgrades, the Guangming Manufacturing Center has curbed the generation of this waste liquid at its source, reducing waste liquid treatment costs and environmental impact while improving production efficiency.

	2024	2023	2022	2021
Weight of hazardous wastes (Tonnes)	1,058.26	729.51	516.53	2,106.65
Intensity of hazardous wastes (Tonnes per million RMB)	0.03	0.02	0.02	0.08

Eliminate | Eliminate waste at source

Reduce | Reduce waste output as much as possible

Reuse | Reuse waste in situ

Recycle | Recycle useful resources

Compliance | Dispose of waste in compliance with regulations



In 2024, the Guangming Manufacturing Center continued to invest in the treatment of hazardous waste liquids, reducing the annual volume of liquid waste shipped out for disposal by approximately 5,336 tons.

Noise management

Mindray strictly manages noise in accordance with the legal requirements of the countries and regions where the Group operates. In terms of equipment models, we utilize low-noise equipment to reduce noise from the source, and where is unavoidable, we avoid placing noise facilities at plant boundaries when designing the overall layout, and take measures such as noise elimination, sound absorption, sound insulation and vibration damping to minimize noise as

well as the impact of production and operation activities on the surrounding community. In addition, we also perform regular equipment maintenance and monitor plant boundary noise to actively prevent and control noise pollution.

Noise control at the Shanghai Long Island plant boundary

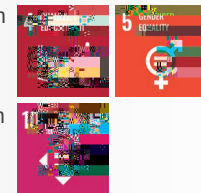
To reduce the impact of noise on the surrounding environment, Shanghai Long Island replaced the generator at the exhaust outlet with a noise-proof motor, effectively reducing the noise generated during operation and mitigating the impact on the surrounding community.

SUSTAINABLE HUMAN RESOURCES

Mindray has always regarded human resources as an important strategic support to enhance its core competitiveness. We are committed to build a diversified international workforce and constantly improving the mechanism for selecting, cultivating, employing and retaining talents, so as to fully explore the value of talents and stimulate their innovative vitality. We have formulated a formal talent development strategy, continued to promote the construction of talent pools, and recruited talents through various channels. At the same time, we have carefully built a high-quality talent training system and tailored career development channels for employees, to meet their needs for re-learning and self-improvement. We respect the rights and interests of employees, and resolutely prohibit prejudice and discrimination in any form and for any reason, striving to create an equal and inclusive working environment. Our remuneration system for employees is data-based and fair, featuring a range of carefully designed welfare schemes. In addition, we have improved occupational health and safety of employees to enhance their sense of belonging and ownership. The ultimate goal is to realize the common growth of talents and Mindray.

Issues of concern in this section: SDGs in this section:

- Talent attraction and retention
- Employee training and development
- Diversity and rights protection
- Employee communication and care
- Occupational health and safety



Breakthroughs and diversity

Mindray encourages employees to diversify their careers and continues to implement the "Rui Chi Boundless" program. In 2024, more than 60

R&D employees have been transferred to other positions to break through and diversify their careers.



Grow in challenges

"Grow in the face of challenges. Life is a wilderness, not a one-way street, and the job transfer program has enabled me to achieve more possibilities."

— — Dong Duo, Employee of the Domestic Ultrasound Imaging Product Marketing Department of Mindray

Dong Duo joined Mindray through social recruitment in 2006 and served as a clinical engineer in the Ultrasound Product Requirements Department. During her 6 years working in the R&D system, Dong Duo tried to build a small bridge between engineering and medicine, closely collaborating with colleagues to launch several products that met clinical needs. When Mindray's first self-developed mid-to-high-end desktop color Doppler ultrasound, DC-8, was launched, she saw the urgent need for customers to understand the new products and technologies and apply them to clinical diagnosis and treatment. With the hope of making a greater breakthrough in her personal career development, she transferred to the

Domestic Ultrasound Imaging Product Marketing Department, opening a new chapter in her career. In the process of launching new products, Dong Duo utilized her expertise in engineering to translate the language of engineers into words that customers could understand, helping them better grasp Mindray's technology and solutions. To promote Resona 7, M9 and other high-end products, Dong Duo and her colleagues set up a clinical academic team in 2016, specializing in high-end technology marketing and other work, and continue to contribute to building a bridge between academia and the market.



■ Dong Duo

Create value with team power

"The job transfer has opened up new opportunities and provided me with the chance to create value in a wider range of areas."

— — Gu Yingying, Employee of the Medical Imaging Business Unit of Mindray

Gu Yingying has been with Mindray Healthcare for over 17 years. Upon joining, she was responsible for marketing work in the Middle East and Asia Pacific regions in the International Market Department. Later, she joined the Medical Imaging Upstream Marketing Team through the transfer program. In 2020, Gu



■ Gu Yingying

Yingying took on the role of medical imaging product management, playing a crucial role in the research and development of the ultra-high-end ultrasound system Kunlun Resona A20. She learned the full process of product management, registration regulations, and knowledge related to production and supply from scratch, fully utilizing her market insight and organizational coordination skills to lead the team in a full-value chain approach from end to end. During the critical stage of product development, the COVID-19 pandemic struck, and she and her team were unable to conduct on-site research in hospitals. They designed online questionnaires for the survey to collect opinions from external experts while fully utilizing the internal clinical expert resources of the company, focusing on the analysis of specific application directions, ultimately releasing the product on time.

Strengthening the foundation for development, daring to challenge himself

"The transfer program, for me, is an opportunity for my thinking to be upgraded and also a source of courage to embrace changes, enabling me

to achieve personal career transformation and growth."

— — Zhou Yin, Employee of the Supply Chain System of Mindray

Zhou Yin joined Mindray in 2012, serving as an automation development engineer in the Medical Imaging Hardware and Engineering Development Department for 8 years before transferring to the Supply Chain System through the job transfer program, and had participated in the reform of the "Integrated Supply Chain 2.0" system at an early stage. In the position of R&D engineer, he focused on automation equipment development. However, after joining the supply chain system, he gradually realized that his new position required him to learn a



■ Zhou Yin

lot of new knowledge, such as supply chain production base planning, EHS management, supply chain information data management, quality operations, and compliance work. As an engineer, Zhou Yin possesses strong ability of rapid learning and systematic logical thinking abilities. He began to delve into the core issues of each domain within the supply chain system, gradually establishing a systematic knowledge framework, and then combined with the level of risk, the pain points of the business, the degree of urgency, and other factors, to build a blueprint for each area of work and a specific implementation path. In recent years, he and his colleagues have been dedicated to building a digital and intelligent supply chain system, exploring new initiatives and technologies in supply chain management such as integrated information systems and optimized data sharing processes, which empowers the global delivery of the group's supply chain.

Talent attraction and retention

Mindray continuously improves human resource management system, constantly enhances the effectiveness of talent attraction and retention, broadens the international perspective, and executes our core value "value and enrich our people" on daily basis. By expanding employee recruitment channels, strengthening employee engagement management, and improving employee compensation and incentive systems, we are committed to enhancing stability of our talent team and thus creating a fair, stable, energetic and harmonious working environment.

Employee recruitment

The Group strictly complies with the Labor Law of the People's Republic of China (hereinafter referred to as the Labor Law), the Labor Contract Law of the People's Republic of China, the Employment Promotion Law of the People's Republic of China, the Uniformed Services Employment and Reemployment Rights Act (USERRA) and other applicable labor and employment laws and regulations in the places where the Group operates. The Group has formulated a number of internal

management systems, such as the Recruitment and Deployment Management Regulation and the Employee Manual to standardize the recruitment and on-boarding process. In doing so, the Group adheres to the basic principles of recruitment and ensures fairness, impartiality and openness in the recruitment process, to avoid external breaches of laws and regulations and to eliminate internal backroom deals.

During the year, we achieved great results in talent management, winning honorary awards "Global Talent Magnet Employer" (from LinkedIn), "China's Most Popular Employer Brand" (from 51Job), "2024 Guangdong Annual Extraordinary Employer" (from Liepin), and "2024 Shenzhen Best Employer" (from Zhaopin), showcasing our excellent employer reputation.



2024 Talent Management Awards

Multi-channel talent introduction

Based on the digital talent management platform, Mindray has formulated a formal talent development strategy to develop and strengthen the pools of talent and carried out talent planning based on business needs. We start with campus recruitment, social recruitment and internal recruitment to enrich the talent pool and continuously optimize the talent structure.

In terms of campus recruitment, we maintain long-term cooperative relationships with a number of well-known universities and carry out diversified campus recruitment activities to attract outstanding talents. During the year, we received 2,464 visitors from 36 universities, including Tsinghua University, Shanghai Jiao Tong University, and Huazhong University of Science and Technology, which enhanced the understanding of the visitors from these universities about the company and the industry. In addition, our "Mindray Classroom" continuously delivers courses to various universities. Closely aligning with the current employment situation, we have newly developed targeted courses such as career planning

and employment skills enhancement. During the year, a total of 15 courses were delivered, attracting 1,122 students.

In terms of social recruitment, we have established relevant systems and widely attract

During the year, Mindray introduced 1,040 employees in professional positions and operational positions through campus recruitment, of which 90% have a master's degree or above in professional positions.

introduced **1,040**
employees in professional positions and
operational positions through campus
recruitment

of which **90%**
have a master's degree or above in
professional positions

talents through diverse channels such as online platforms, job fairs, and headhunters. In addition, we encourage eligible employees to apply for relevant positions on the internal recruitment platform on their own, or the Human Resources Center will recommend suitable positions in the internal talent market. We also encourage appropriate employees to move across departments, and we are committed to making the best use of everyone's talents. During the year, a total of 2,191 employees of the Group voluntarily applied for and completed internal transfers. At the same time, we attach great importance to overseas talent recruitment, continuously improve the recruitment procedures in various overseas countries or regions, and hold diversified recruitment activities. During the year, the total number of overseas employees (excluding those in the North American region) who have already joined and those who are yet to join the company is 514.

Collaboration with vocational and technical colleges in setting up "Mindray Class"

Since 2019, Mindray has been working with vocational and technical colleges to set up "Mindray Class" for building up talent pools for the Company in the model of modern apprenticeship and cultivating reserve talents. In 2024, we set up a total of 9 Mindray Classes in several colleges and universities, with a total of 591 people receiving training. Among them, 254 students were introduced to Mindray as interns. We gave scholarships and administrative fees totaling RMB181,400 in all Mindray Classes, with 198 students being awarded.

2024 School-Enterprise Cooperation Forum

In July 2024, Mindray held the 2024 School-Enterprise Cooperation Forum at its headquarter, inviting a total of 52 faculty counselors from 23 colleges and universities. Focusing on the daily work and responsibilities of counselor teachers, the forum carefully set up a number of activities such as group seminars and sharing by



2024 School-Enterprise Cooperation Forum

alumni of senior executives, so as to take daily work as a handhold, enhanced the professional competence of counselor teachers in all aspects, strengthened the exchanges between schools and enterprises, and built up a solid foundation for talent management.

Internship program for agents in Egypt

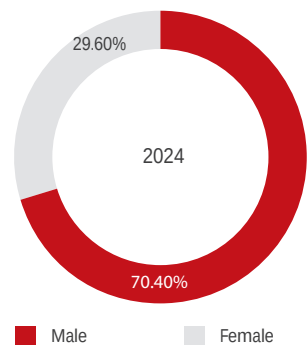
In Egypt, we launched an internship program for agents in collaboration with renowned local universities such as Cairo University,

Mansoura University and Minia University. This program offers specialized training and practical opportunities for college students who aspire to enter the medical device distribution industry. The training covers different kinds of courses, such as customer service team planning, assessment and interview, HR training, and job-specific skill training. The program lasted for six weeks, with a total of 15 students majoring in biomedical engineering participated. Under the program, we boosted our cooperation with local agents, and established a new model for cultivating potential distribution talents in overseas.

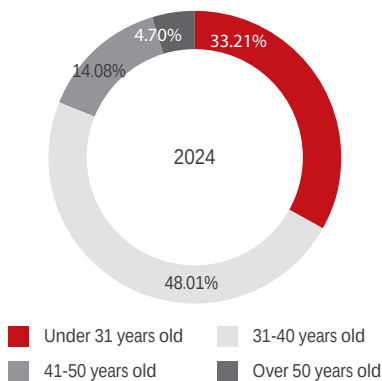
Employee structure

In 2024, Mindray continued to intensify its recruitment effort at home and abroad, with emphasis on attracting high-end experts and outstanding graduates from universities to build a diverse global talent team. By the end of the Reporting Period, we had a total of 19,172 employees worldwide, maintaining an upward trend for three consecutive years.

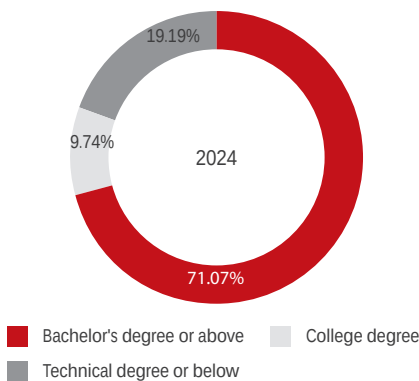
Proportion of employees by gender



Proportion of employees by age group



Proportion of employees by education level



Year	2024	2023	2022
Total Employees	19,172	18,044	16,099
Proportion of signing labor contracts	100%	100%	100%

Employee work input management

To further optimize employee engagement management, the Trade Union of Shenzhen Mindray Bio-Medical Electronics Co., Ltd.,⁶ on behalf of employees, had collective negotiations with the Company and signed the Collective Contract to make explicit provisions on issues like labor remuneration, working hours, rest and vacation, etc. We have set up a working hour system and specified the limits on

overtime hours in compliance with the law, with the Human Resources Center in charge of overseeing and guiding business departments to reasonably arrange work assignments. For overtime scheduled for production, we require departments and project managers to inform employees in advance about the need and arrangement for overtime work and pay for overtime in a timely manner or make reasonable arrangements for compensatory leave in accordance with the law.

In terms of workspaces, we implement flexible working time for employees in certain positions



6. This only refers to the legal entity of Shenzhen Mindray Bio-Medical Electronics Co., Ltd., and does not include its affiliated companies.

such as management, sales & marketing and R&D. Under the premise of completing the required tasks or reaching the required working hours, employees are given a certain amount of time each day to flexibly arrange their work. For overseas subsidiaries of Mindray, we allow for remote working or hybrid working for international employees depending on actual business needs. With this diverse and flexible model, we help employees achieve more efficient personal work arrangements and enable them to realize their personal values in all aspects.

Employee compensation and incentives

Mindray strictly complies with the *Labor Law of the People's Republic of China*, the *Pay Transparency Nondiscrimination Provision of the United States* and other labor and employment laws and regulations in force in the countries and regions where the Group operates. Moreover,

Mindray has formulated relevant systems such as the Remuneration Management System, Remuneration Management System for R&D, and Remuneration Management System for Sales & Marketing Division, and regularly updates the remuneration framework for each job grade according to the annual salary benchmarking. We have built a diversified incentive mechanism and set a remuneration structure consisting of fixed salary, variable salary and long-term incentives for all employees (including non-officer and non-sales staffs), where variable salary and long-term incentives are linked to the Company's

Employee stock ownership plan

To establish and improve the benefit sharing mechanism for employees and shareholders and improve the cohesion of employees and the competitiveness of the Company, Mindray launched its first employee stock ownership plan since its listing in January 2022, with a total value of about RMB 1 billion of shares as employee equity incentives. The plan covers a total of 2,507 core employees and technical key employees.

Employee benefit system



insurance, such as critical illness insurance, term life insurance, accident insurance, and provide interest-free housing loans to eligible employees. We pay particular attention to the living quality of our employees and help those who do not own houses at their work locations apply for rental subsidies or public rental housing to relieve their renting pressure. Additionally, we provide annual service leave and parental leave. We arrange annual physical examination, organize team building activities, give gifts on festivals, etc., to create a friendly working environment for employees.

Employee stability

Mindray highly values employees' stability and actively implements the talent retention measures. We take the initiative to understand the difficulties encountered by employees in career development and personal life, and respond to the demands of employees in career development, working hour management, remuneration incentives, communication channels and other aspects promptly. We balance the work and life of employees by strengthening the talent allocation and recommending suitable jobs and locations for employees as much as possible. In order to meet the development needs of employees, we have launched talent training programs such as "Fast/

Cross-Level Promotion Program" and "Hipo Camp" and opened up the promotion channel for technical experts. We continue to refine the employee incentive mechanism and welfare system, adhere to the independent selection and training of management personnel, and regularly carry out internal communication and exchanges to collect employees' suggestions. Moreover, we have strengthened the tracking and statistics of employee turnover, analyzed and evaluated the reasons for employee turnover from multiple dimensions, and launched talent retention programs suitable for different positions. We are striving to optimize the human resources management system and are committed to retaining employees through career development opportunities, favorable treatment, emotional connections, and sound institutional arrangements.

As a leading enterprise of medical device industry, Mindray is committed to breaking technical and geographical boundaries, and introducing advanced technologies and extending the sales network by mergers and acquisitions. Since our first cross-border acquisition in 2008, we have successfully completed more than 10 mergers and acquisitions projects. Before the mergers or acquisitions, we first identified the core team, key products, and corporate cultural differences of the acquired enterprises and formulated appropriate integration schemes according

to the operation situation and cultural habits in their locations. Also, we carefully studied the laws, regulations and other compliance requirements of the place where the acquired enterprises operate, undertook local human resource management policies, employed localized management teams, and fully respected their management system and employee needs. In addition, we continued to optimize the talent attraction and retention measures of the acquired enterprises, and provided richer remuneration incentives and broader development space for the talents of the acquired enterprises, so as to cope with the

potential risk of employee turnover brought by mergers and acquisitions, and promote steady development of their business scale. During the year, core management team and technical backbone of APT Medical are stable, and the electrophysiology business continues to increase investment, and the R&D capability has been further improved.

As a whole, in the last three years, Mindray did not experience major layoffs, nor did there be any major mergers or acquisitions that affected a large proportion of the employees.



Employee training and development

Mindray always attaches importance to employee career development and personal value enhancement by continuously improving the talent training and development systems.

Mindray has built career development paths for employees, conducted training programs

tailored to the needs of multinational companies and local markets. Mindray further refines its three training and development systems for management talents, professional talents, and new joiners.

Training and development system

Always upholding the philosophy of "making

Mindray a lifelong university for employees"

Mindray further refines its three training and

development system systems for management talents, professional talents, and new joiners.

Additionally, Mindray is committed to strengthening the international talent training system for overseas talents. Focusing on four core modules - leadership, expertise, new joiners,

Mindray is committed to strengthening the international talent training system for overseas talents. Focusing on four core modules - leadership, expertise, new joiners, and its learning and operation platform. To align with overseas business and personnel needs, Mindray strives to launch the MIX Plan series for management staff and reserve leadership team. For professionals, Mindray implements the three-step learning approach of "Training-Practice-Review". Moreover, we improve the

empower mentors and internal instructors

the International talent training and development system of Mindray

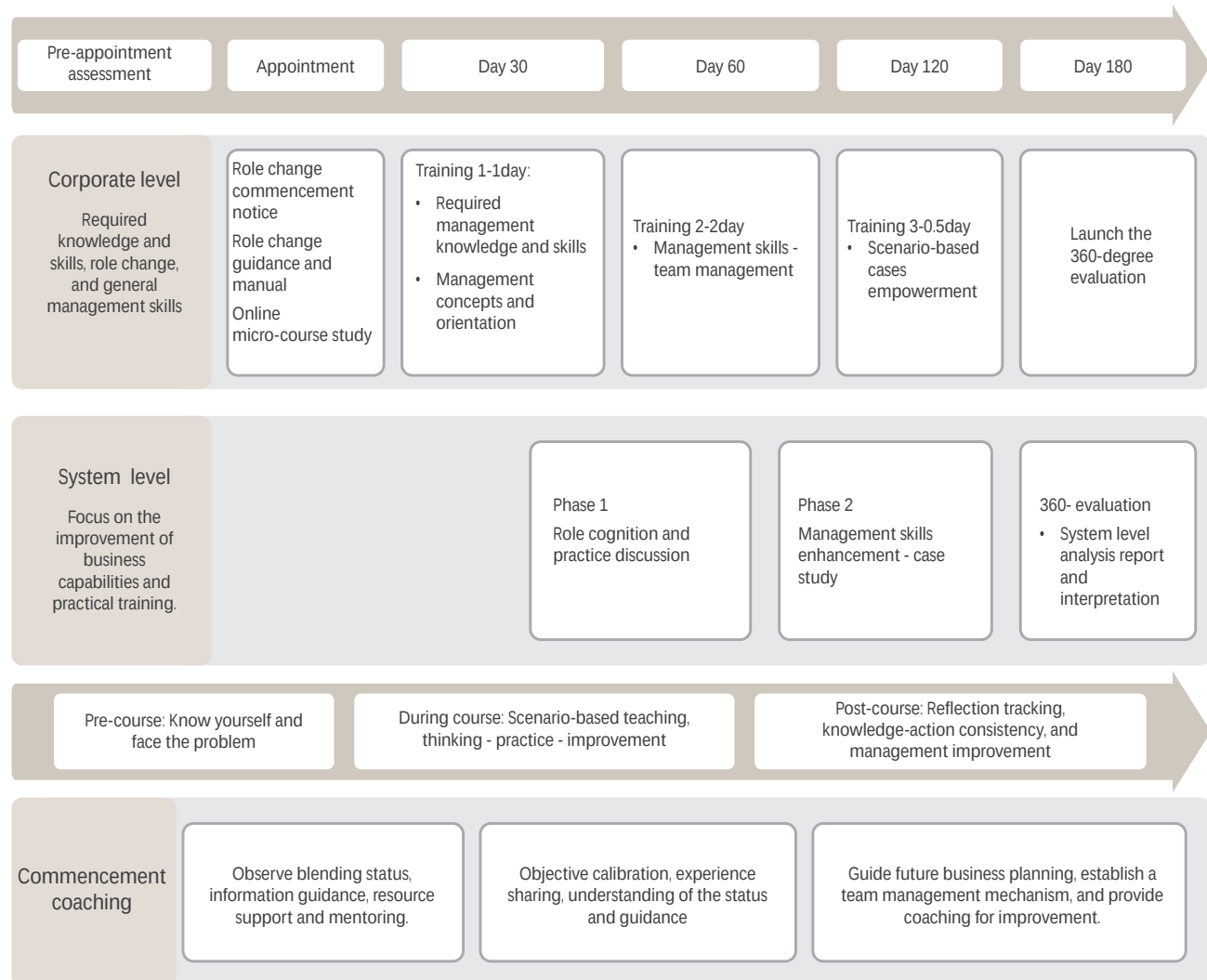
with certification. We provide a sound learning platform for new joiners, and improve the "Leadership E-Learning" section. Our goal is to cultivate management talents with global perspective and innovative thinking.

Career development channels

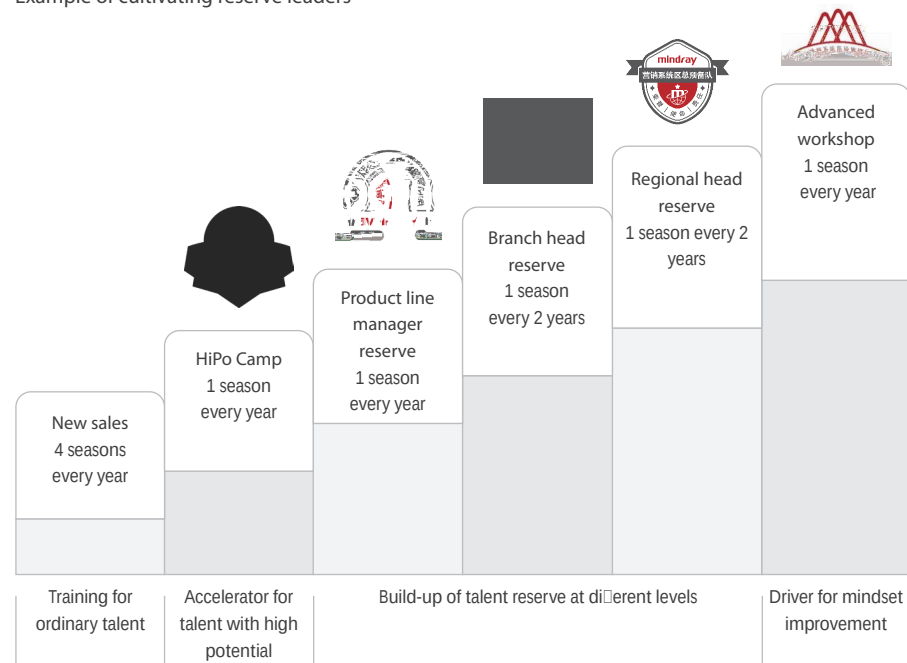
In terms of employee development, the Group continues to refine the talent training and development system and enhance the multi-channel career development framework, with a particular focus on nurturing key talents. We have established leadership development mechanism at multiple levels, developed succession plans and provided corresponding resources for training and development. This year, in line with our corporate strategy, we have assessed the demand, and competence and experience requirements for versatile management positions. By integrating these insights with business realities, we have developed targeted training courses to improve readiness for these positions and to meet the needs of our future business development. Furthermore, tiered training programs for new management staff have been carried out across different business units. Through the "180-Day Transition Plan for New Managers", we provided leadership knowledge and experiences to help the newly-

appointed managers adapt to their new roles as quickly as possible.

180-Day Transition Plan for New Managers



Example of cultivating reserve leaders

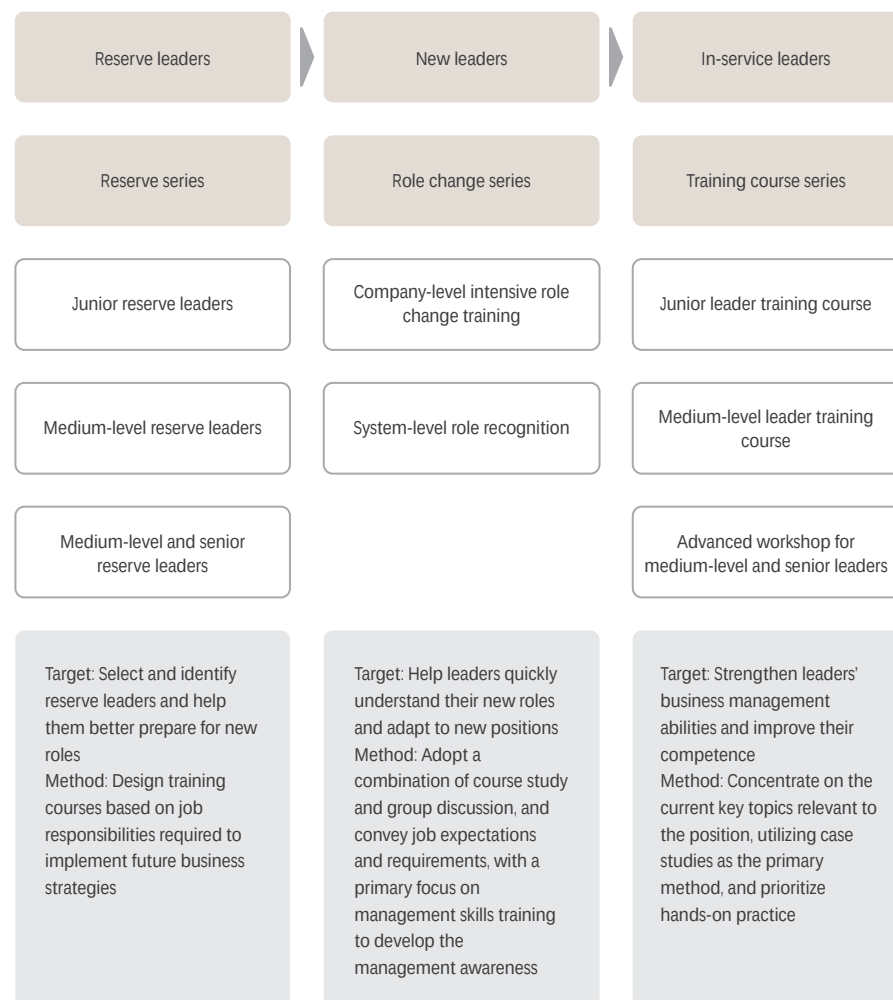


We focus our efforts on implementing succession and development plans for talents at different levels, and carry out tiered management and leadership development training. These efforts enable us to enrich our pool of management candidates and talents reserved for different levels and positions. In addition, we have conducted 28 leadership training programs for high-potential talents, candidates, and in-service

middle and senior management. There were 2,810 employees participating in these programs, with training duration totaling 25,121 hours.

We tailor career development channels for job-specific positions, conduct comprehensive talent assessments, and build up corresponding talent pools on our digital talent management platform. Meanwhile, we develop training programs for backup talents with great potential.

Management talent training system



Job-specific development training programs

- R&D positions: Based on the original three-channel career development system, we optimized business management positions according to business needs, enhanced the project management skills of R&D personnel, and broadened the development space for technical experts;
- Supply chain positions: We focused on the skill path and site leader path in the "3+1" development channel, and stepped up our training efforts in supply chain management knowledge and skills. In addition, we opened the promotion channel for employees

We attach importance to the training of fresh graduates and young talents. For instance, we have improved the training system for fresh graduates and apprentice, introduced the accelerated growth plan for young talents, and comprehensively optimized the selection and training process of young talents. This year, we continued to promote the graduate internship program. During the Reporting Period, 947 interns were recruited in China and 135 became full-time employees at the end of the internship.

at operation positions, and cultivated professionals and junior management talents among young professionals with specialized skills;

- Sales & marketing positions: We focused on planning and carrying out Training Course Programs for international product line managers based on the zigzag development path and job requirements, and invested in the cultivation of minority-language talents for the expansion of international market;
- Management staff in other functions: We implemented the Training Course Programs, enhancing their job competencies through case studies, practical projects and other approaches.

Overseas internship recruitment activities have also been carried out, covering countries including France, Germany, India, and Brazil. In addition, based on last year's full coverage of the three major business segments: R&D, sales & marketing, and supply chain, we subdivided the business and employee groups, and organized the customized Hipo Camp according to business needs. Through these efforts, we identified more than 370 young talents throughout the year.



During the Reporting Period, **947**
interns were recruited in China

more than **370**
young talents throughout the year

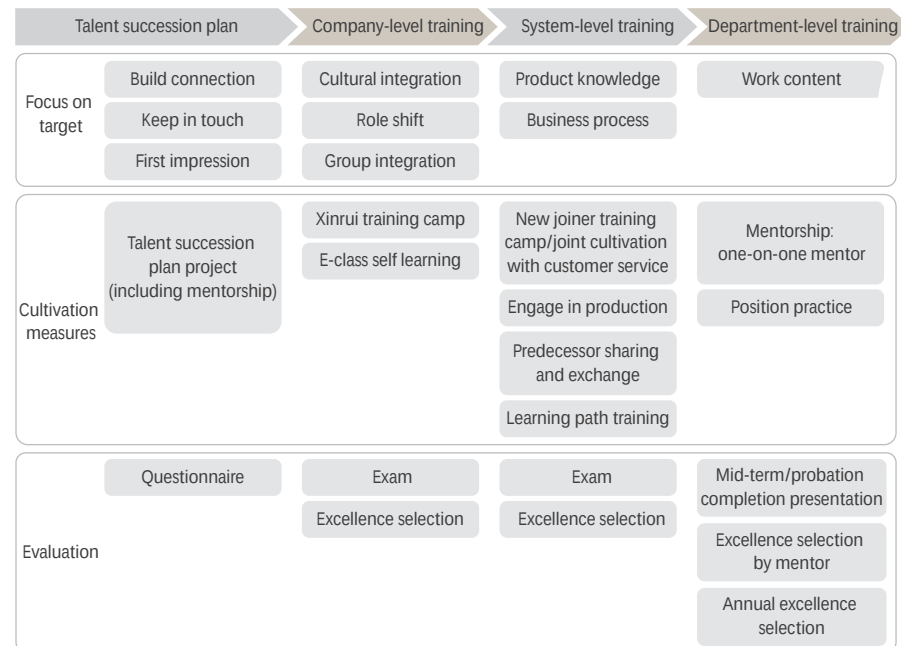
135
became full-time employees at the end of
the internship

"Huangpu program" for on-campus recruits

In 2024, we enhanced the "Huangpu program" by refining the personalized training tailored to on-campus recruits in different positions. We implemented a range of activities by stages,

including case sharing, monthly mentoring, technology Q&A, and hands-on training. By the end of 2024, the "Huangpu program" had covered a total of 186 students from the 2023 campus recruitment, with a diverse array of initiatives undertaken to foster their development.

Framework for the development of graduates



Employee training programs

Our group adheres to the principle of "self-study, exam-driven training, and training combined with practice", focusing on the Group's talent cultivation system, providing employees with a rich array of training courses and special learning resources to meet their learning needs for career development and capability enhancement, and arranges corresponding achievement assessments for all training courses.

We provide tailored training for employees in different grades and positions, with 140 new courses developed in 2024. At the same time, we strengthen the training of skilled personnel and core backbone talents on the front lines, opening diversified training camps with more than 2,700 participants; we provide empowerment courses for over 450 newly recruited skilled personnel to help them quickly master the necessary work

skills for their positions. For professional talents,

140

new courses developed in 2024

opening diversified training camps with more than

2,700

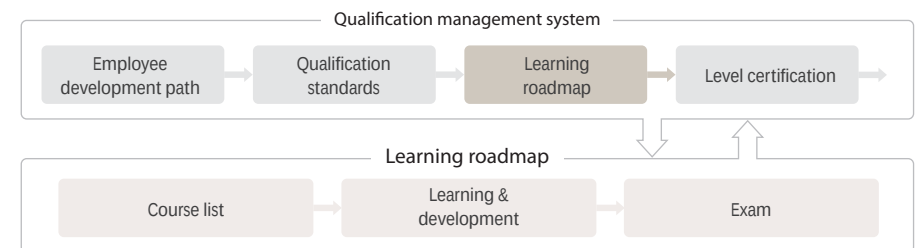
participants

provide empowerment courses for over

450

newly recruited skilled personnel

Professional's qualification management system



Illustrative learning roadmap

Prioritized knowledge and skills	Level	Knowledge and skills required	Course/Content	Learning objectives	Learning outcomes
E7-E9 System capabilities Business scenarios Explore new technologies	E10 or above	Special test	Course: Ease of Use Testing	Learn how to apply ease-of-use testing methods in the software lifecycle to improve the user experience and efficiency of the software.	Comprehensive exam
		Test analysis	Case study: Episodic Failure Recurrence and Analytical Regression	Summarize the typical cases of occasional failures, and discuss the methods of reproducing and analyzing occasional failures.	
			Course: Customer Scenario Analysis	Learn the methodology of user requirements and scenario analysis, implement it into the product and guide testing.	
	E7-E9	Special test	Course: Analysis of Coverage	Understand the definition and role of coverage analysis tools, and master the detailed ideas and methods of coverage analysis and its application in common scenarios.	Comprehensive exam
			Course: The Way of Memory Testing	Learn methods of determining memory usage and quality risks in software and apply them to specific testing tasks.	
			Course: GUI Automation Testing	Learn the principles of automation testing, application scenarios, automation use case design and development.	
			Course: Network Testing Essentials	Learn the main test points and methods of network testing and their application to medical products.	
		Test analysis	Course: Wi-Fi Fundamentals and Testing	Understand the basics of Wi-Fi and master the main workflow and methods of Wi-Fi testing.	
			Course: Heuristic-Structured Test Analysis Models	Learn how to analyze and design module tests, extract test points, extend test items, and improve test comprehensiveness.	
			Course: The "Degree" of Software Testing	Learn how to apply the law of two or eight to the identification of critical points in software testing.	
			Test procedure and specification	Course: Project Test Management	
E4-E6 Must-knows Professional basic knowledge	E4-E6	Test analysis	Course: Developing the Right Mindset for Testing	Establishing the right testing mindset in line with the company's MPI process and how to utilize the right testing mindset to do a good job in all important phases of software testing.	Comprehensive exam
			Course: Equivalence Class Design (ECD) Methodology	Learn the methodology of equivalence class test case design, and flexibly utilize the methodology to design test cases in the workplace.	
			Course: Methodology for the Design of Causal Diagrams and Decision Tables	Learn the components and steps of the "Cause and Effect Diagram and Judgment Table" methodology, and flexibly utilize the methodology to design test cases at work.	
		Test design technique	Course: Statechart Test Design Methodology	Understand the definition, elements, and modeling techniques of a statechart, and flexibly apply the methodology to the design of use cases.	
			Course: How to Write a Test Case	Understand the requirements of test cases, the structure and core elements of use cases, and the principles of use case review and management.	
		Test procedures and specifications	Course: Failure Regression and Management	Understand the meaning of fault and fault management process, master the fault entry, tracking, return process and implementation points.	
			Course: Tests and Regulations	Understand the requirements of product registration and regulations (software direction), and master the implementation points in the process of product registration and submission.	
			Course: MPI and the Testing Process	Understand the core idea of MPI, the main process, the activities and requirements of testing work in it.	

In our ongoing efforts to advance "mobile learning" and "intelligent learning", we strongly support the development needs of our domestic and overseas business. We provide employees with the opportunity for lifelong learning anytime and anywhere, to improve operational efficiency and build a learning organization. This year, we offered 11,834 online and offline courses through our system training platforms and domestic cloud classrooms. Some of our video courses support over 100 languages, making it easier for learners around the world to study without language barriers. We also offer some scenario-based video cases to help learners understand real business contexts and enhance their learning experience.



Total number of trainees

19,172



Coverage rate of employee training

100%



Total budget for employee training

RMB 24,998.9 thousand

Supporting employee professional skills development

We support all employees to take certification exams for various skill certificates and to obtain position-related professional qualifications.

We carry out identification and assessment of vocational skill levels, and bear all certification and review costs for employees to help them enhance their professional competence. This year, we provided subsidies for 50 employees to obtain professional certifications. The actual amount of reimbursement totaled RMB 55,000. The types of certifications include the Work Permits for Special & Dangerous Operations and the Special Equipment Safety Management and Operator Certificates. We also held the 4th Mindray skill competition for operational employees in China. A total of 1,414 people registered for the competition, of whom 441 received various awards. This competition encouraged employees to embrace lifelong learning and strive for excellence.

Employee performance appraisal and feedback

According to the Performance Management System V10.0, Mindray regularly conducts annual performance appraisals covering all employees in China and overseas. We always value two-way communication between employees and supervisors, which is integrated into all steps of performance appraisal. Supervisors give feedback on performance appraisal results and reasons to employees through face-to-face talks, analyze the shortcomings in their performance, and formulate improvement plans jointly with employees. Employees who have any doubts about their appraisal results can

Mindray has established a sound appraisal model that combines individual performance and organizational performance. This model is designed to continuously refine a fair, scientific, objective and transparent performance appraisal mechanism. In terms of individual performance appraisal, we focus on tracking goal setting, process review, performance evaluation and interviews through the appraisal platform, ensuring that all these elements are fully implemented. In terms of organizational performance appraisal, we focus on the

decomposition, undertaking and alignment of goals "from strategy to implementation". We clarify the performance tasks of different department heads and employees, and specify the content of performance goals for each group. This ensures that individual goals are effectively aligned with organizational goals. In addition, We attach great importance to performance communication and feedback. Catering to the learning characteristics of the new generation of frontline managers, we develop scenario-based micro-courses and key point guidelines, which

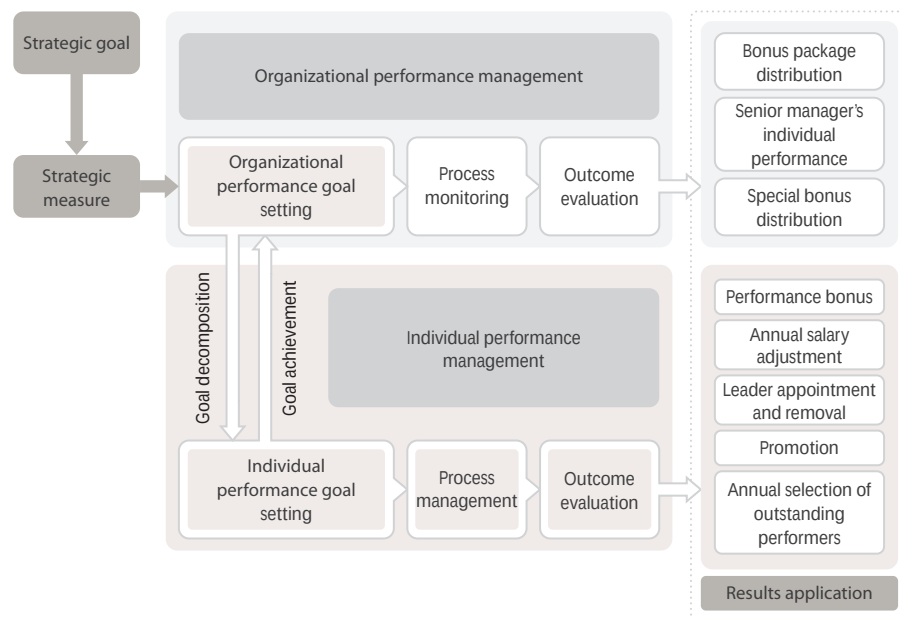
help managers to have in-depth and effective communication with employees at each key stage of performance management, and provide guidance and feedback to employees.

This year, we systematically conducted a total of nine empowerment seminars at key stages such as goal setting, medium-term review, and year-end evaluation. Meanwhile, we incorporated online learning methods and developed six scenario-based, case-driven, and engaging micro-courses.

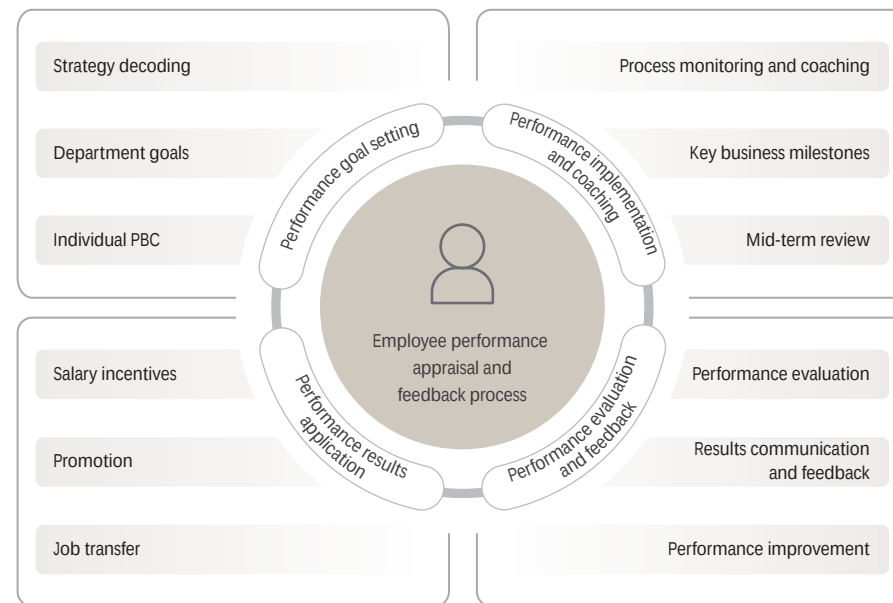
Percentage of employees receiving regular performance and career development reviews in 2024 was

100%

Mindray performance management panorama



Employee performance appraisal and feedback process



Diversity and rights protection

Diversity, equity and inclusion are important elements of Mindray's core values. It is our commitment to ensure that all employees are entitled to equal remuneration for work of equal value as specified in the *Labor Law*, and that employees in the same position or job grade fall in the same salary level. We are also committed to realizing, safeguarding and promoting the fundamental interests of all employees and enhancing the protection of their rights and interests. As an international company, we fully respect the cultural differences between countries and regions, and prohibit discrimination and prejudice based on age, sex, nationality, race, color, and religion. We provide employees with equal development opportunities and broad prospects for growth.

Diversity policy and management

Mindray keeps improving policies and management measures for diversity, equity and inclusion. The general manager of the Human Resources Center is appointed to oversee our diversity performance. This year, we continued to implement the *Diversity, Equity and Inclusion*

Policy at the Group level, while adhering to the principle of equal opportunities. We also performed the disciplinary and grievance procedures that meet the Group's compliance requirements and local laws where we operate. In addition, we employ people with disabilities who meet our business requirements to help them secure jobs. We set up barrier-free passages and accessible toilets in our offices to provide convenience for employees with disabilities and support them to perform their duties. This year, we employed 27 employees with disabilities.

As of December 31, 2024:

Mindray had 63 overseas subsidiaries in about 40 countries, and hired 100% local employees in 32 countries.

Percentage of foreign employees in the Group was about 16%.

Percentage of racial minority employees at Mindray North America was 33%, and percentage of racial minority employees in management at Mindray North America was 27%.

Coverage rate of training on diversity, equity and inclusion was 100%.

Diversity awareness training

We work to create a workplace featuring diversity and continuously conduct cross-cultural training. This year, we developed 14 cross-cultural online micro-courses for R&D, administrative, marketing and operating staff, international product line managers and foreign reserve leaders. We also developed a *Cross-Cultural Collaboration* course based on actual cases to enhance managers' awareness and capabilities of cross-cultural management, and to build bridges for cross-cultural communication.

In addition, we organize a variety of cultural activities around the world, demonstrating Mindray's commitment to diverse and inclusive corporate culture. In North America, we celebrate Employee Appreciation Day and engage in community support initiatives, and in Europe, we offer rich outdoor adventure activities. These events continuously boost our team's cohesion and innovative spirit. In Southeast Asia, South Asia, and India, we organize Women's Week and local cultural celebrations, which further enhance our team's cohesion and sense of belonging. In Latin America and Middle East and Africa, we

create an inclusive and harmonious working environment through activities such as language and cultural workshops, health lectures, and traditional festival celebrations.

Training on diversity, equity and inclusion (DEI)

We carry out annual DEI related learning and training sessions for all employees, which cover management policies including the Diversity, Equity and Inclusion Policy. In 2024, we launched an online training on DEI, which encompassed DEI definition and our concept, commitment and current achievements in DEI, as well as the grievance and reporting mechanism. It aimed to present a full picture of the Group's DEI related policies and management measures, as well as the Group's diversity management and status quo for employees to obtain a deeper understanding. As of December 31, 2024, we had provided DEI training for all employees.

the

At the same time, we work to protect the equal development rights of female employees in line with the principles of diversity, equity, respect and inclusion. We do not discriminate against female employees in terms of their career development on the grounds of pregnancy, childbirth, etc. We have eliminated all forms of gender discrimination in the workplace, offering female employees the same career development opportunities as male employees and supporting them in achieving their full potential.

As of December 31, 2024:

Percentage of female employees

29.6%

Percentage of female on the Board of Directors

27.3%

Percentage of female employees in executive management

27%

Percentage of female employees in new hires

27.7%

Percentage of female employees in R&D positions

25.11%

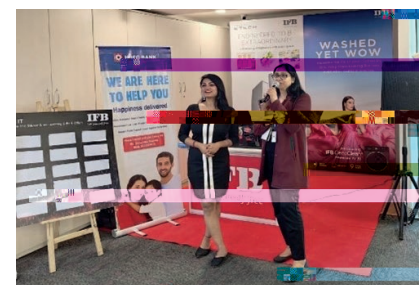
Lecture on unleashing the power of women in the workplace

In August 2024, we held a lecture on unleashing the power of women in the workplace, inviting a senior psychological consultant as the keynote speaker. The lecture focused on workplace competencies for women, including time management, technology application, and continuous learning. With 921 female employees from our Group in attendance, the event aimed to help participants unlock their full potential and value, further boosting their competitiveness in the workplace.

Overseas Women's Day activities

On the International Women's Day of 2024, Mindray Brazil held a lecture on "Longevity and Health". Doctors were invited to share their expertise on women's health and offered strategies for relaxation and maintaining well-

being to female employees. In addition, Mindray India organized a Women's Day themed activity. Female employee representatives were invited to share their stories of career success and the warmth of their families, to encourage female employees to pursue their own values and strike a good work-life balance.



Overseas Women's Day activities

Mindray has always valued communication with and care for its employees, and provides various channels to listen to employees' thoughts and solve their problems, always striving to understand and address their needs promptly. We organize a variety of cultural exchanges and interest-based activities to enrich employees' leisure time while nurturing their physical and mental health.

Employee communication and exchange

This year, the Human Resources Department received a total of 12 complaints and suggestions. Based on these complaints and suggestions, the relevant department heads investigated the cases, evaluated the solutions, reached conclusions and provided feedback to the employees concerned. All complaints and suggestions were dealt with according to the required procedures.



Portal for employees' complaints and suggestions

Employee engagement survey

To gain an in-depth understanding of the Group's operational and management situation, we regularly organize employee engagement surveys to assess our management effectiveness and improve management performance. In March 2025, we conducted the Q20 Organizational Vitality Survey among global employees, with a total of 12,886 participants. The participation rate was 92.64%. The survey results show that 84.78% of our employees are in an engaged state, 80.23% of them recognize our

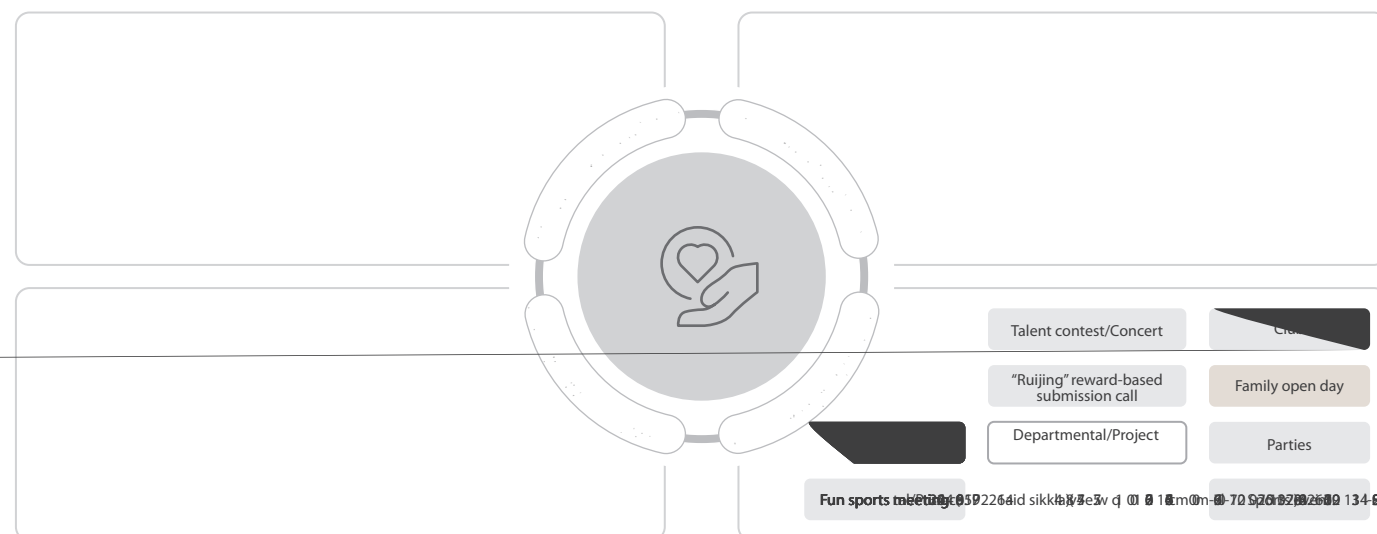
management, culture, work, and development, and about 89.16% of them are confident in Mindray's development. The HR staff will soon organize interpretations of the results at different levels and discuss improvement measures with the relevant teams.

Following the survey, we will conduct a comprehensive analysis of the survey results and provide feedback to management at all levels of the Company. For teams with less

satisfactory performance found in the survey, we will provide targeted guidance and assist their leaders in taking improvement actions. We will organize meetings with their leaders to align team goals and further clarify job responsibilities. At the same time, we continue to communicate with our employees and foster a good working atmosphere. We also offer a range of after-work activities that benefit their physical and mental health.

Physical and mental health of employees

We firmly uphold the philosophy of "achieving health through methodical means, offering all-round risk protection, furnishing support for secure living, and enhancing quality of life". This year, we implemented a comprehensive health management program around the globe, providing employees with diversified benefits in terms of physical health, mental health, financial



well-being and social interaction, in accordance with the social welfare systems of various countries and regions. Through these efforts, we are dedicated to raising employees' health awareness, improving their health status, and fostering a healthy culture.

To protect the physical health of our employees, we provide them with free annual physical examination, paid sick leave and free health

clinic. We also organize a "21-day exercise check-in activity" for employees around the world to encourage physical activity. To help employees maintain their mental health, we have launched the Employee Assistance Program (EAP) for all employees, established an employee psychological care center, opened a psychological counseling hotline, and held monthly mental health lectures on various topics. This year, we extended our mental health

activities to our overseas employees by providing them with monthly mental health tips. In terms of financial health, we provide employees with interest-free home purchase loans and rental subsidies, reimburse fresh graduates for transitional hotel stays, and offer supplementary commercial insurance to all domestic employees. In terms of social health, we regularly carry out team-building activities, concerts and sports competitions to promote a sense of belonging

and cohesion among employees. Our basketball, badminton and table tennis clubs hold regular friendly matches. We also organize concerts, movie screening, art exhibitions, mountaineering, fishing and parent-child activities to cater to the diverse interests and hobbies of our employees. All these activities aim to help employees expand their social circles and enrich their lives after work.

Employees basketball tournament themed "full power, charge towards the hoop"



Employees basketball tournament themed "full power, charge towards the hoop"

In 2024, we organized a basketball tournament themed "full power, charge towards the hoop" for employees from eight bases including Shenzhen Science and Technology Park, Guangming, Nanjing, Wuhan, Xi'an and Beijing. A total of 43 teams from various business systems and functional departments, such as R&D, marketing, supply chain, information technology,

and administration, attended the competition, adhering to the tenet of "Friendship first, competition second". The event delivered a series of wonderful games to the audience, showcasing the competitive spirit and teamwork of Mindray people while enriching their leisure life.

21-day exercise check-in activity



"21-day action for health" poster at the Mindray headquarters

This year, we launched the "21-day exercise check-in activity" to encourage employees to be active in sports and exercises, strengthen their physique, and develop healthy habits. We also aimed to encourage them to find and enjoy happiness in their daily work and life. This year, a

total of 4,226 employees worldwide participated in this activity, including employees from Latin America, Middle East, and Southeast Asia, which covering 34 countries, in addition to those from China.

Overseas health activities



Overseas health activities

This year, we carried out a series of employee health activities across our overseas subsidiaries. For instance, Mindray India organized a variety of activities focusing on physical, financial and mental health. These included yoga classes, personal finance sharing sessions covering topics such as tax planning, savings plans, investment and budgeting, and financial security, as well as seminars on mental health. Mindray Europe carried out the mental health activity themed "moments of heart-to-heart talk", and organized a qualification training course for psychological first aiders. As a result, 17 employees obtained the qualification of psychological first aiders, thereby

Family open day



Family open day

We continue to hold family open day activities both domestically and internationally, enabling 0 -1.6 y

Occupational health and safety

Employees' health is the cornerstone of corporate development and social harmony and prosperity. To this end, Mindray constantly promotes occupational health and safety management. We comply with the *Work Safety Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, *Arbeitsgesetze* (the German Occupational Safety and Health Act, *ArbSchG*), and other applicable occupational health and safety laws and regulations in the places where we operate. We also continue to optimize our occupational health and safety management system following our 3 Mai safety concept and EHS policy, to prevent and respond to risk events and effectively protect the occupational health and safety of our employees.

3 Mai safety concept

Mindray consistently practices and deepens the "3 Mai safety concept" that "My Safety, My Role, My Action". Work safety months, fire safety months, safety themed quizzes and other campaigns have been organized for years, to increase our employees' understanding of and involvement in safety. Meanwhile, we offer the Woodpecker award, the EHS contribution award, safety pacesetters and other awards to motivate our employees to actively identify and address hidden risks. Currently, the 3 Mai safety concept has been widely accepted and implemented throughout the Group.



Safety campaigns

From June to July 2024, Mindray's production and R&D bases carried out safety month campaigns under the theme that "Every individual embraces safety, and everyone is equipped with capability of emergency handling". The campaigns included knowledge training, first aid training, safety inspections by management personnel, and on-site fun quizzes. From November to

December of the same year, they carried out fire-fighting month campaigns under the theme of "Fire prevention for all, life first". The campaigns included fire prevention movies, evacuation drills, and fire extinguishing exercises. At Mindray, all people, from senior management to frontline employees, actively participated in various safety activities, fully embodying the safety concept that "My Safety, My Role, My Action".

Safety management

Mindray has built an ISO 45001 Safety Management System focusing on risk control, strengthening safety defenses through systematic risk control. We have formulated and implemented the *Hazard Elimination Management Procedure*, the *Project EHS Management Procedure*, and the *EHS Change Management Procedure*. We have standardized risk control processes for all our business areas and scenarios. We have created an innovative EHS intelligent management platform by fully integrating the risk management process into

the information-based system. This platform achieves a standardized closed-loop operation of risk identification, assessment, control and monitoring, as well as continuous optimization. At the same time, we ensure that our employees are aware of job risks, control requirements, and control results through risk maps, bulletin boards, notice cards, signs, and labels, as well as

0.022

Lost time injury rate

* 2024

0.026

Recordable incident rate

RMB **14.41** million
amount invested in occupational health
and safety

85%
Coverage rate of ISO45001 Occupational
Health and Safety Management System
Certification⁸

* 2024

mobile applets, pre-shift meetings, and other communication methods. Mindray develops annual quantifiable objective assessment indicators based on the *EHS Performance Management Procedure*, and achieves stepwise improvement in safety performance through the PDCA cycle.

Annually, Mindray continues to invest in risk elimination and reduction, lowering work intensity, and actively driving more manufacturing or R&D subsidiaries to apply for and pass the third-party occupational health and safety management system certification. Through these efforts, we strive to create a safer and healthier work environment.

Improving contractors' safety capabilities through Construction Specification School

In 2024, Mindray's headquarters park innovatively established a Construction Specification School to enhance contractors' ability to prevent injuries. The school fully considers the diverse educational background and composition of contractors. It provides hands-on experiences of labor protection supplies, safety helmet impact perception, and fire extinguisher simulation games. These activities use visual aids to explain risk identification and key prevention points, and provide comprehensive training in risk identification and prevention, and emergency response for contractors.

Mindray prioritizes the health and safety of its partners, including visitors and contractors who enter Mindray's campus and suppliers who provide products or services to us. To ensure that contractors have the safety capabilities to undertake our business, we have developed and implemented the *Construction Specification School* or *EHS Management Procedures*. These procedures outline minimum qualification requirements, and specify requirements for risk identification and control, emergency management, training and safety inspections. Meanwhile, we are exploring ways to continuously improve the safety capabilities of our contractors. In 2024, we

8. The coverage is equal to the number of certified manufacturing, R&D subsidiaries divided by the number of all manufacturing, R&D subsidiaries.

9. These include substances that have serious impacts on humans or the environment, such as carcinogenic, mutagenic, or reproductively toxic substances (category 1A or 1B), persistent, bioaccumulative, and toxic substances, endocrine-disrupting chemicals, or substances with high safety risks, such as explosives and strong organic oxidizers.

Dangerous chemicals management and control

Mindray strictly adheres to the regulations and laws of the countries and regions in which it operates, including the *Regulation on the Safe Management of Hazardous Chemicals*, the *Chemikaliengesetz (Chemicals Act, ChemG)*, and the *Gefahrstoffverordnung (Hazardous Substances Ordinance, GefStoffV)*. We have established and implemented the *Hazardous Chemicals Management Procedure* along with supporting systems. We also use IT, AI, and other technologies to regulate and manage the introduction, use, transportation, storage, emergency response, and disposal of hazardous chemicals.

We manage chemicals based on the following principles:

- **Elimination:** Prepare a *List of Prohibited Hazardous Chemicals* to prevent the introduction of high-risk chemicals and take measures to eliminate the high-risk chemicals in use.
- **Substitution:** Replace high-risk chemicals with lower-risk alternatives, such as replacing highly toxic chemicals with less toxic ones.
- **Engineering controls:** Take ventilation and monitoring measures to reduce personnel exposure to chemicals.

- **Labeling and Safety Data Sheets (SDS):** Ensure that hazardous chemicals are properly labeled and accompanied by the appropriate SDS.
- **Training:** Provide training for all personnel who are exposed to hazardous chemicals.
- **Medical check-ups:** Schedule appropriate pre-employment, on-the-job, and post-employment medical check-ups for employees based on their exposure to hazardous chemicals.
- **Protection:** Provide appropriate personal protective equipment for each individual exposed to hazardous chemicals based on the characteristics of the hazards.
- **Waste management:** Handle waste in a compliant and environmentally friendly manner.

We set performance goals, awards, and other incentives on an annual basis to encourage our business departments to eliminate or replace hazardous chemicals. This year, we removed n-hexane, peroxyacetic acid, acetone, and other chemicals from several positions. In addition, we continue to advance the AI-based intelligent monitoring and information platform management of highly toxic substances to improve the reliability of their management.

Occupational health and safety training and emergency management

We continue to implement the *EHS Training Management Procedure* which defines an EHS training matrix for employees. We have developed annual EHS training plans based on relevant laws and regulations, hazard identification results and the Group's EHS management. This ensures that our EHS training is both well-organized and systematic.

We offer company-wide online courses for new employees, provide ongoing training for current employees, arrange specialized training for dedicated staff, and emphasize leadership development for management. These initiatives are designed to enhance the professional EHS skills and practical capabilities of all employees.

Triune EHS training base for enhanced experience and effectiveness

This year, Guangming Manufacturing Center successfully built a triune EHS training base, integrating theoretical learning, practical experience, and effect assessment. The aim is to create an immersive training experience and achieve effective empowerment. The training base contains industrial safety, environmental protection, fire safety, biosafety, and occupational health, covering the hazards that employees may encounter in the workplace. In the training base, we have set up the following specialized areas:

- **EHS safety equipment experience area:** Employees can personally experience and

operate a variety of safety equipment, thereby gaining a deeper understanding of safety protection measures.

- **Fire-fighting simulation operation platform:** By simulating real fire-fighting scenarios, the platform can improve employees' practical operation abilities.
- **EHS case video display area:** This area enhances employees' understanding of safety accidents and their prevention awareness by displaying actual case videos.

- VR accident simulation experience area:
Using advanced VR technology to simulate possible EHS accidents, this area allows employees to learn countermeasures in a virtual environment.

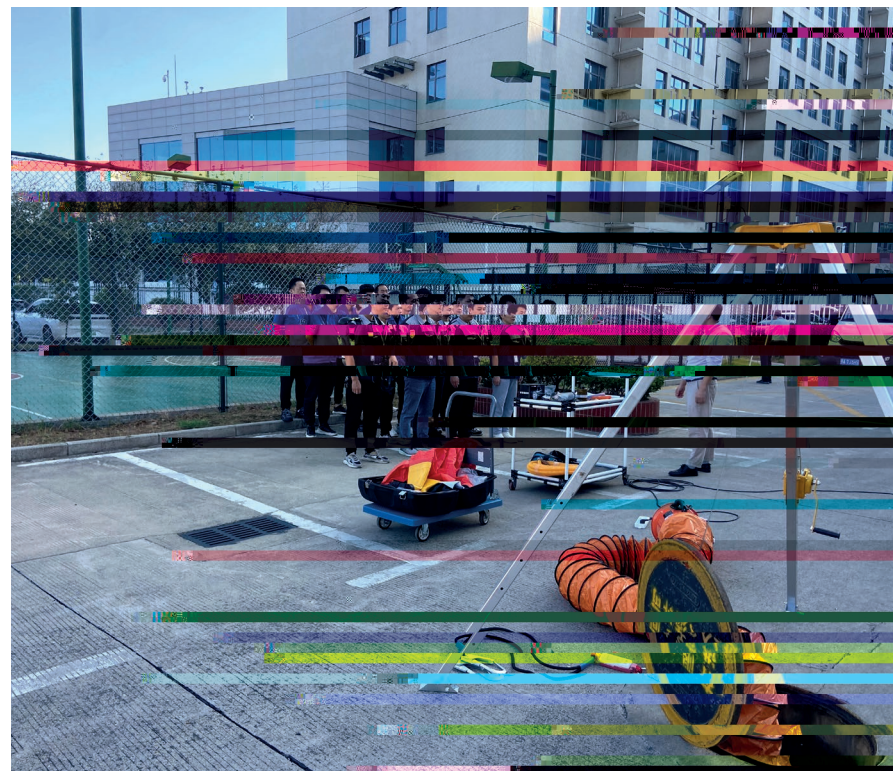
After completing the practical experience, employees will receive systematic EHS theoretical knowledge education and assessment in the assessment area to consolidate their EHS knowledge and skills.

To standardize our emergency response to and management of occupational health and safety incidents, we have implemented the *Emergency Management Procedure*. We promptly update occupational health and safety emergency plans, and prepare emergency supplies. We also conduct regular emergency drills for fire safety, chemical safety, biosafety, and special operational scenarios to improve our employees' ability to deal with emergencies and minimize the potential damage and loss.

159,902 hours
Total hours of EHS training

149,708 person-times
Total number of employees attending EHS training

* 2024



■ Emergency drill for poisoning and suffocation accidents in confined space at Wuhan Technology



SOCIAL RESPONSIBILITY

Mindray, taking "Advance medical technologies to make healthcare more accessible" as its mission, is dedicated to building a healthy world. We continue to leverage our strengths in the healthcare industry to build and improve the healthcare industry chain, and promote comprehensive rural revitalization by supporting education, infrastructure development, and farming. We input medical resources to help strengthen primary medical services and cultivate industrial talents. We also promote industry-academics-healthcare professional cooperation through extensive exchanges. Meanwhile, we actively engage in philanthropic endeavors, promote the dissemination of medical and first aid knowledge. We also dedicate our efforts to veterinary medicine, striving to elevate the quality of life for animals and preserve biodiversity.

Issues of concern in this section: SDGs in this section:

- Rural revitalization
- industry-academics-healthcare professional cooperation
- fulfilling social responsibility



Smiles for All



Founded in 1982, Operation Smile is an international non-profit organization dedicated to providing professional and free medical assistance to patients with cleft lip, cleft palate, and other facial deformities.

According to statistics, **1** child with cleft lip and palate is born every **3** minutes worldwide, and about **30,000** such children are born in China each year.

Mindray, in alignment with its corporate mission of "better healthcare for all", has established a strategic partnership with Operation Smile. This collaboration supports Operation Smile's goal of delivering safe care to one million patients, addressing medical needs in underserved regions. Mindray donated medical devices to Operation Smile and supported the establishment of medical centers and operation rooms in regions with a high prevalence of cleft lip and palate cases. These facilities enhanced healthcare access and expanded services to neighboring communities. Mindray helped organize medical trainings to establish a permanent healthcare team in underserved regions that ensured accessibility for patients. Under the "Global Medical Standards" set by Operation Smile, we provide safe and high-quality care to the patients, including cleft lip and palate surgeries, dental treatments, speech therapy, psychological counseling, and nutritional assessments. Mindray donated medical devices to Wenshan Rehabilitation Hospital in Yunnan, the first partner hospital of Operation Smile in China. We also supported the establishment of operation rooms and a volunteer service base. In Colombia, we funded the construction of a

medical center in Montería, which established the first cleft lip and palate operation room in northern Colombia. As of December 31, 2024, through regular free medical services and routine surgeries, Wenshan Rehabilitation Hospital

in Yunnan, China, has screened a total of 267 patients with cleft lip and palate. 165 patients received free cleft repair surgeries. Additionally, the hospital organized four sessions of American Heart Association (AHA) emergency care training

Mindray donated a batch of medical devices to the Operation Smile Montería Medical Center in Colombia, and supported the establishment of the first cleft lip and palate operation room in northern Colombia.





■ In May 2024, volunteers participated in voluntary medical service program of Operation Smile in Heze, Shandong

for 59 clinicians. The medical center in Colombia screened over 1,000 patients with cleft lip and palate, and performed surgeries for 38 cleft cases and 160 patients with other conditions.

Additionally, Mindray has actively engaged employees and partners in philanthropic activities. We launched the "Smile for All" initiative, and called on employees to participate in voluntary medical service programs of Operation Smile. Colleagues from various departments participated in the program this year. They took on various roles in patient support, medical record management, and imaging assistance, supporting patient

screening, surgical procedures, and providing technical support for surgeries. In 2024, 28 employees participated in voluntary medical service programs in Heze (Shandong), Zhenxiang (Yunnan), and Shenzhen (Guangdong). They assisted in screening 188 patients and facilitated surgeries for 95 patients.

On Mindray's "Family Open Day", we set up a charity booth to sell "Smile for All" souvenirs and showcase the achievements of voluntary medical service programs of Operation Smile. This initiative aims to unite everyone in raising hope for the treatment of children with cleft lip and palate. As of October 2024, through charity



sales, online fundraising, and donations from partner conferences, we raised over RMB 44,000 for the Operation Smile special fund.

The Company has also organized global initiatives such as cycling events to support Operation Smile among employees worldwide. Employees from Mindray Italy participated in cycling and running events, accumulating mileage to raise funds for Operation Smile. The funds were specifically allocated to support the training program for African doctors.

Moving forward, we are steadfast in our commitment to collaborate with Operation Smile to enhance the safety, quality, and accessibility of cleft lip and palate treatment and care. We will continue to nurture the seeds of smile and hope so they may flourish, bear fruit, and thrive.

Rural revitalization

Industrial revitalization and education revitalization are essential for rural revitalization. Mindray exerts its advantages in healthcare industry to promote the transformation and upgrading of the industrial structure in Dangshan County, Suzhou City, Anhui Province. We provide financial support to schools to improve the quality of education and cultivate talents for the local community. We also continue to innovate ways to support farmers and promote the development of characterized rural industries.

Driving rural revitalization with industrial revitalization

Mindray takes practical actions to fulfill our commitment to promoting rural revitalization. We drive the development of Dangshan by focusing on industrial revitalization, talent cultivation, ecological preservation, and cultural promotion in the region. We have created a dual support model of industry and education through the construction of the medical technology industrial park and the new campus of Dangshan Middle School, introduced the high-end medical manufacturing industry into Dangshan County, and cultivated local talents. In this way, we have achieved long-term development and win-win cooperation with Dangshan. We have also strengthened infrastructure development by supporting the expansion of local wastewater treatment plants and funding the construction of new village roads, thereby improving the living environment of the community.

Promoting industrial and educational development and enhancing infrastructure in Dangshan





■ Dangshan Base

The Dangshan Mindray Medical Technology Industrial Park (Dangshan Base) is a crucial component of the Group's supply chain. Upon completion, the park will be Mindray's fourth-largest manufacturing base worldwide. Since its groundbreaking in April 2022, Dangshan Base has seen steady progress, with its Phase I construction completed and operations gradually getting underway. In 2024, Dangshan Base recruited over 130 new employees,

bringing the total workforce to more than 200. Additionally, Dangshan Base employed over 300 local workers for construction and administrative services, while its operations engaged local service providers, significantly boosting local employment.

The development of Dangshan Base exemplifies green and low-carbon practices. Dangshan Base is equipped with solar panels, energy-efficient glass, full heat exchange fresh air fans and other

energy-efficient equipment to maximize the use of natural resources and reduce energy consumption. The factor is equipped with specialized equipment for processing oil mist and solid waste. It also incorporates advanced "three-waste" treatment technologies that enhance the handling efficiency and purification of exhaust gases and liquid waste, ensuring emissions surpass both environmental regulations and industry standards.

Li Xiting, Chairman of Mindray, donated RMB 1 billion to fund the construction of a new campus of Dangshan Middle School in Anhui. The project commenced in April 2023 and is progressing smoothly, with the main structures having successfully completed topping-out acceptance inspections. Covering an area of 123,600 square meters, the new campus will be used as a boarding high school with 90 classes. Upon its completion, the new campus will emerge as a pivotal base in Dangshan for nurturing young talents, fully leveraging educational resources, and optimizing the development of the educational industry.

In April 2024, a signing ceremony was held in Dangshan County, for the philanthropic agreements supporting the expansion of the wastewater treatment plants in Dangshan and the road construction in Litun Village. Li Xiting, Chairman of Mindray, provided financial

and technical support to enhance Dangshan's wastewater treatment capacity and to build a "door-to-door" road network. These efforts aimed to address infrastructure gaps and strengthen environmental protection capabilities. The wastewater treatment plant expansion, which commenced in October 2024, will increase the daily treatment capacity of three industrial wastewater plants in Dangshan from 110 thousand tonnes to 130 thousand tonnes. Additionally, a 10-kilometer road will be built in Litun Village, with streetlights installed at regular intervals to ensure direct access to every household.

Promoting rural development by purchasing agricultural products from farmers

As one of our many ways to support the rural revitalization, Mindray helps the farmers with product sales. We promote the marketing of premium agricultural products by increasing sales channels and actively expanding their service boundaries to steadily increase the income of farmers in Dangshan County.

Rich in pears, Dangshan County is renowned as "China's pear capital", and is the world's largest contiguous orchard recognized by Guinness World Records. It possesses nearly a million mu of contiguous orchards, yielding approximately 750 million kilograms of Dangshan pears annually, comprising one-eighth of the total national pear production. This year, we continued to purchase fruits, such as grapes, yellow peaches, and pears, from Dangshan County and other areas as holiday gifts for the Group's employees. Meanwhile, our "Ruijing" platform, together with "Shenzhen Rural Revitalization Pavilion", an e-commerce platform supporting rural development, launched a "Build a Low-Carbon and Shared Life" activity. Employees can earn green points via low-carbon travel and spend them to purchase agricultural products at the "Shenzhen Rural Revitalization Pavilion".

In 2024, Mindray purchased a total of 49,843 boxes of grapes, yellow peaches, pears and other fruits, with a total weight of about 250,000 kilograms and a total purchase amount of over RMB 4.15 million.



Total purchase of fruit

49,843 boxes

Total weight of about

250,000 kilograms

Total purchase amount of over

4.15 million



■ Procurement of fruits from Dangshan for employee benefits

Cooperating with universities to benefit students

With the aim of sharing resources between the company and universities and promoting industry-academics-research cooperation, we insist on conducting multi-channel, multi-form and multi-level exchange and cooperation activities with universities. This is to create a favorable condition for talent development in the healthcare industry.

38

Universities

98

Visits

15

Lectures delivered

1,122

Teachers and students attended

2,464

Students and teachers received

- In 2024, the R&D center and production bases of Mindray across China received **98** visits from **38** universities, including Tsinghua University, Shanghai Jiao Tong University and Huazhong University of Science and Technology, with a total of **2,464** students and teachers.
- In 2024, "Mindray Classroom" delivered **15** lectures to universities in China, which were attended by **1,122** teachers and students from the South China University of Technology, Dalian University of Technology, the Central South University and other universities. Considering the current employment situation of college graduates, we have newly developed two targeted courses, "Career Planning" and "Employment Skills Enhancement". The aim is to provide more professional and practical guidance to college students as they enter the workplace.

Building cooperation platforms to strengthen communication

Mindray focuses on major technical issues and difficulties in the field of medical devices, and has joined forces with research institutions, international medical regulatory agencies, and industry experts to seek multilateral cooperation.

In 2024, we participated in a total of **1,836** events including various exhibitions, medical conferences, and academic exchange forums.

Arab Health 2024

Arab Health 2024 was held at the Dubai International Convention and Exhibition Centre from January 29 to February 1, 2024. Mindray showcased its smart healthcare ecosystem, integrated innovative technologies, and a range of innovative products at the event. Top medical and healthcare experts, medical institution managers, and industry peers from the region and around the world gathered at the Mindray booth to discuss the endless possibilities of medical digitalization. During this exhibition, we signed a strategic cooperation agreement with Egypt's largest private hospital group, Cleopatra Hospitals Group (CHG Group), to develop more innovative products, digital solutions, and remote medical cooperation solutions. We will jointly explore international business opportunities and accelerate medical digitalization and innovation technology promotion. We will also improve local medical services, strengthen local medical talent training, and work out more diversified medical cooperation modes.



The 89th China International Medical Equipment Fair

From April 11 to 14, 2024, the 89th China International Medical Equipment Fair (CMEF) was held at the Shanghai National Exhibition and Convention Center. Mindray showcased its AI innovations, hospital-wide information solutions, and core equipment at the conference. As a new round of AI revolution sweeps across industries, we are active in core diagnostic and treatment innovations. Leveraging the multi-dimensional capabilities of "device + IT + AI", we are building a digital medical ecosystem and strengthening the entire medical value chain with "medical + AI" at its core.

stop blood testing pipeline, understand the total PLT testing solution that integrates AI and morphology, and explore the innovative approach to solving testing challenges with cutting-edge hematology technology in the trend of digitalization. At this annual meeting, Mindray's innovative R&D achievement was awarded the "Berend Houwen Travel Award" by the International Society for Laboratory Hematology (ISLH).

ESICM LIVES 2024

From October 5 to 9, 2024, ESICM LIVES hosted by the European Society of Intensive Care Medicine (ESICM) was held in Barcelona, Spain. As a top academic event in the global intensive care field, the congress brought together experts and scholars from around the world. Focusing on the role of big data in shaping the future of ICUs, they discussed the latest research achievements, clinical practice innovations, and industry development trends in intensive care medicine. Mindray presented with its "M-Connect" Critical Care Solution and smart innovation results. Through exchanges and interactions with global experts, Mindray is committed to promoting the innovative development of intensive care medicine. We strive to provide safer and more efficient medical solutions for patients, contributing to the sustainable development of global medical and healthcare undertakings.

European Congress of Radiology 2024

From February 28 to March 3, 2024, the Annual Congress of European Congress of Radiology (ECR) was held in Vienna. More than 20,000 medical institution representatives and 255 exhibitors attended it. With the theme of "Next Generation Radiology", this year's congress focused on innovation in radiology. Topics included precision imaging for personalized patient care and the latest academic advances, clinical research, and industry trends in radiology. Mindray participated with its MiCo+ platform,

Resona I9 Elite, Resona R9 Platinum Edition and other ultrasound equipment. We discussed with European ultrasound experts on how ultrasound imaging, especially micro-contrast imaging, multi-parameter joint diagnosis and other high-end functions, can bring new perspectives to medicine and open up new possibilities to life in the diagnosis and treatment of serious diseases such as tumors.

The 37th Annual Meeting of International Society for Laboratory Hematology

From May 30 to June 1, 2024, the 37th annual meeting of International Society for Laboratory Hematology was held in Nantes, France. Mindray displayed its full-process platelet solution, fully automated blood analysis pipeline, and other innovative technologies at the event. At the booth, visitors could see an intelligent, one-

Fulfilling social responsibility

Mindray bears in mind the mission of corporate citizenship and earnestly fulfils its duties and obligations to serve the society and protect people's health and safety. We are active in charitable giving and other public welfare activities to deliver our love and care and to fulfil our social responsibilities. Mindray takes the initiative to safeguard public health and safety by continuously promoting public access defibrillation (PAD) programs, donating AEDs, and conducting first aid training courses to enhance public awareness and skills in emergency response. At the same time, we provide medical and technical support for the conservation of biodiversity and actively communicate animal conservation to promote the harmonious coexistence of man and nature.

Joining in charitable giving to deliver love and care

We actively fulfill our social responsibilities by participating in public welfare initiatives. We strive to contribute our efforts in areas such as promoting medical access, donating to support education, and helping the weak and needy.

Joining in the education aid project in Nanshan District, Shenzhen

Our employees have been actively involved in education aid activities. Since launching the project in Nanshan District with the Yijiaeren Educational Assistance Volunteer Association (Nanshan District, Shenzhen) in 2010, we have raised funds of over RMB 360,000, of which RMB 259,600 was distributed to children of migrant workers and students in need. We also purchased school supplies, wish fulfillment gifts (such as wheelchairs, desk lamps, electronic keyboards and jackets) and daily necessities for 639 students in Nanshan District, Shenzhen and the mountainous areas of Xingning District, Guangdong.

Donating ultrasound equipment to Malawi

Located in southeast Africa, Malawi is one of the world's least developed countries, as defined by

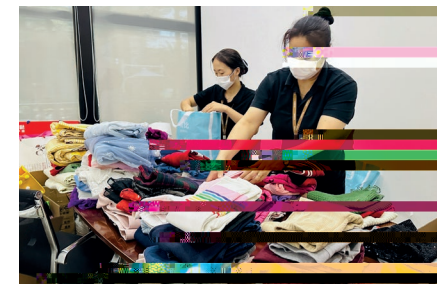
the United Nations. It is particularly backward in terms of medical diagnostic equipment and technology. The Lighthouse Trust is a World Health Organization-recognized charity dedicated to the prevention and treatment of AIDS in Malawi. In December 2024, Mindray donated two ultrasound machines with elastography capabilities to the Lighthouse Trust for use in AIDS prevention and treatment, as well as the diagnosis of infectious diseases such as tuberculosis and hepatitis B. These innovative devices will improve the ability of local health workers to diagnose complications in AIDS patients, reduce the workload of clinicians and contribute to the improvement of local health services.



■ Donating ultrasound machines to Lighthouse Trust in Malawi

"Ruijing" warm winter initiative

Mindray regularly conducts the "Ruijing" Warm Winter Initiative, a used goods donation drive, where employees donate their spare clothes, books, and other items to people in need in remote areas. In 2024, 66 colleagues participated in the donation, collecting 30 boxes of clothes, shoes, backpacks, books and other living and educational items. These donations were sent to the villagers of Heqing Village, Xianfeng Miao Township, Xingwen County, Yibin City, Sichuan Province, to care for them and help meet some of their basic needs.



■ Mindray employees donate living and educational items to mountain people in the "Ruijing" warm winter initiative.

Taking precautionary measures and promoting AEDs

According to statistics, the number of sudden cardiac arrest deaths in China reaches 540 thousand every year, ranking the first in the world. There are about 1,500 sudden cardiac arrest deaths every day, with over 90% occurring outside of hospitals. In the "golden 4 minutes" of first aid after cardiac arrest, if patients are treated with AED and cardio-pulmonary resuscitation, the survival rate can be significantly improved, which is why Mindray is committed to providing and promoting the use of AEDs in public places.

We're committed to emergency medical care, investing in and integrating various resources to systematically assist in the construction of the public health system by popularizing first aid knowledge, installing emergency medical devices, and improving dispatching support capabilities in the long term. Mindray constantly innovates AED technologies to make them user-friendly, reliable, accessible, and efficient, raising the quality and standard of public first aid. Our first aid training courses boost public awareness and skills, while our defibrillation program creates a vital emergency response network in communities.

In 2024, Mindray continued to provide first aid training to all sectors of the community, with a total of **200** sessions and directly covering approximately **7,200** people. Among them, our "Life-Saving Lesson" delivered in **7** universities including Huazhong University of Science and Technology, Sichuan University, and South China University of Technology. A total of **9** offline first aid training sessions were held on campus, training **519** teachers and students.

In 2024, Mindray donated **1,365** AEDs to its partners. From 2022 to 2024, we directly or indirectly encouraged a total of **2.05 million** people to participate in first aid training, including over **450,000** in 2024.

As of December 31, 2024, **347** patients who suffered from sudden cardiac arrest in public places in China had been treated by Mindray AEDs.

"Heart Reviving" program in Penang, Malaysia

In Malaysia, only 8% of out-of-hospital cardiac arrest patients can receive hospital treatment, and the survival rate at discharge is only 0.5%. In 2015, the "Penang Heart Safe Program" was launched in Penang, Malaysia. The program aims to increase the use of AEDs in communities and private venues and popularize first aid training. Mindray has continuously supported this program by spreading first aid and AED knowledge, and by assisting government departments in equipping public places and

new residential buildings with AEDs. This helps first aiders and bystanders with first aid skills to better perform CPR and enhance pre-hospital emergency care capabilities. In 2024, Mindray AEDs saved three lives in Penang, including an infant less than one year old, marking the first successful international infant rescue case by Mindray AED. We have initiated a campaign in Penang to encourage everyone to become a rescuer, learn CPR knowledge, and use AEDs, thereby "reviving the heart" of more people.



In 2015, the "Penang Heart Safe Program" was launched in Penang, Malaysia to increase the use of AEDs in communities and private venues and promoting first aid training. Mindray has continuously supported this program. During a badminton event, Penang resident Chen Fusheng (right) suffered a cardiac arrest. Fortunately, Huang Zhixiang (left), a local resident living near the badminton hall, responded quickly and brought his own AED to the scene. Through timely defibrillation and effective CPR, Mr. Chen Fusheng was successfully rescued.

Conserving biodiversity and improving the life quality of animals

Biodiversity is vital to human well-being and is an essential foundation for human survival and development. Mindray Animal Medical, a wholly-owned subsidiary of Mindray, is well aware of the importance of biodiversity conservation and develops medical devices specifically for animal inspections. In addition, the company actively organizes and participates in various forms of animal protection activities to ensure the quality of animal life and health.

In 2024, Mindray Animal Medical introduced a series of specialized animal medical devices:

- Animal-specific biochemical analyzer vetXpert C5: Provides specialized avian and reptilian test discs for exotic pets, covering the key biochemical tests and providing accurate and comprehensive test results;
- Hematology analyzer BC-60R Vet: Supports blood testing for mammals, birds, reptiles, amphibians, fish, and other exotic pets, especially capable of detecting nucleated red blood cells in birds;
- Animal-specific anesthesia machine Veta 5 Plus: Introduces active safety concepts into animal anesthesia and employs the advanced ventilation mode. Using the experience of clinical application experts and Veta's mature ventilation strategies, Veta 5 Plus is a strong support for animal anesthesia;
- Animal-specific ultrasound machine Vetus 80: Used in conjunction with radiology equipment, it can perform specialized diagnostic evaluations on animals' abdomens, hearts, tumors, muscle-bones, blood vessels, reproductive organs and other organs and systems. Equipped with specialized probes, the ultrasound machine can meet the diagnostic needs of large animals (gorillas, rhinos, dolphins, etc.), companion animals such as cats and dogs, and even exotic pets.

In addition, Mindray Animal Medical continues



■ Animal-specific medical devices

Promoting professional knowledge and protecting animal health

In March 2024, Mindray Animal Medical, in collaboration with animal anesthesia experts, held customized open expert classes for users of the WATO anesthesia workstation (Mindray high-performance anesthesia equipment). At the classes, the experts explained the principles and applicable scenarios of various animal anesthesia ventilation modes in the workstation. These trainings support more animal medical workers

in carrying out professional rescue work and better protect animal health.

In July 2024, Mindray Animal Medical, in collaboration with the Veterinary Imaging (Small Animal) Specialty Committee of Chinese Veterinary Medical Association and the Hunan Pet Diagnosis and Treatment Industry Association, organized the "Imaging Tour" event. The purpose of the event was to disseminate information of pet medical examination imaging, improve pet medical imaging diagnosis, and jointly promote the development of animal medical imaging, thereby providing more pets with high-quality medical services.



Open class of animal anesthesia experts

"Mobile Animal Medical Clinic" helps rescue stray animals

Since September 2022, Mindray Animal Medical has donated RMB 155 thousand worth of veterinary medical devices. The "Mobile Animal Medical Clinic" jointly developed by Mindray Animal Medical, Beijing Large Stray Dog Rescue Base and Beijing Xinrenren Animal Hospital, has been shuttling through a number of stray animal bases between cities and countryside. The mobile "animal operation room" is equipped

with Mindray Animal Medical's professional equipment, including the hematology analyzer, biochemistry analyzer, anesthesia machine, and monitors. It can roughly satisfy all the needs of small animal hospitals for diagnosis, treatment and operation equipment. As of December 31, 2024, the "Mobile Animal Medical Clinic" has arrived at 16 stray animal bases, and treated more than 1,000 stray animals. As a core force in protecting animal health, Mindray Animal Medical will closely monitor and support stray animal rescue efforts by providing more innovative solutions and experience like the "Mobile Animal Medical Clinic".



"Mobile Animal Medical Clinic" charity donation ceremony

Appendix I: Index of Indicators

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

Disclosure Requirements	Location of the report
Climate response	GREEN DEVELOPMENT
Pollutant discharge	GREEN DEVELOPMENT
Waste disposal	GREEN DEVELOPMENT
Ecosystem and biodiversity protection	GREEN DEVELOPMENT
Environmental compliance management	GREEN DEVELOPMENT
Energy utilization	GREEN DEVELOPMENT
Water resources utilization	GREEN DEVELOPMENT
Circular economy	INSIGHTFUL INNOVATION, GREEN DEVELOPMENT
Rural revitalization	SOCIAL RESPONSIBILITY
Social contributions	SOCIAL RESPONSIBILITY
Innovation	INSIGHTFUL INNOVATION

Disclosure Requirements	Location of the report
Ethics of science and technology	VALUE CHAIN COLLABORATION
Supply chain security	VALUE CHAIN COLLABORATION
Equal treatment of SMEs	Since the Group does not fall within the scope of the mandatory disclosure entities listed in Article 46, no response is provided this year.
Product and service safety and quality	VALUE CHAIN COLLABORATION
Data security and customer privacy	CORPORATE GOVERNANCE, VALUE CHAIN COLLABORATION
Employees	SUSTAINABLE HUMAN RESOURCES
Due diligence	Since the issue is not subject to mandatory disclosure, no response is provided this year.
Stakeholder engagement	SUSTAINABILITY MANAGEMENT
Anti-commercial bribery and anti-corruption	CORPORATE GOVERNANCE
Fair competition	CORPORATE GOVERNANCE

Index of GRI Standards

Statement of use	Shenzhen Mindray Bio-Medical Electronics Co., Ltd. reported the information cited in this GRI content index for the period 1 January 2024 to 31 December 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location of the report
General Disclosures		
GRI2: The organization and its reporting practices		
GRI 2-1	Organizational details	ABOUT MINDRAY, Annual Report
GRI 2-2	Entities included in the organization's sustainability reporting	ABOUT MINDRAY
GRI 2-3	Reporting period, frequency and contact point	ABOUT MINDRAY
GRI 2-4	Restatements of information	ABOUT MINDRAY, GREEN DEVELOPMENT
GRI 2-5	External assurance	Appendix V: Independent Assurance Report
GRI2: Activities and workers		
GRI 2-6	Activities, value chain and other business relationships	VALUE CHAIN COLLABORATION
GRI 2-7	Employees	SUSTAINABLE HUMAN RESOURCES
GRI2: Governance		
GRI 2-9	Governance structure and composition	Please refer to the Annual Report for details
GRI 2-10	Nomination and selection of the highest governance body	Please refer to the Annual Report for details
GRI 2-11	Chair of the highest governance body	Please refer to the Annual Report for details
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	CORPORATE GOVERNANCE , Annual Report

GRI Standard	Disclosure	Location of the report
GRI 2-13	Delegation of responsibility for managing impacts	CORPORATE GOVERNANCE , Annual Report
GRI 2-14	Role of the highest governance body in sustainability reporting	SUSTAINABILITY MANAGEMENT
GRI 2-15	Conflicts of interest	Please refer to the Annual Report for details
GRI 2-16	Communication of critical concerns	SUSTAINABILITY MANAGEMENT, CORPORATE GOVERNANCE
GRI 2-17	Collective knowledge of the highest governance body	Please refer to the Annual Report for details
GRI 2-18	Evaluation of the performance of the highest governance body	Please refer to the Annual Report for details
GRI 2-19	Remuneration policies	Please refer to the Annual Report for details
GRI 2-20	Process to determine remuneration	Please refer to the Annual Report for details
GRI2: Strategy, policies and practices		
GRI 2-22	Statement on sustainable development strategy	SUSTAINABILITY MANAGEMENT
GRI 2-23	Policy commitments	CORPORATE GOVERNANCE, VALUE CHAIN COLLABORATION
GRI 2-24	Embedding policy commitments	CORPORATE GOVERNANCE, VALUE CHAIN COLLABORATION
GRI 2-25	Processes to remediate negative impacts	CORPORATE GOVERNANCE
GRI 2-26	Mechanisms for seeking advice and raising concerns	SUSTAINABILITY MANAGEMENT
GRI 2-27	Compliance with laws and regulations	Appendix IV: Summary of Key Performance Indicators (with a focus on its business operation in Chinese mainland)

GRI Standard	Disclosure	Location of the report
GRI2: Stakeholder engagement		
GRI 2-29	Approach to stakeholder engagement	SUSTAINABILITY MANAGEMENT
GRI 2-30	Collective bargaining agreements	SUSTAINABLE HUMAN RESOURCES
GRI3: Material Topics 2021		
GRI 3-1	Process to determine material topics	SUSTAINABILITY MANAGEMENT
GRI 3-2	List of material topics	SUSTAINABILITY MANAGEMENT
Economy		
GRI201: Economic Performance		
Management approach disclosures		ABOUT MINDRAY
GRI 201-1	Direct economic value generated and distributed	Please refer to the Annual Report for details
GRI 201-2	Financial implications and other risks and opportunities due to climate change	GREEN DEVELOPMENT
GRI 201-4	Financial assistance received from government	Please refer to the Annual Report for details
GRI203: Indirect Economic Impacts		
Management approach disclosures		SOCIAL RESPONSIBILITY
GRI 203-1	Infrastructure investments and services supported	SOCIAL RESPONSIBILITY
GRI 203-2	Significant indirect economic impacts	SOCIAL RESPONSIBILITY

GRI Standard	Disclosure	Location of the report
GRI205: Anti-corruption		
Management approach disclosures		CORPORATE GOVERNANCE
GRI 205-1	Operations assessed for risks related to corruption	CORPORATE GOVERNANCE
GRI 205-2	Communication and training about anti-corruption policies and procedures	CORPORATE GOVERNANCE
GRI 205-3	Confirmed incidents of corruption and actions taken	CORPORATE GOVERNANCE
GRI206: Anti-competitive behavior		
Management approach disclosures		CORPORATE GOVERNANCE
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	CORPORATE GOVERNANCE
GRI207: Tax		
Management approach disclosures		Please refer to the Annual Report for details
GRI 207-1	Approach to tax	Please refer to the Annual Report for details
GRI 207-2	Tax governance, control, and risk management	Please refer to the Annual Report for details
GRI 207-3	Stakeholder engagement and management of concerns related to tax	Please refer to the Annual Report for details

GRI Standard	Disclosure	Location of the report
Environment		
GRI302: Energy		
Management approach disclosures		GREEN DEVELOPMENT
GRI 302-1	Energy consumption within the organization	GREEN DEVELOPMENT, Appendix IV: Summary of Key Performance Indicators
GRI 302-3	Energy intensity	Appendix IV: Summary of Key Performance Indicators
GRI 302-4	Reduction of energy consumption	GREEN DEVELOPMENT
GRI 302-5	Reductions in energy requirements of products and services	GREEN DEVELOPMENT
GRI303: Water and Effluents		
Management approach disclosures		GREEN DEVELOPMENT
GRI 303-1	Interactions with water as a shared resource	GREEN DEVELOPMENT
GRI 303-2	Management of water discharge-related impacts	GREEN DEVELOPMENT
GRI 303-3	Water withdrawal	GREEN DEVELOPMENT, Appendix IV: Summary of Key Performance Indicators
GRI 303-4	Water discharge	GREEN DEVELOPMENT, Appendix IV: Summary of Key Performance Indicators
GRI 303-5	Water consumption	Appendix IV: Summary of Key Performance Indicators
GRI304: Biodiversity		
Management approach disclosures		SOCIAL RESPONSIBILITY

GRI Standard	Disclosure	Location of the report
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	During the Reporting Period, Mindray had no operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas.
GRI 304-2	Significant impacts of activities, products and services on biodiversity	SOCIAL RESPONSIBILITY
GRI 304-3	Habitats protected or restored	During the Reporting Period, Mindray had no habitats protected or restored.
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	During the Reporting Period, Mindray had no IUCN Red List species and national conservation list species with habitats in areas affected by operations.
GRI305: Emissions		
Management approach disclosures		GREEN DEVELOPMENT
GRI 305-1	Direct (Scope 1) GHG emissions	GREEN DEVELOPMENT, Appendix IV: Summary of Key Performance Indicators
GRI 305-2	Energy indirect (Scope 2) GHG emissions	GREEN DEVELOPMENT, Appendix IV: Summary of Key Performance Indicators
GRI 305-3	Other indirect (Scope 3) GHG emissions	Appendix IV: Summary of Key Performance Indicators
GRI 305-4	GHG emissions intensity	GREEN DEVELOPMENT, Appendix IV: Summary of Key Performance Indicators
GRI 305-5	Reduction of GHG emissions	GREEN DEVELOPMENT
GRI 305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	GREEN DEVELOPMENT
GRI306: Waste		
GRI 306-1	Waste generation and significant	GREEN DEVELOPMENT

GRI Standard	Disclosure	Location of the report
GRI 306-2	Management of significant waste-related impacts	GREEN DEVELOPMENT
GRI 306-3	Waste diverted from disposal	GREEN DEVELOPMENT
GRI 306-4	Waste directed to disposal	GREEN DEVELOPMENT
GRI 306-5	Waste directed to disposal	GREEN DEVELOPMENT, Appendix IV: Summary of Key Performance Indicators
GRI308: Supplier environmental assessment		
Management approach disclosures		VALUE CHAIN COLLABORATION
GRI 308-1	New suppliers that were screened using environmental criteria	VALUE CHAIN COLLABORATION
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	VALUE CHAIN COLLABORATION
Society		
GRI401: Employment		
Management approach disclosures		SUSTAINABLE HUMAN RESOURCES
GRI 401-1	New employees hires and employee turnover	SUSTAINABLE HUMAN RESOURCES
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SUSTAINABLE HUMAN RESOURCES
GRI 401-3	Parental leave	Appendix IV: Summary of Key Performance Indicators
GRI402: Labor/Management Relations		
Management approach disclosures		SUSTAINABLE HUMAN RESOURCES
GRI403: Occupational Health and Safety		
Management approach disclosures		SUSTAINABLE HUMAN RESOURCES

GRI Standard	Disclosure	Location of the report
GRI 403-1	Occupational health and safety management system	SUSTAINABLE HUMAN RESOURCES
GRI 403-2	Hazard identification, risk assessment, and incident investigation	SUSTAINABLE HUMAN RESOURCES
GRI 403-3	Occupational health services	SUSTAINABLE HUMAN RESOURCES
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	SUSTAINABLE HUMAN RESOURCES, GREEN DEVELOPMENT
GRI 403-5	Worker training on occupational health and safety	SUSTAINABLE HUMAN RESOURCES, Appendix IV: Summary of Key Performance Indicators
GRI 403-6	Promotion of worker health	SUSTAINABLE HUMAN RESOURCES
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SUSTAINABLE HUMAN RESOURCES
GRI 403-8	Workers covered by an occupational health and safety management system	SUSTAINABLE HUMAN RESOURCES
GRI 403-9	Work-related injuries	SUSTAINABLE HUMAN RESOURCES, Appendix IV: Summary of Key Performance Indicators
GRI 403-10	Work-related ill health	SUSTAINABLE HUMAN RESOURCES, Appendix IV: Summary of Key Performance Indicators
GRI404: Training and education		
Management approach disclosures		SUSTAINABLE HUMAN RESOURCES
GRI 404-1	Average hours of training per year per employee	SUSTAINABLE HUMAN RESOURCES
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	SUSTAINABLE HUMAN RESOURCES

GRI Standard	Disclosure	Location of the report
GRI405: Diversity and equal opportunity		
Management approach disclosures		SUSTAINABLE HUMAN RESOURCES
GRI 405-1	Diversity of governance bodies and employees	SUSTAINABLE HUMAN RESOURCES
GRI406: Non-discrimination		
Management approach disclosures		SUSTAINABLE HUMAN RESOURCES
GRI 406-1	Incidents of discrimination and corrective actions taken	During the Reporting Period, Mindray had no incidents of discrimination.
GRI407: Freedom of association and collective bargaining		
Management approach disclosures		SUSTAINABLE HUMAN RESOURCES
GRI408: Child labor		
Management approach disclosures		SUSTAINABLE HUMAN RESOURCES
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	During the Reporting Period, Mindray had no operations and suppliers with significant risk for incidents of child labor.
GRI409: Forced or compulsory labor		
Management approach disclosures		SUSTAINABLE HUMAN RESOURCES
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	During the Reporting Period, Mindray had no operations and suppliers with significant risk for incidents of forced or compulsory labor.
GRI414: Supplier social assessment		
Management approach disclosures		VALUE CHAIN COLLABORATION
GRI 414-1	New suppliers that were screened using social criteria	VALUE CHAIN COLLABORATION

GRI Standard	Disclosure	Location of the report
GRI 414-2	Negative social impacts in the supply chain and actions taken	VALUE CHAIN COLLABORATION
GRI416: Customer health and safety		
Management approach disclosures		VALUE CHAIN COLLABORATION
GRI 416-1	Assessment of the health and safety impacts of product and service categories	VALUE CHAIN COLLABORATION, Appendix IV: Summary of Key Performance Indicators
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	During the Reporting Period, Mindray had no incidents of non-compliance concerning the health and safety impacts of products and services.
GRI417: Marketing and labeling		
Management approach disclosures		VALUE CHAIN COLLABORATION
GRI 417-1	Requirements for product and service information and labeling	VALUE CHAIN COLLABORATION
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	During the Reporting Period, Mindray had no incidents of non-compliance concerning product and service information and labeling.
GRI 417-3	Incidents of non-compliance concerning marketing communications	During the Reporting Period, Mindray had no incidents of non-compliance concerning marketing communications.
GRI418: Customer privacy		
Management approach disclosures		VALUE CHAIN COLLABORATION
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	During the Reporting Period, Mindray had no substantiated complaints concerning breaches of customer privacy and losses of customer data.

Appendix II: Progress of the United Nations Global Compact

Mindray officially became a participant in the United Nations Global Compact (UN Global Compact, UNGC) in October 2024. We consistently adhere to the ten principles put forward by the UNGC, are dedicated to achieving the United Nations Sustainable Development Goals, and continuously enhance our management and performance in areas such as human rights, labor, environment, and anti-corruption, fulfilling the Group's commitment to society. This year, we have disclosed the company's specific management actions and outcomes for each principle in the following chapters:

Areas	Principles	Corresponding Chapters
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	SUSTAINABLE HUMAN RESOURCES
	Principle 2: make sure that they are not complicit in human rights abuses.	SUSTAINABLE HUMAN RESOURCES
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	SUSTAINABLE HUMAN RESOURCES
	Principle 4: the elimination of all forms of forced and compulsory labour.	SUSTAINABLE HUMAN RESOURCES
	Principle 5: the effective abolition of child labour.	SUSTAINABLE HUMAN RESOURCES
	Principle 6: the elimination of discrimination in respect of employment and occupation.	SUSTAINABLE HUMAN RESOURCES
	Principle 7: Businesses should support a precautionary approach to environmental challenges.	GREEN DEVELOPMENT
Environment	Principle 8: undertake initiatives to promote greater environmental responsibility.	GREEN DEVELOPMENT
	Principle 9: encourage the development and diffusion of environmentally friendly technologies.	INSIGHTFUL INNOVATION GREEN DEVELOPMENT
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	CORPORATE GOVERNANCE

Appendix III: Policy List

Chapter of the Report	Applicable laws and regulations (Partial)	Internal Policies (Partial)
CORPORATE GOVERNANCE	Criminal Law of the People's Republic of China	
	Criminal Procedure Law of the People's Republic of China	
	Civil Code of the People's Republic of China	Corporate Governance and Internal Control Policy
	Company Law of the People's Republic of China	Anti-corruption Policy
	Code of Corporate Governance of Listed Companies	Anti-fraud Code
	Accounting Law of the People's Republic of China	Anti-monopoly Policy
	Securities Law of the People's Republic of China	Mindray Code of Conduct and Ethics
	Anti-Unfair Competition Law of the People's Republic of China	Policy for Whistleblowing and Complaints
	Interim Provisions on Banning Commercial Bribery	Personal Information Protection Management
	Oversight Law of the People's Republic of China	Policy Guidelines for Impact Assessment of Personal Information Protection
	Labor Law of the People's Republic of China	Personal Information Protection Management Specification
	Public Security Administration Punishments Law of the People's Republic of China	Information Security Conduct Management Specification
	Bidding Law of the People's Republic of China	Information Security Training Specification
	Regulation on the Implementation of the Bidding Law of the People's Republic of China	Sensitive Data Hierarchical Protection Management Regulation
	United Nations Convention against Corruption	
	Foreign Corrupt Practices Act	
	Antitrust Law	

Chapter of the Report	Applicable laws and regulations (Partial)	Internal Policies (Partial)
INSIGHTFUL INNOVATION	Patent Law of the People's Republic of China	Mindray Intellectual Property Management Manual
		Patent Management Regulation
		Trademark Management Regulation
		Copyright Management Regulation
		Patent Reward and Payment Regulation
VALUE CHAIN COLLABORATION	Product Quality Law of the People's Republic of China Regulations on the Supervision and Administration of Medical Devices FD&C Act European Union MDR & IVDR The Declaration of Helsinki (DoH)	Collection of Intellectual Property Management Practices
		ISC Process System Management Specification
		Quality Management Training Guidelines
		Reliability Work Guide
		Product Safety Design Requirements
		Control Procedures for Incoming Material Inspections
		Guidelines for Sampling Plan Determination
		Reagent Plant Sampling Procedures
		Control Procedures for Non-Conforming Products
		Final Quality Control (FQC) Inspection Standard for Devices
		Mass-Produced Device Safety Inspection Standard
		Appearance Inspection Standard
		Reagent Product Quality Control Procedure
		Guidelines for Reagent Analytical Method Validation

Chapter of the Report	Applicable laws and regulations (Partial)	Internal Policies (Partial)
GREEN DEVELOPMENT	Environmental Protection Law of the People's Republic of China	
	Bundes-Immissionsschutzgesetz	
	Lei do Meio Ambiente	
	Water Pollution Prevention and Control Law of the People's Republic of China	
	Atmospheric Pollution Prevention and Control Law of the People's Republic of China	Administrative Measures for Energy and Energy Facilities
	Law of the People's Republic of China on Prevention and Control of Pollution from Noise	Emergency Management Procedure
	Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes	EHS Performance Management Procedure
	Energy Conservation Law of the People's Republic of China	Pollutants Management Regulation
	Water Law of the People's Republic of China	Hazardous Wastes Management Procedure
	Forest Law of the People's Republic of China	Natural Disaster Response Plan
	Wild Animal Conservation Law of the People's Republic of China	
	Biosecurity Law of the People's Republic of China	
	Opinions on Further Strengthening Biodiversity Protection	
	United Nations Convention on Biological Diversity	

Chapter of the Report	Applicable laws and regulations (Partial)	Internal Policies (Partial)
SUSTAINABLE HUMAN RESOURCES		Employee Manual
		Recruitment and Deployment Management Regulation
		Combating Trafficking in Persons Policy
		Human Management Regulation
	Labor Law of the People's Republic of China	Labor Discipline Management Regulation
	Labor Contract Law of the People's Republic of China	Remuneration Management System
	Social Insurance Law of the People's Republic of China	Remuneration Management System for R&D
	Employment Promotion Law of the People's Republic of China	Remuneration Management System for Sales & Marketing Division
	Law of the People's Republic of China on the Protection of Women's Rights and Interests	Performance Management System V10.0
	Uniformed Services Employment and Reemployment Rights Act (USERRA)	Diversity, Equity and Inclusion Policy
		Antidiscrimination, Anti-harassment and Anti-bullying Policy
		Hazards Evaluation Management Procedure
		Project EHS Management Procedure

Chapter of the Report	Applicable laws and regulations (Partial)	Internal Policies (Partial)
SUSTAINABLE HUMAN RESOURCES		EHS Change Management Procedure
		EHS Performance Management Procedure
	Pay Transparency Nondiscrimination Provision	Contractor EHS Management Procedures
	Work Safety Law of the People's Republic of China	Occupational Health Management Procedure
	Law of the People's Republic of China on the Prevention and Control of Occupational Diseases	Hazardous Chemicals Management Procedure
	Arbeitsschutzgesetz(ArbSchG)	List of Prohibited Hazardous Chemicals
	Regulation on the Safety Management of Hazardous Chemicals	EHS Training Management Procedure
	Chemikaliengesetz (ChemG)	Emergency Management Procedure
	Gefahrstoffverordnung (GefStoffV)	
SOCIAL RESPONSIBILITY	Charity Law of the People's Republic of China	

Appendix IV: Summary of Key Performance Indicators

General disclosure

Information on employees and other workers

Indicators	Unit	2022	2023	2024
Total headcount	Person	16,099	18,044	19,172
Total headcount by gender				
Male	%	70.94	69.90	70.40
Female	%	29.06	30.10	29.60
Total headcount by geographical region				
China (including Hong Kong, Macao and Taiwan)	%	/	84.24	84.00
North America	%	/	3.70	3.60
Europe	%	/	6.38	6.42
Other countries and regions of the world(ROW)	%	/	5.68	5.98
Total headcount by educational background				
Bachelor's degree or above	%	72.18	71.70	71.07
College degree	%	8.15	8.50	9.74
Technical degree or below	%	19.67	19.80	19.19
Total headcount by employee category				
Manufacturing personnel	%	29.23	28.99	30.21
Sales & Marketing personnel	%	25.29	25.37	24.10

Indicators	Unit	2022	2023	2024
R&D personnel	%	24.39	24.52	24.79
Financial personnel	%	1.78	1.79	1.78
Administrative personnel	%	0.99	0.94	0.89
Customer service personnel	%	10.87	10.72	10.41
Others	%	7.45	7.67	7.82
Total headcount by rank ¹⁰				
Senior management	%	0.34	0.29	0.83
Middle management	%	3.94	3.61	2.85
General staff	%	95.72	96.10	96.32
Total headcount by age group				
Under 31 years old	%	36.14	34.78	33.21
31-40 years old	%	48.35	47.33	48.01
41-50 years old	%	11.49	13.16	14.08
Over 50 years old	%	4.02	4.73	4.70
Employee engagement survey				
Participation rate of employee engagement survey	%	/	/	92.64

Supply chain

Indicators	Unit	2022	2023	2024
Qualified suppliers by geographical regions				
Chinese mainland	%	84	83	81.50
Overseas	%	16	17	18.50

10. Senior management refers to the deputy general managers and above, and middle management refers to the deputy managers and above.

Economic indicators

Indirect economic impacts

Indicators	Unit	2022	2023	2024
Infrastructure investments and services supported				
Number of participants in rescue training	Person-times	500 thousand	625 thousand	450 thousand

Anti-corruption

Indicators	Unit	2022	2023	2024
Communication and training about anti-corruption policies and procedures				
Times of anti-corruption and anti-fraud training	Times	22	20	63
Coverage of anti-corruption and anti-fraud training	Person-times	/	1,273	45,238
Confirmed incidents of corruption and actions taken				
Number of confirmed incidents of corruption	Case	0	1	0

Environmental indicators¹¹

Energy

Indicators	Unit	2022	2023	2024
Energy consumption				
Total energy consumption within the organization ¹²	GJ	497,081	528,413	545,938
Total consumption of non-renewable fuel				
Gasoline	Liters	46,674	45,953	34,953
Diesel	Liters	4,162	3,313	9,540

Indicators	Unit	2022	2023	2024
Piped natural gas	Cubic meter	2,129,651	2,253,168	1,576,385
Liquefied petroleum gas	kg	33,521	11,255	1,243
Electricity and heat purchased for consumption				
Electricity consumption	MWh	109,066	118,792	128,506
Heat consumption	GJ	19,966	10,327	6,708
Total consumption of renewable fuel				
Solar energy production	MWh	100	741	3,865
Energy intensity				
Internal energy intensity ¹³	GJ/ million RMB	16.3	15.1	15.8

11. In the Report, environmental indicators that include energy, emissions, and environmental compliance entities disclosed in 2024 cover the office, R&D, manufacturing sites in which the Company held more than 50% interests and rights and which were put into operation all year round during the reporting period.

12. The calorific value conversion factors for each type of non-renewable fuel and electricity and heat consumption and the volume-weight conversion factors for gasoline and diesel fuel refer to the *Guidance for Accounting Method and Reporting of GHG Emissions by Industrial Enterprises* published by National Development and Reform Commission on 6 July 2015 and the *Energy Statistics Manual* published by International Energy Agency, as well as *Approximate conversion factors* published by BP, a global energy company, and *Gas conversion tables* published by Energyrates.ca, a Canadian energy company, on its website.

13. The internal energy intensity is calculated by taking the consumption of gasoline, diesel, piped natural gas, liquefied petroleum gas, purchased electricity and heat used by entities which environmental indicators are disclosed in 2024 as the numerator; and taking the Group's revenue in 2024 as the denominator.

Water and Effluents

Indicators	Unit	2022	2023	2024
Water withdrawal				
Water withdrawal of the third-party facilities	Cubic meter	1,191,827	1,208,013	1,371,336
Water withdrawal intensity				
Water withdrawal intensity of third-party facilities ¹⁴	Cubic meter/ million RMB	39.25	34.58	39.57
Others				
Water reuse	Cubic meter	77,872	82,188	92,390

14. The water withdrawal intensity is calculated by taking the water withdrawal of the third-party facilities within environmental indicators disclosed in 2024 as the numerator; and taking the Group's revenue in 2024.

15. As for the emission factors of electricity in China refer to the national electricity carbon dioxide emission factor in the *Announcement on Releasing the 2022 Electricity Carbon Dioxide Emission Factors* issued in December 2024; the emission factors of electricity in countries or regions outside China refer to the IEA Emission Factors Database for 2024 and the Carbon Footprint *COUNTRY SPECIFIC ELECTRICITY GRID GREENHOUSE GAS EMISSION FACTORS* issued in March 2022; emission factors and global warming potential values of mobile combustion sources and refrigerants refer to the *Reporting Guidance on Environmental KPIs* issued by The Stock Exchange of Hong Kong Limited on 25 March 2022, and for the calorific value factors and emission factors of other energy sources, refer to the *IPCC Guidelines for National Greenhouse Gas Inventories*, the *General Rules for Calculating Comprehensive Energy Consumption GB/T 2589-2020* issued by the State Administration for Market Supervision and Administration and the National Standardization Administration, and the *Energy Data Manual* issued by the International Energy Agency.

Emissions¹⁵

Indicators	Unit	2022	2023	2024
Direct (Scope 1) GHG emissions ¹⁶				
Direct (Scope 1) GHG emissions	Tonnes of CO ₂ equivalent	6,806.13	7,207.56	5,327.98
Energy indirect (Scope 2) GHG emissions ¹⁷				
Energy indirect (Scope 2) GHG emissions	Tonnes of CO ₂ equivalent	64,620.02	67,978.55	68,619.75
GHG emissions intensity ¹⁸				
GHG emissions intensity	Tonnes of CO ₂ equivalent/ million RMB	2.35	2.15	2.13
Other indirect (Scope 3) GHG emissions ¹⁹				
Other indirect (Scope 3) GHG emissions	Tonnes of CO ₂ equivalent	/	/	94,210.38

16. GHG emissions (Scope 1) generated include emissions from burning of stationary combustion sources (except for power installation) for power, heat or steam generation, including burning of gasoline, diesel, piped natural gas and liquefied petroleum gas; emissions from burning of flow combustion sources, including gasoline consumption for official vehicles; HFCs and PFCs emissions from using freezing and air-conditioning equipment; CO₂ emissions generated by materials.

17. GHG emissions (Scope 2) generated include emissions generated by using purchased power and heat.

18. The intensity of GHG emissions is calculated by taking the sum of the Group's GHG emissions (Scope 1) and GHG emissions (Scope 2) in 2024 as the numerator; and taking the Group's revenue in 2024.

19. In 2024, the Group's greenhouse gas emissions (Scope 3) were calculated for Category 6 Business Travel and Category 9 Downstream Transportation and Distribution in accordance with the *Corporate Value Chain (Scope 3) Accounting and Reporting Standard* published by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). Specifically, for Category 6 Business Travel, the calculation referred to the US EEO database; for Category 9 Downstream Transportation and Distribution, the calculation referred to the publicly available UK Government database.

Effluents and Waste

Indicators	Unit	2022	2023	2024
Waste directed to disposal				
Weight of hazardous wastes	Tonnes	516.53	729.51	1,058.26
Intensity of hazardous wastes ²⁰	Tonnes /million RMB	0.02	0.02	0.03
Weight of non-hazardous wastes ²¹	Tonnes	/	/	3,629.87
Intensity of non-hazardous wastes	Tonnes /million RMB	/	/	0.10

Environmental Compliance

Indicators	Unit	2022	2023	2024
Environmental Compliance				
Significant fines and non-monetary sanctions for violation of environmental laws and/or regulations				
Total monetary value of significant fines	RMB	0	0	0
Total number of monetary sanction cases caused by environmental events	Times	0	0	0
Total number of non-monetary sanction cases caused by environmental events	Times	0	0	0

20. The intensity of hazardous wastes is calculated by taking the weight of the hazardous waste for disposal in the environmental indicators disclosed in 2024 as the numerator; and taking the Group's revenue in 2024.

21. The weight of non-hazardous waste covers all the R&D and manufacturing sites of the Group in 2024.

Wastewater & Waste gas

Shenzhen Mindray Bio-Medical Electronics Co., Ltd. Guangming Manufacturing Center

Types of main pollutants and particular pollutants	Name of main pollutants and particular pollutants	Way of discharge	Number of discharging outlets	Distribution of discharging outlets	Emission concentration/intensity	Discharge standard of pollutants implemented	Total amount of discharge	Ratified total amount of discharge	Situation of excessive discharge
Industrial wastewater	Total wastewater discharge	Discharge through the sewage network	1	Total industrial sewage outlet on the east side of the park			89,181 tonnes	96,000 tonnes/year	Emission on standard
	Chemical Oxygen Demand (COD)				≤ 15.466mg/L	30mg/L	0.969 tonnes	2.88 tonnes	
	Total Nitrogen (TN)				≤ 3.94mg/L	20mg/L	0.210 tonnes	1.92 tonnes	
	Ammonia Nitrogen				≤ 0.15mg/L	1.5mg/L	0.004678 tonnes	0.144 tonnes	
	Five-day Biochemical Oxygen Demand (BOD5)				≤ 5.3mg/L	6mg/L	/	/	
	Total Phosphorus (TP)				≤ 0.029mg/L	0.3mg/L			
	Suspended Substance (SS)				≤ 7mg/L	30mg/L			
	PH				7.7	6-9			
	Acute Toxicity				≤ 0.034mg/L (HgCl ₂ equivalent value)	0.07mg/L (HgCl ₂ equivalent value)			
	An-ionic Surfactant				≤ 0.12mg/L	0.3mg/L			
	Total Organic Carbon (TOC)				≤ 8.9mg/L	20mg/L			
	Nitrobenzene				≤ 0.0023mg/L	2.5mg/L			
	Fluoride				≤ 0.81mg/L	1.5mg/L			
	Aniline				≤ 0.06mg/L	1.5mg/L			
	Formaldehyde				0mg/L(Not detected)	1.5mg/L			

Types of main pollutants and particular pollutants	Name of main pollutants and particular pollutants	Way of discharge	Number of discharging outlets	Distribution of discharging outlets	Emission concentration/intensity	Discharge standard of pollutants implemented	Total amount of discharge	Ratified total amount of discharge	Situation of excessive discharge
Industrial waste gas	Tin and its compounds	Centralized treatment Emission on standard	10	Exhaust vent at roof of buildings No.1, No.3, No.5 and No.6, and of sewage treatment station	≤ 0.00151mg/m³	8.5mg/m³	/	/	Emission on standard
	Non-Methane Total Hydro-carbon (NMTHC)				≤ 18.8mg/m³	120mg/m³			
	Particulate Matter (PM)				≤ 14.1mg/m³	120mg/m³			
	Hydrochloride				≤ 3.1mg/m³	100mg/m³			
	Ammonia (sewage treatment station)				≤ 0.54mg/m³	20mg/m³			
	Hydrogen sulfide (sewage treatment station)				≤ 0.04mg/m³	5mg/m³			
	Odor concentration (sewage treatment station)				≤ 1122	2000			
	Nitrogen oxides (NOx) (boiler)				≤ 22.8mg/m³	30 mg/m³	0.2699 tonnes	0.888 tonnes/year	
	Sulfur dioxide (SO ₂) (boiler)				0mg/m³(Not detected)	50 mg/m³	/	/	
	PM (boiler)				≤ 19mg/m³	20mg/m³			
	Tin and its compounds	Fugitive emission	/	Plant perimeter	≤ 0.00011mg/m³	0.24mg/m³	/	/	
	NMTHC				≤ 1.21mg/m³	4mg/m³			
	PM				≤ 0.217mg/m³	1.0mg/m³			
	Odor concentration				≤ 14	20			
	Hydrogen chloride				≤ 0.16mg/m³	0.2mg/m³			
	Ammonia				≤ 0.2mg/m³	1.5mg/m³			
	Hydrogen sulfide				≤ 0.019mg/m³	0.06mg/m³			
	Trichloromethane				0mg/m³(Less than the minimum detectable concentration)	50 mg/m³			

Mindray Nanjing Biotechnology Co., Ltd

Types of main pollutants and particular pollutants	Name of main pollutants and particular pollutants	Way of discharge	Number of discharging outlets	Distribution of discharging outlets	Emission concentration/intensity	Discharge standard of pollutants implemented	Total amount of discharge	Ratified total amount of discharge	Situation of excessive discharge
Industrial wastewater	Chemical Oxygen Demand (COD)	Discharge through the sewage network	1	Total wastewater outlet on the north side of the park	≤ 49mg/L	500mg/L	Total amount of industrial sewage discharge (during the Reporting Period):159,734 tonnes	Total amount of authorized integrated wastewater discharges: 271,831.37 tonnes/year	Emission on standard
	Suspended Substance (SS)				≤ 13mg/L	400mg/L			
	Ammonia Nitrogen				≤ 0.636mg/L	45mg/L			
	Total Phosphorus(TP)				≤ 0.12mg/L	8mg/L			
	Total Nitrogen (TN)				≤ 8.32mg/L	70mg/L			
	pH				8	6-9			
	Oils, fats&grease				≤ 0.07mg/L	100mg/L			
	An-ionic Surfactant				≤ 2.14mg/L	20mg/L			
	Chloride				≤ 136mg/L	800mg/L			
	Fluoride				≤ 1.06mg/L	1.5mg/L			
	Formaldehyde				≤ 0.09mg/L	5mg/L			
Industrial waste gas	Hydrochloride	Fugitive emission	/	Plant perimeter	0.08mg/m ³	0.2mg/m ³	/	/	
	Formaldehyde				≤ 0.01 mg/m ³	0.25mg/ m ³			
	Non-Methane Total Hydro-carbon (NMTHC)				0.26mg/m ³	4mg/m ³			

Shanghai Long Island Biotec Co. Ltd.

Types of main pollutants and particular pollutants	Name of main pollutants and particular pollutants	Way of discharge	Number of discharging outlets	Distribution of discharging outlets	Emission concentration/ intensity	Discharge standard of pollutants implemented	Total amount of discharge	Ratified total amount of discharge	Situation of excessive discharge
Industrial wastewater	Chemical Oxygen Demand (COD)	Discharge through the sewage network	346mg/Lts impo	00 1 500mg/L	inTJ0 -00 1 /([in-79 T.12)62of				

Social indicators

Number of newly hired employees

Indicators	Unit	2022	2023	2024
Total number of newly hired employees	Person	3,312	3,680	3,982
New hires by gender				
Male	%	69.63	71.35	72.28
Female	%	30.37	28.65	27.72
New hires by geographical region				
Chinese mainland	%	85.05	82.90	83.38
Overseas	%	14.95	17.10	16.62
New hires by age group				
Under 31 years old	%	61.29	58.40	62.28
31-40 years old	%	32.00	31.79	31.50
41-50 years old	%	4.92	6.93	4.46
Over 50 years old	%	1.78	2.88	1.76

Employee turnover

Indicators	Unit	2022	2023	2024
Turnover rate ²²	%	15.8	12.60	14.80

22. The calculation formula for turnover rate is: employee turnover rate=annual number of resigned employees/annual average number of employees on the job.

Parental leave

Indicators	Unit	2022	2023	2024
Total number of employees entitled to parental leave by gender				
Male	Person	/	1,236	1,342
Female	Person	/	380	402

Occupational health and safety

Indicators	Unit	2022	2023	2024
Worker training on occupational health and safety				
Total hours of occupational health and safety training for workers	Hour	111,690	147,374	159,902
Total number of employees attending occupational health and safety training	Person-times	84,859	120,600	149,708
Work-related injuries				
Deaths and death rate arising from work-related injuries	Person;%	0; 0	0; 0	0; 0
Lost time injury rate	/	0.011	0.010	0.022
Recordable case rate	/	0.011	0.020	0.026
Work-related health issues				
Work-related fatalities	Person	0	0	0
Occupational health and safety investment				
Occupational health and safety investment	10 thousand RMB	990	1,447	1,441

Training and education

Indicators	Unit	2022	2023	2024
Employee training				
Annual training hours per employee	Hour/person	22.00	37.02	35.69
Percentage of total employees receiving training	%	/	99.72	100
Performance and career development reviews				
Employees receiving regular performance and career development reviews	%	100	100	100

Diversity and equal opportunity

Indicators	Unit	2022	2023	2024
Management diversity ²³				

²³Executive management refers to the senior management in Mindray 2024 Annual Report, and senior management refers to the deputy general managers and above.

Customer health and safety

Indicators	Unit	2022	2023	2024
Incidents of non-compliance concerning the health and safety impacts of products and services				
Any incident in which a fine or penalty is imposed for violation of regulations	Case	0	0	0
Any incident in which a warning is imposed for violation of regulations	Case	0	0	0
Any incident against code of voluntary	Case	0	0	0

Marketing and labelling

Indicators	Unit	2022	2023	2024
Incidents of non-compliance concerning product and service information and labelling				
Any incident in which a fine or penalty is imposed for violation of regulations	Case	0	0	0
Any incident in which a warning is imposed for violation of regulations	Case	0	0	0
Any incident against code of voluntary	Case	0	0	0
Incidents of non-compliance concerning marketing communications				
Any incident in which a fine or penalty is imposed for violation of regulations	Case	0	0	0
Any incident in which a warning is imposed for violation of regulations	Case	0	0	0
Any incident against code of voluntary	Case	0	0	0

Customer privacy

Indicators	Unit	2022	2023	2024
Substantiated complaints concerning breaches of customer privacy and losses of customer data				
Complaints received from outside parties and substantiated by the organization	Case	0	0	0

Indicators	Unit	2022	2023	2024
Complaints from regulatory bodies	Case	0	0	0
Total number of identified leaks, thefts, or losses of customer data	Case	0	0	0
Substantiated complaints concerning breaches of customer privacy	Case	0	0	0

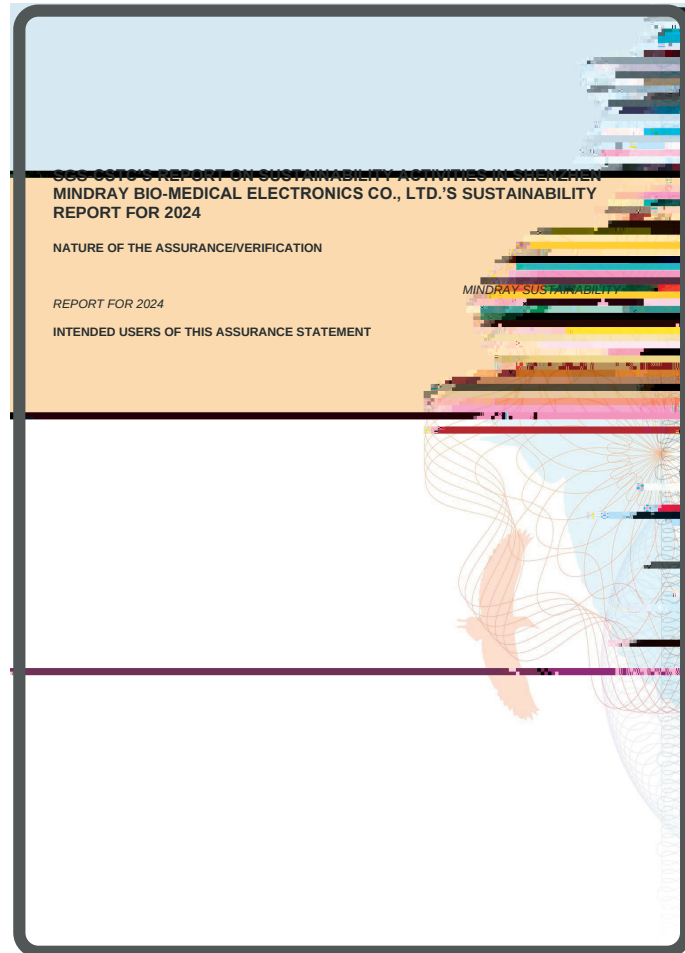
Customer services

Indicators	Unit	2022	2023	2024
Number of products and services related complaints received and how they are dealt with				
Customer complaint response rate	%	100	100	100
Customer complaint resolution rate	%	100	100	100
Overall satisfaction with complaint settlement	%	100	100	100

R&D and innovation of products

Indicators	Unit	2022	2023	2024
R&D resources and patent application				
R&D engineer	Person	3,927	4,425	4,752
Number of patents applied	Case	8,670	10,090	11,370
Number of invention patents	Case	6,193	7,222	8,224
Number of authorized patents	Case	3,976	4,767	5,588
Number of authorized invention patents	Case	1,847	2,226	2,775

Appendix V: Independent Assurance Report



Shenzhen Mindray Bio-Medical Electronics Co., Ltd.(300760)

Office Address: Mindray Building, Keji 12th Road South, High-tech Industrial Park, Nanshan, Shenzhen 518057, P.R. China.