

# 2022 Sustainability Report



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## Message from the Chairman

### Honorable Shareholders,

In 2022, Jinxin Fertility adhered to "Explore the Mystery of Life, Achieve a Successful Family" as the mission. It has been deepening the concept of sustainable development, and furthering the governance of sustainable development while working on innovation and breakthrough in the research of assisted reproductive technology, so as to help more families with reproductive disabilities realize their dreams of becoming parents.

In 2022, Jinxin Fertility completed 26,125 IVF Treatment cycles. The success rate of the hospitals headquartered in China increased from 54.5% in 2021 to 55.6%. It also achieved a total revenue of RMB 2.3645 billion, a year-on-year increase of 28.6%. At the same time, it won an "A" grade in the MSCI ESG Rating, with "labor management, product safety and quality issues" outmatching the industry average. The Group has achieved reasonable growth in quantity and effective improvement in quality, harvesting both social and economic benefits.

In 2022, Jinxin Fertility actively improved its corporate governance mechanism, persisted in integrity and compliance management, adhered to the ethical bottom line of medical research, and strengthened information security management and privacy protection, to ensure its healthy, long-term, and stable development.

On top of this, Jinxin Fertility sticks to provision of "high-quality medical services". Guided by discipline construction, we actively boost scientific research innovation and talent cultivation by upgrading the academic level and clinical capabilities of the core teams, as well as establishing a sound professional medical talent cultivation system spanning all positions. With strengthening medical quality management as the core, we endeavor to polish medical services by completing a series of standard creation tasks and running a "Group-Medical Institutions" two-level medical quality management system.

Jinxin Fertility embraces "high-level patient service". We accelerate the construction of digital hospitals, and advance the networked development of medical resources in hospitals. A new health service system, which integrates health management, disease diagnosis and treatment, science popularization and education, and patient feedback, has been put in place, allowing us to accurately and efficiently serve patients.

Jinxin Fertility pursues "high-level employee training". Attaching great importance to safeguarding the basic rights and interests of employees, we provide a healthy and safe working environment for employees, and set up the "Jinxin Loves You" Care and Assistance Fund, to offer special charitable assistance funds for families of needy employees and patients in critical care. With the goal of improving general education, professional and management abilities, we build an employee training system to continuously explore long-term career development paths suitable for each employee.

Jinxin Fertility follows "high standard symbiotic development". We always maintain the public welfare feature of basic medical services, and enhance the accessibility of medical health through a variety of forms of medical service public welfare activities. We spare no effort in the prevention and control of the COVID-19 pandemic, national unity, improving the quality of offspring through good parenting and genetics, rural revitalization and other undertakings, to take social responsibilities. By maintaining equipment technology, replacing equipment, and reinforcing publicity and education, we persist in green operations and actively address climate change to help create an environmentally friendly home.

In the future, Jinxin Fertility will always embrace the concept of "serving the greater good of the nation". Serving the national strategy with practical actions, we will continue to promote sustainable operations and responsible management, deepen ESG as an effective tool for high-quality development and value creation in the healthcare industry, maintain high-quality health service supply, and drive equalization of basic healthcare services. Efforts will also be made to manage full life cycle health, coordinate safety and development, and deeply cultivate the assisted reproduction industry, so as to achieve a green and low-carbon cycle in society, people's health and well-being as well as enterprise sustainability.

Zhong Yong, Chairman of Jinxin Fertility Group Limited  
April 18, 2023

## About Jinxin Fertility

### Company Profile

Jinxin Fertility Group Limited is a leading assisted reproductive service ("ARS") provider in China and the United States. Upholding the corporate vision of "Explore the Mystery of Life, Safeguard the Wellbeing of Women and Children, Achieve a Successful Family", Jinxin Fertility has always been committed to building an internationally leading comprehensive ARS system. It also adheres to the strategy of expanding global networks, and extending the scope of services while enhancing the existing network operation capabilities. Currently, we have established an international ARS technology platform spanning China, Laos, and the United States, covering Southwest China, Central China, Hong Kong, Eastern Europe, Southeast Asia, and the West Coast of the United States. We have set up 9 ARS technology centers globally, including: Chengdu Xinan Hospital, Shenzhen Zhongshan Hospital, HRC Fertility, Wuhan Jinxin Hospital, Jiuzhou Hospital, Hewanjia Hospital, HRC and Gratia Medical Center and Jinrui Medical Center.

With decades of development, Jinxin Fertility's medical institutions boast significant advantages in success rate, patient experience, and operational efficiency, and have accumulated a good reputation. With ARS as the core, we actively create products and services throughout the reproductive cycle, including pregnancy preparation, infertility, in vitro fertilization (IVF), antenatal care, delivery, postpartum care, pediatrics, and related medical services. We continue to provide the highest quality services to patients and contribute to the healthy development of our country's population.

#### Basic Information of the Group

Enterprise name	Jinxin Fertility Group Limited
Listing Time	2019
Listing	Main Board of The Stock Exchange of Hong Kong
Listing code	01951.HK
Main businesses	ARS, IVF, and other assisted medical services
Main places of operation	China (Chengdu, Shenzhen, Hong Kong, Wuhan, Kunming), the United States, Laos





## 2022 Highlights

Jinxin Fertility has always been committed to improving the success rate of fertility treatment and upgrading the patient experience. In 2022, we continued to make efforts in talent, scientific research, discipline construction, operation management, business expansion, and strengthened our leading advantages in the field of ARS. This further advanced the development of the industry, and allowed modern medical achievements to benefit more patients.

### April

The 2022 First Reproductive Professional Knowledge Expert Class of Jinxin Academy under the Group was held as scheduled. This helped to cultivate reproductive industry professionals and enhance the Group's academic position and brand influence in the industry.

### June

The Group held a conference on discipline construction and issued a new support plan for discipline construction. It has opened a new chapter in discipline construction with greater strength and higher level.

### September

Chengdu Xinan Hospital under the Group signed a tripartite strategic cooperation agreement with Ping An Property & Casualty Insurance Company of China, LTD. and Sinopharm Medi Cover to help develop reproductive health and assist in the construction of a healthy China.

### November

Chengdu Xinan Hospital under the Group hosted the Second Asia Pacific International Symposium on Reproductive Immunology. It aimed to promote academic exchanges in the field of reproductive immunology and bring new impetus to the development of clinical and scientific research.

### May

Dr. Huang Kexin, a well-known reproductive specialist, joined the Hong Kong Reproductive Health Centre Limited and Hong Kong Assisted Reproduction Centre Limited on a full-time basis. This has boosted the strength of the Group's Hong Kong clinics, so as to provide better services to patients, including in Hong Kong and Mainland China.

The Group partnered with West China Hospital of Sichuan University to carry out the advanced hospital management training program for the Group's reserve talents, which has improved its hospital management capabilities to better serve patients.

### July

The Group successfully acquired the equity interests of Jiuzhou Hospital and Hewanjia Hospital. This has increased the Group's market share and influence in southwestern China through resource integration and complementary advantages, thereby serving patients with a higher quality in the region.

The Obstetrics Department and Neonatal Pediatrics Department of Jinxin Women and Children Hospital of the Group were approved as key medical specialty projects in Chengdu, further enhancing the hospital's academic influence.

Well-known ARS doctors Dr. Wittenberger and Dr. Natalia C. Llarena joined the HRC Fertility, thus boosting the strength and medical level of HRC doctors.

### October

Chengdu Xinan Hospital under the Group was selected as a member of the first batch of the Sichuan Provincial Human Fertility Protection Alliance to drive the development of the province's fertility protection cause.

The thin endometrium research project of Shenzhen Zhongshan Hospital under the Group was approved, which is anticipated to provide the theoretical basis for improving the success rate of assisted reproduction.

### December

Chengdu Xinan Hospital under the Group hosted the Expert Seminar on Human Assisted Reproduction Quality Control and Safety Strategies in Sichuan Province. This has facilitated the long-term balanced development of the population in Sichuan Province and contributed to high-quality economic and social development.



## 2022 Performance Highlights

### Economy

Operation income	Net profit attributable to parent company
RMB <b>2,364.5</b> million	RMB <b>121.1</b> million
Number of IVF Treatment cycles <sup>1</sup>	R&D investment
<b>26,125</b>	RMB <b>17.5</b> million
	medical institutions (self-operated) <sup>2</sup>
	<b>9</b> subordinated

### Society

Number of employees worldwide	Percentage of female employees	Employee training coverage
<b>3,158</b> persons	<b>85.47%</b>	<b>97%</b>
Total duration of employee training	Total amount of community public welfare investment	Total hours of anti-corruption training received by employees
<b>57,197</b> hours	RMB <b>341.10</b> million	<b>3,978</b> hours

### Environment

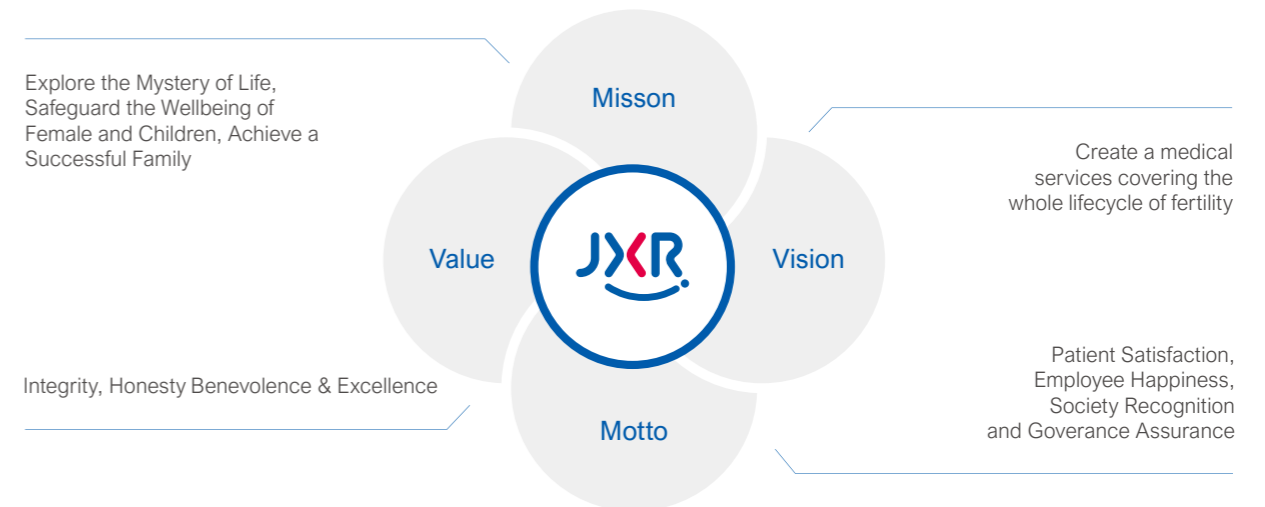
Decrease in water consumption per RMB million revenue compared to the base year <sup>3</sup>	Decrease in greenhouse gas emissions per RMB million revenue compared to the base year <sup>3</sup>
<b>1.29%</b>	<b>1.83%</b>

Note:

1. Only the number of cycles that hospitals contribute within the scope of the consolidated statements of listed companies is included.
2. This key data covers only medical institutions controlled by the Group as of December 31, 2022.
3. The scope of data coverage is consistent with that of the corresponding data in the ESG quantitative performance tables.

## Sustainability Governance

Jinxin Fertility upholds the mission of "Explore the Mystery of Life, Safeguard the Wellbeing of Female and Children, Achieve a Successful Family", and continues driving innovation and breakthroughs in reproductive technology, fulfilling the dreams of our patients with reproductive disabilities. The Group also integrates the concept of sustainable development with business operations, enhances sustainability management and therefore fulfills its responsibilities to all stakeholders, creating social and financial benefits.



## ESG Management

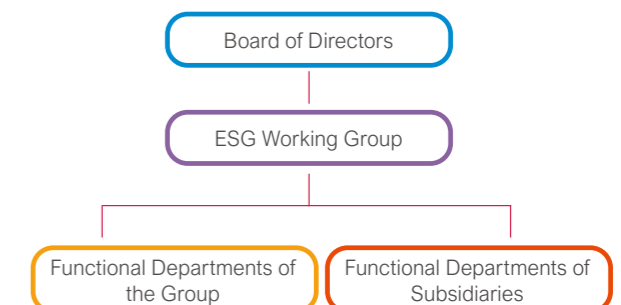
ESG management is the cornerstone for the Group, delivering the long-term sustainability development. The Group establishes ESG management structure coordinating with ESG management, and pioneering the sustainable development of the Group.

We have established a top-down ESG management structure, with the Board of Directors taking overall responsibility for sustainable development, overseeing ESG issues, monitoring and evaluating the effectiveness of sustainability management. We also have an ESG working group managed by the managing director holding accountability for overall coordination of sustainable development. The working group promotes the effective implementation of sustainable development related tasks to all departments, and ensures the effective implementation of sustainability management. For details of the responsibilities of the Group's Board of Directors and ESG working group, please refer to the *Jinxin Fertility 2020 Environmental, Social and Governance Report*.







The Group has set quantitative ESG performance targets for greenhouse gas emissions, integrated energy consumption, water consumption and hazardous waste emissions. The Board reviews the Group's ESG performance and achievement of ESG performance targets for the previous year in the first quarter of each year to ensure that the Group's ESG performance is disclosed in the sustainability report, thereby driving the achievement of ESG performance targets.

Adhering to the vision of "Create a medical services covering the whole lifecycle of fertility", we have proposed a sustainability management strategy, covering the topics of responsible operation, high-quality medical services, people-oriented, a better environment and community in 2020. In 2022, in accordance with Sustainable Development Goals (SDGs) of the United Nations, we utilized the SDGs to guide the sustainable development work of the Group, reviewing the relevancy of SDGs and the realization of sustainable development of the Group, thereby focusing on promoting the realization of the goals.

Jinxin Fertility's ESG Management Structure



Jinxin Fertility Sustainable Development Strategy and Contribution to Global SDGs

Focus Area	SDGs	Short- to medium term (3-5 years)	Long-term (5-10 years)	2022 Action Progress
Responsible Operation		<ul style="list-style-type: none"> <li>Strengthen compliance and anti-corruption management, conduct compliance and anti-fraud training for board members, senior management and all employees;</li> <li>Consciously abide by medical ethics and strictly protect customer information.</li> </ul>	<ul style="list-style-type: none"> <li>Build a responsible supply chain, improve the supplier management in the aspects relating to environmental protection, labor, ethics, etc, and reduce our environmental and social impact in the supply chain.</li> </ul>	<ul style="list-style-type: none"> <li>Establish anti-corruption management system, and enhance the awareness of all employees through anti-fraud, medical ethics training and campaign. In 2022, Jinxin Fertility provided anti-corruption training for clinicians, nursing staff, and other employees, with a total of 1,300 participants.</li> <li>Set up an ethics committee to enhance ethical management through policies, ethical review, and training.</li> </ul>
High Quality Medical Services		<ul style="list-style-type: none"> <li>Improve the quality management system and customer service system, improve our own medical serviceability;</li> <li>Standardize the management of R&amp;D and innovation, and actively promote industry exchanges and platform construction, to provide patients with high-quality medical services.</li> </ul>	<ul style="list-style-type: none"> <li>Provide diversified and high-quality services to meet the needs of customers and the market, bring hope to more families, and promote the progress of the industry.</li> </ul>	<ul style="list-style-type: none"> <li>Reinforce discipline construction, improve academic and clinical capabilities, upgrade medical quality, and provide high-quality services for patients. In 2022, Jinxin Fertility published 106 academic papers, including 38 SCI papers.</li> <li>Promote the accessibility of medical and health care, and make medical services benefit more families through free clinics, drug donations, and fee reduction.</li> </ul>
People-oriented	  	<ul style="list-style-type: none"> <li>Respect and safeguard the rights and interests of employees, and foster a harmonious employee relationship through multi employee communication platforms and employee care;</li> <li>Provide various employee training and career development paths, nourishing employee growth and development;</li> <li>Provide a safe and healthy working environment for employees.</li> </ul>	<ul style="list-style-type: none"> <li>Be the excellent employer brand in the industry, train and retain talents in the field of assisted reproduction in China.</li> </ul>	<ul style="list-style-type: none"> <li>Protect the rights and interests of employees, enabling female employees to thrive, safeguard the rights and interests of female employees, and cultivate an equal and harmonious workplace for employees.</li> <li>Establish and improve a talent development mechanism, supporting by theory and practice, provide professional and practical training for talents to improve their skills. In 2022, Jinxin Fertility provided training to improve general, professional, and leadership skills of employees, and adopted practices to improve their professional skills, with 57,197 training hours in total.</li> <li>Based on well-established doctor training program and business experience, it has provided professional courses to industry talents via Jinxin Academy, etc. It has also actively applied for national and provincial continuing medical education program to empower the learning and growth of medical professionals in the industry. In 2022, Jinxin Fertility organized the Expert Class on Reproductive Professional Knowledge at Jinxin Academy for the first time. There were 1,422 participants enrolled in this course. They are from 743 hospitals or institutions, and 86% of them were not employed by Jinxin Fertility.</li> </ul>
Better Environment and Community		<ul style="list-style-type: none"> <li>Promote green office and resource recycling to improve resource utilization efficiency while reducing greenhouse gas and waste emission in the operation process;</li> <li>Monitor and manage hazardous materials to reduce the adverse impacts on people and the environment;</li> <li>Actively organize volunteer services and social public welfare activities, and increase engagements with the community.</li> </ul>	<ul style="list-style-type: none"> <li>Continue reducing the impacts of our operation on the environment and exert our influence on suppliers, contributing to the building of a low-carbon supply chain and helping China achieve the goals of carbon peaking by 2030 and carbon neutrality by 2060.</li> <li>Continue organizing charitable activities and expanding its horizons to improve the Group's social impacts.</li> </ul>	<ul style="list-style-type: none"> <li>Establish environmental management system for daily operations, and continue improving the quality of environmental management through equipment renovation, environmental protection training, and other measures.</li> <li>Enhance waste management, reduce the environmental impact of business operations, and create an environmentally friendly home. In 2022, Jinxin Fertility's greenhouse gas emissions density unit tCO<sub>2</sub>e/RMB'000,000 decreased by 1.83%.</li> <li>Periodically publish sustainability reports every year to communicate with stakeholders regarding the Group's sustainable development progress.</li> </ul>

## Stakeholder Communication and Materiality Assessment

### Stakeholder Communication

We maintain open dialogues with stakeholders as their insights help shape our strategy and decision-making processes relating to sustainability development. We always prioritize maintaining positive communication with stakeholders, and consider their impact towards our operations. A diversified communication mechanism is established for stakeholders such as shareholders

and investors, employees, patients, government and regulatory authorities, suppliers, industry partners, and community representatives. We earnestly listen to and respond to the expectations and demands of various stakeholders on the sustainability management of Jinxin Fertility, fostering a trusting and supportive relationship.



Shareholders and investors



Employees



Patients



Government and regulatory authorities



Suppliers



Industry partners



Community representatives (including non-profit organizations and general communities)

Focus Topics

- Compliance management
- Corporate governance
- Anti-corruption and business ethics
- Medical service safety management

- Medical service safety management
- Accessibility of quality specialized medical care
- Protection of employee's rights and interest
- Occupational health and safety
- Talent attraction and retention

- Compliance management
- Medical service safety management
- Medical services and dispute management
- Information security and privacy protection

- Compliance management
- Medical service safety management
- Ethical risk management
- Occupational health and safety
- Emissions management

- Compliance management
- Supply chain sustainability management
- Anti-corruption and business ethics

- R&D and innovation
- Information security and privacy protection
- Intellectual property protection
- Talent attraction and retention

- Environmental management
- Emissions management
- Resource management
- Community and public welfare

Communication Channels

- Disclosed information
- Shareholders' meeting
- Investors' meeting

- Regular professional skill training and practices for employees
- Employee leadership training
- Advanced studies and qualification upgrading
- Regular physical examination and daily protection measures

- Medical quality management system
- Digital hospital
- Patient care services
- Patient communication channels
- Information security management system
- Patient privacy protection, etc.

- Sustainability Management
- Environmental management system
- Ethical risk management system, etc.

- Supplier access evaluation management
- Environmental and social risk management
- Anti-corruption management

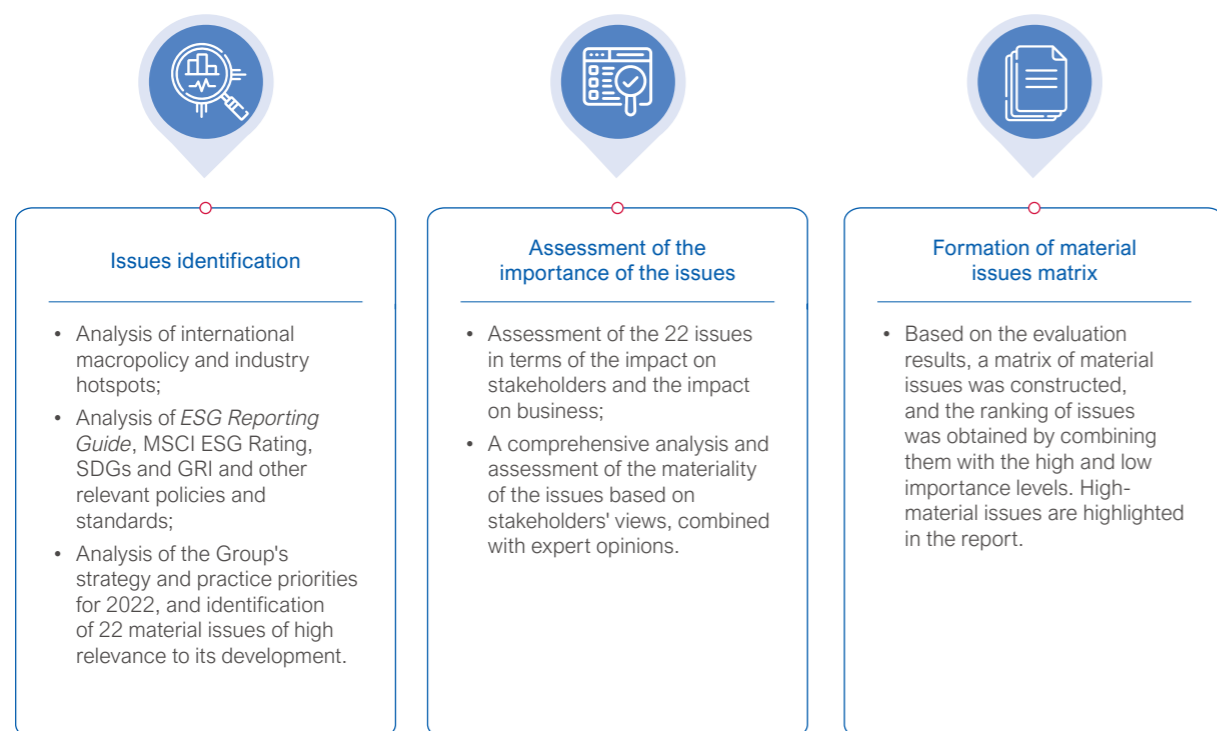
- Discipline construction
- Building platform for R&D and innovation
- Intellectual property management system
- Regular training for employees
- Actively participating in industry exchanges and academic conferences

- Carrying out diversified public welfare projects
- Carrying out community free clinics, health science lectures, etc.
- Construction of environmental management system, etc.



## Materiality Assessment

In 2021, Jinxin Fertility conducted a comprehensive analysis of the issues through stakeholder surveys, interviews, expert opinions, and other methods, identifying 22 material issues highly related to its own development. In 2022, we identified and adjusted our material issues and their priorities through policy benchmarking, peer analysis, internal and external stakeholder communication, and expert analysis.



## 2022 Jinxin Fertility Material Issues Matrix



## Major Changes in Material Issues of Jinxin Fertility in 2022

Name of Material Issues in 2021	Name of Material Issues in 2022	Changes	Reason for Change
Privacy and data protection	Information security and privacy protection	The title of the issues has been changed with the same level of materiality.	Pay more attention to information security and privacy protection. In 2022, Jinxin Fertility continued advancing digitalization of hospitals, enhancing information security management, and avoiding the disclosure of information and privacy.
Medical service compliance	Medical service safety management	The title of the issues has been changed with the same level of materiality.	To clarify the definition of issues, medical service safety management includes hospital-acquired infection prevention and control management, adverse medical event management, and patient medication safety. The protection of patient health and safety is emphasized.
Energy efficiency management Water resources management	Resource management	Issues are merged with the same level of materiality.	Combining industry characteristics and work priorities, we expand the scope of issues response to include "resource management" issues covering energy and water resources. This aims to better respond to the ESG guidance requirements of the Stock Exchange of Hong Kong.

# 01

## Excellence, Achieving a Successful Family

True to our purpose and mission, Jinxin Fertility upholds our core value of patient-centricity. We are continuing to advance scientific breakthroughs and talents development, improving academic and clinical practices and safeguarding the wellbeing of patients and their families at the core of discipline construction.



## Advancing Discipline Construction

Discipline construction serves as the foundation of hospitals for medical improvement and innovation, addressing growing medical needs of humanity. Jinxin Fertility explicitly identifies strategic portfolio of discipline construction, starting from addressing clinical issues, then striving for medical innovation, improving medical quality and treatments, and ultimately becoming the medical institutions with peer recognition, trusts from patients and assurance from authorities. We are pursuing a strategic plan that promote academic collaboration and coordination relating to discipline construction among hospitals, expectedly identify divisions and gradually enhance performance. Meanwhile, we encourage doctors leverage their core competencies in specialized disease, create elite teams, and form sub-specialties and key specialized departments with the smallest basic unit of discipline development.

In June 2022, Jinxin Fertility held a discipline construction conference in Chengdu and released a new discipline construction support plan. This plan is based on 6 pillars to create support for medical institution in discipline construction: discipline talent support plan, specialty construction support plan, scientific research innovation support plan, discipline construction incentive policy, discipline construction organization guarantee, and discipline construction promotion steps. In 2022, the Obstetrics Department and Neonatal Pediatrics Department of Jinxin Women and Children Hospital were established as a key medical specialty project in Chengdu. Previously, the Reproductive Medicine Department and the Male Reproductive Medicine Department of Chengdu Xinan Hospital have been rated as key medical specialties in Chengdu.

### Discipline Construction Support Plan

#### Organizational Support for Discipline Construction

Jinxin Fertility has established the Discipline Construction Expert Committee and the Discipline Construction Office which aims to support and advocate the development of discipline construction, and guide and drive various hospitals to conduct discipline construction planning and implementation. In 2022, the Discipline Construction Expert Committee has completed the specialized disease projects review. The Discipline Construction Office has provided talent support, specialty construction support, and scientific research innovation support.

- Discipline Construction Expert Committee: guide the discipline construction of the Group's institutions; evaluate the progresses of discipline construction; and participate in discipline construction planning, project evaluation and acceptance, effectiveness, and discipline talent review.
- Discipline Construction Office: Focus on promoting the discipline construction of various hospitals; develop advantageous and characteristic disciplines; and incubate new sub-specialty and specialized disease projects. It mainly helps institutions form reasonable discipline construction plans, and provides supports in the development of discipline talents development, the improvement of scientific research capabilities and operation performance of sub-specialty and specialized disease incubation.

#### Discipline Construction Implementation Steps

The Group has initiated relevant plans and begun to start the evaluation and planning of discipline construction, as well as a new round of project application and initiation. Our works regarding discipline construction originate from clinics and aims to serve clines with clinical practices as the basis, patient convenience as the principle, and clinical research as the focus, ultimately addressing patients' clinical issues with good qualities. Various institutions also engage in discipline construction under the supervision of the Group. The president, discipline or project leader, department director, and functional departments such as science and education, human resources, and operations coordinate to provide the optimal development environment for discipline construction.

#### Discipline Construction Reward Policy

The Group has established rewards for scientific research and specialized construction regarding various dimensions. Discipline construction awards include excellent project awards for discipline construction; organization and management awards for discipline construction; awards for discipline construction breakthrough; and scientific research awards. In 2022, the Group's disciplinary construction awards were mainly for four pilot hospitals for disciplinary construction, including Jinxin Women and Children Hospital, Chengdu Xinan Hospital, and Shenzhen Zhongshan Hospital.

#### Research and Innovation Support Plan

The Group formulates support policies for different stages, from supporting funds to incubating companies. It provides various fundings, including supporting funds for scientific research projects, start-up funds for scientific research projects, clinical and basic research funds, and special funds for industrial transformation. In addition, the Group will continue to build scientific research sharing service platform to provide further support for scientific and technological innovation projects. In 2022, we formulated management systems such as the *Management Measures for Jinxin Fertility Scientific Research Innovation Fund (Trial)*, *Management Measures for Project Establishment and Evaluation of Jinxin Fertility Scientific Research Innovation Fund (Trial)*, and *Management Measures for Jinxin Fertility Scientific Research Awards (Trial)* to standardize the procedures of scientific research innovation funds and scientific research awards. The Group's scientific research system is also optimized to strengthen the support and cooperation that research institutes provide to various hospitals.

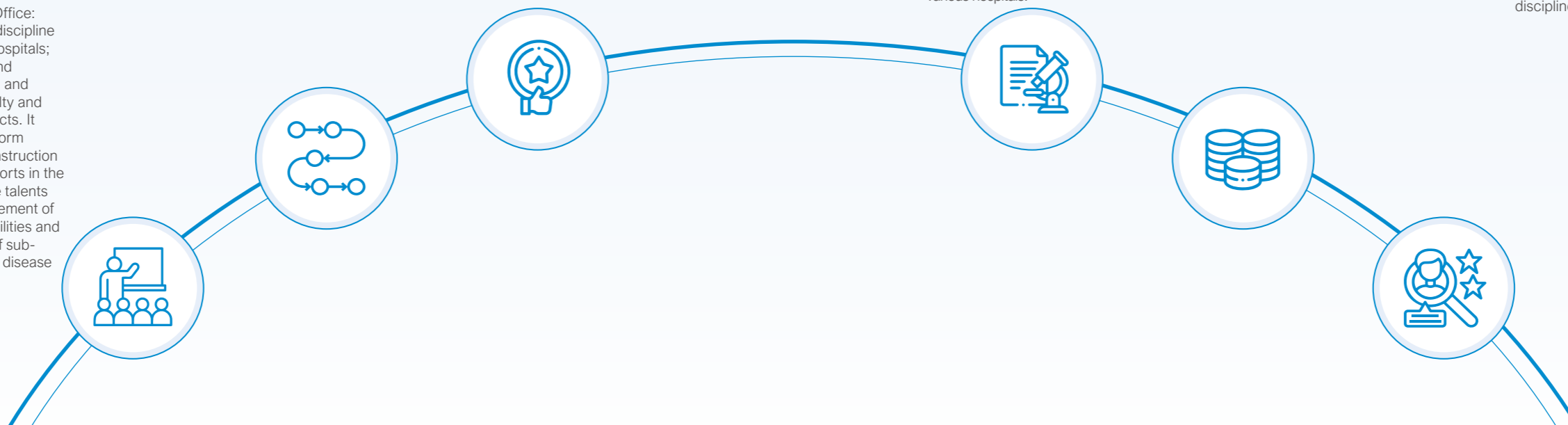
#### Specialized Construction Support Plan

The Group proposes different support plans for specialties, sub-specialties, and specialized diseases with different funding plans. In 2022, we issued the *Management Measures for the Specialized Construction of Jinxin Fertility (Trial)*, *Reward Measures for the Discipline Construction of Jinxin Fertility (Trial)* and other systems, to respectively regulate the application and assessment, construction and management, fund management, assessment and acceptance of specialist specialist construction projects, as well as the assessment of discipline construction awards. We have also completed the application and review of specialized disease projects in Jinxin Women and Children Hospital, Chengdu Xinan Hospital, Shenzhen Zhongshan Hospital, and other institutions.

#### Talent Support Plan

The Group implements hierarchical training systems for different levels of discipline talents, including discipline leaders and reserve, discipline backbone, and discipline development talents, with corresponding training objectives, support plans and funds.

In 2022, we issued the *Management Measures for Discipline Talents Cultivation of Jinxin Fertility Medical Management Group Co., Ltd. (Trial)* and *Management Measures for Discipline Coaches and Discipline Construction Guidance Experts of Jinxin Fertility Group* among others. These measures have standardized the discipline construction talent cultivation management of the Group. At the same time, the Group has conducted talents identification and screenings for Jinxin Women and Children Hospital, Chengdu Xinan Hospital, and Shenzhen Zhongshan Hospital, providing talent support for hospital discipline construction.





### The Obstetrics Department and Neonatal Pediatrics Department of Jinxin Women and Children Hospital have been approved as a key medical specialty project in Chengdu.



In 2022, the Obstetrics Department and Neonatal Pediatrics Department of Jinxin Women and Children Hospital passed expert review and was successfully approved as a key medical specialty project in Chengdu, demonstrating the hospital's technical and academic impacts in obstetrics and neonatal pediatrics. Under the guidance of the overall plan for hospital discipline construction, taking the opportunity of being approved the "key specialty" and focusing on the evaluation index system for the construction of key medical specialties in Chengdu, Obstetrics Department and Neonatal Pediatrics Department give full play to their own advantages and specialties, strengthen communication and cooperation within and beyond the discipline, so that it can improve the overall discipline influence and better serve the broad patient population. During the reporting period, Jinxin Women and Children Hospital has a total of four key medical specialty projects, namely, the Laboratory, Anesthesiology Department, Obstetrics Department, and Neonatal Pediatrics Department.

## Pioneering Science and Innovation

### Enhancing Scientific Research and Innovation capacities

Scientific research innovation is a crucial component of discipline construction and plays a key role in supporting and advancing discipline development. Upholding the concept of "Scientific Research Leads Clinical Practice", Jinxin Fertility encourages hospitals to actively conduct scientific research and innovation. Different institutions under Jinxin Fertility focus on different fields of scientific research and innovation, ensuring competitive advantages with distinguishments and transforming research findings in pursuit of excellent treatments for patients. For example, we established the Jinxin Medical Technology Innovation Center in 2020 and incorporated it into the Group's operational network in 2022. The Center focuses on basic research in pathology, experimental technology research, clinical application research, and smart laboratory technology and equipment.

In 2022, we invested in scientific research teams and works, supporting medical professional to conduct research, encouraging clinical and science team to conduct research in pursuit of treatments for diseases and unmet medical needs, and advocating for clinical performance improvements. In the future, we will further motivate research collaboration among medical institutions within the Group, encouraging jointed research among laboratories and institutions for breakthroughs and transforming clinical practices. We also regularly invite industry experts to conduct training for scientific research personnel, and develop performance evaluation indicators for experts to guide the improvement of research capabilities, to improve scientific research capabilities. During the reporting period, we have invested a total of RMB 17.5 million in R&D and innovation, an increase of 64.1% compared to 2021.

We enhance scientific research project management, standardize project management procedures, and increase scientific research project management efficiency, thus facilitating the progresses of scientific research projects. Before conducting scientific research, we demand relatives personnels to sign the *Project Application Form of Jinxin Fertility Medical Management Co., Ltd.*, for project management insurance relating to the content and purpose of the research, funding budget, anticipated results, and impacts. The Group will also conduct regular progression assessment for project evaluation as stated in the *Project Application Form of Jinxin Fertility Medical Management Co., Ltd.*. In 2022, Shenzhen Zhongshan Hospital had breakthroughs in the R&D of endometrial immune microenvironment detection and intervention, embryo selection, and clinical assisted decision-making. For example, Dr. Li Yuye et al. were the first to discover the predictive value of the T-bet/GATA3 ratio of the endometrium in the middle luteal phase in assisted reproduction therapy for live births, and Dr. Liu Su et al. revealed that endometrial immune analysis combined with ERA can bring more benefits to patients with multiple implant failures.

We collaborate with external academic institutions, contributing our own competencies for science collaboration and interactions as well as hospital development improvement in various forms. In 2022, HRC Fertility developed partnerships with University of Southern California and the Reproductive and Infertile Endocrinology Department of its Keck School of Medicine and established Research Committee specializing In Vitro Fertilization (IVF) for IVF treatment improvement.

### Scientific Research and Innovation Achievements of Jinxin Fertility in 2022

Academic Papers	<ul style="list-style-type: none"> <li>• <b>106</b> academic papers were published, including <b>38</b> SCI journal articles.</li> <li>• The Shenzhen Innovation Center published over <b>100</b> SCI journal papers.</li> </ul>
Scientific Research Transformation	<ul style="list-style-type: none"> <li>• <b>7</b> patents were obtained, including <b>3</b> invention patents and <b>4</b> utility patents.</li> <li>• Chengdu Xinan Hospital transformed <b>6</b> scientific research achievements, including a pH tester, a new pH test paper device, a cell smear machine, and supporting glass slides.</li> </ul>
Scientific Research Projects	<ul style="list-style-type: none"> <li>• <b>35</b> scientific research projects were approved, including <b>1</b> at national level, <b>7</b> at provincial level, and <b>27</b> at municipal level.</li> <li>• It is the first time to obtain national and provincial joint funds and municipal key projects relying on Our own platform enabled us to obtain national and provincial research fund and municipal key project for the first time. Granted funds increased drastically compared to previous year.</li> </ul>
Scientific Research Awards	<ul style="list-style-type: none"> <li>• Shenzhen Zhongshan Hospital won the Youth Project of National Natural Science Foundation of China and the First Prize of Shenzhen Science and Technology Progress Award.</li> </ul>

### Intellectual Property Protection

Intellectual property rights are crucial to R&D at hospitals. Jinxin Fertility has formulated management policies related to intellectual property protection in accordance with related laws and regulations. Each hospital under Jinxin Fertility has developed specific management measures or regulations accordingly, to reinforce its own intellectual property management and sustain the Company's competitive advantage.

At the same time, we continue sustaining our own intellectual property management. Before employees publish scientific research results, they are required to clarify that there is no infringement of intellectual property rights, and sign a commitment letter as required, to ensure that scientific research results are free from infringement or plagiarism. We also avoid infringing on the intellectual property rights of others. Before R&D cooperation with external partners, we will sign agreements with our partners to clarify our responsibilities, rights, and results allocation, and protect our R&D results and intellectual property rights.

## Enabling health professionals to thrive

### Focusing on Cultivation of Industry Talents

Combining our doctor training program and experience, Jinxin Fertility provides professional courses such as Jinxin Academy for industry talents. We also actively apply for national and provincial continuing medical education projects, empowering medical professionals to thrive, increasing our academic impact and ultimately driving the development of industry.

We have built an education platform for talent. Jinxin Academy project has been initiated with outstanding medical experts and professors within the Group for industry professional cultivation and reproductive medicine. Development. During April 25-28, 2022, we organized the Expert Class on Reproductive Professional Knowledge at Jinxin Academy for the first time. Eight experienced industry experts were invited to share knowledge and concepts related to reproductive medicine with participants. There were 1,422 participants enrolled in this course, 46% of them hold doctoral and postgraduate degrees (including doctoral and postgraduate students). They are from 743 hospitals or institutions, and 86% of them were not employed by Jinxin Fertility.

In the future, Jinxin Academy will commit to advocate collaboration and engagements with national medical associations, well-known medical enterprises, medical institutions, etc to launch courses and programs as well as explore the possibilities of development. Ultimately, we strive to increase our values and impacts toward the industry.

Overview of Jinxin Academy Project

Online learning platform

Composed of professional courses, thematic courses, and general education courses

1:1 simulation training center

It covers more than 40 practical training topics around 7 categories of projects, including emergency skills training, basic nursing practice, obstetric practice, gynecological practice, children and newborn practice, breast practice, and exercises.

Thematic professional courses

Frontline experts in relevant fields are invited to host online and offline courses and practical training with combined theory and practices for performance optimization. Specifically, in the practical training phase, participants will receive on-the-job practical training at the Group's hospitals. This phase allows them to learn related outpatient procedures, professional learning, practical training, department management, etc.

VR experiential teaching

VR experiential equipment is used to simulate and guide important processes involved in medical surgery. This reduces the cost and risk of surgical training and treatment, improves the capacities and accuracy of clinical medical diagnosis and treatment, and promote the operation of difficult surgery.

At the same time, we value the application and organization of continuing medical education programs. Hospitals and discipline leaders are encouraged to apply for continuing medical education program at all levels, and accelerate the high-quality implementation of continuing medical education programs, providing learning opportunities and platforms for medical professionals in the industry. In 2022, we launched 22 continuing medical education programs, 3 at national level, 16 at provincial level, and 3 at municipal level.

Implementation of Jinxin Fertility's National Continuing Medical Education Programs in 2022

Levels	Themes	Contents
National level	Academic Seminar on New Developments in Reproductive Immunology and Training Course on Clinical Test Technology	Topic: Focusing on the latest research progress of reproductive immunology clinical diagnosis and treatment with open dialogue regarding developments in clinical diagnosis and treatment. Training: Launched in a combined form of online and offline with over 300 participants.
	Training Course on Specialized Assisted Reproduction Nursing Development and Innovation	Training: It was conducted online and offline, and there were 368 reproductive attended.
	National Breastfeed Training	Topic: We invited medical professionals from Obstetrics, pediatrics, gynecology, etc., hospital management and experiences breastfeeding instructors to increase breastfeed instructors' capacities. Attendees: over 100 attendees.

In addition, we partner with external institutions and invite experts and scholars from relevant fields to launch industry-oriented training program on clinical issues within the industry. The cooperation reinforces communication and engagement of the industry, and help improve the capacities of industry talents. In 2022, Shenzhen Zhongshan Hospital and Shenzhen Hospital of Guangzhou University of Chinese Medicine (Futian) jointly launched the "Assisted Reproductive Technology and Interdisciplinary Summit Forum and Training on New Progress in Integrated TCM and Western Medicine Diagnosis and Treatment of Women with Low Fertility". Experts and scholars related to reproduction, gynecology and obstetrics, as well as integrated TCM and Western obstetrics and gynecology, were invited to have open dialogues on human assisted reproductive technology. Conference presentations and surgical observation teaching were conducted from the perspectives of surgery, pregnancy assistance, TCM, immunology, and urology.

Building an Industry Communication Platform

Jinxin Fertility actively engages with the industry. Communication and academic engagement have been inspired regarding industry issues through academic conferences, seminars, salons, and other forms to jointly explore and promote the development of medical technology in the industry, driving the development of the clinical and scientific research.

Industry Exchange Activities of Jinxin Fertility in 2022 (Examples)

Hospitals	Themes	Contents
Chengdu Xinan Hospital	The 2 <sup>nd</sup> Asia Pacific International Symposium on Reproductive Immunization	Seven reproductive and immune experts from domestic and abroad were invited to attend online discussions and academic lectures around the forefront of reproductive immune diagnosis and treatment, endometrial implantation window, immune status, microbial diagnosis, and treatment methods. It aims to promote clinical research in reproductive immunology, and help further explore relevant advances and diagnostic and therapeutic options in reproductive immunology.
	Expert Seminar on Quality Control and Safety Strategies for Human Assisted Reproduction in Sichuan Province	It focused on "Assisted Reproduction Quality Control and Safety Strategies", and involved the dimensions of reproductive center quality control and OHSS prevention strategies. The experts and scholars attended the meeting inspired open dialogues from multiple perspectives based on their own research fields and medical practices.
Shenzhen Zhongshan Hospital	2022 Seminar on New Progress in Clinical Diagnosis and Treatment Strategies for Reproductive Immunization	It focused on current clinical difficulties in reproductive immunity. Industry experts and scholars were invited to conduct academic lectures and case discussions to enhance understanding of the diagnosis and treatment of reproductive immune related diseases, and provide insights for clinical diagnosis and treatment.
Jinxin Women and Children Hospital	"The 5 <sup>th</sup> Courses on New Progress in Standardized Management of Obstetric Anesthesia and Delivery Analgesia and Forum on Western Obstetric Anesthesia"	Open dialogues were inspired regarding clinical and academic issues in labor analgesia and obstetric anesthesia. This motivates communication to improve collaborative development of medicine, teaching, and research.

Communication and Discussion between Shenzhen Zhongshan Hospital and Reproductive Experts on the Direction and Method of Establishing Standardized Diagnosis and Treatment of Reproductive Immunity

Shenzhen Zhongshan Hospital has participated in the "China Spark Program". It strengthens collaboration with other hospitals in the field of reproduction, provides training services for medical institutions in specialized diagnosis and treatment techniques for reproductive immunity. A series of online and offline academic conferences have been conducted for diagnosis and treatment of chronic endometritis, endometrial immune microenvironment disorders. Clinical diagnosis and treatment experiences have been shared with reproductive experts, to explore the direction and methods of establishing standardized diagnosis and treatment of reproductive immunity. In the process of the project, the hospital has also continued to explore various medical consortia forms of cooperation, which include providing special reproductive immune testing services and remote collaborative consultation services for patients in the reproductive center of the medical consortia. Thus, more high-quality medical services can be provided for patients with refractory infertility. In 2022, Shenzhen Zhongshan Hospital was awarded the title of "China Spark Program - Characteristic Specialized Reproductive Training Project Training Base" by the China Spark Program team.



Activity Site

# 02

## Benevolence, Safeguarding Happy Lives

Jinxin Fertility focuses on patient-oriented. It strengthens medical quality management to provide high-quality medical services for patients throughout healthcare lifecycle. A complete patient communication mechanism has been established. Multiple measures have been taken to continuously ensure the safety of patient medical treatment. It has built digital transformation and smart hospital based on information security management to improve the medical experience of patients. It also engages in the popularization of health knowledge, and improve patient health management throughout the process to improve treatment effectiveness.

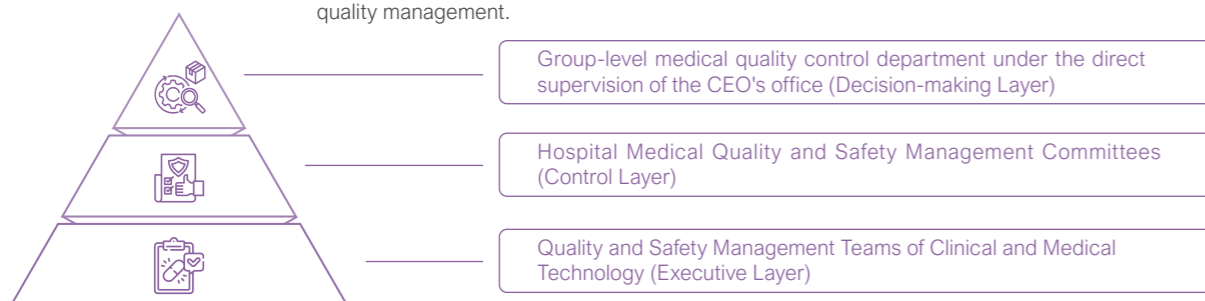




## Pursuing Excellence in Medical Quality

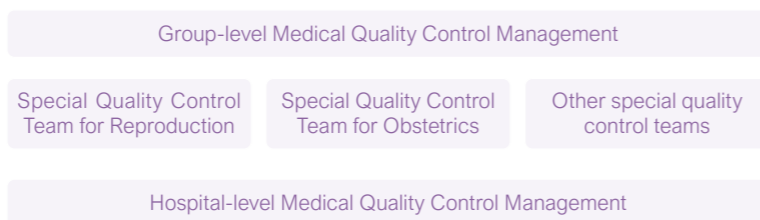
Medical quality is lifeblood of hospitals and the foundation of their survival and development. Jinxin Fertility strictly observes the relevant laws and regulations of the operation location such as *Measures for the Administration of Human Assisted Reproductive Technology*, *Regulations on the Administration of Medical Institutions*, and the *Measures for the Administration of Medical Quality*. Based on the medical quality management structure at the hospital and department levels within each medical institution, the Group has added a Group-level medical quality control department under the direct supervision of the CEO's office to supervise and monitor the medical quality of each medical institution. The Group-level medical quality control department has formulated management systems at the Group level such as the *Eighteen Medical Core Systems*, *Regular Meeting System for Medical Quality and Safety Management* in accordance with national policies and regulations to establish a solid foundation for the medical quality of all institutions under the group.

The medical quality management committees of each institution are led by leaders in charge of their respective institutions and are responsible for quality supervision and improvement of the medical quality management of the hospital. Each hospital also formulates hospital-level medical quality management systems and management processes according to their own situation, in order to better carry out continuous improvement of medical quality in the execution process and ensure patient safety and health. For example, Chengdu Xinan Hospital has established various management systems, including the *"Hospital Quality Improvement and Patient Safety Plan," "Committee Management System of Chengdu Xinan Hospital,"* and *"Quality Management Manual for the Department Director,"* as well as related procedures and forms to strengthen medical quality management.



To enhance the brand competitiveness of specialty medical services and promote the implementation of refined management, the Group-level medical quality control department has formed specialized quality control teams for obstetrics, IVF, and other fields. These teams are responsible for narrowing the gap in diagnosis and treatment capabilities within the group, and facilitating the professional development of each institution towards homogenization. Furthermore, through the establishment of these teams, we aim to further promote discipline construction, and demonstrate a higher level of specialized competitiveness. In 2022, HRC

Fertility Laboratory has obtained a series of certifications including the Accreditation Association for Ambulatory Health Care (AAAHC), the Clinical Laboratory Improvement Amendments (CLIA) under the US Food and Drug Administration (FDA), and the College of American Pathologists (CAP). Meanwhile, in 2021, Chengdu Xinan Hospital received its Joint Commission International (JCI) accreditation certificate after being evaluated by the Joint Commission International Accreditation Committee for Hospitals.



In 2022, we conducted **4** rounds of **9** pre-holiday inspections for **3** hospitals, **1** inspection each for **4** hospitals on medical quality and safety management, and **2** rounds of **6** inspections for **4** hospitals.

### Jinxin Fertility's Medical Quality Management System

<p>Medical quality supervision</p>	<p>Medical quality supervision at the Group level</p> <ul style="list-style-type: none"> <li>The Group-level medical quality control department regularly conducts medical quality inspections and audits for its subsidiary medical institutions, including pre-holiday safety inspections, cross-inspections of medical quality with external institutions, and monthly inspections of local medical institutions. For example, the Group-level medical quality control department conducts management and inspection on emergency and rescue item management, Class 1 psychotropic drugs, medical staff scheduling, and medical personnel's mastery of emergency procedures before holidays every year.</li> <li>According to the PDCA (Plan-Do-Check-Act) process, after completing the inspection, we identify and clarify the core medical quality issues, and require the hospital to immediately implement corrective actions. We work together with local medical institutions to develop a rectification plan, regularly monitor the progress of corrective actions, and provide corresponding support.</li> </ul> <p>Specialized quality control management at the Group level</p> <ul style="list-style-type: none"> <li>We have established specialized quality control management projects for reproductive and obstetrics departments, and conducted comprehensive medical quality control for every link to improve the overall level of medical quality. For example, for the quality control management of embryo laboratories, we have established the group laboratory consumables and reagents quality control team to promote strict, standardized, and quality inspections of all consumables and culture media used for gamete and embryo culture in all laboratories under the group.</li> </ul> <p>Quality management at the hospital level</p> <ul style="list-style-type: none"> <li>Each hospital holds regular meetings of the Medical Quality and Safety Management Committee, as well as medical quality and safety-related meetings of various departments, to monitor and supervise the progress of internal quality control work and quality control indicator data. This ensures the strengthening of medical quality management within the hospital.</li> <li>Each hospital conducts medical quality and safety-related inspections on a weekly and monthly basis, including administrative rounds, night rounds, quality control rounds, and holiday safety inspections.</li> </ul>
<p>Data analysis and management</p>	<p>Data supervision at the Group level</p> <ul style="list-style-type: none"> <li>Based on the medical quality management data, such as the monthly reported cesarean section rate and antibacterial drug use rate from each hospital, the aspects that require improvement are analyzed to provide targeted training and other support to the hospital.</li> </ul> <p>Quality management at the hospital level</p> <ul style="list-style-type: none"> <li>Hospitals track and monitor medical quality management-related indicators on a daily and monthly basis, and provide regular reports to the Group. For example, Shenzhen Zhongshan Hospital monitors medical abnormality indicators such as critical values, as well as instances where medical records have not been archived more than three days after patient discharge through a large-scale business intelligence (BI) screen every day. This ensures that the tracking and handling rate of medical safety indicators reaches 100%.</li> </ul>
<p>Construction of medical quality culture</p>	<p>Medical quality training at the Group level</p> <ul style="list-style-type: none"> <li>The Group's Medical Quality Control Department regularly provides medical quality management-related training for various medical institutions, such as lawyer rounds training and Diagnosis-Related Groups (DRGs) training.</li> </ul> <p>Medical quality training at the hospital level</p> <ul style="list-style-type: none"> <li>Each hospital regularly organizes medical quality training on topics such as cardiopulmonary resuscitation, shock treatment, blood transfusion knowledge, antibacterial drug management, and clinical use for all medical personnel, to further improve the hospital's medical quality management level.</li> </ul>
<p>Incentive and improvement of medical quality</p>	<ul style="list-style-type: none"> <li>The Group regularly reviews and interprets national standards and guidelines related to medical quality management, and shares them with various medical institutions. ensures a consistent understanding of national standards and guidelines. The medical quality management systems are continuously updated and improved to reflect the latest requirements and best practices.</li> <li>The Group links medical quality-related indicators to the goals and performance of the president of hospitals, to jointly achieve medical quality management objectives from top to bottom.</li> </ul>

### Chengdu Xinan Hospital Launched a Series of Medical Quality Improvement Training



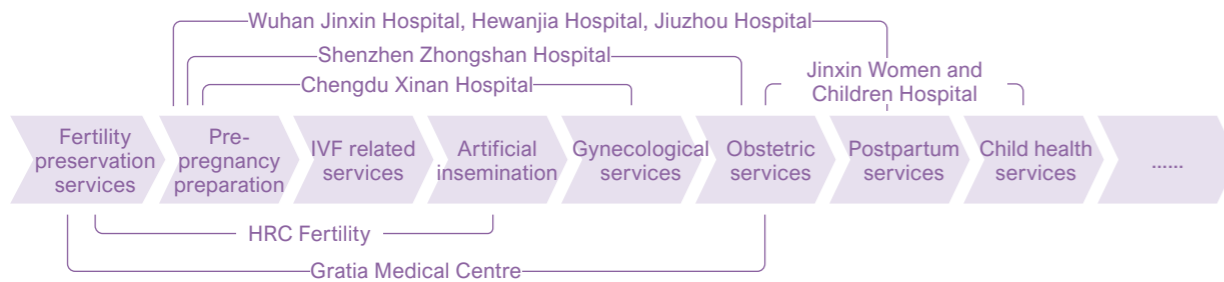
To improve medical quality management, Chengdu Xinan Hospital conducts annual medical quality management training for its employees on a range of topics, including hospital fine management, first aid, physician law, eighteen core systems, prevention of mother-to-child transmission, medical record writing standards, and surgical grading in medical institutions. Specifically, Chengdu Xinan Hospital provides hospital-wide training on topics such as hospital fines management, first aid and prevention communication management, and special training on Information Security Law and Informed Consent Form, as well as graded management methods for medical institution operations. The training equips employees with necessary medical quality management skills.

## Offering good services during whole life-cycle of fertility

### Providing Life Cycle Medical Services

Adhering to the vision of "Explore the Mystery of Life, Safeguard the Wellbeing of Female and Children, Achieve a Successful Family", Jinxin Fertility has developed a comprehensive reproductive life cycle development strategy with ARS as the core. Starting from ARS, Jinxin Fertility integrates obstetric and pediatric medical resources to provide comprehensive life cycle services for pre-pregnancy preparation, in vitro fertilization, prenatal examination, childbirth, postpartum care, and pediatric care, realizing all-round customer satisfaction through the integration of the industry chain.

#### Jinxin Fertility Life Cycle Service



### Gratia Medical Centre Provides Comprehensive and High-quality Medical Services for Patients



Gratia Medical Centre (GMC), formerly known as the Hong Kong Reproductive Health Centre (RHC), specializes in providing reproductive medical treatment for infertile couples, offering various levels of assisted reproductive technologies such as ovulation promotion, intrauterine insemination (IUI), in vitro fertilization, embryo transfer, and pre-implantation genetic testing techniques. GMC can provide comprehensive care for women of different ages, including screening, consultation, diagnosis, and treatment, to continuously promote the fertility protection. Furthermore, leveraging its resources and expertise, GMC disseminates knowledge related to assisted reproduction to the public through its official website, social media, and other channels to raise awareness on health management.



Gratia Medical Centre (GMC)

To meet the diverse and personalized medical service needs of patients, we develop high-quality specialized services based on the existing hospital facilities, medical talent team, discipline advantages and characteristics, thereby providing patients with a better medical experience. For example, Chengdu Xinan Hospital has established 5 professional outpatient groups to meet the needs of different patients with multiple IVF failures or endometrial thinness, patients aged 35 and above or under 35 years, patients with polycystic ovary syndrome (PCOS), and patients requiring IVF or artificial insemination.

We also continue to incorporate humanistic care into the clinical diagnosis and treatment process. We prioritize the psychological and spiritual needs of our patients, paying close attention to every step of their medical journey, including the hospital environment, medical procedures, and treatment outcomes. By doing so, we aim to create a safe and trustworthy environment for our patients to receive medical care.

#### Measures for Humanistic Care throughout the Diagnosis and Treatment Process (Examples)



##### A Comfortable Hospital Environment

- **Set up dedicated rest areas:** Shenzhen Zhongshan Hospital and Wuhan Jinxin Hospital have established book bars and other areas for patients to rest. They actively guide non-local patients to these areas and provide refreshments and convenience service boxes to meet their needs.

##### Optimize the Medical Treatment Process

- **Manage diagnosis and treatment time:** Shenzhen Zhongshan Hospital manages the allocation of doctors' consultation time and sends a reminder text message to patients one day in advance to guide them to seek medical consultation during their selected time period.
- **Establish a special ethnic minority team and appoint a full-time translator:** To improve the medical experience of ethnic minority patients, Chengdu Xinan Hospital has established a dedicated team of minority nursing staff and a special reception team to meet the needs of these patients. Each day, an ethnic minority nurse is assigned to accompany the patient and act as a full-time translator, ensuring that they feel at ease and comfortable seeking medical treatment.

##### A Warm Heart Diagnosis and Treatment Process

- **Provide accompanying services:** Chengdu Xinan Hospital arranges "one-on-one consultant" for patients who have failed IVF, to better meet their special needs in terms of physiology and psychology. Shenzhen Zhongshan Hospital provides additional accompanying services for egg retrieval and transplantation surgeries to help reduce patients' anxiety.
- **Set up a specialized mother-infant shared ward:** Jinxin Women and Children Hospital sets up a mother-infant shared ward where parents can accompany their children throughout the hospitalization period. It also establishes an early pregnancy center to provide one-stop services covering card establishment, blood collection, ultrasound, and doctor consultation, reducing the anxiety of new mothers.
- **Standardize diagnosis and treatment process services:** Jinxin Women and Children Hospital takes heartwarming measures based on internal diagnosis and treatment processes, such as using pre-warmed stethoscopes for patients before auscultation, using language suitable for children when communicating with young patients, and promoting husband-partnered childbirth in the delivery room.

##### Care Services after Diagnosis and Treatment

- **Care for the psychological needs of patients:** Chengdu Xinan Hospital, Shenzhen Zhongshan Hospital, and HRC Fertility provide psychological health care programs for patients, such as psychological health assessment and consultation, which can help alleviate the psychological pressure that patients may experience during pregnancy preparation.

### Offering High-quality Patient Services

High-quality service cannot be separated from a comprehensive service management system. Jinxin Fertility has established a comprehensive patient service management system through service quality supervision, inclusion of service indicators in the assessment, and creating a high-quality service culture to continuously provide high-quality services to patients.

Service quality supervision

- The Group's Service Supervision Office monitors the service quality and medical quality in each hospital area on a monthly basis, and scores them to form a hospital ranking within the Group. Any issues found on site require the corresponding hospital to submit a rectification report to prevent the recurrence of similar issues.
- The Group also supervises hospital services through secret visits. The Group's investigators will personally experience the hospital's service through registration, medical treatment, and other methods, and submit service improvement reports to optimize the patient's medical experience.
- Relying on platform-based management measures, the Group has organized and formed a summary of hospital issues, and convened a communication meeting between hospital presidents and patient service heads to analyze common service problems and share excellent service cases of other hospitals.
- The Group promotes hospitals to form and put into practices the theme of service improvement projects of the year, and regularly monitors and inspects its implementation.
- In addition to regular supervision and inspection by the Group, each hospital also launches regular service quality control inspections based on its own operating conditions. Through patient satisfaction questionnaires, each hospital can understand patient demands and feedback issues, and make timely corrections to improve service quality. For example, Chengdu Xinan Hospital monthly monitors the patient satisfaction of the whole hospital and each department, IVF patients' satisfaction, complaints and praises of patients and other data. Shenzhen Zhongshan Hospital carries out department level and hospital level service quality control inspections every month. Wuhan Jinxin Hospital formulates the *Service Quality Evaluation Standard* to supervise the service conditions during admission, hospitalization, referral, and discharge.

Service Indicators Included in Assessment

- Hospitals incorporate indicators related to quality service into employee performance appraisals according to their operations, linking them to promotions and awards.
- Hospitals also continue to encourage employees to provide high-quality services to patients through incentives. For example, Jinxin Women and Children Hospital provides incentives for employees based on the outstanding service cases evaluated, and integrates them into the quality service scores of year-end performance evaluation.

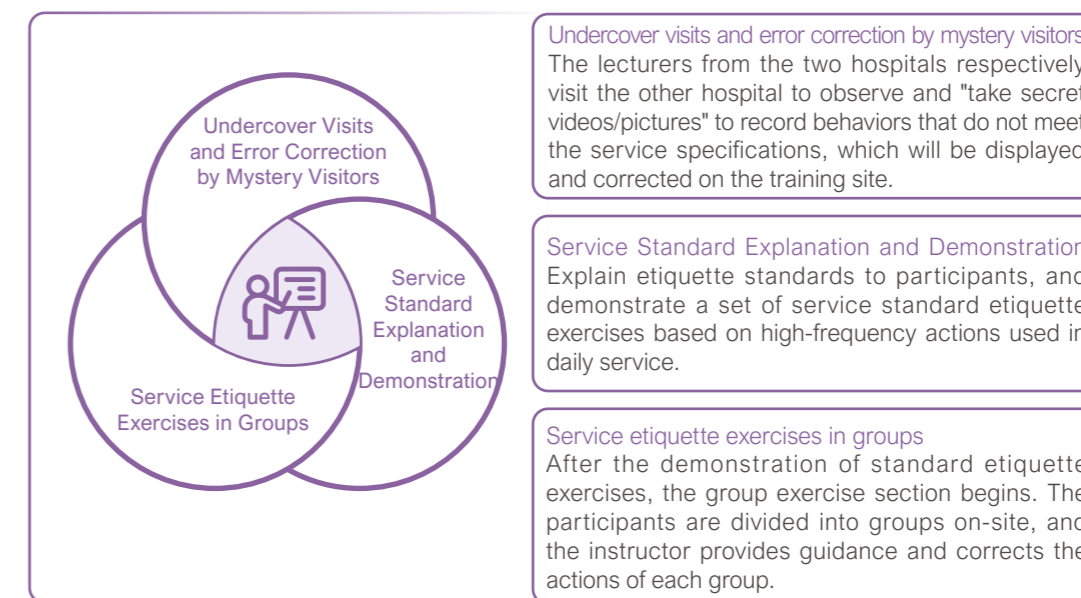
Creating a Culture of High-quality Service

- At the Group level, an annual training plan covering service improvement themes is developed, and each hospital actively participates and combines the group's service quality improvement training with hospital-level training to better enhance the service capabilities of employees.
- The Group provides patient service quality improvement training for all employees, sets up participation rankings for each hospital, and incorporates service training participation into the performance appraisal of the hospital presidents. This promotes all hospital level employees to participate in the top-down study of service culture.
- Each hospital regularly arranges quality service management related training for employees to help improve patient satisfaction. Meanwhile, each hospital actively cultivates a culture of high-quality service through daily promotion, themed activities, and honor incentives, based on their own situation. For example, Chengdu Xinan Hospital launched an activity with the theme of "Xinan's Dream - Break Through Difficulties and Move Forward Together" on the Nurses' Day, and awarded "Service Star Award", "Master of Skills" to the nursing staff. Jinxin Women and Children Hospital carried out service benchmarking, formed the "Straight Talk Red List" project, shared service highlights and patient evaluations through WeChat and other channels. At the end of the year, it is used as one of the reference factors for employee evaluation and recognition.

### A Series of High-quality Service Training Courses were Jointly Created



Jinxin Fertility has provided large-scale integrated internal training together with Chengdu Xinan Hospital and Jinxin Women and Children Hospital for the first time. A series of training courses for service improvement have been created. Through the integration of lecturers and participants, it has produced a 1+1>2 training effect, thereby improving the service standards of Jinxin Fertility's employees. Service improvement training is mainly divided into three parts: undercover visits and error correction by mystery visitors, service standard explanation and demonstration, and service etiquette exercises in groups. This further improves the quality of medical services through a combination of theory and practice. In 2022, this training covered more than 100 clinical frontline medical personnel, medical guidance and customer service staff from Chengdu Xinan Hospital and Jinxin Women and Children Hospital.



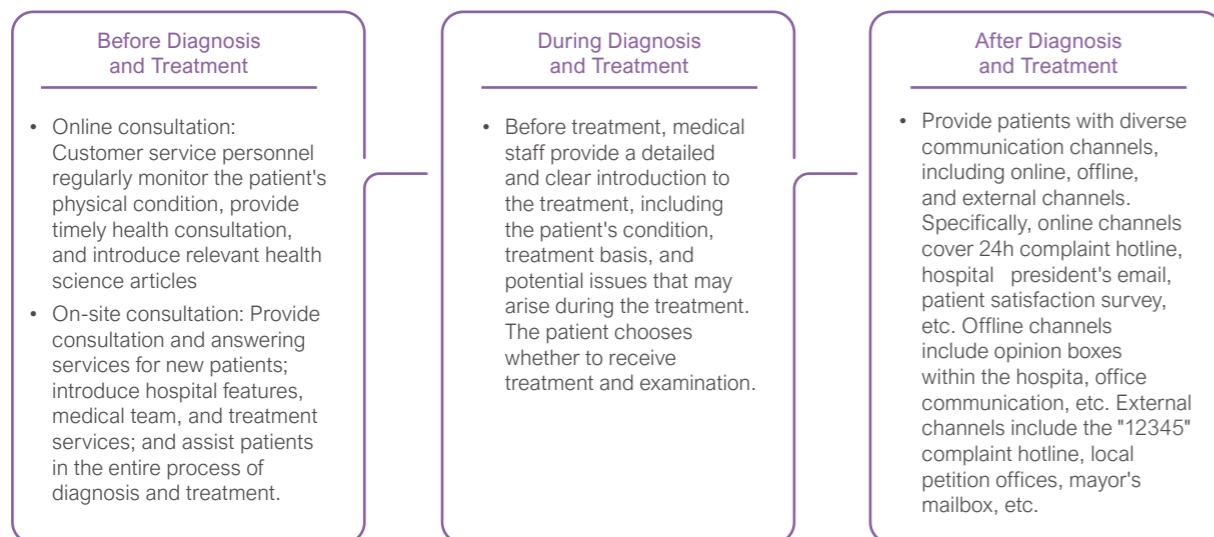
Training Course Site



### Improving Patient Communication

Effective communication between doctors and patients is an essential component of clinical work and a fundamental basis for the survival and development of hospitals. Jinxin Fertility actively builds a patient communication platform, and carries out patient communication around the stages before, during and after treatment, thus helping patients properly understand medical services and requirements, enhancing patients' trust in the hospital and understanding of medical personnel, and resolving conflicts and disputes between doctors and patients in a timely manner.

#### ○ Patient Communication Measures Throughout the Treatment Process



In the process of patient diagnosis and treatment, each hospital develops systems and communication manuals related to patient relationship management. They regularly organize medical and nursing personnel to participate in training related to patient relationship management and communication skills, to standardize the way and skills of communication between employees and patients, and effectively establish a good doctor-patient relationship. Each hospital promptly understands the feedback from patients. Personnel in relevant departments will cooperate for handling, and provide feedback on the rectification and suggestions to patients to prevent similar feedback and complaints from recurring.

Meanwhile, hospitals regularly carry out multi-dimensional patient satisfaction surveys to understand the real experience and needs of patients, and improve the quality of patient service. For example, Chengdu Xinan Hospital and Jinxin Women and Children Hospital regularly conduct satisfaction surveys throughout the hospitals and departments. Jinxin Women and Children Hospital randomly interviews patients in outpatient departments to learn about their satisfaction with hospitalization and outpatient services on the spot. In 2022, the overall satisfaction score of Chengdu Xinan Hospital reached 95.78%, up 2% from the same period last year. Jinxin Women and Children Hospital's overall satisfaction score was 92.45%, an increase of 1.73% compared to last year.

For the medical complaints and disputes, we also strictly abide by laws and regulations such as the *Measures for Complaint Management of Medical Institutions*, *Regulation on the Prevention and Handling of Medical Disputes*. Complaints and medical disputes are handled in accordance with internal management systems such as the *Medical Dispute Emergency Response Plan* and *System for Handling Medical Complaints and Disputes*, to protect medical safety, and safeguard the legal rights and interests of both medical staff and patients. Each hospital under the Group has established a three-level complaint and dispute management mechanism, with the hospital president responsible for decision-making and directing the handling of medical complaints and disputes.

#### ○ Handling Process of Medical Complaints and Disputes



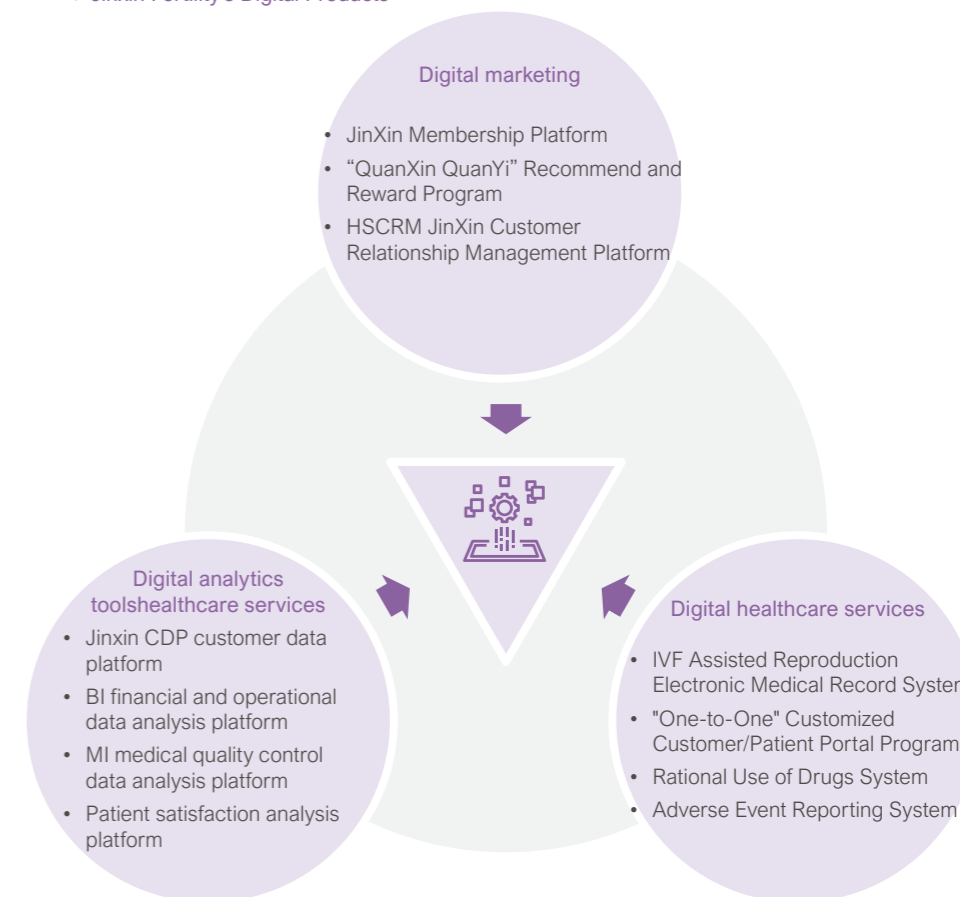
## Being patient-centered Digital Hospitals

In the past, doctors often faced challenges in fully understanding a patient's medical history, following up with their subsequent visits and treatments, and addressing common patient questions during diagnosis and treatment. With the digital transformation of hospitals, the way in which doctors and patients connect has changed, effectively addressing these challenges and improving the level of medical service and operational efficiency.

Jinxin Fertility adheres to a patient-centered approach, continuously empowering hospital management with digitalization, and building a comprehensive perception of service experience to better provide high-quality services to patients. In 2022, we proposed a digital transformation strategy and established a digital transformation strategy team, with the Chief Strategic Officer as the team leader who is responsible for formulating the digital transformation strategy and overall development direction. In the process of promoting the digital transformation strategy, we have also selected our hospitals as a pilot to put digital products into practices, and optimize hospital management, operational efficiency and patient service quality.

Currently, we continue to develop digital products around the fields of market operations, medical services, and data analysis to realize digital empowerment of hospital management.

#### ○ Jinxin Fertility's Digital Products



In addition, we continue to drive the implementation of the smart hospital project. The smart hospital project team is composed of hospital leaders and department heads. Through piloting at the Jinxin Women and Children Hospital, we are gradually achieving the construction of a smart hospital.

### Building a Smart Pharmacy and an Information Management System for Rational Drug Use



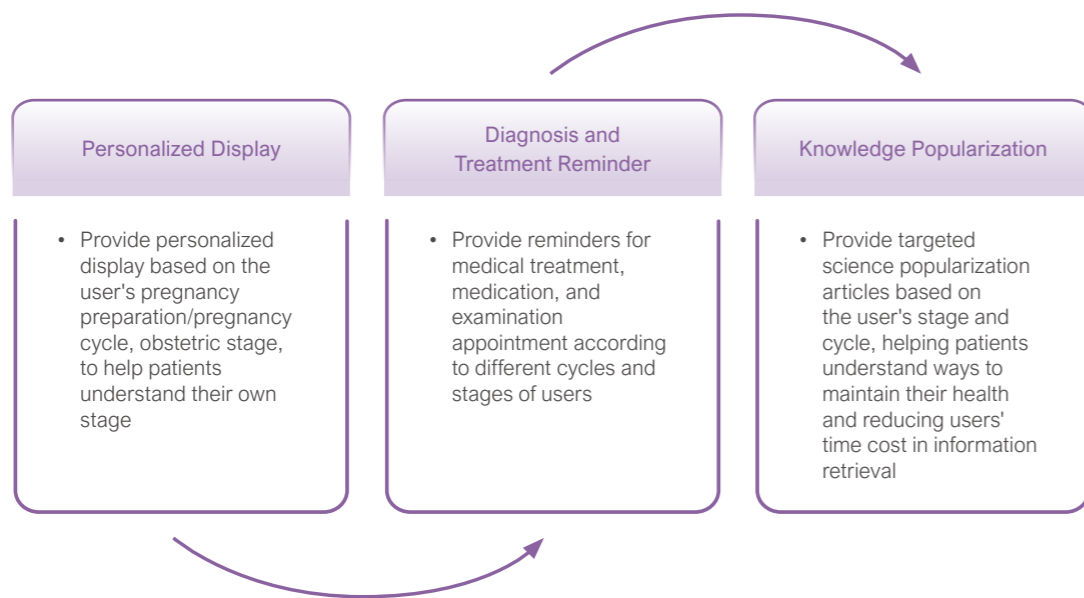
Chengdu Xinan Hospital adheres to a patient-centered approach and, based on clinical pharmacy, establishes a smart pharmacy and a medication counseling room to provide online and offline medication safety education for patients. Through smart pharmacy, we ensure proper storage and maintenance of drugs outside the pharmacy department, carry out clinical pharmacy work based on rational drug use, participate in clinical disease diagnosis and treatment, and provide pharmaceutical technical services. Automatic dispensing of drugs is realized to ensure the accuracy of drug dispensing. We also use management methods and tools such as Gantt charts, task decomposition, and continuous improvement to track and monitor projects, providing safe medical services for patients. In 2022, we completed 56 online and 485 offline medication consultations through the smart pharmacy.

In addition, we have also established an information management system for rational drug use, which realized the functions of finding prescription problems in time, reminding doctors, and automatically generating targeted patient medication education instruction sheets by means of information technology. This reduces the risk of irrational drug use from the source and effectively guarantees the rationality of patient medication.

### A "Customized Service" Applet for Providing Patients with Full Cycle Services



Based on the characteristics of customers, Jinxin Fertility creates a "Customized Service" applet in a digital manner. Through this applet, doctors shorten the distance between patients and hospitals to provide patients with guidance and care throughout the treatment cycle. The applet also helps patients improve their own health management through personalized display, diagnosis and treatment reminders, and popular science knowledge. Based on data analysis, it also enables the internal departments to make improvements and better serve the patients.



## Establishing Comprehensive Health Management

The *Outline of the Healthy China 2030 Plan* clearly states "to establish and improve the health promotion and education system, upgrade the service capacity of health education, and popularize health science knowledge from a young age". Health knowledge education plays a key guiding role in the treatment and rehabilitation of patients.

Jinxin Fertility actively promotes health education in the hospital. It establishes a comprehensive health education system, and provides diversified health education services through online and offline channels, as well as spreading health knowledge to the community. This helps patients understand their health status, learn and practice healthy behaviors and lifestyles in their daily lives, and achieve maximum treatment outcomes.

#### Online Health Education



Through social media platforms, online live streaming, etc., hospitals provide relevant health knowledge such as assisted reproduction, pregnancy, gynecology, and child health to people in need, helping patients strengthen health management.

- In line with their own characteristics and disciplinary advantages, hospitals promote popular science knowledge about fertility treatment, pregnancy protection, gynecology, and children's health through social media platforms such as WeChat and applet. For example, Chengdu Xinan Hospital publishes popular science articles on topics such as pregnancy, IVF, recurrent abortion, egg quality, and ovarian function. Jiuzhou Hospital communicates to patients through online education about IVF procedures, IVF drug use, disease type promotion, and IVF ovulation promotion programs.
- Hospitals invite their in-house medical and nursing experts from time to time to carry out online live broadcasts to provide online questions and answers for patients. For example, Chengdu Xinan Hospital invites experts from the Group and in-house experts to carry out live broadcasts on topics such as on topics such as gynecological issues, solving the problem of repeated transplant failures, what to do during IVF, and regulating polycystic patients.; Shenzhen Zhongshan Hospital has launched a live broadcasts on topics such as the diagnosis and treatment of tubal infertility, eugenics, and fertility strategies for women with diminished ovarian reserve under the "Ace Consultation" series; HRC Fertility conducts live broadcasts on Facebook and Twitter through their internal marketing team, actively engaging with the public. In 2022, 10 departments of Chengdu Xinan Hospital jointly completed a total of 108 science popularization live broadcasts, while Shenzhen Zhongshan Hospital carried out a total of 38 science popularization live sessions.

#### Health Education in the Hospital



Hospitals communicate closely with patients through health education slogans and columns, health brochures, special lectures, and other methods to disseminate health knowledge and help increase treatment effectiveness.

- Hospitals regularly invite experts to give offline health promotion lectures based on its own business characteristics, providing patients with knowledge and clarifications. For example, Chengdu Xinan Hospital regularly arranges health education lectures and special lectures on pregnancy, such as "Pregnancy Q&A Classroom" and "Expert Lecture", to answer patients' questions during pregnancy; Shenzhen Zhongshan Hospital invites experts to hold patient meetings around topics such as IVF, embryo implantation, and gynecology.
- Hospitals also conduct separate offline education and provide health education manuals for different types of patients. For example, Jiuzhou Hospital carries out education on precautions for embryo transfer patients before implantation, and education on precautions before egg and sperm retrieval.

#### Spreading Health Knowledge to the Community



In addition to providing health promotion and education to patients, hospitals regularly spread health knowledge in surrounding communities through free clinics, lectures, exhibitions, and other methods. We promote health care knowledge in easy-to-understand language and encourage more people to practice healthy living.

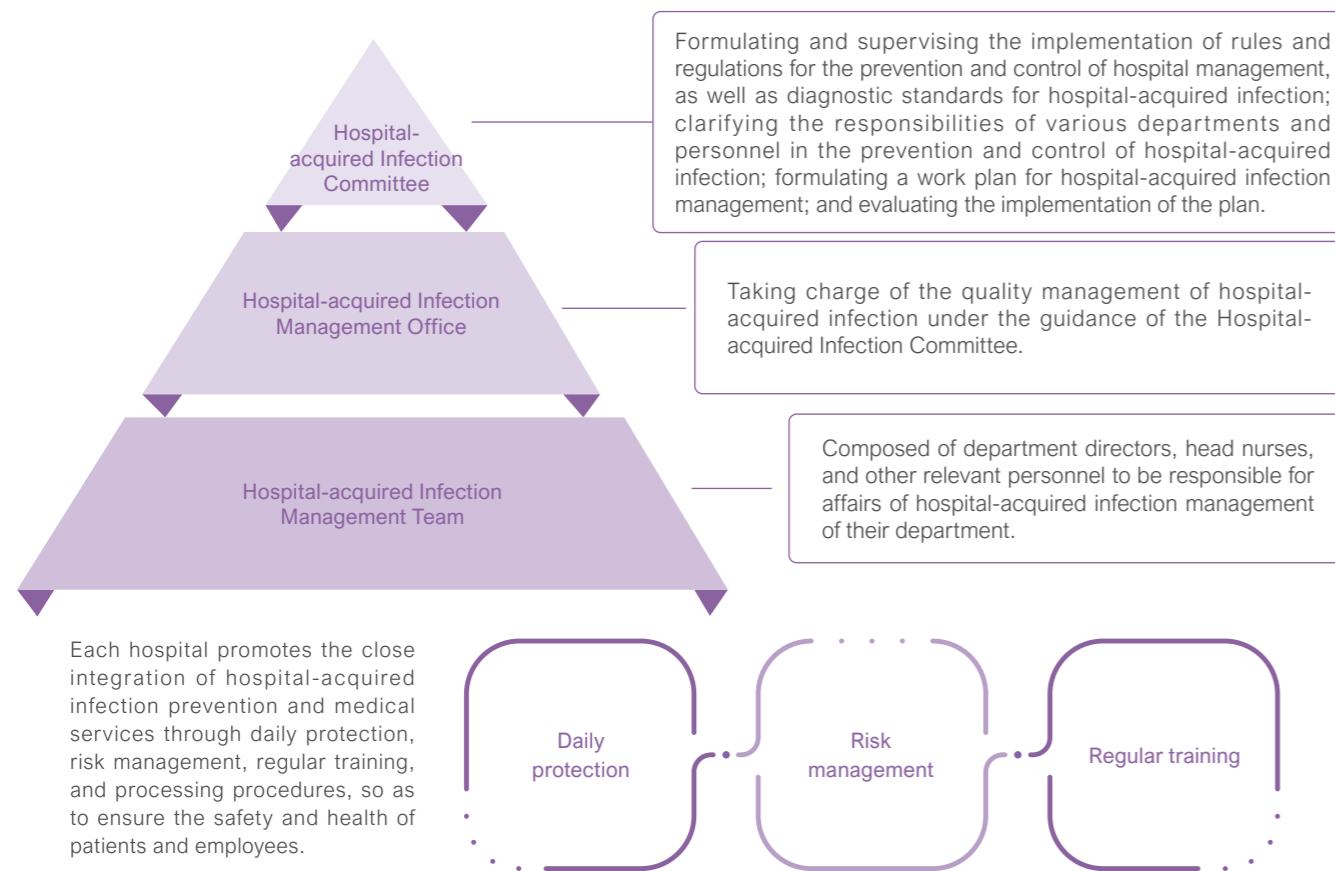
## Ensuring Medical Safety

### Standardizing Prevention and Control Management of Hospital-acquired Infection

Hospital-acquired infection management is an important means to ensure medical quality and patient safety. Jinxin Fertility continues to strengthen the management of hospital-acquired infection. In accordance with national policies, industry standards, and the policy requirements of the operating location, such as the *Hospital-acquired Infection Management Measures, Law of the People's Republic of China on the Prevention and Treatment of Infectious Diseases*, the *Regulations on the Administration of Medical Wastes*, and the *Medical Personnel Hand Hygiene Management System*, Jinxin Fertility has developed a unified hospital-acquired infection management system for the Group, which is implemented by each hospital, and corresponding systems are formulated to meet the actual situation of each hospital, thus ensuring medical safety. For example, Shenzhen Zhongshan Hospital has developed the *Medical Personnel Hand Hygiene Management System* and *Occupational Protection System for Medical Personnel* to manage the definitions and principles of hand hygiene and occupational protection for medical personnel.

Each hospital under the Group has established a three-level hospital-acquired infection management system composed of an infection committee, a hospital-acquired infection management office, and a hospital-acquired infection management team. The system is responsible for standardizing the management of hospital-acquired infection control and effectively implementing hospital-acquired infection control. The Group formulates hospital-acquired infection quality control related indicators based on the situation of each hospital, and conducts regular on-site visits to check the completion of quality control indicators and the development and implementation of hospital infection management systems on a monthly basis.

#### ○ Hospital-acquired Infection Three-level Management System



In daily work, each hospital is equipped with tools such as protective equipment and emergency kits for blood and body fluids in its departments. Sufficient protective equipment is provided for employees, to strengthen personnel protection management, and guide and supervise patients and their accompanying personnel to take personal protection measures when entering the hospital.

We also regularly manage hospital-acquired infection risks, monitor indicators such as hospital-acquired infection rates, hospital-acquired infection prevalence rates, and their changing trends. Diagnosis and treatment processes and work will also be constantly improved to reduce the risk of infection. At the same time, hospitals regularly provide training on topics related to hospital-acquired infection management to all employees, strengthening their understanding and knowledge of preventing hospital-acquired infection, and making the prevention and control of hospital infections an integral part of medical activities.

#### ○ Hospital-acquired Infection Management Training by Hospitals under Jinxin Fertility in 2022

<p><b>Chengdu Xinan Hospital</b></p>	<ul style="list-style-type: none"> <li>• <b>Training content:</b> Regularly provide trainings on Covid-19 pandemic prevention and control, infectious disease management, hospital-acquired infection system, hospital-acquired infection knowledge, occupational safety and protection. Embryo laboratory infection prevention knowledge, occupational protection, epidemic prevention and control measures, and hospital infection control knowledge for inpatients are also provided periodically.</li> <li>• <b>Implementation:</b> In 2022, three training sessions related to hospital-acquired infection management were arranged for all employees. According to different course contents, 14 training sessions were provided for doctors, nurses, medical technicians, laboratory employees, etc.</li> </ul>
<p><b>Shenzhen Zhongshan Hospital</b></p>	<ul style="list-style-type: none"> <li>• <b>Training content:</b> Regularly provide training on environmental hygiene monitoring, multi-drug resistant bacterial infection management, hospital-acquired infection management, hospital-acquired infection outbreak drills, knowledge related to hospital-acquired infection for cleaning staff, emergency drills for medical waste leakage. Provide training from time to time on wearing and taking off protective clothing, hospital-acquired infection diagnostic standards and identification points, basic theoretical measures and continuous improvement of hand hygiene for medical personnel, and the selection and use of personal protective equipment.</li> <li>• <b>Implementation:</b> In 2022, a total of 50 training sessions were arranged, including 8 for all staff.</li> </ul>
<p><b>Wuhan Jinxin Hospital</b></p>	<ul style="list-style-type: none"> <li>• <b>Training content:</b> Provide hospital-acquired infection training once a month, including training on hospital-acquired infection for new employees, classification and management of medical waste, prevention and control of hospital normalized Covid-19 pandemic prevention and control. Additionally, periodic training sessions are held on disinfection and isolation measures for ambulances, medical waste classification, and hospital-acquired infection knowledge for cleaning staff.</li> <li>• <b>Implementation:</b> In 2022, a total of 16 hospital-acquired infection training sessions were conducted.</li> </ul>
<p><b>Hewanjia Hospital</b></p>	<ul style="list-style-type: none"> <li>• <b>Training content:</b> Regularly provide training on Covid-19 pandemic prevention and control, special training on infectious diseases including Hepatitis B, syphilis, and AIDS, and training on hand hygiene, cleaning and disinfection control, prevention of occupational exposure to bloodborne pathogens, and standard packaging methods for medical waste.</li> <li>• <b>Implementation:</b> In 2022, a total of 15 hospital-acquired infection management training sessions were arranged.</li> </ul>
<p><b>Jiuzhou Hospital</b></p>	<ul style="list-style-type: none"> <li>• <b>Training content:</b> Quarterly provide training on topics such as infectious diseases and Covid-19 pandemic reporting, sexually transmitted diseases and hepatitis C reporting management. Additionally, periodic trainings on infection control for cleaning staff, occupational exposure prevention and management for healthcare workers, and other related topics are also conducted.</li> <li>• <b>Implementation:</b> In 2022, a total of 9 hospital-acquired infection management related training sessions were arranged.</li> </ul>



Occupational exposure protection is an important component of hospital-acquired infection management and an important way to protect the safety of patients and medical personnel. Occupational exposure refers to that medical personnel are accidentally contaminated with body fluids containing pathogenic microorganisms during the diagnosis, treatment, or care of patients, or are punctured by medical devices contaminated with pathogenic body fluids, resulting in possible infection.

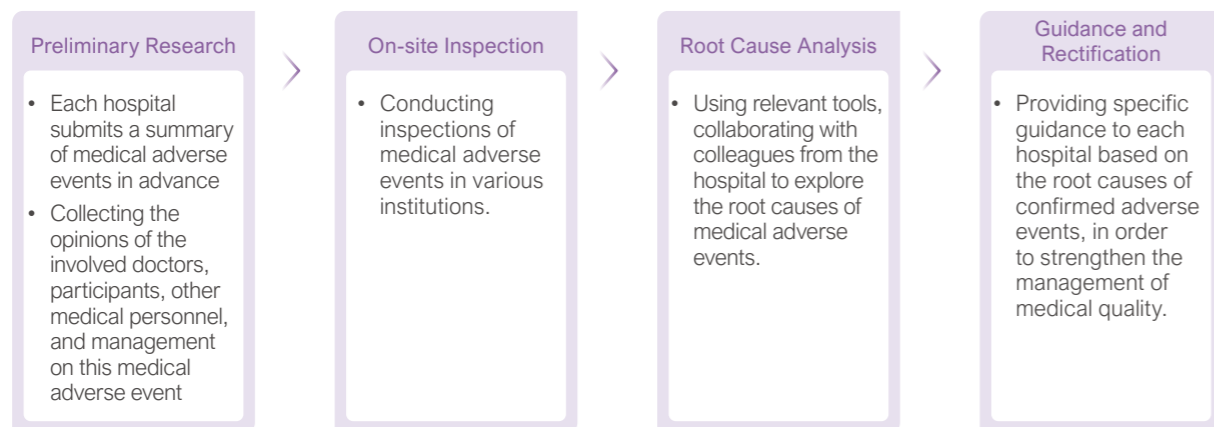
To better protect the safety of medical staff and patients, we have established a comprehensive occupational exposure system and occupational exposure files. For any incidents of occupational exposure, we strictly follow the occupational exposure management process to assist medical staff in the prevention and treatment of various occupational exposures. We conduct risk assessments on occupational exposures, develop infection prevention and control recommendations based on the assessed risks, and ensure the confidentiality of information related to individuals affected by occupational exposures, in order to safeguard the safety and health of medical personnel.

### Strengthening Adverse Event Management

Medical safety (adverse) events refer to any factors and events that may affect the diagnosis and treatment results of patients, increase the pain and burden of patients, and may cause medical disputes or medical accidents during clinical diagnosis and treatment activities and hospital operation, as well as affect the normal operation of medical work and the personal safety of medical staff. Strengthened management of medical safety (adverse events) helps prevent medical risks and ensure medical quality and patient safety. Jinxin Fertility attaches great importance to the management of medical safety (adverse) events. It summarizes and analyzes the occurrence of adverse events in each hospital every month, identifies common or prominent problems, proposes rectification requirements to the hospital, and supervises the implementation of rectification measures.

In addition, Jinxin Fertility also promotes hospitals to discover the causes behind adverse medical events through on-site supervision to prevent similar events from recurring.

#### Management Procedures to Improve Medical Adverse Events



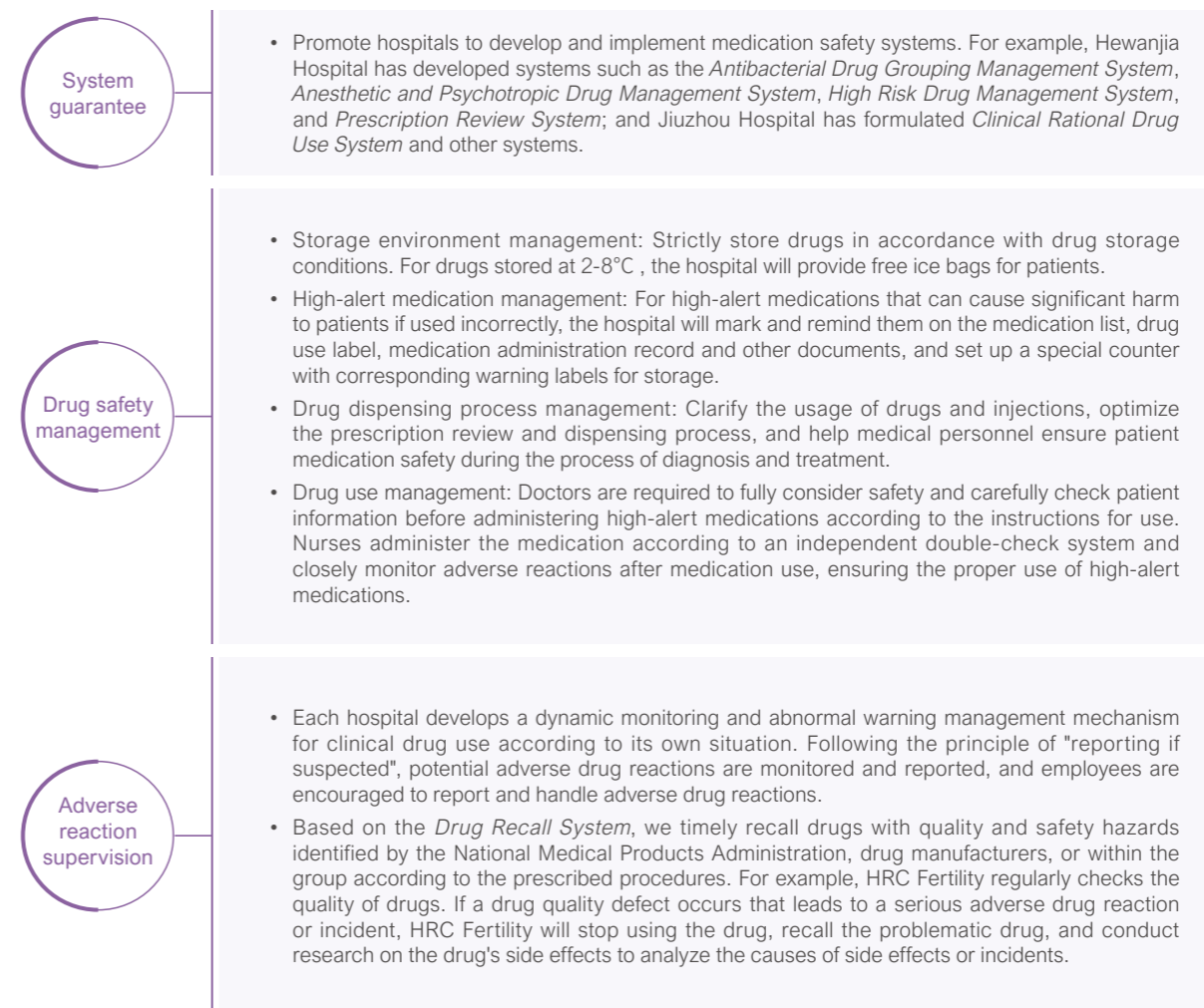
Each hospital develops a medical adverse event management system based on its own situation. For example, Hewanjia Hospital has developed the *Medical Safety (Adverse) Event Registration and Reporting System*, and Chengdu Xinan Hospital has developed the *Adverse Event Reporting and Root Cause Analysis System* to standardize the reporting procedures for adverse events.

Continuing to improve medical quality and ensure patient safety, hospitals encourage the reporting of medical adverse events, reward employees for voluntarily reporting adverse events, and promptly identify potential unsafe factors and accident hazards. Each hospital classifies and grades adverse medical events, determines the responsible department and reporting time limit for adverse medical events, so as to strengthen the management of medical adverse events. Adverse medical events are usually classified into four levels: Level I warning events, Level II adverse outcome events, Level III no-harm events, and Level IV near-miss events. After an adverse event occurs, hospitals are required to analyze the causes and implement improvement measures within 7 days. The Group's Quality Control Department is responsible for tracking the progress of the corrective actions.

### Ensure Patient Medication Safety

Medication safety is a key focus in the management of medical adverse events. To promote rational medication use and ensure medication safety, Jinxin Fertility actively promotes the establishment of standardized management systems in its affiliated hospitals, including medication procurement, storage, label management, medication use, and medication monitoring. This is to avoid the occurrence of adverse drug events and to ensure the safety of patient medication.

#### Full Process Management System for Drug Safety



To enhance the awareness of medication safety among medical personnel, hospitals under Jinxin Fertility regularly provide training on medication safety related topics to medical personnel throughout the hospital. In 2022, Hewanjia Hospital provided training on *Related Knowledge of 19 Kinds of Emergency Medicines* for medical personnel throughout the hospital to enhance their understanding of emergency medicine related knowledge, covering a total of 110 employees. Jiuzhou Hospital provided training on antibacterial drug management and clinical rational use to clinicians and pharmaceutical staff in various departments to standardize the use of antibacterial drugs.

# 03

## Diversity and Inclusion, Enabling Employees to Grow

Employees are the foundation of enterprise development, and Jinxin Fertility attaches great importance to protecting the basic rights and benefits of employees, creating an equal and harmonious workplace platform for employees. We provide training courses for employees in different development directions, work with employees to continuously explore paths suitable for their long-term career development, clarifying their own career development path, and helping employees grow in all directions.



## Safeguarding Employee's Rights and Benefits

### Employee Rights and Interests

The Group adheres to abide by relevant laws and regulations of the place of operation, including but not limited to the *Labor Law of the People's Republic of China*, the *Law of the People's Republic of China on the Protection of Minors*, the *Provisions on the Prohibition of Using Child Labor*, the *Fair Labor Standards Act*, and the *Employment Discrimination Laws*. The Group's General Office formulates internal systems such as the *Remuneration Management System*, the *Performance Appraisal System*, as the basis for protecting the legitimate rights and interests of employees. Each hospital under the Group formulates implementation rules based on its own operating conditions, to effectively implements the Group's system requirements and ensure that the rights and interests of all employees are well respected.

#### Management Policy of Employees' Rights and Interests

<p><b>Recruitment management</b></p>	<ul style="list-style-type: none"> <li>• Recruitment: According to the requirements of relevant laws and regulations in the place of operation, develop an <i>Employee Handbook</i> and adhere to equal employment.</li> <li>• Dismissal: Standardize and improve the employee resignation management and dismissal process, and comprehensively protect the legitimate rights and interests of employees during the dismissal process.</li> </ul>
<p><b>Promotion and development</b></p>	<ul style="list-style-type: none"> <li>• Promotion: Provide employees with open, transparent, and equal promotion channels. In 2022, the Group updated the <i>Promotion Management System</i> to standardize cadre management and customized and updated relevant management systems for each hospital based on their characteristics.</li> <li>• Remuneration: Insist on equal pay for equal work, and regularly adjust salaries for employees based on the local market salary level and living conditions in accordance with the requirements of the laws and regulations of the place of operation.</li> <li>• Development: Each year, we establish a <i>Statement of Objective Responsibility</i> and conduct performance evaluations on an annual, semi-annual, or monthly basis, depending on the employee's job level and position. The evaluation results serve as one of the bases for salary adjustments and job promotions.</li> </ul>
<p><b>Working hours and leave</b></p>	<ul style="list-style-type: none"> <li>• Working hours: According to the actual situation, a variety of working hour systems such as standard working hour system, comprehensive working hour and irregular working hour are implemented. Among them, clinical and nursing staff of the hospital adopt the integrated working hours system, and staff of the functional management department adopt the standard working hours system.</li> <li>• Overtime: The functional departments strictly follow the commuting hours and clinical departments arrange their shifts according to the demand of patient services, so that the staff can get reasonable rest and ensure their health without vacating their posts or affecting their business. The human resources department will regularly retrieve the staff's monthly working hours records for analysis. For posts with more frequent overtime for a period of time, communication and research with the department head will be conducted to understand the reasons for overtime work, and measures such as appropriate staffing adjustment and support from other departments will be taken.</li> <li>• Holidays: According to the requirements of relevant laws and regulations in the place of operation, employees are entitled to national statutory holidays according to law, and provided with paid leave such as annual leave, funeral leave, sick leave, maternity leave, and additional welfare annual leave.</li> </ul>

On the basis of compliant employment, we are committed to creating a diverse and inclusive work environment. We insist on providing employees with equal opportunities in recruitment, remuneration, promotion, training, and other aspects. We do not discriminate or treat employees differently based on their age, gender, native place, or religious beliefs, and prohibit the employment of child labor and forced labor.

When recruiting, the Human Resources Department will conduct strict identity checks on candidates in accordance with the Group's Policy on Prohibition of Child Labor and Procedures for Remedial Measures, so that we do not use child labor nor support the employment of child labor by other companies or social groups, and correct any problems promptly. In case of negligent recruitment of child labor, we will immediately stop their work and report to the local labor bureau and contact the legal guardian of the child laborer to ensure their follow-up life, and we will consider re-employing them after they reach the age of 16 or the minimum legal working age.

At the same time, we explicitly oppose discrimination and harassment in the workplace, encourage employees to report relevant information through open email, offline mail boxes, and other channels. Each hospital regularly conducts anti-discrimination training

for employees according to its own situation, and regularly analyze and handle relevant events to protect employees from any form of harassment, may include discrimination, sexual harassment, threats, and improper behavior, to create a comfortable and healthy work environment for employees. During the reporting period, the Group did not have any incidents related to employee recruitment and dismissal, working hours and holidays, promotions and equal opportunities, anti-discrimination and diversification, and labor standards, nor did any litigation cases arise from the above matters.

### Employee Well-being and Care

The Group provides daily benefits to employees, establishes smooth communication channels for employees, and cares for employees in need to fully respond to their demands, create a happy and harmonious workplace environment, and enhance their sense of belonging and happiness.

#### Daily Benefits

While ensuring employees' legal rights such as obtaining labor remuneration and enjoying legally required five social insurances and one housing fund, each hospital of the Group provides diversified benefits such as catering subsidies, holiday care, and parental leave for employees and their families based on their own operational realities. They also carry out group building activities, holiday-themed activities, sports association activities, etc. to continuously ensure the work-life balance of employees.



#### Caring Employees' Children during Holidays

Medical personnel are faced with high work pressure and intensity, and the "difficulty in care" of their children during the winter vacation has become an urgent problem to be solved. In 2022, Chengdu Xinan Hospital and Jinxin Women and Children Hospital specially launched activities for employees' children to help solve such problem.

Chengdu Xinan Hospital offers a winter vacation caring class to encourage the participation of children of employees aged 3 to 10. It also arranges rich courses such as music, art, calligraphy, activities, and cooking every day to help children learn while playing, have fun in learning, and lead a wonderful and meaningful life in winter vacation.



Winter vacation caring class at Chengdu Xinan Hospital

Jinxin Women and Children Hospital held the First "Jinxin Fly" Winter Camp for employees' children, which integrates the virtues of responsibility, respect, integrity, gratitude, and optimism into various activities, including being a "Little Doctor" to help patients, participating in the "I'm a Little Firefighter" activity, making dumplings, among others. These activities not only help children establish proper life values but also assist employees who are busy with medical affairs and the anti-Covid-19 pandemic work to solve the problem of caring for their children during the winter vacation.

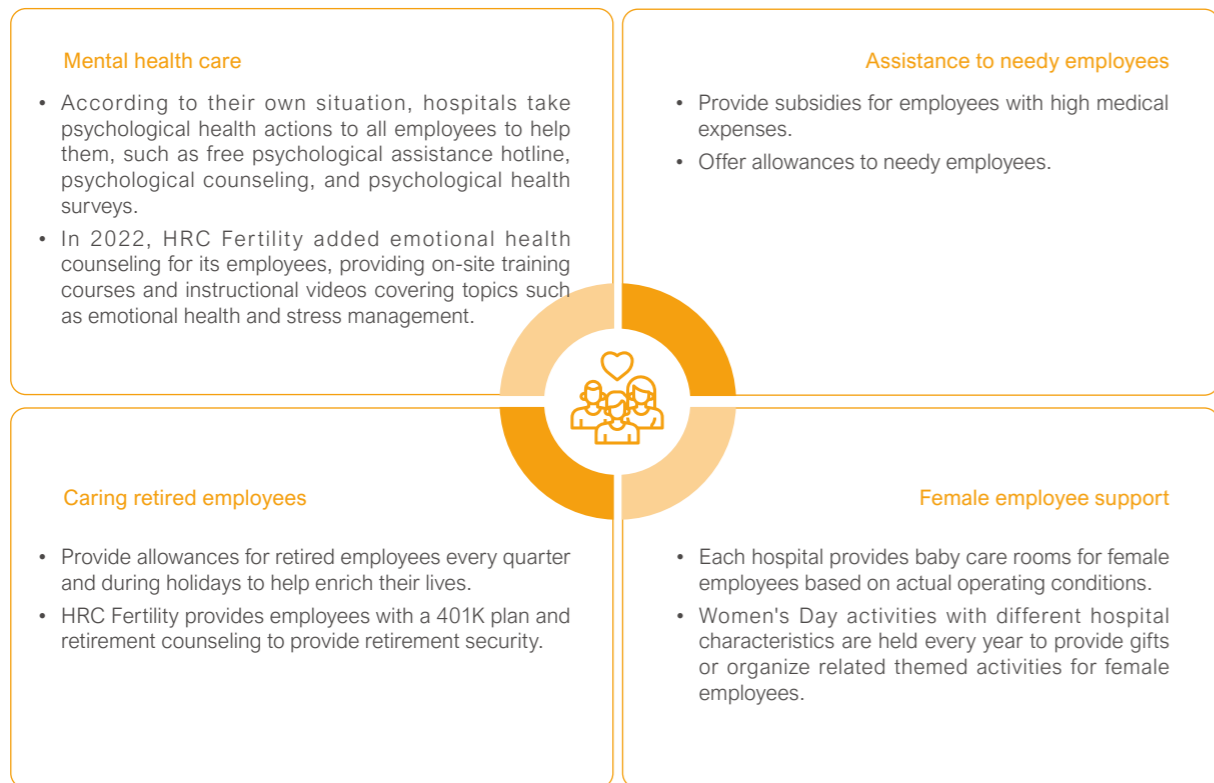


"Jinxin Fly" Winter Camp



### Employee Care

The Group pays attention to the additional living and mental needs of employees, and provides psychological health protection, assistance and support to employees. At the same time, it also focuses on the lives of retired employees, supports the development of female employees, and solves difficulties and alleviates pressures for employees after work.



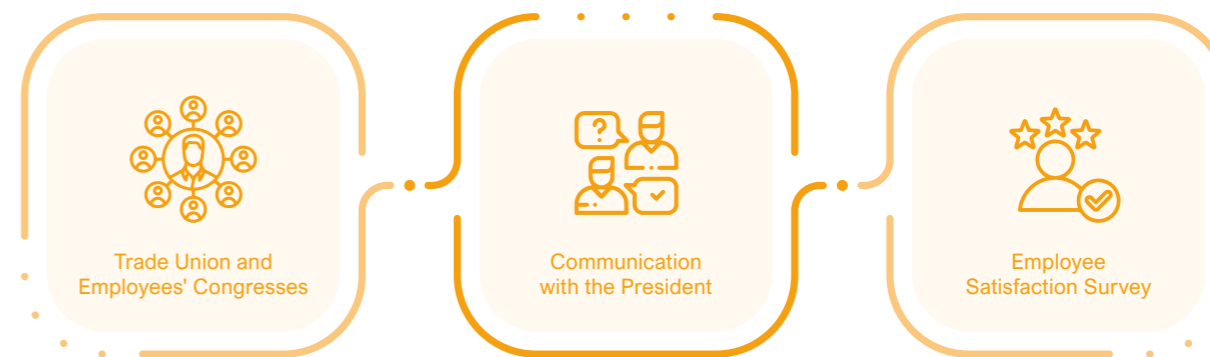
### Commending and Motivating Advanced Female Employees

In 2022, Shenzhen Zhongshan Hospital launched the March 8th Women's Day commending activity. The activity focuses on the ideological and moral character, professional ability, service attitude, and team spirit of the hospital's female employees. By commending advanced female employees, the demeanor of "Females are as excellent as their male peers" was demonstrated to call on employees to learn from their spirit of dedication and positive progress, and urge everyone to fulfill their original mission with concrete actions. After selection and recommendation by the department, and review by the Party Office and the review team, 25 employees won the "Excellent Women's Award".

### Employee Communication

Effective employee communication and employee participation contribute to the long-term and stable development of the enterprise. We value employee communication. Each hospital, based on its own situation, establishes an open and transparent employee communication mechanism through trade unions, employees congresses, employee satisfaction surveys, and regular communication with the president, to listen to employees' voices and respond to their concerns.

#### Main Communication Channels



**Trade Union and Employees' Congresses**

- Each hospital establishes a labor union based on its own situation, regularly organizes employees' congresses, and provides smooth communication channels to protect the rights and interests of employees. In 2022, all hospitals in China under the Company established labor unions and regularly held employees' congresses. Specifically, Jinxin Women and Children Hospital have won the honor of "Chengdu Five-Star Trade Union" for three consecutive years, as well as the "Chengdu May Day Labour Certificate".

**Communication with the President**

- Regular communication meetings are held with the President to encourage employees to submit relevant suggestions and appeals to the President if they encounter any problem.
- Chengdu Xinan Hospital and Wuhan Jinxin Hospital communicate with their employees by receiving their suggestions and requests through channels such as the hospital director's mailbox.

**Employee Satisfaction Survey**

- Employee satisfaction surveys at the Group level and hospital level are carried out annually to strengthen communication between employees and management based on employee feedback, and targeted improvement actions will be taken. In 2022, we conducted a survey on service satisfaction in functional departments of the Group, covering employees such as the presidents, vice presidents, assistant presidents, and core doctors of subordinate hospitals, to promote the improvement of their work. During the reporting period, a total of 59 employees participated in the survey.

## Focusing on Employees' Growth and Development

### Motivating the Development of Every Employee

Attracting and retaining outstanding talents is the key to maintaining an enterprise's foundation and sustainable development. Jinxin Fertility continues to explore the establishment of systems or mechanisms for this purpose.

We actively cooperate with colleges and universities through online recruitment, internal recommendation, campus recruitment, and other channels to attract and recruit outstanding talents, and reserve a talent pool for the long-term development of the Company. To better attract talents and meet the multi-level needs of the Company for talents, we have launched the "Global Partner Selection Plan" to seek new industry-leading partners in-house and externally, thus accumulating talent advantages for the long-term and stable development of the Company.

#### Global Partner Selection Plan



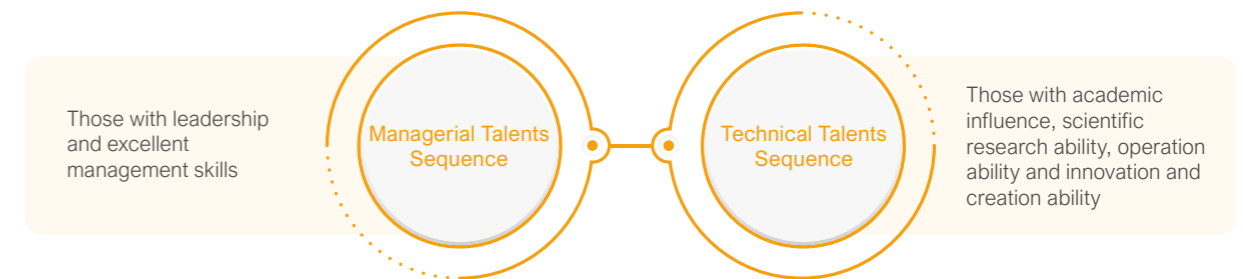
Schemes	Objects	Measures
Managing Partners "Leadership Talent Scheme"	Hospital management experts with global vision, industrial influence and resources, industry insight, good response to change, and excellent internal management capabilities.	We use a flat and dynamic organizational structure to enable quick communication between all levels and partners. This allows rapid decisions to be made in the ever-changing market, enabling us to realize the high efficacy and efficiency of talents and resources that we have and accomplish common values.
Entrepreneurial Partners - "Wining Talent Scheme"	Pioneers in fertility-related industries, leaders of unicorn companies of related industries and other top partners in the professional fields of digitalization, Internet-based healthcare and science and technology.	
Scientific Research Partners - "Smart Talent Scheme"	Most renowned scientists in the field of reproductive health with a focus on scientific research and product research and development in production, education and research.	We provide our scientific research and clinical personnel with more feedback and data through our strategies of "internal + external growth" and "offline + Internet". We also increase investments in talent training and scientific research innovation, and provide our employees with a wide range of learning and exchange opportunities through our international platform.
Clinical Partners - "Treasure Talent Scheme"	First-class clinical experts and academic leaders in the field of assisted reproduction, gynecology and andrology, who treat intractable diseases and are renowned experts in their respective industry.	

At the same time, we continue to attract and recruit remarkable doctors to join our medical team through cooperation with well-known universities. In 2022, HRC Fertility continued to cooperate with USC to support the USC Scholarship Program and cultivate more doctors.

Promotion and development mean recognition of employees' abilities and can also stimulate their enthusiasm and initiative. Adhering to the correct employment orientation and the principle of fairness and justice, Jinxin Fertility regularly conducts performance appraisal and post-promotion management.

In terms of performance appraisal, each hospital formulates its own *Statement of Objective Responsibility* based on its annual business priorities. Indicators such as operating income, profit, compliance, and safety are covered and decomposed to various functional departments and employees within the hospital level by level, to jointly promote the development of the hospital from top to down. At the same time, we conduct annual, semi-annual, or monthly performance appraisals based on different levels and specific positions, providing reference and decision-making basis for the appointment, removal, promotion, and remuneration of employees.

In terms of promotion, we provide employees with clear promotion channels, mainly divided into the development of managerial talents and technical talents. Career development paths are established for employees based on their personal development direction, and corresponding resource support is provided.



In addition, to attract and retain outstanding talents, we have launched the "Restricted Stock Unit Plan" to provide backbone medical talents and management talents with the opportunity to subscribe for the ownership rights and interests of the Company, share the achievements of enterprise development with employees, stimulate their enthusiasm for work, and jointly contribute to the development of the Company. During the reporting period, through the 2022 RSU Scheme we granted a total of 65,853,241 restricted shares to employees, directors, and directors of subsidiaries in January 2023.

#### "Global Partner Selection Plan" Attracts More Talents to Join Us

Through the "Global Partner Selection Plan", a fair and equitable promotion and incentive mechanism, and a complete training system, Jinxin Fertility continues to attract and introduce outstanding talents in the field of ARS to join its doctor team.

- In 2022, Dr. Michael David Wittenberger, MD, a member of the American College of Obstetricians and Gynecologists and the American Society for Reproductive Medicine, joined HRC Medical to provide diagnosis and treatment for patients at a new clinic.
- In May 2022, Dr. Huang Kexin, who has nearly 15 years of expertise in obstetrics and gynecology and reproductive medicine, joined the Hong Kong Reproductive Health Centre Limited and Hong Kong Assisted Reproduction Centre Limited on a full-time basis, further enhancing the strength of doctors in two clinics in Hong Kong and providing better quality services to patients, including in Hong Kong and Mainland China.
- In August 2022, Dr. Natalia C. Llarena, MD, from Northwestern University Feinberg School of Medicine in Chicago, Illinois, joined HRC Medical to serve patients at Pasadena Clinic to provide high-quality medical services.

Empowering the Growth of Every Employee

As a medical team that maintains a high level of excellence, Jinxin Fertility emphasizes the continuous growth of talents, and continuously establishes and improves talent cultivation mechanisms, provides specialized training courses for employees around general knowledge, professional ability, and leadership. It also formulates group-level and hospital-level training plans every year to encourage young doctors to possess clinical research capabilities, so as to ensure that medical and nursing personnel participate in training on various professional skills and management ability improvement.

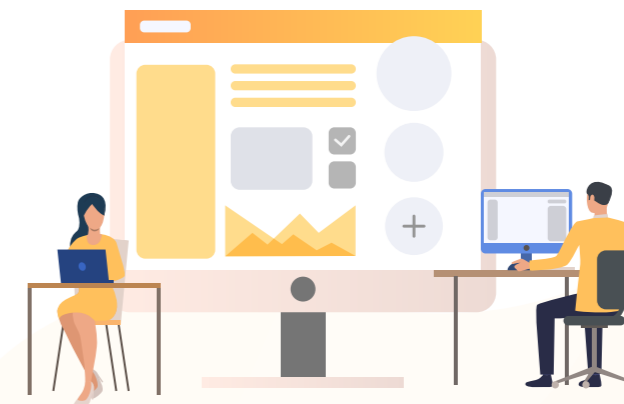
To cultivate doctors in the assisted reproductive industry with comprehensive interdisciplinary qualities ARS, we take both theory and practice into account. While providing professional knowledge training for doctors, we carry out practical training, to effectively improve the theoretical knowledge level and operational skills of medical and nursing personnel.

Dimensions	Training	Training Contents
General knowledge	New employee training	<ul style="list-style-type: none"> <li>• Training purpose: To help new employees quickly fuse into the new work environment, and assist in the smooth development of post work.</li> <li>• Trainees: New employees.</li> <li>• Training frequency: Once a month.</li> <li>• Training content: Corporate culture, company system, industry requirements, etc.</li> <li>• Implementation in 2022: A total of 13 training sessions were arranged, covering approximately 357 new employees.</li> </ul>
Professional ability	Clinical medical practice training	<ul style="list-style-type: none"> <li>• Training purpose: To enhance clinical medical and nursing professional knowledge and skills, and improve the overall quality of medical and nursing.</li> <li>• Trainees: Clinical medical personnel.</li> <li>• Training frequency: On an irregular basis.</li> <li>• Training content: normal delivery, cardiopulmonary resuscitation, neonatal resuscitation, postpartum hemorrhage, arteriovenous blood collection, shoulder dystocia, endotracheal intubation, chest and abdominal puncture, lumbar puncture, faculty training, etc.</li> <li>• Implementation in 2022: 92 training sessions were arranged, covering approximately 1,819 employees.</li> </ul>
	Special training course for specialized operation	<ul style="list-style-type: none"> <li>• Training purpose: To improve the level of medical quality management, promote the high-quality development of the hospital, and build a professional operation talent echelon of Jinxin Fertility.</li> <li>• Trainees: Department members or key staff of each institution, and specialized operation assistants</li> <li>• Training cycle: One session every two months (three days per session), totaling six sessions</li> <li>• Training content: Hospital comprehensive operation management, bed allocation and management, hospital financial skills building, analysis reports of department operation, hospital performance and remuneration, etc.</li> <li>• Implementation in 2022: The training covered a total of 21 clinical department employees and 27 administrative and logistics employees.</li> </ul>

Dimensions	Training	Training Contents
Leadership	Jinxin Fertility & West China Customized Hospital Management Seminar	<ul style="list-style-type: none"> <li>• Training purpose: To strengthen the capacity building of Jinxin Fertility in hospital operation and management, and improve the integrated management ability of the hospital.</li> <li>• Trainees: Presidents, vice presidents, assistant presidents, and heads of functional departments of each institution.</li> <li>• Training cycle: One session every two months (two days per session), totaling six sessions.</li> <li>• Implementation in 2022: A total of 6 training sessions were arranged, covering 9 presidents, 14 vice presidents, 7 assistant presidents, 15 functional department directors and deputy directors, and 15 directors and deputy directors</li> </ul>
	HRC Fertility Leadership Training	<ul style="list-style-type: none"> <li>• Training purpose: To strengthen leadership management, tailor a leadership capability framework for HRC Fertility, and help achieve the company's development goals.</li> <li>• Training target: C-level employees and leadership teams.</li> <li>• 2022 training coverage: 17 senior executives.</li> </ul>

Dispatching medical personnel for advanced study is one of the important ways for hospitals to improve their own diagnosis and treatment level, and for medical personnel to improve their own abilities. Each hospital under Jinxin Fertility has different advantageous disciplines, so we irregularly promote inter-hospital advanced learning, to promote internal technical learning and experience exchange. In 2022, we arranged an advanced study of 22 doctors, 7 nurses, and 1 administrative employee in obstetrics, prenatal diagnosis, anesthesia and pain, ultrasound medicine, critical care medicine, and hospital-acquired infection management.

Meanwhile, each hospital regularly organizes medical personnel to receive advanced studies in external universities or hospitals, and provides expenses to support staff to go out to participate in various professional academic conferences, academic exchanges and professional forums held by internationally and nationally renowned institutions to introduce and learn from the advanced knowledge and management experience of external institutions to better serve patients. In 2022, Chengdu Xinan Hospital carried out advanced study in specialized assisted reproduction, professional knowledge, and academic qualifications, helping medical personnel learn professional knowledge related to ARS, reproductive clinic, and anesthesia nursing. A total of 14 medical and nursing personnel participated in the advanced study in specialized assisted reproduction, and 5 medical and nursing personnel participated in the advanced study in professional knowledge.





### Jinxin College Created an Efficient Learning Resource Platform



The online learning platform of Jinxin College mobilizes internal knowledge assets through structured learning resources, systematic training courses, and data-based empowerment effects, so as to provide employees with general and professional contents, and support their development direction and growth path. At the same time, the online learning platform of Jinxin College establishes multi-level training organization control from the platform to the hospital level and department level, thus providing a window for multi-dimensional training data analysis, and assisting in the creation of a learning organization.

In addition, the online learning platform of Jinxin College also continuously encourages employees to continue learning platform courses through rankings and prizes. It regularly publishes monthly learning score rankings for individuals, and departments. The top-ranked employees will be awarded with prizes.



General Education Course



Jinxin Course



My Study



Talent Development



Points Exchange

### Operation Management Training Course for Presidents Facilitated Cultivation of a New Generation of Hospital-Level Managers



Jinxin Fertility and the Institute of Hospital Management, West China Hospital, Sichuan University have launched the "Advanced Hospital Management Seminar", which focuses on basic hospital management, hospital affairs management, hospital management practices, department management, and qualities of hospital-level managers. It aims to help employees innovate and optimize hospital management concepts, improve management efficiency, cultivate hospital managers around top-level strategic development goals, clarify the role positioning of hospital managers, and develop the management and execution abilities of hospital managers. In 2022, a total of 50 reserve talents from functional departments of the Group and hospitals participated in the project.



Photo of Operation Management Training Course

## Promoting a Healthy and Safe Work Environment

Medical personnel play a crucial role in alleviating the suffering of patients and saving their lives. Ensuring the safety of medical personnel can better ensure the safety of patients. As an ARS supplier, Jinxin Fertility has multiple medical institutions, involving the recruitment of medical personnel to provide medical services to patients. In the daily operation, we continue to pay attention to the occupational health and safety of medical personnel, strictly abide by the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, and other laws, regulations, and standards, to ensure the health and safety of employees.

In our daily production and operation, the main occupational hazard factors involved include radiation hazards, chemical hazards, etc. We have established a sound occupational health and safety management system to shape a healthy and safe work environment for our employees through system construction, daily protection and supervision, and a safety culture.

In 2022, the Group experienced 0 deaths due to work-related injuries and 0 occupational diseases.



#### Improvement of Management Mechanism and System

- Each hospital under the Group formulates corresponding management systems based on its own actual situation, standardizes the occupational health and safety management of employees in business operations, and regularly reports the management information to the Group.
- Management systems such as the *Safety Production Management System* and *Management System for the Use of Personal Protective Equipment* are formulated based on the situation of the hospital's place of operation.



#### Daily Protection and Supervision

- Provide annual health check-ups for all employees.
- Personal radiation dose is tested for all employees of the Radiology Department quarterly.
- All employees of the Radiology Department are required to receive special physical examinations for occupational diseases in qualified hospitals every two years.
- Special protective equipment is provided for employees of the Radiology Department.



#### A Safety Culture Atmosphere

- Conduct regular occupational health and safety training on needlestick injury prevention, radiation safety training and assessment for radiation workers, radiation accident emergency response plan, occupational safety and health protection, and other related topics for all employees and all staff of the radiology department each year to help employees master relevant protection knowledge.
- Emergency exercises are organized annually such as elevator rescue and emergency handling of hazardous chemicals leakage to improve the emergency handling ability of employees.

# 04

## Friendliness, Creating a Better Life

Jinxin Fertility is committed to providing high-quality medical solutions while making outstanding contributions to a better life and a green future within its capabilities. We strive to improve medical and health accessibility, so that more families can benefit from the results of modern medicine. We actively respond to social needs, and devote ourselves to public welfare undertakings for a long time. Concrete actions are taken to address the needs of the masses and enhance their sense of happiness in life. We persist in green operations and actively address climate change to help create an environmentally friendly home.



## Improving Medical and Health Accessibility

### Free Clinics

To promote the understanding and recognition of disease and health knowledge among residents in surrounding communities, and to form correct health concepts, Jinxin Fertility initiates various free clinics combining our business uniqueness with the medical needs of local communities. We provide free and professional medical services for more people to enhance medical and health accessibility. In the process of free clinic, we also start health science campaigns to improve the health awareness of the public and reduce their health risks.

#### Free Clinics by Medical Institutions under Jinxin Fertility in 2022 (Examples)



### Chengdu Xinan Hospital Launches "Jinxin Baby Program" to Promote National Reproductive Health



To implement the *Implementation Plan for Optimizing Fertility Policies and Promoting Long-term and Balanced Population Development* and improve the national reproductive health level, Chengdu Xinan Hospital, partnered with the Chengdu Jinjiang District Health Bureau, Jinjiang District Women's Federation, and Liujiang Sub-district Office to launch the "Jinxin Baby Program" series of fertility public welfare activities in October 2022.

The "Jinxin Baby Program" initiated 10 sub-activities around three categories: "National Reproductive Health Examination and Fertility Assessment", "Key Assistance to Families with Childbearing Difficulties", and "Fertility Protection for Women of Childbearing Age", covering people of childbearing age and people with special reproductive difficulties within the jurisdiction of Jinjiang District, Chengdu. On the launch day, we held a hospital wide free clinic activity with the theme of "Pregnancy & Jinjiang". The hospital received over 600 free registered medical visits, and nearly 100 free clinic consultations outside the hospital.

#### National Reproductive Health Examination and Fertility Assessment

- Provide free reproductive health examinations and fertility assessment services to eligible residents in Jinjiang District;
- Collaborate with communities and sub-districts to guide residents to establish correct reproductive health concepts through online live streaming, offline lectures, and other forms.

#### Key Assistance to Families with Childbearing Difficulties

- For needy families with parenthood plans, we provide full assistance in pregnancy, including subsidies for medical expenses.

#### Fertility Protection for Women of Childbearing Age

- Provide education on scientific contraception and abortion, guide the establishment of correct reproductive health protection concepts, prevent unintended pregnancies, and reduce induced abortions due to non-medical considerations
- Provide standardized Post Abortion Care (PAC) models for women who need to undergo induced abortion to avoid repeated miscarriage injuries and protect female fertility.

### Hewanjia Hospital Launched a Public Welfare Action of "Her Health, Family Happiness" to Care for Women's Health



To protect the health rights and interests of women and children, in 2022, Hewanjia Hospital collaborated with the Kunming Women's Federation, Wuhua District Women's Federation, and Kunming Radio and Television Station to launch the "Her Health & Family Happiness" public welfare initiative. It provided free physical examinations, health knowledge popularization, health consultation, answers, and assistance to women in need, protecting women's health and further enhancing their health awareness. During the reporting period, we provided physical examinations for more than 200 females, including liver and kidney blood glucose testing, gynecological B-scan ultrasonography, breast color Doppler ultrasound, and other gynecological examinations. We also opened a green channel to efficiently complete health examinations.



Hospital Free Clinic Site



Accessible Medical Services

The development of ARS can help fulfill the dream of being parents for families with difficulty in pregnancy. However, the longevity and cost of ARS may bring a financial burden to some families in need. To provide more families with high-quality ARS, we increase accessibility of ARS through reasonable pricing, subsidies, and public welfare drug donations. During the reporting period, the Group carried out a total of over 20 preferential and welfare activities.

<p>Reasonable pricing</p>	<ul style="list-style-type: none"> <li>Each hospital adopts unified pricing in accordance with the policies of the local price bureau to provide patients with affordable medical services.</li> </ul>
<p>Subsidies</p>	<ul style="list-style-type: none"> <li>Based on the hospital's business characteristics and local medical needs, we provide subsidies for groups with government recognition, birth difficulties, or financial difficulties, to further reduce their financial burdens for medical treatment.</li> <li>For example, Chengdu Xinan Hospital provides subsidies for families in need through the "Jinxin Baby Program", which reduces the cost of ovulation promoting drugs, IVF assistance, embryo freezing, and reproductive assistance; Chengdu Xinan Hospital has launched a "Gratitude for Teachers - Xinan Pregnancy Summer Public Welfare Program" for teachers, providing subsidies for nutrition meals promoting pregnancy to patients who are teachers or wives of the teacher; Shenzhen Zhongshan Hospital provides subsidies through vouchers for qualified doctor, nurse, and teacher groups through the "RMB 1 Million Fund for Pregnancy Assistance" activity.</li> </ul>
<p>Public welfare drug donations</p>	<ul style="list-style-type: none"> <li>Hospitals initiate or participate in public welfare projects accordingly to offer patients free drugs to support their treatment. For example, Chengdu Xinan Hospital exempted 100 patients eligible for treatment from the cost of antagonistic drugs (Liquixin Cetrorelix Acetate for Injection) through a "public welfare activity to reduce the cost of holding antagonistic drugs." Wuhan Jinxin Hospital participates in the "Family Fertility Health Care Program" public welfare project sponsored by the China Women's Development Foundation to provide the ovulation-inducing medication to infertile women living on subsistence allowances or other poverty-stricken conditions in China.</li> </ul>

Two Jinxin Fertility's Hospital in Yunnan Launched the "Dream Plan"

In November 2022, Jiuzhou Hospital, Hewanjia Hospital jointly launched the "Dream Plan" to provide support for families with difficulty in pregnancy through online multidisciplinary consultation, preferential assistance, and other methods. Through the "Dream Plan" activity, we have established the "Jinxin Assisted Reproduction Therapy Platform for Pregnancy Difficulty". Well-known experts in nationwide are invited to provide multidisciplinary consultation for infertile families in Yunnan and Southwest China, to jointly develop diagnosis and treatment plans, and provide advanced diagnosis and treatment technologies across the country. At the same time, we have launched an "IVF Contract Treatment Package" preferential assistance and a caring package for patients with repeated implantation failures to reduce the financial burden on families with difficulty in pregnancy.



Launch Site of "Dream Plan"

Empowering the Development of Primary Medical Care

Currently, there is still an uneven distribution of medical resources in the hierarchical diagnosis and treatment in China, and the diagnosis and treatment capabilities of grassroots medical personnel need to be improved. Jinxin Fertility actively supports the development of primary medical institutions. It empowers medical institutions and medical personnel at frontline, to promote the improvement of primary medical service levels, and enable more people to enjoy high-quality medical resources through establishing assistance relationships with medical institutions, job placement training, free clinics, and setting up specialized alliances and expert workstations. In 2022, Jinxin Women and Children Hospital, Jiuzhou Hospital, Hewanjia Hospital provided medical supports to the grassroots, helping multiple medical institutions upgrade their service capabilities and technical level.

Jinxin Women and Children Hospital Offered Assistance and Supports, Sustaining the Concept of Benevolence

In 2022, as an entity to provide assistance, Jinxin Women and Children Hospital actively leveraged its competencies by sending key gynecological and obstetric staff to address the medical needs in Luhuo County, Gan Mu, Sichuan. This hospital provided specific medical technical guidance and training for Luhuo County, and assisted it in establishing a clinical operation standard and core system of medical and health services. It also proposed long-term plans for the gradient construction of local health talents, so as to cultivate and create a local team of medical management and technical talents. During the reporting period, we provided more than 30 medical training sessions in the local area, covering more than 200 health and medical technicians. This has effectively promoted the development of medical and health services in Luhuo County Maternal and Child Healthcare Hospital.



Theoretical Training and Teaching by Doctors

Two Jinxin Fertility's Hospital in Yunnan Actively Supported Grassroots Medical Care and Assisted in Regional Medical Resource Sharing

Jiuzhou Hospital and Hewanjia Hospital, utilizing the Group's technological advantages and domestic and foreign expert resources, have comprehensively upgraded their diagnosis and treatment models. They support grassroots with medical care through the establishment of specialized alliances and expert workstations, and serve more infertile families, driving the rapid development of reproductive medicine in Yunnan Province.

In 2022, Jiuzhou Hospital and Baoshan Longyang District Maternal and Child Healthcare Hospital established the "Life Ark Specialized Assisted Reproduction Alliance" to achieve regional medical resource sharing and promote the development of local reproductive medicine. At the same time, Jiuzhou Hospital, Hewanjia Hospital have also collaborated with multiple hospitals such as Baoshan Longyang District Maternal and Child Healthcare Hospital, Jinning District People's Hospital, and Kaiyuan City Traditional Chinese Medicine Hospital to establish "Professor Qin Xia Infertility Expert Workstation" and "Professor Ma Yanping Infertility Expert Workstation". They regularly carry out free clinics, provide training, and standardize diagnosis and treatment standards in hospitals in prefectures. They also extend high-quality provincial high-quality medical resources to grassroots medical institutions, so as to effectively provide medical security for local infertile families and solve the problem of "difficulty and distance in seeing a doctor".



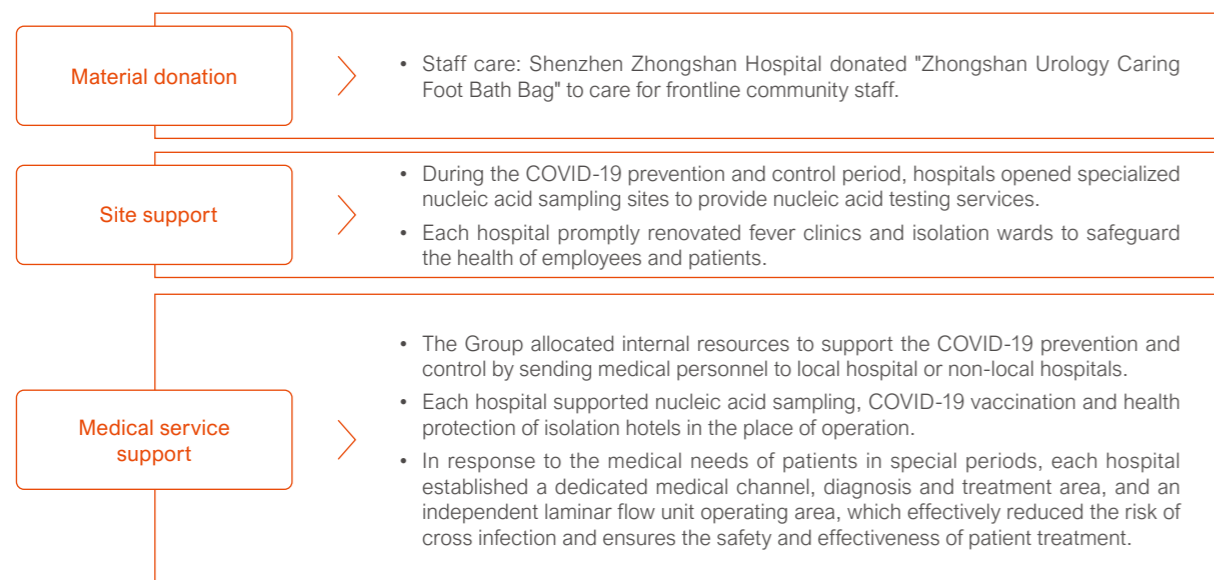
"Life Ark Specialized Assisted Reproduction Alliance" was Established

## Responding to Social Needs

### Supporting Community Health Development Needs

Jinxin Fertility devotes itself to creating value for the community where it operates, and values the needs of healthy development of the community. Using its own advantageous resources, it unites all employees to respond to the needs of the community, contributing to the health of the community population. In 2022, the Group and its hospitals formed a working mechanism of superior and subordinate linkage, to ensure the health and safety of the community through material donations, site support, medical service support, etc. During the reporting period, the Group and its associated entities dispatched 16,616 nucleic acid sampling personnel serving 7,810,755 persons.

#### Jinxin Fertility's Measures to Support Community Health Development Needs in 2022



We also encourage employees to participate in voluntary service activities and contribute to community development. For example, HRC Fertility has developed a "Volunteer Time Policy", which provides eligible employees with up to 8 hours of paid vacation each year to serve as volunteers in non-profit organizations and participate in projects that bear social significance for them personally.

### Serving Humanity through Corporate Giving

Jinxin Fertility actively undertakes social responsibilities. It responds to the needs of the people in needs by donating materials and establishing foundations, to facilitate the harmonious development of society.

#### Chengdu Xinan Hospital Continued to Donate Winter Clothing in Autumn - "700-li Public Welfare Trip"



To prevent children in mountains from getting cold in winter, Chengdu Xinan Hospital has established a caring team to organize a donation activity of "700-li Public Welfare Trip" every year. The hospital motivates hospital employees to donate idle and clean children's clothing and shoes to needy children in Liangshan Prefecture, Sichuan. In 2022, Chengdu Xinan Hospital donated a total of 269 pieces of clothing and 24 pieces of toys, which were sent to children in mountainous areas 700 li away using the fastest express.



Donation activity site

#### Wuhan Jinxin Hospital Established a "Jinxin Loves You" Care and Assistance Fund



In response to the government's call to "promote the construction of social public welfare undertakings" and to convey the hospital culture of "doctors' benevolence are boundless", Wuhan Jinxin Hospital has founded a "Jinxin Loves You" care and assistance fund to provide special charitable relief funds for families of needy employees and critically ill patients to help them overcome difficulties.

The Fund provides various assistance channels for employees and patients. Through the operation of special funds under the management of the public welfare platform, it flexibly and accurately connects social caring resources with individual public welfare demands. This combines corporate resources and professional capabilities, thereby achieving a stable docking between social public welfare forces, specific public welfare projects, and relevant medical expert teams.



Establishment and Donation Site of "Jinxin Loves You" Care and Assistance Fund



## Creating an Environmentally Friendly Home

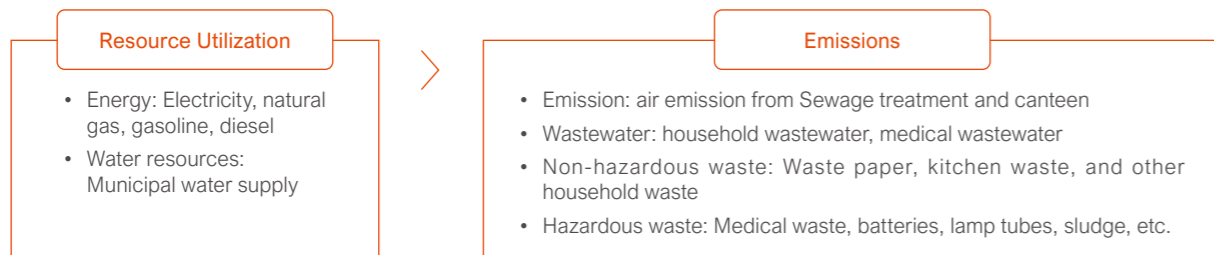
### Environmental Management System

The Group strictly complies with relevant laws, regulations, and industry standards of our operation sites such as the *Environmental Protection Law of the People's Republic of China*, the *Water Pollution Prevention 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 by Solid Wastes*, the *California Medical Waste Management Act*. We actively identify the environmental impacts of operation, and standardizes resource utilization and emission management.

Upholding the concept of green operation, the Group has established environmental management system. The Logistics Department of the Group is responsible for supervising and managing the implementation relating to environmental management in various hospitals. The Logistics Department or General Affairs Department of each hospital is responsible for implementing the requirements of the Group's environmental management and formulating corresponding environmental management systems. For example, Chengdu Xinan Hospital has formulated the *Management System for Energy Conservation and Consumption Reduction* to regulate the use of electricity.

At the same time, each hospital develops emergency treatment plans for the leakage and diffusion of medical waste accordingly. Regular training is also provided on relevant laws, professional techniques, safety protection, and emergency treatment for medical waste management personnel, thereby reinforcing environmental management capabilities.

#### Resource Utilization and Emission of Jinxin Fertility



The Group sets ESG goals with 2020 as base year to enhance the management of internal resource utilization and waste discharge.

As non-hazardous waste is relatively less material to the Group and the data management base is under the Group's construction, we are yet to set up management targets relating to non-hazardous waste. We are committed to strictly managing the generation and discharge of non-hazardous waste and to further improving the identification and accounting of non-hazardous waste in an effort to reduce the amount of non-hazardous waste generated.

Since the release of the above goals, the Group has strengthened environmental management and taken measures to achieve the goals as planned. During the reporting period, the table demonstrates the management of the Group's resource utilization and emissions and related goal achievement are as follows:

Target type	ESG Objective	Progress in 2022
Energy	34% reduction in energy consumption per RMB million revenue in 2025	The Group's energy consumption per RMB million of revenue is 5.87% lower than in 2020
Water	20% reduction in water consumption per RMB million revenue in by 2025	26.21% reduction in the Group's water consumption per RMB million of revenue compared to 2020
Greenhouse gas	34% reduction in greenhouse gas emissions per RMB million revenue in by 2025 (Scope 1 + Scope 2)	14.02% reduction in the Group's greenhouse gas emissions per RMB million of revenue compared to 2020
Hazardous waste	40% reduction in hazardous waste per RMB million revenue in by 2025	33.90% reduction in the Group's hazardous waste emissions per RMB million of revenue compared to 2020

\*In order to ensure the reasonableness of the ESG objectives, the Group uses data from Chengdu Xinan Hospital and Shenzhen Zhongshan Hospital, which have a comprehensive ESG data base, in setting the ESG objectives. Accordingly, the coverage of the progress of the ESG objectives for the year 2022 will cover Chengdu Xinan Hospital and Shenzhen Zhongshan Hospital. In the future, the Group will gradually improve the ESG data bases of its other medical institutions to set Group-wide ESG objectives.

During the reporting period, Jiuzhou Hospital, a subsidiary of the Group, received one environmental administrative penalty to pay for a fine for violating relevant regulations on polluted water discharge. In response to this incident, the hospital completed the rectification of the damaged area as soon as possible to prevent the outflow of wastewater, timely paid fines, and strengthened the inspection and management of wastewater treatment equipment.

### Resource Management

The main energy consumed directly or indirectly by the Group during operation are electricity, natural gas, petrol and diesel. The Group's water mainly comes from municipal water supply, and there is no problem in obtaining the applicable water source.

Each hospital under the Group formulates systems related to the use of energy and water, such as the *Water and Electricity Management System*, the *Management System for the Safe Use of Natural Gas*, the *Management System for Energy Conservation and Consumption Reduction*, and the *Management System for Water Conservation*, to standardize the operation of water and electricity for employees and ensure the reasonable use of resources.

In 2022, in response to the national requirements for high-quality development, the Group required hospitals to carry out energy-saving and consumption reduction actions, and signed a *Statement of Objective Responsibility* with relevant hospital principals for more resource conservation. For example, Chengdu Xinan Hospital focuses on the five aspects of "People, Machine, Material, Method and Environment" by issuing the "low-carbon life, green Xinan" proposal statement for energy conservation and consumption reduction. It is required to strictly record daily data and analyze energy consumption based on data, focuses on special control actions in departments (operating rooms, laboratory departments, research institutes, and embryo laboratories), and implement and track projects using management methods and tools such as RCA root cause analysis, 5W2H(What, Why, Who, Where, When, How and How Much) analysis and PDCA(Plan, Do, Check and Act) cycle. A significant decrease in electricity consumption was realized in 2022 compared to 2021.

Each hospital continuously optimizes the resource utilization, improves the efficiency of resource utilization, and assists in coping with climate change through equipment technology replacement and use efficiency improvement.

#### Main Measures for Resource Conservation of Jinxin Fertility

<p><b>Equipment technical maintenance</b></p> <p>Regularly maintain equipment in use to reduce energy consumption generated by business operations</p>	<ul style="list-style-type: none"> <li>Chengdu Xinan Hospital has changed the air conditioning and lighting in the public area of the entire hospital from single switch or panel control on the original floor to centralized control by a central computer. The switch time can be remotely set, and the air conditioning temperature is adjusted according to weather conditions, to reduce unnecessary energy consumption.</li> </ul>
<p><b>Equipment replacement</b></p> <p>Gradually use environmentally friendly and energy-saving LED lamps and install sensor faucets to reduce resource consumption</p>	<ul style="list-style-type: none"> <li>Install sensor faucets in the office areas of each hospital, thus realizing water conservation. For example, Chengdu Xinan Hospital has replaced the insensitive faucets in the outpatient area, and changed the special outpatient manual faucets with sensor faucets to achieve water conservation.</li> <li>Increase the usage of LED energy-saving lamps in Shenzhen Zhongshan Hospital.</li> </ul>
<p><b>Strengthen publicity education on resource conservation</b></p>	<ul style="list-style-type: none"> <li>Organize all employees to study the policies, laws and regulations, and documents related to energy saving and consumption reduction.</li> <li>Post energy saving signs in the office to boost awareness of resource conservation among employees.</li> <li>Follow the principle of energy conservation and environmental protection, Wuhan Jinxin Hospital encourages reasonable setting of air conditioning temperature in offices and meeting rooms, and advocates turning off the corresponding power supply when there is no one in the office for a long time.</li> <li>Jiuzhou Hospital advocates setting the device to a power saving mode when it is not in use. If the equipment is not in use for a long time, it should be shut down in a timely manner to reduce standby energy consumption.</li> </ul>



### Emission Management

Emissions generated during operation of the Group mainly include domestic sewage and medical wastewater, air emissions from sewage treatment and canteen, household waste and medical waste, as well as greenhouse gas emissions from electricity consumption of offices and hospitals and fuel consumption of official vehicles.

Each hospital under the Group has developed systems such as *Hospital Sewage Treatment Management System*, *Exhaust Gas Management System*, and *Waste Management Procedure* to clarify requirements and standardize the waste management related work.

#### Wastewater Discharge Management

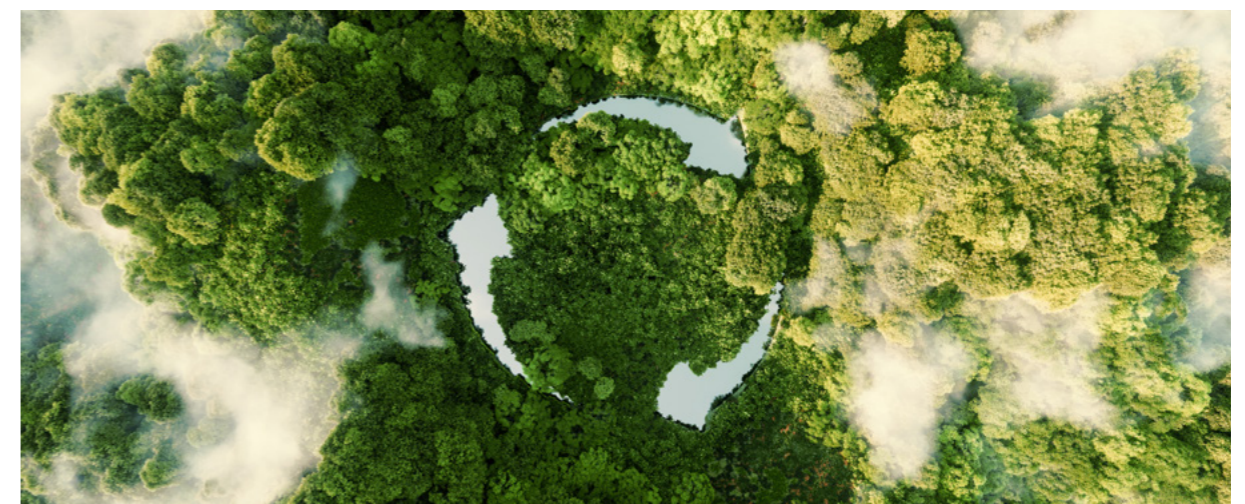
Wastewater Types	Treatment Methods and Detection Indicators	Management Measures
Domestic sewage	<ul style="list-style-type: none"> <li>Detection indicators: suspended solids, chemical oxygen demand, five-day biochemical oxygen demand, ammonia nitrogen, total phosphorus, fecal Escherichia coli, intestinal pathogenic bacteria, intestinal bacteria, etc.</li> <li>Treatment method: Discharged to the municipal pipe network after treatment by the hospital sewage treatment system</li> </ul>	<ul style="list-style-type: none"> <li>Conduct monthly domestic sewage monitoring to ensure a safe discharge.</li> </ul>
Medical wastewater	<ul style="list-style-type: none"> <li>Detection indicators: Suspended solids, chemical oxygen demand (COD), five-day biochemical oxygen demand (BOD<sub>5</sub>), an-ionic surfactant, animal fats and vegetable oils, petroleum, volatile phenols, total cyanide, fecal Escherichia coli, residual chlorine, pH, etc.</li> <li>Treatment: employ a qualified third party for compliant treatment</li> </ul>	<ul style="list-style-type: none"> <li>Regular testing: According to the requirements of law enforcement agencies and regulatory authorities, carry out equipment test, water quality check, drug dosage record every day; invite third-party professional institutions to sample and test sewage;</li> <li>Pretreatment: Treat the sewage with sodium hypochlorite and strictly control the discharge of pathogenic microorganisms in sewage</li> <li>Outsourcing: Store radioactive sewage separately, which should be recycled by a third-party institution designated by the environmental protection authority</li> </ul>

#### Exhaust Emission Management

Exhaust Gas Types	Treatment Methods and Detection Indicators	Management Measures
Air Emissions from sewage treatment Air Emissions From Canteen	<ul style="list-style-type: none"> <li>Detection indicators: Sulfur dioxide, nitrogen dioxide, smoke, oil fume, methane, concentration of odor, etc.</li> <li>Air emissions generated from sewage treatment is discharged after being treated by internal facilities</li> <li>For the air emissions generated from cooking in the canteen, a gas collecting hood and an oil fume filter should be installed, and the waste gas should be discharged after treatment</li> </ul>	<ul style="list-style-type: none"> <li>Regularly assess the operation of processing equipment</li> <li>Regularly clean the cooking fume system in the canteen</li> </ul>

#### Waste Discharge Management

Waste Types	Treatment or Disposal Methods	Management Measures
Non-hazardous waste (including household waste)	Classified recycling; the municipal government is responsible for the clearance and transportation	<ul style="list-style-type: none"> <li>Print paper on both sides</li> <li>Wuhan Jinxin Hospital launches smart canteen service to reduce food waste</li> </ul>
Hazardous waste (including medical waste)	Employ a qualified third party for recycling	<ul style="list-style-type: none"> <li>Clean and disinfect medical waste storage sites on a regular basis</li> <li>Reduce the use of medical supplies containing mercury, etc.</li> <li>Regularly maintain the sewage treatment station to prevent sludge clogging</li> </ul>



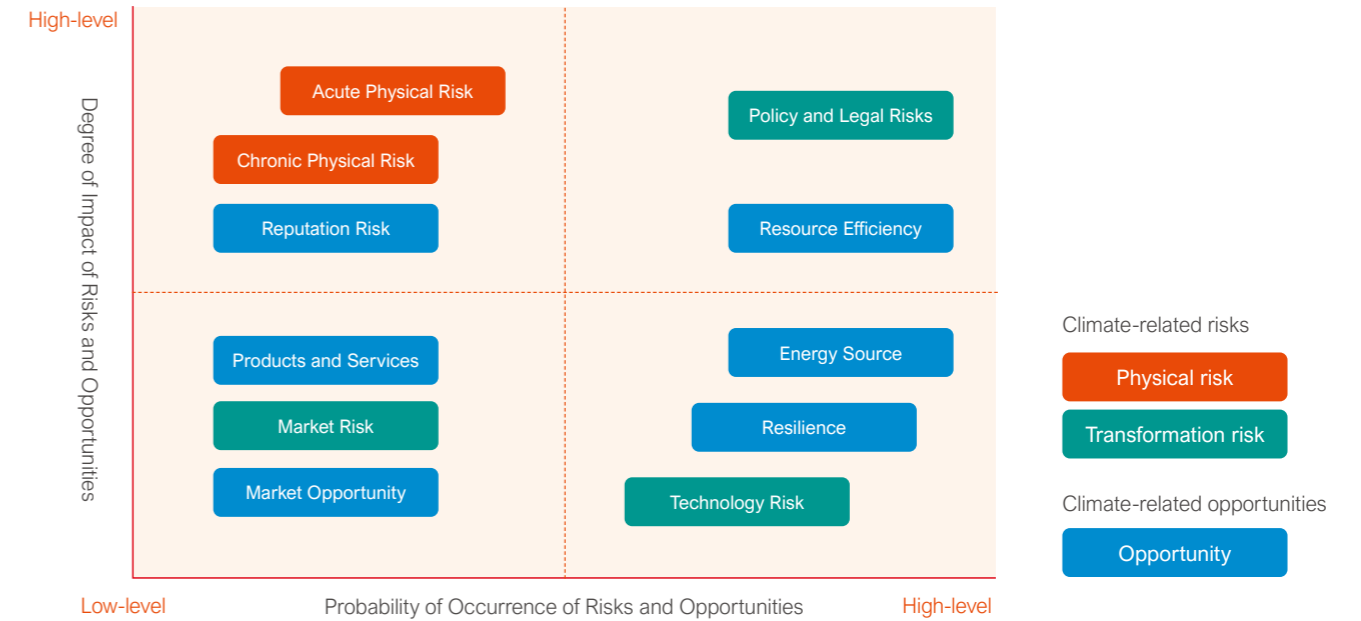
### Climate Change

The Group focuses on the trend of global climate change and incorporates climate change mitigation and adaptation into its ESG management system. In 2022, the Group identified climate change-related risks and opportunities taking into account the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) of the Financial Stability Board (FSB), and improved the management based on the results, in a bid to reduce greenhouse gas emissions from the Group's operations and mitigate the impact on climate change.



In order to better cope with the potential risks and opportunities of climate change, the Group has identified climate-related risks and opportunities relevant to its own operations and assessed the impact of various risks and opportunities on its own finance via policy research, peer benchmarking and combining expert opinions. For details of the Group's climate change-related risks and opportunities and the results of the financial impact identification, please refer to "6.2 Addressing Climate Change" in Jinxin Fertility's ESG Report 2020.

### Climate Change Risks and Opportunities Matrix



### Actions to Address Climate Risks and Opportunities

Actions	Description
Identify risks and opportunities	<ul style="list-style-type: none"> <li>Identify potential risks and opportunities for operational activities with reference to the recommendations of TCFD;</li> </ul>
Establish management targets	<ul style="list-style-type: none"> <li>Set targets for greenhouse gas emissions management: 34% reduction in greenhouse gas emission per RMB million revenue by 2025 compared to 2020;</li> </ul>
Advocate energy conservation	<ul style="list-style-type: none"> <li>Adhere to green office and green operation;</li> <li>Improve the energy consumption efficiency and reduce the carbon footprint through carrying out technological transformation for equipment, using energy-saving products, and sustaining the promotion of resource conservation;</li> </ul>
Build resilience against	<ul style="list-style-type: none"> <li>Chengdu Xinan Hospital, a subsidiary of the Group, assesses natural disasters at least annually to identify high-risk items, and conducts training, monitoring, and emergency management action plans and implementation;</li> </ul>
Conduct performance analysis	<ul style="list-style-type: none"> <li>Collect data on greenhouse gas emissions-related activities on an annual basis, and carry out inter-year comparisons, to assess the level of our management performance in coping with climate change.</li> </ul>
Increase information Transparency	<ul style="list-style-type: none"> <li>Take climate change as a material issue and communicate with stakeholders through ESG report or sustainability report and other channels.</li> </ul>

# 05

## Governance, Sustaining Development

Jinxin Fertility continues to improve its corporate governance, adheres to integrity and compliance management, sticks to the ethical bottom line of medical research, and strengthens information security management and privacy protection to ensure the Group's healthy, long-term, and stable development.





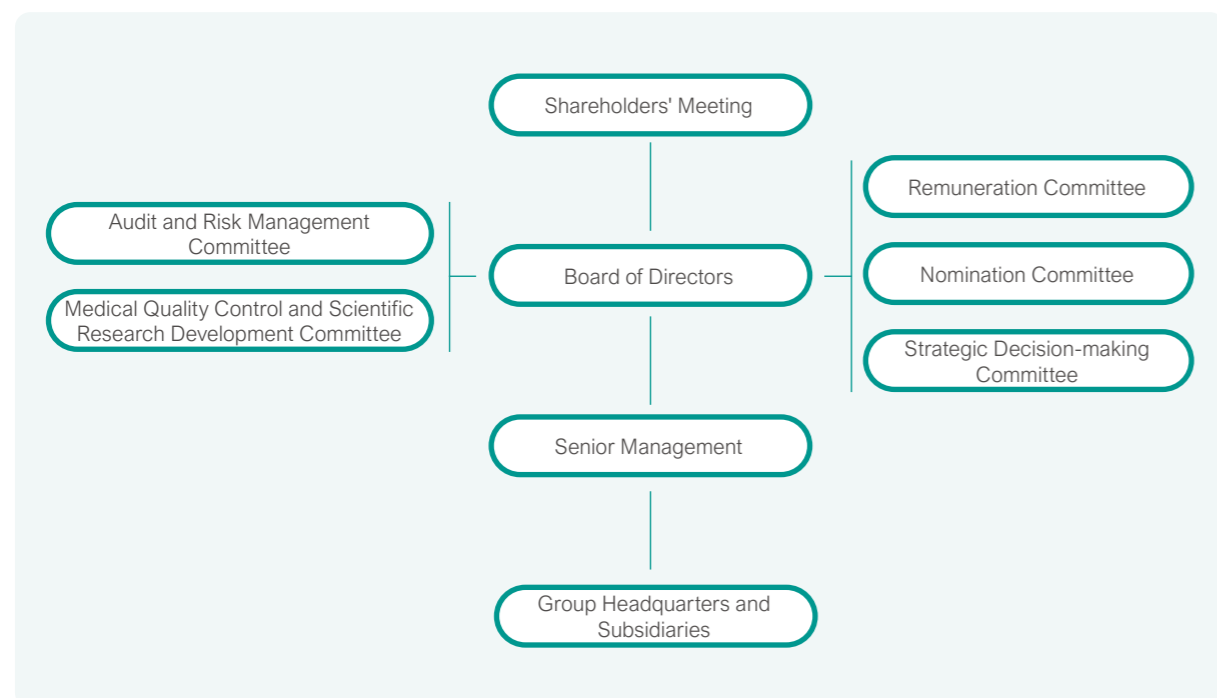
## Standardizing Corporate Governance

### Corporate Governance Structure

Excellent corporate governance is the cornerstone of the Group's sustainable development. The Group is committed to maintaining a high level of corporate governance. In accordance with laws and regulations such as the *Company Law of the People's Republic of China*, the *Rules for the Listing of Securities on the Stock Exchange of Hong Kong Limited (Appendix 14)*, the *Code of Corporate Governance*, the Group has formulated the *Detailed Rules for Articles of Association*, and established a corporate governance structure composed of Shareholders' Meeting, the Board of Directors, and senior management.

The Board of Directors is responsible for overall leadership of the Group, monitoring its strategic decision-making, and supervising its business and performance. The Board of Directors has five Board Committees, including the Audit and Risk Management Committee, the Remuneration Committee, the Nomination Committee, the Strategic Decision-making Committee, and the Medical Quality Control and Scientific Research Development Committee (collectively referred to as the "special committees").

#### Corporate Governance Structure



The Group has formulated the *Detailed Rules for Articles of Association* to clarify the relevant provisions for the appointment, retirement, and removal of directors and senior management members. It is committed to achieving diversity of the Board of Directors based on multiple considerations to ensure the efficient operation of the Board of Directors. As of the end of the reporting period, the Group has a total of 12 directors with relevant backgrounds in the fields of management, strategic development, business development, sales, R&D, medical research, investment management, finance, risk management, science, medicine, and ARS. Their academic backgrounds cover economics, business administration, medicine, law, bioengineering, international finance, management, computer science, literature, and journalism. They age from 37 to 60 years old.

In accordance with the requirements of management systems such as the *Detailed Rules for Articles of Association* and relevant laws and regulations, the Group holds shareholders' meetings, board meetings, and special committee meetings in accordance with procedures. Board members actively attend relevant meetings, become familiar with relevant laws and regulations, understand their rights and obligations as directors, and safeguard the legitimate rights and interests of all shareholders.

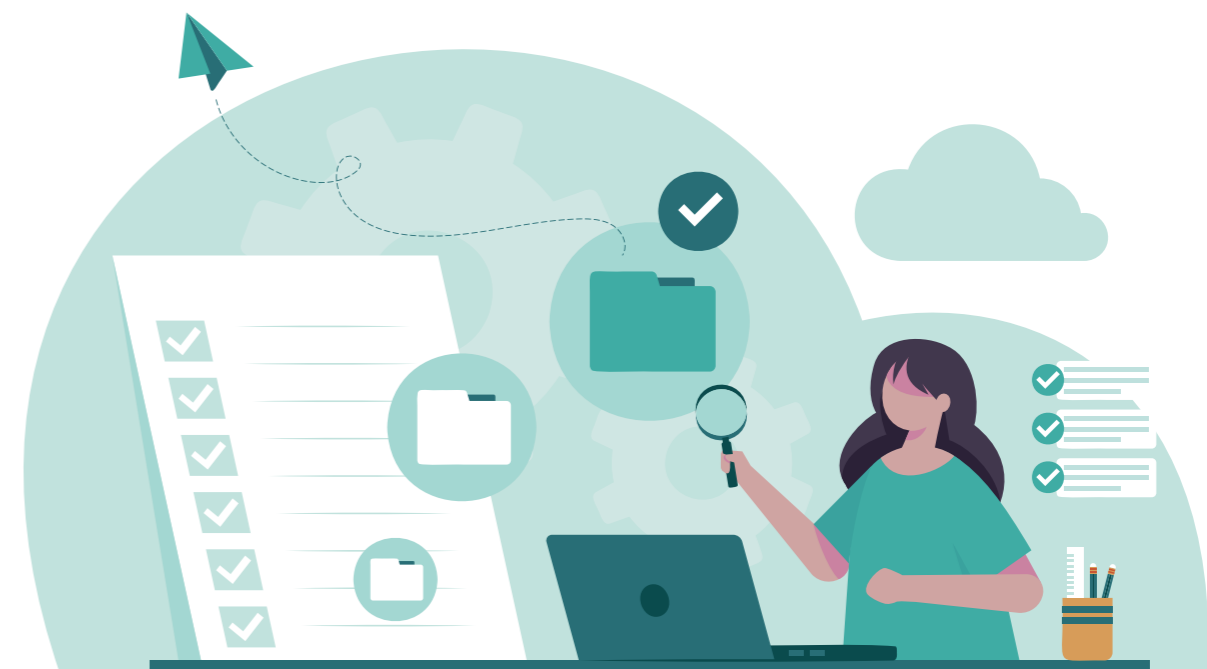
#### Composition and Meetings of the Board of Directors of Jinxin Fertility in 2022

Composition of the Board of Directors	Meetings Held
12 Directors of the Board of Directors	2 Shareholders' Meetings
4 Independent Directors	12 Board Meetings
4 Female Directors	6 Special Committee Meetings of the Board of Directors

### Investor Communication and Information Disclosure

The Group emphasizes effective communication with investors and timely, comprehensive, and accurate disclosure of information so that investors can make informed investment decisions. All disclosed information has passed the review of relevant department of the Group and is regularly or irregularly published on The Stock Exchange of Hong Kong, the Company's official website, WeChat official account, and other platforms. In addition, the Group has established online and offline investor communication channels, including performance briefings, investor open days, and telephone calls, to maintain close communication with investors.

During the reporting period, the Group issued 54 regular or irregular announcements on The Stock Exchange of Hong Kong, and held 2 performance briefings.



## Upholding Business Ethics

### Anti-corruption Management System

Hospitals are important institutions that provide medical services for the public. Strengthening anti-corruption efforts can help ensure stable hospital operations and build an excellent and harmonious doctor-patient relationship. Jinxin Fertility strictly complies with laws and regulations such as the *Company Law of the People's Republic of China*, the *Anti-Money Laundering Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, and the *Foreign Corrupt Practices Act*. It has established a complete anti-corruption management system to avoid illegal and disciplinary acts such as bribery, corruption, or misappropriation that infringe upon property, abuse power, to prevent employees from engaging in fraudulent activities that seek benefits for themselves or interested parties through improper and illegal channels by taking advantage of their work and position. In addition, the system also prevents money laundering activities that cover up or conceal the criminal proceeds and the source and nature of their proceeds through various means, such as smuggling crimes, corruption and bribery crimes, and crimes that disrupt financial management orders.

We have established a Compliance Committee under the Board of Directors to be responsible for the investigation and decision-making of related reported matters. The Group's Legal Compliance Department has been designated as a standing body for anti-fraud work, responsible for organizing and implementing group-wide and cross-departmental anti-fraud work. The Internal Control and Compliance Divisions of subsidiaries of the Group are the permanent anti-fraud establishment of the subsidiary, which is responsible for the anti-fraud work of the Company and reporting to the Legal Compliance Department of the Group. In addition, the Group supervises and manages the "three important and one major issue(s)" and bidding issues of the hospital by sending personnel from the Discipline Inspection Commission to its medical institutions.

We adopt a zero-tolerance policy towards corruption, fraud, and money laundering. All employees are strictly required to comply with management systems such as the *Anti-fraud Management Measures* and *Anti-money Laundering Management Measures*, and sign the *Employee Anti-fraud Commitment Letter*, in which they commit to standardizing behavior and resolutely opposing fraud and bribery in the medical service industry. In 2022, there were no reported violations of laws and regulations relating to bribery, extortion, fraud, and money laundering.

### Construction of a Culture of Honesty and Integrity

A culture of honesty and integrity is the key to fundamentally preventing and combating corruption. Jinxin Fertility emphasizes the importance and necessity of a culture of honesty and integrity to employees through regular anti-corruption training and special training on medical ethics. The training enhances the behavioral awareness and norms of all medical personnel, strengthens their professional ethics, and prevents corruption, fraud, and other behaviors. In 2022, the Group provided anti-corruption training for clinicians, nursing personnel, functional department staff, logistics management personnel, and other employees. The Group's anti-fraud management system, reporting process, and handling methods were clearly introduced, and the cumulative number of participants reached 1,300.

At the same time, we also provided training on anti-corruption-related topics for members of the Board of Directors, enhancing the importance of integrity and anti-corruption throughout the Group from top to down. In 2022, the Group arranged a training session on anti-corruption-related topics for members of the Board of Directors, with a training coverage rate of 100%.

### Jinxin Women and Children Hospital Actively Shaped an Honest Hospital

Jinxin Women and Children Hospital strictly implements the requirements of the Party and the state's anti-corruption work. It works on constructing a clean and honest government and industry style and takes a number of anti-corruption management measures to create an honest hospital.



Hospitals Organized Employees to Watch the Documentary *Zero-Tolerance* Produced by The Central Commission for Discipline Inspection of the Communist Party of China(CCDI)

#### Keep up with the Latest Policy Requirements

- Organize employees to learn the latest national regulations and policies as soon as possible, such as the National Action Plan for Honest Employment of Medical Institutions and Their Staff (2021-2024) and the Nine Guidelines for Honest Employment of Medical Institution Staff, and implement the latest policy requirements.

#### Strengthen Study Supervision and Assessment

- Organize knowledge training and competitions on professional ethics, conduct irregular random checks on employees' learning achievements, and firmly establish employees' awareness of integrity in medical practice.

#### Fulfill the Responsibility of Professional Ethics Construction

- Require all departments to sign the Responsibility Letter for Professional Ethics Construction Objectives, and all employees to sign the Responsibility Letter for Medical Ethics and Professional Ethics to fulfill the responsibility for professional ethics construction.

### Complaint and Report Management

Complaints and reports are the foundation of anti-corruption management in enterprises and contribute to creating a healthy and attractive business environment. Jinxin Fertility has established a sound reporting and handling mechanism, and channels such as telephone, letter, e-mail and on-site reporting channels to receive real-name or anonymous reports of actual or suspected violations discovered by employees, third-party representatives, and partners with business dealings with the Group. In 2022, we ardently responded to the action of "special governance in the medical field" and consciously accepted the supervision of the masses. For example, Chengdu Xinan Hospital publicized the governance action in the form of posters on its official WeChat official account, in a bid to clearly state the key issue to be rectified such as collusion and fraud inside and outside, extortion and acceptance of bribes in the purchase of drugs and medical devices, as well as the reporting phone numbers.

We have formulated the Internal and External Reporting and Handling System. This allows us to standardize the reporting and handling procedures, clarify the avoidance principles for reporting and investigating personnel, improve the reporting and follow-up mechanism, and strengthen the effectiveness of the compliance management work of the Group and its subsidiaries. The Compliance Committee is directly responsible for registering, accepting, investigating and reporting reports from the Group's Internal Audit Department, Legal Compliance Department, Internal Control and Compliance Divisions of subsidiaries and senior management of the Group. For complaints and reports against the report handler, the Group allows the informer to report via anonymous letter, which will be accepted by the Legal Compliance Department on site.

The Group makes it clear that the relevant information of the informer and the specific contents of the reported matters should be kept strictly confidential, and the relevant investigation work should be carried out without revealing the identity of the informer. For example, the relevant recordings should be converted into text or used after voice distorting, and any information that may disclose the information of the informer should be strictly desensitized. The Group will seriously deal with staff who violate confidentiality regulations or improperly perform their duties according to the situation and consequences.

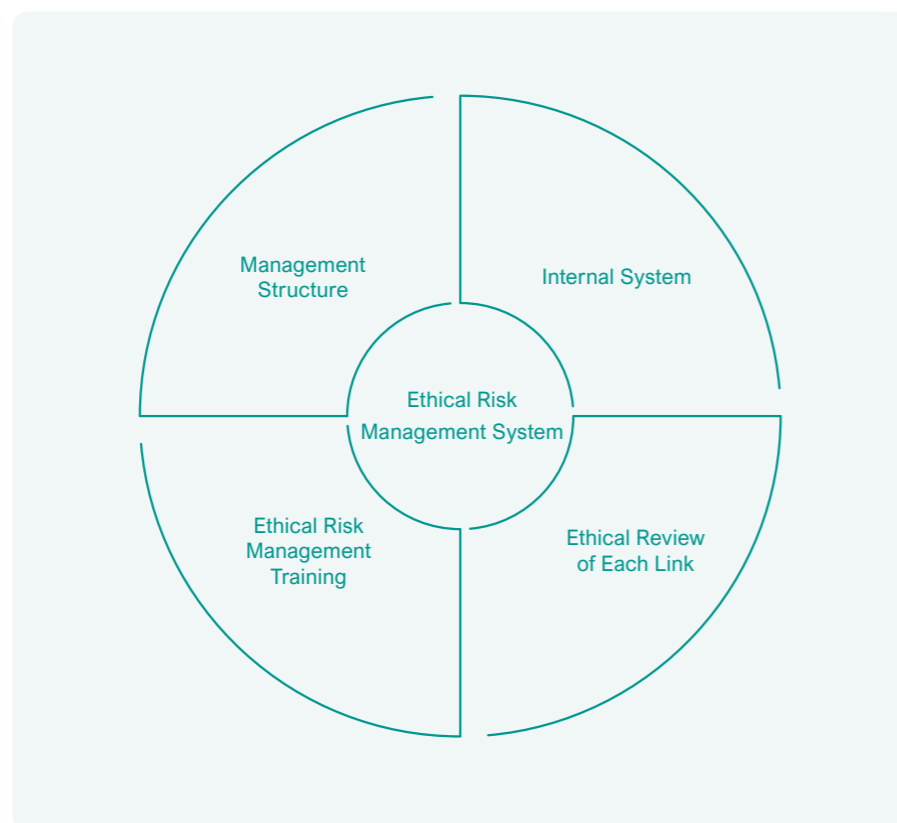
## Committing Compliance Management

### Regulation of Ethical Risks

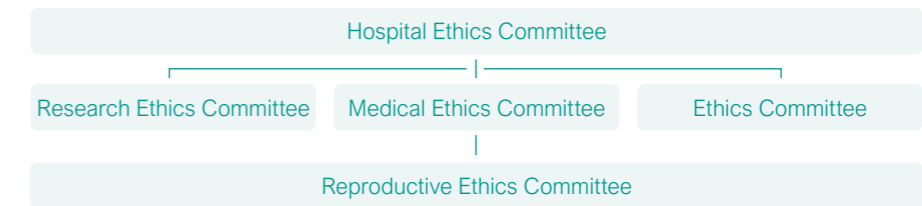
The business of assisted reproductive technology (ART) may involve ethical risks such as gamete abandonment and embryo management. Guided by the *Nuremberg Code*, the *Declaration of Helsinki*, and relevant documents of the Council for International Organizations of Medical Sciences and the World Health Organization, Jinxin Fertility follows the principles of avoiding harm, doing good and seeking justice, respecting human beings, and the principles of legality, independence, competence, timeliness, and effectiveness to carry out ethical risk management.

In strict compliance with laws and regulations such as *Measures for the Administration of Human Assisted Reproductive Technology*, *Technical Specifications for Human Assisted Reproductive Technology*, and *Health Insurance Portability and Accountability Act of 1996*, we have established a complete ethical risk management system around the management structure, internal systems, ethical review of all aspects, and ethical risk management training.

The Group's hospitals have set up a three-level ethics committee structure, of which the ethics committees are responsible for the ethical review of clinical cases, new technologies, new projects and scientific research projects. The ethics committees of the Group regularly appoint representatives to study ethics-related concepts, systems and measures, participate in ethics training and obtain certificates to deepen the foundation of ethics knowledge. At the same time, in accordance with international ethical standards and relevant domestic legal and regulatory requirements and guidelines, each hospital has formulated and updated systems and standard operating procedures related to ethical risk management.



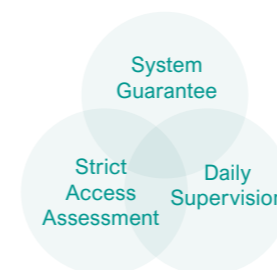
### Three-level Ethics Committee System



We continue to strengthen ethical risk reviews in all business operations to prevent the occurrence of ethical risks and protect patients' rights and interests to the greatest extent. In the process of providing medical services for patients, we regularly supervise the disposal of abandoned embryos and gametes, record them on site and keep relevant records. In scientific research, we carry out strict ethical reviews for new projects, new technologies, scientific research projects to be carried out and informed consent forms to be implemented in combination with clinical practices.

In addition, the subordinated hospitals of the Group carry out ethics-related knowledge trainings for employees to enhance the basic ethics knowledge of the medical staff and help employees better deal with ethics-related issues. For example, Shenzhen Zhongshan Hospital organized learning from the spirit of the document *Opinions on Strengthening Governance over Ethics in Science, Technology* issued by the General Office of the State Council in 2022. Chengdu Xinan Hospital arranged training sessions on the construction and reflection of medical ethics review for all medical personnel to enhance their understanding of the work of medical ethics review.

### Building a Responsible Supply Chain



Supply chain management affects the quality of medical services and the sustainability of business operations. Jinxin Fertility continues to strengthen supply chain management. It has created a competitive supply chain through system guarantee, strict access assessment, daily supervision, and other methods.

Our supplier types mainly fall into machinery, consumables, equipment, and pharmaceuticals. We have formulated the *Supplier Management Measures* to standardize the management mechanism and regular assessment management of suppliers.

In terms of admission assessment, we review the qualifications, costs, timeliness of delivery, customer volume, quality management system and other certifications, good information systems and distribution systems, and adverse records of all suppliers. We have also established a complete assessment system to conduct actual inspections of existing suppliers in the form of spot checks at their warehouses or offices to confirm the stock chain and quality management. For unqualified suppliers, we will communicate with them on time, require them to improve, and track their progress. At the same time, we hold regular supplier evaluation and communication meetings with suppliers every year to timely communicate and report feedback on problematic suppliers and urge them to make rectification.

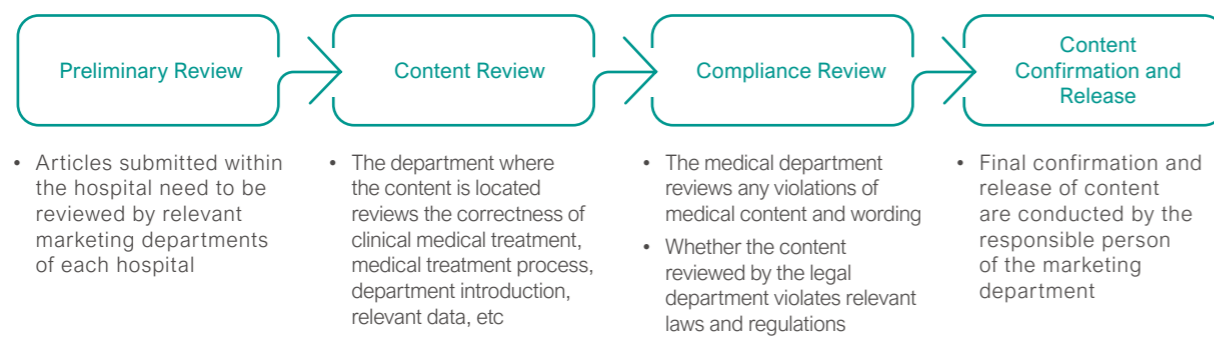
We are also actively building a responsible supply chain. It incorporates social responsibility-related requirements such as employee social security and labor disputes into supplier assessment requirements, to promote suppliers' performance in social responsibility. For suppliers who fail to pass the assessment, we will blacklist them throughout the Group and cease cooperation with them. In addition, we pay attention to purchasing green and low-carbon environmental protection products, and incorporate energy conservation and consumption reduction, and environmental protection standards into the procurement of refrigerators, lighting, packaging bags, and other items. For example, hospitals are striving to use biodegradable packaging bags. In the future, we will continue to conduct sustainability assessments of our supply chain and strive to include all suppliers in the sustainability assessment, so as to encourage suppliers to actively practice sustainable development and reduce adverse impacts on the environment.



### Adherence to Responsible Marketing

Authentic and accurate marketing information serves as an important component of compliance management. Jinxin Fertility attaches great importance to responsible marketing in the daily operation process. In strict compliance with the relevant laws and regulations of the place of operation such as the *Advertising Law of the People's Republic of China*, *Measures for the Administration of Medical Advertisements*, it has formulated management systems such as *The Approval System for Advertising Publicity of Sichuan Jinxin Fertility Medical Management Co., Ltd.* Each hospital has formulated corresponding implementation specifications and rules based on its actual operation to further standardize external publicity and marketing work, aiming to ensure that the information provided is true and accurate, and that there is no misleading, exaggerated, or fraudulent behavior in the marketing process.

#### Medical Advertising Approval Process



For compliance and accuracy of the information, the Group regularly provides responsible marketing training to all marketing-related employees to help them understand the requirements of relevant laws, regulations, and internal systems, and prevent overstating the effectiveness of medical services or concealing their potential risks. In 2022, Shenzhen Zhongshan Hospital arranged monthly learning of marketing-related laws and regulations, and provided four training sessions on marketing communication skills and discourse topics; Jiuzhou Hospital and Hewanjia Hospital provided training for employees related to internal marketing on topics such as sensitive words on the promotion platform, and relevant content related to the medical industry in the *Advertising Law of the People's Republic of China*, to avoid illegal publicity incidents. During the reporting period, there were no violations related to the market promotion or any litigation cases arising from the above matters.

### Optimizing Information Security Management

Medical information security is an important component of personal information security. With the transformation of hospitals towards digitalization and intelligence, information security is a key work that hospitals must carry out and strengthen management in advance to further protect the safety of patient diagnosis and treatment information and health data.

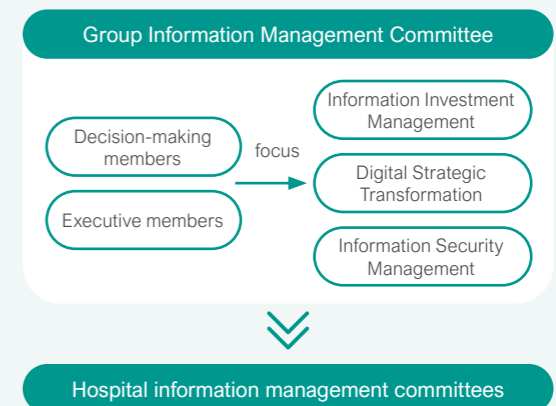
In strict accordance with laws, regulations, and medical industry standards such as the *Cybersecurity Law of the People's Republic of China*, *Personal Information Protection Law of the People's Republic of China*, and *Data Security Law of the People's Republic of China*, Jinxin Fertility has completed the construction of an information security management system from four aspects: information security management architecture and system, daily scheduled management, information security risk management, and creating an information security culture. At the same time, hospitals seek to establish information security management systems that meet the requirements of grade review, and carry out planning related to information security management. During the reporting period, Chengdu Xinan Hospital, Shenzhen Zhongshan Hospital, and Jinxin Women and Children Hospital have all passed the Third-level Protection and Security Assessment. Other hospitals are also actively promoting Third-level Protection and Security Assessment to ensure their own information security. At the same time, we have not had any incidents of violating laws and regulations related to information security and privacy protection, and have not been punished by relevant departments.

#### Jinxin Fertility's Information Security Management System



#### Information Security Management Architecture and System

- At the group level, an Information Security Management Committee has been established with joint presidents, chief strategy officers, and other executives serving as decision-making members, and deans and relevant functional department personnel serving as executive members. The committee is responsible for making decisions on the direction and goals of the group's informationization development, supervising and making decisions on information security management, and other functions. The committee also has an Information Security Management Subcommittee (including a network and data security team), which is responsible for guiding each hospital's Information Management Committee in carrying out information security planning and regularly inspecting each hospital's information security management situation.



- Each hospital has established the Hospital Information Security Management Committee with the President serving as the director of the committee based on its own actual situation. The Committee is responsible for the overall management of hospital information security, and supervising and urging all management functional departments and clinical medical technology departments to put the information security management into practice.
- The Group has invited external experts to develop and implement an overall information security management system from a medical perspective. The system is integrated into the 18 core medical systems of hospitals, covering information security teams, information systems, information security management methods and processes, and serves as a guiding framework for information security management in hospitals.
- Each hospital has formulated an information security management system based on its level, which is guided and reviewed by the Group. For example, Hewanjia Hospital has formulated the *Computer Room Management System* to clarify the computer room operating procedures and specifications for entering the computer room to operate equipment. The *Information Security Management System* has also been developed to explain the corresponding information security responsibilities of the entire hospital's departments, including internal and external network terminal information security and data security management.

Daily and Regular Management

- Security protection equipment: Purchase security protection equipment such as firewalls and antivirus software, and allow for physical isolation of network equipment to consolidate the foundation of information security management.
- Employee management: Sign information security and confidentiality agreements with all employees, and strictly regulate the system operation permissions of different employees.

Information Security Risk Management

- Group patrol inspection: The Group regularly conducts corresponding security patrols based on the level of different subordinated hospitals, performs security scanning and vulnerability scanning of each hospital system, and guides and follows up the rectification work of the hospital.
- Security audit: The Group regularly engages third-party institutions to audit the information security management system at the Group level and the hospital level, to identify and analyze the information security risks and rectify weak points to ensure the security of information assets.

Creating an Information Security Culture

- Regularly provide information security management training for all employees to enhance their information security awareness and ability. In 2022, HRC Fertility provide regular quarterly anti-phishing attack training and supplementary online training to all employees, covered a total of 284 employees. Chengdu Xinan Hospital invited external experts to provide personal information protection law themed training for all employees to help them understand the methods of protecting personal information during medical activities and the interpretation of personal information protection law. The training covered a total of 200 doctors and medical technicians, 270 nurses, and 118 functional department employees.



Protecting Patient Privacy

In the process of diagnosis and treatment, medical staff are both implementers and protectors of patients' privacy rights. Protecting patients' privacy is a duty that healthcare workers must fulfill in order to respect patients' dignity. In compliance with the *Cybersecurity Law of the People's Republic of China*, the *Confidentiality of Medical Information Act* and other relevant laws and regulations of the place where it operates, Jinxin Fertility strictly protects patients' privacy rights in medical activities, including protecting their private body parts, medical history, physical defects, special experiences and suffering from any form of external invasion.

The Group has formulated *Patient Privacy and Information Management System*, *Medical Record Management System*, requiring all employees to protect patients' privacy and never allow unauthorized leakage. The responsible subjects include medical staff, logistics and maintenance personnel, cleaning personnel, canteen personnel and other staff.

The Group has identified the following risk areas that are likely to cause patient privacy leakage, including outpatient visits, patient hospitalization, specimen and data transportation and use of information system, and has taken corresponding protection measures in each area. In order to prevent the leakage of patients' privacy, the Group regularly carries out trainings on information security and privacy protection for employees to enhance their awareness of patients' privacy protection. During the reporting period, the Group showed no confirmed cases of patient privacy leakage.

○ Patient Privacy Protection Measures



- Arrange one consulting room for one patient and set up waiting area
- The display screen in the waiting area does not display the full name of the patient
- Keep the patient's test report properly and check the identity before issuing the result
- Post the banner saying "No Discussion of Patient Privacy in Public"
- Nurses are not allowed to provide enquiry and guidance services without the consent of patients
- Cover the private body parts from the beginning of position placement to the end of operation while performing various diagnosis, treatment or operations in the ward
- Cover the private body parts of patients during transportation
- All data printed with identifiable patient information should not be reused
- Specimens should be packed in specimen transfer boxes during transportation, and all kinds of information of patients should not be exposed on the way
- Specimens transported by patients or their family members should be packed in sealed opaque folder with clip and sent to the Laboratory Department
- All data printed with identifiable patient information should be kept by the department, placed in the designated place of the department and locked, and processed centrally by the corresponding department every six months
- Improve the protection of patient related data, set correct permissions, and strengthen password management
- Anyone using the system software should protect the privacy of patients, and should not allow irrelevant personnel to view the screen showing patient privacy
- Set general permissions for all kinds of staff

## ESG Quantitative Performance Table

The scope of data in this report has increased from 2021 to include Jiuzhou Hospital, Hewanjia Hospital and Gratia Medical Centre. For consistency and comparability, the environmental performance of this report discloses the same scope of information as in 2021 "According to the Disclosure Scope of Last Year". In particular, only December data for Jinxin Women and Children Hospital is included in the 2021 data, while the 2022 data includes a whole year of data, resulting in an increase in the "According to the Disclosure Scope of Last Year" in the 2022 data. "New Disclosure Scope" discloses aggregate information for the three additional subsidiaries this year. Some of the ESG quantitative performance coverage is inconsistent with the above scope and is explained in the relevant notes. Social performance in this report is consistent with the scope of the Group's annual report for the Year.

### Resource Utilization<sup>1,2</sup>

Index	Unit	2020	2021	2022	
				According to the Disclosure Scope of Last Year	New Disclosure Scope
Power Energy consumption	MWh	9,281.42	11,850.32	19,442.28	21,249.12
Natural gas consumption					
Natural gas consumption	m <sup>3</sup>	203,976.00	319,874.00	543,200.00	566,061.00
Gasoline consumption of self-owned vehicles <sup>3</sup>	L	20,773.00	28,126.52	51,830.07	68,224.41
Diesel consumption of self-owned vehicles	L	3,137.00	3,535.32	18,539.18	18,539.18
Comprehensive energy consumption	MWh	11,709.00	15,603.48	25,965.65	28,166.33
Water consumption	m <sup>3</sup>	104,430.00	115,767.20	197,541.00	229,812.56
Comprehensive energy consumption per unit operating income	MWh/RMB10,000	0.11	0.11	0.15	0.12
Water consumption per unit of operating income	Tonnes /RMB10,000	1.01	0.85	1.13	1.00

Note 1 In 2022, the scope of Resource Utilization is the Group Headquarters, Shenzhen Zhongshan Hospital, Chengdu Xinan Hospital, Wuhan Jinxin Hospital, Jinxin Women and Children Hospital, Chengdu Health, Chengdu Jinmai, Jiuzhou Hospital and Hewanjia Hospital.

Note 2: In 2021, the data scope of the Group's ESG report incorporates data from Jinxin Women and Children Hospital for the month of December. In 2022, the data scope of this report incorporates data from Jinxin Women and Children Hospital for the entire year, resulting in an increase in the performance information for "Resource Utilization" in 2022 compared to 2021.

Note 3: The purchase and use of 2 new owned vehicles by Shenzhen Zhongshan Hospital in 2021-2022 will result in an increase in gasoline usage for owned vehicles in 2022.

### Emission Management

Index	Unit	2020	2021	2022	
				According to the Disclosure Scope of Last Year	New Disclosure Scope
Administrative wastewater discharge <sup>2,4</sup>	m <sup>3</sup>	21,145.00	29,595.00	48,159.00	61,791.00
Discharge of medical wastewater <sup>2</sup>	m <sup>3</sup>	67,016.00	86,195.08	149,075.00	159,980.60
NOx emissions <sup>1</sup>	kg	162.00	105.12	105.12	105.12
COD emission <sup>1</sup>	Ton	7.61	8.56	15.37	98.37
BOD emission <sup>1</sup>	Ton	/	1.83	1.78	1.78
NH <sub>3</sub> -N emission <sup>1</sup>	Ton	1.07	2.45	0.71	3.34
Suspended solid emission <sup>1</sup>	Ton	1.37	0.94	1.05	29.05
Total discharge of non-hazardous waste <sup>3,5</sup>	Ton	708.00	1,813.03	2,057.64	2,171.89
Total discharge of hazardous waste <sup>3</sup>	Ton	168.00	166.29	421.16	474.56

Index	Unit	2020	2021	2022	
				According to the Disclosure Scope of Last Year	New Disclosure Scope
Total emission of medical waste <sup>3</sup>	Ton	166.00	165.69	419.61	472.65
Total discharge of non-hazardous waste per unit operating income <sup>3</sup>	Ton/ RMB10,000	0.0070	0.0073	0.0118	0.0094
Total discharge of hazardous waste per unit operating income <sup>3</sup>	Ton/ RMB10,000	0.0020	0.0012	0.0024	0.0021

Note 1: In 2022, the scope is the Group Headquarters, Shenzhen Zhongshan Hospital, Chengdu Xinan Hospital, Wuhan Jinxin Hospital, Jinxin Women and Children Hospital, Chengdu Health, Chengdu Jinmai, Jiuzhou Hospital and Hewanjia Hospital.

Note 2: In 2022, the scope of Administrative wastewater discharge and Discharge of medical wastewater is the Group Headquarters, Shenzhen Zhongshan Hospital, Chengdu Xinan Hospital, Wuhan Jinxin Hospital, Jinxin Women and Children Hospital, Chengdu Health, Chengdu Jinmai, and Jiuzhou Hospital.

Note 3: In 2022, the statistics on the emissions of non-hazardous waste, hazardous waste and medical waste are based on the following sources: Group Headquarter, Shenzhen Zhongshan Hospital, Chengdu Xinan Hospital, Wuhan Jinxin Hospital, HRC Fertility, Jinxin Women and Children Hospital, Chengdu Health, Chengdu Jinmai, Jiuzhou Hospital and Hewanjia Hospital.

Note 4: Due to the ageing and leakage problem of the fire-fighting tank at Wuhan Jinxin Hospital in 2022, there will be an increase in domestic wastewater discharge in 2022.

Wuhan Jinxin Hospital has taken measures to upgrade its equipment to avoid the leakage problem.

Note 5: The information for 2021 has been retrospectively updated for this report.

### Greenhouse Gas Emission Management<sup>1,2</sup>

Index	Unit	2020	2021	2022	
				According to the Disclosure Scope of Last Year	New Disclosure Scope
Total greenhouse gas emissions <sup>3</sup>	Ton CO <sub>2</sub> equivalent	6,169.12	7,663.48	12,452.81	13,576.35
Greenhouse gas emissions in Scope I <sup>3</sup>	Ton CO <sub>2</sub> equivalent	506.53	778.45	1,364.88	1,457.98
Greenhouse gas emissions in Scope II <sup>3</sup>	Ton CO <sub>2</sub> equivalent	5,662.59	6,885.03	11,087.93	12,118.37
Greenhouse gas emissions per unit operating income	Ton CO <sub>2</sub> equivalent/ RMB10,000	0.060	0.056	0.071	0.059

Note 1: In 2022, the scope of Greenhouse Gas Emission Management is the Group Headquarters, Shenzhen Zhongshan Hospital, Chengdu Xinan Hospital, Wuhan Jinxin Hospital, Jinxin Women and Children Hospital, Chengdu Health, Chengdu Jinmai, Jiuzhou Hospital and Hewanjia Hospital.

Note 2: The greenhouse gas emissions are calculated with reference to Appendix II : Reporting Guidance on Environmental KPIs (May 2021), the latest edition of the Environmental, Social and Governance Reporting Guide of Hong Kong Stock Exchange. Scope I emissions are calculated based on the oil consumption by the Group's owned vehicles, natural gas consumption and relevant emission coefficient. Scope II emissions are calculated with reference to the document of Ministry of Ecology and Environment of the People's Republic of China. In particular, the national emission factors used for calculating the 2020 data is 0.6101 tCO<sub>2</sub>/MWh, which is sourced from the *Notice on Strengthening the Management of Enterprise Greenhouse Gas Emissions Reporting*; the national emission factors used for calculating the 2021 data is 0.5810 tCO<sub>2</sub>/MWh, which is sourced from Notice on Doing a Good Job in the Management of Enterprise Greenhouse Gas Emissions (GHG) in 2022. The national emission factors used in the calculation of the 2022 data is 0.5703 tCO<sub>2</sub>/MWh, which is sourced from the Notice on Doing a Good Job in 2023-2025 Reporting and Management of Greenhouse Gas Emissions of Power Generation Enterprises.

Note 3: In 2021, the data scope of the Group's ESG report incorporates data from Jinxin Women and Children Hospital for the month of December. In 2022, the data scope of this report incorporates data from Jinxin Women and Children Hospital for the entire year, resulting in an increase in the performance information for "Greenhouse Gas Emission Management" in 2022 compared to 2021.

### Employees' Employment Management

Index	Unit	2020	2021	2022
Total number of employees	Person	1,483	2,548	3,158
By gender	Male	248	355	459
	Female	1,235	2,193	2,699
By type of employment	employees under the labor contract system	1,415	2,414	2,997
	employees in labor dispatching	43	44	128
	other employment type employees <sup>1</sup>	25	90	33



	Index	Unit	2020	2021	2022
By job hierarchy	Junior employees	Person	/	2,265	2,847
	Middle management employees	Person	/	249	269
	senior management employees	Person	/	34	42
By age	employees under 30 years old	Person	529	961	1,168
	employees aged between 30 and 50 years old	Person	831	1,385	1,762
	employees aged over 50 years old	Person	123	202	228
By region	employees in Mainland China	Person	1,245	2,306	2,890
	employees in Hong Kong, Macau, Taiwan and overseas	Person	238	242	268

Note 1: Other employment types include: part-time, interns and retired employees.

## Employee Training<sup>1,2</sup>

	Index	Unit	2020	2021	2022
	Training coverage of employees	%	88	91	97
By gender	Male	%	16	13	11
	Female	%	84	87	89
By job hierarchy	Junior employees	%	85	85	90
	Employees in middle management	%	13	13	7
	Employees in senior management	%	2	2	3
	Average training hours per employee	Hour	18	17	18
By gender	Male	Hour	13	12	35
	Female	Hour	19	18	15
By job hierarchy	Junior employees	Hour	17	17	14
	Employees in middle management	Hour	19	37	48
	Employees in senior management	Hour	53	33	103

Note 1: In 2022, the data on Employee Training performance covers the Group's headquarters, Shenzhen Zhongshan Hospital, Chengdu Xinan Hospital, Wuhan Jinxin Hospital, Jinxin Women and Children Hospital, Chengdu Health, Chengdu Jinmai, Jiuzhou Hospital, Hewanjia Hospital, and Gratia Medical Centre.

Note 2: Calculation method of employee training coverage by gender and job hierarchy is (Employees in a specified category, who took part in training/total employees who took part in training) \* 100%.

## Occupational Health and Safety

	Index	Unit	2020	2021	2022
	Number of working days lost due to work-related injuries <sup>1</sup>	Day	88	3	75
	Number of employees who died as a result of work-related injuries	Person	0	0	0
	Percentage of employees who died as a result of work-related injuries	%	0	0	0

Note 1: Due to the increase in the number of employees reporting work-related injuries, the number of working days lost due to work-related injuries has increased. Most of the staff are less severely injured and therefore have a quicker recovery time, the hospital respects the staff's wish to return to work earlier and gives priority to office administration work.

## Employee Retention<sup>1,2</sup>

	Index	Unit	2020	2021	2022
	Turnover rate of employees	%	17	10	18
By gender	Male	%	16	15	20
	Female	%	17	8	18
By age	employees under 30 years old	%	23	9	22
	employees aged between 30 and 50 years old	%	19	7	15
	employees over 50 years old	%	41	16	24
By region	employees in Mainland China	%	20	8	17
	employees in Hong Kong, Macau and Taiwan and overseas	%	34	15	28

Note 1: Turnover rate of employees by gender, age and region is number of employees turnover in a particular category / (number of employees in that category + number of employees turnover in that category) \* 100%.

Note 2: As a result of the Company's cost control measures, the Group's employee turnover rate increased during the year compared to FY 2021.

## Supplier Management

	Index	Unit	2020	2021	2022
	Total number of suppliers <sup>1,2</sup>	Number of suppliers	534	1,148	783
By region	Mainland China	Number of suppliers	312	1,040	752
	Hong Kong, Macau, Taiwan and Overseas	Number of suppliers	222	108	31
	Suppliers passing the performance evaluation of environment, labor and ethics	Number of suppliers	312	875	752

Note 1: In 2022, the data coverage for Supplier Management performance is Shenzhen Zhongshan Hospital, Chengdu Xinan Hospital, Wuhan Jinxin Hospital, HRC Fertility, Jinxin Women and Children Hospital, Chengdu Health, Chengdu Jinmai, Jiuzhou Hospital and Hewanjia Hospital.

Note 2: the Group strengthened its management of the supply chain by integrating the supplier resources of Chengdu Health and Chengdu Jinmai, which resulted in a decrease in hospital supplier data.

## Anti-corruption

	Index	Unit	2020	2021	2022
	Anti-corruption training coverage of employees <sup>1</sup>	%	/	100	89
	Hours of anti-corruption training per employee	Hours	/	1.2	1.3
	Number of corruption cases brought and concluded against the issuer or its employees during the reporting period	Case	/	0	0

Note 1: In 2022, the Group launched anti-corruption training for all employees, the statistics here represent the percentage of employees who actually participated in anti-corruption training.

## Customer Service and Public Welfare

	Index	Unit	2020	2021	2022
	Number of complaints about products and services <sup>1</sup>	Case	96	95	119
	Complaint handling rate	%	100	100	100
	Total investment of community public welfare	RMB1,000	6,000	152	3,411

Note 1: In 2022, the data coverage for Customer Service and Dispute Handling Performance is Shenzhen Zhongshan Hospital, Chengdu Xinan Hospital, Wuhan Jinxin Hospital, Chengdu Health, Chengdu Jinmai, Jiuzhou Hospital and HeWanjia Hospital.

# Index Table

## The Hong Kong Stock Exchange's ESG Reporting Guidelines (Effective From 1 January 2022)

Part B: Mandatory Disclosure Requirements	
Mandatory Disclosure of Governance Structure	Sustainability Governance
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### Part C: Comply or Explain Provisions

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A1.1	Creating an Environmentally Friendly Home ESG Quantitative Performance Table	B4.1	
A1.2		B4.2	
A1.3	ESG Quantitative Performance Table	<b>Operating Practices</b>	
A1.4		<b>B5.Supply Chain Management</b>	Committing Compliance Management
A1.5	Creating an Environmentally Friendly Home	B5.1	ESG Quantitative Performance Table
A1.6		B5.2	
<b>A2.Use of Resources</b>	Creating an Environmentally Friendly Home	B5.3	Committing Compliance Management
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A2.2		<b>B6.Product Responsibility</b>	Pursuing Excellence in Medical Quality Offering good services during whole life-cycle of fertility Establishing Comprehensive Health Management Ensuring Medical Safety Committing Compliance Management
A2.3	Creating an Environmentally Friendly Home	B6.1	The Group's business is ARS and does not involve production, so this index is not applicable
A2.4		B6.2	Offering good services during whole life-cycle of fertility ESG Quantitative Performance Table
A2.5	The Group's business is ARS and does not involve production, so this index is not applicable	B6.3	Pioneering Science and Innovation ESG Quantitative Performance Table
<b>A3.The Environment and Natural Resources</b>	Creating an Environmentally Friendly Home	B6.4	Pursuing Excellence in Medical Quality Offering good services during whole life-cycle of fertility Ensuring Medical Safety
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<b>A4.Climate Change</b>	Creating an Environmentally Friendly Home	<b>B7.Anti-corruption</b>	Upholding Business Ethics
A4.1		B7.1	Upholding Business Ethics ESG Quantitative Performance Table
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B1.2		<b>B8.Community Investment</b>	Improving Medical and Health Accessibility Responding to Social Needs
<b>B2.Health and Safety</b>	Ensuring Medical Safety Promoting a Healthy and Safe Work Environment	B8.1	Improving Medical and Health Accessibility Responding to Social Needs
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B2.2			
B2.3	Ensuring Medical Safety Promoting a Healthy and Safe Work Environment		
<b>B3.Development and Training</b>	Focusing on Employees' Growth and Development		
B3.1	ESG Quantitative Performance Table		
B3.2	ESG Quantitative Performance Table		

## GRI Standards Index

Statement of use	Jinxin Fertility has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2022.
GRI 1 used	GRI 1 Foundation 2021

Disclosure	Location	Disclosure	Location
2-1	About Jinxin Fertility	306-3	Creating an Environmentally Friendly Home ESG Quantitative Performance Table
2-2	About this Report	308-1	Committing Compliance Management ESG Quantitative Performance Table
2-3	About this Report	308-2	Committing Compliance Management ESG Quantitative Performance Table
2-6	About Jinxin Fertility	401-1	ESG Quantitative Performance Table
2-7	ESG Quantitative Performance Table	401-2	Safeguarding Employee's Rights and Benefits
2-9	Standardizing Corporate Governance	403-1	Promoting a Healthy and Safe Work Environment
2-14	Stakeholder Communication and Materiality Assessment	403-3	Ensuring Medical Safety Promoting a Healthy and Safe Work Environment
2-16	Stakeholder Communication and Materiality Assessment	403-5	Promoting a Healthy and Safe Work Environment
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2-26	Upholding Business Ethics	403-7	Ensuring Medical Safety Promoting a Healthy and Safe Work Environment
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2-29	Stakeholder Communication and Materiality Assessment	403-10	Promoting a Healthy and Safe Work Environment ESG Quantitative Performance Table
3-1		404-1	ESG Quantitative Performance Table
3-2	Stakeholder Communication and Materiality Assessment	404-2	Focusing on Employees' Growth and Development ESG Quantitative Performance Table
3-3		404-3	Focusing on Employees' Growth and Development ESG Quantitative Performance Table
201-1	Please refer to the Group's revenue and other economic information for details 2022 Annual Report	405-1	ESG Quantitative Performance Table
201-2	Creating an Environmentally Friendly Home	406-1	Safeguarding Employee's Rights and Benefits
202-1	Safeguarding Employee's Rights and Benefits	408-1	Safeguarding Employee's Rights and Benefits
203-2	Enabling health professionals to thrive Offering good services during whole life-cycle of fertility Improving Medical and Health Accessibility Responding to Social Needs	409-1	Safeguarding Employee's Rights and Benefits
205-2	Upholding Business Ethics	414-1	Committing Compliance Management ESG Quantitative Performance Table
205-3	Upholding Business Ethics	414-2	Committing Compliance Management ESG Quantitative Performance Table
302-1	ESG Quantitative Performance Table	416-2	Pursuing Excellence in Medical Quality Offering good services during whole life-cycle of fertility Ensuring Medical Safety
302-3	ESG Quantitative Performance Table	417-2	Committing Compliance Management
302-4	Creating an Environmentally Friendly Home	417-3	Committing Compliance Management
303-1	Creating an Environmentally Friendly Home	418-1	Committing Compliance Management
303-2	Creating an Environmentally Friendly Home		
303-3	ESG Quantitative Performance Table		
305-1	ESG Quantitative Performance Table		
305-2	ESG Quantitative Performance Table		
305-4	ESG Quantitative Performance Table		
305-7	ESG Quantitative Performance Table		
306-1	Creating an Environmentally Friendly Home		
306-2	Creating an Environmentally Friendly Home		

## About this Report

This report is the fourth sustainability report issued by Jinxin Fertility Group Limited ("the Company"). The Company has issued environmental, social, and governance reports ("ESG Reports") for three consecutive years from 2019 to 2021, and upgraded the ESG Report to a sustainability report in 2022 to disclose the actions taken and the results achieved by the Company and its subsidiaries ("the Group", "Jinxin Fertility", or "We") in terms of economic, environmental, and social sustainability to various stakeholders.

### Report Basis

This report is prepared in accordance with the *Environmental, Social, and Governance Reporting Guide* ("ESG Reporting Guide") (effective from January 1, 2022) contained in Appendix 27 to the Listing Rules of The Stock Exchange of Hong Kong Limited ("SEHK"), and with reference to the *Sustainability Reporting Standards* (2021) of the Global Reporting Initiative (GRI), the United Nations Sustainable Development Goals (SDGs). This report has complied with all the mandatory disclosure requirements and the "comply or explain" provisions of the *ESG Reporting Guide*.

### Scope of the Report

**Time Range:** This report is a sustainability report covering the period from January 1, 2022 to December 31, 2022. Part of the text information goes beyond this scope and is explained where relevant.

**Organizational Scope:** Unless otherwise stated, this report covers the Company and its subsidiaries listed in the annual report and consolidated financial statements (the "Group"), the scope of coverage widened to include Jiuzhou Hospital, Hewanjia Hospital and Gratia Medical Centre, which are entities newly consolidated into the Group's financial statements.

The names and abbreviations of the subsidiaries covered in this report are shown below:

Main Subsidiaries	Abbreviations in this Report
Shenzhen Zhongshan Urology Hospital	Shenzhen Zhongshan Hospital
Chengdu Xinan Gynecology Hospital Co., Ltd.	Chengdu Xinan Hospital
Wuhan Jinxin Integrated Gynecology and Obstetrics Hospital Co., Ltd.	Wuhan Jinxin Hospital
HRC Fertility Management, LLC 及 Huntington Reproductive Center Medical Group	HRC Fertility
Laos Jinrui Medical Center	Laos Jinrui
Sichuan Jinxin Women and Children Hospital Co., Ltd.	Jinxin Women and Children Hospital
Chengdu Jinxin Health Management Co., Ltd.	Chengdu Health
Chengdu Jinmai Innovative Testing Co., Ltd.	Chengdu Jinmai
Yunnan Jinxin Jiuzhou Hospital Co., Ltd.	Jiuzhou Hospital
Kunming Jinxin Hewanjia Obstetrics and Gynecology Hospital Co., Ltd.	Hewanjia Hospital
Hong Kong Assisted Reproduction Centre Ltd., Hong Kong Reproductive Health Centre Ltd.	Gratia Medical Centre

Among them, Laos Jinrui did not operate during the reporting period. Therefore, the information in this report mainly covers the Company, Shenzhen Zhongshan Hospital, Chengdu Xinan Hospital, Wuhan Jinxin Hospital, HRC Fertility, Jinxin Women and Children Hospital, Jiuzhou Hospital, Hewanjia Hospital, and Gratia Medical Centre.

### Reporting Principles

This report follows the reporting principles of the *ESG Reporting Guide* issued by the SEHK, including:

**Materiality:** According to this principle, this report determines the key issues to be responded to through stakeholder research and materiality analysis, and focuses on the matters related to environmental, social and governance issues that may have a significant impact on investors and other stakeholders.

**Quantitative:** According to this principle, this report discloses the key quantitative performance indicators, explains the meaning of these indicators, as well as the calculation basis and assumed condition.

**Balance:** According to this principle, the contents of this report reflect objective facts and disclose indicators involving both positive and negative information.

**Consistency:** environmental, social and governance ("ESG") key quantitative performance indicators, and the indicators used in different reporting periods should be kept as consistent as possible to reflect the trend of performance level. Any changes to the statistics and disclosures will be fully explained in the notes to the report to allow for meaningful analysis and assessment by stakeholders.

### Information Description

The data and cases in this report are from the original records or financial reports of the Group in its actual operations. In case of any discrepancy between the financial data and the Company's annual report, the annual report should prevail.

All financial data in this report are denominated in RMB.

### Reliability Assurance

The Board of Directors of the Group guarantees that there are no false records, misleading statements or major omissions in the report.



