Taimei
太美医疗科技

浙江太美醫療科技股份有限公司
Zhejiang Taimei Medical Technology Co., Ltd.
(A joint stock company incorporated in the People's Republic of China with limited liability)
（於中華人民共和國註冊成立的股份有限公司）
Stock Code 股份代號：2576

Taimei
太美医疗科技

2024
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
環境、社會及管治報告

Contents

ABOUT THIS REPORT

1. REPORT OVERVIEW

This Report is the annual Environmental, Social, and Governance (ESG) Report ("Report") issued by Zhejiang Taimei Medical Technology Co., Ltd. and its subsidiaries (hereinafter referred to as "the Company" or "Taimei Technology"). It provides a comprehensive and objective disclosure of the Company's management policies, specific practices, and performance in ESG-related matters for the year 2024, demonstrating its commitment to sustainable development.

2. REPORTING FRAMEWORK

This Report has been prepared in accordance with the relevant provisions of the Environmental, Social, and Governance Reporting Guide (the "Guide") set out in Appendix C2 of the Rules Governing the Listing of Securities (the "Listing Rules") of The Stock Exchange of Hong Kong Limited (the "Stock Exchange"). It also references international standards such as those of the Global Reporting Initiative (GRI) to ensure that the report is comprehensive, accurate, and comparable.

3. REPORTING PRINCIPLES

During the preparation of this Report, the Company has adhered to the principles of materiality, quantitative, balance, and consistency as outlined in the Guide:

a) **Materiality:** This Report discloses the Company's process for identifying material topics, the materiality matrix, and the final results. It also outlines the Company's key stakeholders and corresponding engagement measures. For details, please refer to the sections "Stakeholder Communication" and "Materiality Assessment".

b) **Quantitative:** The quantitative data disclosed in this Report is supplemented with explanatory notes to clarify the sources of standards, methodologies, and conversion factors used in calculating key environmental and social performance indicators, in accordance with the requirements of the Guide.

c) **Balance:** This Report objectively presents both positive and negative information, avoiding any selective disclosure, omission, or presentation format that may inappropriately influence the decision-making or judgment of report readers.

d) **Consistency:** The information disclosed in this report covers Zhejiang Taimei Medical Technology Co., Ltd. and its subsidiaries, maintaining consistency with the scope of the annual report. The reporting methodology will remain consistent in future years. If any changes in the disclosure scope or calculation methods affect comparability with previous reports, the Company will provide relevant explanations.

4. REPORTING SCOPE

The information and data disclosed in this Report cover Taimei Technology and its subsidiaries, encompassing the Company's global operations in medical technology product development, service delivery, and the implementation of digital healthcare solutions.

5. REPORTING PERIOD

This Report covers the period from 1 January 2024 to 31 December 2024 (the "Reporting Period"). To enhance comprehensiveness, certain information appropriately references past years.

6. DATA SOURCES

The data and materials disclosed in this Report are sourced from the Company's public disclosures, internal administrative documents, statistical reports, financial statements, and third-party survey results. Unless otherwise specified, all monetary figures in this Report are denominated in Renminbi (RMB).

7. FORWARD-LOOKING STATEMENT

This Report contains forward-looking statements based on the current expectations, estimates, forecasts, beliefs, and assumptions of the Company and its subsidiaries regarding their business operations and market conditions. However, these statements do not guarantee future performance. Taimei Technology's actual performance may be affected by market risks, uncertainties, and factors beyond the control of the Stock Exchange. As a result, actual outcomes and returns may differ from the assumptions and statements presented in this Report.

8. CONTACT INFORMATION

Stakeholders are welcome to provide valuable feedback on this Report or the Company's sustainability performance.

Email: pr@Taimei.com
Website: http://www.Taimei.com/

ABOUT TAIMEI TECHNOLOGY

Taimei Technology (HK.2576), as a digital intelligence operation platform for the life sciences industry, covers drug and medical device research and development, pharmacovigilance, and pharmaceutical marketing.

The company adopts collaboration as its core philosophy, empowered by AI, innovatively builds the Trials Intelligent Clinical Research Collaboration Platform and Boundless – Corporate Medical Interaction Platform, integrating a full range of applications, including eCooperate Clinical Trial Management System (CTMS), eCollect Clinical Data Capture (EDC), eArchives Clinical Trial Management System (eTMF), eBalance Randomization and Drug Supply Management System (Interactive Web Response System, IWRS), eImage Medical Imaging Collaboration Platform (MICP) and Boundary – Academic Communication Platform (BCP).), eImage Medical Imaging Efficacy Assessment System, eSafety Pharmacovigilance System Compliance Management System, TrialPartner Digital SMO (Site Management Organization) Service, eSMS Clinical Study Site Management System, eCollege Training Management System, ONECEM omni-channel marketing and more than 20 SaaS products, connecting pharmaceutical companies, hospitals, third-party service providers (CRO (Clinical Research Organization, pharmaceutical R&D contract outsourcing service organization), SMOs, etc.), regulatory agencies, patients and other industry participants, combined with artificial intelligence, big data, cloud computing and other advanced technologies, forming Unified standards, data flow, process collaboration, resource integration, and help the industry digital intelligence transformation. With professional SaaS products, intelligent collaboration platform and professional service capabilities, the Company provides customers with innovative IRC (Independent Review Committee) integration solutions, digital SMO solutions and CRO services, which significantly improve the overall efficiency of drug and medical device R&D and post-marketing commercial performance, realizing value upgrading and mutual benefit for all parties. We also provide our clients with innovative IRC (Independent Review Committee) integrated solutions, digital SMO solutions and CRO services, which significantly improve the overall efficiency of drug and medical device R&D and post-market commercial performance, and realize the upgrading of value and win-win situation for all parties.

With the mission of "Unleashing the Power of Digital Intelligence to Make Health Within Reach", Taimei Technology is building the digital infrastructure for the future operation of the pharmaceutical industry, thus enabling new drugs, medical devices and other healthcare products to be launched faster, guaranteeing the safety of patients' medicines, making the medical products for patient needs easily accessible, and at the same time, reducing the burden of healthcare on patients, thereby enabling them to be healthy.

To date, the Company provided digital solutions to more than 1,400 CROs and pharmaceutical companies and more than 700 hospitals, and also has operations in Asia Pacific, North America, the European Union and other overseas regions. The Company has a leading market position, and the report "Market for Technology Solutions in the Life Sciences Industry" published by *Frost & Sulliva*n shows that the Company's market share of several major SaaS software is at the leading level in the country. IDC's "Market Share of China Clinical Trial Information System Solutions" series of reports, published from 2019 to 2022, indicate that the company ranks first in market share within China's clinical trial information system solutions sector.

SOCIAL RECOGNITION

In 2024, Taimei Technology has been honored with a number of heavyweight awards for its excellence and innovation in healthcare technology, a partial list of which can be found below:

Date	Award	Awarding organization
April 9th	2024 Global Unicorn List	Hurun Research Institute
April 11th	2024 National "AI+" Action Innovation Case	Internet Weekly (Chinese Academy of Sciences), Informatization Research Center of the Chinese Academy of Social Sciences, Deben Consulting, eNet Research Institute
May 9th	2024 Top 100 Future Healthcare Enterprises	VB100, VBDATA.cn, Eggshell Research Institute
June 5th	2024 SaaS Top 100 Enterprises	Deben Consulting, Internet Weekly, eNet Research Institute
September 6th	2024 Cloud 100 China	Jingya Capital, Cuiniuhui
November 6th	Second Batch of Pilot Enterprises for National Standards on Corporate Data Management in Zhejiang Province	Zhejiang Provincial Department of Economy and Information Technology
November 6th	Second Batch of Pilot Enterprises for the Chief Data Officer System in Zhejiang Province	Zhejiang Provincial Department of Economy and Information Technology
December 17th	Top 10 Digital Healthcare Industry Leaders in the Yangtze River Delta	Jointly initiated by the Innovation Research Center of the Yangtze River Delta G60 Sci-Tech Innovation Corridor, National Biopharmaceutical Enterprise Platform, and Yiyun Technology
December 21st	Representative Digital Economy Enterprise in the Yangtze River Delta	World Internet Conference in Wuzhen
December 23rd	2024 China Top 10 Smart Pharmaceutical Enterprises	EqualOcean
December 29th	2024 Outstanding Digital Economy Development Case in Zhejiang Province	Zhejiang Provincial Department of Economy and Information Technology

ABOUT TAIMEI TECHNOLOGY

THEME: SMART HEALTH, RESPONSIBLE FUTURE

In the field of life sciences, AI technology is reshaping the industry with disruptive power. Taimei Technology is deeply involved in the trend of digital intelligence in clinical research, realizing breakthrough innovations in core scenarios such as clinical trial data management (EDC), electronic trial master file management (eTMF), and patient recruitment, and constructing intelligent solutions covering the entire process, injecting scientific and technological innovation into the sustainable development of the industry.

A. **AI reinvents EDC: from manual dependency to intelligence-driven**

In the Clinical Trial Database construction phase, Taimei Technology reconstructs the efficiency standard through "AI+Automation" technology. Under the traditional model, the design and system configuration of eCRF (Electronic Case Report Form), which relies on the experience of data administrators, takes more than 4 weeks and is prone to errors and inconsistencies caused by human intervention. Taimei's innovative integration of Natural Language Processing (NLP), Knowledge Graph and Large Language Modeling (LLM) creates an end-to-end intelligent eCRF generation and EDC configuration solution:

- Intelligent Parsing and Automated Generation: Through the NLP deep parsing pilot program, combined with knowledge mapping to extract key data fields, eCRF forms and logical verification rules are automatically generated. The introduction of LLM significantly improves the ability to comprehend complex text, resulting in an accuracy rate of 90%+ for form generation, and reduces manual intervention.

- Three-tier architecture ensures compliance and flexibility: adopting a layered system of "CDISC (Clinical Data Interchange Standards Consortium) standard library – Taimei standard library – enterprise private library", the Company ensures global regulatory compliance while supporting enterprises' individual needs, achieving a balance between standardization and flexibility.

- Full-process efficiency leap: the database building cycle is shortened from 4 weeks to 1 day-1 week, and the configuration accuracy rate is increased to 90%+, significantly reducing the dependence on data manager (DM) experience. At the same time, AI automatically generates data validation plan (DVP) and point-in-time verification rules, covering more than 90% of time-related logic to guarantee data consistency and quality.

B. **eTMF Intelligent Management: AI Enabled Intelligent Verification of Document Integrity**
In the field of clinical trial document management, the Company has made a breakthrough in realizing a comprehensive leap in eTMF management efficiency by virtue of its self-developed AI technology. In response to the pain points of traditional TMF management, such as the huge number of documents (over 100,000 on average for a single project), high manual classification error rate (about 15% on average in the industry), and long time-consuming preparation for audit (taking up an average of 30% of the project time), the system innovatively implanted AI technology into the full lifecycle management of the documents in depth: the eTMF product reshapes the workflow of the TMF (Trial Master File) workflow through the application of AI technology, realizing a significant improvement in efficiency. In key aspects such as filling in document attributes, document classification and document quality control, the introduction of AI assistance combined with manual proofreading or review has significantly shortened the work time, increased the overall efficiency by more than 185%, and the AI accuracy rate has reached more than 90%. In the process of uploading, classifying, reviewing and archiving eTMF, with the intervention of AI technology, the efficiency of each task has been greatly improved compared to manual completion. This innovation not only provides strong support for the digital transformation and efficient development of clinical research, leads the new change of eTMF management, promotes the development of clinical research in the direction of smarter and more efficient, but also provides customers with a more high-quality and efficient service experience.

In the field of clinical research subject recruitment, Taimei Technology also integrates multi-subject channels and optimizes the recruitment management process through the application of Internet + AI big model. Through the innovative assistance of AI in long-term follow-up and intelligent matching projects, we continue to optimize the AI clinical trial big model and promote the digital empowerment of the whole process of subject recruitment + follow-up services.

SUSTAINABLE DEVELOPMENT SYSTEM

1. CORPORATE GOVERNANCE STRUCTURE

With the core concept of "Scientific Governance, Efficient Synergy and Responsibility", Taimei Technology builds a modernized governance system with the Shareholders' Meeting and the Board of Directors (the "Board") as the core, and professional committees and multi-dimensional business divisions as the synergistic linkage, which comprehensively supports the implementation of the Company's strategy and sustainable development. As the highest authority, the shareholders' meeting coordinates major decisions, while the Board has set up three professional committees, namely, nomination, remuneration and appraisal, and audit, to ensure the professionalism and transparency of governance; the general manager layer promotes daily operation and strengthens cross-departmental collaboration.

The Company attaches great importance to the construction of digital capability, and has set up the Digital Service Division as the core engine, integrating digital marketing, system research and development, hospital cooperation and overseas expansion, etc. Through the Digital Marketing Division to deepen the innovation of solutions for the healthcare industry, the System Division to build an intelligent platform, and the Hospital Division and Overseas Division to promote local customized services and globalization, respectively, to build a digital ecosystem that covers the whole industry chain. digital ecology covering the whole industry chain.
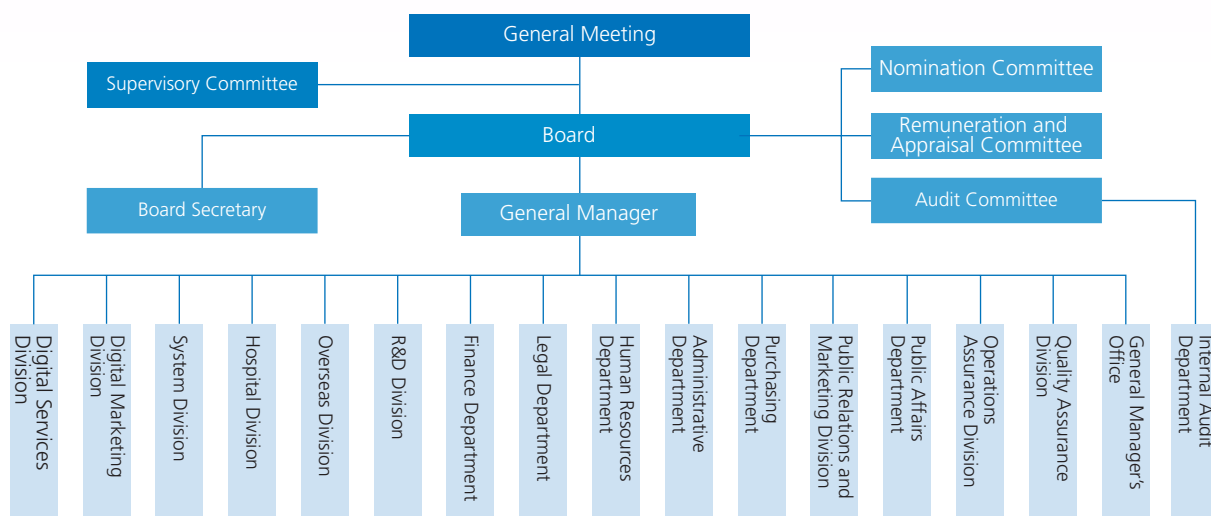
Zhejiang Taimei Medical Technology Co., Ltd. Architecture Diagram

On the functional support side, the finance, legal, and human resources departments work together to ensure compliance and organizational effectiveness, the quality and internal audit departments strictly control standards, and the public market and operational security departments enhance resource efficiency and brand influence. The Company will continue to be digitally driven, optimize its governance mechanism, and create sustainable value for shareholders, customers and society.
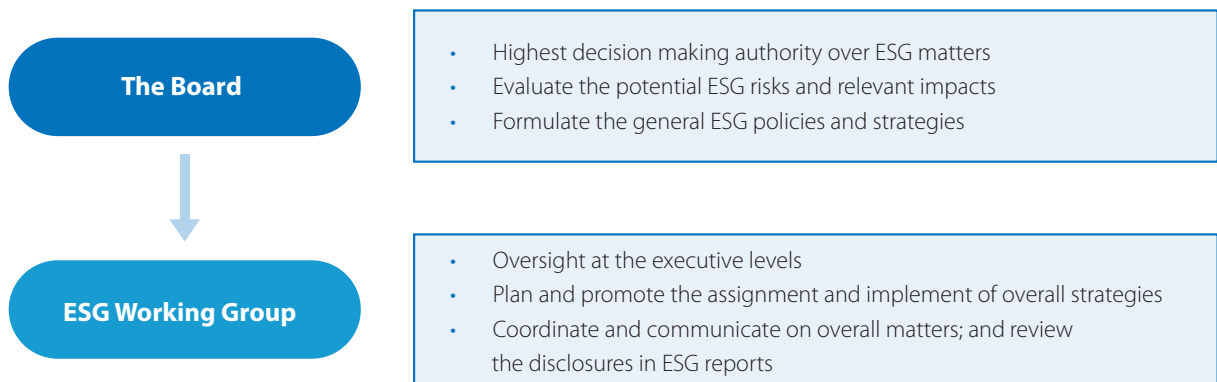
2. ESG MANAGEMENT STRUCTURE

Taimei Technology has always recognized sustainability as a core component of its corporate strategy and is committed to promoting environmental, social and governance (ESG) objectives through a systematic governance structure.

Responsibilities of the Board of Directors

The Board of the Company, as the highest decision-making body on ESG matters, plays a key role in promoting the Company's sustainable development process and fully assumes a number of important responsibilities. In terms of strategic planning, the Board identifies ESG risks and opportunities that are closely related to the industry, such as data privacy and security risks, AI ethical issues, and the prospect of green technologies in the healthcare sector. The Board then sets long-term strategic objectives and develops a detailed implementation path. At the same time, the Board attaches great importance to the monitoring of ESG objectives and regularly reviews ESG key performance indicator(s) ("KPI(s)"), such as carbon emission intensity and the rate of patient data leakage incidents, to ensure the effective promotion of the ESG strategy. The Board rigorously evaluates progress of achieving the objectives and making timely adjustments to the action plan.

Cross-sectoral Collaboration of ESG-specific Working Groups

In order to efficiently implement the decisions made by the Board, the Company has set up a joint ESG working group consisting of core members from multiple departments. Members come from a number of key departments, including the Technology Research and Development Center, which actively promotes green medical technology innovation with its technical expertise; the Data Security and Compliance Department, which ensures that the full lifecycle management of medical data complies with international privacy standards; the Public Affairs Department, which coordinates a variety of public welfare projects and provides medical resources to remote areas to help improve the fairness of the distribution of medical resources; and the Human Resources Department, which devises the Human Resources Department designs diversified training mechanisms for employees to create a favorable internal environment and ethical code.

The Board

- Highest decision making authority over ESG matters
- Evaluate the potential ESG risks and relevant impacts
- Formulate the general ESG policies and strategies

ESG Working Group

- Oversight at the executive levels
- Plan and promote the assignment and implement of overall strategies
- Coordinate and communicate on overall matters; and review the disclosures in ESG reports

SUSTAINABLE DEVELOPMENT SYSTEM

3.   STAKEHOLDER COMMUNICATION

Taimei Technology deeply recognizes the importance of stakeholder feedback to its business development and environmental, social and governance (ESG) performance. In order to closely align our ESG practices with the expectations and concerns of our stakeholders, the Company not only insists on evaluating and updating the materiality issues annually, but also establishes diversified communication channels and mechanisms in order to respond to the demands and suggestions of our stakeholders in a timely and effective manner, and to incorporate these feedbacks into the company's strategic planning, so as to give impetus to our sustainable development.

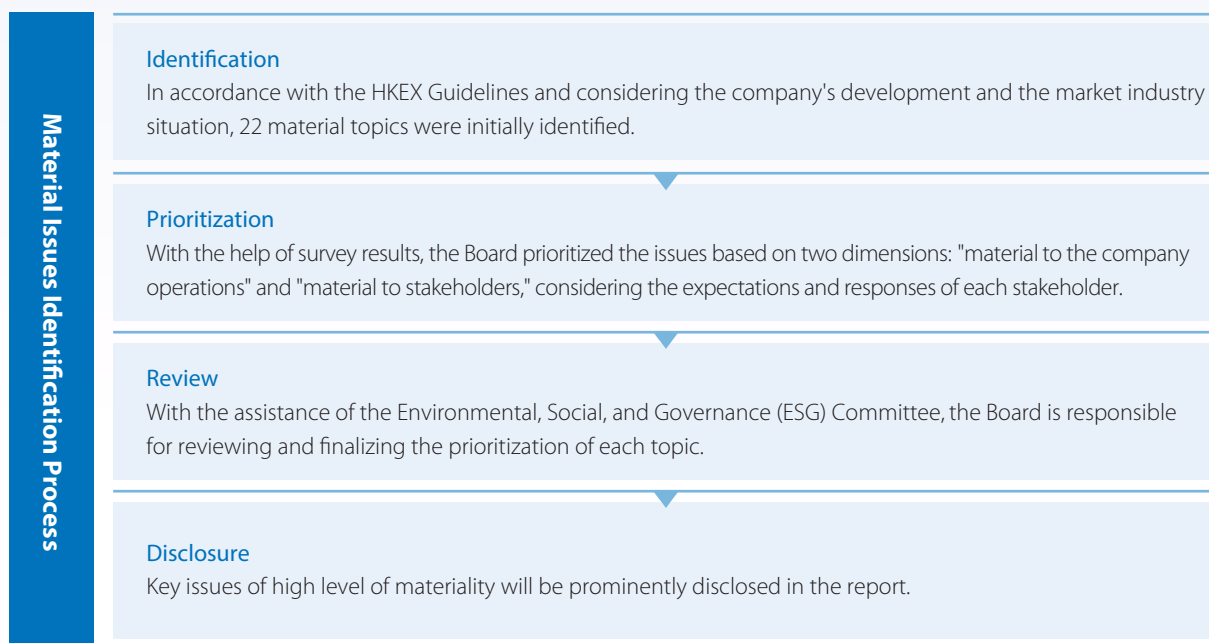| Major Stakeholders	Requirements and Expectations	Communication and Action
Government and Regulatory Agencies	• Compliance with laws and regulations • Paying taxes according to the law • Support economic development • Promote employment	• Proactive acceptance of monitoring and inspection • Filing and information submission • Response to legal visit • Undertake Social Responsibility
Shareholders and Investors	• Financial results • Business development • Information disclosure • Corporate governance	• Disclose financial and operational information regularly • General Shareholder Meeting • Press Releases • Company announcements • Company website, e-mail and hotline
Clients	• Quality products and services • Meet the diversified needs of customers • Data security and privacy protection	• Product Innovation • Product publicity and promotion • Protection of customer information and privacy • Customer Service Hotline & Email • Press Releases • Social Media Interaction

SUSTAINABLE DEVELOPMENT SYSTEM

| Major Stakeholders	Requirements and Expectations	Communication and Action
Employees	• Compensation and Benefits • Career Development • Safeguarding occupational health • Work-life balance	• Providing of excellent salaries and benefits • Regular performance review and feedback • Employee training • Employee mailboxes and surveys • Equal communication mechanism of the Company • Staff Activities
Suppliers and Partners	• Compliance • Win-Win Collaboration • Business Ethics	• Fulfillment of obligations • Regular communication and information sharing • Open Tendering • Supply Chain Audit and Assessment
Industry associations	• Communication and cooperation	• Regular exchanges • Mutual visits • Collaborate on projects
Media	• Open and transparent	• Social Media • Official Website • Press Releases
Community and Public	• Supporting charitable activities • Environmentally friendly business routines • Energy management and carbon emissions • Promoting local employment and economic development	• Public Service Activities • Donations • Volunteering • Social Media • Enhancing Resource and Energy Efficiency • Increasing the proportion of local hiring and procurement

SUSTAINABLE DEVELOPMENT SYSTEM

4.   MATERIALITY ASSESSMENT

In addition to its business development strategy and industry practices, the Company identifies a list of material environmental, social and governance issues for the Company and prepares questionnaires based on global and national environmental social and governance trends. Through the administration of the questionnaires, the Company's relevant stakeholders and the management and staff of the key functions of the Company are able to assist the Company in reviewing its operations and identifying relevant environmental, social and governance issues and assessing materiality of such issues to the Company's business and stakeholders.

Material Issues Identification Process

Identification
In accordance with the HKEX Guidelines and considering the company's development and the market industry situation, 22 material topics were initially identified.

Prioritization
With the help of survey results, the Board prioritized the issues based on two dimensions: "material to the company operations" and "material to stakeholders," considering the expectations and responses of each stakeholder.

Review
With the assistance of the Environmental, Social, and Governance (ESG) Committee, the Board is responsible for reviewing and finalizing the prioritization of each topic.

Disclosure
Key issues of high level of materiality will be prominently disclosed in the report.

The results of the materiality of the Company's significant environmental, social and governance issues during the Reporting Period are presented in the matrix below:

Materiality Matrix
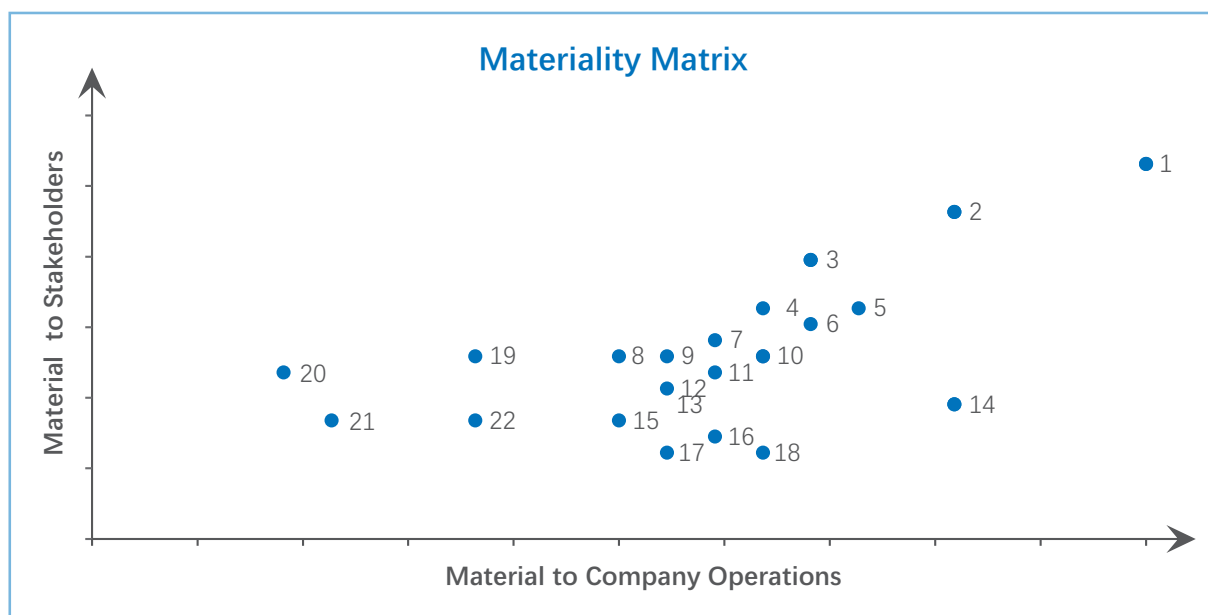
Issue number and title	Issue number and title
1. Technological Innovation	12. Business Ethics
2. Information Security and Privacy Protection	13. Responsible Supply Chain
3. Compliance Management	14. Employee Rights and Interests Protection
4. Protection of Subjects' Rights and Interests	15. Corporate Governance
5. Informationization	16. Industry Communication
6. Product and Service Quality Assurance	17. Sustainable Development Management
7. Product Globalization	18. Occupational Health and Safety
8. Universal Healthcare	19. Community Contribution and Development
9. Intellectual Property Protection	20. Employee Training and Development
10. Customer Service and Management	21. Employee Equality and Diversity
11. Internal Control and Supervision Mechanism	22. Compliance Promotion

5. SUSTAINABLE DEVELOPMENT GOALS (SDGS) RESPONSE

The Company's sustainable vision is to respond to the United Nations Sustainable Development Goals through high-quality environmental, social and governance management, to actively address risks and seize opportunities, to promote the harmonious development of the Company, its employees, society and the environment, to provide strong support for the Company's stable development, and to create shared value and realize common prosperity.

Objective connotation: To ensure healthy lives and promote well-being for people of all ages.

Corresponding chapter	Corresponding measures
Product Liability	Utilizing artificial intelligence and big data technologies to develop intelligent diagnostic tools and promote the application of innovative medical technologies, to enhance the efficiency of cross-regional medical collaboration, to facilitate the balanced distribution of resources, and to reduce the cost of patient visits.
Network security and privacy protection	Establish a strict data governance system to ensure the security and compliance of patients' health information in the process of collection, storage and transmission, and the effective protection of personal privacy.

SUSTAINABLE DEVELOPMENT SYSTEM

Objective connotation: To ensure inclusive and equitable quality education and promote lifelong learning for all.

Corresponding chapter	Corresponding measures
Development and training	Diversified programs and learning resources for employees
Promoting common progress along the value chain	Developing human resources in the medical field in conjunction with companies in upstream and downstream fields.

Objective connotation: To promote sustained, inclusive and sustainable economic growth with decent employment opportunities.

Corresponding chapter	Corresponding measures
Employee Promotions	Transparent promotion mechanism, diversified career development plan
Compensation and Care Benefits	Implementing telecommuting and flexible employment systems to create a more inclusive and flexible work environment for employees and to enhance employee satisfaction and productivity.

Objective connotation: To ensure sustainable consumption and production patterns and reduce waste of resources.

Corresponding chapter	Corresponding measures
Green Office	Promote energy-saving technologies and intelligent management systems in business operations to reduce energy and resource consumption and promote sustainable business development.

Objective connotation: To take urgent action to address climate change and its impacts.

Corresponding chapter	Corresponding measures
Climate change	Regularly carry out climate risk assessment, formulate contingency plans to deal with extreme weather and other climate events, and safeguard business continuity and data security.

SUSTAINABLE DEVELOPMENT SYSTEM

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Objective connotation: To establish an inclusive, fair and efficient system that promotes transparent and accountable institutions.

Corresponding chapter	Corresponding measures
Data Governance and Compliance Management	Improve the data governance structure to ensure that business operations comply with domestic and international data protection regulations and enhance corporate transparency and accountability.
Countering corruption	Enforcement of a strict anti-corruption policy and internal audit system to ensure openness and transparency in all business processes

ENVIRONMENTAL ASPECT

The Company attaches great importance to the national goal of "Carbon Peak, Carbon Neutral", and actively practices the concept of sustainable development through green, environmental protection and low carbon. As an enterprise focused on medical technology innovation, Taimei Technology is committed to improving the efficiency and quality of the medical research and development and diagnostic industry chain through the research and development and promotion of advanced medical information technology, medical services and digital health solutions, while striving to realize low-carbon and environmental protection in the operation of the whole industry chain.

To this end, Taimei Technology strictly abides by the Environmental Protection Law of the People's Republic of China, Energy Conservation Law of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes, Law of the People's Republic of China on the Prevention and Control of Water Pollution, Law of the People's Republic of China on the Prevention and Control of Air Pollution, etc., and comprehensively carries out energy saving and emission reduction measures, optimizes the structure of energy utilization, and properly controls and manages various types of emissions, and effectively reduce the potential impacts that may be caused to the environment.

At the same time, Taimei Technology actively responds to the challenges of climate change, incorporates climate risk management into its corporate risk management system, conducts regular risk assessments, and formulates and implements targeted preventive measures to ensure that it realizes a win-win situation for both economic and ecological benefits in the course of promoting the advancement of medical science and technology and service innovation.

ENVIRONMENTAL ASPECT

1. EMISSIONS MANAGEMENT

Greenhouse gas ("GHG") emissions

Taimei's greenhouse gas emissions come mainly from the fuel consumption of its vehicles and the use of purchased electricity. In order to reduce greenhouse gas emissions, Taimei has implemented strict management and registration of company vehicles, and eliminated non-essential use of vehicles by optimizing vehicle scheduling and rationally planning travel needs. At the same time, the Company encourages employees to turn off relevant power equipment during non-office hours, and urges them to patrol the office area at the end of the day to ensure that all lights and equipment are turned off when they leave, thus effectively reducing indirect greenhouse gas emissions.

Taimei Technology will continue to promote low-carbon management measures to ensure the efficient operation of its business while continuously improving the efficiency of its energy use, and will steadfastly move forward in the direction of green, environmental and sustainable development.

Greenhouse gas emission

Norm[1]	Unit	Consumption in 2024
Direct GHG emissions (Scope 1)	Tons of carbon dioxide equivalent	26.07
Indirect GHG emissions from energy (Scope 2)	Tons of carbon dioxide equivalent	413.71
Total greenhouse gas emissions	Tons of carbon dioxide equivalent	439.78
Greenhouse gas emission intensity[2]	Tons of carbon dioxide equivalent/ Employee	0.70

Remarks:

1. The GHG emissions data are presented on a carbon dioxide equivalent basis with reference to, but not limited to, the latest national average emission factors for electricity published by the Ministry of Ecology and Environment, the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) published by the World Resources Institute and the World Business Council for Sustainable Development, and Appendix 2: Reporting Guidance on Environmental KPIs under How to Prepare an Environmental, Social and Governance Report published by the Stock Exchange. The Company accounts for 100% of the GHG emissions over which it has operational control.

2. As of December 31, 2024, the total number of employees in the Company is 627 full-time employees. The relevant data is also used to calculate other density data.

Exhaust emissions

The core business of Taimei Technology is based on efficient information processing and technological applications that have a relatively low direct impact on the environment. However, in its daily operations, the Company still needs to use vehicles for necessary traffic dispatch and logistics transportation to support field services, equipment maintenance and other related activities. These operations inevitably generate emissions, primarily nitrogen oxides (NOx), sulfur oxides (SOx), and particulate matter (PM), which are emitted during vehicle use.

Exhaust emission

Exhaust emission type	Unit	Consumption in 2024
NOx	Kilogram	5.33
SOx	Kilogram	0.14
PM	Kilogram	0.39

Waste emissions

In view of the business model and operational characteristics of Taimei Technology, no significant amount of hazardous waste was generated during the Reporting Period.

The Company's daily office and on-site service activities generate a certain amount of ordinary waste. In order to reduce the consumption of resources and minimize the generation of waste, the Company actively promotes the digital office and reduces the use of paper documents through electronic document transmission and online approval.

Non-hazardous waste emissions

Type of non-hazardous waste	Unit	Consumption in 2024
Office paper	Ton	2.84
Domestic garbage	Ton	353
Total non-hazardous waste	Ton	355.84
Emission density	Ton/Employee	0.57

Sewage Disposal

In view of the nature of Taimei Technology's business, its daily operational activities basically do not generate wastewater, and a small amount of wastewater mainly originates from daily activities in the office area. All wastewater is centrally treated by a property management service provider with relevant qualifications in accordance with national standards, and the treatment costs have been included in the property service fees, so the relevant disclosure is not applicable to the Company.

ENVIRONMENTAL ASPECT

2. USE OF RESOURCES

Energy consumption

Taimei Technology always adheres to the concept of energy saving and consumption reduction, and continues to improve the overall energy utilization efficiency through continuous optimization of energy management. The Company's major energy consumption is concentrated in the following two areas:

• **Purchased electricity**

Purchased electricity is mainly used for the day-to-day operation of the office space to maintain equipment, air conditioning and other infrastructure.

• **Vehicle fuel**

The Company's business travel and field service activities rely on vehicle scheduling, and fuel consumption is an important component of this portion of energy use. Taimei Technology reduces non-essential travel through a strict vehicle management system and scientific trip planning, and conducts regular vehicle maintenance checks to ensure optimal fuel efficiency.

In addition, Taimei Technology actively promotes the energy-saving awareness of its employees through internal training, publicity activities and lectures, and encourages them to give priority to public transportation or shared trips when conditions permit. In the future, the Company will continue to introduce advanced energy-saving technologies and management measures to realize the organic integration of business development and environmental protection goals.

Energy consumption

Type of energy	Unit	Consumption in 2024
Total direct energy consumption	Megawatt-hour (MWh)	94.99
– gasoline	Megawatt-hour (MWh)	94.99
Total indirect energy consumption	Megawatt-hour (MWh)	725.43
– Purchased electricity	Megawatt-hour (MWh)	725.43
Total energy consumption	Megawatt-hour (MWh)	820.42
Total energy consumption intensity	MWh/Employee	1.31

Water resources

Given that Taimei Technology focuses primarily on digital healthcare and tele-health services, its water demand is low, focusing mainly on routine maintenance of its offices and some of its infrastructure. As part of the water consumption has been included in the property management expenses, it is difficult to compile separate statistics. The stable supply of municipal tap water at the Company's location ensures a continuous supply of adequate water. At the same time, Taimei Technology continuously raises employees' awareness of water conservation through internal publicity and training, and has formulated corresponding management measures to ensure that water resources are utilized efficiently:

➢ **Facilities Upgrade and Maintenance.** Install water-saving faucets and automatic sensing devices in office areas and laboratories to reduce unnecessary water wastage; regularly inspect and maintain water supply pipes and water facilities to ensure that there is no water wastage due to leakage or equipment failure.

➢ **"Turn off the tap when you leave" system.** Develop and implement a "tap-off" management system, requiring that water taps be turned off in a timely manner when leaving the office or laboratory to eliminate the waste of unused water resources.

➢ **Employee water conservation training.** Regular water resource conservation publicity activities and training are conducted to enhance employees' environmental awareness and advocate the daily habit of water conservation; eye-catching reminder signs are set up in key water use areas to remind employees to pay attention to water conservation.

Water consumption

Norm	Unit	Consumption in 2024
Total water consumption	Cubic meter	2,432.35
Intensity of water consumption per capita	Cubic meters/Employee	3.88

Packaging Materials

As Taimei Technology mainly provides digital medical services and technical support, and is not involved in the production or sale of large-scale physical products, the relevant disclosure is not applicable to the Company.

ENVIRONMENTAL ASPECT

Green Office

Taimei Technology is committed to building a low-carbon and environmentally friendly office environment and integrating the concept of sustainable development into its daily management and business operations. To achieve the goal of green office, the Company has taken specific initiatives in the following areas:

➢ **To reduce waste emissions**, the Company vigorously promotes e-office, reduces the printing and use of paper documents, and implements a policy of double-sided printing and document recycling to reduce the generation of waste at the source. At the same time, we have set up waste classification facilities in the office area, and through internal training and promotional activities, we have raised the importance of waste classification and resource recovery among our employees to further optimize waste management.

➢ **To reduce energy consumption**, achieve the goal of energy conservation, better manage the use of resources and enhance resource utilization, the Company has implemented a number of key measures during the Reporting Period, including but not limited to:

- Reducing non-essential lighting systems and promoting the use of high-efficiency LED lighting equipment to replace traditional lamps and lanterns to further reduce energy consumption.

- Establishing a strict power management system, requiring employees to turn off non-essential electrical equipment such as computers, printers and air-conditioners when leaving the work area.

- Advocating energy saving and emission reduction, encouraging employees to take the initiative to adopt energy-saving measures in their daily work, such as reasonably planning meetings and trips, and giving priority to public transportation or shared trips.

- Set standards for the energy consumption level of data centers adopted in cooperation, conduct regular energy efficiency tests, and identify and improve possible energy waste areas.

3. ENVIRONMENT AND NATURAL RESOURCES

As a technology company focusing on digital healthcare and telehealth services, Taimei Technology has significantly reduced its reliance on physical resources by virtue of the nature of its business, but we still actively fulfill our environmental protection responsibilities and comprehensively improve our external ecological impact management. Key initiatives and future plans include:

➢ **Digital transformation drives eco-efficiency.** Utilizing digital platforms and online service models to reduce the construction of offline physical facilities and on-site operations, fundamentally reducing the demand for water, land and other natural resources; promoting digital collaboration and online training, and leveraging technology to further reduce the impact of business operations on the external environment.

➢ **Green Supply Chain and Resource Sourcing.** When selecting suppliers and partners for office equipment, hardware and software, and data services, we prioritize enterprises with environmental management qualifications and green production capacity to build a low-carbon, environmentally friendly green and resilient supply chain; we strengthen environmental audits in the procurement process to ensure that the raw materials and equipment used comply with sustainable development standards.

➢ **External environmental impact monitoring and continuous improvement.** Explore the establishment of an environmental monitoring system covering the entire business chain, regularly assess the potential impact of the Company's operations on the ecological environment and natural resources, and continuously optimize management strategies based on the assessment results. Actively participate in the formulation of industry green standards and ecological and environmental protection programs, promote technology sharing and cross-border cooperation, and jointly contribute to the improvement of the regional and global environment.

ENVIRONMENTAL ASPECT

As a digitalized operation platform for the life science industry, Taimei Technology always regards sustainable development as an important corporate responsibility. Based on the Company's actual business operations and sustainable development capability, Taimei Technology has set clear energy saving and emission reduction targets with 2024 as the base year. Below are the Company's targets and future initiatives in terms of greenhouse gas emissions, waste emissions and energy consumption:

Type	Target	Future Measures
Greenhouse gas emission	Using 2024 as the base year, the Company aims to reduce per capita greenhouse gas emission intensity by 5% by 2030.	The Company will continue to promote green transportation, encouraging employees to prioritize low-carbon travel options for commuting and business trips. Additionally, energy use in business operations will be further optimized, and scenarios for green energy applications will be explored.
Waste Emissions	Using 2024 as the base year, the Company aims to reduce per capita waste emission intensity by 5% by 2030.	The Company will continue to strengthen paperless office practices and promote digital applications throughout business processes. More effective waste management and recycling measures will also be implemented to minimize waste generation.
Energy Consumption	Using 2024 as the base year, the Company aims to reduce per capita energy consumption intensity by 5% by 2030.	The Company will further optimize electricity usage, explore energy structure improvements, and expand the use of renewable electricity in operations to enhance energy efficiency.

Taimei Technology will ensure steady progress toward these targets through regular monitoring, evaluation, and continuous improvement, laying a solid foundation for a green, low-carbon, and sustainable future.

4. CLIMATE CHANGE

Global climate warming and the increasing frequency of extreme weather events pose serious challenges to the global economy and social life. As a pioneer in digital healthcare and remote health services, Taimei Technology fully recognizes the potential risks that climate change may bring to business operations, while also identifying the unique advantages enabled by digital transformation. We actively respond to the national carbon neutrality strategy and integrate climate risk management into our overall corporate governance, striving to reduce environmental impact while unlocking new opportunities for green development.

Governance

The Board places great emphasis on climate-related risks and opportunities. Climate change topics are reviewed regularly and incorporated into strategic discussions. The Board has established a dedicated Environmental, Social, and Governance (ESG) working group responsible for overseeing climate risk management and the progress of the low-carbon transition, ensuring that the Company's decisions and actions align with national low-carbon strategies and international best practices.

The Company has also set up a cross-functional working group composed of departments such as operations, technology, finance, and risk management to collaboratively implement climate-related policies. This group reports regularly to senior management on climate governance progress to ensure measures are executed in an orderly and effective manner.

Strategy

As a digital healthcare and remote health services technology company, Taimei Technology fully leverages the advantages of digital operations, significantly reducing reliance on physical facilities and material resources. The Company regards low-carbon transformation and green digital services as core directions for future development, driving continuous technological upgrades and innovations in business models. We actively promote the use of clean energy and the construction of a green supply chain, aiming to achieve efficient operations while reducing greenhouse gas emissions.

Climate Risk Assessment

The Company has conducted a comprehensive assessment of climate change risks, categorizing them into two major types: physical risks and transition risks. To effectively address these risks, we have developed appropriate strategies and action plans. At the same time, we actively explore potential opportunities arising from climate change to ensure our business practices align with evolving market dynamics.

ENVIRONMENTAL ASPECT

Climate Risks

Risk Category	Specific Risk Description	Response Measures
Physical Risks	Disruption to Office Facilities	– Develop contingency plans for flexible and remote work arrangements – Install backup power systems to ensure continuous operation of critical equipment
	Communication Network Disruption	– Establish redundant network backups – Develop emergency recovery plans to maintain service continuity and stability
Transition Risks	Policy Adjustment Risk	– Stay up-to-date with national low-carbon policies and carbon tax trends, and proactively adjust cost structures – Optimize energy structure and increase the use of clean energy
	Market Demand Shift Risk	– Enhance R&D and innovation in digital services and solutions to provide green, energy-efficient offerings – Deepen customer insights to promote the integration of digital technologies in clinical research, reducing resource waste
	Technological Upgrade Risk	– Increase investment in green technology R&D and explore the feasibility of remote medical solutions
	Supply Chain Compliance Risk	– Prioritize green-certified suppliers for procurement of equipment, software, and data services – Build a diversified supply chain system to reduce risks from dependency on a single supplier

Opportunities

Opportunity Category	Specific Opportunity Description	Response Measures
Energy Efficiency Opportunity	Leverage digital management and intelligent optimization to reduce energy consumption and save operational costs	– Promote integration of intelligent platforms to break data silos, enable multi-party online collaboration, and reduce duplicated work and energy use – Continuously improve energy-saving measures in office facilities
Market Expansion Opportunity	The trend of green and low-carbon transformation drives increasing demand for eco-friendly products and services	– Promote the use of Electronic Data Capture (EDC) systems to digitize data and management, reducing resource waste – Continuously optimize SaaS product R&D to improve resource allocation and operational efficiency, and further enhance green medical service delivery
Technological Innovation Opportunity	Emerging technologies (e.g., AI, big data, IoT) support green innovation and low-carbon transformation	– Increase investment in R&D for green technologies and smart energy-saving systems – Actively pursue cross-industry collaborations to promote innovative solutions
Brand and Reputation Enhancement Opportunity	Proactively addressing climate change helps enhance corporate brand image and market competitiveness	– Strengthen ESG information disclosure – Actively participate in the development of industry environmental standards and public welfare activities

Under the dual climate challenges of physical risks and transition risks, Taimei Technology remains proactive in addressing various types of risks while seizing opportunities in the green digital transformation through its keen strategic vision. We are committed to continuously monitoring and adopting emerging technologies such as artificial intelligence, big data, and cloud computing to drive the intelligent upgrade of our digital healthcare platforms and data centers, thereby enhancing operational efficiency, reducing energy consumption and operational costs, and strengthening our core competitiveness.

At the same time, Taimei Technology is dedicated to practicing the concept of green and sustainable development across the entire business value chain. We strive to optimize supply chain management and resource utilization to achieve synergies between enterprise growth and environmental protection, continuously advancing our low-carbon transition and green innovation initiatives.

SOCIAL ASPECT

1. EMPLOYMENT

At Taimei Technology, employees are regarded as the Company's most valuable asset and the source of continuous innovation. To fully unleash the potential of its talent and support long-term business development, the Company has formulated and continually improved a series of management policies covering recruitment, compensation, promotion, working hours and leave, diversity development, and equal opportunity. The Company's Employee Handbook (《員工手冊》) serves as a core management guide, outlining detailed provisions on recruitment, promotion, discipline, working hours, and leave. All new employees are required to thoroughly review and sign the handbook to ensure full understanding of the Company's systems and core values.

Recruitment and Termination

The Company strictly complies with applicable laws and regulations such as the Labor Contract Law of the People's Republic of China and the Labor Law of the People's Republic of China, and firmly prohibits any form of illegal employment practices.

➢ **Prohibition of Child Labor and Forced Labor.** Taimei Technology implements a strict identity and background verification mechanism during recruitment, requiring all candidates to provide valid identification and relevant qualification documents. The Company maintains a zero-tolerance policy toward child labor. If any suspected minor is identified in the recruitment process or any use of child labor is discovered, the Company will immediately terminate the recruitment and, if necessary, cooperate with relevant authorities for investigation.

At the same time, the Company strictly prohibits all forms of forced labor, including but not limited to depriving employees of their legal rights through violence, threats, or other means. To further prevent forced labor risks, the Company has established clear processes and supervision mechanisms in its human resources system, such as ensuring voluntary consent in labor contract signing and defining work hours, compensation, labor protection, and other terms.

If employees or third parties detect suspected child labor or forced labor, they may report through internal channels (such as hotlines, email, or anonymous internal mailboxes). The Company will promptly investigate, take corrective actions, and severely discipline responsible personnel or departments.

➢ **Standardized Processes.** To further regulate talent introduction, the Company has formulated the Recruitment Management Process (《招聘管理流程》), which specifies detailed rules for job posting, recruitment channels, talent selection, employment procedures, and internal referral rewards. Taimei Technology uses multiple channels, including independent searches, external headhunters, campus recruitment, and internal referrals, and ensures the rigor of the selection process through written assessments and multi-level interviews.

➢ **Lawful and Fair Termination Procedures.** To protect the legal rights of both the Company and employees, all employees must sign clear employment contracts upon entry, covering terms such as position, responsibilities, working hours, leave, compensation, termination procedures, and benefits. The Employee Handbook (《員工手冊》) details the procedures for dissolution and termination of labor relations to ensure transparent and fair termination processes. The Company strictly prohibits unfair dismissals and imposes strict sanctions on violations of labor laws, discipline, or employee rights.

➢ ***Zero Tolerance for Misconduct.*** Taimei Technology maintains zero tolerance for any abuse, oppression, sexual harassment, or other improper or discriminatory behavior. Individuals involved in such conduct will face serious disciplinary actions, including termination of labor contracts. During the Reporting Period, the Company received no major complaints violating relevant employment laws and regulations, nor were there any cases of child labor or forced labor. All recruitment and termination processes strictly adhere to compliance and ethical standards.

As of December 31, 2024, the Company had 627 full-time employees. The total number of employees divided by gender, employee category, function, age, region, and employment type (e.g., full-time or part-time) is as follows:

Breakdown	Year 2024 Number of Employees	% of Total
Total Number of Employees	627	100%
By Gender		
Male	252	40.2%
Female	375	59.8%
By Employment Category		
Senior Management	14	2.2%
Middle Management	30	4.8%
General Staff	583	93.0%
By Function		
R&D	131	20.9%
Sales and Marketing	85	13.5%
Administrative	87	13.9%
Professional and Technical Personnel	324	51.7%
By Age		
Under 30 years of old	189	30.1%
30-50 years old	434	69.2%
Over 50 years old	4	0.6%
By Region		
Mainland China	619	98.7%
Others	8	1.3%
By Employment Type		
Full-time	627	100.0%
Part-time	0	0.0%

SOCIAL ASPECT

During the Reporting Period, the total number of employee attritions and the corresponding rates within the Company, divided by gender, age, region, and employment type, are as follows:

Employee Category	Year 2024	
	Number of attritions	Attrition rate[3]
Total Number of Employees	**302**	**32.5%**
By Gender		
Male	107	29.8%
Female	195	34.2%
By Age		
Under 30 years of old	117	38.2%
30-50 years old	183	29.7%
Over 50 years old	2	33.3%
By Region		
Mainland China	299	32.6%
Other areas	3	27.3%
By Employment Type		
Full-time	302	32.5%
Part-time	0	0.0%

Note:

3. The employee attrition rate is calculated as the number of employees who left during the Reporting Period divided by the sum of the number of employees employed at the end of the Reporting Period and the number of employees who left during the Reporting Period, multiplied by 100%. Future reports will adopt a consistent turnover rate calculation method for disclosure purposes.

Diversity, Equal Opportunity, and Anti-Discrimination

Taimei Technology has always upheld an inclusive, diverse, and equal corporate culture, strictly complying with relevant laws and regulations such as the Labor Law of the People's Republic of China, Contract Law of the People's Republic of China, Labor Contract Law of the People's Republic of China, and Hong Kong's Employment Ordinance, and has formulated the Employee Handbook (《員工手冊》) accordingly. The Company is committed to creating a respectful, equal, and discrimination-free work environment, ensuring that all employees have equal development opportunities in a fair competitive atmosphere. We adhere to the principle of not making discriminatory distinctions against employees based on ethnicity, race, age, gender, marital status, organizational background, or religious beliefs. To support this, the Company has established comprehensive supervision and grievance mechanisms to ensure that employees' lawful rights are fully protected and to promote a fair, healthy, and harmonious workplace.

Employee Promotion

To cultivate and motivate high-potential talent, Taimei Technology has developed a comprehensive promotion management process, clearly outlining the conditions, principles, and procedures for promotion. Based on the requirements of each position and employees' performance in areas such as technical skills, project management, teamwork, and innovation, the Company has built an open, fair, and transparent promotion system. This system provides employees with a clear career development path and motivation for growth.

During the promotion evaluation process, both the hiring department and the evaluation committee jointly develop position standards and conduct a comprehensive review. Eligible employees may submit a promotion application independently, after which relevant departments will conduct qualification reviews and capability assessments. The entire process strictly follows the principles of fairness, impartiality, and transparency to ensure that each employee receives an objective and just evaluation.

To address potential concerns or disagreements during the evaluation process, Taimei Technology has established a well-structured appeals mechanism:

If an employee disagrees with the results of the capability assessment, they can file an appeal by email to their HR Business Partner (HRBP). The appeal should include the areas of disagreement based on the promotion criteria and the employee's self-assessed job level.

Upon receiving the appeal, the HRBP will organize an appeal meeting and invite the evaluation committee to review the relevant materials. Ultimately, the evaluation committee will determine the final promotion outcome, and the HRBP will communicate the decision with the employee in detail to ensure that the appeal process is open, transparent, and fair.

Through this comprehensive promotion management and appeal mechanism, Taimei Technology strives to achieve the best match between positions and talent, creating a positive, dynamic work environment and providing solid human resources support for the Company's continued innovation and development.

Compensation and Employee Welfare

Taimei Technology has always regarded employee as the Company's core asset, firmly believing that only when employees receive full physical and mental care and support can they ignite continuous innovation and excellent execution, driving the Company's steady development. To this end, the Company has formulated the Compensation Management System (《薪酬管理制度》), established a compensation system that balances fairness, competitiveness, and incentive effects, and integrated it with comprehensive benefits, employee promotion, and career development mechanisms to provide employees with all-round protection and growth platforms.

SOCIAL ASPECT

① Compensation System

The Company's compensation system operates on a combination of monthly salary and annual salary. The annual salary consists of a basic salary and a performance-based salary, with the performance portion being determined through end-of-year assessments. This ensures that the salary meets market standards and reflects the actual contribution of the employees. Through a rigorous performance evaluation and feedback mechanism, direct supervisors regularly engage in performance communication with employees, assessing technical abilities, project management, teamwork, and innovation contributions, thus further enhancing employee job satisfaction and loyalty.

② Welfare and Benefits

Taimei Technology places great importance on employees' overall welfare and work-life balance. In accordance with national and local policies, the Company provides employees with the five insurances and one fund (social insurance and housing fund), in addition to offering paid annual leave, maternity leave, compensatory leave, marriage leave, and exam leave. Moreover, the Company has implemented personalized internal welfare programs and care initiatives, including organizing regular employee activities, health checkups, and career development training, fully addressing employees' needs in health, life, and professional growth.

Taimei Technology always prioritizes employees' physical and mental health. The Company arranges an annual comprehensive health check for all employees and provides detailed health report interpretation services to help employees understand their health status in a timely manner and take necessary health measures to prevent illness.

At the same time, to address various unforeseen health risks, Taimei Technology has purchased commercial insurance for all employees, covering medical expenses, accidental injuries, regular life insurance, and critical illness insurance, ensuring that employees are fully protected in the event of health issues. For employees who need to travel or provide on-site support, the Company also arranges additional insurance measures based on the nature of the work, further enhancing the level of protection.

③ Holiday Team Building and Cultural Development

Taimei Technology views festival team-building activities as an important carrier for inheriting corporate culture and strengthening team cohesion. During the Reporting Period, the Company specially planned Christmas themed team-building activities. Through creative activity design, the event created an immersive holiday experience, allowing employees to feel the care of the Company in a warm and pleasant atmosphere, and promoting better cross-departmental collaboration and synergy.

SOCIAL ASPECT

2. DEVELOPMENT AND TRAINING

Employees are the Company's valuable asset, and the Company firmly believes that individual growth and professional development are crucial factors for the enterprise's success. Taimei Technology is committed to creating a comprehensive training and development platform for employees to foster their overall growth. Based on the employees' work needs and specific circumstances, the Company determines relevant training courses, including onboarding training and on-the-job training. The Company fully recognizes that different positions and projects have varied skill and knowledge requirements for employees. Therefore, the Company has designed and implemented a series of customized training programs to help employees continuously improve their professional abilities and career competence.

During the Reporting Period, the Company has established a normalized training mechanism, conducting in-depth training on topics such as standard processes, regulatory guidelines, management courses, experience sharing, human resources and finance, general courses, system training, industry fundamentals, and professional skills. These efforts are dedicated to improving employees' comprehensive quality and professional competence.

Top-level Design Level	Core Elements	Specific Content
Core Concept	Employee and Enterprise Symbiotic Growth	Drive enterprise innovation through employee growth, creating a closed loop of "individual skill improvement→ business efficiency optimization→ enterprise strategy implementation" through training.
Strategic Goal	Professional, Compliant, and Global Talent Reserve	Focus on the pharmaceutical R&D industry to support global technology output and compliant operations.

Training System Implementation:

The Company closely aligns with business demands such as pharmaceutical R&D compliance, AI technology application, and service quality management, perfecting a dual-track training model of "online learning + offline practical training". This aims to establish a multi-layered training system structure tailored to the industry:

Main Training Types	2024 Coverage	Training Significance
Quality Management Training	12,378 participants, 16,640 hours	Enhance quality awareness among all employees, mastering quality management methods.
Standard Process Training	894 participants, 5,788 hours	Standardize operational processes, improve work efficiency and quality.
Professional Skills Training	1,365 participants, 1,448 hours	Deepen expertise in specialized fields, improve core competitiveness.
Regulatory Guidelines Training	577 participants, 829 hours	Ensure compliant operations to avoid legal risks.

Dynamic Evaluation and Optimization Mechanism		
Mechanism	Operation Mode	Function
Demand Analysis	Integrate requirements from business departments and corporate strategies (e.g., AI, globalization) to plan training curricula.	Ensure training aligns with business pain points.
Training Evaluation and Feedback	Track employees' training progress through regular assessments and performance evaluations.	Evaluate curriculum relevance, optimize course lists, and refine talent pipeline profiles.

Taimei Technology Training System Structure

SOCIAL ASPECT

During the Reporting Period, 627 employees participated in 15,279 instances of training, totaling 26,185.72 hours. The average training time per employee was 41.76 hours, with an overall training participation rate of 100%. Training data divided by gender and employment category are as follows:

Breakdown	Year 2024	
	Training Participation Rate[4]	Average Training Hours (Hours)[5]
By Gender		
Male	100%	21.31
Female	100%	55.50
By Employment Category		
Senior Management	100%	57.71
Middle Management	100%	58.23
General Staff	100%	40.53

Notes:

4. The employee training participation rate is calculated by dividing the number of employees trained during the Reporting Period by the number of employees in that category at the end of the Reporting Period, and multiplying by 100%. Future reports will use the same method for calculating the employee training participation rate.

5. The average training hours are calculated by dividing the total training hours of employees in that category during the Reporting Period by the number of employees trained in that category during the Reporting Period, and multiplying by 100%. Future reports will use the same method for calculating the employee training participation rate.

Promoting Shared Progress Across the Value Chain

In the complex supply chain of clinical research, Taimei Technology not only focuses on its own development but is also committed to advancing the collective progress of professionals across the entire value chain. Through innovative digital technologies, the Company provides comprehensive support to the SMO industry, from the TrialPartner collaboration platform to the eSMS center management system, with each link reflecting Taimei Technology's relentless pursuit of value chain optimization.

The TrialPartner collaboration platform connects SMO enterprises, sponsors, clinical trial institutions, CRCs (Clinical Research Coordinators), and other stakeholders, offering a one-stop digital solution for intelligent site selection, efficient CRC matching, and data-driven decision-making. This platform not only enhances the quality and efficiency of project operations but also reduces project costs. In the CRC recruitment process, the Company strictly adheres to the principle of non-discrimination based on gender or age, ensuring equal recruitment opportunities for industry practitioners. Additionally, by offering professional training and talent development support, the Company helps SMO industry professionals improve their skills and professional quality, thereby advancing the entire industry.

These innovative initiatives by Taimei Technology not only elevate the overall service level of the SMO industry but also create a more efficient and transparent cooperation environment for all value chain stakeholders. In the future, the Company will continue to collaborate with partners to drive SMO industry development, provide strong support for the efficient conduct of clinical research, and achieve shared progress and sustainable development in medical services.

3.   HEALTH AND SAFETY

The Company is committed to providing employees with comprehensive health protection and a safe working environment. The Group strictly complies with the Labor Law of the People's Republic of China, the Production Safety Law of the People's Republic of China, the Law on the Prevention and Control of Occupational Diseases of the People's Republic of China, and other relevant laws and regulations. The Company conducts regular safety inspections, promptly rectifies identified safety hazards, and develops emergency response plans for equipment failures and other contingencies. In addition, the Company undertakes annual inspections of office fire extinguishers and organizes employee fire safety training to enhance fire emergency management capabilities.

The Company formulated the Employee Health Checkup Guidelines (《員工健康體檢指南》) to provide employees with systematic health screening services, ensuring that health issues can be identified and prevented in a timely manner. The Company provides diverse health checkup packages and personalized add-on options for employees with different health needs, such as female health screening, male health screening, cancer screening, cardiovascular and cerebrovascular risk assessment, and in-depth thyroid screening. It also provides methods for querying medical examination reports and recommends employees utilize the free report interpretation service to better understand their health conditions.

In addition, the Company offers self-funded health checkup packages for employees' family members with group discounts, demonstrating its care for the health of employees and their families.

During the Reporting Period, the Company did not incur any lost workdays due to work-related injuries, nor did it identify any material incidents of serious non-compliance with relevant health and safety laws and regulations that had a significant impact on the Company.

Health and Safety Indicators	Unit	Year 2024	Year 2023	Year 2022
Number of work-related fatalities	Persons	0	0	0
Work-related injury rate	%	0%	0%	0%
Lost days due to work-related injuries	Days	0	0	0
Number of work-related injuries	Persons	0	0	0

SOCIAL ASPECT

4. SUPPLY CHAIN MANAGEMENT

The Company highly values the critical role of supply chain management in ensuring business stability and sustainable development. To this end, it has formulated the Procurement Management Regulations (《採購管理辦法》) and established a system covering supplier admission, evaluation, management, and supervision to ensure the efficiency, transparency, and compliance of the supply chain. By improving procurement processes, the Company strictly safeguards the stability and reliability of the supply chain from its source.

In supplier management, the Company, in accordance with the relevant provisions in the Procurement Management Regulations (《採購管理辦法》), conducts comprehensive and systematic evaluations of suppliers through questionnaires, qualification certifications, and other methods. The evaluation covers various dimensions, including supplier qualifications, product quality, price rationality, delivery deadlines, and credit. Through these comprehensive assessments, the Company ensures that suppliers continuously meet the Company's high standards in terms of quality, reliability, delivery time, and service level. Suppliers who fail to meet the evaluation standards will be required to make corrective improvements. If they do not complete the required improvements within the specified time, they will be disqualified from further cooperation.

The Company is committed to encouraging suppliers to continuously improve their environmental and social responsibilities. Under equal conditions, environmentally friendly suppliers are given priority. Additionally, the Company requires all suppliers to strictly adhere to laws and regulations regarding health, safety, labor rights, and other aspects. All suppliers and business partners must comply with legal regulations related to environmental protection, intellectual property protection, and anti-corruption, and are prohibited from using their position or authority for personal gain.

Through these measures, the Company has established long-term stable partnerships with many high-quality suppliers, jointly promoting the sustainable development of the supply chain, providing customers with high-quality products and services, and making a positive contribution to the sustainable development of society and the environment.

Details on the number of suppliers by region are as follows:

Number of Suppliers	Year 2024
Total Number of Suppliers	733
By Region	
Mainland China	710
Overseas	23

5. PRODUCT RESPONSIBILITY

The Company places great importance on product quality and intellectual property protection. As a medical technology company, it drives the advancement of the healthcare industry and creates value for society through innovative and high-quality products and services. The Company strictly adheres to international standards and industry norms. It has been certified under the ISO9001 Quality Management System, covering medical imaging display and measurement, pharmaceutical clinical research, pharmacovigilance, partner management, and digital marketing SaaS services, ensuring the high quality and reliability of its products and services.

Intellectual Property Protection

The Company has established a comprehensive intellectual property management system. We strictly comply with national laws and regulations, including the Patent Law of the People's Republic of China and the Trademark Law of the People's Republic of China, and have formulated regulatory documents such as the Patent Application Management Guidelines (《專利申請管理規範》), Trademark Application Management Guidelines (《商標申請管理規範》), and Patent Grading Evaluation Regulations (《專利分級評估辦法》), clarifying full-process management requirements for intellectual property, including department responsibilities, application, registration, use, and protection.

In patent management, the Company follows the "Patent Grading and Evaluation" principle, classifying invention patents to ensure the application and maintenance of high-value patents. The Company also actively expands its international patent portfolio through PCT (Patent Cooperation Treaty) applications and other global patent filing procedures. In trademark management, the Company strictly controls the application and use of trademarks, as well as the unified management of intellectual property certificates such as patents and trademarks, to ensure the legality and compliance of trademark use.

Additionally, the Company has strengthened intellectual property risk management. If any infringement is identified, the Company will immediately take legal measures to protect its legitimate rights and interests. In 2024, the Company newly acquired 1 copyright, 11 trademarks, and 28 patents, bringing the total number of intellectual property rights held by the Company to 777 by the end of the Reporting Period.

SOCIAL ASPECT

Product Quality and Accessibility

The Company consistently regards product quality and healthcare accessibility as its core strategies. Through technological innovation and standardized services, it promotes the availability of quality healthcare resources and contributes to the achievement of the "universal healthcare" goal. We are committed to ensuring product quality through a strict quality management system, following international standards and industry best practices, and formulating and implementing policies such as the Product Testing Management Procedure (《產品測試管理程序》), Enterprise Standard Process (《企業標準流程》), and CAPA Management Procedure (Corrective and Preventive Action Management Procedure, 《CAPA管理程序》). Through detailed testing processes and specifications, we implement strict quality control at every stage from R&D, operation, testing, to release. The testing team conducts not only functional tests but also rigorous performance tests and security vulnerability detection to ensure product quality and safety.

The Company strictly follows the "CAPA Management Procedure" as a core mechanism of its quality management system, systematically improving product and service quality and reliability. Through a multi-level issue identification mechanism (including internal audits, customer feedback, and production process monitoring), the Company accurately captures potential quality risks and uses Root Cause Analysis (RCA) techniques to trace the source of the problem. For deviations that have occurred, cross-departmental collaboration is used to develop corrective actions (CA) to quickly eliminate the impact. Additionally, through data-driven trend analysis, the Company predicts risks and deploys preventive measures (PA) in advance to prevent recurrence, closing the loop from issue reporting, analysis, execution, and effect verification. This ensures the implementation of actions and continuous improvement, providing a solid guarantee for the high-standard delivery of the Company's products and services.

The Company also places a high priority on product accessibility, fully aware that customer needs are diverse. Therefore, in product data testing, the Company simulates customer scenarios based on experience and business requirements, providing multiple solutions to ensure that customers can select the most suitable products and services according to their specific needs. In the future, the Company will continue to use digital technologies to bridge the "last mile" in healthcare resource distribution, deepening universal healthcare, and fulfilling the corporate mission of "making good medicine accessible."

Industry Communication

Guided by a global strategy, Taimei Technology actively participates in industry exhibitions, driving international layout through dual engines of technological innovation and localized services. By showcasing its latest achievements and application cases in AI, the Company engages in in-depth exchanges and collaborations with industry experts, enterprises, and research institutions to jointly promote technological progress and innovative development in the pharmaceutical R&D industry. Below are some key exhibitions the Company participated in during 2024:

Exhibition Name	Organizer
China (Suzhou) Innovative Drug Medicine Conference and 2024 CMAC Annual Conference	CMAC
2024 dTrial Digital Clinical Trial Innovation Forum	DIA China
2024 Drug Information Conference and Exhibition	DIA China
4th Shanghai Digital Innovation Conference	Shanghai Municipal Economic and Information Technology Commission, Shanghai Municipal Science and Technology Commission, Shanghai Municipal Data Bureau, Shanghai Putuo District People's Government
6th China Suzhou Drug Vigilance Annual Conference	CMAC
6th Clinical Research Annual Conference and DCT Implementation and Practice Forum	CMAC
2024 DIA Annual Conference	DIA
New Drug Founders Annual Conference	Xinyao Club
BIOAsia-Taiwan	Asia Biotech Conference
2024 Excellence in Clinical Strategy and Operations Summit Forum	Taimei Technology
Yunqi Conference	Alibaba
Clinical Data Management Innovation 2024	
Society for Clinical Data Management(SCDM2024)	Society for Clinical Data Management
Smart Service for High-Quality Clinical Research Technology Analysis Meeting	Taimei Technology
8th R&D Clinical Annual Conference and ChinaTrials16: Clinical Development Leadership Summit	PharmaDJ
2024 Pharmaceutical Digital Ecosystem Conference	Taimei Technology

SOCIAL ASPECT

Risk Control

The Company has established a comprehensive and standardized risk control management system to ensure it can respond to unexpected risks in the market environment and achieve sustainable development. The Company has formulated the Corporate Risk Control Management System (《公司風險控制管理制度》), clarifying the objectives, principles, classification, and organizational framework for risk management. This system covers strategic, financial, operational, and legal risks, among others. By improving internal controls, refining corporate regulations, and optimizing management processes, the Company reduces the likelihood of risks. Additionally, it has established a risk assessment mechanism to regularly conduct comprehensive analyses of internal and external risks, formulating reasonable control objectives and response measures based on assessment results.

In terms of international sanctions compliance risks, the Company recognizes the potential impact on its future global product and service strategies. To actively address this challenge, the Company has formulated the "International Sanctions Compliance Risk Management Measures" (《國際制裁合規風險管理辦法》), establishing a comprehensive management system and support system for international sanctions compliance risks. By setting up international sanctions databases, risk assessment systems, and supply chain due diligence systems, and improving emergency mechanisms, we maintain a prudent and compliant business operation, actively addressing international sanctions risks. These measures have not only enhanced our ability to prevent and control international sanctions risks but also improved the level of international sanctions compliance risk management, providing strong support for the smooth execution of global operations. Furthermore, this ensures the compliance and competitiveness of our products and services in the global market, laying a solid foundation for our globalization strategy.

Customer Service

The Company has always attached great importance to customer service feedback, striving to deliver exceptional products and services to ensure customer satisfaction and long-term cooperation. By formulating the Customer Service Center Technical Support Process (《客戶服務中心技術支持流程》) and Complaint Handling Procedure (《投訴處理程序》), it clearly defines the detailed processes for the customer service center to provide technical support to contracted users, covering system usage, configuration, fault reporting, training support, and other aspects, with the aim of resolving issues efficiently and promptly. It also standardizes the standard operating procedures for technical support staff, including problem receipt channels, response time, data verification, work order processing flowcharts, and execution process descriptions. Users can submit service requests through multiple channels, and technical support staff must respond and process work orders within specified timeframes to ensure timely resolution of customer issues.

In the field of clinical trial document management, the Company has achieved a breakthrough in eTMF (Electronic Trial Master File) management efficiency through independently developed AI technology. Addressing pain points in traditional TMF management, such as massive document volumes (average over 100,000 per project), high manual classification error rates (industry average ~15%), and time-consuming audit preparations (occupying ~30% of project time), the system innovatively integrates AI into the full lifecycle of document management: the eTMF product reshapes TMF workflows through AI, significantly improving efficiency. In key links such as document attribute filling, classification, and quality control, AI assistance combined with manual proofreading or review has drastically reduced processing time, with comprehensive efficiency increased by over 185% and AI accuracy reaching 90%+. In processes like eTMF upload, classification, review, and archiving, AI intervention has led to substantial efficiency gains compared to fully manual operations. This innovative achievement not only supports the digital transformation and efficient conduct of clinical research, leading a new revolution in eTMF management and driving clinical research toward greater intelligence and efficiency but also provides customers with a higher-quality and more efficient service experience.

For customer feedback and complaint handling, the Company has established multiple channels, including a complaint hotline (400-699-1906), a customer service center (eService), and a complaint email (customer_service@Taimei.com). For common inquiries, an AI assistant directly generates standardized solutions from a knowledge base, achieving "second-level response" to ensure timely resolution of customer complaints. During the Reporting Period, the Company conducted customer satisfaction surveys for clinical operation management product users, distributing 80 questionnaires with a post-sales service satisfaction rate exceeding 96%.

The Company highly values product and service standardization. For any changes to the SOPs (Standard Operating Procedures) of its products and services, it releases corresponding standardized training videos on its online platform and requires employees in relevant departments to study them, ensuring consistent quality in products and services. During the Reporting Period, the Company conducted over 5,787 hours of standard service specification training.

No complaints regarding product quality or service were received, and no issues related to product sales or returns occurred during the Reporting Period.

Network Security and Privacy Protection

Taimei Technology regards cybersecurity and privacy protection as core components of its corporate social responsibility, strictly complying with laws and regulations such as the Cybersecurity Law of the People's Republic of China, Data Security Law of the People's Republic of China, and Personal Information Protection Law. It has built an integrated management system spanning "strategy – system – execution – supervision". Guided by the Information Security Management Policy (《信息安全管理策略》) and Data Security Management Policy (《數據安全管理策略》) as top-level guidelines, it defines governance objectives and implementation paths for information and data security, ensuring full coordination in technical, process, and personnel management.

SOCIAL ASPECT

In full lifecycle data management, the Company implements refined classification and dynamic hierarchical control for medical research data and patient personal information through the Data Classification and Grading Security Guidelines (《數據分類分級安全規範》) and Sensitive Data Usage Guidelines (《敏感數據使用規範》). Relying on regulations such as the Data Transmission Security Guidelines (《數據傳輸安全規範》), Data Storage Security Guidelines (《數據存儲安全規範》), and Data Collection Security Guidelines (《數據收集安全規範》), it embeds encryption, de-identification, and access control technologies in all stages from collection, transmission, and storage to deletion, ensuring data compliance and integrity. For AI R&D scenarios, the AI Security Management Regulations (《AI安全管理辦法》) further standardize the legality of algorithm training data sources, model interpretability, and ethical review mechanisms to prevent technical abuse risks.

In risk prevention and incident response, the Company has established a multi-layered defense system: regular identification of system vulnerabilities and external threats through information security risk assessment and disposal processes, strengthened terminal and network perimeter protection in line with virus/malware prevention and cybersecurity management regulations; clear event classification, emergency response, and post-incident tracing mechanisms in accordance with the Information Security Incident Management Guidelines (《信息安全事件管理規範》) and Data Breach Protection Management Process (《數據洩露防護管理流程》) to ensure rapid resolution of information security incidents and minimize impacts.

The Company attaches great importance to ensuring the legality of data transmission and special protection of medical privacy. The Personal Information Protection Management Regulations (《個人信息保護管理規定》) detail operational rules for user informed consent and rights response, laying a foundation for data compliance under the Company's global strategy. Additionally, regulations such as the Information Security Violation Penalty Guidelines (《信息安全違規處罰規範》) and Information Security Inspection Management (《信息安全檢查管理》) establish internal audit and accountability mechanisms to ensure strict policy enforcement. The Company extends privacy protection concepts and measures to all business scenarios, including special clauses in service agreements requiring partners to strictly fulfill legal obligations when accessing patient health information and medical data, ensuring full protection of patient data privacy and security.

The Company has obtained ISO27001 Information Security Management System, ISO27701 Privacy Information Management System, and ISO27018 Cloud Privacy Protection certifications, covering all SaaS service scenarios, including core businesses such as medical imaging processing, clinical research, and pharmacovigilance. In the future, it will continue to optimize resource allocation through its information security framework, dynamically track domestic and international legislative developments, and build a solid barrier for user privacy and medical data security through technological iteration and policy upgrades, fulfilling its commitment to "technology for good" and sustainable development.

6. ANTI-CORRUPTION

The Company upholds business ethics and integrity as core principles of its operations, dedicated to creating a fair, just, and corruption-free corporate environment. It strictly complies with laws and regulations such as the Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》) and Anti-Money Laundering Law of the People's Republic of China (《中華人民共和國反洗錢法》), formulating internal regulations including the Anti-Bribery and Anti-Corruption Policy (《反賄賂和反腐敗政策》), Conflict of Interest Management Regulations (《利益衝突管理辦法》), and Anti-Fraud Management Regulations (《反舞弊管理辦法》) to ensure legal and compliant operations.

In accordance with the Employee Handbook (《員工手冊》) and related policies, the Company explicitly and strictly prohibits behaviors such as conflicts of interest, bribery, embezzlement, and fraud. Acts such as accepting or soliciting bribes, embezzlement, misappropriation of funds, and money laundering are classified as serious violations of discipline. All employees must read, sign, and strictly abide by these provisions upon employment. Additionally, during supplier admission reviews, the Company requires all suppliers to sign an Anti-Bribery and Anti-Corruption Commitment (《反賄賂和反腐敗承諾書》) to ensure compliance with relevant laws, regulations, and policies throughout the cooperation.

During the Reporting Period, the Company received an anonymous tip that an employee had misappropriated medical review fees while serving as an acting supervisor. The internal audit department immediately initiated an investigation, quickly confirming the facts of duty-related embezzlement through fund flow verification, system operation records, and multiple interviews, and reported the case to the Economic Crime Investigation Team of the Minhang District Public Security Bureau in Shanghai. The case was eventually adjudicated by the Minhang District People's Court in accordance with the law.

After the case, the Company took the following measures to strengthen risk prevention and control:

• Policy Optimization: Revised the Independent Reviewer Selection and Inclusion Management Procedure (《獨立閱片人的選擇與入項管理程序》) and Independent Reviewer Training, Supervision, and Settlement Management Procedure (《獨立閱片人的培訓、監督與結算管理程序》), clarifying reviewer admission qualification standards and introducing a "segregation of incompatible duties" mechanism for medical review fee submission and settlement to prevent abuse of authority.

• Process Standardization: Required all business system submissions to include complete approval records and original documents, and embedded automatic system verification functions to ensure operational traceability.

• Employee Alertness: Communicated the case handling results to all employees through internal announcements and case reporting meetings, reiterating the ethical boundaries to strengthen deterrence.

SOCIAL ASPECT

- System Upgrade: Added an abnormal operation warning module to the imaging business system to monitor high-risk processes in real time.

- Normalized Prevention and Education: Conducted regular anti-corruption training for directors and employees during the Reporting Period, covering 1,624 person-times over 353 hours. Organized all employees to deeply study comprehensive risk management and internal control systems, reinforcing integrity awareness through policy communication and scenario simulations. Further improved the reporting mechanism by establishing a dedicated hotline, email, and WeChat platform for integrity reports, strictly protecting whistleblower information to ensure unobstructed and efficient internal supervision channels.

In the future, the Company will strengthen anti-corruption safeguards to provide a solid foundation for sustainable business development.

7. SOCIAL WELFARE AND RURAL REVITALIZATION

As a socially responsible enterprise, the Company integrates rural revitalization and educational philanthropy into its core corporate social responsibility framework. While pursuing business development, the Company is committed to fulfilling its mission of "developing the enterprise and giving back to society" through concrete actions.

The Company actively fulfills its social responsibilities and responds to the national rural revitalization strategy by supporting the development of rural areas through charitable donations. During the Reporting Period, the Company donated RMB10,000 to the Red Cross Society of Qingpu District, Shanghai, in support of a rural revitalization project in Yunnan Province, demonstrating its concern for and support of development in underprivileged areas.

In addition, Mr. Chen Jie, Chairman of Taimei Zhiyan Pharmaceutical, a subsidiary of the Company, has actively engaged in educational philanthropy. He has cumulatively donated over RMB one million Yuan to the School of Public Health at Fudan University, contributing to the continuous development of the Health Education Development Fund and advancing educational causes.

Looking ahead, the Company will continue to uphold a people-oriented philosophy and actively participate in more public welfare initiatives, contributing to the sustainable development of society. The Company aspires to be a proactive promoter of social welfare and to help build a better social environment.

Content Index Table of the Environmental, Social and Governance Reporting Guide issued by The Stock Exchange of Hong Kong Limited

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to Exhaust Gas and GHG emissions discharges into water and land, and generation of hazardous and non-hazardous waste.	Emissions Management
KPI A1.1	The types of emissions and respective emissions data.	Emissions Management
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity	Emissions Management – Greenhouse Gas emissions
KPI A1.3	Total hazardous waste produced (in tonnes) and intensity	Not Applicable
KPI A1.4	Total non-hazardous waste produced (in tonnes) and intensity.	Emissions Management – Waste emissions
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Emissions Management
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	Emissions Management

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Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Use of Resources
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity	Use of Resources – Energy consumption
KPI A2.2	Water consumption in total and intensity	Use of Resources – Water resources
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	Use of Resources – Energy consumption Green Office
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	Use of Resources – Water resources Green Office
KPI A2.5	Total packaging material used for finished products (in tonnes) and with reference to per unit produced	Not applicable – explained in Use of Resources –Packaging materials
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	Environment and Natural Resources
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environment and Natural Resources
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate Change
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Climate Change

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare.	Employment
KPI B1.1	Total workforce by gender, employment type, age and region	Employment – Recruitment and Termination
KPI B1.2	Employee turnover rate by gender, age and region.	Employment – Recruitment and Termination
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Health and Safety
KPI B2.1	Number and rate of work-related fatalities.	Health and Safety
KPI B2.2	Lost days due to work injury.	Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Health and Safety

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Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and Training
KPI B3.2	The average training hours completed per employee by gender and employee category.	Development and Training
Aspect B4: Labor Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	Employment
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	Employment
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Employment

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management

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Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Product Responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Responsibility – Customer Service
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	Product Responsibility – Customer Service
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility – Intellectual Property Protection, Customer Service
KPI B6.4	Description of quality assurance process and recall procedures.	Product Responsibility – Product Quality and Accessibility, Customer Service
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Product Responsibility – Intellectual Property Protection, Network Security and Privacy Protection

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
Aspect B7: Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-Corruption
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases.	Anti-Corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-Corruption
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-Corruption
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Social Welfare and Rural Revitalization
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Social Welfare and Rural Revitalization
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Social Welfare and Rural Revitalization

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LIST OF LAWS AND REGULATIONS

ESG Aspect	Laws and Regulations Complied With
Environmental	• Environmental Protection Law of the People's Republic of China • Energy Conservation Law of the People's Republic of China • Law on the Prevention and Control of Air Pollution of the People's Republic of China • Law on the Prevention and Control of Water Pollution of the People's Republic of China • Law on the Prevention and Control of Environmental Pollution by Solid Waste of the People's Republic of China
Employment	• Labor Law of the People's Republic of China • Labor Contract Law of the People's Republic of China • Social Insurance Law of the People's Republic of China • Law on the Protection of Minors of the People's Republic of China • Provisions on the Prohibition of Child Labor • Regulations on the Administration of Social Insurance
Health and Safety	• Labor Law of the People's Republic of China • Production Safety Law of the People's Republic of China • Law on the Prevention and Control of Occupational Diseases of the People's Republic of China
Product Responsibility	• Civil Code of the People's Republic of China • Advertising Law of the People's Republic of China • Personal Information Protection Law of the People's Republic of China • Cybersecurity Law of the People's Republic of China • Trademark Law of the People's Republic of China • Patent Law of the People's Republic of China • Copyright Law of the People's Republic of China
Anti-Corruption	• Company Law of the People's Republic of China • Criminal Law of the People's Republic of China • Anti-Money Laundering Law of the People's Republic of China • Anti-Unfair Competition Law of the People's Republic of China • Interim Provisions on the Prohibition of Commercial Bribery • Interpretation by the Supreme People's Court on Several Issues Concerning the Determination of Joint Crimes in Cases of Embezzlement and Misappropriation of Public Funds