



通用環球醫療集團有限公司

GENERTEC UNIVERSAL MEDICAL GROUP COMPANY LIMITED (Stock Code: 02666.HK)



2025

Environmental, Social and  
Governance Report

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## About This Report

### Report Overview

This is the tenth Environmental, Social and Governance ("ESG") Report (the "Report") published by Genertec Universal Medical Group Co., Ltd since its listing on The Stock Exchange of Hong Kong Limited (the "Stock Exchange"). This Report aims to present the principles and practices adopted by the Group and its subsidiaries (collectively the "Group" or "Universal Medical" "we") in fulfilling ESG responsibilities during the fiscal year 2025, and to proactively address key issues of concern to the Group's principal stakeholders. This Report also details the Group's governance of environmental and social matters and how ESG principles are integrated into its business operations, thereby comprehensively demonstrating the Group's ESG performance. For detailed information on the Group's corporate governance, please refer to the "Corporate Governance Report" and "Directors' Report" sections of the Group's Annual Report.

The information disclosed in this Report is sourced from the Group's internal documents and relevant statistical data. This Report is published in both Traditional Chinese and English. In the event of any discrepancy, the Traditional Chinese version shall prevail. The electronic version of this Report can be accessed and downloaded from the Group's official website and the Stock Exchange's website.

### Reporting Period

This Report covers the annual reporting period from January 1, 2025 to December 31, 2025. To ensure the completeness of the Report, certain textual information beyond this period is included with explanations where applicable.

### Sustainability Reporting Boundaries

This Report covers the Group's four core business segments: financial services, general medical services, specialty medical services, and health technology. The scope encompasses the Group and its subsidiaries, including affiliated hospitals, and the data disclosure boundaries are consistent with the scope of the consolidated financial statements. Any deviations from these boundaries are separately explained in the Report.

### Definitions

- "Genertec Group" refers to China General Technology (Group) Holdings Co., Ltd. (中國通用技術(集團)控股有限責任公司), a state-owned enterprise directly under the Chinese central government and the ultimate controlling shareholder of the Group
- "CULC" (Universal Leasing) refers to China Universal Leasing Co., Ltd. (中國環球租賃有限公司), a wholly foreign-owned enterprise incorporated in China on November 1, 1984, and a wholly-owned subsidiary of the Group
- "Tianjin Leasing" refers to Genertec Universal International Financial Leasing (Tianjin) Co., Ltd (通用環球國際融資租賃(天津)有限公司), established on December 10, 2014, primarily engaged in monetary financial services
- "Healthcare Technology Co., Ltd" refers to Genertec Universal Medical Technology Services (Tianjin) Co., Ltd (通用環球醫療技術服務(天津)有限公司), a company engaged in technology promotion and application services, and a wholly-owned subsidiary of the Group
- "Medical Science and Technology (Hainan) Co., Ltd" refers to Genertec Universal Medical Science and Technology (Hainan) Co., Ltd (通用環球醫療科技(海南)有限公司), a company dedicated to becoming an important platform for advanced technology clinical promotion, international medical cooperation, and health industry integration
- "Universal Qingniao" refers to Universal Qingniao Health Technology Co., Ltd. (通用環球青島健康科技股份有限公司), which joined Universal Medical in September 2024, a comprehensive IT industry solutions provider and modern service operator
- "Casstar" refers to Casstar Medical Technology Wuxi Co., Ltd. (凱思軒達醫療科技無錫有限公司), established in 1998, a company integrating talents, technology, and capital, specializing in the installation, commissioning, and maintenance of large-scale medical imaging equipment
- "Tuo Zhuang Healthcare" refers to Shandong Tuo Zhuang Healthcare Technology Co., Ltd (山東拓莊醫療科技有限公司), a company focused on providing socialized logistics support services for hospitals and medical asset management IT solutions
- "ZTH Medical" refers to Beijing ZTH Medical Medical Devices Co., Ltd. (北京眾泰合醫療器械有限公司), established in 2010, a medical device service enterprise
- "Yangmei General Hospital" refers to Yangquan Coal Industry (Group) Co., Ltd. General Hospital (陽泉煤業(集團)有限責任公司總醫院), a National Class III Grade A hospital
- "Yantai Harbour Hospital" refers to Yantai Harbour Hospital Co., Ltd (煙臺海港醫院), established in 1950, a Class II Grade A general hospital in Yantai city
- "XD Hospital" refers to Xi'an XD Group Hospital (西電集團醫院), a Class III general hospital and one of the first pilot hospitals for multi-disciplinary cancer treatment
- "Pangang Group Hospital" refers to Pangang Group Hospital (攀鋼集團總醫院), a leading Class III Grade A general hospital in Panzhihua City, Sichuan Province
- "Pangang Chengdu Hospital" refers to Pangang Group Chengdu Hospital (攀鋼集團成都醫院), a National Class II Grade A comprehensive hospital integrating prevention, healthcare, medical treatment, rehabilitation, scientific research, and education

- "Xichang Hospital" refers to Pangang Group Xichang Hospital (攀鋼西昌醫院), located at the Changning Community Center on Chang'an West Road in Xichang City, a Class II Grade B comprehensive hospital
- "Xianyang Caihong Hospital" refers to Xianyang Caihong Hospital (咸陽彩虹醫院), a Class III Grade A comprehensive hospital and a designated medical insurance hospital in Xianyang City
- "Xi'an Hospital" refers to Genertec Universal CREC Xi'an Hospital (通用環球中鐵西安醫院), a Class II Grade A comprehensive hospital integrating medical treatment, scientific research, education, prevention, healthcare, rehabilitation, emergency services, elderly care, community medicine, and occupational health
- "No. 408 Factory Hospital" refers to No. 408 Factory Hospital (興平市四〇八醫院), a publicly-owned non-profit modern Class II comprehensive hospital integrating medical treatment, education, scientific research, prevention, healthcare, and rehabilitation
- "Xianyang Hospital" refers to Genertec Universal CREC Xianyang Hospital (通用環球中鐵咸陽醫院), a Class II Grade A comprehensive hospital integrating medical treatment, emergency services, rehabilitation, prevention, and health management
- "Xi'an Aero Hospital" refers to Genertec Universal Xi'an Aero-Engine Hospital (通用環球西安西航醫院), a Class II Grade A comprehensive hospital integrating medical treatment, education, preventive healthcare, rehabilitation, and occupational disease diagnosis and treatment services
- "Beihuan Hospital" refers to Xi'an Beihuan Hospital (西安北環醫院) a state-owned public Class II Grade A comprehensive hospital
- "MCC5 Hospital" refers to China MCC5 Group Hospital (中國五冶集團有限公司醫院), a comprehensive hospital integrating medical treatment, education, scientific research, prevention, and healthcare
- "MCC19 Hospital" refers to China MCC19 Group Hospital (中國十九冶集團有限公司職工醫院), a Class II Grade A comprehensive hospital
- "MCC Shanghai Hospital" refers to MCC Shanghai Hospital (上海中冶醫院), a large modern Class II Grade A comprehensive hospital integrating medical treatment, emergency services, prevention, rehabilitation, healthcare, scientific research, and education
- "MCC17 Hospital" refers to Maanshan MCC17 Hospital (馬鞍山十七冶醫院), a modern Class III Grade A comprehensive hospital integrating medical treatment, prevention, scientific research, education, rehabilitation, and healthcare
- "Ansteel Group Hospital" refers to Ansteel Group Hospital (鞍鋼集團公司總醫院), a Class III Grade A comprehensive hospital integrating medical treatment, education, scientific research, prevention, healthcare, and rehabilitation

## ■ Data Description

All information and data in this Report are sourced from the Company's official documents and publicly disclosed documents. Financial data cited in the Report is based on the Annual Report. Unless otherwise specified, all monetary amounts are denominated in Renminbi (RMB).

## ■ Basis of Preparation

This Report is prepared in accordance with the reporting principles set out in Appendix C2 "Environmental, Social and Governance Reporting Code" (collectively, the "Code") of the "Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited" published by The Stock Exchange of Hong Kong Limited (the "Stock Exchange"):

### Materiality

The Group identifies material issues relevant to the Group through materiality assessments. The materiality assessment process includes inviting stakeholders to rate the materiality of ESG issues, the results of which are reviewed by the Board of Directors. For details, please refer to the 'Materiality Assessment' section of this Report.

### Quantitative

To comprehensively assess the Group's ESG performance during the reporting period, the Group discloses applicable quantitative key performance indicators within the Code, along with the standards, methodologies, assumptions and calculation references adopted for the quantitative key performance indicators, including the sources of major conversion factors.

### Balance

This Report objectively presents the Group's ESG performance. The application of this principle is reflected throughout the all chapters of this Report.

### Consistency

This Report adopts preparation methodologies consistent with the previous reporting, enabling readers to make meaningful comparisons of the ESG information contained herein.

This Report complies with the mandatory disclosure requirements and the "comply or explain" provisions set out in the Code, and accordingly describes the impact of the Group's business and operational activities on the economy, environment and society. In addition, this Report references the Hong Kong Stock Exchange's "Implementation Guidance on Climate-Related Disclosures under the ESG Framework," the Global Reporting Initiative (GRI) "Sustainability Reporting Standards," the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-related Financial Disclosures (TCFD Disclosure), the International Organization for Standardization ISO 26000:2010 "Guidance on Social Responsibility," the International Sustainability Standards Board (ISSB) "IFRS S1 - General Requirements for Disclosure of Sustainability-related Financial Information" and "IFRS S2 - Climate-related Disclosures," the SASAC "Reference Indicator System for ESG Special Reports of Central Enterprise-Controlled Listed Companies," and the Ministry of Finance "Enterprise Sustainability Disclosure Standards - Basic Standards (Trial)" and "Enterprise Sustainability Disclosure Standards No. 1 - Climate (Trial)" among other international and domestic sustainability standards.

## ■ Report Availability

This Report is available for download from the Stock Exchange's official website or the Group's official website at <https://www.umcare.cn/>.

## ■ Reader Feedback

We welcome your comments on the Group's Environmental, Social and Governance Report and other sustainability matters. Please complete the "Reader Feedback Form" in the appendix and contact us through the following channels:

Address: Floors 20-28, No. 90, West Third Ring Middle Road Auxiliary Road, Fengtai District, Beijing, China

Website: <https://www.umcare.cn/>

Email: [ir@um.gt.cn](mailto:ir@um.gt.cn)



**Chen Shisu**

Chairman of the Board,  
Party Committee Secretary

## Chairman's Statement

The year 2025 marks the concluding year of China's 14th Five-Year Plan period, the tenth anniversary of Universal Medical's listing, and a pivotal year in which we have deepened our ESG practices and fortified the foundations of sustainable development.

Over the past decade since our listing, the Company's ESG journey has progressed from initial exploration to systematic integration, and from reactive compliance to proactive innovation. ESG principles are now deeply embedded across every dimension of our strategic planning and business operations. As a healthcare group under central enterprise stewardship, we have remained steadfast in fulfilling our political, economic, and social responsibilities, keeping in mind the "top priorities of the nation," and contributing to the "Healthy China" initiative through concrete business practices — striving to ensure that the fruits of development benefit the people more broadly and equitably. To this end, we have articulated four overarching ESG strategic objectives: through continuously enhancing corporate governance, we endeavour to achieve alignment between corporate development and public service, alignment with employee growth, alignment with environmental sustainability, and mutually beneficial outcomes with all stakeholders — thereby elevating our social impact, brand equity, and capital market value.

**Green Growth — Advancing Green Finance and Green Healthcare to Foster Harmony Between Humanity and Nature and Promote Environmental Sustainability.** Carbon peaking and carbon neutrality have been incorporated into the overarching framework of China's economic and social development, and green has become the defining hallmark of high-quality growth. Guided by the philosophy of green development, we pursue a "Green Finance + Green Healthcare" dual-engine strategy, committed to building a "Green Universal Medical" and striving to achieve alignment between corporate development and environmental sustainability.

On the financial services front, we are dedicated to channelling financial resources to nurture the growth of green industries, with a sustained focus on key sectors including photovoltaic and new energy, wastewater treatment, and green transportation, thereby facilitating urban green transformation and driving the diversified expansion of green finance. Our ESG syndicated loan pioneered a dual key performance indicator (KPI) linkage mechanism encompassing both green and livelihood metrics. Multiple sustainability-linked corporate bonds and asset-backed securitisation programmes have been successfully launched, setting the benchmark for the standardised and scalable development of green finance through standardised product. As at the date of this report, the aggregate scale of our green credit facilities, green bonds, and sustainable financial derivatives has surpassed RMB16.8 billion, providing sustained and robust impetus for the low-carbon transformation of industries.

On the healthcare services front, we are building green and low-carbon hospitals through a "three-in-one" energy-conservation approach integrating architecture, equipment, and management. All newly constructed and renovated hospitals adhere fully to sustainable development principles, incorporating energy-efficient equipment and environmentally friendly materials, and deploying intelligent monitoring and control systems to effectively reduce building operational energy consumption. We actively leverage green, cost-effective, low-carbon, and smart energy systems, and have established an integrated intelligent logistics management platform that comprehensively enhances logistics and facility management efficiency. All core hospital application systems have been migrated to cloud-based unified management, effectively reducing data centre construction and maintenance expenditure, with resource investment lowered by approximately 30% and significant savings in electricity and energy consumption achieved. As at the end of 2025, the Company's energy consumption per unit of building area had decreased by more than 7% compared with 2020, and carbon emissions had fallen by over 8%, fully accomplishing the targets established under the 14th Five-Year Plan.

On the climate response front, we have actively participated in the simulation testing of China's Corporate Sustainability Disclosure Standards organised by the Ministry of Finance, and have proactively benchmarked our practices against leading international disclosure frameworks, enhancing the transparency and governance quality of our climate-related disclosures. We have charted a clear low-carbon development pathway and are advancing decarbonisation efforts across multiple dimensions — including sustainable investment and financing, operational energy conservation and emission reduction, and the application of green technologies — translating the national "Dual Carbon" strategy into tangible action.

**Compassion for the People — Delivering Inclusive Healthcare through Public Welfare, Strengthening Medicine through Technological Innovation, and Giving Back to Society with Central Enterprise Commitment, Upholding Our Founding Mission of Serving the People and Setting a Benchmark for Hospital Excellence.** As a vital component of China's medical and healthcare service system, central enterprise-operated hospitals bear multiple responsibilities: safeguarding the provision of essential medical services, responding to public health emergencies, driving medical research and innovation, and pioneering new models of healthcare delivery. Universal Medical has consistently woven social responsibility into the entire value chain of medical services, health technology, and public welfare initiatives, striving to achieve alignment between corporate development and service to the people.

Drawing upon our medical expertise, nearly 70 medical institutions under our umbrella are firmly rooted in their local communities, deeply committed to delivering healthcare services and safeguarding livelihoods, and making a tangible difference in enhancing the public's access to quality healthcare. We actively organise community free clinic services and other public welfare initiatives to extend medical resources to the grassroots level. Over the course of the year, we conducted more than 980 free clinic events, serving over 80,000 residents and workers; established and contributed to charitable funds, with cumulative investment exceeding RMB6 million over four years, providing medical assistance to 1,650 families in need; and vigorously advanced the "Ten-Hundred-Thousand" public welfare assistance programme, bringing cutting-edge international medical technologies within reach of more families. We continuously innovate healthcare delivery models and fulfil the social responsibilities expected of a central enterprise. Pangang General Hospital, through its air rescue collaboration, has established a "one-hour life-saving circle" covering the remote mountainous areas of Liangshan Prefecture; the "Air 120" programme successfully airlifted 61 critically ill patients during the year, covering flight distances of over 7,000 kilometers. China Railway Huazhou Hospital's psychiatric hospital has assumed full responsibility for the management and service functions entrusted by the local government, achieving a comprehensive and closed-loop care system for patients with mental health conditions across the region.

With the strengthening of core medical capabilities as our engine, and specialty healthcare and health technology as our twin wings, we are better positioned to meet the multi-tiered and diversified health needs of the public. We have deepened collaboration with national-level research institutions, launching the Universal Medical New Technology Translation Centre under the National Key Laboratory of Digestive Health, continuously empowering our hospitals to elevate their specialty service capabilities. Leveraging the policy advantages of the Hainan Lecheng "Special Drugs and Devices" pilot zone, we have innovatively introduced China's first Edison Histotripsy tumour treatment, offering patients with liver cancer access to internationally leading therapeutic solutions. We have intensified our smart hospital initiatives, providing integrated internet-based healthcare services for nearly 300 medical institutions under China General Technology (Group) Holdings Limited, with the platform amassing over 6 million registered users and serving more than 50 million patient visits. We have developed an intelligent patient navigation assistant and deepened AI-powered smart consultation capabilities, effectively enhancing healthcare efficiency and service precision. We have advanced smart pharmaceutical services, employing platform-based prescription routing to seamlessly connect diagnosis, treatment, and pharmaceutical care across the full service chain, opening up new service paradigms. Applying lean management as a strategic lever, we have systematically optimised healthcare service processes and the innovation of delivery models, comprehensively enhancing the convenience and accessibility of medical services. Over the full year, these efforts resulted in cost reductions of RMB27.98 million and saved patients a cumulative 5,347 hours of waiting time.

**Governance for a Strong Foundation — Safeguarding the Mutual Growth of the Company and Its Employees, and Fostering Win-Win Outcomes with All Stakeholders through a Robust Governance Framework and Collective Participation.** "Good governance" is the bedrock upon which enterprises navigate volatility, resolve challenges, strengthen competitiveness, and safeguard the interests of all parties. Universal Medical has always regarded governance capability as the cornerstone of sustainable development, steadfastly cultivating responsible governance, promoting compliant operations, and upholding high-quality corporate development through exemplary governance standards. We have established a governance architecture characterised by clearly delineated authority and accountability, robust oversight, and operational efficiency, fully leveraging the decision-making and supervisory functions of the Board of Directors and its specialised committees. We adhere to the principles of transparency and accountability, continuously refine our information disclosure mechanisms, and protect the legitimate rights and interests of all shareholders — with particular attention to minority shareholders. We maintain strict adherence to the compliance baseline, operating a comprehensive compliance management and anti-corruption system with zero tolerance for corrupt conduct, conducting regular cautionary education programmes, and fortifying our operational risk defences. We have constructed a multi-layered risk management and internal control framework, exercising precise oversight over all categories of operational risk, proactively identifying and managing ESG and emerging risks, and comprehensively enhancing the organisation's resilience.

Universal Medical attaches the highest importance to employee growth and development. We are committed to translating employee satisfaction into patient and client satisfaction, fostering a workplace environment that is safe, equitable, and inclusive, and strengthening our talent development and career progression systems — striving to achieve alignment

between corporate development and employee growth. We maintain open and democratic communication channels, actively listening to employees' voices through workers' congresses, leadership open days, and the "I Want to Ask" feedback platform, thereby reinforcing employees' sense of belonging and engagement. We are strengthening our talent pipeline by establishing a tiered and categorised training system that covers all employees, delivering training to 35,000 person-times over the year. We have firmly upheld employee health and safety standards, comprehensively implementing the "Work Safety Month" campaign, with zero workplace safety incidents recorded during the reporting period. We have refined our employee welfare and rights protection mechanisms, extending care to employees facing difficulties, safeguarding personal privacy, and regularly providing targeted support relating to maternity leave, retirement, and other occasions, with over 140 cultural and recreational activities organised throughout the year.

Universal Medical upholds sustainable corporate value through responsible governance, and works hand in hand with all parties to build a brighter future for healthcare — leveraging industry-finance integration and health technology as practical instruments, and striving for win-win outcomes with all stakeholders. We provide financial support to local state-owned enterprises, publicly listed companies, and high-calibre private enterprises, resolutely fulfilling our mission in serving the development of a modern industrial system and the core mandates of central enterprises. Through the "two-way empowerment" of finance and industry, we have progressed from being a "capital provider" to becoming an "ecosystem co-builder" on our industry-finance integration journey. Universal Medical Equipment Services ("Genertec Tech Services") is dedicated to the full-lifecycle management of medical equipment, harnessing core business platforms including IoT systems and asset lifecycle management to comprehensively enhance equipment operation and management efficiency. It serves over 1,600 hospital clients and manages equipment assets with a total value exceeding RMB40 billion, addressing operational pain points through business model innovation and unlocking equipment value through technology and intelligence. Genertec Qingniao has established a smart integrated medical, healthcare, and elderly care service network spanning 24 provinces and municipalities nationwide. Its online platform serves 5,410 medical, healthcare, and elderly care institutions, while its offline operations encompass over 73,000 home-based elderly care beds. By empowering key entities including local governments, medical and elderly care institutions, and families with "Medical + Financial" resources and "Technology + Operations" capabilities, we are translating the people's aspiration for "care in old age and access to medical treatment" into a lived reality.

Over the past decade since listing, Universal Medical has successively become one of the inaugural Chinese Pioneer Partners of the International Sustainability Standards Board (ISSB) and a member of the United Nations Global Compact (UNGC). In the S&P Global Corporate Sustainability Assessment (CSA), we have risen to first place among domestic industry peers and rank among the leading performers globally. We were recognised as "Best Industry Mover" in the S&P Global Sustainability Yearbook 2025 (China Edition) and selected for inclusion in the Sustainability Yearbook 2026 (Global Edition). Furthermore, the Company has been included in CCTV's "Top 100 ESG Listed Companies Pioneer" rankings for three consecutive years, and our ESG governance practices were featured in the Blue Book on ESG of Central Enterprise Listed Companies (2025), published by the State-owned Assets Supervision and Administration Commission of the State Council (SASAC). These accomplishments are by no means coincidental. As a central enterprise-controlled healthcare group, all of our endeavours and practices have consistently moved in concert with the nation's green transformation.

2025 marks the tenth anniversary of the adoption of the United Nations 2030 Agenda for Sustainable Development and the Paris Agreement, as well as the twentieth anniversary of the "Two Mountains" theory. This year, President Xi Jinping made a solemn declaration of China's new round of nationally determined contribution targets at the United Nations Climate Change Summit, demonstrating China's resolve as a responsible major country in leading global climate governance through a more ambitious action plan, while injecting powerful momentum into the green and low-carbon transformation of the domestic economy and society. In the healthcare sector, as the "Healthy China 2030" strategy continues to deepen, the industry is accelerating its transition from scale-driven expansion to quality-driven development. The outline of the national 15th Five-Year Plan sets out clear directions including the "Medical and Health Infrastructure Strengthening Project," "Advancing Digital and Intelligent National Health Development," and "Accelerating Green Production and Lifestyles," charting a course for us to accelerate energy conservation, emission reduction, and green hospital construction in the environmental dimension; strengthen grassroots healthcare delivery and health equity in the social dimension; and advance digital intelligence and risk governance systems in the governance dimension.

"Those who do right by the green mountains will find the green mountains do right by them." ESG has never been an optional extra — it is the intrinsic safeguard that enables enterprises to navigate a steady and far-reaching course. Standing at the threshold of the 15th Five-Year Plan, Universal Medical will continue to be guided by its ESG strategy, driven by innovative mechanisms, and sustained by ESG practices. We will fully leverage the synergistic strengths of our medical, industrial, and financial capabilities, and strive to construct a shared and mutually beneficial grand health ecosystem. We will sharpen our positioning in the construction of "Healthy China," lead the way in green transformation, break new ground through governance innovation, and aspire to be a vanguard in the practice of ESG and sustainable development — contributing Chinese wisdom and central enterprise strength to the cause of global sustainability.

# Strategic Focus: Our Sustainability Journey

## Getting to Know Universal Medical

### ■ Company Profile

Genertec Universal Medical Group Co., Ltd is a listed company controlled by a central government state-owned enterprise with healthcare as its core business, a large-scale medical health group integrating medical services, research, industry, and finance. The Company was listed on the Hong Kong Stock Exchange in July 2015, with stock code: 2666.

The Group is built on general medical services as its foundation, specialty medical services as its distinction, health technology as its engine, and financial services as its support. By fully leveraging the advantages of industry-finance integration, the Group is progressively building a shared and mutually beneficial health industry ecosystem, striving to become a trusted world-class medical health industry group.

The Group shoulders the mission of a central SOE, actively responds to the "Healthy China" strategy, implements national policies, and provides the public with quality medical services that are safe, effective, accessible, and people-centered, committed to contributing to China's healthcare undertaking and becoming a pioneer in medical health industry development.

### ■ Corporate Culture

#### Core Values

Integrity, Inclusiveness, Innovation, Pragmatism, Excellence, Win-Win

#### Service Philosophy

Compassion care is the service philosophy of Universal Medical

- Patient/Customer First
- Spend more time listening to patients/customers' needs, do everything possible to solve them



#### Brand Philosophy

Safeguarding life and health with quality healthcare

#### Mission

Leading a better life through technological progress and quality services


#### Vision

To become a trusted world-class medical health enterprise

### ■ 2025 Economic Performance

Total Assets  
 **84.318** billion yuan

Total Revenue  
 **14.940** billion yuan

Net Interest-Earning Assets  
 **69.614** billion yuan

Standardized Earnings Per Share (EPS)  
 **1.13** yuan/share

2025 Milestones

The 10th Anniversary of the Listing of Universal Medical

In July, Universal Medical celebrated the 10th anniversary of its listing. Over the past decade, the company has accumulated dividends of over 5 billion RMB (including the 2025 dividend), significantly exceeding the total funds raised from its IPO. It continues to reward all shareholders with steady, high-quality operating performance.



The Official Establishment of the "Genertec Universal Public Welfare Special Fund"

In August, the "China Primary Healthcare Foundation Genertec Universal Public Welfare Special Fund" was formally established. It will launch a series of public welfare projects centered on the "Healthcare Infrastructure Strengthening," "Medical Assistance and Support," and "Integrated Medical-Rehabilitation-Elderly Care to Address Population Aging" With a core focus on enhancing primary-level medical capabilities, the fund aims to benefit a wider population.



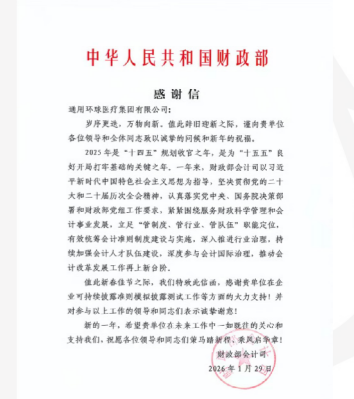
Chief Accountant Wang Shinan Invited to CCTV's ESG Grand Lecture

In August, Ms. Wang Shinan, Chief Accountant and Party Committee Member of Universal Medical, appeared on the CCTV "China ESG Launch" and Role Model Gala series program "ESG Grand Lecture," sharing with audiences the breakthrough approaches to ESG development in the healthcare industry.



Participated in the Mock Test of the Corporate Sustainability Disclosure Standards by the Ministry of Finance

From August to September, as one of the first batch of pilot units, Universal Medical participated in the Ministry of Finance's enterprise sustainability disclosure standards simulation testing and received a letter of appreciation from the Ministry of Finance. To further advance the related work, Universal Medical will soon release its inaugural Climate-Related Information Disclosure Report, comprehensively enhancing the completeness, comparability, and readability of its sustainability disclosures.



In December, leveraging the policy advantages of the Hainan Free Trade Port and the Boao Lecheng International Medical Tourism Pilot Zone, Medical Science and Technology (Hainan) Co., Ltd., a subsidiary controlled by Universal Medical, was officially inaugurated, serving as an important platform for advanced medical technology clinical promotion, international medical cooperation, and health industry integration.

The Official Unveiling of Medical Science and Technology (Hainan) Co., Ltd.



In December, Universal Medical innovatively introduced the first Histotripsy tumor treatment device in mainland China. The first non-invasive liver cancer treatment was successfully performed under the leadership of Academician Dong Jiahong from Tsinghua Changgung Hospital. Concurrently, the "Non-Invasive Hai Sheng Plan" public welfare aid project was launched.

Introduced the First Histotripsy Tumor Treatment Device in Chinese Mainland



In September, Mr. Yang Binhui, Vice President and Party Committee Member of Universal Medical, was invited to attend the 2025 National Hospital Logistics Management Academic Conference and delivered a keynote speech, systematically presenting Universal Medical's logistics management approach, promoting high-quality development of hospital.

Yang Binhui, Deputy General Manager, Attended the National Academic Conference on Hospital Logistics Management



In October, Mr. Chen Shisu, Chairman of the Board and Party Committee Secretary of Universal Medical, was invited to attend the 2025 Silver Economy High-Quality Development Forum and delivered a keynote speech, systematically presenting the company's city-level smart integrated medical, rehabilitation, and elderly care solutions built on the "Technology + Services + Operations + Finance" model, empowering senior living.

Chen Shisu, Chairman of the Board, Attended the High-Quality Development Forum for the Silver Economy

## ■ ESG Honors and Awards

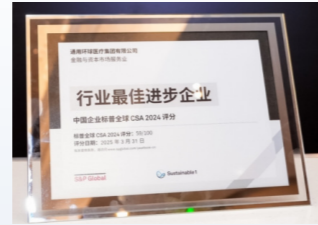
### Universal Medical

Member of the United Nations Global Compact (UNGC)



### Universal Medical

Selected for S&P Global 2025 'Sustainability Yearbook (China Edition)' and awarded 'Industry Most Improved Enterprise' honor



S&P Global

### Universal Medical

Sustainability-related Financial Information Disclosure Pilot Program Gold Badge



Hong Kong Quality Assurance Agency (HKQAA)

### Universal Medical

3rd Guanghua Cup Gigabit Optical Network Application Innovation Competition Innovation Demonstration Award



CAICT, CCSA

### Universal Medical

China ESG Listed Company Central SOE Pioneer Top 100



China Media Group jointly with SASAC, ACFIC, Chinese Academy of Social Sciences, China Enterprise Reform and Development Society, etc.

### Universal Medical

Selected for the 'ESG Blue Book of Central Enterprise Listed Companies'



SASAC Social Responsibility Bureau

### Universal Medical

ICT China (2025) First Prize Case of Industry Solutions



China Association of Communications Enterprises

### Universal Medical

8th New Fortune Best IR Hong Kong Stock Company

最佳IR港股公司(H股)	
证券代码	证券简称
01361.HK	361度
01070.HK	TCL电子
02666.HK	环球医疗
03896.HK	金山云
02228.HK	晶泰控股

New Fortune

### Universal Medical

Joined the ISSB 'Sustainability Innovation Practice Early-Learning Partners Forum of 50'



Secretariat of the Sustainability Innovation Practice Early-Learning Partners Forum of 50 (Preparatory)

### Universal Medical

Best Sustainable Finance Solution



The Asset Magazine

### Universal Medical

2025 Advanced Quality Unit



Genertec Group

### Universal Medical

Advanced Energy-saving and Environmental Protection Unit of the 14th Five-Year Plan Period

附件

集团“十四五”期间节能环保先进单位名单	
序号	单位名称
1	通用技术集团
2	通用技术集团沈阳分公司
3	通用技术集团北京分公司
4	通用技术集团天津分公司
5	通用技术集团大连分公司
6	通用技术集团青岛分公司
7	通用技术集团烟台分公司
8	通用技术集团威海分公司
9	通用技术集团日照分公司
10	通用技术集团临沂分公司

Genertec Group

Universal Medical

Genertec Group



Genertec Group

Universal Medical

Beijing Dongcheng Outstanding Contribution Talent Team



Beijing Dongcheng District Committee Education, Science and Technology Talent Work Leading Group

Universal Leasing

Beijing Credit AAA-Level Enterprise



Beijing Leasing Association

Universal Leasing

Beijing Credit Commitment Enterprise



Beijing Leasing Association

Universal Qingniao

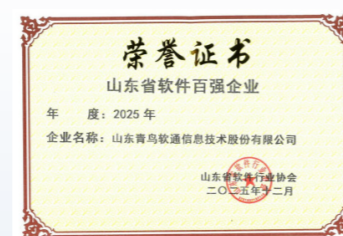
Shandong Gazelle Enterprise



Shandong Provincial Department of Industry and Information Technology, Financial Commission Office of the CPC Shandong Provincial Committee, Shandong Provincial Branch of the People's Bank of China

Universal Qingniao

Shandong Top 100 Software Enterprises



ShanDong Software Industry Association

Universal Leasing

Selected for the "2025 China Financial Leasing Institution (Commercial Leasing) Comprehensive Quality Exemplar" List, and awarded the "2025 China Financial Leasing ESG Impact Exemplar - Leasing Value Co-creation Award"



Yicai, Shanghai Trading Group, Lianhe Credit Rating, Lianhe Equator

Universal Leasing

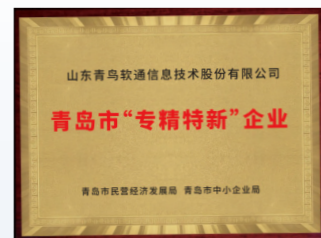
Awarded "Annual Best Financial Leasing Industry Asset-Backed Securities (ABS) Originator Award"; The nationally first medical sustainability-linked ABS product



Shanghai Trading Group, Yicai

Universal Qingniao

Qingdao "Specialized, Refined, Distinctive, and Innovative" SMEs



Qingdao Municipal Private Economy Development Bureau, Qingdao Municipal Bureau of Small and Medium Enterprises

Universal Qingniao

Innovative Small and Medium-sized Enterprises



Qingdao Municipal Private Economy Development Bureau, Qingdao Municipal Bureau of Small and Medium Enterprises

Healthcare Technology Co., Ltd

Tianjin Specialized, Refined, Distinctive and Innovative SME



Tianjin Municipal Bureau of Industry and Information Technology, Municipal Bureau of Finance

Healthcare Technology Co., Ltd

High/New Technology Enterprise



Tianjin Municipal Science and Technology Bureau, Tianjin Municipal Bureau of Finance, Tianjin Municipal Tax Service, State Administration of Taxation

Healthcare Technology Co., Ltd

Tianjin Innovative Small and Medium-sized Enterprises



Tianjin Municipal Bureau of Industry and Information Technology

MCC Shanghai Hospital

Shanghai 2025 Municipal "Zero-Waste City Cell" Exemplary Case

上海市 2025 年度市级“无废城市细胞”典型案例名单

序号	细胞类型	申报单位名称	所在区域
15		上海中医药大学附属龙华医院	杨浦区
16		上海中医药大学附属岳阳中西医结合医院	静安区
17		上海中医药大学附属曙光医院东院	静安区
18		上海市普陀区中心医院	普陀区
19		上海普陀区中心医院	普陀区
20		上海普陀区中心医院	普陀区
21		复旦大学附属华山医院(虹桥院区)	闵行区
22		上海中治医院	宝山区
23		上海中医药大学	杨浦区
24		上海市浦东新区精神卫生中心	浦东新区
25		上海市浦东新区精神卫生中心	浦东新区
26		复旦大学附属华山医院	静安区
27		上海普康医院(中心院区)	嘉定区
28		上海市嘉定区中医医院	嘉定区

Shanghai Municipal Bureau of Ecology and Environment

MCC Shanghai Hospital

First Prize of Baoshan District 2025 Outstanding Unit for Adverse Drug Reaction Monitoring



Shanghai Baoshan District Market Supervision Administration, Shanghai Baoshan District Health Committee

Beihuan Hospital

Council Member of China Medical Rescue Association



China Medical Rescue Association

MCC Shanghai Hospital

2025 Genertec Group Quality Control Circle Competition Grand Prize and First Prize



Genertec Group

MCC Shanghai Hospital

First Prize of the First "Narrator Cup" Medical Humanities Case Competition



Genertec Group

XD Hospital

Partner of 'Shaanxi Province Geriatric Medicine Specialty Alliance'



Shaanxi Provincial People's Hospital, etc.

Yangmei General Hospital

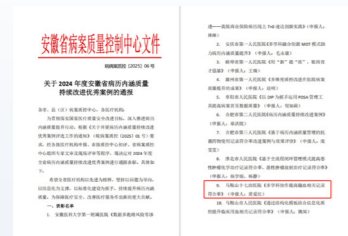
Honorary Title of "Top Ten Humanistic Hospitals" at the 10th Annual Conference of Medical Practitioners



Physician Daily, China Health & Medical Development Foundation, China Health Culture Association

MCC17 Hospital

Anhui Province Medical Record Content Quality Excellence Case Award



Anhui Provincial Medical Record Quality Control Center

Ansteel Group Hospital

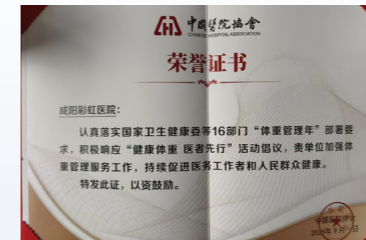
2025 Asian Healthcare Quality Improvement and Innovation Case Competition First Prize and Excellence Award



Zhejiang University School of Management, International Quality Innovation Research Institute, etc.

Xianyang Caihong Hospital

Honorary Certificate of "Healthy Weight, Physicians First"



Chinese Hospital Association

Yangmei General Hospital

Excellence Award of the 11th Shanxi Province Hospital Quality Control Circle Competition



Shanxi Hospital Association

## ■ ESG Rating Performance

Rating Agency	Rating Name	Rating/Score	Description
 S&P Global	S&P Global ESG Score 2025	<b>68</b> Points	Ranked 1st in China's Financial and Capital Market Services industry, selected as member of the 2026 Sustainability Yearbook
 Morningstar	Morningstar Sustainalytics ESG Risk Ratings	<b>20.6</b> Points Medium Risk	Leading in China's healthcare industry
 Hang Seng Indexes	Hang Seng ESG Rating	<b>A-</b>	Average in China's healthcare industry
 China Securities Index (CSI)	CSI ESG Rating	<b>AA</b>	Leading in China's financial services industry
 Wind ESG	Wind ESG Rating	<b>A</b>	12th in healthcare industry (116 companies assessed)

## ESG Strategy

### ■ ESG Vision and Development Strategy

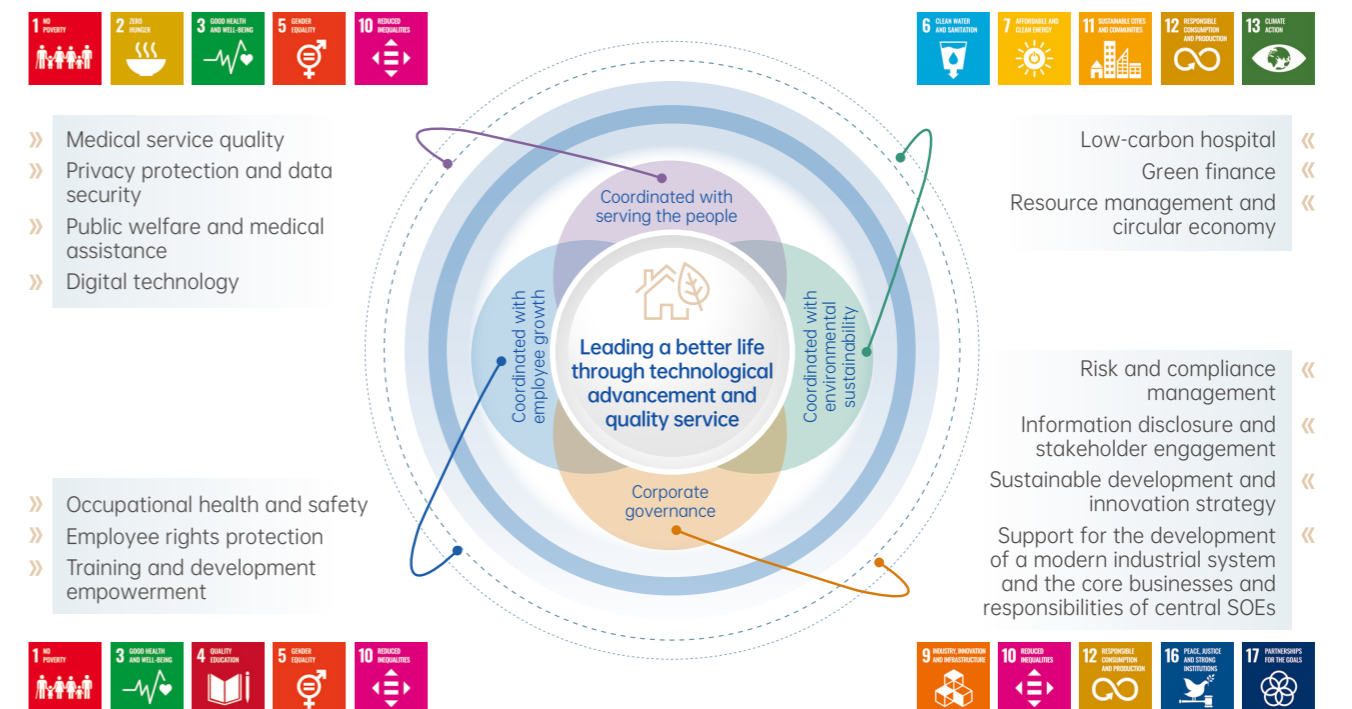
Universal Medical's core vision is to become a trusted world-class medical health industry group, and ESG is a critical pillar for the Company in realizing this vision. In 2025, Universal Medical formulated the "15th Five-Year Plan" (2026-2030) ESG special plan, anchoring on the strategic vision of building a world-class healthcare enterprise, constructing an ESG strategic system with both national mission and global perspective. By implementing top-level design and safeguard mechanisms and fully integrating ESG governance into corporate strategic management and daily operations, this marks the Company's ESG development entering a new phase driven by internal strategy.

Based on the double materiality principle, the Group conducted a comprehensive identification and analysis of internal and external key factors affecting sustainability strategy and plans through a systematic SWOT analysis approach. The Group innovatively constructed a "1-4-4-4-N" internal strategic system: 1 strategic core guiding direction, 4 core businesses consolidating the foundation, 4 strategic objectives defining the pathway, 4 key operational levers for precise implementation, and N action plans for detailed execution. A series of systematic measures have been deployed covering "developing the five financial articles," "climate strategy and green low-carbon hospital transformation," "charitable and public welfare assistance," "building an excellent SOE talent development platform," "data security and privacy protection," and other ESG-featured topics, ensuring that the top-level strategy can be effectively implemented and executed. Furthermore, the Group has established a regular review mechanism to continuously collect relevant data, conduct systematic reviews of sustainability practices and plans, assess existing gaps, identify areas for improvement, and continuously optimize strategies and action plans. Through continuous supervision, follow-up feedback, and internal and external benchmarking, the Group drives continuous improvement in ESG performance, demonstrating its long-term commitment to sustainable development and fully leveraging its unique advantages of integrated medical-industrial-financial synergy to actively build a shared and mutually beneficial health ecosystem.

### ■ ESG Targets

Universal Medical has established four strategic objectives for sustainable development: through continuously improved corporate governance, striving to harmonize corporate development with serving the people, with employee growth, with environmental sustainability, and achieving win-win outcomes with stakeholders. These objectives have been decomposed into specific work plans with corresponding action plans, milestone targets, responsible departments, and strategic execution monitoring mechanisms. The Group ensures effective implementation of strategies through strategic monitoring and specialized performance assessment mechanisms, digital systems, and cultural training programs, continuously monitoring strategic target data progress to determine the effectiveness of action plans and ensure the successful achievement of strategic objectives.

### Universal Medical Sustainability Model



## ■ Sustainability-Related Risks and Opportunities Governance Structure and Responsibilities

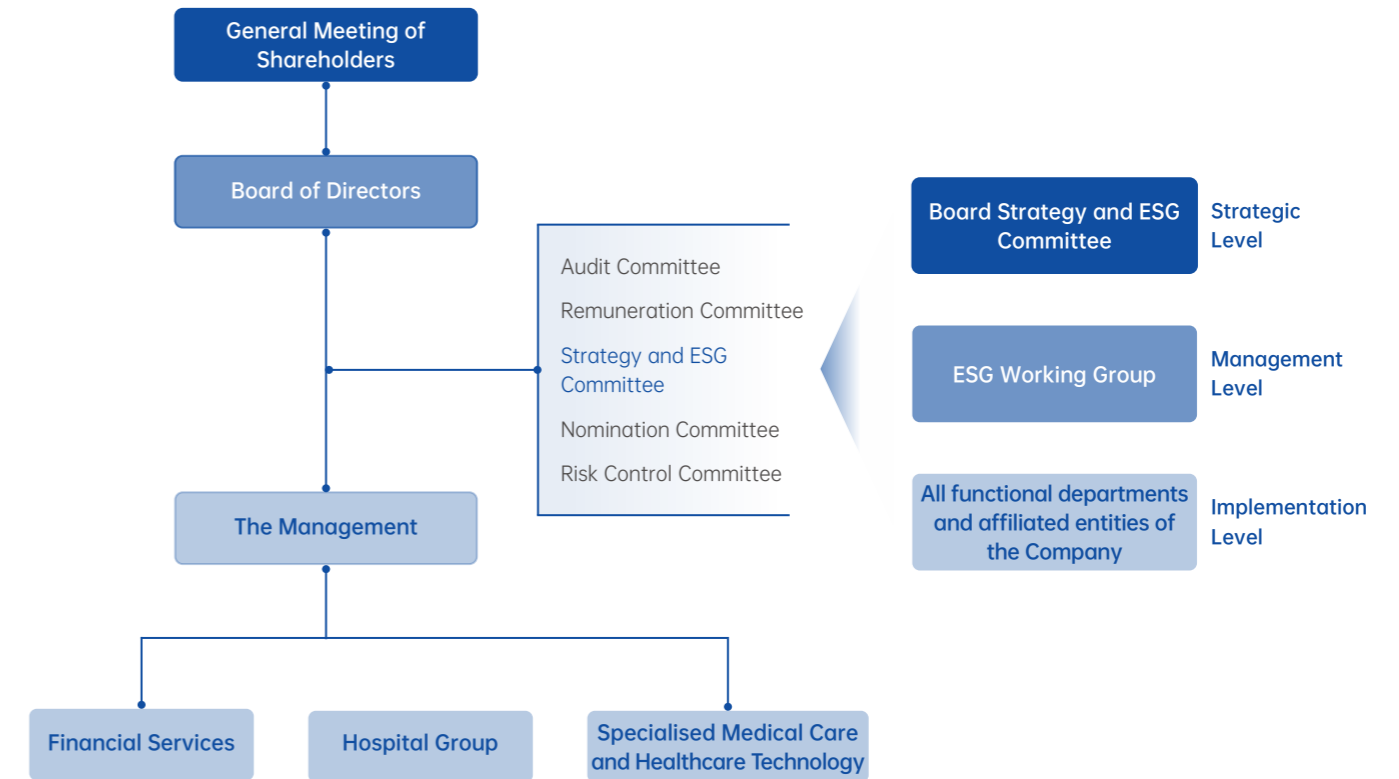
To ensure that ESG management is carried out systematically and orderly across the Group and all levels of its subsidiaries, the Group has established a comprehensive ESG governance structure under the joint decision-making of the Board of Directors and senior management, fully integrating environmental, social, and governance factors into all operational processes and business decisions to advance the process of sustainable development.

The Board of Directors of Universal Medical has established the Strategy and ESG Committee, which is responsible for studying the Group's medium and long-term development strategies (including sustainability-related strategies) and their feasibility. To ensure the effectiveness of key issue management and decision-making mechanisms, the Committee participates in formulating policies, guidelines, strategies, and objectives on key issues affecting the Group's sustainable development, including climate change, privacy and data security, financial inclusion, and occupational health and safety. These are regularly discussed and reviewed annually, with progress and performance monitored, and improvement recommendations made to the Board as necessary.

Building on this, Universal Medical has established an ESG Working Group, composed of representatives from relevant functional departments, with the ESG Officer serving as the group leader. The Working Group reports to the Strategy and ESG Committee on ESG matters and relays relevant feedback to management or functional departments in a timely manner. Its day-to-day operations are managed by the Board Office.

Authorized by the Board, the ESG Working Group is responsible for coordinating the implementation of ESG-related work across the Group headquarters and subsidiaries. Its specific responsibilities include: regularly reporting to the Board on major ESG matters and work progress; communicating the Group's ESG strategy and specific initiatives; collecting and consolidating ESG management measures, performance data, and information required for reporting, submitting them to the Board for approval; and making improvement recommendations to the Board and relevant committees based on the actual situation and progress of ESG work, to support their continued effective fulfillment of ESG oversight responsibilities.

Each department at the Group headquarters and each subsidiary has designated internal ESG liaisons to assist in incorporating ESG strategic priorities into departmental planning and performance contracts, responsible for communicating ESG strategies, policies, targets, and requirements while providing internal feedback, collecting and verifying ESG data and case studies from their respective units to support annual ESG report disclosure, and participating in training seminars and internal awareness campaigns to enhance the team's ESG capabilities.



Universal Medical ESG Governance Structure



## ■ Board of Directors ESG Statement

### Oversight of ESG Matters

The Board of Directors of the Group, as the highest decision-making body for ESG matters, assumes full responsibility for the Group's environmental, social, and governance strategies and disclosures. The Board is committed to establishing a long-term mechanism for sustainable development, promoting the deep implementation of ESG principles across the Group, and continuously strengthening the Group's ESG management capabilities.

### ESG Management Policies and Strategies

The Board is responsible for leading the Group's ESG strategy formulation and reporting, overseeing the establishment of ESG management policies, assessing and identifying ESG-related risks within the Group's operational scope, and ensuring that appropriate and effective ESG risk management and internal control systems are in place.

### Assessment and Management of ESG Issues






Universal Medical maintains regular communication with various stakeholders through ongoing dialogue mechanisms, proactively identifying significant ESG-related issues. The Board provides the final review and determination of the prioritization and management of material ESG issues.

### Setting and Reviewing ESG Targets

Universal Medical has established short-term, medium-term, and long-term targets for key ESG performance indicators, including board diversity, greenhouse gas emissions, energy consumption, customer rights protection, and privacy and data security. The Board is responsible for monitoring the achievement of these targets and conducting regular reviews to drive subsequent practices and ensure the targets are achieved.










Material Issues	Specific Indicator	FY2025 Target	FY2025 Performance	FY2025 Completion Status
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#### Corporate Governance





 <p>Corporate Governance Structure</p>	Proportion of independent directors on the board Ratio	<b>One-Third</b>	<b>36.40%</b>	
	Board member attendance rate	<b>95%</b>	<b>96.10%</b>	
	Proportion of Female Employees	Over <b>70%</b>	<b>70.74%</b>	
	Proportion of Women in All Management Positions	Over <b>50%</b>	<b>52.68%</b>	

Material Issues	Specific Indicator	FY2025 Target	FY2025 Performance	FY2025 Completion Status
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#### In Harmony with Environmental Sustainability

 <p>Resource Management and Circular Utilization</p>	Energy Consumption Intensity	<b>0.883</b> tce/person	<b>0.8779</b> tce/person	
 <p>Water Resource Management</p>	Water Consumption Intensity	<b>0.12</b> ML/person	<b>0.10</b> ML/person	
 <p>Waste and Pollutant Management</p>	Total Solid Waste Recycled/Reused	<b>27,000</b> kg	<b>27,312</b> kg	
	Total Waste Disposed	<b>100%</b> waste disposal	<b>100%</b> waste disposal	
 <p>Climate Change Resilience</p>	GHG Emissions Intensity	<b>3.40</b> tCO <sub>2</sub> e/person	<b>3.27</b> tCO <sub>2</sub> e/person	

#### In Harmony with Employee Growth

 <p>Employee Satisfaction</p>	Employee Satisfaction Survey Score	<b>85</b> Points	<b>88.40</b> Points	
 <p>Labor Practices and Rights Protection</p>	Employee Absence Rate	Below <b>3%</b>	<b>0.97%</b>	

#### In Harmony with Serving the People

 <p>Customer Service Enhancement</p>	Customer Satisfaction Measurement Score	Over <b>90</b> Points	Inpatient Satisfaction <b>89.73</b> Points	
			Outpatient Satisfaction <b>86.68</b> Points	
 <p>Responsible Supply Chain</p>	Supplier Desk Assessment Review Coverage	<b>100%</b>	<b>100%</b>	

# Materiality Assessment

## Stakeholder Engagement

The Group has established and continues to improve regular, multi-channel communication mechanisms, actively engaging with key stakeholders including customers, shareholders, government agencies, employees, communities, and suppliers to communicate the Group's medium and long-term strategic plans. Through surveys, meetings, and other means, the Group conducts extensive exchanges with stakeholders to gain a deep understanding of their expectations for Universal Medical's sustainable development, which serves as an important basis for the Group's continuous improvement.

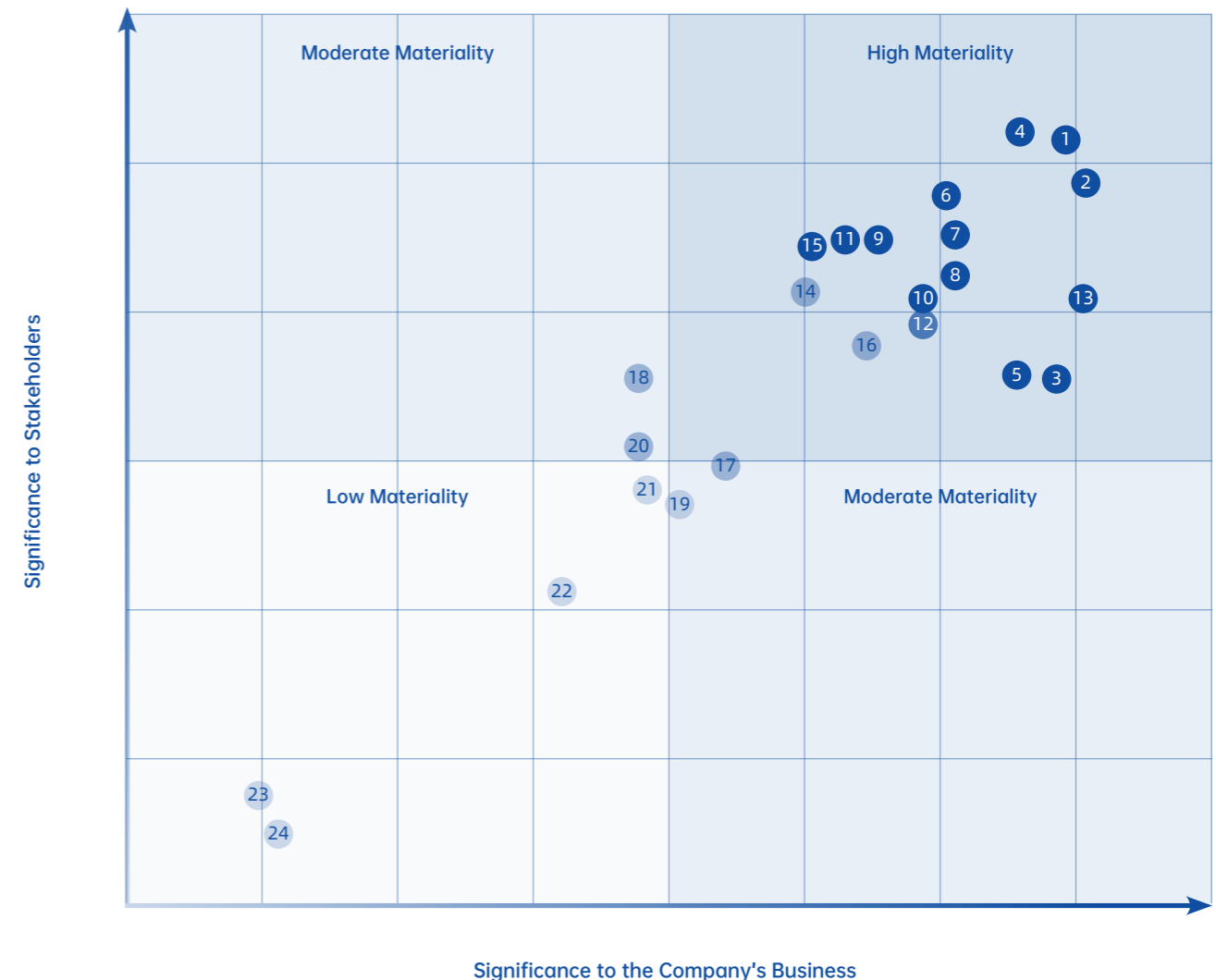
Stakeholders	Communication Needs	Communication Channels	Response Measures
 Government Agencies/Regulators	<ul style="list-style-type: none"> <li>Comply with national laws and regulations, industry standards</li> <li>Support national strategy</li> <li>Business ethics and healthcare anti-corruption</li> <li>Public health service participation</li> <li>Tax compliance</li> </ul>	<ul style="list-style-type: none"> <li>Information disclosure</li> <li>Regulatory briefings and meetings</li> <li>On-site inspections, off-site supervision</li> <li>Forums, seminars, and symposiums</li> </ul>	<ul style="list-style-type: none"> <li>Lawful and compliant operations</li> <li>Accurate and truthful information disclosure</li> <li>Improved business performance and tax compliance</li> <li>Implementation of national strategic guidelines</li> </ul>
 Shareholders/Investors	<ul style="list-style-type: none"> <li>Corporate governance standards</li> <li>Risk management implementation</li> <li>Profitability and shareholder returns</li> <li>Business outlook and Company value</li> </ul>	<ul style="list-style-type: none"> <li>Shareholders' meetings</li> <li>Periodic announcements</li> <li>Financial reports</li> <li>Investor communications</li> <li>Roadshows/Company research</li> <li>Results briefings and media interviews</li> </ul>	<ul style="list-style-type: none"> <li>Timely information disclosure, handling opinions and requests</li> <li>Improving corporate governance</li> <li>Enhancing information disclosure transparency</li> <li>Publishing shareholders' meeting agenda items as required</li> </ul>
 Customers/Potential Customers/Patients	<ul style="list-style-type: none"> <li>Medical service quality</li> <li>Product quality and safety</li> <li>Medical environment improvement</li> <li>Patient privacy protection</li> <li>Medical expense transparency and reasonableness</li> </ul>	<ul style="list-style-type: none"> <li>Hospital service desk consultation</li> <li>Patient satisfaction surveys</li> <li>Hospital website, official account communication channels</li> <li>Customer service hotline</li> <li>Regular visits</li> </ul>	<ul style="list-style-type: none"> <li>Providing convenient feedback channels such as official accounts, mini-programs, websites</li> <li>Building patient and family rights protection channels</li> <li>Timely complaint handling</li> <li>Conducting customer surveys</li> </ul>
 Suppliers/Partners	<ul style="list-style-type: none"> <li>Adherence to business ethics</li> <li>Fair and equitable procurement</li> <li>Long-term stable cooperation</li> <li>Sustainable operations capability</li> <li>Product quality and safety</li> </ul>	<ul style="list-style-type: none"> <li>Public procurement information</li> <li>Regular supplier performance evaluation and feedback meetings</li> <li>Business negotiations and distributor meetings</li> <li>Supplier on-site visits</li> <li>Results briefings</li> </ul>	<ul style="list-style-type: none"> <li>Establishing sound supplier management mechanisms</li> <li>Building and maintaining supplier information databases</li> <li>Strengthening communication with suppliers</li> </ul>
 Employees	<ul style="list-style-type: none"> <li>Healthy and comfortable work environment</li> <li>Reasonable compensation and benefits</li> <li>Smooth communication mechanisms</li> <li>Good development opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Employee representative meetings</li> <li>Trade union organizations</li> <li>Intranet email, forums and office software</li> <li>Internal meetings</li> <li>Employee reporting mechanism and whistleblower protection</li> </ul>	<ul style="list-style-type: none"> <li>Ensuring employee health and safety</li> <li>Establishing fair compensation and promotion mechanisms</li> <li>Providing skills training and career development resources</li> <li>Building employee feedback mechanisms</li> <li>Hold a variety of employee activities</li> </ul>
 Local Communities/General Public	<ul style="list-style-type: none"> <li>Social welfare</li> <li>Environmental friendliness</li> <li>Business ethics</li> <li>Care for vulnerable groups</li> <li>Health education</li> </ul>	<ul style="list-style-type: none"> <li>On-site research and visits</li> <li>Supervision email and hotline</li> <li>Community welfare and volunteer activities</li> <li>Regular liaison with community organizations, volunteer groups, and residents' committees</li> <li>Routine liaison</li> </ul>	<ul style="list-style-type: none"> <li>External donations</li> <li>Implementing assistance projects</li> <li>Conducting health and medical education</li> <li>Organizing care activities for vulnerable groups</li> <li>Community health clinics and other public welfare activities</li> </ul>

## Materiality Assessment

Universal Medical regularly conducts annual materiality assessments and has incorporated the materiality assessment into the Group's risk management policy to effectively identify key stakeholders and their priority issues, ensuring the Group's sustainability strategy is further optimized.

The Group's key stakeholders include corporate management, shareholders, investors, internal employees, customers, and partners. Through online surveys, these stakeholders rated 24 identified ESG issues to assess the importance of each issue to themselves and to the Group's business operations. The materiality assessment is based on the double materiality principle, equally considering "issues that impact enterprise value" and "issues where the enterprise has significant environmental and social impacts." The assessment results are presented along two dimensions: "Importance to Stakeholders" and "Importance to Universal Medical." The assessment identified sixteen issues of high materiality, with results clearly presented in a matrix showing the importance and priority of each issue. The assessment results were reviewed and confirmed by the Board, with material issues and their prioritization finalized upon Board approval.

Universal Medical 2025 ESG Materiality Assessment



### Universal Medical 2025 ESG Material Issues List

Ranking	Issue Name	Sustainable Development Goals (SDGs)
High Materiality		
1	Product Safety and Quality	
2	Risk Management and Compliance	
3	Data Security and Privacy Protection	
4	Occupational Health & Safety	
5	Labor Practices and Rights Protection	
6	Economic Performance	
7	Training and Development Empowerment	
8	Information Disclosure and Stakeholder Engagement	
9	Healthcare Service Accessibility	
10	Customer Relations Management	
11	Sustainable Development and Innovation Strategy	
12	Compensation and Tax Transparency	
13	Health Technology and Financial Technology	

Ranking	Issue Name	Sustainable Development Goals (SDGs)
High Materiality		
14	Climate Change Resilience	
15	National Strategy Alignment	
16	Responsible Supply Chain	
Moderate Materiality		
17	Corporate Governance Structure	
18	Waste and Pollutant Management	
19	Sustainable Finance Development	
20	Resource Management and Circular Utilization	
Low Materiality		
21	Community Engagement and Social Contribution	
22	Financial Inclusion Development	
23	Environmentally Friendly Operations	
24	Ecosystem Protection	



## Special Topics

# Win-Win with Stakeholders

Universal Medical upholds the responsible philosophy of "Win-Win with Stakeholders," leveraging industry-finance integration and health technology as its two key drivers to build a multi-party value co-creation platform, achieving alignment between corporate development and stakeholder interests.

### Material Issues Addressed

- Health Technology and Financial Technology
- Sustainable Finance Development
- Financial Inclusion Development
- Information Disclosure and Stakeholder Engagement
- Sustainable Development and Innovation Strategy

Special Topic (1)

Industry-Finance Integration - Writing the "Five Financial Articles" to Paint a New Financial Landscape

As a centrally-administered SOE listed company, Universal Medical is anchored to national strategic directions. Using financial transformation and upgrading as the link, the Company takes on its mission in building a "Healthy China," serving central SOEs' core responsibilities, and promoting modern industrial systems and livelihood improvement. Through the synergy between finance and industry, Universal Medical has evolved from a "capital provider" to an "ecosystem co-builder," providing a living example of how finance supports the high-quality development of the real economy in the new era.

Technology Finance and Digital Finance as the Foundation

The Group focuses on its supply chain fintech platform (Xiaotong e-Chain) to develop digital financial infrastructure connecting various participants in the industrial ecosystem, and optimizes service processes and user experience for inclusive finance, pension finance and other businesses. In addition, the Group continuously enhances the development of its intelligent risk control system. Leveraging information systems and digital technologies, the Group improves operational efficiency and refined risk prevention and control capabilities. It has upgraded core business systems to achieve online and intelligent management over the full life cycle of projects. The Group also drives the transformation of leased asset management from passive mode to dynamic, real-time and intelligent management, so as to strengthen the proactivity and accuracy of asset risk control.

Furthermore, we closely follow the "Digital China" strategy, directing financial resources toward a high-potential area of "computing infrastructure" development. Targeting the characteristics of high procurement costs and rapid upgrade cycles of computing equipment, we have innovatively designed specialized financial leasing solutions. At the same time, we actively support the construction of digital infrastructure such as Internet Data Centers (IDCs), precisely directing financial resources toward technology enterprises with key core technology capabilities. With technology finance and digital finance as a solid foundation for innovation, this has become key pillar of the "Five Major Articles" of finance.

Pension Finance as the Anchor

Universal Medical fully leverages its resource and capability advantages in the big health sector. Closely centered on core scenarios such as healthcare and elderly care, through business model innovation and resource integration, the Company accelerates the scaled implementation of innovative businesses including "leasing + full lifecycle equipment management" and "leasing + elderly care finance," driving deep integration of finance with healthcare, rehabilitation, and elderly care, and gradually building a mutually empowering healthcare-industry-finance ecosystem.

Meanwhile, the Group has maintained close collaboration with enterprises under its controlling shareholder, General Technology Group, and established a strategic partnership with Neusoft Medical to jointly develop regional direct medical leasing business. It has continuously expanded project cooperation with China Medicine and Chongqing Pharmaceuticals, so as to advance financial services in line with its primary responsibilities and core businesses.

Case | Issuance of Pension-Linked Sustainability-Linked ABS, Injecting Momentum into the National "Pension Finance" Initiative

On September 16, 2025, Tianjin Leasing successfully established the "2025 Universal Leasing Phase 1 Asset-Backed Special Plan (Sustainability-Linked)" on the Shanghai Stock Exchange, with an issuance size of RMB 1.06 billion. This product is the first sustainability-linked ABS focusing on pension scenarios in China, and also the second sustainability-linked asset securitization project within the Universal Medical system, creating a new category in the "pension finance" sector of the financial leasing industry. The sustainability-linked ABS set its performance target as "pension finance business scale," aiming to promote Universal Medical's continuous expansion of pension financial services. Through the new industry-finance integration model of "finance + smart medical-rehabilitation-elderly care platform + operations," the project is building a leading comprehensive medical-rehabilitation-elderly care service provider nationwide, assisting local SOEs in achieving industrial transformation and constructing an integrated health and elderly care service framework of "resource sharing and industrial linkage," contributing central SOE strength to actively addressing population aging and developing the silver economy.

证券	信用评级	发行规模	发行期限	票面利率
25HQ1A1	AAA	5.19亿元	0.99年	2.00%
25HQ1A2	AAA	4.34亿元	1.99年	2.35%

Original rights holder/asset servicer: 通用环球国际融资租赁(天津)有限公司

Special thanks to: 上海证券交易所

Plan manager/seller: 中信证券

Seller: 中金公司, 国泰君安证券, 光大证券, 中国银河证券

Law firm: 大成 DENTONS

Rating agency: 联合资信

Audit firm: 联合永道

Accounting firm: Grant Thornton

Trustee bank: 渤海银行

Financial Inclusion as the Bond

We have formulated dedicated inclusive finance public policies and commitments, clearly defining service orientation and responsibility standards. Leveraging our core financial leasing business and supply chain finance operations, we provide tailored financial services to inclusive customers such as small, medium, and micro healthcare institutions, fulfilling our central SOE social responsibility.

The Group's client base includes local state-owned enterprises as well as companies listed on the main board, the NEEQ (National Equities Exchange and Quotations), and quality private enterprises, featuring a diversified client structure and broad financial service coverage. The Group is committed to supporting enterprises of different ownership types and sizes. Xiaotong e-Chain introduces multi-dimensional data such as order information and industry chain collaboration data to innovate service models and precisely match inclusive finance transactions, thereby enhancing service capabilities for small and micro enterprises across all segments of the industry chain and providing differentiated financing solutions. During the reporting period, Universal Medical signed 4 inclusive leasing contracts with a cumulative contract amount of RMB 11.42 million. The Xiaotong e-Chain platform facilitated 402 financing transactions for small and micro enterprises through supply chain finance, with cumulative financing of RMB 98.90 million.



Case

Xiaotong e-Chain Channels Financial Resources to Precisely Support Upstream and Downstream Supply Chain, Assisting MSMEs in Steady Development

The group's "Xiaotong Yilian Digital Industry-Finance Service Platform" extensively connects various fund providers and micro, small and medium-sized enterprises (MSMEs). Leveraging the accounts receivable of MSMEs, the Platform provides inclusive financial services to SMEs through its proprietary products including Xiaotong e-Note, pan-core products, and "Leasing + Supply Chain Finance" solutions, facilitating financial institutions to provide funding support to MSMEs. As at the end of the reporting period, Xiaotong Yilian had served more than 300 core enterprises and their upstream and downstream suppliers inside and outside General Technology Group, and established direct connections with 47 banks. Enabled by technology, the Group has fully advanced the transformation of inclusive finance, effectively alleviated financing difficulties faced by SMEs in the industrial chain, improved capital turnover efficiency, and strengthened the stability and competitiveness of the industrial chain.



The digital industry-finance service platform "Xiaotong e-Chain" completed its corporatization upgrade in early 2026,

■ Green Finance as the Foundation

Universal Medical has fully integrated green finance concepts into its business development and financing system, deeply supporting green industry development and green upgrading of traditional industries. Guided by the national "Dual Carbon" goals and leveraging the Company's "Finance + Healthcare + Technology" business model, we use ESG (including SLL) financing as a core tool linking sustainable development goals with capital allocation, focusing on sustainability-linked financing, green credit, and ESG-linked bonds, directing capital toward core business areas aligned with ESG principles, achieving a mutually reinforcing dynamic of "financing supports ESG practices, ESG practices optimize financing efficiency."

The Company actively supports the acceleration of green transformation in relevant industrial sectors, with a focus on providing sustainable financial support for equipment manufacturing, chemical and pharmaceutical, and specialty industries. Through concrete actions, the Company accelerates the deep integration of sustainable finance and green industries, contributing to the construction of an ecologically civilized and environmentally friendly society.

Key Focus Areas

Sustainable Finance Support

Equipment Manufacturing

Focus on serving high-quality enterprises in intelligent manufacturing, new energy equipment, environmental protection equipment, and other fields, providing financial leasing and other products to support their technology R&D and equipment upgrades

Chemical and Pharmaceutical

While serving the industrial chain, strengthen financial support for energy conservation, pollution treatment, and safety production technology renovation projects, supporting customers' green and low-carbon transformation and sustainable development

Specialty Industries

Actively provide financial services for local SOEs' transformation and upgrading projects in energy and environmental protection, green transportation, eco-tourism, and other fields

During the reporting period, the Group issued a total of 5 labeled bonds and syndicated loans, amounting to RMB 2.93 billion. Tianjin Leasing successfully completed 1 ESG syndicated loan of RMB 500 million and 1 sustainability-linked asset-backed special plan of RMB 1.06 billion. The syndicated loan pioneered the incorporation of "energy and environmental sector support for green industry financial leasing investment" and "medical sector support for women and children financial leasing investment" as core assessment indicators, achieving deep integration of "ESG principles + core healthcare business." Universal Leasing successfully completed 1 sustainability-linked corporate bond of RMB 1 billion, 1 ESG syndicated loan of RMB 340 million, and 1 technology innovation and technological renovation re-lending facility of RMB 30 million. The re-lending facility was selected for the "Ministry of Industry and Information Technology List of Specialized Re-lending Projects for Industrial Technology Renovation and Equipment Renewal (Third Batch)."

As a centrally-administered SOE holding company, CULC (Universal Leasing) and Tianjin Leasing actively advance national green finance initiatives, practice the ESG philosophy, and vigorously promote sustainable finance development. Over the past two years, the Company has successfully executed multiple green bilateral loans and issued sustainability-linked bonds, winning numerous domestic and international awards and gaining broad recognition from market financial institutions and strong support from investors. In 2025, Universal Medical was awarded the "Best ESG Solution" by the internationally authoritative financial magazine The Asset. At the Leasing Industry Production-Finance Ecosystem Conference, CULC won the "Annual Best Financial Leasing Industry Asset-Backed Securities (ABS) Originator Award," and its nationally pioneering medical sustainability-linked (SLB KPIs) asset securitization product — "2024 Universal Leasing Phase 1 Asset-Backed Special Plan (Sustainability-Linked)" — won the "Annual Best Capital Market Innovation Financing Award for Supporting Equipment Renewal." Additionally, the Company was listed on the Yicai "2025 China Financial Leasing Institution (Commercial Leasing) Comprehensive Quality Model" list, becoming one of only 15 benchmark enterprises in the industry to receive this honor, and won the "2025 China Financial Leasing ESG Impact Model · Leasing Value Co-creation Award," reflecting the industry's full recognition of the Company's comprehensive operational quality, industry-finance synergy practices, and ESG actions.

Looking ahead, Universal Medical will continue to deepen the "Quality + ESG" dual-driven strategy for its financial business, further upgrade the digital risk control system, and enhance the efficiency of full lifecycle asset management; expand green finance scenarios and broaden the coverage of medical public welfare and targeted assistance; refine ESG assessment mechanisms, ensuring the value co-creation philosophy permeates every aspect of the business.

Special Topic (2)

Health Technology - Driving New Quality Productive Forces Development and Extending Medical Value

Universal Medical has anchored its direction toward new quality productive forces, deeply implementing a "Finance + Healthcare + Technology" strategic layout. The Group positions technological innovation as the core engine driving corporate sustainability, empowering the entire chain of clinical diagnosis and treatment, operational management, and patient services through digital technology. By continuously expanding the boundaries and value of medical services, Universal Medical has charted a practical path for leveraging new quality productive forces to drive industrial upgrading, situated at the intersection of national strategy and public health needs.

Healthcare Technology Co., Ltd: Unleashing Medical Equipment Value Through Model Innovation and Digital Intelligence

Medical equipment management and maintenance is the "invisible artery" sustaining hospital diagnostic and therapeutic activities, while technological innovation is the "lifeline" of sustainable development in the medical health industry. Universal Medical is propelled by two drivers: high-end equipment procurement and full lifecycle management. Through its core platform, Healthcare Technology Co., Ltd, the Group deeply cultivates the field of full lifecycle medical equipment management, addressing industry pain points through model innovation and unleashing the value of medical devices through digital intelligence, injecting strong momentum into the high-quality development of the healthcare industry.

Model Innovation Leadership: Cultivating New Quality Productive Forces in Health

Based on its hospital management experience, Healthcare Technology Co., Ltd has established an innovative full lifecycle medical equipment management service model, established major innovation R&D centers in Beijing, Wuxi, and Shenzhen, and actively invested in the R&D of X-ray tubes, coils, management software, and other products, continuously enhancing innovation capabilities and striving to address bottleneck challenges in core medical equipment components and advance the practical application of cutting-edge technologies.

Healthcare Technology Co., Ltd has constructed internal standards for personnel, quality, and safety management based on over 150 management system certifications, and actively participates in the drafting of medical equipment management industry group standards and national standards, promoting refined and standardized industry development. With its outstanding performance across multiple dimensions, Healthcare Technology Co., Ltd has been awarded titles including National High-Tech Enterprise, Gazelle Enterprise, Innovative Small and Medium Enterprise, and National Key Service Industry Backbone Enterprise. As of the end of the reporting period, Healthcare Technology Co., Ltd has obtained over 90 patents and software copyright registrations, published 7 corporate standards covering MRI, CT, medical endoscope, ultrasound, hemodialysis machine, and DSA maintenance service specifications, and has participated as a primary drafting organization in the compilation of the first national standard for "Medical Equipment Operation and Maintenance Services," continuously leading standardized industry development.



Medical equipment operation and maintenance service—Part 1: General requirements

国家标准计划《医疗装备运维服务 第1部分：通用要求》由 SWG26（全国医疗装备产业与应用标准化工作组）归口，主管部门为国家标准委。拟实施日期：发布后6个月正式实施。

主要起草单位 机械工业仪器仪表综合技术经济研究所、首都医科大学附属北京友谊医院、南方医科大学南方医院、北京清华长庚医院、北京大学第三医院、上海联影医疗科技股份有限公司、上海柯德医学科技股份有限公司、中国计量科学研究院、深圳市计量质量检测研究院、威海市妇幼保健院、昆山医源医疗技术有限公司、保定市第二医院、四川大学华西医院、山东第一医科大学附属第一医院（山东省千佛山医院）、浙江大学医学院附属第一医院、哈尔滨思哲睿智能医疗设备股份有限公司、美康生物科技股份有限公司、山东大学、山东医工医疗科技有限公司、深圳安特医疗股份有限公司、深圳华大智造科技股份有限公司、西门子医疗系统有限公司、中广核医疗科技（绵阳）有限公司、通用环球医疗技术服务（天津）有限公司、科罗诺司医疗器械（上海）有限公司、深圳英美达医疗技术有限公司、通化海恩达高科技股份有限公司、医科达（北京）医疗器械有限公司、北京朗视仪器股份有限公司、河南省人民医院、东软医疗系统股份有限公司、中国科学院微生物研究所、通用电气医疗系统贸易发展（上海）有限公司、南阳医学高等专科学校、江西南华医药有限公司、山东医影智能科技有限公司、医科达（上海）医疗器械有限公司、中国电子系统工程第三建设有限公司、云南省阜外心血管病医院、珠海全视通信息技术有限公司、鄂尔多斯市中心医院（内蒙古自治区超声影像研究所）、深圳市龙华区中心医院、宁海县第一医院、福建基诺厚普生物科技有限公司、深圳市新产业生物医学工程股份有限公司、山东新华医疗器械股份有限公司、迈迪泰医疗技术服务（上海）有限公司、九州通（武汉）医疗设备服务有限公司、兰州泰基离子技术有限公司、中国医学科学院北京协和医院、深圳迈瑞生物医疗电子股份有限公司、天津市医疗器械质量监督检验中心、飞利浦（中国）投资有限公司、奥林巴斯（北京）销售服务有限公司、上海慧动医疗科技有限公司、新亿成科技（江苏）有限公司、南昌华安众辉健康科技股份有限公司、四川省高投信息技术有限公司、江苏康医通科技有限公司、杭州德适生物科技股份有限公司、湖南一特医疗股份有限公司、北京中科鸿泰医疗科技有限公司、杭州糖吉医疗科技有限公司、奥泰医疗系统有限责任公司、常州市康辉医疗器械有限公司、无锡柏母医疗技术有限公司、武汉一利钟医疗科技有限公司。

主要起草人 王成城、刘鹏、尹红霞、许锋、廖鑫、李作家、赵东升、张建、张晓军、张新兰、刘琳琳、李春霞、胡志雄、陈成新、杜小琴、陈波、王洪杰、刘麒麟、冯靖伟、范医鲁、徐祖洋、杜志江、刘敬喜、王五星、崔军胜、黄重阳、张文宇、潘奕、高辉、徐燕、白晓松、王岳兴、陈蓉芳、苏立楠、王振宇、孙运、范亚敏、汪小毅、邹艺超、牛晓茹、刘志锋、杨自飞、徐凯凯、杜健宁、林奕彬、李成伟、程朝阳、何颖、林德伟、宋木松、谭志坚、吴伟文、祖金雄、冯雅琳、周晓雷、白志鹏、潘光添、应丽丽、张清泉、马宗国、尚长浩、苏志成、李朋、周利荣、张雷怡、李清华、乔嘉琪、张明光、张健、孙纯朴、顾志成、张学海、曾麟钧、陈彩峻、范晓磊、戴跃跃、宋宁、吴朝玉、张意龙、彭亮、左玉星、李文宇、邹学明、丁霁云、连佳、齐文海。

In December 2025, the first national standard for medical equipment operation and maintenance services was released, with Healthcare Technology Co., Ltd as one of the primary drafting organizations, contributing 'standard power' to the industry

Digital Intelligence Empowerment and Upgrade: Activating Service Innovation Momentum

Healthcare Technology Co., Ltd empowers the entire service process through digitalization, building "Smart+" equipment management solutions. Through dynamic data collection of equipment operation data, remote monitoring, and other functions, it significantly improves the operational efficiency of medical institutions.

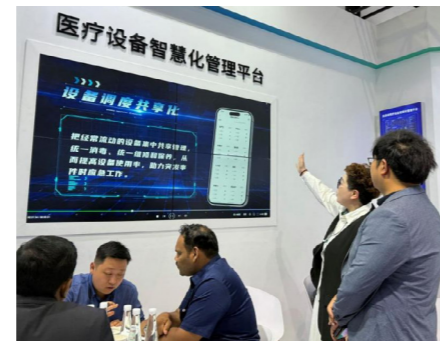


Case | Healthcare Technology Co., Ltd Independently Develops "Full Lifecycle Asset Management Platform" and "IoT Monitoring System"

Healthcare Technology Co., Ltd independently developed the "Full Lifecycle Asset Management Platform" and "IoT Monitoring System," achieving full-process online and visual management of equipment from procurement to disposal. Leveraging IoT technology to collect real-time equipment data including uptime rates, operational loads, and fault codes, combined with AI algorithm-based deep analysis, the system enables precise prediction of component wear and early warning of potential failures, driving the transformation of equipment maintenance from reactive repair to proactive predictive maintenance. This digital practice has effectively translated into quantifiable operational excellence outcomes: the intelligent work order system achieves 93% of repair work orders closed within 3 days, overall average equipment uptime remains above 97%, and the core equipment self-repair rate reaches 94%. While improving operational efficiency, it tangibly enhances hospitals' clinical equipment assurance capability and service stability, reduces overall equipment lifecycle costs, and empowers high-quality development of healthcare services through technology.



Healthcare Technology Co., Ltd builds a "Medical Equipment Full-Cycle Management Platform"



Healthcare Technology Co., Ltd showcases the "Medical Equipment Smart Management Platform" at the CMEF Medical Expo

■ Universal Qingniao: Feeling the Warmth of Technology, Weaving a "Well-Supported Aging" Network for the City

We actively respond to the national strategy of addressing population aging, taking "intelligence, integration, and inclusiveness" as our direction. We are building a comprehensive medical-rehabilitation-elderly care service system covering all scenarios, establishing an online-offline coordinated smart medical-rehabilitation-elderly care service platform. Through a "Smart Brain" platform, we connect upward to government supervision and downward through institutions and families, promoting the scenario integration of "home, community, institution" and the resource integration of "medical, rehabilitation, elderly care," upgrading fragmented services into a warm network covering the entire area with efficient coordination.

Government-Enterprise Collaboration: Building a "Unified Smart Management" Hub

Universal Qingniao, the Group's smart medical-rehabilitation-elderly care platform, is the first national high-tech enterprise in China to deeply embed digital intelligence technology into elderly care services. It continues to develop its smart medical-rehabilitation-elderly care business, exploring innovation in technology and service models to support China's aging service development. Under the impetus of the Ministry of Civil Affairs' national elderly service reform pilot policies, Universal Qingniao has successfully implemented comprehensive smart medical-elderly care projects in multiple pilot cities nationwide. From planning, construction to operations and services, it has established a proprietary elderly care service system and standards, covering the entire service process of home-based elderly care, community-based elderly care, and institutional elderly care, achieving the integration of service resources and intelligent supervision, truly embedding technology deeply into every practical scenario of elderly care services.



Case | Smart Medical-Rehabilitation-Elderly Care Digital Platform, Empowering Government-Wide Supervision and Service Governance

Universal Qingniao's smart medical-rehabilitation-elderly care government-side solution, built on internet, communications network, IoT, AI, and big data analytics technologies, constructs a "five-in-one" full-scenario service system covering home rehabilitation-elderly care, community rehabilitation-elderly care, institutional rehabilitation-elderly care, IoT rehabilitation-elderly care, and integrated medical-elderly care, spanning the entire business process of home, community, and institutional medical-rehabilitation-elderly care. Relying on a four-level penetrating service supervision platform of "city-district/county-sub-district/town-community," it achieves integration and sustainable intelligent supervision of medical-rehabilitation-elderly care service resources, assisting governments in transforming from traditional infrastructure to digital management operations. The smart medical-rehabilitation-elderly care cloud platform breaks down information barriers between government systems, medical-rehabilitation-elderly care institutions, and IoT terminals, constructing a region-wide coordinated data ecosystem, achieving online platforms, offline operations, service standards, implementation specifications, and process supervision. It serves as both a tool for government policy supervision and scientific decision-making, a standardized management operations assistant for rehabilitation-elderly care institutions, and a medical-rehabilitation-elderly care service steward for seniors and their families.



Case | Building a "City-Level Smart Brain" Elderly Care Command and Dispatch Center, Making Regional Elderly Care Capabilities More Transparent and Optimized

Universal Qingniao has built a city-level smart elderly care command and dispatch center in Tongliao, constructing a regional elderly care service "smart brain" that serves as the intelligent hub of the local elderly care service system. The project relies on a digital platform to unify access and coordinate management of the city's elderly care service demands, service personnel, and facility resources, achieving region-wide resource visualization and integrated dispatch. Leveraging intelligent algorithms, the platform can generate real-time service heat maps, resource availability status, and risk early warning information, and intelligently plan optimal response paths for elderly care services such as meal assistance and cleaning assistance, effectively integrating community meal assistance points, health stations, and senior assistance service teams to build an efficient and coordinated "15-minute elderly care service circle," enhancing the precision and response efficiency of regional elderly care services through technology empowerment.

### Institutional Empowerment: Providing New Pathways for Smart Elderly Care Transformation

For the enterprise segment, Universal Qingniao is committed to empowering elderly care institutions with technology, breaking down information barriers between medical and elderly care institutions, and achieving an integrated development pattern of 'elderly care with medical services, medical services with elderly care' while ensuring data security.

#### Case | Building the "Huiyangtong" Elderly Care Enterprise Platform, Driving Comprehensive Upgrade of Elderly Care Services

Universal Qingniao closely integrates advanced hardware and software technologies, AI algorithms, and elderly care service content and processes to create the new-generation easy-to-use smart medical-rehabilitation-elderly care comprehensive management platform "Huiyangtong." With multi-terminal adaptability, breaking through traditional IT design inertia, and revolutionary UI upgrades, the platform's functions comprehensively cover business scenarios including elderly care institutions, elderly care apartments, resort elderly care, community home-based elderly care, and CCRC elderly care, directly reducing elderly care institution management costs, creating a multi-institution integrated management model, and providing a new paradigm for digital transformation of elderly care institutions, making institutional management more standardized, systematized, informatized, and user-friendly.



### Service to Home: Building a "Happy Community Hub" with Warmth

Universal Qingniao actively promotes the transformation of its operated elderly care institutions into community-radiating "Happy Community Hubs." Through model innovation, it breaks down traditional institutional boundaries, allowing professional care capabilities to extend beyond walls and become convenient services and warm care accessible to community residents, effectively enhancing the quality of life and sense of happiness for elderly groups and community families.



#### Case | Launching the "Kangniannian" Smart Medical-Rehabilitation-Elderly Care Home Service Platform, Driving Comprehensive Upgrade of Elderly Care Services

Leveraging Universal Medical's network of over 70 medical institutions and its rich experience and technological R&D advantages in home-based elderly care and age-friendly renovations, Universal Qingniao launched the smart medical-rehabilitation-elderly care home service platform "Kangniannian." Based in cities, "Kangniannian" builds localized medical-rehabilitation-elderly care service systems, closely connecting medical institutions, elderly care and nursing institutions, providing one-stop services, and delivering medical care, nursing care, and smart IoT services to homes. The platform embeds a professional medical-rehabilitation-elderly care facilities and equipment e-commerce mall "Kangniannian Select," using professionalism, convenience, and cost-effectiveness as screening principles to help users easily select quality products, achieving seamless integration of services and smart devices to meet full-cycle service needs. Additionally, through hospital smart IoT large screens, smart device remote monitoring, and other means, duty personnel can monitor emergency situations of home-based elderly residents 24 hours a day, arranging dedicated personnel for on-site response immediately upon detecting issues, fully safeguarding the health and lives of home-based seniors.



#### Case | Developing "One Person, One Plan" Personalized Elderly Care Solutions, Bringing Peace of Mind to Seniors and Families

In Fuzhou, Minhou County, Fujian Province, an elderly care institution implemented a "tiered care + medical-elderly care integration" service model, classifying care levels based on seniors' physical conditions and developing "one person, one plan" personalized care solutions for each resident. For a senior with Parkinson's disease, a customized rehabilitation plan combining walking training and psychological counseling was developed, with a dedicated person assigned as a "rehabilitation partner" for full accompaniment. After three months of professional care and rehabilitation training, the senior achieved a positive transition from wheelchair dependence to walking with a cane, truly demonstrating the peace of mind and assurance that professional elderly care services bring to seniors and their families.

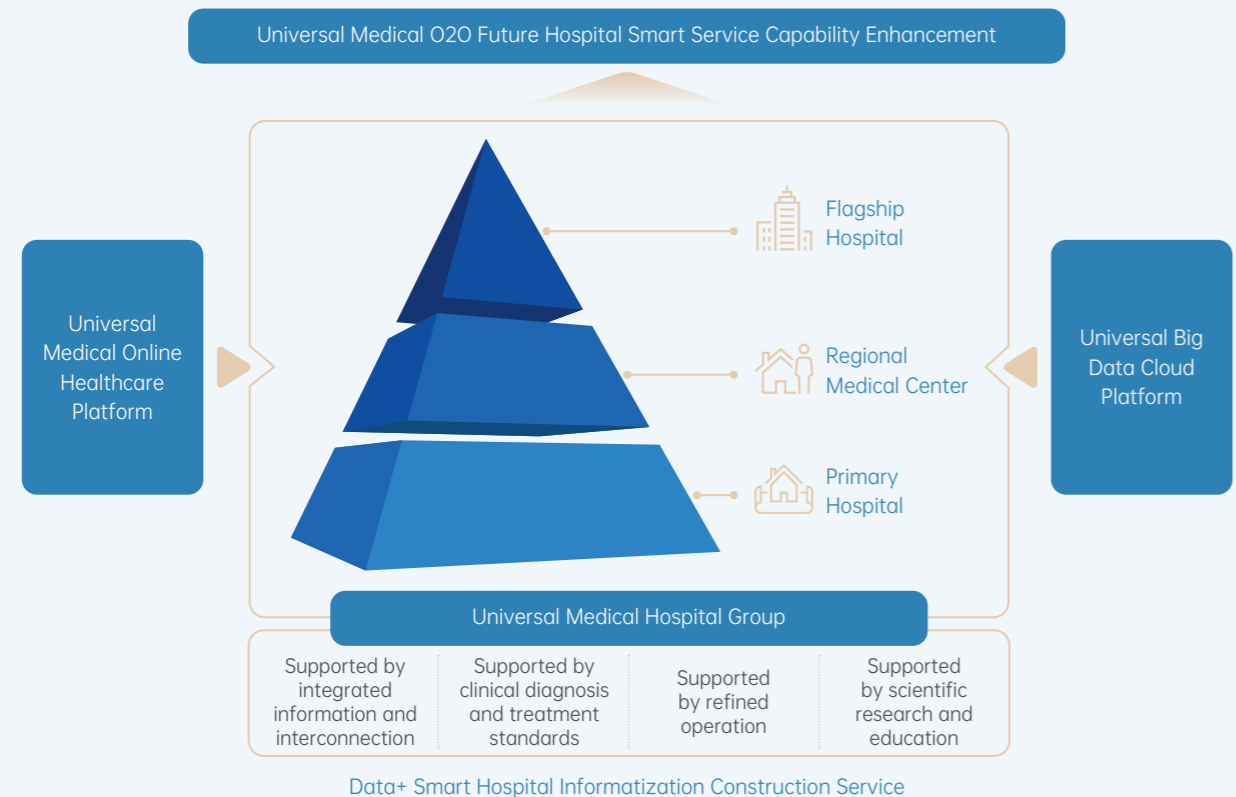
As of the end of the reporting period, the Group has established and operated 90 smart medical-rehabilitation-elderly care cloud platforms, providing smart medical-rehabilitation-elderly care software services to 5,410 elderly care institutions. The smart medical-rehabilitation-elderly care business covers 24 provinces (municipalities), 84 cities, and 207 districts/counties; managed 381 community medical-rehabilitation-elderly care center sites, established and operated 73,129 home-based medical-rehabilitation-elderly care beds, cumulatively trained 28,700 trainees, and provided 15.97 million service instances of home nursing, meal assistance, cleaning assistance, and other elderly care services. We leverage technology to make the people's aspirations of 'having security in old age and access to medical treatment' a reality, demonstrating the core value of central SOEs serving national strategy and safeguarding people's livelihoods.

### Smart Hospitals: Pioneering Smart Services and Creating Future Hospital Scenarios

Leveraging its over 60 affiliated medical institutions, Universal Medical continues to strengthen health technology empowerment, focusing on critical clinical diagnostic and treatment needs and industry development pain points, building diversified innovation carriers, and promoting the efficient conversion of cutting-edge technology outcomes into clinical value, industrial value, and social value.

### Strengthening Group-Wide Smart Hospital Development and Fully Completing Core Business System Standardization and Cloud Migration

The Group is accelerating its deployment in the medical health digital technology sector, establishing the Health Digital Intelligence Business Unit (Technology Innovation and Digitalization Department), deeply implementing the "three-pillar" development model of smart healthcare, smart services, and smart management, and forming a group-wide hospital digitalization comprehensive solution tailored to hospital development needs. We adhere to the standardized and integrated construction of hospital core systems. As of the end of the reporting period, 53 hospitals have completed the integrated core business system upgrade; 2 hospitals have completed Level 5 Electronic Medical Record (EMR) upgrades, with 13 hospitals passing Level 4 EMR evaluations; 2 hospitals have passed National Level 4 Interoperability Assessment, and 5 hospitals have passed Level 2 Smart Service and Smart Management ratings. All application systems have been cloud-deployed under unified management, reducing hospital server room construction and O&M investment. Through cloud consolidation of computing and storage resources, resource investment has been reduced by approximately 30%, significantly decreasing the workload on IT infrastructure and cybersecurity operations at each unit, while also reducing power consumption and energy usage to achieve energy conservation and emissions reduction targets.



### Building an Internet-Based Diagnosis and Treatment Platform to Enhance Healthcare Accessibility

We are actively expanding our non-medical insurance business through digital and intelligent capabilities, unifying the entry points for internet health services across all hospitals within the Group. This enables us to provide 292 healthcare institutions under Genertec Group with integrated services covering the entire patient journey—pre-hospital, in-hospital, and post-hospital—including smart medical treatment, online diagnosis and treatment, and health management. The unified internet platform has accumulated over 6 million registered users and served more than 50 million patient visits. We are also actively developing smart pharmacy services, leveraging a platform-based prescription circulation system to connect the entire chain of diagnosis, treatment, and pharmacy services, thereby expanding new service models. Furthermore, we are advancing smart patient services, promoting the transformation of hospitals from "health management + value-added services" through lifecycle health management, and building a diversified health consumer product supply system.

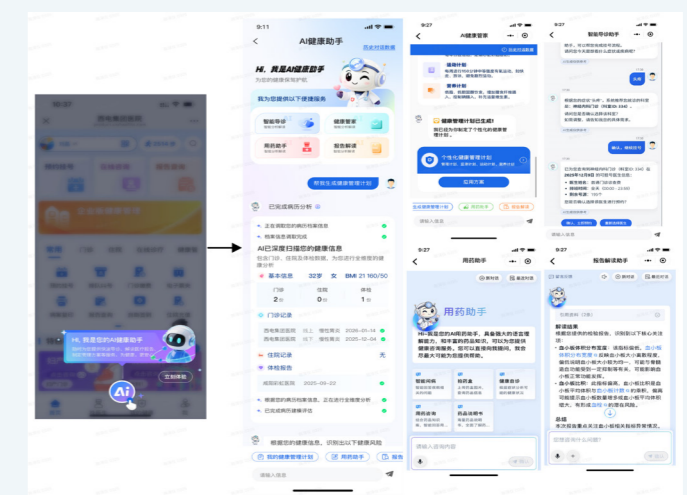
+
Case | Building a Prescription Circulation Core Engine Based on Proprietary Technology

Universal Medical, using its own technology platform as the hub, efficiently integrates partner institutions' powerful offline capabilities in supply chain management, warehousing and distribution, and pharmaceutical services, jointly forming an integrated "technology platform + supply chain service" solution. This will assist hospitals in building a "patient-centered" full-chain smart pharmaceutical service system, completing a closed-loop service model covering the entire patient journey, and providing hospitals with a turnkey-style complete service.

Universal Medical Pharmaceutical Services Data Dashboard

### Innovative AI Agent Applications: Enhancing Public Health Service Experience

Universal Medical is actively advancing the innovative application of smart AI agents in health and medical scenarios, adhering to a "people-centered" service philosophy, building proactive health management AI agents, and driving the shift of medical services from "disease treatment" to "health prevention." Addressing pain points in the medical visit process, we have built a triage AI agent that effectively improves medical visit efficiency and service precision. Meanwhile, we continue to deepen AI intelligent Q&A capabilities, covering diverse scenarios such as disease education, medication guidance, and post-operative rehabilitation, creating a professional medical information assistant that is accessible to users, continuously enhancing the accessibility and experience of public health services.



Launched AI Health Manager, Medication Assistant, Report Interpretation Assistant, Intelligent Symptom Assessment Assistant, and other AI agents

# 01

## In Harmony with Environmental Sustainability

Universal Medical upholds a high sense of environmental responsibility, deeply integrating green development principles into its entire operational process. By establishing a sound environmental management system, optimizing resource utilization efficiency, and continuously advancing energy conservation and carbon reduction, the Group is committed to building a green and low-carbon development model, transforming environmental responsibility into sustainability momentum, and actively contributing to the "dual carbon" goals and the Beautiful China initiative, promoting the harmonious coexistence and coordinated development of healthcare and the ecological environment.

### Material Issues Addressed

- Waste and Pollutant Management
- Resource Management and Circular Utilization
- Environmentally Friendly Operations
- Ecosystem Protection
- Climate Change Resilience





## Standardized Environmental Governance

### Strategy and Governance

#### ■ Environmental Laws, Regulations and Industry Standards

Universal Medical strictly complies with the "Environmental Protection Law of the People's Republic of China," the "Water Pollution Prevention and Control Law of the People's Republic of China," the "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste," and other laws and regulations in its operating jurisdictions, as well as industry standards such as the "Discharge Standard of Water Pollutants for Medical Institutions," "Technical Specification for Application and Issuance of Pollutant Discharge Permits," and "Standard for Pollution Control on Hazardous Waste Storage," ensuring that all business activities fully comply with national environmental protection requirements and industry standards.

#### ■ Environmental Protection Objectives, Plans and Policies

Universal Medical consistently adheres to green operations, committed to minimizing negative environmental impacts and resource consumption. In the area of energy management, the Group deeply implements the national "dual carbon" strategy requirements, fully integrating the concept of green hospital construction into its business operations, introducing innovative technologies to drive energy conservation and carbon reduction in its medical institutions, and empowering environmental protection through digital technology. In terms of sustainable finance support, the Group strategically increases resource allocation to the green sector based on its core business, focusing on high-quality projects with low energy consumption, low emissions, low pollution, and high efficiency. The Group continues to innovate and enrich its sustainable finance products and service systems, actively exploring new green finance models aligned with industry development trends, injecting continuous financial impetus into environmental protection. Meanwhile, the Group actively conducts systematic internal training and diversified environmental awareness campaigns to comprehensively enhance employees' environmental awareness, fostering a culture of full participation in building a green planet.

#### ■ Environmental Management Structure

Universal Medical's environmental management strategy and performance are overseen by the Strategy and ESG Committee under the Board of Directors. At the management level, a Safety, Environmental Protection and Quality Committee has been established, holding annual meetings to uniformly direct the Company's energy conservation and environmental protection work. Responsibility agreements on Safety, Environmental Protection and Quality Work Objectives are signed with all subordinate units to ensure that every aspect of the Company's operations strictly complies with environmental compliance requirements.

#### ■ Environmental Management System and Measure

Universal Medical has formulated the "Environmental Protection Supervision and Management Measures" and the "Quality Safety Standard Management Pathway" ("Pocket Guide"), defining the principles and responsibilities of environmental protection management, encouraging all units at all levels to develop and apply energy conservation and environmental protection technologies, strengthen the construction of energy-saving and environmental hardware facilities, and continuously improve the level of environmental compliance management. In addition, the Group has formulated an "EHS Accident General Emergency Response Plan," defining environmental impact factor identification, early warning, and emergency mechanisms, comprehensively building a strong defense line for environmental compliance management and effectively preventing and responding to various environmental risks.

## Risk Management and Targets

#### ■ Environmental Management System Certification

The Group's subsidiaries Healthcare Technology Co., Ltd, Medical Science and Technology (Hainan) Co., Ltd, along with its affiliates Casstar, Tuo Zhuang Healthcare, and ZTH Medical, have all obtained ISO 14001 Environmental Management System certification. The Group also encourages all relevant units to actively pursue ISO 14001 system certification.

#### ■ Environmentally Friendly Operations

Universal Medical has systematically integrated ecological protection and green development principles into its daily operations, implementing multi-dimensional measures to fulfill its environmental responsibilities and striving to build a resource-conserving and environmentally-friendly operational system. In terms of rare materials and species protection, the Group has established strict policies prohibiting the use of rare or endangered species and scarce materials in its own operations and supply chain enterprises, reducing negative impacts on natural resources at the source. In workplace and surrounding environment construction, the Group has incorporated biophilic design principles, utilizing green building materials, introducing natural lighting, and adding green vegetation areas to create a healthy, comfortable, and environmentally-friendly office atmosphere, enhancing employee wellbeing and environmental performance. Through collecting data on eco-friendly design and green operations, and conducting regular risk analysis and reviews, the Group confirms the effectiveness of implementation measures, timely identifies management gaps, and continuously drives improvements in green operations and ecological protection. Furthermore, to further promote green procurement, the Group actively uses materials with environmental certifications, including Forest Stewardship Council (FSC) certified wood and other materials meeting green label standards, promoting sustainable development from the procurement process. During the reporting period, Universal Medical's total investment in environmental protection amounted to RMB 21.0376 million, and no environmental violations occurred across the Group and its subsidiaries.

#### Key Performance



#### ■ Environmental Compliance and Penalties

The Group has formulated the "Emergency Management Measures for Contingencies" and the "Universal Medical Group EHS Accident General Emergency Response Plan," defining environmental impact factor identification, emergency mechanisms, and other measures. During the reporting period, no environmental administrative penalties occurred.

# Building Climate Resilience

## Climate Governance

### Adherence to International Climate Agreements

In active response to the *Paris Agreement* and to contribute to the ambitious goal of limiting global warming to 1.5°C, Universal Medical proactively assumes its corporate social responsibility, regularly reviewing and assessing major climate change-related matters, and integrating climate change risks into the Group's internal risk management mechanisms and development strategy. As one of the first batch of "ISSB International Sustainability Disclosure Standards Early-Learning Partners" in China, Universal Medical conducts carbon inventory and other greenhouse gas management activities in accordance with IFRS S2 Climate-related Disclosures and the Task Force on Climate-related Financial Disclosures (TCFD Disclosure) framework, exploring strategies and measures to address climate change.

### Climate Risk and Opportunity Governance Structure

Universal Medical has established a systematic climate governance structure led by the Board of Directors. As the highest decision-making and oversight body, the Board annually reviews the ESG report, with a focus on the materiality assessment of climate change issues, related disclosures, climate governance, risk and opportunity identification and analysis, and response measures, providing approval to guide and drive the effective implementation of climate-related work across the Group.

Under the guidance of the Board, the Safety, Environmental Protection and Quality Management Committee incorporates climate change factors as a core consideration in planning the Company's energy conservation and environmental protection work, continuously assessing potential financial impacts and formulating corresponding measures to mitigate potential risks and reduce the adverse financial effects of climate change. Furthermore, under the joint leadership of the Safety, Environmental Protection and Quality Management Committee and the ESG Working Group, the Group's relevant departments have integrated climate change mitigation and adaptation into their daily priority work areas. Plans are in place to set specific targets aligned with climate risks and opportunities, and a performance assessment mechanism covering relevant organizational units will be gradually established in conjunction with climate change management requirements.

### Professional Skills Enhancement of Climate Risk and Opportunity Governance Bodies

The Group's Board of Directors, Strategy and ESG Committee, Safety, Environmental Protection and Quality Management Committee, and ESG Working Group, as the bodies responsible for climate risk and opportunity governance and work implementation, continuously enhance their climate-related risk and opportunity management capabilities through reading and studying internal and external public climate standards and educational resources. In addition, the Group regularly invites international and domestic external experts to conduct professional skills enhancement training, such as 'Climate Workshops,' for climate risk and opportunity governance bodies and relevant work execution personnel.

Governance Body	Scope of Authority and Responsibilities	Oversight Responsibility Policy	Methods and Frequency of Climate Risk and Opportunity Awareness	Decision-Making Process
 Strategy and ESG Committee	Responsible for studying the Group's medium and long-term development strategies (including sustainability-related strategies), providing planning recommendations for climate strategy formulation, climate risk and opportunity management, and submitting them to the Strategy and ESG Committee	"Rules of Procedure for the Strategy and ESG Committee"	Method: Strategy and ESG Committee meetings Frequency: Once a year	Integrate climate issues into the enterprise's medium and long-term strategy (including ESG strategic planning)
 ESG Working Group	Carry out climate risk and opportunity identification, management-related work, formulate work plans, and provide recommendations to the Strategy and ESG Committee	"Terms of Reference for the ESG Working Group"	Method: Reporting Frequency: Adjusted based on actual circumstances	Carry out climate risk and opportunity identification, management-related work, formulate work plans, and provide recommendations to the Strategy and ESG Committee



### Policies for Addressing Major Climate-Related Matters

Against the backdrop of global warming, addressing climate change has become an urgent mission for all humanity. Extreme weather events such as strong winds, cyclones, floods, and heavy rainfall are becoming increasingly frequent, causing power and water supply disruptions, urban flooding, and other issues that pose various risks and challenges to the Company's normal operations. During the reporting period, Board members, based on updated climate-related disclosure guidelines, formulated and dynamically adjusted forward-looking strategic plans, supporting the Group's green transformation and sustainable development. The Group closely monitors potential risks arising from climate change-induced policy changes, energy and raw material price fluctuations, and other factors. Through establishing comprehensive climate change management systems, actively promoting low-carbon construction, and deeply exploring the application potential of green and low-carbon technologies, the Group comprehensively enhances its climate change resilience and contributes to global climate governance.

## Strategy

### Decarbonization Strategy

To support the achievement of national "dual carbon" goals and drive the construction of Beautiful China, Universal Medical thoroughly implements the "Opinions of the Central Committee of the Communist Party of China and the State Council on Completely, Accurately, and Comprehensively Implementing the New Development Concept and Achieving Carbon Peak and Carbon Neutrality" and the "Notice of the State Council on Issuing the Action Plan for Carbon Peak Before 2030." The Group implements the "Genertec Group Carbon Peak Action Plan," adhering to low-carbon operations extending across the entire value chain. Through supply chain carbon management programs, carbon data and target management, and carbon reduction project advancement, the Group's low-carbon development strategy guides the construction of a new green, low-carbon, and high-quality development paradigm. In accordance with the *Carbon Peak Action Plan*, during the "14th Five-Year Plan" period, Universal Medical has focused on four key areas: deepening energy conservation and environmental management infrastructure, deepening pollution prevention efforts, deepening green and low-carbon industrial transformation, and deepening management personnel capability enhancement. The Group has continuously strengthened its green and low-carbon development management system, intensified emission supervision and governance, improved energy utilization efficiency, and actively conducted energy conservation and environmental professional training.

# Risk and Opportunity Management

## Physical Risks and Transition Risks: Identification and Response

We continuously monitor the potential financial impacts of climate change-related risks and opportunities, taking timely actions to mitigate and respond to climate-related risks, and further promoting the positive impacts of climate change opportunities on the Group.

Climate Change Risk Type	Climate Risk Description and Impact on Universal Medical's Business Model, Value Chain, Strategy and Decision-Making	Time Horizon	Potential Financial Impact	Universal Medical's Response Measures
Transition Risk	Policy and Legal Risk As the government tightens environmental regulatory requirements and continuously introduces climate change disclosure-related policies, operating costs for customers/investment targets in carbon-intensive industries may increase, leading to increased credit risk or valuation decline, thereby affecting the Company. Meanwhile, customers' demand for green products and services is increasing, and if the Group fails to adapt and transform in a timely manner, it may face business contraction risks.	Medium Long-term	Increased Operating Costs	<ul style="list-style-type: none"> <li>Actively respond to and fully support the national planning on climate change-related matters, formulating dual-carbon development strategies and action plans in advance; Monitor public opinion dynamics in real time, conduct stakeholder satisfaction surveys semi-annually, and track ESG rating changes; Identify brand image damage risks caused by insufficient green transformation investment through investor feedback, social opinion monitoring, and ESG rating results; Incorporate into the enterprise's brand risk management system, adding reputation risk response measures in ESG strategy execution and PR crisis contingency plans; Set upper limits for customer churn rate or stock price decline that brand reputation damage may cause, prioritizing responses to risks exceeding those limits.</li> </ul>
	Technology Risk Against the backdrop of climate change, carbon-intensive technologies/products will be phased out, requiring more research investment to develop low-carbon technologies to meet policy and stakeholder requirements, potentially facing risks of failed new low-carbon technology investments and rising costs of low-carbon technology transition.	Medium Long-term	Increased Operating Costs	<ul style="list-style-type: none"> <li>Universal Medical's affiliated hospitals actively carry out energy transition projects to build green and low-carbon hospitals;</li> <li>Universal Medical's subsidiary Universal Leasing actively develops green finance business, increasing investment in clean energy and environmental protection sectors;</li> </ul>
	Market Risk In the context of green and low-carbon development, green consumption behavior is gaining momentum, and changes in customer behavior will expose the Group to market risks.	Short Medium Long-term	Decreased Revenue	
	Reputation Risk With the introduction of "dual carbon" policies, investor, customer, and other stakeholder groups are paying increasing attention to green products and green finance. If the Group's investment in this area is insufficient, it will fail to meet the expectations of investors and customers.	Short Medium Long-term	Decreased Portfolio Value Decreased Revenue	
Physical Risk	Acute Risk Extreme weather events caused by climate change result in various natural disasters and emergency situations, potentially bringing instability to hospital logistics, distribution, and personnel transportation.	Short Medium Long-term	Increased Operating Costs Increased Infrastructure Costs	<ul style="list-style-type: none"> <li>Formulated the "Emergency Management Measures for Contingencies" and "EHS Accident General Emergency Response Plan" to eliminate or minimize adverse effects caused by extreme weather; Analyze the correlation between temperature change data and cooling-related expenses in operating costs and medical supply spoilage rates quarterly, tracking risk trends; Incorporated into the enterprise's supply chain risk management and energy security management systems, adding resilience indicators in supplier selection criteria and energy procurement strategies; Set critical thresholds for long-term operating cost increases, prioritizing responses to risks whose cumulative financial impact may exceed the threshold.</li> </ul>
	Chronic Risk Under the long-term effects of climate change, the gradual rise in average temperatures may impact the storage of medical supplies, while also requiring increased procurement and operational costs for cooling facilities such as air conditioning to maintain comfortable temperatures for patients and staff.	Medium Long-term	Increased Operating Costs	

Climate Change Opportunity Type	Climate Opportunity Description	Time Horizon	Potential Financial Impact	Universal Medical's Practices
Resource Use Efficiency 	Improve energy use efficiency through adopting low-energy-consumption equipment and carrying out smart energy projects.	Short Medium Long-term	Reduced Operating Costs	<ul style="list-style-type: none"> <li>Carried out the green low-carbon smart energy project at XD Hospital and the photovoltaic power generation project at Xichang Hospital;</li> <li>Issued green asset-backed securities (ABS) and allocated all raised funds to clean energy and other green industry projects to promote the development and utilization of clean energy projects</li> <li>Successfully closed the Group's first offshore syndicated loan and bilateral loan in compliance with green loan principles, which are used to finance green photovoltaic new energy sale-and-leaseback projects;</li> <li>Actively built a green supply chain, including encouraging suppliers to adopt renewable energy and resources;</li> </ul>
Energy Source 	Promote clean energy use, such as increasing photovoltaic, wind, or hydroelectric power to meet energy needs and reduce greenhouse gas emissions.		Increased Portfolio Value	
Market 	Under the favorable carbon neutrality policy environment, financing demand from small and medium-sized energy conservation and environmental protection service enterprises will increase, and green finance business will become more favored by the market.		Increased Revenue Increased Portfolio Value	
Resilience/Adaptability 	May generate certain technology maintenance costs, partial services may be affected, and trust levels may face short-term fluctuations		Reduced Operating Costs	



### ■ Climate Risk and Opportunity Assessment, Prioritization and Monitoring

Universal Medical actively conducts climate risk and opportunity management, integrating climate risk management into the Company's overall risk management processes and establishing dedicated documentation to record the Company's cross-domain climate risk management processes.



Risk/Opportunity Category	Identification Method	Assessment Method	Prioritization Method	Monitoring and Management Method	Integration into Overall Risk Management Process
 Risk - Chronic Physical Risk	Analyze long-term climate data (e.g., average temperature change trends), combined with hospital operational characteristics, to identify potential upward risks in medical product storage costs, temperature-controlled facility energy consumption, etc.	Assess based on the probability of policy introduction, customer credit risks, and the impact degree of own operating costs (e.g., fines, renovation costs).	Set critical thresholds for long-term operating cost increases, prioritizing responses to risks whose cumulative financial impact may exceed the threshold.	Quarterly analyze the correlation between temperature change data and cooling-related expenses in operating costs and medical supply spoilage rates, tracking risk trends.	Incorporated into the enterprise's long-term operating cost risk management system, considering response measures for chronic physical risks in annual budget preparation and facility renovation plans.
 Risk - Acute Physical Risk	Establish natural disaster models, identify risks of extreme weather (strong winds, floods, etc.) and resulting disruptions to water and power supply, as well as waterlogging, based on factors including geographic location, and assess the impact on hospital logistics and personnel transportation.	Assess based on the probability of risk occurrence and impact degree (e.g., infrastructure costs, operational disruption losses) as dimensions.	Set asset value impact caps, prioritizing responses to risks exceeding the cap.	Regularly issue extreme weather forecast reports, monitoring risks caused by extreme weather in the next cycle.	Incorporated into the overall operational risk management system, responding through contingency plans such as the <i>Emergency Management Measures for Contingencies</i> .
 Risk - Transition Risk (Policy and Legal Risk)	Track national and local environmental supervision policies, climate change emission requirements and other policy dynamics, and judge the compliance pressure brought by policy changes combined with own businesses (e.g., green finance, hospital operations).	Assess based on the probability of policy introduction, customer credit risks, and the impact degree of own operating costs (e.g., fines, renovation costs).	Set upper limits for losses that may be caused by policy non-compliance (e.g., credit default fines, monetary penalties), prioritizing responses to risks where potential losses may exceed the limit.	Regularly collect policy update information, assess the alignment of existing businesses with policy requirements.	Incorporated into the enterprise's compliance risk management system, adding policy compliance review steps in customer credit approval and project investment decisions.
 Risk - Transition Risk (Technology Risk)	Focus on low-carbon technology development trends (e.g., new energy equipment, hospital energy-saving technologies), evaluate the possibility of existing technology obsolescence and the difficulty of technology R&D/application.	Assess based on the speed (probability) of new technology replacing existing technology, the investment cost required for technology transformation, and R&D failure risks (impact degree) as dimensions.	Set thresholds for investment return on technology transition, prioritizing responses to risks where technology obsolescence may cause returns to fall below the threshold.	Track industry technology developments quarterly, annually assess the competitiveness of existing technologies and transformation needs, update the technology risk checklist.	Incorporated into the enterprise's technology innovation risk management system, reserving technology transition funds in R&D budget allocation and equipment renewal plans.
 Risk - Transition Risk (Market Risk)	Research changes in customer demand for green medical services and green financial products, analyze the potential impact of market preference shifts on business revenue.	Assess based on the penetration speed (probability) of customer green consumption behavior and the impact degree of traditional business revenue (e.g., market share decline) as dimensions.	Set traditional business revenue decline warning thresholds, prioritizing responses to risks where revenue decline may breach the warning line.	Conduct quarterly customer demand research, analyze changes in revenue share between green and traditional businesses, monitor the impact of market risks on performance.	Incorporated into the enterprise's market strategy risk management system, adding green business share targets in business plans to balance the layout of traditional and emerging businesses.
 Risk - Transition Risk (Reputation Risk)	Identify brand image damage risks caused by insufficient green transformation investment through investor feedback, social opinion monitoring, and ESG rating results.	Assess based on the probability of reputation incidents (e.g., frequency of negative public opinion) and the impact degree of investor confidence (e.g., stock price fluctuations) and customer cooperation willingness as dimensions.	Set upper limits for customer churn rate or stock price decline that caused by brand reputation damage, prioritizing responses to risks exceeding those limits.	Monitor public opinion dynamics in real time, conduct stakeholder satisfaction surveys semi-annually, track ESG rating changes.	Incorporated into the enterprise's brand risk management system, adding reputation risk response measures in ESG strategy execution and PR crisis contingency plans.
 Opportunity - Resource Use Efficiency	Combine the characteristics of hospital operations and financial businesses, analyze the potential of resource efficiency improvement through low-energy-consumption equipment, smart energy projects, etc., such as the space for energy consumption reduction of energy-saving equipment.	Assess based on the implementation feasibility (probability) of resource efficiency improvement measures and the amount of operating cost reduction (impact) as dimensions.	Set minimum cost reduction thresholds, prioritizing opportunities where post-implementation cost reduction may exceed the threshold.	Monthly track low-energy-consumption equipment usage rates and smart energy project energy-saving data, compare actual cost savings with target expectations.	Incorporated into the enterprise's cost control management system, clarifying quantitative indicators of resource efficiency improvement in annual cost optimization targets, and linking to departmental performance appraisal.
 Opportunity - Market	Analyze the medium- and long-term market demand growth potential of green financial businesses (e.g., green credit, ESG investment) and green medical services under carbon neutrality, and evaluate the matching degree of own businesses.	Assess based on the speed of market demand growth (probability) and the revenue growth amount from business expansion (impact) as dimensions.	Set target values for business revenue growth, prioritizing opportunities where revenue growth may exceed target values.	Conduct quarterly analysis of green business market share and customer growth rate, track the stimulating effect of policies on market demand.	Incorporated into the enterprise's market expansion management system, prioritizing resource allocation (such as marketing budget, team allocation) for green business in business development plans.
 Opportunity - Resilience/Adaptability	Evaluate the role of environmental-friendly suppliers and participation in renewable energy projects in enhancing the enterprise's climate resilience, such as the improvement space of supply chain stability and energy supply continuity.	Assess based on the feasibility of supplier green transformation, the stability of renewable energy project power supply (probability), and the degree of reduction in operational disruption risks (e.g., the amount of reduction in operational disruption losses) as assessment dimensions.	Set lower limits for potential reduction in operational disruption losses due to resilience improvements, prioritizing opportunities where loss reduction exceeds the lower limit.	Semi-annually assess supplier environmental performance and renewable energy project power supply stability, analyzing their actual improvement effects on operational continuity.	Incorporated into the enterprise's supply chain risk management and energy security management systems, adding resilience indicators in supplier selection criteria and energy procurement strategies.

# Metrics and Targets

## Greenhouse Gas Emissions Metrics

In accordance with the "Genertec Group Carbon Peak Action Plan," during the "14th Five-Year Plan" period, Universal Medical has strengthened its green and low-carbon development management system, achieved effective green transformation in its business operations, continuously improved energy utilization efficiency, made progress in the promotion and application of green and low-carbon technologies, and ensured that the growth rate of greenhouse gas emissions is significantly lower than the pace of business expansion.

### Greenhouse Gas Emissions

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Direct Greenhouse Gas Emissions (Scope 1)	Tonnes of CO <sub>2</sub> Equivalent	5,770.95	5,438.64	6,172.5	6,241.68
Indirect Greenhouse Gas Emissions (Scope 2)	Tonnes of CO <sub>2</sub> Equivalent	21,343.78	44,263.36	49,551.67	71,485.24
Total GHG Emissions	Tonnes of CO <sub>2</sub> Equivalent	27,114.73	49,702.00	55,724.17	77,726.92 <sup>1</sup>
GHG Emissions Intensity	tCO <sub>2</sub> e/person	1.35	2.36	2.43	3.27
GHG Emissions Reduction	Tonnes of CO <sub>2</sub> Equivalent	-6,863.35	-22,587.27	-6,022.17	-22,002.75

## Greenhouse Gas Emissions Reduction Targets

Universal Medical has been deeply advancing the Group's green and low-carbon development and has achieved phased results in its carbon peak action plan. To reduce carbon emissions from core operations, we have implemented emissions reduction projects across all relevant operations and pursued aggressive efforts, including providing low-carbon emission alternatives for energy needs and improving energy use efficiency.

**Energy Conservation and Carbon Reduction Targets, Action Plans, Annual Progress and Results**

Medium-term Target: Green Operations

- Strengthen official vehicle management, implement internal vehicle management practices and plans, compile quarterly vehicle energy consumption statistics, practice scientific energy conservation, regularly inspect vehicle conditions to ensure emissions comply with national standards, rationally arrange vehicle travel routes and driver assignments to minimize empty-run mileage
- Expand use of online systems for filing/approval to reduce overall paper use, promote double-sided printing for non-formal documents and other green office practices
- Change corporate energy use habits, equip hospitals with lower energy-consuming hardware

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- Progress Check: On Track
- Results Verification: Replaced a batch of high-energy-consuming fixtures with LED fixtures; conducted quarterly statistical analysis of electricity, oil, gas and other energy sources; identified high-energy-consuming equipment; carried out water and electricity system renovations to achieve smart energy monitoring; upgraded equipment for energy efficiency

<sup>1</sup> In 2025, the Company completed and commissioned new medical facility projects, adding nearly 150,000 square meters of building area (heating and electricity usage area), resulting in a corresponding increase in energy consumption and greenhouse gas emissions. The above infrastructure investment contributes to continuously improving the clinical environment and further enhancing patient experience and healthcare service capabilities.

**Energy Conservation and Carbon Reduction Targets, Action Plans, Annual Progress and Results**

Medium-term Target: Strengthened Official Vehicle Management

- Implement internal vehicle management practices and plans, compile quarterly vehicle energy consumption statistics, practice scientific energy conservation
- Regularly inspect vehicle conditions to ensure emissions comply with national standards
- Rationally arrange vehicle travel routes and driver assignments to minimize empty-run mileage

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- Progress Check: On Track
- Results Verification: Built an intelligent official vehicle management system to improve vehicle utilization efficiency; prioritized new energy vehicles in vehicle procurement to reduce carbon emissions; strictly implemented regular vehicle maintenance and servicing systems to ensure vehicles remain in optimal operating condition

Medium-term Target: Reducing Hospital Carbon Footprint

- Guide functional departments to review hospital personnel, logistics and transportation arrangements, and advocate for employee green commuting

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- Progress Check: On Track
- Results Verification: Affiliated hospitals carry out smart energy projects and implement refined energy consumption management

Long-term Target: Promoting Renewable Energy Use

- Actively promote the use of clean energy, prioritizing green electricity from solar and wind power, and gradually increasing the green electricity usage rate

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- Progress Check: On Track
- Results Verification: Multiple green finance projects implemented, invested in clean energy sector

Long-term Target: Per Capita CO<sub>2</sub> Emissions Intensity Reduction

- Develop carbon emissions management system and internal management policies
- Set per capita CO<sub>2</sub> emissions intensity target: 2025 emissions intensity not exceeding 3.4 tCO<sub>2</sub>e/person

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- Progress Check: On Track
- Results Verification: CO<sub>2</sub> emissions intensity target has been set, relying on the dual drivers of low-carbon healthcare and sustainable finance to achieve the final target



Universal Medical sets short-term greenhouse gas emission reduction targets on an annual basis. The 2025 target is that greenhouse gas emission intensity shall not exceed 3.4 tonnes of CO<sub>2</sub> equivalent per employee.

Indicator Used for Target Setting	GHG Emissions Intensity (Scope 1 + Scope 2)
Purpose of Target Setting	Improve energy use efficiency, reduce per capita GHG emissions intensity, and contribute to climate change mitigation
Applicable Enterprise Scope	Group and subsidiaries, affiliated hospitals
Applicable Time Horizon	Target year: 2025
Target Type and Content	Absolute target: 2025 GHG emissions intensity shall not exceed 3.4 tonnes of CO <sub>2</sub> equivalent per person
Referenced International Climate Agreements	Science Based Targets initiative (SBTi)
Progress on Current Year Target	Target Achieved
Methods and Processes for Setting and Reviewing Targets	Led by the ESG Working Group, discussed and determined by relevant departments, and approved by the Strategy and ESG Committee under the Board of Directors
Indicators for Monitoring Target Progress	Scope 1 GHG emissions-related indicators such as natural gas consumption, Scope 2 GHG emissions-related indicators such as electricity consumption
Whether Target and Target-Setting Method are Verified by Third Party	2025 ESG Report verified through AA1000 assurance, including the target setting
Analysis of Corporate Performance Trends/Changes	Universal Medical's per capita GHG emissions intensity has been increasing year-on-year, with the rate of increase gradually decreasing

\* To more comprehensively fulfill climate-related information disclosure requirements, Universal Medical will publish a dedicated Climate Information Disclosure Report. For detailed disclosures under Part D of the Stock Exchange's 'Environmental, Social and Governance Reporting Code,' please refer to the Group's dedicated Climate Information Disclosure Report.

# Resource Efficiency and Circular Economy

## Strategy and Governance

### Energy Management

Universal Medical signs EHS Work Target Responsibility Agreements with all subordinate units, specifying relevant energy use management targets, analyzing energy consumption data quarterly, effectively supervising all units to fulfill their environmental responsibilities. The Group organizes environmental management personnel to participate in specialized training on energy conservation and environmental protection deepening year programs, enhancing management personnel's energy conservation management capabilities, and actively advocates for energy conservation awareness through various promotional activities. Through the release of the "2025 Energy Conservation and Carbon Reduction Work Plan," the Group has driven hospitals to complete the construction of energy conservation and carbon reduction institutional systems, covering energy conservation target management systems, equipment energy-efficient operation procedures, equipment inspection and maintenance systems, energy use management systems, energy conservation assessment management methods, and energy conservation incentive and penalty mechanisms.

### Water Resource Management

Universal Medical strictly complies with the "Water Law of the People's Republic of China" and other laws and regulations. The "Environmental Protection Supervision and Management Measures" specifies requirements for water resource management and conservation. The Group actively promotes water conservation awareness among all employees, regulates water use behavior, prevents wasteful practices such as running water, and regularly conducts water consumption statistics and analysis to continuously improve water resource utilization efficiency. In addition, the Group's daily water supply is primarily sourced from municipal water supply networks, and therefore there are no difficulties in obtaining water sources.


### Paper and Materials Management

All employees of Universal Medical follow the principle of paper conservation, encouraging and promoting paperless office practices. Leveraging the Group's centralized procurement platform, the Group vigorously promotes electronic full-process procurement. Informal documents are printed and copied on both sides to reduce paper consumption. Furthermore, the Group advocates that all units prevent excessive use of various materials to reduce environmental pollution.




## Waste and Pollutant Management

Universal Medical complies with the "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste," the "Standard for Pollution Control on Hazardous Waste Storage," and other relevant laws and regulations. The "Environmental Protection Supervision and Management Measures" formulated by the Group establishes clear and strict provisions for medical waste, solid and liquid waste, and other types of waste. During the reporting period, no emissions violation incidents occurred across the Group.




### Hazardous Waste Management

Most of Universal Medical's subordinate units are medical institutions, with hazardous waste primarily consisting of medical waste. Subordinate units have entered into disposal agreements with licensed hazardous waste disposal entities in their respective localities. Generated medical waste is stored in temporary medical waste storage rooms and disposed of by the disposal company within a 48-hour timeframe.




### Non-Hazardous Waste Management

Universal Medical's subordinate units have entered into disposal agreements with local departments responsible for non-hazardous waste management for the removal and processing of non-hazardous waste. For hazardous and non-hazardous waste generated at the Group headquarters office, a comprehensive waste sorting and recycling management system has been implemented to ensure that all waste is properly classified and compliantly disposed of, effectively reducing environmental impact.



### Wastewater Management

All medical institutions under Universal Medical strictly comply with the "Water Pollution Prevention and Control Law" and related standards. Each institution is equipped with a sewage treatment station, ensuring 100% compliance of wastewater discharge with the "Discharge Standard of Water Pollutants for Medical Institutions" through online monitoring, third-party professional sampling and testing, and self-monitoring. The Company ensures lawful and compliant discharge through signing safety and environmental quality responsibility agreements and regular supervision and follow-up of wastewater data. During the reporting period, no water pollution incidents occurred.



### Waste Gas Management

Medical institutions under Universal Medical comply with the "Atmospheric Pollution Prevention and Control Law" and relevant legal standards, implementing strict monitoring and assessment mechanisms, and regularly commissioning third-party comprehensive testing to ensure compliant waste gas emissions.



## Risk Management

### Energy Use and Energy Conservation Management

The Group's daily operational energy use primarily comes from electricity consumption in office premises and hospitals, as well as fuel consumption of official vehicles. To effectively reduce energy consumption, the Group has adopted a series of energy conservation measures in daily office operations and hospital management, including:

- Prioritizing the procurement of energy-efficient appliances, gradually phasing out high-energy-consuming lighting and replacing them with energy-efficient fixtures;
- Maximizing the use of natural light in offices and public areas when natural lighting is sufficient, minimizing or avoiding the use of artificial lighting;
- Employees are required to turn off lighting, computers, printers, copiers, and other electrical equipment when leaving, implementing a 'lights off when leaving' policy, with comprehensive checks to confirm all electrical equipment is properly shut down;
- Prioritizing energy-efficient equipment and facilities during office renovation and refurbishment, with clear energy conservation signage;
- Setting air conditioning temperatures reasonably and keeping air conditioning turned off when areas are unoccupied;
- Maintaining standardized driving practices, conducting timely maintenance to reduce abnormal wear of vehicle components, and striving to reduce fuel consumption;
- Encouraging walking, cycling, or use of public transportation such as metro and buses for short-distance commuting and travel;
- Strengthening energy conservation and carbon reduction management, establishing smart hospital operations management platforms, and advancing energy conservation retrofits and energy management;
- Promoting innovation in energy conservation and carbon reduction technology applications, and strengthening the professional talent team for energy conservation and carbon reduction.

In addition, the Group has actively organized its affiliated XD Hospital, Xi'an Aero Hospital, Pangang Group Hospital, MCC5 Hospital, MCC19 Hospital, and Pangang Chengdu Hospital to purchase green electricity from third-party electricity retailers to reduce electricity costs and achieve energy conservation and emissions reduction.

#### Case | Xichang Hospital Implements Rooftop Photovoltaic Project, Promoting Efficient Energy Recycling and Utilization

The rooftop solar photovoltaic power generation system on Xichang Hospital's L-shaped medical technology building has been put into operation, becoming a model case of clean energy application within the Group. The project makes full use of idle rooftop space, with photovoltaic panels covering a total of 550 square meters, achieving efficient composite utilization of land and building resources. The system's annual power generation is approximately 100,000 kWh, effectively replacing traditional energy sources, equivalent to saving approximately 12 tonnes of standard coal and reducing corresponding carbon emissions. In terms of operational model, the system adopts a self-generation and self-consumption approach, significantly reducing operational costs while meeting part of the hospital's electricity needs, achieving unity of environmental and economic benefits.



Xichang Hospital L-shaped medical technology building rooftop solar photovoltaic power generation system

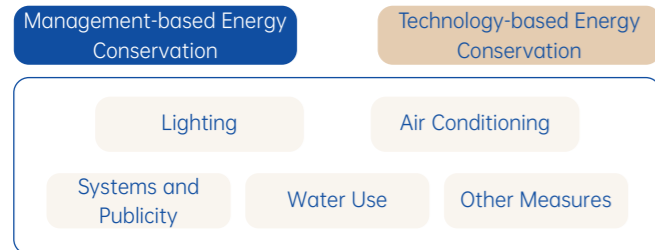
**Case | XD Hospital Underground Parking Lighting Energy-Saving Renovation**

To solidly advance energy conservation and green operations, XD Hospital carried out specialized optimization of the lighting system in the underground parking lot and the east corridor of the new building. The hospital adopted a refined control scheme of selectively removing fixtures on an alternating basis in different zones based on on-site lighting requirements, improving energy utilization efficiency while ensuring lighting effectiveness and safety.

This renovation removed 16 units of 40W fixtures and 121 units of 30W fixtures. According to calculations, the project can save 102.48 kWh of electricity per day, 3,074.4 kWh per month, and a cumulative 37,405 kWh per year, effectively reducing operational energy consumption and costs. The renovation practices green low-carbon principles through concrete action, continuously advancing the construction of resource-conserving hospitals.

**Case | Universal Medical Organizes Hospital Energy Conservation Management Special Campaign**

In July 2025, based on the actual conditions of each hospital, Universal Medical issued an energy conservation management measures checklist (covering dozens of management energy-saving and technical energy-saving measures) and carried out energy conservation inspection and guidance work at Xi'an-area hospitals (XD Hospital, Xi'an Aero Hospital, Beihuan Hospital, Xi'an Hospital, Xianyang Caihong Hospital, Xianyang Hospital, No. 408 Factory Hospital) as well as Yangmei General Hospital, Yantai Harbour Hospital, and MCC17 Hospital, advancing energy conservation management at each hospital.



**鞍钢集团总医院能源管控措施 Tips**

**一、管理节能措施**

医院应根据以下沟通确认的管理节能措施落实执行，医院建设后勤事业部将组织不定期的巡检和抽查，现场如发现未执行到位的措施，将公开通报并限期整改。

现场检查说明：无特殊说明情况下，按照 tips 单要求进行检查；经沟通确认后与 tips 单要求不一致的，按照沟通确认后的具体措施进行检查。

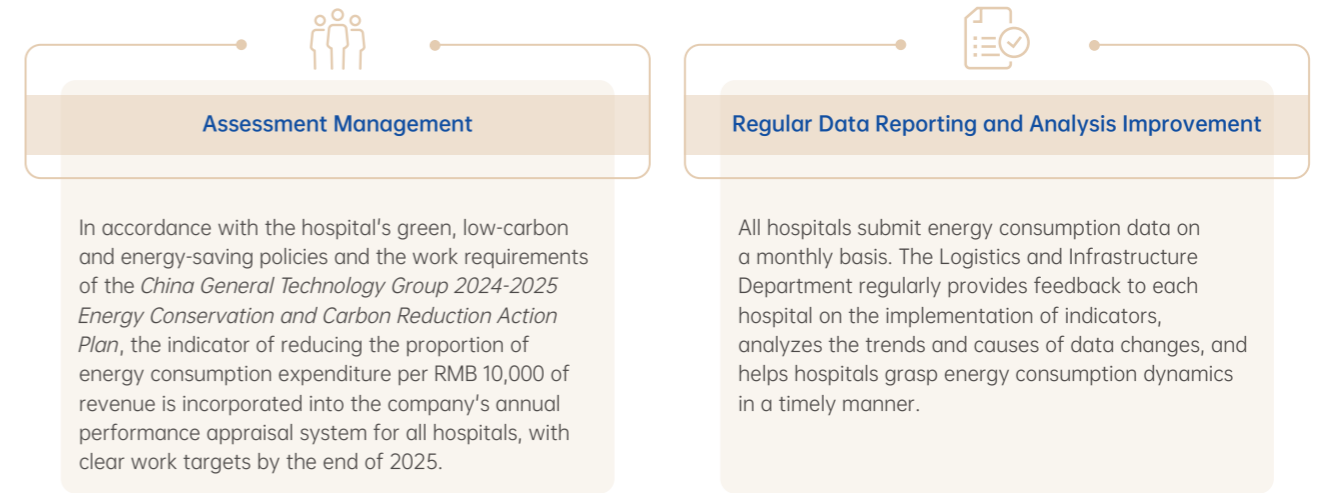
**(一) 照明**

1. 白天充分利用自然光源进行日常工作，靠窗的走廊、病房、办公室等房间非必要不允许开启照明(若具备条件,可通过切断配电箱处照明断路器实现)。

**沟通确认措施：已经按措施执行，照明巡查情况，医院应按附表 1 填写巡查记录表，作为检查依据。**

**Energy Conservation and Carbon Reduction Monitoring, Statistical Reporting and Assessment System**

Universal Medical formulates annual energy conservation and carbon reduction special assessment targets at the beginning of each year, incorporating energy conservation and carbon reduction requirements into the core content of safety, environmental protection, and quality responsibility agreements, signing individual responsibility agreements with each subordinate unit, specifying responsible parties, assessment standards, and work requirements. The Group conducts regular quarterly supervision and inspection, urging all units to submit energy consumption statistics and environmental management data accurately and on time, ensuring that data is authentic, complete, and traceable, and consolidating the data foundation for energy conservation and carbon reduction work.



**Green Technology Renovation and Circular Utilization**

Universal Medical has built a unified smart operations management platform, completing the Group-level platform deployment while advancing the hospital-level platform construction at two pilot hospitals: Ansteel Group Hospital and MCC Shanghai Hospital. Upon completion, the platform will enable real-time monitoring, intelligent scheduling, and refined management of energy consumption through IoT and AI algorithms, comprehensively upgrading the digitalization level of logistics energy management.












**Case | Geothermal Heat Pump Energy-Saving Practice at Yanghu Campus of No.17 Metallurgical Hospital**

The Yanghu Campus of No.17 Metallurgical Hospital has adopted a geothermal heat pump system. Compared with traditional energy solutions, the system is expected to save approximately RMB 800,000 in annual energy consumption costs, with an energy efficiency rate of up to 40%.

## Green Building Renovation

Universal Medical fully applies sustainability principles in hospital design, with specific green building design measures including:

-  Converting underground parking lighting to radar-sensing lights that brighten when vehicles approach and dim when they leave;
-  Replacing campus road lights with solar-powered light-controlled fixtures;
-  Adding energy-saving controllers to air conditioning terminals for remote control, with logistics departments uniformly setting temperature locks on air conditioning remotes;
-  Replacing old windows and doors with poor air-tightness with double-glazed thermally-broken aluminum frames to reduce heat transfer losses;
-  Timely replacing aging, high-energy-consuming equipment such as air conditioners, boilers, water heaters, and washing machines, prioritizing Class I energy-efficiency certified equipment in procurement. Split-type air conditioners operating beyond 8 years are replaced in batches. Old boilers and heat exchange equipment undergo energy-efficiency retrofits or replacement.
-  Implementing staggered and multi-circuit control for public area lighting to avoid simultaneous on/off switching;
-  Installing variable frequency drives for central air conditioning circulation pumps;
-  Adopting green energy-efficient systems for new construction projects, utilizing ground-source heat pump systems for cooling and heating where conditions permit;
-  Retrofitting exterior wall insulation to improve building thermal insulation performance;

## Water Conservation Measures

The Group's daily water supply is primarily sourced from municipal water supply networks, and there are no difficulties in obtaining water sources. The Group encourages employees to conserve water in daily work. Key water conservation measures include:




-  Gradually replacing faucets and sanitary fixtures in office areas with water-saving devices, preventing dripping, leaking, and running water.
-  Regularly inspecting water facilities for dripping, leaking, and running water, and promptly arranging repairs.
-  Monitoring daily washing water consumption and avoiding the use of high-pressure water for vehicle cleaning.

To ensure the accuracy and transparency of water consumption accounting and performance data, the Group has engaged a qualified independent third-party organization for verification. In addition, the Group regularly reviews current water resource management practices and improvement plans, identifies potential areas for improvement, and continuously optimizes water management strategies to enhance overall environmental performance.

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Case | Pangang Chengdu Hospital Water Conservation Practice

Through analysis of Pangang Chengdu Hospital's energy consumption data, abnormal water consumption was identified. In mid-August 2025, the hospital conducted a comprehensive inspection of the outdoor pipeline network across the entire campus, discovering a leakage point. After excavation and repair, the hospital's water consumption decreased by approximately 16% in the following month.



Water Consumption by Month



Month	Water Consumption (t)
2024.01	2383
2024.03	~1500
2024.05	~1500
2024.07	~1500
2024.09	~1500
2024.11	~1500
2025.01	~1500
2025.03	~1500
2025.05	835
2025.07	~1500

## Communication and Consultation on Pollution Emissions and Waste Management

Universal Medical attaches great importance to multi-party collaboration on environmental and health-related work. The Group conducts multi-channel, regular communication and consultation with employees, suppliers, and other key stakeholders on pollution emissions management, waste management, and potential health risk identification and prevention and mitigation measures related to these processes. Through cooperation agreement stipulations, training, and awareness campaigns, the Group clarifies the responsibilities and collaboration requirements of all parties, and promotes the implementation of relevant management standards and prevention and control measures.

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Case | MCC Shanghai Hospital 2025 Shanghai "Zero-Waste City Cell"

MCC Shanghai Hospital implemented refined medical waste classification management, establishing specialized treatment processes and disposal methods for five major categories of waste — infectious, pathological, sharps, pharmaceutical, and chemical waste — to ensure waste reduction. Since implementing the classification management system, the total volume of medical waste has been reduced by 35%, with service costs correspondingly reduced by 35%. Furthermore, through digitalization and intelligent methods, the hospital implements full lifecycle management of waste covering "collection-storage-disposal," promoting the reduction, resource recovery, and harmless treatment of medical waste. The related operating costs have been reduced by 20%-30%, enhancing hospital operational efficiency and sustainable development capabilities.



### Wastewater Management and Emissions Reduction Measures

Each medical institution under the Group is equipped with a sewage treatment station, strictly complying with relevant national laws, regulations, and standards through online monitoring facilities, third-party professional sampling and testing, and self-sampling and testing to ensure compliant pollutant discharge. During the reporting period, no water pollution incidents occurred throughout the year.

## Metrics and Targets

### Energy Consumption

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value	2025 Target
Total Energy Consumption	Tonnes of Standard Coal Equivalent (tce)	10,085.32	15,456.98	14,525.98	20,883.40	/
Energy Consumption Intensity	tce/person	0.50	0.73	0.63	0.88	0.883
Total Direct Energy Consumption	Tonnes of Standard Coal Equivalent (tce)	2,146.50	2,022.90	1,702.70	2,286.33	/
Direct Energy - Natural Gas Consumption	Cubic Meters	824,671.88	680,163.82	599,814.00	656,152.53	/
Direct Energy - Gasoline Consumption	Liters	268,330.76	236,566.46	230,940.20	83,792.308	/
Direct Energy - Diesel Consumption	Liters	201,841.64	180,265.82	103,739.9	130,559.78	/
Direct Energy - Coal Gas Consumption	Cubic Meters	1,632,212.35	1,955,018.04	1,956,120	2,001,950	/
Direct Energy - LPG Consumption	Kilograms	14,250	12,750	13,380	12,960	/
Total Indirect Energy Consumption	Tonnes of Standard Coal Equivalent (tce)	7,938.82	13,434.08	12,823.28	18,597.07	/
Indirect Energy - Heat Consumption	GJ	63,404.12	84,335.06	84,807.05	107,393.81	/
Indirect Energy - Electricity Consumption	kWh	47,003,595	85,909,349	80,713,287	121,521,075	/
Renewable Energy Consumption	Tonnes of Standard Coal Equivalent (tce)	/	/	7.72	11.52	/
Renewable Energy Consumption Ratio	%	/	/	0.05	0.05	0.05

### Water Resource Management

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value	2025 Target
Total Water Consumption	Megaliters	2,943	2,706.85	3,059.15	2,492.06	/
Water Consumption Intensity	Megaliters per Person	0.15	0.13	0.13	0.10	0.12
Fresh Water Consumption	Megaliters	/	/	3,058.93	2,491.75	/
Recycled Water Consumption	Megaliters	/	/	0.216	0.314	/

### Packaging and Materials Management

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Materials/Packaging Usage	Kilograms	/	71,292.08	69,660.43	58,760.21
Non-Renewable Materials/Packaging Usage	Kilograms	/	6,775.49	17,544	13,632
Renewable Materials/Packaging Usage	Kilograms	/	64,516.59	52,116.43	45,128.21
Recycled Materials/Packaging Ratio	%	/	90	75	77
Toxic/Hazardous Materials/Packaging Usage	Kilograms	/	0	0	0
Materials/Packaging Consumption Intensity	kg/person	/	3.8	3.04	2.47

### Waste Management

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Total Non-Hazardous Waste Generated	Kilograms	9,163,038.58	10,539,609.13	10,847,603.23	9,631,693
Non-Hazardous Waste Breakdown - Office Paper Usage	Kilograms	202,980.65	220,701.26	240,376.87	187,676.24
Total Hazardous Waste Generated	Kilograms	2,008,796.8	1,855,916.25	1,852,098.01	1,838,340.4
Hazardous Waste Breakdown - Used Ink Cartridges	Kilograms	4,816.09	5,644.75	5,924.7	3,683.5
Hazardous Waste Breakdown - Used Batteries	Kilograms	1,883.01	2,285.01	2,927.03	1,939.31
Hazardous Waste Breakdown - Used Fluorescent Tubes	Kilograms	1,356.39	1,541.5	2,246.28	1,478.3
Hazardous Waste Breakdown - Medical Waste	Kilograms	2,000,741.31	1,846,444.99	1,841,000	1,831,239.3
Total Hazardous Waste Disposed	Kilograms	2,008,796.8	1,855,916.25	1,852,098.01	1,838,340.4
Total Non-Hazardous Waste Disposed	Kilograms	9,163,038.58	10,539,609.13	10,847,603.23	9,631,693
Total Solid Waste Recycled/ Reused	Kilograms	23,030	27,546	27,491	27,312

Wastewater Discharge Management

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Wastewater Discharge Volume	Metric Tonnes	2,162,192.37	2,613,853.25	2,909,801.00	2,397,362.95

Air Pollutant Emissions Management

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Air Pollutant Emissions Volume	Kilograms	/	3,143.08	27,765.85	23,661.12
NO <sub>x</sub> Emissions	Kilograms	/	1,332.41	172.90	133.90
SO <sub>2</sub> Emissions	Kilograms	/	10.00	7.31	10.00
PM Emissions	Kilograms	/	48.77	407.78	387.69
CO Emissions	Kilograms	/	1,751.90	27,177.86	23,129.53

# Building an Evergreen Future Together

## Strategy and Governance

### Biodiversity Conservation Plans and Policies

Universal Medical attaches great importance to the sustainability of the ecological environment and actively conducts biodiversity conservation efforts. The Group regularly communicates with stakeholders on biodiversity issues and plans to organize biodiversity risk assessments. The Group's subordinate units are primarily medical institutions, and there have been no instances of operations conducted near sites of global or national biodiversity significance, with a commitment to avoiding such situations.

## Risk Management

### Biodiversity Risk Assessment and Response

Universal Medical's subordinate institutions are primarily medical and elderly care facilities, with relatively low impacts on biodiversity and ecosystems from operations. As of the end of the reporting period, the Group has not yet undertaken biodiversity conservation or ecosystem compensation and enhancement projects. The Group will continue to monitor and deepen its exploration and practices in this area.

### Biodiversity Conservation Projects and Measures

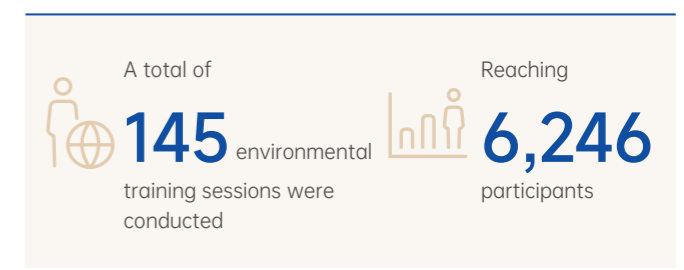
The MCC17 Hospital Yanghu New Campus construction project is adjacent to the Yanghu Ecological Zone. The project site is designated as medical and health land in the Maanshan city master plan, complying with both the overall urban plan and the ecological environmental protection plan requirements. Thorough technical feasibility studies have been completed and all relevant approval procedures fulfilled, ensuring the construction process is fully lawful and compliant. During the project implementation phase, the environmental sensitivity of the adjacent ecological zone was fully considered: during the design phase, an ecological baseline survey was conducted and sensitive areas were avoided; during the construction phase, the "Three Simultaneities" requirements were strictly implemented, with stringent controls on wastewater and pollutant discharges, proper ecological restoration and maintenance, and maximum effort to minimize the impact on the surrounding ecology and existing biodiversity.

### Environmental and Natural Resource Impacts and Response Measures

The Group's subordinate units are primarily medical institutions, with no significant impact on the environment and natural resources. The Group strictly controls the potential negative environmental impacts of ongoing construction projects. For construction projects in progress, the Group strictly complies with national and local standards for pollutant discharge, fully implementing environmental protection management for construction projects. During the preliminary design phase of construction projects, environmental protection chapters are prepared in accordance with environmental protection design standards, implementing pollution prevention and ecological protection measures along with environmental protection facility investment estimates. During construction, clean production processes with low energy and material consumption and minimal pollutant generation are adopted, with rational utilization of natural resources and implementation of green civilized construction measures to prevent environmental pollution and ecological damage. Low-noise construction machinery and equipment are used, construction hours are strictly controlled, and active communication with neighboring community residents is maintained to minimize construction noise impact. Renovation, expansion, and technology upgrading projects adopt measures to address pre-existing environmental pollution and ecological damage associated with the projects. During the reporting period, the Group did not experience any incidents where its production and operational activities caused significant impacts on the environment and natural resources.

### Environmental Training and Awareness Campaigns

To thoroughly implement the major decisions and deployments of the CPC Central Committee and the State Council on ecological civilization development, and to solidly advance the Group's tasks related to Beautiful China construction and energy conservation and carbon reduction, the Group conducts environmental training through a combination of online and offline formats. During the reporting period, a total of 145 environmental training sessions were conducted, reaching 6,246 participants.



Universal Medical actively responds to national calls, deeply practicing energy conservation, emissions reduction, and sustainability principles, and comprehensively strengthening environmental management. During the reporting period, the Group thoroughly implemented the requirements of Genertec Group's "Notice on Conducting 2025 National Energy Conservation Awareness Week and National Low-Carbon Day Activities," leveraging the 2025 National Energy Conservation Awareness Week and National Low-Carbon Day as important opportunities to effectively conduct a series of activities, consolidating employees' green development awareness. Various units under Universal Medical actively participated in energy conservation and emissions reduction efforts, creating a positive atmosphere of full participation and collective governance.

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Case
Organizing Employees to Attend "Energy Conservation and Efficiency Enhancement, Low-Carbon Green Action" Energy Conservation Awareness Week Specialized Training Class and Watch Energy Conservation Public Welfare Film

Universal Medical organized personnel from the Safety and Quality Supervision Department, Hospital Construction and Logistics Business Division, and relevant staff from all affiliated hospitals to attend the Energy Conservation Awareness Week specialized training class organized by Genertec Group, systematically studying China's "15th Five-Year Plan" carbon emission dual-control system construction and energy conservation and environmental protection-related knowledge, helping to enhance frontline management personnel's energy conservation and environmental protection work capabilities. Additionally, employees at the headquarters and affiliated hospitals were organized to watch the public welfare promotional film of the National Government Agencies Energy Conservation Week "Energy Conservation and Efficiency Enhancement, Renewal-Led - 2025 National Energy Conservation Awareness Week Public Institution Energy Conservation Specialized Promotional Activity" by the National Government Offices Administration, learning relevant low-carbon knowledge.




## Metrics and Targets

### Environmental Training and Public Welfare

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Total Environmental Protection Investment	RMB 10,000	1,225.88	1,586.02	1,588.60	2,103.76
Environmental Training Sessions	Sessions	/	160	149	145
Environmental Training Participants	Person-times	/	6,485	6,319	6,246
Environmental Training Investment	RMB 10,000	11.98	14.73	12.19	11.76
Environmental Charity Events Organized/Participated	Sessions	/	26	22	27
Employee Participants in Environmental Charity Events	Person-times	/	1,242	1,121	2,036
Environmental Charity Investment	RMB 10,000	4.4	17.1	8.4	7.5

### Green Finance

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Green Bond Issuance Volume	RMB 100 Million	/	14.68	24.77	20.6
Green Credit Volume	RMB 100 Million	/	14.88	70.53	8.4

# 02

## In Harmony with Employee Growth

Universal Medical consistently upholds a people-oriented philosophy, positioning employee empowerment as the core driver of corporate development, continuously strengthening employee rights protection mechanisms, refining career development support systems, and building a solid foundation for occupational health and safety. By fostering a fair, respectful, and inclusive work environment, we effectively transform talent advantages into momentum for high-quality development, facilitating the synergistic enhancement of employee value and corporate vision.

### Material Issues Addressed

- Occupational Health & Safety
- Labor Practices and Rights Protection
- Training and Development Empowerment
- Compensation and Tax Transparency



# Equality, Respect, Openness and Transparency

## Strategy and Governance

### Compliant Employment

Universal Medical deeply recognizes that compliant employment is key to building a solid talent foundation. The Group strictly complies with the "Labor Law of the People's Republic of China," the "Labor Contract Law of the People's Republic of China," the "Regulations for the Implementation of the Labor Contract Law," the "Criminal Law of the People's Republic of China," the "Law on the Protection of Minors," and the "Provisions on the Prohibition of Child Labor," and has formulated the "Regulations on Recruitment and Employment of Headquarters Personnel." The Group firmly upholds the principles of demand orientation, job responsibility, and openness, fairness and equity in recruitment. We prohibit all forms of child labor, forced labor, and delayed wage payment. During the reporting period, no incidents of recruitment or employment of child labor occurred, the labor contract signing rate was 100%, and social insurance coverage was 100%.



If any irregularities are discovered during the employment process, we will take timely action to stop them in accordance with regulations. If during the pre-employment background check, it is found that the candidate has falsified educational qualifications or significantly misrepresented work experience, the candidate's pre-employment check will be deemed unsatisfactory, and the hiring approval or onboarding plan will be immediately terminated.

### Labor Practices

The Group consistently upholds a "people-oriented" philosophy, striving to create a fair, transparent, and secure work environment for employees. In terms of work hours, the Group implements a standard working hour system in accordance with the law, arranging a daily work schedule of 8 hours and ensuring employees enjoy full weekend rest, effectively safeguarding employee physical and mental health and work-life balance. The Group has established a comprehensive overtime compensation mechanism to fully respect the labor value of employees, providing flexible compensatory leave options for overtime on rest days, and strictly calculating overtime pay at 1.5x to 3x of the basic salary in accordance with national legal requirements, ensuring every contribution by employees receives fair compensation. Furthermore, the Group places great importance on the long-term wellbeing of employees, strictly implementing the paid annual leave system, whereby employees who have worked continuously for 12 months are entitled to paid annual leave under the law, encouraging a healthy work-life balance through institutional safeguards.

## Risk Management and Targets

### Human Rights Due Diligence Process

Universal Medical follows the United Nations Universal Declaration of Human Rights, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, the International Labour Organization Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, and the Responsible Business Alliance Codes of Conduct, among other internationally recognized human rights policies. The Group supports and complies with international labor and human rights standards and authoritative global standards, and has formulated a "Human Rights Policy" covering all stakeholders including the Group itself, its supply chain, partners, and joint ventures. We actively foster an inclusive and diverse work environment, eliminating all forms of discrimination and bias, ensuring that employees of different genders, ages, races, and religious beliefs can thrive in a fair environment.

## Human Rights Protection Commitments by the Group\*



\*The above human rights commitments apply to requirements for our own operations (employees, direct activities, products and services), suppliers and partners

We regularly conduct human rights due diligence, systematically reviewing risk maps covering risks in our own operations, risks in value chain or business-related activities, risks in new business relationships (mergers, acquisitions, joint ventures), and potential issue risks, to proactively identify and assess potential impacts and risks related to respect for human rights, with particular emphasis on issues related to vulnerable groups such as women and children.

### ■ Anti-Discrimination, Anti-Harassment and Anti-Violence

Universal Medical clearly stipulates to all employees that discrimination, harassment and violence are all violations of regulations. The Group has formulated internal regulations including the *Personnel Recruitment Management Measures*, *Mid-to-Senior Level Talent Recruitment Management Measures*, *Labor Contract Management Measures* and *Integrity and Compliance Manual*, clearly specifying anti-discrimination, anti-harassment and anti-violence requirements in the code of conduct.

The Group has clarified workplace conduct standards in its management systems, adopting a strict zero-tolerance stance against all forms of harassment. In accordance with the Group's *Employee Disciplinary Action Management Measures*, acts such as insulting, intimidating, humiliating, slandering, assaulting, retaliating against colleagues, as well as spreading false information, creating conflicts and other acts that undermine unity are all classified as violations. Meanwhile, acts such as idling at work, inciting others to do so, gathering crowds to make trouble and disrupting normal work are also explicitly prohibited. For the above circumstances, the Company will issue warnings, demerits or even dismissal depending on the severity. In addition, Article 37 of the Measures also stipulates that employees who violate national laws and regulations and receive administrative penalties or are found guilty of crimes will also face severe disciplinary sanctions.

The Group's *Employee Disciplinary Action Management Measures* sets out clear provisions for handling misconduct such as verbal abuse, intimidation, humiliation and assault, and establishes a zero-tolerance policy for discrimination. Upon discovery of violations or illegal and disciplinary acts, department heads shall immediately submit written reports to the relevant functional departments in accordance with disciplinary procedures, carry out verification, investigation, disciplinary action and other related work, and publicly criticize violating employees and announce disciplinary results through the Group's intranet, office email and other channels based on actual circumstances. During the reporting period, no incidents of discrimination, harassment or violence occurred within the Group.

### ■ Freedom of Association and Collective Bargaining

During the reporting period, the proportion of employees covered by the Group's trade union or collective bargaining agreements was 100%.

## Embracing Diversity, Progressing Together

### Strategy and Governance

#### ■ Workforce Diversity and Employee Communication

The Group's *"Regulations on Recruitment and Employment of Headquarters Personnel"* clearly establishes guiding principles of openness, fairness, and equity. Recruitment activities follow principles of information transparency, procedural fairness, and standards-based equity, with no regional bias and adherence to gender equality. Furthermore, the Group respects employees' right to express their views, promoting the exchange and interaction of diverse perspectives, enabling employees to genuinely feel that their value is recognized, and enhancing their sense of belonging and participation.

#### ■ Employee Rights Protection and Care Assistance

Universal Medical has formulated the "Management Measures for Assisting Employees in Difficulty," establishing a system-wide information database of employees in difficulty. For employees hospitalized due to illness, Universal Medical provides comfort payments as a form of care and support; for employees in difficult circumstances, the Group conducts outreach surveys and visits. In addition, the Group actively practices employee care by regularly organizing "Family Day" activities, extending the Company's care for employees from individuals to their families, helping employees balance work and family life, and enhancing their sense of happiness and belonging.

### Risk Management and Targets

#### ■ Discrimination and Harassment Incident Reporting Procedures and Corrective Measures

The Group's *"Employee Disciplinary Action Management Measures"* clearly defines the reporting procedures and processes for violations. Upon discovering any violation, illegal, or disciplinary behavior, department heads immediately submit written reports to the relevant functional departments in accordance with the disciplinary procedures, initiating verification, investigation, and disciplinary action. Depending on the circumstances, violating employees may be publicly criticized through the Group's intranet or office email, with disciplinary results announced and publicized in the relevant Party branch or branch committee. During the reporting period, no discrimination incidents occurred within the Group.

Furthermore, we regularly conduct training for all employees on workplace discrimination and harassment, disseminating the *'Employee Disciplinary Action Management Measures'* across the Company. During the reporting period, anti-discrimination and harassment training coverage reached 100%.

#### ■ Employee Communication Channels and Feedback Mechanisms

Universal Medical respects employees' right to speak, promoting the exchange of diverse perspectives and enabling employees to genuinely feel that their value is recognized, enhancing their sense of belonging and participation. During the reporting period, the Company convened 4 employee representative meetings, deliberating on work reports and 5 issues closely related to employees' interests; conducted 5 management open days, where company leaders personally heard and responded to employee opinions and suggestions, smoothing democratic channels, strengthening employees' master status, and promoting the Company's healthy and harmonious development.



**Case | "I Want to Ask" Operates Effectively, Listening to Employees' Genuine Concerns**

"I Want to Ask" is a standing employee communication and feedback platform built by Universal Medical, offering employees multiple communication channels including suggestions, feedback, and supervisory complaints. Employees can conveniently participate by scanning QR codes, independently choosing anonymous or named submission methods, with topics covering all aspects of work and life. Collected suggestions go directly to company management, with relevant departments coordinating to advance solutions, and processing results periodically displayed to all employees in office areas.

Since its launch in May 2022, the platform has driven the resolution of hundreds of employee opinions and development suggestions, continuously optimizing work processes, improving office and workplace details, genuinely responding to employee concerns, respecting employee wisdom, and steadily enhancing employee sense of belonging and satisfaction, building an open, transparent, and trust-based internal communication mechanism and positive organizational atmosphere.



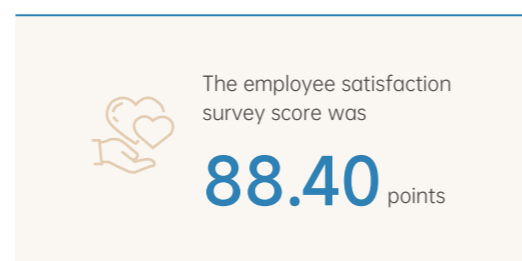
**Case | Universal Medical Holds Nursing Workers' Forum and Leadership Open Day Event**

On the occasion of the 114th International Nurses Day, on May 11, the Company held a nursing workers' representative forum and leadership reception day at XD Hospital. A Party Committee Member and Chief Accountant of the Company engaged in in-depth exchanges with over 20 nursing workers' representatives from affiliated hospitals, focusing on issues such as nursing personnel growth and career development, career advancement, care and support, and high-quality development of nursing work. Holiday greetings and sincere respect were extended to all nursing workers, fully recognizing their outstanding contributions to the Company's reform and development and healthcare services, responding to representatives' concerns on-site, and encouraging all nursing personnel to seize development opportunities, excel in their positions, and unite to contribute nursing strength to accelerating the construction of a world-class medical health enterprise."



**Employee Satisfaction Survey**

The Group conducts annual employee satisfaction surveys covering areas such as job satisfaction, clarity of work objectives, work happiness, and work stress. As of the end of the reporting period, the Group has conducted employee satisfaction surveys for 3 consecutive years. We also conduct employee satisfaction surveys across the medical business segment, and for units ranked lower, we develop specific improvement plans to continuously improve employee satisfaction. The Group has set an employee satisfaction survey target of 85 points, and during the reporting period, the employee satisfaction survey score was 88.40 points.



**Workforce Breakdown**

During the reporting period, the total number of female employees was 16,829, accounting for 70.74%; the total number of ethnic minority employees was 478, accounting for 2%; and the total number of employees with disabilities at headquarters was 34, accounting for 0.14%. The Group has set an annual target of over 70% for the proportion of female employees.

**Employee Structure**

Indicator	Unit	2025 Value	2025 Target
Total Employees	People	23,791	/
By Gender - Total Female Employees	People	16,829	/
By Gender - Total Male Employees	People	6,962	/
By Age - Total Employees Under 30	People	6,670	/
By Age - Total Employees Aged 30-50	People	13,209	/
By Age - Total Employees Over 50	People	3,912	/
By Employment Type - Total Contract Employees	People	17,090	/
By Employment Type - Total Dispatched Employees	People	5,224	/
By Education - Total Employees with Doctoral Degrees	People	54	/
By Education - Total Employees with Master's Degrees	People	1,718	/
By Education - Total Employees with Bachelor's Degrees	People	14,057	/
By Education - Total Employees with Associate Degrees or Below	People	7,962	/
By Work Region - Total Beijing Employees	People	1,516	/
By Work Region - Total Other Regions Employees	People	22,203	/
Other - Total Employees with Disabilities	People	34	/
Other - Total Party Members	People	4,352	/
Other - Total Foreign Employees	People	0	/
By Ethnicity - Total Ethnic Minority Employees	People	478	/
By Ethnicity - Total Han Employees	People	23,313	/
Proportion of Women in Management - Junior Management	%	53.91	50
Proportion of Women in Management - Middle Management	%	26.37	25
Proportion of Women in Management - Senior Management	%	28.57	25
Proportion of Women in Management	%	52.68	50
Proportion of Women in Management of Revenue-Generating Functions	%	51.01	50
Proportion of Women in STEM-Related Positions	%	34.21	25
Proportion of Ethnic Minorities in Management	%	1.88	1.5

### Employee Absence

Employee Absence Rate

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Absentee Rate	%	1.95	1.50	1.75	0.97
Absentee Rate Target	%	Below 3	Below 3	Below 3	Below 3

### Employee Turnover

Employee Turnover Rate

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Total Employee Turnover Rate	%	9.70	8.30	8.70	10.74
Voluntary Turnover Rate	%	0.27	2.37	5.77	6.35
Employee Turnover Rate by Age - Under 30	%	3.13	2.98	3.46	3.46
Employee Turnover Rate by Age - Aged 30-50	%	3.70	2.62	2.59	4.01
Employee Turnover Rate by Age - Over 50	%	2.96	2.74	2.63	3.27
Employee Turnover Rate by Gender - Male	%	2.00	2.00	3.16	3.35
Employee Turnover Rate by Gender - Female	%	6.00	5.00	5.51	7.39
Employee Turnover Rate by Region - Beijing*	%	10.40	11.87	10.01	7.89
Employee Turnover Rate by Region - Other Regions*	%	3.00	2.00	4.71	3.07

\* This statistic covers Universal Medical headquarters employees only.

## Enhancing Value, Leading Growth

### Strategy and Governance

#### Employee Compensation and Benefits

Universal Medical implements an equal pay for equal work policy, adhering to the principle of equal employment. The compensation system is not influenced by personal characteristics such as gender or age, and is regularly evaluated for continuous improvement and optimization to ensure alignment with corporate development strategy and external environment changes. Guided by performance and strategic priorities, the Group establishes effective compensation incentive and constraint mechanisms tailored to business and job responsibility differences. Compensation is linked to position value, performance contributions, and other factors, effectively motivating employees to enhance individual performance, encouraging teamwork, and promoting organizational efficiency improvement. Furthermore, we firmly believe that establishing a fair and equitable compensation management system is an important foundation for corporate sustainability and protecting employees' interests. We will continue to refine relevant policies and systems to create a fairer and more inclusive work environment for employees.

The Group strictly implements a standard working hour system and has formulated internal management systems such as the "Attendance and Leave Management Measures." By offering compensatory leave, paid annual leave, overtime compensation, and other arrangements, the Group helps employees find a balance between intense work and leisure life, striving to create an environment that balances work and life. Various employee support and benefit programs are provided, including paid maternity leave, paternity leave, nursing leave, parental leave, elder care leave, meal subsidies and complimentary dinners, supplementary medical insurance, business travel allowances, domestic assignment allowances, and other benefits. As of the end of the reporting period, the coverage of non-salary employee benefits was 100% (headquarters employees only).

#### Employee Incentives and Promotion

Universal Medical is committed to building a scientific and efficient compensation incentive mechanism. The "Compensation and Performance Management Measures" has been formulated, adhering to the principles of legal compliance and dynamic adjustment, external competitiveness and internal equity, and cost-benefit parity and responsibility-rights-benefit alignment. By fully referencing industry dynamics, market conditions, and position value, the Group aims to enhance salary competitiveness and attract outstanding talent. The Company continues to optimize internal promotion mechanisms, ensuring that employee compensation levels are linked to individual capabilities and performance, creating equal career development opportunities for both male and female employees. The incentive scope covers mid-to-senior management and core personnel. The medium-to-long-term incentive mechanism incorporates the Company's medium-to-long-term development goals as key assessment indicators, focusing on long-term and sustainable corporate development. The Group has also formulated an equity incentive plan.

In terms of promotion management, the Group has formulated and implemented management career development systems such as the "Position and Grade Management Measures (Trial)" and the Five-Level Operational Skills certification system, establishing management, professional, technical, and marketing career development tracks with corresponding grade systems, while improving cross-track transition mechanisms. Employees can achieve vertical promotions within their track based on performance, and can also pursue horizontal career development across different positions and tracks, creating diversified and multi-dimensional career development pathways that support employees and the enterprise in growing together.

#### Training and Development

The Group persists in strengthening management talent team building, constructing a stratified and categorized training landscape with four horizontal dimensions and N vertical professional track dimensions, continuously deepening the practice of "training management + training programs," strengthening the training system foundation, implementing the talent-powered enterprise strategy, and striving to build strategic high ground for talent development.

In addition, during the 2025 campus recruitment onboarding training period, the Group designed customized growth plans for new employees, implementing a dual-mentor system with growth mentors and departmental mentors. Through systematic on-the-job training and targeted guidance, campus-recruited new employees are helped to quickly integrate into teams, adapt to their positions, and steadily achieve career growth and capability enhancement.



Case

Universal Medical Implements "Wings Plan" Youth Cadre Development, Forging a High-Quality Professional Talent Team

Universal Medical deeply implements the talent-powered enterprise strategy, continuously building the "Wings Plan" youth cadre training program, creating a systematic growth platform for young talents. In July 2025, the Company successfully held the 5th Youth Cadre Training Class. The training focused on youth cadre capability enhancement and quality development, with clear requirements across five key areas: theoretical learning, Party commitment cultivation, thinking ability, comprehensive quality, and duty compliance and discipline adherence, guiding young cadres to strengthen political leadership, enhance professional capabilities, dare to take on responsibilities, and strictly observe discipline. Through systematic training and project-based practice, the program effectively enhances young cadres' comprehensive capabilities in political competence, scientific decision-making, reform and innovation, emergency response, and implementation, building a reserve of core talent and solidifying the talent foundation for the Group's high-quality development.



Case

Universal Medical Conducts "Escort Plan" Nursing Teaching and Research Teacher Capability Enhancement Training

The Group, with job competency as its core orientation, follows the "Nurse Competency Level Management Measures" to build a "Nursing Department - Head Nurse Supervisor - Head Nurse - Teaching and Research Teacher - Specialist Nurse" tiered empowerment system. Through "sending out, inviting in, and internal incubation," the "Escort Plan" has cumulatively empowered nearly 2,000 nursing personnel. Hospitals at all levels selectively sent nurses for advanced study at excellent hospitals including Peking Union Medical College Hospital, Beijing Hospital, Peking University People's Hospital, Beijing Chaoyang Hospital, Tsinghua Changgung Hospital, and Hefei BOE Hospital, integrating with internal medical institution training resources. A total of 97 nursing backbones were selected to enhance comprehensive capabilities, successfully cultivating four distinctive talent echelons - innovative, technical, managerial, and composite - providing core momentum for sustainable development of nursing services.



### Talent Attraction and Retention

Universal Medical has formulated the "Regulations on Recruitment and Employment of Headquarters Personnel," continuously building an open and diverse culture to attract talents from different regions with diverse professional backgrounds and rich experience.

We actively pursue talent retention efforts, taking a multi-pronged approach covering compensation and benefits, training and development, and employee communication to effectively attract and retain core talent and minimize employee turnover. In addition, the Group has revised and issued the "Employee Separation Management Measures" to safeguard the rights and interests of departing employees, providing transition assistance programs including severance compensation, outplacement support, retraining assistance, and other measures.

## Risk Management

### Type of Performance Appraisal

The Group has established a systematic performance management system that conducts regular employee performance evaluations on an annual, quarterly, and monthly basis, tailored to business characteristics and employee position differences. The Group comprehensively utilizes various performance management tools including management by objectives and key performance indicators (KPIs) to conduct performance management and evaluation, effectively stimulating employee motivation and promoting the achievement of the Group's overall strategic objectives.

#### Management by Objectives

Based on organizational development strategy and annual business objectives, the Group has established a performance objective management system encompassing second-tier institutions, middle management, and individual employees, effectively aligning and decomposing the Group's overall objectives. In the comprehensive evaluation of second-tier institutions and headquarters leadership teams, "institutional business performance targets" and "strategic decoding and key task completion" serve as evaluation indicators and account for a significant proportion of the overall comprehensive evaluation score.

#### Team-Based Performance Evaluation

The Group establishes team performance contracts and performance assessment systems, specifying the composition of team assessment indicators. Through performance evaluation and democratic assessment results, overall team performance results are comprehensively determined.

#### Regular Dialogue and Continuous Feedback

We have established an institutionalized performance feedback mechanism. At the organizational level, comprehensive evaluations of second-tier institutions include summary presentations, democratic assessments, and quantitative evaluations, with results promptly communicated and serving as important references for team building, organizational adjustments, and management personnel decisions.

The annual comprehensive employee performance evaluation program includes personal presentations, evaluations, performance feedback, and communication interviews. After performance evaluation results are released, department heads and direct supervisors are required to proactively conduct performance interviews with employees, providing feedback on evaluation results, identifying and discussing areas for improvement in daily work, and jointly developing work plans for the next period.

### Regular Performance Evaluation and Feedback Process

The Group has established a systematic and standardized performance evaluation and feedback mechanism to ensure that evaluations are objective and fair and results are effectively applied. For individual evaluation of headquarters employees, a multi-dimensional comprehensive evaluation involving both direct and indirect supervisors is implemented, covering work performance and job fulfillment, with results promptly communicated through system queries and performance interviews, enhancing evaluation objectivity and fairness. For headquarters departments and middle management, performance indicators, Party building work, and departmental management are scored with weighted averages, with department head evaluation results linked to departmental evaluation results, and deputy head evaluations combining departmental evaluation scores and competency assessment scores. Evaluation results serve as important references for management team building, supervision, and oversight. Second-tier institution evaluations adopt a combination of summary presentations, democratic assessments, and quantitative evaluations, with separate scoring and grading for leadership teams and leaders, and results applied to team building, organizational adjustments, and management personnel decisions, driving high-quality development of both the organization and talent.

## Metrics and Targets

### ■ Compensation Incentives

#### Compensation Incentives

Indicator	Unit	2025 Value
Employee Incentive Program Coverage* (Excluding Senior Management)	%	0.46
Employee Performance Appraisal Frequency	sessions/year	1

\*Employee incentive program coverage calculation: Number of incentive recipients in service at end of 2025 (excluding senior management) / Number of Universal Leasing employees at end of 2025 (excluding senior management)

### ■ Training Effectiveness

#### Employee Training

Indicator	Unit	2025 Value
Total Employees Trained	People	23,791
Total Employee Training Participants	Times	35,686
Total Employee Training Sessions	Sessions	83
Average Employee Training Duration	Hours	145.96
Average Training Hours by Age - Under 30	Hours	140
Average Training Hours by Age - Aged 30-50	Hours	160
Average Training Hours by Age - Over 50	Hours	160
Average Training Hours by Gender - Male	Hours	252
Average Training Hours by Gender - Female	Hours	252
Average Training Hours by Level - Frontline Employees	Hours	140
Average Training Hours by Level - Middle Management	Hours	218.57
Average Training Hours by Level - Senior Management	Hours	313.78
Average Training Hours by Region - Beijing	Hours	160
Average Training Hours by Region - Other Regions	Hours	252
Employee Training Ratio	%	100

Indicator	Unit	2025 Value
Employee Training Participation by Level - Senior Management	%	100
Employee Training Participation by Level - Middle Management	%	100
Employee Training Participation by Level - Frontline Employees	%	100
Employee Training Participation by Gender - Male	%	100
Employee Training Participation by Gender - Female	%	100
Total Training Investment	RMB	2,936,100
Average Employee Training Investment	RMB/person	123.41

### ■ New Hires and Internal Candidates

#### New Hires and Internal Candidates

Indicator	Unit	2025 Value
Annual New Hires	People	2,882
New Employee Ratio	%	12.11
New Hires by Age - Under 30	People	1,255
New Hires by Age - Aged 30-50	People	1,117
New Hires by Age - Over 50	People	510
New Hires by Gender - Female	People	1,904
New Hires by Gender - Male	People	978
New Hires by Level - Frontline Employees	People	2,871
New Hires by Level - Middle Management	People	15
New Hires by Level - Senior Management	People	0
New Hires by Region - Beijing	People	107
New Hires by Region - Other Regions	People	1,435
Proportion of Vacancies Filled by Internal Candidates	%	11.4

# Health, Wellbeing and Safety

## Strategy and Governance

### Occupational Health and Safety Management System

Universal Medical complies with the "Work Safety Law," the "Law on Prevention and Control of Occupational Diseases," and other Chinese laws, regulations, and standards. The Group has formulated the "Safety Production Supervision and Management Measures," "Quality Safety Standard Management Pathway," "Safety Production Standardization Guidelines," and "Safety Production Responsibility System," applicable to all of the Group's businesses/employees and contractors or individuals under Group supervision. The Group has established a Safety, Environmental Protection and Quality Committee to uniformly lead the organization's safety production and emergency management work. The Committee office is located in the Safety and Quality Supervision Department. Each year, "Safety, Environmental Protection and Quality Target Responsibility Agreements" are signed with all subordinate units, and the "Safety and Quality Supervision Department Performance Assessment Plan" is formulated, clearly defining occupational health and safety work objectives, responsibilities, and performance assessments.

We continuously standardize and refine occupational health and safety management systems, steadily improving the OHS management framework, and collaborating with employees in developing OHS policies and standards, ensuring that all employees can work in a healthy and safe environment.

### Emergency Response Plans and Safety Risk Graded Management

The Group has formulated the "Emergency Management Measures for Contingencies" and the "EHS Accident General Emergency Response Plan," clearly defining emergency response procedures for different contingency levels, emergency response termination, safety incident reporting, post-incident handling, and other requirements to prevent or mitigate major negative occupational health and safety impacts. Furthermore, we have established a robust dual prevention mechanism of risk grading control and hidden danger investigation, conducting year-end spot checks and on-site inspections. Subordinate units carry out safety risk identification and grading, develop control measures, and enter them into the Smart General Safety Production Integrated Information System.

### Employee Privacy and Security Protection

Universal Medical attaches great importance to employee privacy and security protection. In 2025, the Company revised the "Data Security Management Measures," implementing tiered and categorized data security management. For operational management data including human resources data, differentiated data security protection strategies were formulated, standardizing data usage at all levels and achieving classified and graded data protection. Combining data classification levels, user roles, and other factors, data access control strategies were developed, refining the granularity of data permission management to achieve precise data authorization. Internally, the focus is on strengthening data usage and O&M security controls; externally, the focus is on preventing risks such as bulk data leaks and data ransomware. By comprehensively utilizing security measures including O&M security auditing and data leak prevention, the Company ensures that internal data usage is properly authorized and external data publication follows strict protocols.

## Risk Management and Targets

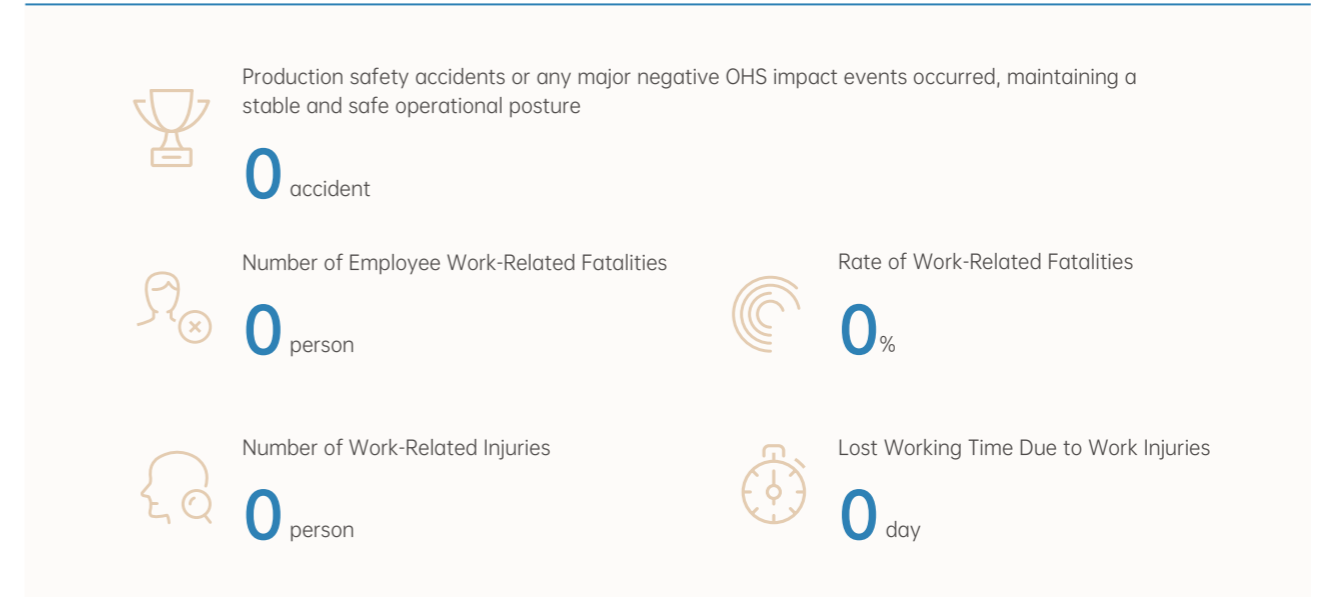
### Occupational Health and Safety Management System Certification

The Group's subsidiaries Healthcare Technology Co., Ltd, along with Casstar, Tuozhuang Healthcare, and ZTH Medical, have all obtained ISO 45001 Occupational Health and Safety Management System certification. We encourage all qualified subordinate units to actively pursue ISO 45001 system certification, continuously improving occupational health and safety management and building a solid foundation for employee health and safety.

### Identification and Assessment of Occupational Safety Risks and Sources

The Group conducts comprehensive safety risk identification and assessment, precisely screening and grading risks across work processes and equipment. Through regular safety training covering hidden danger investigation, emergency response, and other content, employee practical capabilities are enhanced. During the reporting period, no production safety accidents or any major negative OHS impact events occurred, maintaining a stable and safe operational posture. Our health and safety target is to maintain zero work-related injuries, zero work-related fatalities, and zero lost time due to work injuries.

## Key Performance



### Occupational Health and Safety Risk Communication and Prevention

On occupational health and safety matters, Universal Medical consistently places employee participation and consultation at the core. The Group has established comprehensive communication mechanisms ensuring that every employee can conveniently participate in OHS-related affairs. Through regular employee forums, dedicated feedback email addresses, and online surveys, the Group extensively collects employee views and suggestions on work environment, safety protection measures, and OHS training. At the same time, the Group requires that safety management agreements be signed or safety management requirements be clearly specified in contracts with all relevant parties.

### Employee Occupational Health and Safety Training

Universal Medical organizes subordinate units to conduct "Occupational Disease Prevention and Control Law" Awareness Week activities, "Safety Production Month" activities, and other OHS training programs in an orderly and effective manner. During the reporting period, 48 safety production open lecture and accident reflection sessions were held during "Safety Production Month," with 4,992 participants; 4,814 employees completed safety production specialized training courses through the "Xiaotong i-Learning" platform; 90 emergency drills were conducted, including 55 random emergency "pull exercises" at densely populated facilities involving 4,355 participants; 58 "Safety Awareness Consultation Day" events were held with 3,563 participants; and 2,963 employees watched "Find Hidden Dangers Around You Safety Training Camp" short videos and live broadcasts. During "Occupational Disease Prevention and Control Law" Awareness Week, subordinate units conducted 124 themed awareness sessions, distributed 8,800 promotional materials, reaching 18,149 people.



MCC5 Hospital conducting "Safety Production Month" safety training



Xianyang Caihong Hospital conducting "Safety Production Month" power distribution room emergency power outage drill

**Case | Promoting Emergency First Aid Knowledge, Enhancing Employees' Self-Rescue and Mutual Rescue Capabilities**

To enhance employees' emergency first aid knowledge and self-rescue and mutual rescue capabilities, and to master standardized and effective primary first aid skills in emergency situations, on the afternoon of December 10, the Group's trade union specially invited emergency first aid instructors from the Red Cross Society of China to conduct emergency first aid training for approximately 40 employees from all headquarters departments. The training focused on CPR theory explanation and hands-on practice, covering practical knowledge including CPR techniques, AED (Automated External Defibrillator) use, airway foreign body obstruction first aid, and special injury treatment. Combined with real cases, the importance of the 'golden time for first aid' was explained, with on-site demonstrations of standard operating procedures, effectively enhancing employees' emergency response and mutual assistance capabilities for unexpected incidents.



**Employee Health Checkups and Recreational Activities**

The Group places great importance on employees' occupational health and holistic wellbeing, building a comprehensive health assurance and cultural activity system. In terms of occupational health management, for positions with occupational disease hazard factors such as radiology departments in affiliated medical institutions, the Group strictly implements personal dose monitoring, regular workplace testing, and specialized training, and routinely organizes occupational health examinations to ensure employees' occupational health and safety. At the same time, the Group actively enriches employees' recreational and cultural life, regularly organizing basketball, soccer, ping-pong, and other sports interest group activities, and combining holiday celebrations with events for Women's Day, Youth Day, spring and autumn outings, family days, and various competitions, creating a healthy, positive, and harmonious team atmosphere that promotes employees' holistic development.

**Case | Conducting "Soaring with Spring" Women's Day Outing Activity**

To celebrate the 115th International Women's Day, on March 6, 2025, Universal Medical's trade union organized a "Soaring with Spring" Women's Day themed activity. Nearly 100 female employees from headquarters gathered under the spring sunshine, celebrating the holiday through spring outings, hand-painted kites, and dream launches, showcasing the vitality and grace of women in the new era.



**Case | Conducting "Walking Through Time Together, Warming Our Home" Employee Family Day Activity**

On November 1, 2025, to celebrate the 10th listing anniversary and express gratitude for employees' contributions and family support, Universal Medical's trade union held the 3rd "Walking Through Time Together, Warming Our Home" Employee Family Day activity. Nearly 200 employees and family members from headquarters and Beijing-based units participated. The activity featured ice-breaking games, farm animal interactions, handicraft experiences, parent-child competitions, and other enriching activities, building a warm communication bridge between the enterprise and employee families. It provided employees with dedicated family bonding time outside of work, strengthening family emotional bonds, while also promoting life-oriented exchanges among colleagues through family interactions, effectively strengthening team cohesion. The activity vividly embodied the Company's "Warming Our Home" cultural spirit, further enhancing employees' sense of belonging and happiness.



**Employee Health Checkups and Recreational Activities**

Indicator	Unit	2025 Value
Employee Health Checkup Coverage	%	100
Number of Employee Recreational Activities	Sessions	Above 140



# 03

## In Harmony with Serving the People

Universal Medical has always regarded serving the people as the core of responsible operations. We enhance healthcare accessibility by extending medical resources to underserved areas, build a caring service brand oriented toward patient needs, and achieve equitable sharing of quality resources through technology empowerment. Through responsible procurement practices, we build a green industry ecosystem. Through multi-dimensional practices, we transform our commitment to serving the people into development momentum, safeguarding public health with central SOE responsibility and contributing Universal Medical's strength to the Healthy China initiative.

### Material Issues Addressed

- Product Safety and Quality
- Healthcare Service Accessibility
- National Strategy Alignment
- Community Engagement and Social Contribution
- Data Security and Privacy Protection
- Information Disclosure and Stakeholder Engagement
- Customer Relations Management
- Responsible Supply Chain



## Forging Excellent Quality

Universal Medical consistently upholds the core philosophy of "Quality as Foundation, Responsibility as Soul," embedding quality excellence throughout the entire value chain of marketing governance, quality management, customer service, and operational assurance.

## Responsible Marketing

### Strategy and Governance

#### Responsible Marketing Oversight and Execution Bodies

Universal Medical has established a responsible marketing governance mechanism coordinated by functional departments including the Legal and Compliance Department, Audit and Risk Control Department, and Disciplinary Inspection Office. The Strategy and ESG Committee under the Board of Directors provides overall supervision of the formulation and implementation of responsible marketing policies and systems. Through the systematic establishment of a dual-layer supervision and execution management framework, compliance reviews and regular monitoring are conducted across all marketing processes including marketing planning, promotional campaigns, customer communication, and partnership fulfillment, ensuring that all marketing activities strictly comply with laws and regulations, regulatory requirements, and business ethics, practicing responsible marketing principles and ESG commitments within a lawful, compliant, honest, and transparent operational framework.

#### Marketing, Advertising and Sales Policies

Universal Medical has formulated and continues to refine a series of policies including the "Official WeChat Platform News Communication Management Measures," "Group Communication Platform Management Standards," and "Public Opinion Management Implementation Rules," building a comprehensive communication and marketing governance system covering all channels and processes. Through institutionalized management, the Group ensures the rigor, accuracy, and responsibility of external communications, preventing compliance risks at the source and effectively safeguarding the public's right to information.

We strengthen strategic brand narrative development, continuously elevating the depth of value communication. Centering on the positioning of "National Team for Central SOE Healthcare," we highlight responsibility, industry leadership, and high-quality development, demonstrating our mission of serving national strategy and safeguarding public health. Leveraging the "Medical-Industrial-Financial Collaborative Ecosystem" model, we systematically present the innovative practices and achievements of the three-dimensional collaboration of finance, industry, and healthcare, reinforcing our role as a health industry ecosystem builder and enabler. We integrate "Sustainability (ESG) Value" narratives into brand communication, conveying the enterprise's long-term commitment to environmental, social, and governance domains through concrete actions and outcomes, and shaping a responsible corporate citizen image.

### Risk Management

#### Responsible Marketing Audit/Control Procedures

To ensure the authenticity, accuracy, compliance, and consistency of external information releases, Universal Medical has established and strictly implements a three-review and three-proofing content control mechanism as the core internal control requirement for responsible marketing and brand communication.

The review process involves a three-tier layered review focusing on information authenticity, data accuracy, compliance risks, value orientation, and alignment with Group strategy and ESG commitments, building a quality defense line for information release. The proofreading process involves three-tier professional verification, checking text expression, formatting standards, punctuation, and factual details one by one, ensuring published content is rigorous, standardized, and error-free. The Group maintains traceable records of the entire three-review and three-proofing process, preserving complete records of reviewers, review opinions, modification records, and final approval results, forming a full-process accountability loop and standardized archival management, providing solid support for internal audits, supervisory inspections, and compliance management. Furthermore, the Group continuously conducts specialized responsible marketing training to enhance frontline institutions' brand building and responsible communication capabilities.

### Case | Xichang Hospital Building a Red Medical Responsibility Brand

Xichang Hospital deeply explores the red heritage of "Third Front Construction" and the medical service characteristics of multi-ethnic regions, building the "Red Medical Heritage Steward" and "Ethnic Health Guardian" responsibility brands, forming a widely influential grassroots medical practice model that fully demonstrates the social responsibility and historical mission of central SOE hospitals.



Xichang Hospital organizes training series to enhance hospital "promotional power"

## Quality Management

### Strategy and Governance

#### Quality Management System

Universal Medical places great importance on service quality and operational safety management, continuously improving quality control and emergency response systems to provide solid assurance for medical services, technical support, and customer services. The Group has formulated the "Quality Safety Standard Management Pathway," "Emergency Management Measures for Contingencies," "General Emergency Response Plan for Public Health Emergencies," and other policies and plans, strengthening full-process quality control and public health emergency response capabilities.

Subsidiary Healthcare Technology Co., Ltd has established a comprehensive professional management system, formulating and implementing a series of policy documents including the "Safety Production Supervision and Management Measures," "EHS Accident Comprehensive Emergency Response Plan," "Engineer Management Standards (Trial)," "Operations Center On-site Warehouse and Spare Parts Usage Management Measures," and "On-site Service Manual," covering key areas such as safety production, incident emergency response, personnel management, materials control, and on-site services, forming a standardized operational and service management mechanism.

Through the coordinated efforts and tiered implementation of policy development across the Group and its subsidiaries, we further consolidate the foundation of quality management, ensuring that service processes are safe, efficient, and standardized, and continuously enhancing customer service quality and core competitiveness.

## Product Operations Management

Universal Medical places great importance on product operational safety and quality management, building a comprehensive and refined full-process control system to safeguard the operational safety of medical products and equipment, providing solid support for clinical services and customer needs.

We are equipped with professional laboratories and a highly qualified testing team to conduct regular internal testing of all categories of medical products, while carrying out preventive testing against newly emerging quality and safety risks to proactively prevent operational risks. Leveraging professional expert resources and adhering to a problem-oriented approach, comprehensive annual quality and safety spot inspections are systematically conducted, achieving 100% spot inspection coverage across all Group-affiliated hospitals, thoroughly investigating quality and safety risks and strengthening full-process quality control.

## Full Lifecycle Medical Equipment Management

Leveraging its full lifecycle equipment management business platform Healthcare Technology Co., Ltd, Universal Medical actively promotes the development of technical capabilities for high-value medical equipment. Through refined maintenance and technological innovation, the Group continuously enhances precision diagnostic capabilities and autonomous repair levels for medical equipment failures, effectively extending the service life of equipment and key components, reducing unnecessary whole-machine replacements and component scrappage, and driving efficient utilization of medical equipment resources from a full lifecycle perspective.

Healthcare Technology Co., Ltd, through its proprietary CNAS-certified laboratory, has established a quality testing and risk control mechanism covering all stages of medical equipment operation. It conducts performance testing, precision calibration, and quality verification of in-use medical equipment at hospitals, providing professional technical support for continuous safe operation, post-repair commissioning, and risk assessment. Based on test results, it assists hospitals in conducting comprehensive evaluations of equipment with safety risks or at end of useful life, scientifically supporting decisions on decommissioning, recycling, scrapping, or renewal, achieving full-process closed-loop management from testing, evaluation to disposal, ensuring safe, controllable, and compliant medical equipment operations.

## Chemical Management

Universal Medical places great importance on the management and control of hazardous chemicals and harmful substances, requiring all subordinate units to prioritize safe, reliable, and environmentally-friendly alternative products, reducing environmental and safety risks at the source. We continuously supervise all units to strengthen full-process safety management of hazardous chemicals, standardize storage, use, and disposal processes, enhance management transparency and risk prevention capabilities, and have included clear hazardous chemical management requirements in the "Safety Production Supervision and Management Measures," establishing a systematic and standardized control system to ensure production and operational safety and environmental compliance.

## Risk Management

### Emergency Plans/Mitigation Control Systems

Universal Medical has formulated comprehensive and systematic risk mitigation processes and emergency response plans to avoid and reduce any quality risks that products and services may generate. By establishing a comprehensive emergency management system covering the entire Group and strengthening practical drills, the Group comprehensively enhances its emergency response capabilities, ensuring safe and stable Group operations.

### Product or Service Negative Event Response

Universal Medical consistently regards product and service quality as the lifeline of corporate development, establishing a quality control and customer feedback closed-loop mechanism covering the entire Group. Through continuous optimization of service processes and strengthening of personnel capabilities, the Group continuously improves customer satisfaction and service experience, effectively safeguarding the safety, efficiency, and reliability of medical services.

Healthcare Technology Co., Ltd places service quality and customer satisfaction at the core of operational management. For service-related issues arising during operations, such as untimely maintenance responses and spare parts compatibility deviations, rapid root cause analysis and corrective actions are carried out, simultaneously optimizing maintenance response mechanisms and spare parts verification processes, strengthening professional skills training, establishing a regular problem review mechanism, and proactively providing customers with feedback on resolution results, fundamentally preventing the recurrence of similar issues and continuously enhancing service quality and customer experience.

## Quality Management System Certification

Universal Medical consistently regards the construction of quality management systems as a critical support for enhancing core competitiveness. Through standardized and systematic management, the Group solidifies service capabilities and drives Group-wide and subsidiary-level third-party quality management system certification, building a multi-tiered, comprehensive quality control framework.

Based on its actual business needs, the Group actively promotes third-party quality management system certification among its subsidiaries, including Medical Science and Technology (Hainan) Co., Ltd. As of the end of the reporting period, Healthcare Technology Co., Ltd has obtained multiple core quality-related certifications including ISO 9001 Quality Management System and ISO 13485 Medical Devices Quality Management System.



Healthcare Technology Co., Ltd has obtained multiple core quality-related certifications including **ISO 9001** Quality Management System and **ISO 13485** Medical Devices Quality Management System.

## Quality Management Awareness Promotion

Universal Medical deeply integrates quality concepts into daily management, actively promoting quality management knowledge to all employees through specialized campaigns and other initiatives, building a solid quality foundation through full-chain action.

+
Case | Conducting "Quality Month" Series Activities, Turning "Quality First" Awareness from Paper to Action

September 2025 marks the 48th national "Quality Month." Universal Medical actively responded to the call of the nation and Genertec Group, closely following the theme of "Strengthening Comprehensive Quality Management, Promoting Quality Powerhouse Construction," actively planning and conducting "Quality Month" series activities to strengthen company-wide quality awareness and enhance quality management levels.



Spreading quality management philosophy through offline electronic screen displays and online official account columns



Universal Medical systematically compiled award-winning cases from quality evaluations across its subordinate units into the "Quality Management Excellence Case Collection"

## Customer Service

### Strategy and Governance

#### Customer Service Optimization

Universal Medical upholds a patient and customer-centered approach, integrating service quality enhancement and rights protection into the entire operational process. Focusing on digital empowerment, humanistic hospital construction, and professional after-sales service systems, the Group drives improvement from three dimensions: key personnel empowerment, experience consolidation, and tool promotion, continuously strengthening the service backbone team, systematically distilling excellent service practices, and standardizing service processes, creating a distinctive central SOE patient experience improvement model.

### Information Security and Customer Privacy Protection

Universal Medical strictly complies with the "Personal Information Protection Law of the People's Republic of China" and other laws and regulations in conducting personal information processing activities. The Group has formulated and issued the "Data Security Management Measures," systematically regulating data storage security and data application security. Universal Medical has established a comprehensive network security and informatization governance system, with Chairman Mr. Chen Shi serving as the head of the Network Security and Informatization Leadership Group, Executive Directors Mr. Wang Wenbing and Ms. Wang Lin serving as deputy heads, and department heads as members. The Leadership Group has established a working office (concurrently serving as the Working Leadership Group Office), headed by the director of the Health Digital Intelligence Business Unit (Technology Innovation and Digitalization Department), ensuring effective implementation of network security and informatization work, including domestic information technology application (Xinchuang) initiatives.

### Customer Rights Protection

Universal Medical consistently prioritizes the protection of customers' legitimate rights and service experience. Through improving institutional systems, standardizing service standards, and strengthening supervision and evaluation, the Group has built a comprehensive, systematic customer rights protection mechanism covering the full process, continuously enhancing service quality and customer satisfaction.

Healthcare Technology Co., Ltd has formulated multiple management measures around key areas of daily operations and on-site services, including equipment inventory, engineer training management, on-site procurement, and petty cash management, while publishing the "On-site Engineer Service Manual" to promote standardization and normalization of service processes. Through systematic rigor in safeguarding service quality stability and controllability, customer legitimate rights are effectively protected. Furthermore, a regular customer satisfaction monitoring mechanism has been established, conducting specialized satisfaction surveys for medical device on-site maintenance services. Surveys cover core dimensions including repair timeliness, technical capability, and spare parts quality, conducting collective research across hospital departments, comprehensively collecting service feedback. Customer opinions and requests are collected promptly, with rapid response and closed-loop improvement, continuously optimizing service processes and response efficiency, and safeguarding customer rights through a transparent, monitorable, and improvable service system, enhancing customer trust and satisfaction.

### Risk Management

#### Lean Management System

Universal Medical uses lean projects as a key lever, building a full-process closed-loop management mechanism of "project initiation - implementation - evaluation - summary - promotion," driving regular and routine improvements in medical service quality and efficiency. During the reporting period, the Group's 27 integrated management hospitals (36 on an institutional basis) reported over 600 lean project topics, with a three-year cumulative total of nearly 1,500.

#### Efficiency Optimization and Service Experience Enhancement

Universal Medical leverages full-process lean management as a key driver, focusing on efficiency bottlenecks and experience pain points throughout the entire medical visit chain, systematically advancing service process optimization and model innovation, continuously reducing non-medical waiting time, improving diagnostic and treatment workflow efficiency, and upgrading humanized service measures to tangibly improve patients' medical visit experience, comprehensively enhancing the convenience and satisfaction of medical services.

Through the continued implementation of lean projects, the Group's 27 integrated management hospitals have achieved positive results in efficiency optimization, business improvement, quality management, process enhancement, and cost reduction. The Group continuously tracks lean project outcomes with significant improvement results. As of the end of the reporting period, the Group's lean management projects have cumulatively saved 5,347 hours of waiting time, reduced various costs by RMB 27.98 million, and increased patient visits by 136,000.



**Case | MCC17 Hospital One-Stop Service Optimization**

MCC17 Hospital, through the "Improving Patient Same-Day Discharge Settlement Rate" project, optimized the discharge process integration, reduced patients' multi-window queuing wait time, implemented bedside settlement, enabling patients to discharge without waiting. Average length of stay decreased by 0.78 days compared to the previous year, same-day settlement coverage rate increased from 43% in 2024 to 87% in 2025, with year-end same-day settlement rate reaching 93.4%. In Anhui Province's inpatient satisfaction evaluation, the score improved from 96% to 98%, with ranking rising from 37th to 9th.

**Case | XD Hospital Surgery Efficiency Enhancement**

XD Hospital, through the "Reducing Cancer Surgery-to-Operating Room Time" project, shortened surgery waiting time by 0.53 hours, saved surgery costs of RMB 670,000/operating room/year, saved labor costs of approximately RMB 100,000/person, benefiting 4,000 patients. An average of 8.4 hours saved daily is equivalent to adding one operating room.

### Reducing Operational Costs, Enhancing Development Resilience

Universal Medical leverages lean improvement projects to precisely address core cost areas and loss pain points, developing differentiated solutions that achieve cost reduction and efficiency improvement while effectively minimizing losses and enhancing resource utilization efficiency.

**Case | Ansteel Group Hospital Consumables Cost Control**

Ansteel Group Hospital's "Reducing Hospital Logistics Consumables Costs" project improved warehouse management processes and optimized procurement comparison and product specification changes. As of the end of the reporting period, the hospital's logistics costs cumulatively saved RMB 1.24 million, a 37.5% year-on-year decrease. Price reduction and product selection work has progressed to the 21st round, with over 10 product types changed and cumulative consumable price reductions exceeding RMB 200,000.



### Enhancing Economic and Social Benefits

Through full-process lean improvement, Universal Medical has achieved simultaneous growth in economic and social benefits while improving operational efficiency and reducing costs. During the reporting period, the Group achieved economic revenue growth of RMB 16.49 million, indirect revenue of RMB 31.55 million, and an increase of 136,000 patient visits through lean projects, fulfilling the central SOE healthcare mission through concrete actions and providing patients with higher quality, more efficient, and more accessible medical services.

During the reporting period, Universal Medical participated in 3 industry-influential lean management competitions, with 11 projects from 6 hospitals winning awards; and published the "Universal Medical Lean Management Excellence Case Collection," demonstrating industry influence.



### Information Security and Customer Privacy Protection Mechanisms

Universal Medical has fully incorporated privacy policy compliance management into its risk management system, continuously strengthening internal controls and risk management through regular third-party audits and internal audits to safeguard data and privacy security.

In practice, we have formulated clear internal notification and constraint provisions for personal information collection, use, storage, and protection in our self-developed internet health platforms (Universal Health, Universal Health Doctor Edition), and systematically incorporated privacy policies into the Group management system. Regular third-party audits and internal audits are conducted to strengthen internal controls and risk management. Furthermore, the Group provides cybersecurity and data security training for all employees (including part-time and outsourced employees). By distributing cybersecurity and data security-related promotional posters within the Group, the Group enhances the cybersecurity and data security literacy of headquarters and subordinate unit employees. Phishing email warning cases and precautions are published through internal communication tools to strengthen employees' ability to identify phishing emails.

### Information Security Management System Certification

As of the end of the reporting period, Healthcare Technology Co., Ltd and Medical Science and Technology (Hainan) Co., Ltd have obtained ISO 27001 Information Security Management System certification and ISO 20000 Information Technology Service Management System certification.



### Intellectual Property Management and Protection

Universal Medical places great importance on intellectual property protection and risk prevention, formulating the "Intellectual Property Management System" covering the full process of application, maintenance, utilization, and rights defense. Through patent layout, trademark registration, trade secret protection, and other practices, IP management is strengthened. Trademark layout is integrated into the entire business strategic development process, proactively advancing trademark registration applications around core business areas such as financial services and ophthalmology, effectively preventing trademark infringement risks and ensuring compliant and sound business operations.

In business cooperation and contract management, we explicitly require partners to ensure that the goods and services they provide do not infringe upon the intellectual property rights of third parties, controlling IP infringement risks at the source. Through systematic IP protection measures, the Group continuously strengthens its compliance operational capabilities, firmly conveying a responsible attitude of respecting and protecting intellectual property rights, and contributing to the industry's development of a fair, standardized, and orderly competitive environment.

During the reporting period, Universal Medical's intellectual property system achieved positive progress. The Internet Health Platform obtained 2 software copyright certificates, the Talent Effectiveness Platform obtained 1 copyright certificate, and the Company obtained 5 utility model certificates and 5 invention publications, with 9 projects submitted, driving the enhancement of core competitiveness through innovation achievements.

### Risk Management

#### Customer Rights Protection

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value <sup>3</sup>
Inpatient Satisfaction*	%	93.11	95.74	97.07	89.73
Outpatient Satisfaction*	%	95.21	93.8	94.76	86.68
Customer Satisfaction Measurement Score Target	%	90 or Above	90 or Above	90 or Above	90 or Above
Customer Satisfaction Survey Coverage Ratio	%	/	90	100	100

\*In 2025, the Company for the first time engaged a third-party institution to conduct patient satisfaction surveys (inpatient and outpatient) across its affiliated hospitals.

#### Customer Privacy Protection

Indicator	Unit	2025 Value
Customer Information Breaches	Cases	0
Customer Privacy Complaints - From External Parties (Substantiated)	Cases	0
Customer Privacy Complaints - From Regulators	Cases	0

#### Product Responsibility

Indicator	Unit	2025 Value
Percentage of products recalled for safety and health reasons	%	Not Applicable

# Responsible Supply Chain Management

Universal Medical takes responsible supply chain management as its core focus, building a comprehensive supplier access and evaluation mechanism, improving training and certification systems, strengthening risk identification and safety assurance, and driving supply chain compliance, transparency, and sustainability. While safeguarding medical service quality, the Group achieves collaborative win-win outcomes with suppliers and green transformation.

## Strategy and Governance

### Supplier Access and Evaluation Mechanism

Universal Medical takes "Sunshine Procurement, Value Procurement" as its core principle, formulating policy documents including the "Supplier Management Measures," "Pharmaceutical Supply Chain Management Measures," "Medical Equipment Procurement Management Measures," "Medical Equipment Procurement Regulations and Implementation Rules," and "Construction Engineering Procurement Management Implementation Rules." The Group strictly regulates supplier access standards, prioritizes procurement from Group internal enterprises, promotes localization of core equipment, and preferentially selects pharmaceutical and medical equipment suppliers with compliant qualifications, honest operations, excellent service capabilities, and a commitment to fulfilling environmental and social responsibilities.

During the access phase, risk assessment is emphasized, combining environmental, social, governance, and business relevance screening. At the same time, a mid-process audit and full lifecycle quality assessment system has been established. Assessment dimensions cover delivery quality, product quality, energy conservation and environmental protection, after-sales service, and other key areas. Suppliers are managed by grade based on evaluation results, with full-process supervision and evaluation of their products and services. Suppliers with a comprehensive evaluation of Grade IV (below 65 points) are required to complete rectification within a specified period; those failing to do so are prohibited from the Genertec Group system for one year. Suppliers engaging in bid rigging, collusion, sham bidding, performance negligence, or fraud are placed on the supplier "blacklist" and prohibited across the Group, continuously building a compliant, transparent, and sustainable supply chain ecosystem.



### Supplier ESG Standards

Universal Medical has established and continuously improves supplier ESG management standards, fully integrating environmental responsibility, social responsibility, and governance compliance requirements into the entire process of supplier selection, evaluation, cooperation, and supervision, driving upstream and downstream partners to jointly practice sustainability principles.

Dimension	Standard
 <p><b>Environmental</b></p>	<ul style="list-style-type: none"> <li>When procuring equipment, prefer products with low energy consumption that comply with environmental protection standards</li> <li>Refine technical parameters and acceptance standards for environmentally-friendly products and services in procurement implementation, simultaneously advancing green upgrades of core equipment, and prioritizing the feasibility of suppliers' environmental commitments</li> </ul>
 <p><b>Social</b></p>	<ul style="list-style-type: none"> <li>Broadly identify potential suppliers, actively cooperate with suppliers of different sizes, regions, and backgrounds, promoting supply chain diversification, fairness, and inclusiveness</li> <li>Participate in projects such as 'Industrial Aid to Xinjiang' and 'Consumption-Based Assistance,' procuring agricultural or industrial products from ethnic minority enterprises or impoverished areas, promoting local economic development and social stability through procurement activities</li> </ul>
 <p><b>Corporate Governance</b></p>	<ul style="list-style-type: none"> <li>Leverage Genertec Group's centralized procurement platform to achieve full-process online operations from procurement announcement publication to bid evaluation, recording the entire procurement process through information systems, accepting internal and external supervision, clarifying procurement personnel's responsibilities and authorities, establishing accountability mechanisms, and preventing corruption and misconduct in the procurement process</li> <li>When suppliers submit response documents, require suppliers to sign anti-commercial bribery commitment letters; when signing procurement contracts with suppliers, sign supplier integrity agreements to eliminate any form of bribery, kickbacks, or other improper conduct in the procurement process</li> <li>Require suppliers to establish a sound corporate governance structure and internal control system, and provide financial audit reports, business reputation certificates, declarations of no major illegal records, product quality certifications and other documents when submitting bidding/response documents, ensuring the legality and compliance of suppliers' operations</li> </ul>

## Risk Management and Targets

### Supplier Training and Certification System

Universal Medical has incorporated ISO 14001 Environmental Management System certification into supplier evaluation criteria, establishing an evaluation mechanism oriented toward green and low-carbon practices. During evaluations, priority is given to recyclable, biodegradable, and environmentally-friendly products, and suppliers are encouraged to use renewable energy and resources. Energy conservation and environmental protection performance and environmental policy compliance are included as important evaluation indicators, reducing supply chain environmental impact at the source.

In procurement contracts and construction contracts, the Group explicitly requires suppliers to strictly comply with national and local environmental policies and standards, implementing requirements for eco-friendly material use, waste reduction, and energy conservation and emissions reduction. For construction projects, suppliers must submit environmental inspection reports and relevant certification materials before commencing on-site work to ensure that construction processes comply with environmental standards, achieving full-process green management and driving the supply chain's green and low-carbon transformation through concrete action.

### Supplier Risk Identification

Universal Medical clarifies the supervisory responsibilities of each department, strengthens management and control over key procurement processes, regularly conducts integrity education, and establishes an accountability system linking assessment results with operational performance evaluations to prevent integrity risks.

### Supply Chain Security Assurance and Emergency Plans

Universal Medical has formulated and implemented the "Medical Data Third-Party Security Compliance Management Measures," extending data security responsibilities to the full cooperation chain, implementing strict security controls over third-party organizations and related personnel including Universal Medical data platform product suppliers, proxy maintenance service providers, and partner manufacturers, continuously strengthening access permission, data usage, confidentiality obligations, and operational process management to safeguard the Group's medical data security and information compliance.

At the same time, we systematically incorporate occupational health and safety management standards into the procurement process. When signing construction, maintenance, and other related contracts with partners, we simultaneously sign safety management agreements, clearly defining each party's safety management responsibilities and obligations, strengthening on-site safety management and risk prevention, and ensuring the health and safety of workers and the operational safety throughout the project lifecycle.

### Supplier Distribution and Training Performance

#### Supplier Overview

Indicator	Unit	2025 Value
Supplier Overview - Total Suppliers	Units	42,730
Suppliers by Region - Beijing	Units	11,993
Suppliers by Region - Shanghai	Units	2,258
Suppliers by Region - Guangdong	Units	1,976
Suppliers by Region - Other Provinces, Municipalities, Autonomous Regions	Units	26,478
Suppliers by Region - Other Countries	Units	25

#### Supply Chain Management

Indicator	Unit	2025 Value
Number of Supplier Training Sessions	Sessions	1
Supplier Training Coverage	%	100
Supplier Desk Assessment Review Coverage	%	100

## Releasing Social Responsibility Value

Universal Medical is anchored in the goal of contributing to common prosperity, deeply integrating rural revitalization investment and philanthropic practices, deeply rooted in local communities to deliver community health services and livelihood support, comprehensively releasing enterprise social responsibility value and demonstrating central SOE mission and responsibility.

## Local Contribution and Community Relations

### Medical Public Welfare Services Entering Communities and Enterprises to Meet Health Needs of Residents and Workers

Universal Medical actively conducts public welfare activities such as "Entering Enterprises, Entering Communities." Centering on "Party Building-Led, Health for the People," the Group systematically organizes affiliated medical institutions to conduct "Five Entries" public welfare activities (including communities, neighborhoods, schools, nursing homes, parks and plazas), timed with national health awareness dates, trending health topics, and hospital anniversary milestones.

We coordinate quality medical resources across affiliated hospitals, building a dual-scenario service platform of "Enterprise + Community." Through standardized, regular joint construction and health service activities, we drive the precise delivery of quality medical resources to the grassroots level, effectively enhancing public health outcomes and health literacy, and fulfilling the Healthy China strategy and central SOE social responsibility through concrete action. During the reporting period, the Group cumulatively conducted 880 community public welfare activities and 106 enterprise public welfare activities, serving over 80,000 community residents and enterprise employees.



#### Case | Ansteel Group Hospital Conducts "Caring for Soldiers' Health, Strengthening Military-Civilian Bonds" Free Clinic Event

To deepen military-civilian integration and genuinely care for the health of military personnel and their families, recently, the Party Committee Secretary and Dean of Ansteel Group Hospital led a multidisciplinary expert team to conduct a heartwarming health clinic at a military unit stationed in Anshan, bringing Class III Grade A hospital quality medical services directly to the military camp, cumulatively serving over 300 people.



Various public welfare activities closely revolve around public health needs. Through health knowledge dissemination, free consultation services, health concept promotion, and other forms, we address pressing health concerns at the grassroots level, continuously bridging the distance between medical services and the public, and constantly enhancing people's health outcomes and satisfaction.

### ■ Undertaking Functions Entrusted by Local Governments

The secondary specialized psychiatric hospital under Zhonghuazhou Hospital, a subsidiary of Universal Medical, has undertaken multiple government-entrusted functions in the region, forming an operation model of "Hospital-led Management and Integration of Medical Care and Prevention". The psychiatric hospital has fully taken over the government's management and service functions in the field of mental health, undertaking the duties of the Huazhou District Mental Health Prevention and Control Management Office, the Huazhou District Social Psychology Service Center, and the Xincheng Community Mental Rehabilitation Center. It also serves as a designated rehabilitation institution for the disabled by the Civil Affairs Bureau, a rehabilitation base for addicts, and a mandatory drug rehabilitation center, and is responsible for the designated rehabilitation work in Huazhou City and Lianjiang County. In addition, as a designated receiving institution for patients with severe mental disorders above Grade 3 in Huazhou District, the hospital waives relevant fees with the government bearing the costs, and established the Huazhou District Mental Health Medical Quality Control Center to realize comprehensive management and service of patients with mental disorders in the region with the psychiatric department as the support.

### ■ Employment Contribution and Impact

Universal Medical's subordinate institutions are widely distributed across North China, East China, Central China, Northeast China, Northwest China, Southwest China, and other regions nationwide. During the reporting period, the Group provided 2,882 employment positions, serving local economic and social development and livelihood support through concrete action.

### ■ Barrier-Free Facility Construction

Universal Medical consistently upholds social responsibility, integrating the needs of vulnerable groups such as the elderly, weak, sick, and disabled into business development. The Group strictly follows the current national "Code for Accessibility Design," fully incorporating accessibility construction requirements into the entire process of hospital new construction and renovation projects. We provide standardized accessibility facility configurations for all hospital new construction and renovation projects, including tactile guiding paths outdoors, unified accessible ramps at main building entrances, indoor accessible staircases and dedicated elevators for barrier-free vertical access, corridor handrails for enhanced mobility safety, accessible restrooms on each floor, and at least one wheelchair-accessible restroom in each patient care unit, achieving full coverage of accessibility facilities across core medical scenarios.

## Rural Revitalization

Universal Medical is committed to improving rural healthcare standards. During the reporting period, the total investment in rural revitalization amounted to RMB 3 million. Through targeted assistance, medical outreach visits to villages, air rescue services, and other activities, the Company enhanced healthcare accessibility while empowering rural revitalization.

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Case
Universal Medical Research Team Visits Shangdu County for "Genertec Health Journey" Targeted Assistance Activities

In December 2025, Universal Medical's research team visited Shangdu County to conduct medical assistance, rural revitalization research, and charitable donation activities, empowering local health development and rural revitalization construction. The research team visited Quannaazi Village to comfort stationed cadres, conducted free clinics and donated medications, inspected the fattening sheep base and exchanged industrial development ideas; visited Genertec Primary School to launch a painting collection activity and donate school supplies to students, practicing corporate social responsibility through multi-dimensional measures including healthcare, industry, and education, and strengthening local cooperation foundations.



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Case
MCC17 Hospital and Jiashan Township Sanlian Village Jointly Conduct "Health Guardian Village Visit, Party Building Leadership Warms Hearts" Themed Party Day Activity

To promote the delivery of quality medical resources to grassroots communities and support rural revitalization, MCC17 Hospital's Oncology General Party Branch and Jiashan Township Sanlian Village jointly conducted a "Health Guardian Village Visit, Party Building Leadership Warms Hearts" themed Party day activity, precisely delivering Class III Grade A hospital quality medical services to grassroots communities. During the activity, both parties reached consensus on establishing regular paired co-construction, building a bridge for implementing graded diagnosis and treatment policies and supporting rural revitalization. The hospital assembled a multidisciplinary expert team from oncology, geriatrics, and traditional Chinese medicine departments, conducting health education lectures on chronic disease management, traditional Chinese medicine wellness, and cancer screening prevention knowledge, enhancing villagers' health literacy while providing learning and empowerment opportunities for grassroots medical staff. Meanwhile, a traditional Chinese medicine free clinic area was set up on-site, with experts providing pulse diagnosis and personalized treatment recommendations for common issues such as neck, shoulder, waist, and leg pain and insomnia, genuinely addressing grassroots residents' pain points in accessing healthcare.



### ■ Innovating Air Rescue Models to Enhance Emergency Response Capabilities in Remote Mountainous Areas

Furthermore, Universal Medical is committed to innovating medical service models and continuously enhancing healthcare accessibility to safeguard the medical needs of critically ill patients in remote mountainous areas. Pangang Group Hospital, through its air rescue collaboration (known as "Air 120"), has established a "one-hour life circle" covering the remote mountainous areas of Liangshan Prefecture. By leveraging air medical services — a rapid, time-efficient, and highly professional rescue method — the hospital has overcome terrain and transportation limitations, significantly shortened rescue times, and protected the lives and health of people in remote mountainous areas. During the reporting period, Pangang Group Hospital's "Air 120" completed 62 flights, successfully rescuing 61 people, with a total flight distance of approximately 7,000 kilometers.



Pangang Group Hospital "Air 120" Rescue Scene


**Case** | Pangang Group Hospital Successfully Holds Specialized Air Medical Rescue Training Class, Comprehensively Enhancing Regional Air Emergency Rescue Capabilities

In October 2025, the "Air Medical Rescue Training Class," hosted by the Panzhihua Emergency Medical Rescue Center and organized by Pangang Group Hospital, was successfully held. During the event, the Panzhihua Air Medical Rescue Brigade, with Pangang Group Hospital as its main body, was officially established, marking a new stage of substantive and professional operation in Panzhihua's air medical rescue system. This event represents an important initiative for Panzhihua and Liangshan Prefecture to promote coordinated development of air medical rescue. It not only enhanced the practical capabilities of the trainees but also further integrated regional resources, strengthened the emergency rescue coordination mechanism between Panzhihua and Liangshan, and provided strong support for building an efficient and professional "aerial lifeline," offering more solid protection for the health and safety of the regional population.



**Case** | Organizing "Inheriting the Red Gene, Shouldering the Mission of the Times" Themed Party Day Event

On October 30, the Company's Party Committee organized over 30 key-position core Party members and activist representatives from headquarters to visit the Former Headquarters Exhibition Hall of the Ji-Re-Cha Advance Army and Cuandixia Village to conduct a "Inheriting the Red Gene, Shouldering the Mission of the Times" themed Party Day event. Following the footsteps of history, the comrades visited the Former Headquarters Exhibition Hall of the Ji-Re-Cha Advance Army and Cuandixia Village, known as a "Red Mountain Village." The profound cultural relics and historical materials transported everyone back to those war-torn years, with the firm beliefs and heroic spirit of the revolutionary predecessors deeply touching every visitor.



## Preservation and Promotion of Traditional Culture

Universal Medical places great importance on the inheritance and contemporary transformation of China's excellent traditional culture and revolutionary spirit, guiding employees to draw strength from red culture and integrating fine traditions into the Company's high-quality development journey, ensuring that the red heritage is passed on through enterprise management and cultural development.

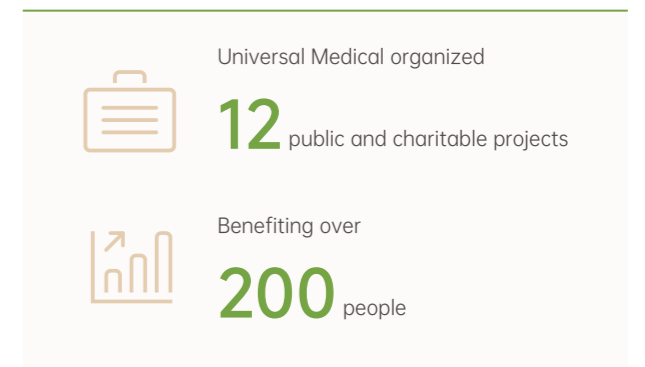
**Case** | Beihuan Hospital Dual Festival Themed Free Clinic and Traditional Culture Promotion Activity Enters Tianfeng Donghuan Plaza Community

On September 26, Xi'an Beihuan Hospital's "Full Moon Mid-Autumn, Healthy Together" themed free clinic entered Tianfeng Donghuan Plaza community, practicing ESG social responsibility. The activity assembled a multidisciplinary expert team from pain management, geriatrics, obstetrics and gynecology departments, providing residents with free blood pressure and blood sugar measurements, chronic disease management consultations, and autumn common disease prevention guidance, precisely meeting community residents' health needs. Traditional folk activities such as pitch-pot and lantern riddle guessing were also incorporated, inheriting Chinese cultural heritage in a popular and engaging format and strengthening cultural identity. This activity serves as both a practical measure for the hospital to safeguard community residents' health and a concrete practice in protecting, promoting, and inheriting excellent traditional culture.



## Charitable and Public Welfare Activities

Universal Medical carries the firm belief of "Wings of Charity, Protecting Health and Hope," using public welfare funds as a powerful platform to illuminate the lives of others. During the reporting period, 12 charitable and public welfare projects were carried out, benefiting over 200 people. The Group established the China Primary Healthcare Foundation Genertec Universal Public Welfare Special Fund, with a donation of RMB 4 million in the name of all employees. The Fund was officially upgraded from the previous "New Swallow" project, and will focus on three key areas: "Healthcare Infrastructure Strengthening Program," "Medical Assistance and Support," and "Integrated Medical-Rehabilitation-Elderly Care to Address Population Aging," carrying out a series of public welfare projects and activities such as the "Ten-Hundred-Thousand" initiative.



### Public Donation Commitment



Universal Medical participates in public affairs in a responsible and ethical manner, insisting on not participating in political activities or electoral processes through direct donations to government teams or political parties. For any donations of a political or charitable nature, Universal Medical will make truthful public disclosures to ensure our political participation is lawful and compliant. Apart from public donations to foundations and rural revitalization, Universal Medical has not made any donations to political campaigns, political organizations, lobbying organizations, industry associations, or other tax-exempt entities (including chambers of commerce, trade commission membership fees, etc.) in recent years.

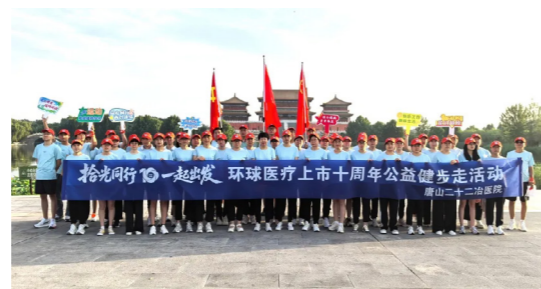
**Case | Universal Qingniao Conducts "Elderly Rehabilitation Project - Million Seniors Arteriosclerosis Screening Public Welfare Campaign"**

Universal Qingniao, in collaboration with the China Aging Development Foundation, conducted the "Elderly Rehabilitation Project - Million Seniors Arteriosclerosis Screening Public Welfare Campaign" nationwide, practicing social responsibility through concrete action. Health education and cardiovascular disease screening were organized for elderly residents across 5 business regions including Tianjin, Jiangsu, Anhui, Inner Mongolia, and Ningxia. The "Senior Arteriosclerosis Screening Public Welfare Campaign" covered 5 regions, 7 cities, 9 districts/counties, 13 sub-districts/towns, 27 communities, and 1,089 seniors, raising community elderly residents' awareness of cardiovascular disease prevention and improving their quality of life in later years.



**Case | Conducting "Walking Through Time Together, Let's Go" Public Welfare Walking Activity**

From July 26 to August 3, 2025, coinciding with Universal Medical's 10th listing anniversary, over 4,000 "Universal People" joined together in a cloud-based relay across 26 cities nationwide, participating in 36 charitable walking challenges — each person walking 7 to 10 kilometers, with a total cumulative walking distance exceeding 26,660 kilometers. The final cumulative walking distance reached 38,000 kilometers. In the name of all employees, the Company donated RMB 4 million to the China Primary Healthcare Foundation, with employees personally donating an additional RMB 40,000.



**Charitable and Public Welfare**

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Volunteer Activity Participants	Person-times	598	782	/	6,963
Volunteer Activity Duration	Hours	1,794	2,346	/	13,926
Volunteer Activity Expenditure	RMB	119,600	234,600	/	19,420
Total Charitable Investment	RMB 10,000	244.5	336.99	/	400
Number of Charitable Projects	Items	5	12	12	12
Number of People Assisted by Charitable Projects	Person-times	295	562	699	200

**National Strategy Alignment**

**■ New Quality Productive Forces Development and Introduction**

**Accelerating the Introduction of Global Cutting-Edge Medical Technologies**

Universal Medical fully leverages the resource integration and platform leadership of central SOEs, accelerating the introduction and clinical translation of global cutting-edge medical technologies for the benefit of domestic patients.

**Case | Universal Medical Introduces Mainland China's First Edison Histotripsy Tumor Treatment Device**

Universal Medical, leveraging the "special-license pharmaceuticals and medical devices" policy advantage of Hainan Lecheng, successfully introduced mainland China's first Edison Histotripsy tumor treatment device. In collaboration with Boao Super Hospital and other parties, the approval, customs clearance, and clinical implementation were efficiently advanced, achieving the leap from introduction to clinical application in just 4 months. The device, with its non-invasive, non-thermal, and non-radiation precision treatment characteristics, provides internationally leading treatment solutions for liver cancer patients, representing a key practice of the Company's deployment in high-end healthcare and empowering tumor diagnosis and treatment with new quality productive forces.



**Industry-Academic-Research Collaborative Innovation System**

Universal Medical adheres to clinical demand as its core orientation, deepening collaborative engagement with national-level scientific and technological forces, integrating medical resources, research platforms, and industrial capital to establish a virtuous "Technology-Industry-Finance" circular innovation ecosystem.



Case

Establishment of Universal Medical New Technology Translation Center under the National Key Laboratory for Digestive Health

In November 2025, Universal Medical collaborated with Beijing Friendship Hospital to establish the Universal Medical New Technology Translation Center under the National Key Laboratory for Digestive Health, marking a new milestone in the Company's deep collaboration with national-level research platforms. As of the end of the reporting period, 5 Class III Grade A hospitals and 1 Class II hospital within the system have been designated as New Technology Translation Center bases and New Technology Collaboration Units respectively, creating core vehicles for clinical implementation of new technologies and equipment in the digestive health field, including intestinal microecological treatment technology and capsule small intestine endoscopy.



Universal Medical New Technology Translation Center under the National Key Laboratory for Digestive Health unveiling ceremony

## Digital Intelligence Transformation

### Building a Medical Data Middle Platform to Empower Lean Management of Medical Institutions

To fully implement the deployment requirements of digital intelligence empowering industrial development, Universal Medical leverages the standardization and unification advantages of its hospital core business systems to build a group-level medical data middle platform. This platform drives the deep integration of digital construction with business operations and regional collaboration, embedding intelligent concepts and technologies throughout the entire chain of medical services and operational management, using digital intelligence transformation to drive high-quality development and deepen lean management at medical institutions.

As of the end of the reporting period, the medical data middle platform has completed standardized data collection, governance, and indicator production for 40 affiliated medical institutions, 140 business systems, and 16 business domains, cumulatively aggregating over 9 million clinical data records, with a total data volume approaching 7TB, and constructing a comprehensive data asset view across all domains.

### Building a Shared Service Center to Empower Financial Digital Intelligence Transformation

Universal Medical is advancing the construction of a group-wide financial shared service center, building a standardized, refined digital management and control platform that brings all elements of "funds, accounts, and statements" under the unified management of the headquarters financial shared service center. The center integrates 16 information systems spanning the business operations layer, financial management layer, and underlying support layer, achieving seamless connectivity between business and financial data. Advanced digital tools and RPA technology are deployed to enhance the efficiency and quality of bank reconciliation, transaction recognition, and document review, with the intelligent review system achieving an identification accuracy rate exceeding 98%.

In 2025, the financial shared service center launched an intelligent review system, eliminating repetitive manual operations such as invoice verification, improving review efficiency by over 30%, and significantly reducing labor hours and financial operation costs. The compliance risk identification rate exceeds 98%, precisely preventing risks such as non-standard processes and fraud. The intelligent review system empowers financial transformation, freeing financial personnel from basic review work so they can focus on high-value activities such as risk analysis and decision support, laying a solid talent capability foundation for the Company's construction of a world-class financial system, and serving as a practical benchmark for central SOE financial digital intelligence transformation. The related case study "Genertec Universal Medical Group AI-Empowered Digital Intelligence Financial Shared Platform Construction" won the First Prize at the ICT China (2025) Awards.

### "Belt and Road Initiative" and Overseas Social Responsibility

Universal Medical actively responds to the "Belt and Road Initiative" initiative, leveraging its medical resources and financial service advantages to contribute to healthcare system development in countries along the route. While promoting the exchange and cooperation of advanced medical equipment and technologies, the Group actively conducts medical and nursing talent training programs, helping to improve local healthcare standards, and bridging a health bridge along the "Belt and Road" through concrete action.



Case

Equipment Maintenance Business Going Global, Landing in Kenya

In 2025, Healthcare Technology Co., Ltd exported full lifecycle medical equipment management services, bridging the medical equipment technical gap in Kenya and building a remote collaboration bridge through its radiotherapy cloud platform. Within six months, the team swiftly repaired three linear accelerators in Nairobi, earning high praise from the hospital. Concurrently, the Company carried out radiotherapy center cooperation in Mombasa, enabling treatment plan training through remote technology and empowering local engineers. Through concrete actions, the Company has helped break through Kenya's technical bottlenecks, contributing to the building of a China-Africa health community.



# 04

## Responsible Governance for Enduring Development

Universal Medical consistently upholds standardized governance, regarding the improvement of the modern enterprise system as a critical cornerstone of sustainable development, deeply embedded throughout all aspects of business management. In operational practice, the Group continuously enhances corporate governance effectiveness, strictly adheres to compliance in operations, strengthens the comprehensive risk management system, reinforces anti-corruption mechanisms, improves tax transparency, and upholds business ethics. Through building a governance structure with clear authority and responsibilities, effective oversight, and efficient operations, we firmly use high-standard governance to consolidate our development foundation, supporting the synergistic enhancement of the enterprise's steady and enduring development and long-term value.

### Material Issues Addressed

- Risk Management and Compliance
- Information Disclosure and Stakeholder Engagement
- Sustainable Development and Innovation Strategy
- Compensation and Tax Transparency
- Corporate Governance Structure



# Consolidating Sound Governance

Universal Medical is oriented toward transparency, standardization, and professionalization, building a modern enterprise governance system with clear authority and responsibilities and effective oversight.

## Governance Commitments

### Integrity in Operations

Universal Medical places great importance on compliance in operations. We strictly comply with the laws and regulations and listing rule requirements in our operating jurisdictions, closely aligning with the Group's own development trajectory and actual needs, continuously optimizing the internal governance structure, supporting business management improvement, and achieving sustainable commercial value.

#### Nine Principles of Integrity for Healthcare Institution Personnel

- Lawful Compensation, No Commercial Kickbacks ○ Receive remuneration according to work, in compliance with laws and regulations.
- Uphold Integrity, No Participation in Insurance Fraud ○ Use medical security funds reasonably in accordance with laws and regulations, comply with the management of medical insurance agreements, and inform patients covered by medical insurance whether the medical and pharmaceutical services provided fall within the scope of payment stipulated by medical insurance.
- Follow Treatment Protocols, No Excessive Treatment ○ Strictly implement all rules and regulations, and, during diagnosis and treatment activities, explain the patient's condition and medical measures to the patient.
- Comply with Work Procedures, No Unauthorized Acceptance of Donations ○ Accept donations in accordance with laws and regulations.
- Uphold Confidentiality, No Disclosure of Patient Privacy ○ Ensure the security of patients' in-hospital information.
- Serve Treatment Needs, No Profit-Driven Referrals ○ Objectively, fairly, and reasonably provide medical information and utilize medical resources based on patients' needs.
- Maintain Medical Order, No Undermining Fair Access to Healthcare ○ Adhere to the principle of equality and jointly build a fair medical environment.
- Build Harmonious Relationships, No Acceptance of Patient "Red Envelopes" ○ Observe medical ethics and exercise strict self-discipline.
- Uphold Ethical Boundaries, No Acceptance of Corporate Kickbacks ○ Abide by laws and regulations, and practice integrity in employment.

#### "Ten Prohibitions" for Business Management Personnel

- No Unauthorized Investment
- No Unauthorized Concurrent Employment or Compensation
- No Acceptance of Kickbacks in Any Form
- No Fraudulent Accounting
- No Soliciting Benefits from Subordinates and Partner Companies
- No Disclosure of Corporate Secrets
- No Using Authority for Personal or Related Party Gains
- No Establishing "Off-the-Books" Accounts
- No Unauthorized Borrowing or Lending of Funds
- No Unauthorized External Guarantee

### Tax Compliance

The Group places great importance on the construction of tax management systems, establishing a localized tax system covering all tiers. A multi-layered framework centered on "management systems, tax-type specifications, and operational guidelines" has been formed, with the issuance of 3 specialized management systems including the "Tax Management Measures," "Tax Risk Management Guidelines," and "Invoice Management Measures," 4 tax-type operational guidelines covering corporate income tax, stamp duty, real estate tax, and urban land use tax, and 15 standard operating procedure (SOP) manuals for tax-related matters, achieving comprehensive coverage and standardized guidance for key tax matters.

In terms of management mechanisms, we continuously strengthen tax risk management and enhance full-process tax risk controls to ensure the compliance and accuracy of tax processing. Universal Medical is committed to complying with the spirit and letter of tax laws and regulations in the countries where the Group operates, not transferring value created to low-tax jurisdictions, and not using secrecy jurisdictions or so-called "tax havens" for tax avoidance. We commit to not using tax structures without commercial substance and conducting transfer pricing in accordance with the arm's length principle.

At the operational support level, we have established a tax management system to build and continuously improve a group-wide tax risk internal control system. Annual comprehensive tax risk inspections are conducted across all tiers, regular tax training is organized, and a tax knowledge base is maintained and updated, aggregating policy regulations, business guidelines, and consultation cases to enable professional knowledge accumulation and sharing. Through dedicated working groups, we provide integrated support including policy interpretation, tax consultation, and system awareness, and optimize risk inspection checklists and publish risk cases based on regulatory focus areas and inspection experience, continuously enhancing enterprise-wide tax risk awareness and prevention capabilities.

### Fair Competition Principles

The Group complies with the "Anti-Unfair Competition Law of the People's Republic of China," the "Anti-Monopoly Law of the People's Republic of China," and other core laws and regulations, strictly adhering to statutory requirements prohibiting commercial bribery, false advertising, trade secret infringement, and unfair competition, and conducting business activities in compliance. Internally, based on guideline documents such as the "Genertec Anti-Monopoly Compliance Guidelines," the Company conducts all types of business activities according to fair, equitable, compliant, and lawful requirements, enhancing enterprise-wide compliance awareness and fostering a positive compliance culture. We firmly reject unfair competitive practices such as abuse of market dominance. The Group prevents confusion through standardized brand identity use, eliminates commercial bribery through integrity agreements and process controls, avoids false advertising through strict review of promotional content, and has established detailed compliance review and trade secret protection systems. Employee compliance awareness has been broadly elevated, maintaining the order of fair competition. During the reporting period, the Group had no litigation cases involving violations of anti-competitive practices, antitrust laws, or related anti-monopoly laws.

### Business Continuity Management

Universal Medical places great importance on business continuity and crisis management, establishing a comprehensive management policy and working mechanism covering pre-event, during-event, and post-event processes. The Company has formulated the "Genertec Cloud (Medical Resource Pool) Backup and Recovery Management Measures" and other policies to improve data backup and recovery mechanisms, safeguard digital asset security, enhance IT infrastructure risk resilience, and ensure the stable resilience and rapid recovery capability of the Company's operations and supply chain system under contingency situations.



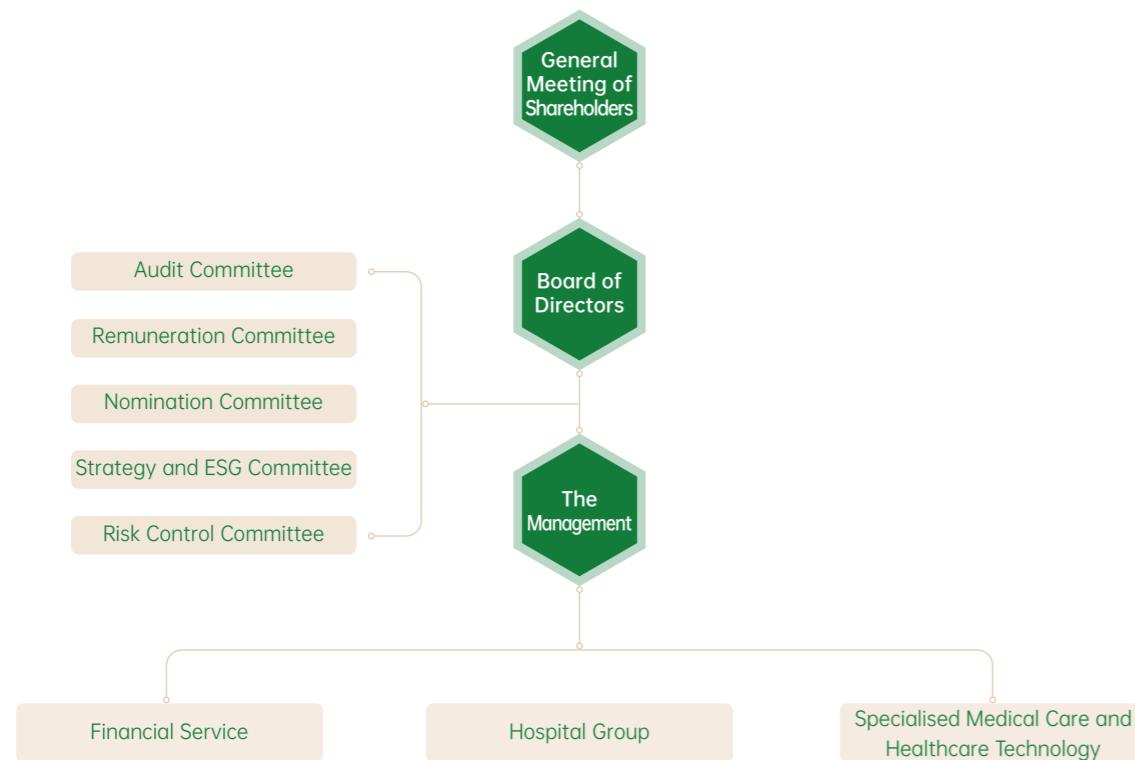
# Governance Structure

## Standardized Governance

### Organizational Structure

Universal Medical has established a comprehensive and effective corporate governance structure. The Board of Directors, as the executive body implementing shareholders' meeting resolutions and the decision-making body for corporate management, effectively fulfills its important role of 'setting strategy, making decisions, and preventing risks' through hearing work progress reports and supervising the implementation of various strategies. The Board has established the Audit Committee, Remuneration Committee, Nomination Committee, Strategy and ESG Committee, and Risk Control Committee to work with the Board in advancing corporate governance matters.

Universal Medical Organizational Structure



### Governance Mechanisms

Universal Medical has established a comprehensive and efficient governance structure, continuously improving standardized operations and scientific governance. The Board of Directors fully leverages its core decision-making role, responsible for overseeing strategic planning, risk management, and other important matters. At the same time, internal audits and compliance management are strengthened to ensure that all business activities are conducted in accordance with laws and regulations.

## Board of Directors

### Board Independence

The professionalism, diversity, and independence and effectiveness of Board operations are objectives we strive to achieve. Universal Medical's Board of Directors comprises 11 members, including 3 executive directors, 4 independent directors, and 4 independent non-executive directors. The Group has set a target of at least one-third for the proportion of independent directors.

### Board Diversity

We deeply recognize that a diverse Board can provide comprehensive and multifaceted perspectives and viewpoints, enhancing director performance, in strong alignment with our continuously diversifying business needs, and promoting long-term corporate development. Universal Medical has formulated a "Board Diversity Policy," comprehensively considering diversity factors such as gender, age, cultural background, skills, professional experience, educational background, knowledge, expertise, culture, independence, race, and ethnicity when nominating candidates, prohibiting all forms of discrimination and ensuring the fairness and equity of the election process. Furthermore, the Nomination Committee of the Board regularly reviews the Board's structure, size, and composition, and proposes recommendations for any changes to ensure the effectiveness of diversity. As of the end of the reporting period, the Board has 1 female director, and all Board members possess diverse industry experience spanning finance, healthcare, information technology, and real estate.

### Board Performance Evaluation

To ensure the effective operation of the Board and its committees, we have established clear performance objectives and evaluation processes in accordance with the "Genertec Evaluation Measures for Second-tier Company Boards (Trial)." The evaluation work primarily includes summary submissions, presentations and internal evaluations, controlling shareholder evaluations, and routine assessments. The Board and its committees conduct internal performance evaluations at least once annually, considering dimensions including but not limited to Board meeting attendance, quality of decisions, and level of support for the Company's strategic objectives.

### Board Training

The Group is committed to continuously enhancing the professional competence and comprehensive capabilities of Board members. During the reporting period, 5 internal specialized continuing training sessions were held, focusing on the latest Hong Kong capital market regulatory developments, ESG disclosure guidelines, Stock Exchange climate-related regulations, corporate governance guidelines, and important reports, continuously updating the Board's knowledge base to help all directors precisely grasp key points in the Group's capital market operations. In addition, legal counsel was invited to conduct one-on-one pre-appointment director training for 3 newly appointed directors, primarily covering key regulatory content of the Stock Exchange and the Securities and Futures Commission. All directors have participated in risk management training and have continued to read guideline materials on integrity, ESG legal developments published by the Stock Exchange, the Hong Kong Institute of Certified Public Accountants, and the Accounting and Financial Reporting Council.

## Management

### CEO Compensation and Performance Metrics

We have established a compensation performance assessment system for the CEO and other senior management, incorporating the Group's long-term financial return metrics (including return on assets, return on equity, profit by business segment, etc.) and peer performance benchmarking into the assessment system. Through linking performance bonuses with business performance and implementing deferred short-term compensation bonus payments, we ensure that CEO performance is closely linked to the Group's actual operations, creating a 'long-term, stable, and sustainable' shareholder value return mechanism. At the same time, we implement variable compensation arrangements linked to the term-based operational performance assessment results for the CEO and other executives. Variable compensation is determined after the end of the term, based on the operational performance assessment results during the performance period (typically covering the entire term), and paid as a lump sum or in installments according to agreed timelines based on the Company's actual compensation payment capacity, with a maximum payment period of no more than three years. This mechanism closely links bonus payments to term-based performance and creates a deferred payment arrangement.

To strengthen incentive constraints and effective management, we have established executive bonus clawback provisions. If, during or after the payment period, irregularities such as unauthorized compensation payments, false reporting, premature payment of performance compensation without approval, or falsification of compensation records are discovered, or if Party discipline or administrative penalties are imposed due to violations, the Company will lawfully recover the performance annual salary, term incentives, or other related income already paid, safeguarding the integrity and effectiveness of the variable compensation system and ensuring better alignment of management interests with the long-term interests of shareholders. The CEO's variable compensation performance assessment period is 1 year, the maximum vesting period for CEO variable compensation is 2 years, and the CEO's short-term compensation bonus is deferred for 2 years.

### Management Diversity

Universal Medical actively promotes management diversity in gender, age, background, and other dimensions, as well as executive localization. As of the end of the reporting period, the proportion of female executives reached 28.6%, and the proportion of executives from local communities was 93.9%.

# Upholding Business Ethics

Universal Medical places great importance on business ethics, strengthening process supervision through "source prevention" and driving long-term governance through "treating both symptoms and root causes," building a collaborative and efficient "integrated supervision" system.

## Compliance Management

### Compliance Management System Development

The Group has established and continuously improved the corporate compliance and contract management system, issuing the "Subsidiary Company Contract Management Measures," "Financial Leasing Business Compliance Management Implementation Rules," and "Medical Equipment Procurement Contract Management Implementation Rules." The Group continuously monitors changes in laws and regulations, industry standards, and regulatory requirements, timely identifying and updating applicable compliance obligations to ensure that business activities comply with the latest requirements. Tailored to the actual circumstances of subordinate medical institutions, the Group has developed "Key Position Compliance Responsibility Checklists" and "Key Process Compliance Control Checklists" for subordinate medical institutions. During the reporting period, 12 key units under the Group issued basic compliance management systems and key-area compliance management systems.

### Compliance Review Process

Universal Medical has established legal compliance review of major decisions as a mandatory step in the decision-making process, ensuring that the compliance review rate for all three categories - rules and regulations, major decisions, and economic contracts - reaches 100%. At the same time, the Group has established a regular compliance reporting and violation accountability mechanism, with supervisory responsibilities borne by disciplinary inspection, audit, and other functional departments. Issues identified are promptly addressed through rectification supervision, and violations of business regulations are strictly held accountable, continuously strengthening the institutional safeguards and execution effectiveness of compliance-based governance.

### Compliance Risk Identification and Control

The Group conducts necessary credit investigations of cooperation partners before their onboarding, ensuring that partners possess creditworthiness and performance capability commensurate with contract fulfillment requirements. At the same time, we dynamically monitor partners' performance behaviors, establish and maintain a partner negative list, and implement a working mechanism of managed entry and exit, dynamic management, coordinated across levels, and rigid constraints.

## Anti-Corruption and Clean Governance

### Anti-Money Laundering

Universal Medical strictly complies with anti-money laundering laws and regulations in China and the countries (regions) where it operates, establishing corresponding systems and procedures to prohibit employees from participating in money laundering activities and prevent exploitation by criminals. We thoroughly understand our business partners and choose to cooperate with partners whose business activities have legitimate capital sources and good reputations. At the same time, we require employees to strictly comply with the Company's financial systems and procedures, not to accept non-compliant payments, not to make payments to non-transactional or irregular accounts, and to actively cooperate with relevant parties in fulfilling anti-money laundering reporting obligations. During the reporting period, the Group conducted 11 anti-money laundering training sessions, covering 2,137 participants.



The Group conducted

11

anti-money laundering training sessions



Covering

2,137


participants

### Anti-Corruption

#### Anti-Corruption System

Universal Medical consistently upholds anti-corruption principles. Under the Board's guidance, the Group has continuously developed corresponding organizational structures and management systems, formulating the "Discipline Inspection Talent Pool Management Measures," "Annual Assessment and Evaluation Measures for Second-tier Unit Discipline Inspection Officers," and other systems, requiring our employees to uphold ethical standards of integrity and jointly create a clean, compliant, and disciplined business environment. In accordance with the provisions of the Group's "Integrity and Compliance Manual" codes of conduct, the Group adopts a "zero tolerance" policy toward commercial bribery and corruption, firmly opposing and prohibiting all forms of bribery and corruption, and requiring employees to sign "Commitment Letters" to strictly observe work discipline. The Group's requirements regarding commercial bribery and corruption apply to all employees (including full-time employees, part-time employees, and outsourced employees), suppliers, and partners.

#### Integrity Building Measures and Results



- Conducted special rectification work on violations of the CPC Central Committee's Eight-Point Regulation spirit;
- Held three meetings of the Party Conduct and Clean Governance and Anti-Corruption Work Coordination Group
- Issued and implemented the 2025 "Strengthening Constraints" implementation plan of the "Clean Universal" Three-Year Special Action
- Held two special meetings on the analysis of the situation of comprehensively strengthening Party self-governance.

#### Business Ethics Oversight Governance Bodies

#### Supplier Anti-Corruption System

Universal Medical has formulated the "Supplier Management Measures" to supervise and assess suppliers, while signing anti-commercial bribery commitment letters to mitigate corruption risks.

#### Whistleblowing Mechanism

Universal Medical has formulated the "Rules for Handling Reports and Complaints" and established a dedicated disciplinary inspection reporting platform, managed by designated personnel, to receive violation reports, conduct ledger-style registration and classification, ensure that reports are processed in a timely and effective manner, and advance issue resolution and rectification. At the same time, we commit to maintaining the confidentiality of whistleblowers and reported matters. Corruption litigation and trials occurring during the reporting period and concluded corruption cases are available through public disclosure channels.

<p style="color: #4caf50; font-weight: bold;">Disciplinary Inspection Reporting Platform</p>	<p>Written Correspondence: Disciplinary Inspection and Supervision Office, 25th Floor, Genertec Health Building, No. 90 West Third Ring Middle Road, Fengtai District, Beijing (Postal Code: 100073)</p> <p>Tel: 010-63373680 Email: jijian@um.gt.cn</p>
<p style="color: #4caf50; font-weight: bold;">Platform for Reporting Violations of the CPC Central Committee's Eight-Point Regulation</p>	<p>Submit reports by scanning QR code</p>
<p style="color: #4caf50; font-weight: bold;">Whistleblowing Platform</p>	<p>Reporting Email: falvhegui@um.gt.cn</p> <p>Reporting Mailbox: Legal Affairs Department, 21st Floor, Genertec Health Building, No. 90 West Third Ring Middle Road, Fengtai District, Beijing</p> <p>Postal Code: 100055</p>


### Anti-Corruption Training

Universal Medical is committed to building a culture of clean practice. Through regular anti-corruption training, warning education, and other activities, the Group ensures that employees strictly adhere to business ethics and anti-corruption principles. During the reporting period, the Group conducted 21 anti-corruption training sessions, covering 2,779 participants.


Date	Activity Content	Participants
February 26, 2025	Organized leading cadres to attend the Group's 2025 Case-Based Warning Education Conference	197 Persons
February 28, 2025	Held the Company Party Committee's 2025 First Round of Inspection Work Launch Meeting and Inspection Training	Over 50 Persons
March 17, 2025 and June 6, 2025	Disciplinary Committee Secretary presided over integrity talks for newly appointed leading cadres, conducting integrity interviews for recently appointed leading cadres	15 Persons
March 21, 2025	Hosted the 3rd Special Warning Education Report of the Group's "Case-Based Warning" Education Month	Over 1,700 Persons
June 10, 2025	Held a warning education conference, reporting on cases of violations of the CPC Central Committee's Eight-Point Regulation	Over 500 Persons
June 17-20, 2025	Organized disciplinary inspection cadres to attend specialized training at Henan Jiao Yulu Cadre Academy, thoroughly implementing the spirit of the 4th Plenary Session of the 20th CPC Central Commission for Discipline Inspection, enhancing performance capabilities	48 Person-times
July 2, 2025	Disciplinary Committee Secretary delivered a Party lecture titled "Strengthening Party Conduct and Forging Political Loyalty" on deepening the study and education of the CPC Central Committee Eight-Point Regulation	Over 70 Persons
August 20, 2025	Conducted integrity courses during campus recruitment new employee onboarding training	25 Persons
September 12, 2025 and December 8, 2025	Disciplinary Committee Secretary hosted integrity talks with newly appointed leadership cadres	24 Persons
October 29, 2025	Organized trial observation integrity warning education series activities	24 Persons
2025 (Full Year)	Published 8 issues of "Disciplinary Committee Study Report," covering learning progress and distinctive work of affiliated units	Over 110 Persons
2025 (Full Year)	Conducted "Monthly Integrity" themed activities, guiding Party members to strengthen integrity self-discipline awareness and build a strong defense against corruption	Over 200 Persons
2025	SASAC E-Learning Platform Party Discipline Education Online Training, involving disciplinary inspection cadres at all levels of the Company	Over 110 Persons

Furthermore, Universal Medical has distributed the "Integrity Risk Prevention and Control Manual" to all employees, providing clear behavioral guidance for officers and employees, urging all employees to use the manual as a mirror and the system as a ruler, internalizing integrity requirements and externalizing them in practice, making clean practice a conscious discipline for every healthcare practitioner.


**Medical Institution Integrity Risk Prevention and Control Handbook**



**Integrity Risk Prevention and Control Handbook for the Financial Sector**



**Industrial Sector Integrity Risk Prevention and Control Handbook**



# Building a Robust Risk Defense

## Risk Governance

### Risk Management

#### Risk Management System

The Group has formulated the "Risk Management and Internal Control Regulations" to strengthen risk prevention and compliant operations, enhancing risk resilience and compliance.

In financial business compliance and risk management, the Group has solidly advanced compliance management system construction, formulating the "Financial Leasing Compliance Implementation Rules" and "Credit Limit and Credit Rating Implementation Rules," revising the financial leasing business negative list and multiple leased asset-related policies, specifying responsible entities, compliance requirements, credit standards, and leased asset management requirements, and constructing a three-tier management system of "management measures defining principles, industry rules defining standards, and review SOPs defining procedures," ensuring the compliant and orderly conduct of financial leasing business. At the same time, the Group strictly implements SASAC requirements for high-quality development of central enterprise financial businesses, strengthening the Party's overall leadership of financial business, requiring Party committee pre-review for projects of RMB 300 million and above, revising the financial leasing business graded decision-making system and improving the project approval process, consolidating the foundation for stable financial business development.

In credit risk management, the Group continuously optimizes its traditional business risk management system, refining project access and credit management to support business transformation and upgrading. The public utility business risk control model has been updated and optimized, with upgrades to the regional concentration model, project credit evaluation model, and project 'red/yellow line' items checklist. Project access, evaluation, and credit standard systems have been established for the cultural tourism, energy and environmental protection, and transportation and logistics sectors within the local SOE transformation business. Pension finance leasing project access and credit evaluation systems have been formulated, and advanced manufacturing industry credit guidelines have been issued covering manufacturing upstream and downstream, internet data centers (IDC), and mining sectors, with corresponding due diligence standards, project evaluation models, and credit standards, achieving precise risk management in key sectors and driving traditional business quality upgrading and multi-business collaborative development.

#### Risk Management Structure

The Board of Directors is the decision-making body for major risk management and internal control matters, responsible for determining the overall objectives and policies for risk management and internal control, hearing reports on risk management and internal control work, and supervising the establishment and implementation of the risk management and internal control system. The Risk Control Committee under the Board provides review support for Board decisions, and studies and makes opinions and recommendations on important risk management and internal control matters.

#### Three Lines of Defense in Risk Management

**First Line of Defense in Risk Management**

Each operating unit and business department acts as the First Line of Defense in risk management, assuming direct responsibility for risk management. It is primarily responsible for identifying, assessing and addressing all types of risks in daily operations to ensure the safety and soundness of business activities.

**Second Line of Defense in Risk Management**

Risk management functional departments act as the Second Line of Defense, assuming risk management responsibility. They are primarily responsible for assisting business departments in establishing and improving the risk management system, and providing professional risk management guidance and support.

**Third Line of Defense in Risk Management**

The Audit and Risk Control Department acts as the Third Line of Defense, assuming supervision responsibility. Through independent audit procedures, it evaluates the compliance and effectiveness of risk management in all departments, promptly alerts and corrects potential risk issues.

### Risk Identification and Early Warning

Each business department and operating unit of the Group is the responsible entity for identifying major operational risks, with each functional department monitoring and participating in major operational risk work within their respective functional domains. Risk information discovered through functional supervision, regulatory feedback from external regulatory bodies, and media and internet channels is shared and communicated promptly, with assistance provided in information collection and risk assessment, and early warning.

### Risk Control and Tracking

Each functional department and operating unit of the Group conducts risk assessment in conjunction with its responsibilities, formulating targeted response measures and solutions. For various types of risks, the Group continuously tracks public opinion dynamics, policy changes, and key industry and entity indicators, establishing specialized early warning indicators and warning items. In addition, the Group regularly updates credit models and business guidelines, and through regular cross-departmental risk reviews, summarizes practical experience and continuously optimizes risk prevention and control mechanisms, enhancing risk identification, early warning, and response capabilities, and ensuring stable business operations.

### Risk Reporting and Management

The Group has formulated the "Major Operational Risk Event Reporting Management Measures" to standardize major risk management mechanisms, timely monitor and effectively resolve major operational risks, clarify risk event reporting procedures, and require rapid response and timely reporting after the occurrence of major operational risk events, objectively and accurately reflecting risk event circumstances, and ensuring timely assessment, effective response, and disposal of major operational risk events.

## Risk Culture

### Risk Management Training

We actively conduct internal control and risk management capability training for all employees, regularly providing risk education for all non-executive directors, further cultivating an internal control and risk management culture, driving the construction of internal control and risk management systems, enhancing Group-wide risk management awareness and risk resilience, and improving the level of compliance-based operations. During the reporting period, the Group convened a risk and internal control 2025 annual work conference, systematically summarizing the achievements and issues in internal control and risk management work in recent years, communicating warning cases, and deploying subsequent risk and internal control work.

Training Course	Training Type	Training Content
Internal Control and Risk Management System Training	"Universal Finance Grand Lecture"	Risk Inventory and Compliance
		Management, False Trade Risk
		Identification and Prevention, Operating Lease Business
Business Operation Risk Management Training	Business Training	Consulting & Advisory Services and Reporting Business

### Case | Connected Transactions Rules Practical Training

In October 2025, the Group invited a law firm to conduct specialized compliance training for listed companies, focusing on business compliance risks including connected transactions and non-competition. Compliance liaisons from all departments participated in the training, enhancing their understanding of connected transactions and non-competition requirements.



### Risk Management Incentives

The Group has established and continuously improved risk management assessment and incentive mechanisms, conducting annual internal control self-assessments on a regular basis, incorporating internal control maturity and operational risk management into annual performance assessments, and driving the effective implementation of risk management responsibilities. At the same time, the Group continues to conduct specialized risk and internal control training and assessments, using assessments to promote learning and effectiveness, continuously enhancing practitioners' risk prevention awareness and professional capabilities, and consolidating the Group's comprehensive risk management foundation.

### Integrating Risk Standards into Product and Service Development

In the access phase for core business partners, the Group has established and strictly implements unified review standards and approval processes. Review personnel inspect partner materials in accordance with standards and complete material uploads and approval procedures in the system, strengthening partner creditworthiness risk management at the front end and deeply integrating risk standards into the full-process management of products and services.

### Risk Review

Universal Medical conducts risk reviews at least once annually, with internal audit content covering the construction, execution, and rectification of risk and internal control management. The Group conducts internal control supervision and evaluation of subordinate units, with evaluation content focusing on internal control conditions and risk management construction.



## ■ ESG and Emerging Risks Management

The Group continuously identifies and manages emerging risks, identifying long-term (3-5+ years) emerging risks with significant impact on future business, and effectively mitigating related risks through prudent adjustments to corporate strategy and business models.

Category	Description	Risk Impact Assessment	Response Measures
Carbon Pricing and Low-Carbon Technology Investment Risk	As the government tightens environmental regulatory requirements and continuously introduces climate change disclosure-related policies, the operating costs of customers/ investment targets in carbon-intensive industries may increase, leading to higher credit risk or valuation declines, thereby impacting the Company. To meet policy and stakeholder requirements, the Company may face risks of failed new low-carbon technology investments and rising costs of low-carbon technology transition. To address this risk, the Group implements energy transition projects, builds green and low-carbon hospitals, practices green financing, focuses on green sectors such as sewage treatment, photovoltaic new energy, and green transportation, and rolls out green loans, ESG loans, green bonds, etc.	Increased operating costs, decreased operating income, reduced portfolio value	<ul style="list-style-type: none"> <li>Implement energy transition projects and build green and low-carbon hospitals</li> <li>Practice green financing, focus on green sectors such as sewage treatment, photovoltaic new energy, and green transportation, and roll out green loans, ESG loans, green bonds, etc.</li> </ul>
AI Data Privacy and Cybersecurity Threat Risk	Users' medical data is highly sensitive. As the Group advances its digital transformation and expands the application scenarios of medical data, it needs to continuously focus on data security and system stability during data collection, storage, and transmission, and guard against potential risks such as external cyberattacks and data breaches. To address this risk, the Group takes measures in five areas: improving security management responsibilities, enhancing company-wide security awareness, strengthening technical protection capabilities, strictly managing supply chain security, and establishing emergency response mechanisms, to continuously prevent potential risks such as cyberattacks and data breaches.	May incur certain technical maintenance costs, regional services may be affected, and trust levels may face short-term fluctuations	<ul style="list-style-type: none"> <li>Improve security management responsibilities: Define cybersecurity management roles, responsibilities, and processes, clarify security responsibility allocation, strengthen accountability mechanisms, and prevent data breaches and cyberattacks caused by internal negligence</li> <li>Enhance company-wide security awareness: Regularly organize cybersecurity and privacy protection training for all employees (especially medical business personnel) to raise overall prevention awareness</li> <li>Strengthen technical protection capabilities: On the basis of cybersecurity classified protection, adopt technical measures including encryption, backup, access control, and security authentication to protect network data from tampering, destruction, leakage, unauthorized access, or illegal use, and prevent illegal criminal activities targeting and utilizing network data</li> <li>Strictly manage supply chain security: Integrate cybersecurity and data privacy protection into the Company's supplier management system, clarify information security requirements in procurement contracts, conduct regular supplier security reviews, and reduce cybersecurity risks from external suppliers</li> <li>Establish emergency response mechanisms: Formulate detailed emergency response plans for data breaches and cybersecurity incidents, promptly control losses and resume business operations when security incidents occur, and report to regulatory authorities and affected parties in accordance with regulations</li> </ul>



## Internal Controls

### Internal Control System Development

Universal Medical continuously strengthens its risk management and internal control system. The Board of Directors, as the decision-making body for major matters, is responsible for determining overall objectives and policies. The Risk Control Committee provides professional review support to the Board, regularly evaluating significant matters and making opinions and recommendations. The Party Committee has established a Risk Prevention and Compliance Committee, which regularly reviews and deliberates on important internal control and risk management matters, coordinating and driving the construction and improvement of the internal control system. An independent audit department has been established to systematically conduct internal audits, internal control evaluations, and major risk assessments. At the institutional level, the Group has formulated the *"Risk Management and Internal Control Regulations"* and the *"Internal Control Evaluation Measures,"* establishing tiered and categorized systems covering corporate governance, financial management, investment management, financial business, R&D investment, and safety production, forming a comprehensive internal control framework with clear authority and responsibilities.

### Internal Control Procedures

The Group takes "Strengthening Internal Control, Preventing Risks, Promoting Compliance" as its control objectives, and has established an internal control procedure implemented jointly by all personnel at all levels, covering corporate decision-making, management, execution, and supervision. This procedure implements the requirements of risk management and internal control in daily production and operation activities, and executes the basic processes of risk management and internal control, providing reasonable assurance for the achievement of the Company's strategic objectives and operational management objectives. Basic Principles of Internal Control: 1. Compliance with laws and regulations, serving the overall situation; 2. Forward-looking management, pre-event prevention; 3. Horizontal coverage and vertical penetration; 4. Tiered and categorized management, clear accountability; 5. Balanced control, firm adherence to bottom lines. Basic Workflows of Internal Control: 1. Risk Assessment: Implement comprehensive, traceable, dynamic, and special risk assessment mechanisms; 2. Monitoring and Early Warning: Strengthen monitoring and early warning through detailed processes, enhanced indicators, coordinated scheduling, comprehensive inspections, case analysis, and other methods; 3. Control Activities: Formulate emergency plans and major risk management solutions, regularly inspect internal control processes and implementation, timely study exit plans, and establish a risk event supervision mechanism; 4. Information and Communication: Strengthen the flow of major risk information, and timely disclose, report, and handle relevant information.

### Governance Body Internal Control Process and Results Oversight

The Board of Directors and Risk Control Committee annually review the Company's internal control system work report, hearing reports on internal control system construction, internal control supervision, and other work. The Risk Prevention and Compliance Committee holds regular meetings to review internal control system construction and supervision work implementation, and deliberate on important internal control policies.

## Maintaining Investor Relations

### Investor Relations Management

#### Investor Relations Management System

Universal Medical has formulated the *"2025 Market Value Management Plan"* (including Investor Communication Work Plan) and the *"Valuation Enhancement Plan"* (including Investor Relations Management Plan), in accordance with the *"Company Law of the People's Republic of China," "Securities Law of the People's Republic of China," "Guidelines for Investor Relations Management of Listed Companies," "Hong Kong Companies Ordinance," "Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited,"* and other laws, regulations, and normative documents issued by the government and regulatory authorities.

#### Information Disclosure System

The Board is responsible for establishing and implementing the information disclosure management system, formulating internal systems including the *"Information Disclosure Management Rules," "Debt Financing Instrument Information Disclosure Management Measures,"* and *"Bond Information Disclosure Management Measures."* We strictly comply with information disclosure regulations, publishing announcements and periodic reports on time, ensuring the timeliness, accuracy, and standardization of information communication. During the reporting period, 74 announcements were publicly disclosed.

## Shareholder Rights

### Protection of Minority Shareholder Rights

Universal Medical places great importance on safeguarding the legitimate rights of shareholders, particularly minority shareholders, upholding the principle of openness and transparency, and implementing a sound profit distribution policy. We strictly publish shareholder meeting notices and agendas in accordance with regulations, disclose material matters through timely announcements, and provide detailed explanations of shareholder meeting agenda items in circulars, ensuring that all shareholders' rights are fully exercised and that shareholder voting rights are more transparent. Furthermore, the Group has established dedicated channels for shareholder feedback, opinions, and requests, ensuring that shareholders can obtain timely and comprehensive information about the Company's operational status, effectively safeguarding shareholders' legitimate rights and interests.

### Shareholder Meeting Resolutions

The Group places great importance on shareholder communication and governance transparency, having established comprehensive shareholder communication policies and rules of procedure. Through regular convening of shareholder meetings, results briefings, and analyst meetings, among other diversified channels, the Group proactively solicits shareholder opinions and ensures their right of expression. During shareholder meetings, we strictly comply with listing rules, issuing meeting notices and documents in advance, adopting a combined in-person and video conference format, and conducting fair and open voting on all resolutions, with the counting process supervised by independent scrutineers.

### Investor Communication Activities

Universal Medical continues to build a regular, multi-tiered, and highly transparent capital market communication mechanism. Through shareholder meetings, results briefings, press conferences, roadshows, analyst meetings, targeted research visits, on-site visits, and conference calls, we engage in efficient interaction with various institutional investors. During the reporting period, the Group conducted 73 investor communication activities.

#### Case | Universal Medical Jointly Hosts "Investor Open Day" Activity with Subsidiary Universal Qingniao

On December 19, 2025, Universal Medical, for the first time jointly with industrial subsidiary Universal Qingniao, held an Investor Open Day activity in Qingdao, Shandong. The activity attracted over 30 representatives from banks, securities firms, fund companies, and other institutions, presenting the Company's smart medical-rehabilitation-elderly care business ecosystem and strategic layout through on-site research and symposium exchanges. During the on-site research phase, investors visited and inspected multiple types of elderly care service institutions and government platforms managed by Universal Qingniao, including Haojia Shiqiao Nursing Home, Fuyue Elderly Care Home, and the Laoshan District Smart Elderly Care Service Operation Management Center.



# Key Performance Indicators

## Environmental Dimension

### Greenhouse Gas Emissions

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Direct Greenhouse Gas Emissions (Scope 1)	Tonnes of CO <sub>2</sub> Equivalent	5,770.95	5,438.64	6,172.5	6,241.68
Indirect Greenhouse Gas Emissions (Scope 2)	Tonnes of CO <sub>2</sub> Equivalent	21,343.78	44,263.36	49,551.67	71,485.24
Total GHG Emissions	Tonnes of CO <sub>2</sub> Equivalent	27,114.73	49,702	55,724.17	77,726.92
GHG Emissions Intensity	tCO <sub>2</sub> e/person	1.35	2.36	2.43	3.27
GHG Emissions Reduction	Tonnes of CO <sub>2</sub> Equivalent	-6,863.35	-22,587.27	-6,022.17	-22,002.75

### Energy Consumption

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Total Energy Consumption	Tonnes of Standard Coal Equivalent	10,085.32	15,456.98	14,525.98	20,883.40
Energy Consumption Intensity	tce/person	0.50	0.73	0.63	0.88
Total Direct Energy Consumption	Tonnes of Standard Coal Equivalent	2,146.50	2,022.90	3,776.56	2,286.33
Direct Energy - Natural Gas Consumption	Cubic Meters	824,671.88	680,163.82	599,814	656,152.53
Direct Energy - Gasoline Consumption	Liters	268,330.76	236,566.46	230,094.20	183,792.38
Direct Energy - Diesel Consumption	Liters	201,841.64	180,265.82	103,739.9	130,559.78
Direct Energy - Coal Gas Consumption	Cubic Meters	1,632,212.35	1,955,018.04	1,956,120	2,001,950
Direct Energy - LPG Consumption	Kilograms	14,250	12,750	13,380	12,960
Total Indirect Energy Consumption	Tonnes of Standard Coal Equivalent	7,938.82	13,434.08	12,823.28	18,597.07
Indirect Energy - Heat Consumption	GJ	63,404.12	84,335.06	84,807.05	107,393.81
Indirect Energy - Electricity Consumption	kWh	47,003,595	85,909,349	80,713,287	121,521,075
Renewable Energy Consumption	Tonnes of Standard Coal Equivalent	/	/	7.72	11.52
Renewable Energy Consumption Ratio	%	/	/	0.05	0.05

### Water Resource Management

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Total Water Consumption	Megaliters	2,943	2,706.85	3,059.15	2,492.06
Water Consumption Intensity	Megaliters per Person	0.15	0.13	0.13	0.10
Fresh Water Consumption	Megaliters	/	/	3,058.93	2,491.75
Recycled Water Consumption	Megaliters	/	/	0.216	0.314

### Packaging and Materials Management

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Materials/Packaging Usage	Kilograms	/	71,292.08	69,660.43	58,760.21
Non-Renewable Materials/Packaging Usage	Kilograms	/	6,775.49	17,544	13,632
Renewable Materials/Packaging Usage	Kilograms	/	64,516.59	52,116.43	45,128.21
Recycled Materials/Packaging Ratio	%	/	90	75	77
Toxic/Hazardous Materials/Packaging Usage	Kilograms	/	0	0	0
Materials/Packaging Consumption Intensity	kg/RMB 10,000	/	/	3.04	2.47

### Waste Management

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Total Non-Hazardous Waste Generated	Kilograms	9,163,038.58	10,539,609.13	10,847,603.23	9,631,693
Non-Hazardous Waste Breakdown - Office Paper Usage	Kilograms	202,980.65	220,701.26	240,376.87	187,676.24
Total Hazardous Waste Generated	Kilograms	2,008,796.8	1,855,916.25	1,852,098.01	1,838,340.4
Hazardous Waste Breakdown - Used Ink Cartridges	Kilograms	4,816.09	5,644.75	5,924.7	3,683.5
Hazardous Waste Breakdown - Used Batteries	Kilograms	1,883.01	2,285.01	2,927.03	1,939.31
Hazardous Waste Breakdown - Used Fluorescent Tubes	Kilograms	1,356.39	1,541.5	2,246.28	1,478.3
Hazardous Waste Breakdown - Medical Waste	Kilograms	2,000,741.31	1,846,444.99	1,841,000	1,831,239.3
Total Hazardous Waste Disposed	Kilograms	2,008,796.8	1,855,916.25	1,852,098.01	1,838,340.4
Total Non-Hazardous Waste Disposed	Kilograms	9,163,038.58	10,539,609.13	10,847,603.23	9,631,693
Total Solid Waste Recycled/Reused	Kilograms	23,030	27,546	27,491	19,390

### Wastewater Discharge Management

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Wastewater Discharge Volume	Metric Tonnes	2,162,192.37	2,613,853.25	2,909,801.00	2,397,362.95

### Air Pollutant Emissions Management

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Air Pollutant Emissions Volume	Kilograms	/	3,143.08	27,765.85	23,661.12
NO <sub>x</sub> Emissions	Kilograms	/	1,332.41	172.90	133.90
SO <sub>x</sub> Emissions	Kilograms	/	10.00	7.31	10.00
PM Emissions	Kilograms	/	48.77	407.78	387.69
CO Emissions	Kilograms	/	1,751.90	27,177.86	23,129.53

### Environmental Training and Public Welfare

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Total Environmental Investment	RMB 10,000	1,225.88	1,586.02	1,588.60	2,103.76
Environmental Training Sessions	Sessions	/	160	149	145
Environmental Training Participants	Person-times	/	6,485	6,319	6,246
Environmental Training Investment	RMB 10,000	11.98	14.73	12.19	11.76
Environmental Charity Events Organized/ Participated	Sessions	/	26	22	27
Employee Participants in Environmental Charity Events	Person-times	/	1,242	1,121	2,036
Environmental Charity Investment	RMB 10,000	4.4	17.1	8.4	7.5

### Sustainable Finance

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Green Bond Issuance Volume	RMB 100 Million	/	14.68	24.77	20.60
Green Credit Volume	RMB 100 Million	/	14.88	70.53	8.40

## Social Dimension

### Employee Structure

Indicator	Unit	2025 Value	2025 Target
Total Employees	People	23,791	/
By Gender - Total Female Employees	People	16,829	/
By Gender - Total Male Employees	People	6,962	/
By Age - Total Employees Under 30	People	6,670	/
By Age - Total Employees Aged 30-50	People	13,209	/
By Age - Total Employees Over 50	People	3,912	/
By Employment Type - Total Contract Employees	People	17,090	/
By Employment Type - Total Dispatched Employees	People	5,224	/
By Education - Total Employees with Doctoral Degrees	People	54	/
By Education - Total Employees with Master's Degrees	People	1,718	/
By Education - Total Employees with Bachelor's Degrees	People	14,057	/
By Education - Total Employees with Associate Degrees or Below	People	7,962	/
By Work Region - Total Beijing Employees	People	1,516	/
By Work Region - Total Other Regions Employees	People	22,203	/
Other - Total Employees with Disabilities	People	34	/
Other - Total Party Members	People	4,352	/
Other - Total Foreign Employees	People	0	/
By Ethnicity - Total Ethnic Minority Employees	People	478	/
By Ethnicity - Total Han Employees	People	23,313	/
Proportion of Women in Management - Junior Management	%	53.91	50
Proportion of Women in Management - Middle Management	%	26.37	25
Proportion of Women in Management - Senior Management	%	28.57	25
Proportion of Women in Management	%	52.68	50

Indicator	Unit	2025 Value	2025 Target
Proportion of Women in Management of Revenue-Generating Functions	%	51.01	50
Proportion of Women in STEM-Related Positions	%	34.21	25
Proportion of Ethnic Minorities in Management	%	1.88	1.5

### Employee Satisfaction

Indicator	Unit	2025 Value	2025 Target
Employee Satisfaction Survey Score	%	88.4	85%
Employee Satisfaction Survey Frequency	sessions/year	1	1
Years of Consecutive Satisfaction Surveys	Years	3	3

### Absentee Rate

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Absentee Rate	%	1.95	1.5	1.75	0.97
Absentee Rate Target	%	Below 3	Below 3	Below 3	Below 3

### Employee Communication

Indicator	Unit	2025 Value
Number of Employee Representative Meetings	Sessions	4
Number of Employee Representative Meeting Agenda Items	Items	5

### Employee Turnover Rate

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Total Employee Turnover Rate	%	9.7	8.3	8.7	10.74
Voluntary Turnover Rate	%	0.27	2.37	5.77	6.35
Employee Turnover Rate by Age - Under 30	%	3.13	2.98	3.46	3.46
Employee Turnover Rate by Age - Aged 30-50	%	3.7	2.62	2.59	4.01

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Employee Turnover Rate by Age - Over 50	%	2.96	2.74	2.63	3.27
Employee Turnover Rate by Gender - Male	%	2	2	3.16	3.35
Employee Turnover Rate by Gender - Female	%	6	5	5.51	7.39
Employee Turnover Rate by Region - Beijing*	%	10.4	11.87	10.01	7.89
Employee Turnover Rate by Region - Other Regions*	%	3	2	4.71	3.07

\*This statistic covers Universal Medical headquarters employees only.

### Employee Training

Indicator	Unit	2025 Value
Total Employees Trained	People	23,791
Total Employee Training Participants	Person-times	35,686
Total Employee Training Sessions	Sessions	83
Average Employee Training Duration	Hours	145.96
Average Training Hours by Age - Under 30	Hours	140
Average Training Hours by Age - Aged 30-50	Hours	160
Average Training Hours by Age - Over 50	Hours	160
Average Training Hours by Gender - Male	Hours	252
Average Training Hours by Gender - Female	Hours	252
Average Training Hours by Level - Frontline Employees	Hours	140
Average Training Hours by Level - Middle Management	Hours	218.57
Average Training Hours by Level - Senior Management	Hours	313.78
Average Training Hours by Region - Beijing	Hours	160
Average Training Hours by Region - Other Regions	Hours	252
Employee Training Ratio	%	100
Employee Training Participation by Level - Senior Management	%	100

Indicator	Unit	2025 Value
Employee Training Participation by Level - Middle Management	%	100
Employee Training Participation by Level - Frontline Employees	%	100
Employee Training Participation by Gender - Male	%	100
Employee Training Participation by Gender - Female	%	100
Total Training Investment	RMB	2,936,100
Average Employee Training Investment	RMB/person	123.41

### New Hires and Internal Candidates

Indicator	Unit	2025 Value
Annual New Hires	People	2,882
New Employee Ratio	%	12.11
New Hires by Age - Under 30	People	1,255
New Hires by Age - Aged 30-50	People	1,117
New Hires by Age - Over 50	People	510
New Hires by Gender - Female	People	1,904
New Hires by Gender - Male	People	978
New Hires by Level - Frontline Employees	People	2,871
New Hires by Level - Middle Management	People	15
New Hires by Level - Senior Management	People	0
New Hires by Region - Beijing	People	107
New Hires by Region - Other Regions	People	1,435
Proportion of Vacancies Filled by Internal Candidates	%	11.4
Number of Labor Dispute Cases	Cases	2

### Employee Benefits

Indicator	Unit	2025 Value
Employee Health Checkup Coverage	%	100
Number of Employee Recreational Activities	Sessions	140 or Above

### Occupational Health & Safety

Indicator	Unit	2025 Value
Number of Employee Work-Related Fatalities	People	0
Rate of Work-Related Fatalities	%	0
Work Injuries and Fatalities - Number of Work-Related Injuries	People	0
Work Injuries and Fatalities - Lost Working Time Due to Work Injuries	Days	0

### Employee Rights Protection and Labor Relations

Indicator	Unit	2025 Value
Labor Contract Signing Rate	%	100
Social Insurance Coverage Rate	%	100

### Customer Rights Protection

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Inpatient Satisfaction*	%	93.11	95.74	97.07	89.73
Outpatient Satisfaction*	%	95.21	93.8	94.76	86.68
Customer Satisfaction Measurement Score Target	%	90 or Above	90 or Above	90 or Above	90 or Above
Customer Satisfaction Survey Coverage Ratio	%	To Be Supplemented	90	100	63

\*Starting from 2025, the company has further optimized its patient satisfaction evaluation system.

## Customer Privacy Protection

Indicator	Unit	2025 Value
Customer Information Breaches	Cases	0
Customer Privacy Complaints - From External Parties (Substantiated)	Cases	0
Customer Privacy Complaints - From Regulators	Cases	0

## Product Responsibility

Indicator	Unit	2025 Value
Percentage of products recalled for safety and health reasons	%	Not Applicable

## Supplier Overview

Indicator	Unit	2025 Value
Supplier Overview - Total Suppliers	Units	42,730
Suppliers by Region - Beijing	Units	11,993
Suppliers by Region - Shanghai	Units	2,258
Suppliers by Region - Guangdong	Units	1,976
Suppliers by Region - Other Provinces, Municipalities, Autonomous Regions	Units	26,478
Suppliers by Region - Other Countries	Units	25

## Supply Chain Management

Indicator	Unit	2025 Value
Number of Supplier Training Sessions	Sessions	1
Supplier Training Coverage	%	100
Supplier Desk Assessment Review Coverage	%	100

## Social Responsibility

Indicator	Unit	2025 Value
Total Rural Revitalization Investment (Total Poverty Alleviation Funds)	RMB 10,000	300
Number of Community Free Medical Clinics	Sessions	980
Number of People Served in Free Medical Clinics	People	80,000

## Charitable and Public Welfare

Indicator	Unit	2022 Value	2023 Value	2024 Value	2025 Value
Volunteer Activity Participants	Person-times	598	782	/	6,963
Volunteer Activity Duration	Hours	1,794	2,346	/	13,926
Volunteer Activity Expenditure	RMB	119,600	234,600	/	19,420
Total Charitable Investment	RMB 10,000	244.5	336.99	/	400
Number of Charitable Projects	Items	5	12	12	12
Number of People Assisted by Charitable Projects	Person-times	295	562	699	200

## Governance Dimension

## Board Members

Indicator	Unit	2025 Value
Total Board Members	People	11
Number of Executive Directors	People	3
Number of Independent Directors	People	4
Independent Non-Executive Directors	People	4
Average Board Member Tenure	Years	4.18
Proportion of Board Members with Industry Experience	%	100

## Board Diversity

Indicator	Unit	2025 Value
Number of Female Directors	People	1
Proportion of Women on Board	%	9.1
Board Composition - Proportion of Members Under 30	%	0
Board Composition - Proportion of Members Aged 30-50	%	9.1
Board Composition - Proportion of Members Aged Over 50	%	90.9

### Board Meeting Attendance

Indicator	Unit	2025 Value
Board Meeting Attendance Rate	%	96.10
Minimum Board Meeting Attendance Rate Required	%	95

### Management Composition

Indicator	Unit	2025 Value
Number of Senior Management	People	7
Total Members of Governing Bodies (Board + Senior Management)	People	15

### CEO Variable Compensation

Indicator	Unit	2025 Value
CEO Variable Compensation Performance Assessment Period	Years	1
Maximum Vesting Period for CEO Variable Compensation	Years	2

### Party Building Leadership

Indicator	Unit	2025 Value
Total Party Building Themed Activities	Sessions	69
Total Participants in Party Building Activities	Person-times	10,076

### Anti-Corruption Training

Indicator	Unit	2025 Value
Number of Money Laundering or Insider Trading Violations	Cases	0
Anti-Money Laundering Training Sessions	Sessions	11
Anti-Money Laundering Training Coverage	Person-times	2,137
Anti-Corruption Training Sessions	Sessions	21
Anti-Corruption Training Coverage	Person-times	2,779

### Compliance Management

Indicator	Unit	2025 Value
Conflict of Interest Violations	Cases	0

### Risk Management

Indicator	Unit	2025 Value
Risk Exposure Review Frequency	sessions/year	1

### Investor Relations

Indicator	Unit	2025 Value
Number of Investor Communication Activities	Sessions	74
Number of Disclosure Announcements	Items	73

# Index Tables

## HKEX Environmental, Social and Governance Reporting Code Index

Indicator Number	Description	Section
Environment		
Aspect A1 Emissions		
General Disclosures	Relating to waste and greenhouse gas emissions, discharges into water and land, generation of hazardous and non-hazardous waste: (a) Policies; and (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer	In Harmony with Environmental Sustainability
A1.1	Types of emissions and relevant emission data	
A1.2	Total GHG emissions (in tonnes) and, where applicable, intensity (e.g., per unit of production, per facility)	
A1.3	Total hazardous waste generated (in tonnes) and, where applicable, intensity	
A1.4	Total non-hazardous waste generated (in tonnes) and, where applicable, intensity	
A1.5	Description of measures to reduce emissions and results achieved	
A1.6	Description of methods for handling hazardous and non-hazardous waste, measures to reduce generation, and results achieved	
Aspect A2 Use of Resources		
General Disclosures	Policies on efficient use of resources (including energy, water, and other raw materials)	In Harmony with Environmental Sustainability
A2.1	Total direct and/or indirect energy consumption by type (e.g., electricity, gas, or oil) in thousands of kWh and intensity (e.g., per unit of production, per facility)	
A2.2	Total water consumption and intensity (e.g., per unit of production, per facility)	
A2.3	Description of energy use efficiency plans and results achieved	
A2.4	Description of any issues in obtaining applicable water sources, and water use efficiency plans and results achieved	

Indicator Number	Description	Section
A2.5	Total packaging material used for finished products (in tonnes) and, where applicable, per unit produced	In Harmony with Environmental Sustainability
Aspect A3 The Environment and Natural Resources		
General Disclosures	Policies on reducing the issuer's significant impact on the environment and natural resources	In Harmony with Environmental Sustainability
A3.1	Description of significant impacts of business activities on the environment and natural resources and actions taken to manage them	
Aspect A4 Climate Change		
General Disclosures	Policies on identifying and responding to significant climate-related issues that have and may affect the issuer	In Harmony with Environmental Sustainability
A4.1	Description of significant climate-related issues that have and may affect the issuer, and response actions	
Society		
Aspect B1 Employment		
General Disclosures	Relating to compensation and dismissal, recruitment and promotion, working hours, holidays, equal opportunity, diversity, anti-discrimination, and other benefits and welfare: (a) Policies; and (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer	In Harmony with Employee Growth
B1.1	Total number of employees by gender, employment type, age group, and region	
B1.2	Employee turnover rate by gender, employment type, and region	
Aspect B2 Health and Safety		
General Disclosures	Relating to providing a safe working environment and protecting employees from occupational hazards: (a) Policies; and (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer	In Harmony with Employee Growth
B2.1	Number and Rate of Work-Related Fatalities	
B2.2	Lost Working Days Due to Work Injuries	
B2.3	Description of occupational health and safety measures adopted, and related implementation and monitoring methods	

Indicator Number	Description	Section
<b>Aspect B3 Development and Training</b>		
General Disclosures	General Disclosures Policies on enhancing employees' knowledge and skills for work duties; description of training activities	In Harmony with Employee Growth
B3.1	Percentage of trained employees by gender and employee category	
B3.2	Average Training Hours Completed Per Employee by Gender and Category	
<b>Aspect B4 Labour Standards</b>		
General Disclosures	Relating to prevention of child labor or forced labor: (a) Policies; and (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer	In Harmony with Employee Growth
B4.1	Description of measures to review recruitment practices to avoid child and forced labor	
B4.2	Description of steps taken to eliminate such practices when discovered	
<b>Aspect B5 Supply Chain Management</b>		
General Disclosures	Policies on managing environmental and social risks of the supply chain	In Harmony with Serving the People
B5.1	Number of Suppliers by Region	
B5.2	Description of practices relating to engaging suppliers, the number of suppliers to which the practices apply, and implementation and monitoring methods	
<b>Aspect B6 Product Responsibility</b>		
General Disclosures	Relating to health and safety, advertising, labeling and privacy matters of products and services provided, and remedies: (a) Policies; and (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer	In Harmony with Serving the People
B6.1	Percentage of total products sold or shipped that are recalled for safety and health reasons	
B6.2	Number of complaints received regarding products and services and how they are handled	
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Indicator Number	Description	Section
<b>Aspect B7 Anti-corruption</b>		
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B7.3	Description of anti-corruption training provided to directors and employees	
<b>Aspect B8 Community Investment</b>		
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B8.2	Resources Deployed in Focus Areas	

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3-3	Management of material issues	Responsible Governance for Enduring Development
Issue Disclosure Items		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Responsible Governance for Enduring Development
GRI 207: Tax 2019		
Issue Management Disclosure Items		
207-1	Approach to tax	Responsible Governance for Enduring Development

Disclosure Standard	Disclosure	Section
207-2	Tax governance, control, and risk management	Responsible Governance for Enduring Development
207-3	Stakeholder engagement and management of concerns related to tax	Responsible Governance for Enduring Development
Issue Disclosure Items		
207-4	Country-by-country reporting	Responsible Governance for Enduring Development
GRI 301: Materials 2016		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Environmental Sustainability
Issue Disclosure Items		
301-1	Materials used by weight or volume	Key Performance Indicators
301-2	Recycled input materials used	In Harmony with Environmental Sustainability
301-3	Reclaimed products and their packaging materials	In Harmony with Environmental Sustainability
GRI 302: Energy 2016		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Environmental Sustainability
Issue Disclosure Items		
302-1	Energy consumption within the organization	In Harmony with Environmental Sustainability
302-2	Energy consumption outside of the organization	In Harmony with Environmental Sustainability
302-3	Energy intensity	In Harmony with Environmental Sustainability
302-4	Reduction of energy consumption	In Harmony with Environmental Sustainability
302-5	Reductions in energy requirements of products and services	In Harmony with Environmental Sustainability
GRI 303: Water and Effluents 2018		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Environmental Sustainability
303-1	Interactions with water as a shared resource	In Harmony with Environmental Sustainability

Disclosure Standard	Disclosure	Section
303-2	Management of water discharge-related impacts	In Harmony with Environmental Sustainability
Issue Disclosure Items		
303-3	Water withdrawal	Key Performance Indicators
303-4	Water discharge	Key Performance Indicators
303-5	Water consumption	Key Performance Indicators
GRI 304: Biodiversity 2016		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Environmental Sustainability
Issue Disclosure Items		
304-1	Operational Sites Owned, Leased, Managed in, or Adjacent to, Protected Areas and Areas of High Biodiversity Value	In Harmony with Environmental Sustainability
304-2	Significant Impacts of Activities, Products, and Services on Biodiversity	In Harmony with Environmental Sustainability
304-3	Habitats Protected or Restored	In Harmony with Environmental Sustainability
304-4	IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations	In Harmony with Environmental Sustainability
GRI 305: Emissions 2016		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Environmental Sustainability
Issue Disclosure Items		
305-1	Direct (Scope 1) GHG emissions	In Harmony with Environmental Sustainability
305-2	Energy indirect (Scope 2) GHG emissions	Key Performance Indicators
305-3	Other indirect (Scope 3) GHG emissions	Key Performance Indicators
305-4	GHG emissions intensity	In Harmony with Environmental Sustainability
305-5	Reduction of GHG emissions	In Harmony with Environmental Sustainability
305-6	Emissions of ozone-depleting substances (ODS)	In Harmony with Environmental Sustainability

Disclosure Standard	Disclosure	Section
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	In Harmony with Environmental Sustainability
GRI 306: Waste 2020		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Environmental Sustainability
306-1	Waste generation and significant waste-related impacts	In Harmony with Environmental Sustainability
306-2	Management of significant waste-related impacts	In Harmony with Environmental Sustainability
Issue Disclosure Items		
306-3	Waste generated	Key Performance Indicators
306-4	Waste diverted from disposal	Key Performance Indicators
306-5	Waste directed to disposal	Key Performance Indicators
GRI 308: Supplier Environmental Assessment 2016		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Serving the People
Issue Disclosure Items		
308-1	New suppliers that were screened using environmental criteria	In Harmony with Serving the People
308-2	Negative environmental impacts in the supply chain and actions taken	In Harmony with Serving the People
GRI 401: Employment 2016		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Employee Growth
Issue Disclosure Items		
401-1	New employee hires and employee turnover	In Harmony with Employee Growth
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	In Harmony with Employee Growth
401-3	Parental leave	In Harmony with Employee Growth

Disclosure Standard	Disclosure	Section
GRI 402: Labor/Management Relations 2016		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Employee Growth
Issue Disclosure Items		
402-1	Minimum notice periods regarding operational changes	In Harmony with Employee Growth
GRI 403: Occupational Health and Safety 2018		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Employee Growth
403-1	Occupational health and safety management system	In Harmony with Employee Growth
403-2	Hazard identification, risk assessment, and incident investigation	In Harmony with Employee Growth
403-3	Occupational health services	In Harmony with Employee Growth
403-4	Worker participation, consultation, and communication on occupational health and safety	In Harmony with Employee Growth
403-5	Worker training on occupational health and safety	In Harmony with Employee Growth
403-6	Promotion of worker health	In Harmony with Employee Growth
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	In Harmony with Employee Growth
Issue Disclosure Items		
403-8	Workers covered by an occupational health and safety management system	In Harmony with Employee Growth
403-9	Work-related injuries	In Harmony with Employee Growth
403-10	Work-related ill health	In Harmony with Employee Growth
GRI 404: Training and Education 2016		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Employee Growth
Issue Disclosure Items		
404-1	Average hours of training per year per employee	In Harmony with Employee Growth

Disclosure Standard	Disclosure	Section
404-2	Programs for upgrading employee skills and transition assistance programs	In Harmony with Employee Growth
404-3	Percentage of employees receiving regular performance and career development reviews	In Harmony with Employee Growth
GRI 405: Diversity and Equal Opportunity 2016		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Employee Growth
Issue Disclosure Items		
405-1	Diversity of governance bodies and employees	In Harmony with Employee Growth
405-2	Ratio of basic salary and remuneration of women to men	In Harmony with Employee Growth
GRI 406: Non-discrimination 2016		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Employee Growth
Issue Disclosure Items		
406-1	Incidents of discrimination and corrective actions taken	In Harmony with Employee Growth
GRI 407: Freedom of Association and Collective Bargaining 2016		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Employee Growth
Issue Disclosure Items		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	In Harmony with Employee Growth
GRI 408: Child Labor 2016		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Employee Growth
Issue Disclosure Items		
408-1	Operations and suppliers at significant risk for incidents of child labor	In Harmony with Employee Growth

Disclosure Standard	Disclosure	Section
GRI 409: Forced or Compulsory Labor 2016		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Employee Growth
Issue Disclosure Items		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	In Harmony with Employee Growth
GRI 410: Security Practices 2016		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Employee Growth
Issue Disclosure Items		
410-1	Security personnel trained in human rights policies or procedures	In Harmony with Employee Growth
GRI 411: Rights of Indigenous People 2016		
Issue Management Disclosure Items		
3-3	Management of material issues	/
Issue Disclosure Items		
411-1	Incidents of violations involving rights of indigenous peoples	/
GRI 413: Local Community 2016		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Employee Growth
Issue Disclosure Items		
413-1	Operations with local community engagement, impact assessments, and development programs	In Harmony with Employee Growth
413-2	Operations with significant actual and potential negative impacts on local communities	In Harmony with Employee Growth
GRI 414: Supplier Social Assessment 2016		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Serving the People

Disclosure Standard	Disclosure	Section
Issue Disclosure Items		
414-1	New suppliers that were screened using social criteria	In Harmony with Serving the People
414-2	Negative social impacts in the supply chain and actions taken	In Harmony with Serving the People
GRI 415: Public Policy 2016		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Serving the People
Issue Disclosure Items		
415-1	Political contributions	In Harmony with Serving the People
GRI 416: Customer Health and Safety 2016		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Serving the People
Issue Disclosure Items		
416-1	Assessment of the health and safety impacts of product and service categories	In Harmony with Serving the People
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	In Harmony with Serving the People
GRI 417: Marketing and Labeling 2016		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Serving the People
Issue Disclosure Items		
417-1	Requirements for product and service information and labeling	In Harmony with Serving the People
417-2	Incidents of non-compliance concerning product and service information and la	In Harmony with Serving the People
417-3	Incidents of non-compliance concerning marketing communications	In Harmony with Serving the People

Disclosure Standard	Disclosure	Section
GRI 418: Customer Privacy 2016		
Issue Management Disclosure Items		
3-3	Management of material issues	In Harmony with Serving the People
Issue Disclosure Items		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In Harmony with Serving the People

# Independent Assurance Statement for Sustainable Development Report

## Introduction

BOVA Technology (Beijing) Co., LTD ("Assurance Provider") was entrusted by the management of Genertec Universal Medical Group Co.,Ltd. ("Organization") to assure "2025 Environmental, Social and Governance Report" ("Report"). All information in the report is subject to independent and impartial external assurance.

The target users of this statement are stakeholders concerned with the reliability of the reporting organization's sustainability information and performance from January 1, 2025 to December 31, 2025 ("2025 Reporting Period"), including including government departments/regulators, shareholders/investors, customers/potential customers/patients, suppliers/partners, employees, local communities/the general public, etc.

Assurance Provider is a company that provides quantitative ESG solutions using data science. Assurance Provider has experts in various fields such as corporate sustainability auditing, environment, social responsibility and stakeholder engagement, and has been authorized by AA1000 to provide ESG report assurance and auditing services for A-share and H-share listed companies.

## Assurance standards

This statement strictly followed AA1000 Assurance Standard v3 ("AA1000AS v3") and AA1000 Assurance Principle (2018) ("AA1000AP"), namely Inclusivity, Materiality, Responsiveness and Impact.

## Assurance type, depth and scope

This statement was carried out in line with Type 2 at a moderate-level, covering the following content:

- Provide reasonable assurance on the compliance with AA1000AP.
- Verify the quality and reliability of sustainability information in reports.
- Assure qualitative information mentioned in the report related with sustainable development, practices, management methods, etc.
- Verify the consistency of reporting framework with international reporting standards.
- Evaluate the accuracy of statements and ESG performance indicators included in the report and the suitability of data management methods.

## Assurance method

This statement was carried out in accordance with the AA1000AS v3, including the following steps:

- Collect and evaluate evidence that can support the reporting organization's compliance with AA1000 AP, including the reporting organization's identification, assessment of material issues, identification of ESG risks and opportunities, etc.
- Conduct interviews with company management responsible for sustainability performance and data collection (the scope of management interviews be judged based on actual needs), based on sampling.
- Verify the reliability of the processes and management systems used to collect and integrate environmental data, based on sampling.
- Verify the sustainability-related statements and statements made by the assurance reporting organization in the report, based on sampling.

## Compliance with AA1000AP

**Inclusivity:** The Assurance Provider did not find any deviation between the Organization's sustainable development information and the inclusive principle of AA1000 Verification Principles (2018). The Organization cooperates with a range of stakeholders in sustainable development. At the same time, it establishes a regular communication mechanism with stakeholders to share the current status of sustainable development, focus points and future requirements with stakeholders.

**Materiality:** In accordance with AA1000AP, a materiality assessment has been conducted on all aspects of the Organization's internal and external content.

**Responsiveness:** In accordance with AA1000AP, the Assurance Provider believes that the Organization's response to major events is reflected in the report. The Organization can proactively communicate with stakeholders and continuously respond to stakeholders' concerns in a timely and appropriate manner through various channels such as shareholders' meetings, customer satisfaction surveys, and public welfare activities.

**Impact:** The Organization has clear procedures to monitor and measure its sustainable development impact, can systematically identify major risk factors, and has professionals to develop targeted management strategies and promote the sustainable development agenda. During the verification process, no situations or issues that have an impact on the ecosystem and surrounding infrastructure were found, and the reporting organization meets the impact requirements of the AA1000 verification principles.

## Sustainability information related to this assurance statement

The scope of this assurance includes the following material topics (and the assessment process of the material topics, and the sustainable development performance related to the material topics), which cover all the disclosures of the reporting organization in its "2025 Environmental, Social and Governance Report":

- |  |  |
|--|--|
| 1) Product Safety and Quality                        | 13) Health Technology and Financial Technology   |
| 2) Risk Management and Compliance                    | 14) Climate Change Resilience                    |
| 3) Data Security and Privacy Protection              | 15) National Strategy Alignment                  |
| 4) Occupational Health & Safety                      | 16) Responsible Supply Chain                     |
| 5) Labor Practices and Rights Protection             | 17) Corporate Governance Structure               |
| 6) Economic Performance                              | 18) Waste and Pollutant Management               |
| 7) Training and Development Empowerment              | 19) Sustainable Finance Development              |
| 8) Information Disclosure and Stakeholder Engagement | 20) Resource Management and Circular Utilization |
| 9) Healthcare Service Accessibility                  | 21) Community Engagement and Social Contribution |
| 10) Customer Relations Management                    | 22) Financial Inclusion Development              |
| 11) Sustainable Development and Innovation Strategy  | 23) Environmentally Friendly Operations          |
| 12) Compensation and Tax Transparency                | 24) Ecosystem Protection                         |

Regarding the sustainable development performance information disclosed in the report, this assurance conducted a focused sampling review of the following information:

- 1) Water Resource Management (including water resource management targets and measures, total water consumption, water consumption intensity, fresh water consumption, reclaimed water consumption, etc.)
- 2) Energy Management (including energy use and energy conservation management, green technological transformation and circular utilization, total energy consumption, energy consumption intensity, total direct energy consumption, indirect energy consumption, renewable resource consumption, proportion of renewable resource consumption, etc.)
- 3) Waste, Wastewater and Packaging Material Management (including total non-hazardous waste generated, total hazardous waste generated, methods and measures for hazardous waste management, total hazardous waste disposed, total non-hazardous waste disposed, total solid waste recycled/reused, wastewater discharge volume, material/packaging material consumption, etc.)
- 4) Climate Strategy and Performance (including low-carbon development strategy, GHG emission reduction target setting, GHG emission reduction management, Scope 1 GHG emissions, Scope 2 GHG emissions, Scope 3 GHG emissions, etc.)
- 5) Emergency Response Plan for Sudden Environmental Incidents
- 6) Employee Development (including total number of employees, employee turnover rate by gender, employee absentee rate, target value of employee absentee rate, remuneration policy, benefits provided to full-time employees, working hours and rest & leave, employee training system, average employee training hours, recruitment policy and implementation, etc.)
- 7) Occupational Health and Safety (including OHS management system, status of OHS system implementation, OHS targets and commitments, OHS management system certification, employee OHS training, identification and assessment of occupational safety risks and sources, prevention of significant adverse OHS impacts, number of work-related fatalities, lost working days due to work injuries, etc.)
- 8) Quality Management System
- 9) Human Rights and Community Relations (including human rights due diligence, policies and measures for participation in local community development, etc.)

- 10) Customer Relationship Management (including quality management system, customer complaint management, innovations to protect customer information and privacy security, etc.)
- 11) Information Security Management (including information security policy, data breach incident response plan, information security system audit frequency, data security system certification, privacy protection policy, etc.)
- 12) Business Ethics and Compliance (including anti-money laundering policy, anti-corruption policy, anti-money laundering training, supplier anti-corruption policy, anti-corruption training, construction of compliant operation system, specific procedures for compliance review, whistleblowing mechanism, fair competition system and norms, etc.)
- 13) Corporate Governance (including ESG training for board members, information disclosure system, etc.)
- 14) Sustainable Financing Framework

### Conclusion

Based on the assurance scope, the Assurance Provider did not notice any indication that the Organization did not comply with the AA1000AP and other reference standards during the 2025 reporting period. Relevant sustainable performance data come from written certifications and internal records, fully reflecting the achievements and challenges faced by the Organization, and providing further suggestions in the report to management.

### Limitations of Assurance and Mitigation Methods

- The accuracy of the financial performance indicators in the financial reports that have not been audited by a third party cannot be confirmed. The Assurance Provider adopts an unquestioning attitude in their work involving these indicators.
- It is not possible to provide an auditing opinion on the position statements and assertions in the report, such as opinions, beliefs, objectives, and future intentions.

### Assurance Provider independence

Apart from the verification of sustainability information and reporting, no member of the verification team has had any contact with internal personnel of the reporting organization, including its directors, senior executives, and managers of various departments. After an internal impartiality assessment by the verification institution, it has been determined that there are no conflicts of interest in this verification process.

**BOVA Technology (Beijing) Co., LTD**  
 Issue date: 3<sup>rd</sup> April, 2026  
 Issue place: Beijing, China

**Certified Sustainability Assurance Practitioner (CSAP)**  
 Yihang Wang



# Reader Feedback Form

Respected readers:

Thank you for reading this report. Your comments and suggestions are an important basis for us to continuously improve the level of corporate ESG disclosure and promote corporate ESG management and practice. We welcome and sincerely thank you for your valuable comments! Please fill in the appendix "Reader's Opinion Form" and send it to us at ir@um.gt.cn. Meanwhile, you are welcome to directly scan the QR code below to give us your suggestions and opinions, and participate in our stakeholder communication work.

1. Which stakeholder group do you belong to ?

- Employee     Customer     Investor     Supplier     Government     Other

2. Your overall assessment of our ESG performance is:

- Excellent     Good     Average     Fair     Poor

3. Your overall assessment of this report is:

- Excellent     Good     Average     Fair     Poor

4. What do you think of our performance in communication with stakeholders?

- Excellent     Good     Average     Fair     Poor

5. What do you think of our performance in corporate governance?

- Excellent     Good     Average     Fair     Poor

6. What do you think of our performance in environmental management?

- Excellent     Good     Average     Fair     Poor

7. What do you think of our performance in social responsibility?

- Excellent     Good     Average     Fair     Poor

8. Do you think this report reflects our contributions in the ESG field?

- Yes     No

9. What are your opinions and suggestions for our ESG performance and this report?

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