New Century Healthcare Holding Co. Limited

新世紀醫療控股有限公司

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 01518

2025 Environmental, Social and Governance Report



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ABOUT THIS REPORT

This report is the 2025 Environmental, Social and Governance ("ESG") Report released by New Century Healthcare Holding Co. Ltd. together with its subsidiaries (collectively as "New Century Healthcare", the "Group" or "we") (SEHK stock code: 01518). This report aims to communicate the philosophy, practices and achievements of New Century Healthcare in Environmental, Social and Governance aspects, deepen the understanding of our stakeholders about us and promote positive and effective communication among them.

Reporting Period

This ESG report covers the period from January 1, 2025 to December 31, 2025 (the "Year" or the "Reporting Period"). It may include matters beyond this time frame where necessary to enhance the comparability of this ESG report.

Reporting Boundary

Unless otherwise stated, the scope of the disclosure in this report includes the ESG performance of business segments, branches and subsidiaries directly operated and managed by New Century Healthcare.

Information Notes

The data in this report is derived from the Group's internal documents, information statistics, surveys on and interviews with stakeholders, etc. The Group's emissions and energy use indicators are calculated and measured according to national regulations or international standards The types and amounts of currencies involved in the report are denominated in RMB, unless otherwise specified.

Basis of Preparation

This report has been prepared in accordance with the requirements of Appendix C2 *Environmental, Social and Governance Reporting Code* (the "ESG Reporting Code") to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "Hong Kong Stock Exchange"). The contents of this report have been defined and disclosed based on the principles of materiality, quantitative, balance and consistency. This ESG Report has complied with the "comply or explain" provisions set out in the ESG Reporting Code of the Hong Kong Stock Exchange.

"Materiality": Key stakeholders and the ESG issues of their concern have been identified in preparing this report and targeted disclosures have been made in this report based on the relative importance of such issues of their concern.

"Quantitative": This report presents the environmental and social KPIs in a quantitative manner, and the standards, methodologies, assumptions and/or calculation tools used to calculate the data of the KPIs in this report as well as the sources of conversion factors are described in relevant sections.

"Balance": This report provides an unbiased picture of the Group's ESG performance and avoids presentation formats that may inappropriately influence a decision or judgment.

"Consistency": Unless otherwise stated, this report uses the same statistical methodology as used in the Group's 2024 ESG Report.

Form of Publication

This ESG report is published in two language versions — traditional Chinese and English. In case of any discrepancies between the two versions, the traditional Chinese version shall prevail.

Feedback

Valuable feedback from all parties is crucial to the Group's continued improvement of environmental and social performance. If there are any questions or feedback, please feel free to contact us by email at business.conduct@ncich.com.cn.

BOARD'S STATEMENT

As a listed enterprise deeply engaged in the mid-to-high-end maternal and child healthcare field, New Century Healthcare consistently integrates ESG philosophy deeply into its development strategy and daily operations. The Board of Directors, serving as the highest decision-making body for ESG management, oversees and coordinates the formulation, implementation and achievement of ESG strategies. It has established an ESG working group to advance specific tasks, forming a clear authority and accountability, multi-level, cross-departmental ESG governance structure that ensures deep alignment between ESG governance and business operations. During the Reporting Period, we continuously optimized the corporate governance system, strictly adhered to the baseline of compliant operations, improved mechanisms for risk management, integrity & compliance, and privacy data security protection, and enhanced the investor relations management and intellectual property protection systems, thereby solidifying the governance foundation for the Group's stable operation.

At the risk management level, the Group conducted materiality assessments by extensively gathering the concerns of stakeholders such as shareholders, customers, and employees, accurately identifying core ESG issues. This approach formed the basis for constructing a sustainable development strategic framework, ensuring that ESG elements are deeply embedded throughout the entire process of corporate strategic planning, business models, and operational decision-making.

At the environmental management level, considering its business and operational characteristics, the Group established quantitative environmental indicators aligned with its core operations, defining key objectives such as energy conservation, carbon reduction, and compliant waste disposal. The Board of Directors regularly supervised the progress of these objectives, dynamically optimized its transformation pathways and response measures by benchmarking against advanced sustainable development practices within the industry, thereby promoting a synergistic win-win situation between ecological benefits and business development.

At the information disclosure level, the Group established a standardized ESG disclosure system. The ESG working group coordinates the preparation of the annual ESG report, detailing practical achievements across environmental, social and governance dimensions. The report is finally reviewed and approved by the Board of Directors to ensure its content is complete and accurate, with data being authentic and reliable, thereby preventing any significant omissions or misleading statements. This provides stakeholders with clear and transparent ESG information for reference.

The Board of Directors of the Group reviewed and approved this report on March 27, 2026.

1. ESG MANAGEMENT

The Group attaches great importance to ESG management. In light of its own operations and industry characteristics, and by referring to domestic and international ESG-related standards, policies, industry trends and key focuses of ESG ratings, and relying on a clearly defined ESG governance structure, it continuously improves its ESG management level.

1.1 ESG Governance Framework

The Group is dedicated to providing high-quality, mid-to-high-end medical services for children and women. Leveraging our core strengths of comprehensive pediatric specialties and outstanding expertise, we actively build an integrated, comprehensive medical service system that combines pediatrics and obstetrics & gynecology. We consistently uphold our corporate responsibility and mission. While delivering excellent medical services, we place high importance on our impact on the environment and society. We continuously enhance our ESG management standards and deeply integrate the concept of sustainable development into every aspect of our corporate operations and management. We have established a multi-level, cross-departmental collaborative ESG management system.

The Board of Directors, as the highest decision-making body for the Group's ESG management, oversees all ESG-related matters, bears overall responsibility for ESG strategy formulation and information disclosure, regularly receives reports from management on significant ESG work, reviews ESG development prospects, strategic plans, and management systems, and evaluates the completion status of various ESG objectives. The Group has also established an ESG working group composed of heads from various functional departments and medical institutions. This group is specifically responsible for promoting the implementation of ESG management strategies and the achievement of related objectives, coordinating the annual ESG information disclosure process, and ensuring the efficient execution and fulfillment of specific ESG tasks.

1.2 Communication with Stakeholders

Based on our own business and operational characteristics, benchmarking against domestic and international industry practices, we identify our key stakeholders as shareholders and investors, customers, employees, government and regulatory authorities, suppliers, academic and research institutions, and the community. We have established communication mechanisms with all stakeholders and maintained timely and ongoing communication through various online and offline channels.

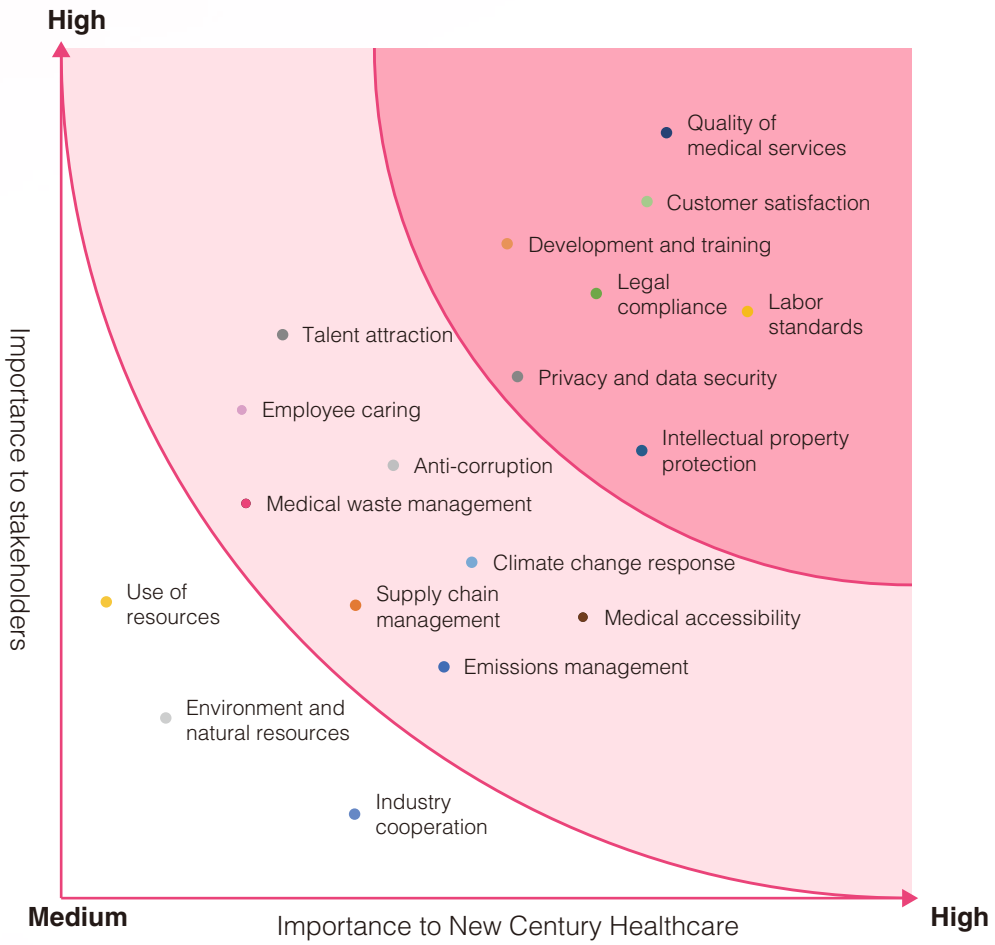
Major Stakeholders	ESG Issues Concerned	Main Communication Channels
Shareholders and investors	Quality of medical services Anti-corruption Labor standards Talent attraction Emissions management Climate change response	Shareholders' meetings Board of Directors Regular reports Timely announcements, circulars and press releases
Customers	Quality of medical services Medical accessibility Customer satisfaction Privacy and data security Environment and natural resources	Customer satisfaction surveys Face-to-face meetings and visits Customer service hotline Emails and WeChat official accounts
Employees	Labor standards Talent attraction Health and safety Development and training Employee caring	Training and meetings Performance appraisals Emails and notices Team building activities
Government and regulatory authorities	Quality of medical services Legal compliance Labor standards Anti-corruption Medical accessibility Medical waste management	Routine reports and tax payments Compliance regulations On-site inspection/Visits Information disclosures

Major Stakeholders	ESG Issues Concerned	Main Communication Channels
Suppliers	Supply chain management Quality of medical services Intellectual property protection	Regular communications Regular reviews
Academic and research institutions	Industry cooperation Quality of medical services Intellectual property protection	Academic exchanges Conferences and forums
Community	Emissions management Use of resources Environment and natural resources Medical waste management	Community activities Public benefit activities Daily operations

1.3 Materiality Analysis

We conduct regular annual reviews of various ESG material issues. Taking into account applicable sustainability standards and policies, industry hot topics, and our own strategic planning, we carry out the updating, assessment, verification, and confirming the materiality of these issues.

Based on the results of the ESG materiality assessment during the Year, the issues that are currently of greatest importance to the Group are: quality of medical services, customer satisfaction, development and training, legal compliance, labor standards, privacy and data security, and intellectual property protection.



2. BUILDING A FOUNDATION OF COMPLIANCE FOR STEADY OPERATION

Excellent corporate governance is the core driving force for achieving sustainable development, enhancing shareholder value, and fulfilling social responsibilities. New Century Healthcare continuously optimizes the structure and operational mechanisms of its board of directors and various committees to ensure their independence and diversity. It actively maintains investor relations and strengthens market trust through timely and accurate information disclosure. It places great emphasis on risk compliance management, establishing sound internal control mechanisms. It adheres to business ethics, pursuing both economic benefits and social responsibilities. It also attaches high importance to information and privacy security, and improves its information security management system.

2.1 Improving the Effectiveness of the Governance System

The Group adheres to relevant laws, regulations, and regulatory requirements, continuously improving its governance structure and strengthening board governance effectiveness and diversity initiatives. It integrates ESG matters into top-level board decision-making and oversight. Simultaneously, the Group enhances its risk management and compliance control systems, balancing risk control with operational efficiency. It incorporates ESG risks into daily management, laying a solid foundation for sustainable and steady development.

Optimizing Governance Structure

The Group adheres to laws and regulations such as the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and the *Corporate Governance Code* in Appendix C1 to the *Listing Rules* of the Stock Exchange. It formulates regulations and systems covering the articles of association, continuously optimizes the governance structure, establishes a governance mechanism with clear rights and responsibilities, coordinated operation, and effective checks and balances, thereby enhancing the level of standardized operations.

Board Composition

The Board of the Group comprises 12 members, including 3 executive directors, 4 non-executive directors and 5 independent non-executive directors. The Board has established the Audit Committee, the Remuneration Committee and the Nomination Committee. Each committee has clear powers and responsibilities, performing its duties diligently in accordance with relevant rules of procedure and effectively playing a supporting role in decision-making, thereby enhancing governance efficiency and standards.

Board Independence

The Board of the Group is authorized to manage the overall business of the Group, undertaking leadership and supervisory responsibilities. It oversees the implementation of strategic plans and continuously enhances shareholder value. Independent non-executive directors play a crucial role in corporate governance. The Audit Committee, the Remuneration Committee, and the Nomination Committee are all chaired by independent non-executive directors, and independent non-executive directors constitute the majority of the members, which ensures the objectivity and independence of the decision-making process, effectively supervises management actions, and safeguards the rights and interests of investors and stakeholders.

The Group places high importance on strengthening the capabilities of Board members in fulfilling their duties. In 2025, multiple thematic training sessions were conducted on topics such as internal control and corporate governance. These initiatives continuously improve the professional competence and governance standards of directors in performing their duties, ensuring that the Board can effectively carry out its responsibilities in supervision, strategic decision-making, and risk management, thereby promoting the sustainable development of the Group.

Board Diversity

The Group actively explores diversity among Board members and strictly implements the Board Diversity Policy. During the selection and appointment of Board members, in addition to meeting compliance requirements, full consideration is given to the Group's business model and work needs, while also taking into account factors such as members' regional origin, age, gender, cultural and educational background, or professional experience. As of the end of the Reporting Period, there were 3 female directors on the Board.

Strengthening Risk Management

The Group adheres to the principles of aligning business strategy with risk strategy and balancing risk control with operational efficiency. It continuously enhances the construction of the risk management organizational system and improves risk control mechanisms. Focusing on the management and business processes involved in major risks, it establishes control measures throughout the entire process, develops specialized solutions for various types of major risks, and implements precise control measures with key links as control points.

We have established an internal management system covering legal compliance, clearly defining the compliance responsibilities of each position. We conduct compliance reviews for each operational link in the workflow, regularly identify and update relevant risks on an annual basis, and incorporate ESG risks into the daily operational compliance management. Risks are identified through regular compliance training, annual audits, and other methods to ensure compliant operations, achieve the Group's long-term stable development, and better adapt to market changes and fulfill social responsibilities.

2.2 Building an Integrity and Compliance Ecosystem

Business ethics and compliance management are the cornerstones of corporate governance. The Group strictly adheres to business ethics, firmly resists corrupt practices, upholds the principles of fairness and justice, prevents unfair competition, demonstrates the bottom line of business ethics through concrete actions, and contributes to the coordinated and sustainable development of both the enterprise and society.

Anti-corruption and Anti-bribery

The Group is committed to preventing improper conduct such as corruption and bribery, and firmly opposes all forms of commercial malpractice. In accordance with laws and regulations including the *Anti-Unfair Competition Law of the People's Republic of China* and the *Interim Provisions on Banning Commercial Bribery*, the Group has developed internal management systems such as the Anti-Bribery System, the Anti-Fraud System, and the Prohibited from Accepting Gifts. A mechanism for anti-corruption and business ethics management has been implemented to oversee core principles related to anti-corruption, anti-money laundering, anti-fraud, and conflict of interest handling. During the Reporting Period, there were no confirmed corruption violations or legal proceedings within the Group, nor any fines incurred due to violations of anti-corruption and anti-bribery laws and regulations.

Furthermore, we conduct annual business ethics and compliance training for all employees. During the Reporting Period, the Group organized 10 anti-corruption training activities.

Complaints and Whistleblowing

Complaints and whistleblowing help the Group identify and address issues, and improve our business practices. We encourage all stakeholders to report any incidents that may violate the principles of business ethics management. We provide a comprehensive complaints and whistleblowing mechanism for stakeholders, continuously expand the channels for complaints and whistleblowing, regularly review and evaluate their effectiveness, and ensure the convenience for every stakeholder to file complaints and the timeliness of addressing their concerns.

The Group's employees and business partners can report, complain or inform us through the following methods. Whistleblowing channels are as follows:

Tel:	010–85249868
Email:	business.conduct@ncich.com.cn
Address:	22/F, Siemens Center Beijing, No. 7 South Wangjing Zhonghuan Road, Chaoyang District, Beijing

The Group has established a sound complaints and whistleblowing mechanism, standardizing the responsibilities and requirements for handling whistleblowing. Regarding the protection of whistleblowers, it is clearly stipulated that investigators must proactively disclose any conflicts of interest to their supervising leaders and recuse themselves upon approval. Strict protection of whistleblowers' personal rights and other legitimate rights and interests is enforced, with a strict prohibition against any acts of retaliation. Clear constraints are imposed on investigation and handling departments and personnel, prohibiting the disclosure of whistleblowing information, improper handling of whistleblowing materials, concealment or omission of major information, and the use of whistleblowing materials for personal gain or other illegal or disciplinary violations, ensuring that the handling of complaints and whistleblowing is carried out in a standardized and orderly manner.

Transparent Procurement

The Group places high importance on the commercial ethics and integrity & compliance management of suppliers. In the cooperation agreements signed with suppliers, clear clauses related to integrity in procurement and anti-corruption are incorporated to strictly regulate collaborative conduct. It is explicitly prohibited for suppliers to provide any compensation, gifts, or other tangible or intangible benefits to procurement personnel or their family members. This upholds the bottom line of integrity in cooperation and ensures the fairness and compliance of supply chain operations.

Intellectual Property Protection

The Group strictly follows relevant laws and regulations such as the *Patent Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, the *Enterprise Intellectual Property Compliance Management System Requirements*, the *Measures for Administrative Adjudication and Mediation of Patent Disputes*, etc., and actively protects its intellectual property rights in the course of business operations. The Group raises employees' awareness of intellectual property protection, and strictly prohibits infringement of others' intellectual property rights.

The Group regards intellectual property (IP) compliance management as a crucial element for sustainable operation, strictly prevents infringement risks, and adheres to compliance. We have established a sound IP ledger system, implementing full-cycle dynamic supervision over trademarks, copyrights, works, etc. Medical institutions may only use relevant materials and copyrights within approved scopes after applying and obtaining approval according to prescribed procedures. Market promotional materials management is standardized, requiring verification of source and authorization for all images used in promotions. During cooperation with third parties, suppliers are required to provide proof of IP legitimacy for their products and services. Through comprehensive risk control across the entire process, we effectively ensure the compliance and effectiveness of IP management, solidifying the governance foundation for the sustainable development of the enterprise. Regular online thematic meetings on IP are conducted, and email reminders are sent to consistently advance IP protection and management. During the Reporting Period, no IP-related infringement incidents occurred for the Group.

The Group also attaches great importance to the protection of its own intellectual property rights. During the Reporting Period, we newly obtained trademark rights for "DOCTOR PANDA CLUB", "熊貓醫生俱樂部" and their combined graphics, covering 5 categories and 32 types of goods (5 trademark certificates); acquired 9 software copyrights, primarily used to support business operations; and submitted one application for registration of fine art works' copyright to the Copyright Protection Center of China of the National Copyright Administration, which was completed and the certificate obtained in January 2026.

2.3 Strengthening Investor Relations Management

Investor relations management serves as a crucial lever for fostering positive interaction between listed companies and investors. The Group strictly adheres to legal and regulatory requirements, including the Hong Kong Listing Rules and the Hong Kong Securities and Futures Ordinance, and fulfills its information disclosure obligations in a timely manner to ensure all investors have equal and timely access to important information about the Group. By maintaining communication and exchange with investors through diversified channels, the Group strives to promote the sustainable and healthy development of investor relations.

Investors' Rights Protection

The Group is committed to winning investor support and safeguarding their rights and interests. It focuses on attracting long-term investors and actively carries out investor relations management. Through diversified channels such as general meetings, periodic reports, timely announcements, research, and emails, the Group strengthens two-way communication with investors, enabling them to understand its operational performance and development prospects while ensuring their right to information.

High-Quality Information Disclosure

Standardized and transparent information disclosure serves as a crucial foundation for the Group's effective communication with stakeholders, including investors and regulatory authorities. The Group strictly complies with the requirements of laws and regulations such as the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Hong Kong Companies Ordinance*, the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited*, etc. We ensure the truthful, accurate, complete and timely disclosure of the Group's financial status, operating results and significant events, and strictly fulfill the information disclosure obligations of listed companies.

2.4 Enhancing Privacy and Security Protection

New Century Healthcare places great emphasis on information asset security and patient privacy protection, strictly adheres to national laws and regulations such as the *Personal Information Protection Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, the *Cybersecurity Law of the People's Republic of China*, the *Archives Law of the People's Republic of China*, the *Physicians Law of the People's Republic of China*, and the *Administrative Measures for the Clinical Application of Medical Technologies*. It implements standardized and process-oriented management for the exchange, use and storage of various internal and external information, comprehensively implements information and data security controls, effectively ensures the confidentiality, integrity, and availability of information assets, and maximizes the protection of patient privacy.

Protecting Patients' Private Information

The Group continuously strengthens patient privacy protection and has established a patient privacy protection system and formulated internal rules and regulations such as the Privacy Protection System for Patients Receiving Internet Diagnosis, the Protection System for Internet Diagnosis Business, the Confidential Information Grading and Authorization System, the Information System Asset Management System, and the Account Management System, which clearly define privacy protection requirements throughout the diagnosis and treatment process.

The Group has implemented multiple pragmatic measures focusing on patient privacy protection, making every effort to strengthen the medical data security line. In terms of medical record management, the Group has fully implemented a hierarchical management mechanism for electronic medical record access permissions, strictly standardizing the authority to view, retrieve, and retain medical record information. This approach tightly controls information access boundaries at the management level, effectively safeguarding the security of patients' medical record information. Regarding the use of patient imaging data, the Group strictly adheres to relevant privacy protection norms and signs specialized privacy protection agreements with relevant parties, fully respecting and protecting patients' personal privacy and portrait rights. In supplier cooperation management, the Group has established a secure and efficient information management mechanism, strengthening data security controls over external partners. Privacy protection responsibilities and breach clauses are clearly detailed in cooperation agreements. Through strict management throughout the entire process and involving all parties, the Group genuinely safeguards patient privacy and fulfills compliance operations and social responsibilities in the medical service sector.

Enhancing Information Security Management

The Group has established internal rules and regulations such as the Data Security Management System, the Data Storage Management System, the Data Acquisition Management System, and the Computer Room Management System. With a focus on information security compliance, the Group comprehensively advances infrastructure upgrades, network security protection, and information security governance. By upgrading computer rooms, iterating network equipment, and optimizing cloud service configurations, the Group has achieved cost reduction and efficiency improvement. It has also enhanced the terminal protection system, completed Level 3 protection evaluations and retests, and promoted security protection development. Additionally, the Group has established a full-process security emergency response and access control mechanism, conducted information security and privacy protection training for all employees, and fortified data security and operational safeguards in all aspects, providing robust support for sustainable and high-quality development.

Infrastructure Construction

The Group has implemented comprehensive upgrades and renovations to the computer rooms in certain facilities, optimizing systems such as power supply, disaster prevention, physical cabling and lighting. By adding new cabinets, expansion was achieved, enhancing the space utilization of the computer rooms. Meanwhile, continuous updates were made to hardware and network security equipment, completing the iteration of devices such as internal and external network firewalls and network switches, significantly improving network throughput and concurrent processing capabilities, ensuring a more reliable, stable, and efficient network architecture. Additionally, the Group has continuously configured AWS and Alibaba Cloud resources and optimized the system architecture, server infrastructure, and network performance.

Security Protection Development

The Group continues to enhance terminal virus prevention and control systems to achieve full coverage of servers across all hospitals and terminals in key departments, with terminal protection coverage in some hospitals approaching 100%; all hospitals have completed Level 3 protection assessments and obtained Level 3 protection security qualifications.

Ensuring Network Security

The Group places high importance on information and network security management. It has established a standardized emergency response mechanism for security incidents, regularly updates contingency plans, and conducts drills to minimize the impact of security incidents. The Group meticulously designs and revises the permissions of internal business systems to effectively prevent the risk of user privacy breaches. It simultaneously advances the retesting of Level 3 protection qualifications, promptly addresses security vulnerabilities, and employs technologies such as watermarks on platforms related to core data to strengthen data leakage prevention capabilities. Relying on terminal protection systems, the Group conducts device risk warnings, traces issues with outdated equipment, and performs vulnerability repairs, thereby promoting risk assessment and prevention efforts. Additionally, the Group continuously conducts training on network security and information security to enhance all employees' awareness of information security.

3. GREEN AND LOW-CARBON PRACTICES FOR PROTECTING THE FUTURE TOGETHER

As a responsible enterprise deeply rooted in the field of maternal and child healthcare, New Century Healthcare has consistently adhered to the philosophy of green and sustainable development. It has deeply integrated ecological and environmental protection with the Group's operation and development, actively practicing climate action, implementing precise environmental management, promoting the conservation and efficient use of resources and energy, and comprehensively strengthening waste management. Through systematic environmental initiatives, the Group drives sustainable development, fostering a development model where the enterprise and the ecological environment coexist and thrive together, thus earnestly fulfilling its corporate environmental responsibilities.

3.1 Deepening Implementation of Climate Action

Governance

The Group integrates proactive response to climate change into its overall sustainable development strategy, as a key component of the sustainable development governance system. It implements continuous management and oversight, establishing a governance framework led by the Board of Directors for decision-making and implemented by the ESG working group. Responsibilities are clearly defined to ensure that climate governance work progresses in a standardized, efficient, and orderly manner.

The Board, as the highest decision-making body of the Group, is fully responsible for overseeing major climate-related matters and assumes ultimate responsibility for related strategic planning and information disclosure. It provides top-level guidance for climate governance by systematically reviewing strategic plans and implementation policies through regular reports and dynamically assessing the progress of phased objectives. The ESG working group primarily undertakes executive functions such as overseeing strategy implementation, annual information disclosure, and driving specific initiatives, striving to ensure the deep integration of climate change goals with business development.

Strategy

The Group systematically carries out climate change-related risk assessment work, focusing on the potential impacts of climate change on core areas such as the Group's operations and supply chain. It has established a full-process management mechanism for risk identification, assessment, and response, and has developed specialized response strategies and mitigation measures for identified risks. We follow the TCFD framework and technical guidelines, employing multi-scenario analysis methods to conduct climate change-related risk assessments. In the future, we will continue to deepen our capabilities in climate scenario analysis, comprehensively evaluate potential impacts under different scenarios, including scope, duration, and severity, and consistently enhance climate resilience and adaptive capacity.

The types of climate change risks identified and the corresponding measures taken by us during the year are shown in the table below:

Transition Risk	Detailed Description	Responses
Policy and Legal Risk	Domestic and foreign laws, regulations and policies related to climate change have been developed or improved successively, and there will be climate-related laws, regulations and policies in more regions in the future, which will increase the Group's compliance cost of operations.	Keep timely updating and understanding the latest climate-related laws, regulations and policies in force where we operate to ensure that our products and services meet the compliance requirements.
Market Risk	Market attention to environmental standards and climate change continues to rise, resulting in increased operating costs, including electricity prices, other energy prices, and labor costs.	Encourage employees and customers to reduce carbon emissions in their operations, optimize the energy use structure, set energy conservation targets, and enhance the energy use efficiency.
Reputational Risk	With the in-depth implementation of the green development concept and the national "Dual Carbon" goals, if the Group's operations have a damaging impact on the climate, it may lead to loss of customers and employees, reduction in social reputation and other impacts.	Implement environmental concept during operations, respond to the national call of "Dual Carbon" goals and actively carry out energy conservation and emission reduction to create an environmentally friendly corporate image; disclose the efforts made and the achievements, and introduce future targets and plans to stakeholders.

Physical Risk	Detailed Description	Responses
Acute Risk	Physical risks, including extreme weather conditions caused by climate change such as typhoons, droughts, floods, extreme cold or heat, may affect the Group's operations and jeopardize the health of its employees.	Pay close attention to the forecasts on extreme weather events provided by the climate department, release reminders and make contingency plans; establish an immediate and effective emergency rescue and disaster relief mechanism, striving to protect the personal safety of the staff and patients in hospitals.
Chronic Risk	Climate change results in an increase in the incidence of certain diseases.	Actively improve medical technologies to enhance our competitive advantages.

Risk Management

The Group continuously improves its climate risk management system. Aligning with industry characteristics and operational realities, it holistically designs, implements, and oversees the climate risk management and internal control system, while regularly verifying its operational effectiveness. Meanwhile, we periodically review and examine business and operational processes, identify, analyze, and assess climate change-related risks, and clarify their types and extent of their impact.

The Group identifies and analyzes climate change-related risks primarily through both internal and external methods:

Internal Assessment Methods	
Process Mapping	Review business processes from procurement to after-sales services to identify potential climate risks at each stage.
Brainstorming	Organize cross-departmental discussions to leverage diverse expertise and experience for multi-dimensional risk identification.
Historical Data Analysis	Analyze past incidents and financial data to identify factors linked to climate risks.

External Benchmarking Methods	
Policy Interpretation	Monitor new climate-related regulations and policies to anticipate emerging risks.
Industry Benchmarking	Study climate practices of peers to identify similar risks.
Stakeholder Feedback	Collect input from stakeholders to uncover risks from diverse perspectives.

Metrics and Targets

Greenhouse gas (GHG) emissions are a core driver exacerbating global climate change. The Group has committed to a low-carbon development pathway, setting 2022 as the baseline year to establish emission reduction targets. It plans to reduce GHG emissions per unit revenue by 5% compared to the baseline year by 2027. During the Reporting Period, through a series of energy-saving initiatives and environmental management efforts, the Group achieved a 12.69% reduction in GHG emissions per unit of revenue in 2025 compared with 2022.

The Group annually collects and analyzes GHG emissions data, conducts regular reviews, and continuously optimizes and adjusts energy-saving and carbon-reduction measures. The Group's direct (Scope 1) GHG emissions primarily originated from direct energy consumption and use of fluorinated refrigerants, while indirect (Scope 2) GHG emissions were mainly attributed to purchased electricity consumption.

Additionally, we understand the measurement methods and scope of our business value chain (Scope 3) GHG emissions, and will progressively carry out the calculation and performance disclosure of Scope 3 GHG emissions in the future.

2025 GHG Emissions of the Group:

Direct GHG Emissions (Scope 1):	1,540.43 tCO_2e
Indirect GHG Emissions (Scope 2):	2,591.61 tCO_2e
Total GHG Emissions:	4,132.04 tCO_2e
GHG Emissions Intensity:	0.007 tCO_2e/RMB'000

3.2 Implementing Environmental Management Precisely

The Group strictly abides by the *Environmental Protection Law of the People's Republic of China*. Each hospital has formulated specialized response measures to prevent and handle various natural disasters and emergencies. By formulating institutional documents such as the Rainstorm and Snowstorm Emergency Plan, the Earthquake Emergency Plan, and the Yellow Code Process, we ensure the ability to carry out emergency response work swiftly and effectively during extreme weather, geological disasters, and other emergencies. This effectively safeguards the personal safety of employees and the public while minimizing potential risks and losses.

Rainstorm and Snowstorm Emergency Plan

Warning Response	After receiving a warning, customer service or administrative staff on duty confirm the situation of on-site personnel.
Risk Inspection	Environmental service manager inspects drainage, power, and material risks.
Emergency Activation	Activate emergency plan and determine temporary rain/snow shelter areas.
Personnel Guidance	Customer service or administrative staff on duty isolate shelter areas and mobilize personnel for support.
Order Maintenance	Customer service or administrative staff arrange personnel to guide crowds, maintain order, and calm emotions.
Emergency Action	When danger occurs, environmental service manager organizes emergency response and reports to management.
Personnel Arrangement	Based on visitor flow and time periods, prioritize non-frontline staff or arrange shifts for emergency response.

Earthquake Emergency Plan	
Earthquake Emergency Response	Guide staff and patients to remain calm and seek safe locations for shelter.
Emergency Shelter	Indoors: hide under beds or in corners; outdoors: run to open spaces.
Emergency Evacuation	Evacuate in an orderly manner along evacuation routes to safe open areas, squat to protect the head, stay away from tall buildings.
Post-earthquake Self-rescue	Medical staff organize self-rescue efforts and assist in rescuing buried personnel.
Disaster Reporting	Report disaster situation to superiors and relevant departments.
Organizational Structure	Clear division of team responsibilities, including general commander, evacuation team, fire and security team, rescue team, etc.

Yellow Code Process	
Warning Response	When the call center receives an external disaster warning call, it notifies the administrative staff on duty, who then notifies the management on duty.
Action Taken	Management on duty calls for the establishment of a command center, in-hospital emergency team, personnel standby team, material supply center, and financial center; notifies the call center to broadcast the yellow code and each team's position. Under the command of management on duty, all teams fully engage in disaster relief work.
Threat Elimination	After the threat is eliminated, management on duty notifies the call center of the threat elimination and completes a written report for the Management Committee.

3.3 Conservation and Efficient Utilization of Energy Resources

The Group strictly complies with the laws and regulations such as the *Energy Conservation Law of the People's Republic of China*, the *Regulations on Urban Water Supply of the People's Republic of China*, the *Regulations on Supply and Use of Electric Power*, the *Regulations on the Management of Urban Gas* and the *Measures for Energy Conservation Supervision*. Adhering to the concepts of green development, energy conservation, emission reduction, and environmental protection, the Group actively implements energy and resource conservation measures in its operations.

Energy Utilization

The Group has implemented energy-saving and consumption-reduction measures across multiple dimensions, continuously advancing the upgrade and renovation of lighting systems by gradually replacing ordinary light tubes with energy-saving LED light tubes. It scientifically regulates air conditioning operating parameters and usage hours, guiding all employees to develop electricity-saving habits. The Group advocates for green and low-carbon travel, encouraging employees to reasonably consolidate vehicle usage needs and reduce the frequency of fuel-powered vehicle use.

Water Resource Utilization

The Group has long been committed to water resource management, continuously optimizing water-using equipment and promoting water conservation measures. We have progressively replaced water-saving toilets and effectively reduced the water volume per flush by lowering the toilet tank water level. Sensor faucets and infrared shower equipment have been installed to improve water resource utilization efficiency. Regular leak detection and maintenance of water supply and drainage systems are conducted to prevent various leakage issues. During the Reporting Period, the Group did not encounter any problem in obtaining suitable water sources.

Packaging Materials

The Group actively practices the concept of green development, taking multiple measures in areas such as reducing plastic use and packaging, promoting green packaging, and improving resource utilization efficiency: vigorously promoting the use of reusable drug turnover boxes; providing various sizes of eco-friendly bags and encouraging customers to forgo packaging bags when purchasing small quantities of medicine. Simultaneously, some hospitals are actively exploring pathways for the secondary use of medical consumables such as protective clothing, sterile gauze, and ice packs, striving to enhance resource utilization rates.

Green Office

The Group integrates the concept of green office into daily management, disseminating energy-saving policies and conveying the spirit of energy conservation from time to time, popularizing details like closing windows when using air conditioner and the proper use of water dispensers, thereby continually strengthening the energy-saving awareness of all staff. Regarding resource conservation, the Group strongly advocates for the efficient use of office resources, actively implementing measures such as prioritizing double-sided printing and reusing single-sided copy paper, promoting the office philosophy of making the best use of everything to reduce resource waste from the details. In terms of travel management, adhering to the principles of low-carbon and environmental protection, the Group prioritizes the use of new energy vehicles, practices green travel methods, and comprehensively builds a green and low-carbon office operation system.

3.4 Comprehensive Strengthening of Waste Management

The Group strictly complies with the laws and regulations, including the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes*, the *Water Pollution Prevention and Control Law of the People's Republic of China*, the *Discharge Standard of Water Pollutants for Medical Organizations*, the *Regulations on the Management of Medical Waste*, the *Measures for the Management of Medical Waste from Medical and Health Institutions,* the *Regulations on the Administration of Emission Permission*, the *Pollutant Discharge Permit Management Measures* and the *Technical Specifications for Application and Issuance of Pollutant Permit*, as well as local relevant regulations such as the *Beijing Medical and Health Institutions Medical Waste Management Regulations* and the *Beijing Municipal Household Waste Management Regulations*. Based on the actual operation, the Group has formulated and improved internal specialized systems such as the Management System for Energy Conservation and Emission Reduction, and the Garbage Separation Management System, ensuring that various environmental protection measures are supported by laws and regulations and have rules to follow.

Waste Gas Treatment

The Group regularly commissions qualified professional third-party monitoring agencies to conduct specialized testing on emitted waste gases, ensuring all waste gas emission indicators strictly comply with national and local standard limits, thereby guaranteeing that waste gas emissions are compliant and controllable.

Wastewater Treatment

The Group implements comprehensive standardized control and continuous monitoring throughout the entire process for wastewater generated during operations. All affiliated medical institutions with independent pollution discharge treatment capabilities have obtained drainage permits and pollutant discharge permits, ensuring wastewater disposal is compliant and meets standards.

Some affiliated hospitals under the Group have adopted MBR membrane plus ultraviolet disinfection processes to replace the traditional sodium hypochlorite disinfection process for treating medical wastewater, avoiding chlorine residue pollution from the source and achieving chlorine-free discharge. The treated, compliant wastewater is discharged into the municipal pipe network, effectively reducing the environmental burden on the municipal pipe network, and strictly adhering to relevant national and local emission standards.

Noise Management

The Group strictly implements noise control requirements in its operations, regularly commissions third-party professional agencies to conduct noise monitoring of the surrounding environment and issue monitoring reports. All indicators meet relevant standards, with no noise pollution or excessive emissions.

Non-hazardous Waste

The Group's non-hazardous waste mainly comes from public areas, offices, dining areas and wards. The disposal process focuses on classification, recycling, and efficient utilization. We have specially set up non-hazardous waste bins at all relevant areas, which are collected and processed daily by cleaning staff on a scheduled basis to ensure a clean environment. We focus on waste classification and recycling work. For recyclable waste, we have signed multiple recycling agreements with qualified third-party institutions, including the Contract for Recycling and Disposal of Recyclable Resources and the Contract for Recycling of White Waste. Through standardized cooperation, we ensure the cyclic utilization of resources, practicing our philosophy of green operation.

Hazardous Waste

The hazardous waste of the Group primarily consists of medical waste, mainly infectious waste and sharps waste, with a small amount of waste medicines. All medical waste is classified and labeled according to categories such as infectious waste and sharps waste, affixed with tags by cleaning staff, and then transferred to a standardized dedicated temporary storage area. It is subsequently disposed of by third-party institutions that have signed service contracts and possess the appropriate qualifications for harmless treatment; waste medicines are handled by third-party institutions after completing online declaration and passing the approval process. Simultaneously, the Group establishes a medical waste transfer ledger, with relevant documents properly kept as required, ensuring full-process compliance and traceability in medical waste disposal.

Other minor hazardous waste generated by the Group mainly includes sludge from sewage stations, waste lead-acid batteries, waste paint buckets, waste fluorescent tubes, as well as waste gloves and rags generated during maintenance. This type of hazardous waste is uniformly collected and temporarily stored by designated responsible personnel after completing online declaration and passing the approval process. Once accumulated to a certain quantity, it is entrusted to qualified third-party institutions with corresponding qualifications for harmless treatment. The entire disposal process strictly adheres to the requirements of relevant environmental protection regulations.

3.5 Environmental Objectives

The Group has established a series of environmental objectives covering a wide range of areas such as greenhouse gas emissions, resource and energy utilization, waste management, etc. Through meticulous management, we steadily promote green and low-carbon operations and fulfill our environmental responsibilities.

Area	GHG Emission	Energy Use	Water Use	Waste Management
Target and Commitment	With the baseline year of 2022, the Group will **reduce** GHG emissions per unit of revenue **by 5%** by 2027.	With the baseline year of 2022, the Group will **reduce** electricity consumption per unit of revenue **by 2%** by 2027.	With the baseline year of 2022, the Group will **reduce** tap water use per unit of revenue **by 2%** by 2027.	Since 2022, the Group has **maintained 100%** compliance in the disposal of hazardous waste generated from its operations.
Progress	In 2025, the Group conducted systematic energy conservation, consumption reduction, and environmental management work, achieving **a 17.67% reduction** in GHG emissions compared with 2022.	In 2025, electricity consumption of the Group **decreased by 4.92%** compared with 2022.	In 2025, tap water usage of the Group **decreased by 5.90%** compared with 2022.	In 2025, the Group **maintained 100%** compliant treatment of hazardous waste generated from operations.
Action	In the future, the Group will further expand the application range of LED energy-saving lamps, accelerate the substitution of clean and low-carbon energy sources, and increase the installation coverage of water-saving faucets. Simultaneously, we will deepen advocacy and training on energy conservation, water saving, and environmental responsibility awareness among employees, implement dedicated supervision and management of the compliant disposal of hazardous waste, continuously strengthen refined control over greenhouse gas emissions, energy consumption, water resource usage, and waste management, strictly adhere to established environmental goals, and steadily enhance the overall level of the Group's low-carbon and green development.			

4. IMPROVING MEDICAL QUALITY TO PROTECT HEALTH

New Century Healthcare consistently upholds medical quality as its cornerstone. Leveraging a comprehensive and high-quality pediatric service system, it synergistically drives the development of obstetrics and gynecology. It is committed to providing patients with safe, efficient, and patient-centered healthcare services by improving lean management practices and nursing service quality. Through the active expansion of smart healthcare applications and the broadening of affordable medical services, we effectively enhance the availability of healthcare. Driven by both professional expertise and technology, we strive to become a trusted health haven for women and children.

4.1 Continuous Improvement of Medical Quality

The Group consistently adheres to a quality-centric approach, continuously refining the medical quality and safety management system to strengthen the defense line for medication safety. It deepens the development of medical disciplines, focuses on patients' health needs, and earnestly safeguards the physical and mental well-being of women and children.

Deepening Medical Quality

The Group strictly complies with laws and regulations such as the *Law of the People's Republic of China on Basic Medical and Health Care and the Promotion of Health*, the *Physicians Law of the People's Republic of China*, the *Law of the People's Republic of China on Maternal and Infant Health Care*, the *Law of the People's Republic of China on Prevention and Treatment of Infectious Diseases*, and the *Regulations on the Handling of Medical Accidents*. We adhere to conducting diagnosis and treatment activities in accordance with the law and regulations, continuously providing patients with high-quality and reliable medical security.

The Group continuously improves the medical quality assurance system, consolidating the management foundation across five dimensions: organizational management, quality assurance, patient safety, infection control, and continuing education and training. To further strengthen the management foundation, we have established several specialized committees based on business development needs. These committees hold regular meetings and effectively perform management functions to ensure precise implementation of various tasks. During the Reporting Period, we completed the institutional development of the Pediatric Critical Care Committee and the Academic Committee, and established the Beijing Regional Ethics Committee. These efforts further improve the organizational system for medical quality management and enhance the level of professional governance.

At the hospital-level management structure, the Group has established a Quality Assurance Committee to oversee medical quality management and monitor core medical indicators. This committee has continuously refined medical protocols and processes, conducted regular drills of medical procedures, and established a safety verification system to fully ensure medical quality and patients' safety.

Precision Control of Drug Quality

The Group strictly complies with regulatory requirements such as the *Drug Administration Law of the People's Republic of China*, the *Provisions on Pharmaceutical Administration in Medical Institutions*, the *Measures for the Administration of Prescriptions*, the *Specifications for Prescription Review in Medical Institutions* and the *Management Practices of Hospital Prescription Comment*. We continuously improve the drug quality management system to comprehensively ensure patient medication safety and steadily enhance the level of rational drug use.

Each affiliated hospital under the Group has established a Pharmaceutical Affairs Management and Drug Therapeutics Committee, composed of relevant management and professional personnel. This committee is responsible for supervising and managing drug safety and quality. During the Reporting Period, we further improved the pharmaceutical affairs management and medication safety control system by adding responsible person for infection control to participate in discussions and decision-making related to hospital-acquired infections and related control matters, building upon the existing framework.

The Group has established a management system covering the entire life cycle of drugs, encompassing key stages such as selection, procurement, transportation, storage, shelf-life management, and adverse reaction monitoring. We strengthen drug selection, evaluation, and access management by formulating relevant management systems; strictly control the safety of cold chain storage and transportation, implementing temperature monitoring and alarm warning mechanisms; closely track changes in drug instructions, promptly conducting content comparisons and clinical training to ensure standardized medication use. Simultaneously, we have established an adverse reaction monitoring system that achieves closed-loop management of recording, reporting, feedback, and medical record archiving. The level of drug quality assurance and the rationality of clinical medication continue to improve. During the Reporting Period, there were no drug[1] recalls due to health or safety issues for the Group.

Enhancing Disciplinary Support

The Group continues to deepen disciplinary development by scientifically establishing multiple secondary and tertiary disciplines, steadily advancing multidisciplinary collaboration in gynecology, obstetrics, and pediatrics, and vigorously promoting the strategic development of pediatric subspecialties. Simultaneously, we are dedicated to establishing distinctive medical centers such as the Children's Orthodontic Treatment Center, the Pediatric Asthma Center, and the Child Mental Health Center, actively driving the high-quality advancement of these disciplines.

[1] The Group is not involved in drug production, and "drugs" refers to the pharmaceuticals procured by the Group for use by patients.

During the Reporting Period, the Pediatric Asthma Center of Beijing New Century Children's Hospital consistently maintained high-quality, professional team consultations for 8 hours daily, 7 days a week, while continuously strengthening the professional team's development. The hospital further deepened, refined and standardized its asthma management practices. Through its solid clinical practices and management systems, the hospital was recognized as a "Pilot Unit for the Application of Group Standards in Pediatric Asthma Standardized Clinic Construction Specifications" by the Chinese Medicine Education Association.



Award Ceremony for Pilot Unit for the Application of Group Standards in "Pediatric Asthma Standardized Clinic Construction Specifications"

Meanwhile, in response to the sustained increase in the prevalence of psychological issues among children in China in recent years, the Group has actively addressed societal needs and enhanced specialized service capabilities by establishing a Child Mental Health Center. Centered on individual child and family support, the center has established a one-stop, cyclical health management model encompassing prevention, assessment, intervention, and development. It strengthens multidisciplinary collaboration and family involvement, offering evidence-based medicine and integrated multidisciplinary health solutions to support the physical and mental well-being of children.

4.2 Optimization and Enhancement of Nursing Quality

The Group focuses on optimizing and upgrading nursing quality, adhering to the patient-centered service philosophy, and closely aligning with the goals of "strengthening the foundation, improving quality, and promoting development". With professionalism to safeguard health and compassion to convey warmth, we continuously drive the enhancement and efficiency of nursing services.

Solidifying the Foundation of Quality Control

In order to ensure standardized and high-level nursing care services, and in accordance with the guideline standards such as the *Clinical Care Practice Guide*, the *Quality Assessment Standards* and the *Technical Standard Requirements*, the Group has formulated rules and regulations such as the Quality Standards for Nursing Care Grading, the Quality Control Inspection Items and Their Standards and the Hierarchical Nursing System, laying a solid foundation for nursing management. Each affiliated hospital has established a Nursing Committee, drawing on advanced nursing standards both domestically and internationally, continuously optimized nursing management processes and comprehensively improved the quality of service.

During the Reporting Period, the Group further strengthened rigid constraints on nursing management, introduced the new Zero-tolerance Management Regulations, explicitly specifying strict control requirements for behaviors such as non-standard execution of medical orders, omissions in drug and consumables management, and errors in patient identification verification. At the same time, we further reinforced the managerial responsibilities of head nurses, promoted a dynamic supervision mechanism to standardize nurses' professional conduct in real time, and continued to strengthen the defenses for nursing quality and safety.

Enhanced Practical Training

The Group focuses on improving the professional skills of the nursing team, providing solid assurance for nursing quality and patient safety. In terms of routine training, practical exercises of nursing techniques are integrated into ward round processes, replacing single-theory explanations, steadily enhancing the standardization of operations. For specialized training, a multi-dimensional training system has been established, covering internal skill refinement, cross-department medical collaboration, external dispatch for learning, and pre-implementation training for new projects. Active participation in external specialized training programs organized by health authorities and other external bodies is also encouraged, achieving comprehensive advancement of nursing staff capabilities.

The training process emphasizes interactive effectiveness. Through on-site demonstrations, group observation, immediate discussions, and dynamic revisions of operational standards, nursing staff are encouraged to "review the old and learn the new", continuously enhancing their professional abilities. On this basis, we have optimized the nursing evaluation system, refining and improving assessment criteria. Through stricter evaluation guidance, we promote the simultaneous improvement of the professional capabilities and service levels of the nursing team.

Fortifying the Safety Line

The Group consistently prioritizes patient safety and continuously optimizes the safety experience throughout the entire healthcare process. We fortify the patient safety line comprehensively by standardizing the setup of various safety signs such as for falls, allergies, and isolation, strictly implementing the wristband wearing system, and enhancing safety risk awareness among all staff. An active reporting mechanism for adverse events has been established to monitor the implementation of corrective measures and evaluate improvement effectiveness, thereby promoting the continuous iteration and upgrading of nursing quality.

Simultaneously, we actively respond to various emergencies, dynamically optimize contingency plans, and on the foundation of consolidating high-quality nursing services, are committed to providing patients with safer, more efficient, and warmer medical care.

4.3 Innovation Empowering Smart Healthcare

With the deepening of the global technological revolution and industrial transformation, the medical industry is ushering in a comprehensive wave of digital transformation. New Century Healthcare proactively aligns with industry development trends, continuously develops digital services and smart healthcare solutions, and builds an efficient and collaborative smart healthcare service system by leveraging digital technology iteration and the construction of online service platforms. We always focus on patient needs, continuously improving patient convenience and satisfaction during medical visits, while actively promoting the digital, sustainable, and high-quality development of the medical service industry.

Vaccine Appointment Platform

The Group has launched a vaccine appointment platform, allowing customers to easily make appointments for flu vaccine via their mobile phones, and there is no need of queuing, saving time and effort for the customers. In 2025, the platform had covered all of the Group's hospitals and clinics. The platform clearly displays the types of vaccines, inventory, and vaccination sites, making it convenient for customers to plan their vaccination schedules. At the same time, the platform intelligently regulates the number of vaccinations during different hours to avoid crowding, which will reduce the risk of cross-infection, enhance vaccination safety and efficiency, and optimize the customer experience.

Internet Diagnosis and Treatment Platform

The Group has established an internet diagnosis and treatment platform, adopting a service model of "initial consultation offline, follow-up consultation online", assisting patients in accessing healthcare remotely and saving time and economic costs. With its self-developed intelligent guidance system at the core, the platform successfully achieves deep integration with hospital HIS systems, breaking down data silos and building an online closed-loop covering the entire process of "appointment, consultation, payment and report inquiry". It also connects the full service scenario from "pre-consultation, during consultation to post-consultation", significantly improving service efficiency and patient satisfaction. We conduct specialized training on the intelligent guidance system annually for all hospital market and customer service teams, continuously follow up on its effectiveness, and ensure the ongoing enhancement of service capabilities.

Telemedicine Consultation Platform

The Group has built a telemedicine consultation platform, enabling the sharing of medical information among all hospitals and clinics, and providing patients with cross-hospital expert diagnosis and treatment support. To meet the multidisciplinary diagnostic needs of pediatric patients, pediatric experts can conduct remote consultations through the platform. Furthermore, the platform deeply empowers the collaboration among obstetrics, gynecology, and pediatrics. Obstetric and pediatric experts closely collaborate via the platform to provide prenatal diagnosis, treatment, and consultation services, while newborn babies with congenital malformations can be directly referred to pediatrics, establishing a comprehensive, integrated medical service system throughout the entire process.

Remote Imaging Diagnosis Platform

The Group has completed the optimization and upgrade of its remote imaging diagnosis platform to provide patients with fast, accurate, and professional imaging examinations and diagnosis services. The Group's hospitals and clinics have all joined the platform to provide 24/7 imaging diagnosis services. Patients can view complete imaging reports via their mobile phones. Meanwhile, imaging data is interconnected across the network, which allows doctors to readily access the imaging data and records of patients at any hospital or clinic within the Group, which significantly reduces the waiting time for reports, secures the golden window for patient treatment, and effectively enhances clinical diagnostic efficiency.

Online Healthcare Services

The Group has launched the voice response feature for the online family doctor messaging system, continuously optimizing the patient communication experience. After patients submit a message, doctors can reply in voice form, supporting patients to replay and listen multiple times, ensuring the accurate and convenient reception of medical advice. This feature effectively enhances the efficiency and friendliness of doctor-patient interaction, further solidifying the user-friendly experience of online services.

4.4 Expanding the Scope of Inclusive Healthcare

In active response to societal calls and leveraging our professional strengths, the Group continues to expand inclusive healthcare service models to advance health equity and accessibility. We focus on specialized areas such as hemophilia, and work to promote the trickle-down and equitable coverage of high-quality maternal and child medical resources through participating in and launching public welfare initiatives. These include providing targeted support for maternal and child health in remote and medically underserved areas, training medical personnel, and offering charitable diagnosis and treatment programs, making high-quality medical services more inclusive and accessible to all.

Promoting Accessible Health

The Group adheres to the development philosophy of universal health accessibility, continuously optimizing the medical service system and service models. While strengthening the diagnosis and treatment capabilities for common and frequently occurring diseases, we actively participate in the construction of prevention and treatment systems for various diseases, particularly in key areas including rare diseases and chronic diseases. Through innovative solutions and corporate social responsibility initiatives, we strive to narrow the gap in medical resources and contribute to improving health equity.

We consistently focus on the prevention and treatment of rare childhood diseases, continuously enhancing the diagnosis and treatment standards of rare diseases and their social service value. Chengdu New Century Women's and Children's Hospital, as one of the earliest accredited hemophilia treatment centers in China, is highly experienced in treating hemophilia in children and has set up the "Chengdu model" for hemophilia diagnosis and treatment, which has had a wide influence across the country. Leveraging its professional expertise in hemophilia treatment, the hemophilia treatment center of Chengdu New Century Women's and Children's Hospital actively promotes the construction of national hemophilia centers, deepening disease knowledge dissemination and industry capacity building. During the Reporting Period, we provided assessment guidance for four external public hospitals in Sichuan Province on hemophilia treatment centers, while simultaneously conducting multi-disciplinary academic lectures, patient education and public welfare medical consultation activities, supporting the localized management and homogeneous treatment for rare diseases.

5. UNITING TALENTS FOR GROWTH TOGETHER

As a core component of the Group's daily operations and functioning, New Century Healthcare recognizes that employees are the most valuable asset and the key force driving the Group's long-term growth and innovation. We are consistently committed to safeguarding the legitimate rights and interests of our employees, providing ample support for their development, ensuring their health and safety, and fostering a warm and friendly workplace atmosphere, enabling every employee to realize their personal value and grow together with the Group.

5.1 Protecting the Legitimate Rights and Interests of Employees

The Group strictly complies with relevant laws and regulations, including the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Employment Promotion Law of the People's Republic of China*, the *Implementation Measures for Paid Annual Leave for Employees of Enterprises*, and the *Provisions of the State Council on Working Hours of Employees*. We continuously standardize employment management, safeguard the legitimate rights and interests of employees, and promote the normalization of Group operations, the transparency of employee management, and the systematization of rights protection.

Equal Employment

The Group adheres to lawful and compliant employment principles, attracting talent through diverse recruitment channels that combine online and offline approaches. It upholds the practice of selecting candidates based on both moral integrity and professional competence, strictly prohibiting any form of discrimination against nationality, region, race, ethnicity, gender, age, religious belief, or other factors, and forbidding the employment of child labor and any form of forced labor. We strictly comply with labor regulations, establishing employment contracts on the foundation of equality and voluntariness. Throughout the entire process of contract performance, renewal, termination, and conclusion, we act in accordance with laws and contractual agreements, ensuring standardized and transparent employment management. This effectively maintains stable and harmonious labor relations.

During the Reporting Period, there were no incidents of employment discrimination, harassment, child labor, forced labor and other non-compliance with the labor rights system within the Group, with a social security coverage rate of employees of 100% and the employment contract signing rate among employees of 100%.

Employee Communication

The Group places great emphasis on democratic management and employee communication, steadily promoting the construction of labor-management communication and negotiation mechanisms, and continuously expanding channels for employees to voice their concerns. By establishing an Executive Committee Hotline, employees can submit opinions and suggestions at any time, and we effectively translate reasonable proposals into management optimization measures. At the same time, for specific scenarios such as the integration of new employees and communication barriers with direct supervisors, we provide personalized coordination and support to help employees smoothly adapt to their roles and ensure smooth internal communication channels.

Compensation and Leave

The Group always attaches great importance to the legitimate rights and interests of employees as well as labor protection, strictly adhering to national laws and regulations. Employees are entitled to various types of leave in accordance with the law, including statutory holidays and paid annual leave. Additionally, the Group offer additional leave for employees with five years of service, demonstrating the enterprise's humanistic care. Regarding working hour management, we scientifically implement the standard working hour system and integrated working hour system based on the characteristics of different positions and job types. The standard working hour system is implemented for non-frontline employees, while the integrated working hour system is used for frontline employees strictly in accordance with national regulations. This approach reasonably coordinates and arranges employees' working hours, achieving a two-way balance between work efficiency and employees' physical and mental health, thereby effectively safeguarding the legitimate rights and interests of employees.

The Group adheres to the principle of gender equality, strictly complies with relevant national regulations, and ensures that female employees enjoy the same fair treatment as male employees in all aspects, including labor compensation, promotion and performance evaluation, eliminating gender discrimination. At the same time, the Group strictly prohibits assigning female employees to positions that are restricted by national regulations and places high importance on protecting the rights and interests of female employees during the pregnancy, maternity and breastfeeding. Through comprehensive protective measures, the Group effectively safeguards the legitimate rights and interests of female employees, fulfilling its responsibility and care for all employees.

5.2 Safeguarding Employees' Health and Safety

The Group places high importance on the health and safety of its employees. It continuously improves management systems, dedicates itself to providing comprehensive health care for employees, and strives to create a safe and harmonious working environment. This offers solid physical and mental support, ensuring employees can engage in work with optimal well-being.

Health Management

Adhering to the core principle of "safety first with prevention", the Group incorporates employee occupational health protection as a key focus in its ESG management. It strictly complies with requirements under laws and regulations including the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, comprehensively implements various measures for occupational disease prevention and control, and controls and eliminates various occupational hazard factors at the source, effectively safeguarding employees' lawful health rights and interests.

In terms of employee health protection, we implement a policy of free influenza vaccination for all employees. Based on voluntary participation, the vaccination rate has reached over 85%. Simultaneously, we optimize and upgrade health management services, providing employees with more comprehensive and detailed health check-up programs, and building an all-encompassing, regular employee health protection system to effectively safeguard employees' physical and mental well-being.

In terms of infection prevention and control, the Group strictly implements standardized management by establishing the position of infection control supervisor to conduct regular supervision and inspection at the whole hospital. The supervisors conduct random checks on infection control measures and the operational procedures of equipment according to the specifications, systematically recording and tracking inspection results, providing timely feedback on issues, dynamically optimizing special inspection plans, and continuously improving the regulatory system. At the same time, we focus on strengthening the management of the supervision team, conducting regular assessments and making results public to ensure the effective operation of the health and safety management mechanism.

Safety Management

The Group places high importance on employee safety management, continuously improves the safety prevention and control system, and has formulated the Employee Work Safety System, which clarifies the prevention standards, reporting procedures and responsibility definition mechanism regarding workplace accidents, achieving closed-loop management of employee safety incidents throughout the entire process.

Each affiliated hospital under the Group has established a Safety and Risk Committee to coordinate internal and external environmental safety management, preventing and reducing potential risks of harm to employees and patients at the source. Additionally, a Disaster Response Committee has been established to respond to various emergencies based on a standardized code system. In the event of an emergency, the code broadcast will be activated, upon which the professional rescue team will arrive at the scene of the incident immediately.

Building on the improvement of organizational structure and emergency response mechanisms, the Group further extends safety management to scenario-based and refined facility and operational levels, ensuring the life and health safety of employees and patients in all aspects by strengthening physical safety defenses.

In terms of facility safety, security check systems are installed at hospital entrances and exits, with security personnel conducting safety screenings for individuals entering the hospital; anti-ramming facilities such as Juma barriers, bollards and road barriers are installed at parking lot entrances and exits to comprehensively enhance the level of safety protection; elevators are regularly maintained and inspected to ensure safe usage.

In terms of fire safety, the Fire Safety Management System has been developed and implemented, with regular fire safety training and drills conducted to enhance employees' fire emergency response and self-rescue capabilities; high-and low-voltage circuits are regularly inspected, and the distribution room is patrolled to ensure the safe and stable operation of the power system.

Regarding safety promotion, safety awareness meetings are held, safety training and emergency drills are organized to strengthen employees' safety awareness and improve their emergency response capabilities; safety promotional documentaries are played on public area televisions to continuously disseminate safety knowledge; using online platforms such as DingTalk Cloud Classroom, safety-themed educational videos are released to implement a normalized safety learning model that combines online and offline methods.

The Group has recorded zero work-related fatalities and zero work-related injuries over the past three years.

Case: Beijing New Century Women's and Children's Hospital Won Second Prize in Firefighting Skills Competition

In November 2025, during the national fire safety awareness month, Beijing New Century Women's and Children's Hospital actively participated in the Fire Self-Defense and Rescue Skills Competition organized by the Chaoyang District Health Commission. Through competition-driven training and promotion-enhanced prevention, the hospital secured second prize with solid firefighting skills and excellent teamwork. This fully demonstrates the hospital's high regard for fire safety management and its strong commitment to ensuring the safety of patients and staff.



Award Ceremony for the "Beijing Chaoyang District Health System Fire Self-Defense and Rescue Skills Competition"

5.3 Broadening Talent Development Channels

The Group places emphasis on employee growth by establishing clear career development pathways and robust talent cultivation mechanisms, integrating diverse online and offline training resources to comprehensively support employees in enhancing their skills and achieving their professional goals. We adhere to fair and transparent promotion practices, prioritizing the development of young management, and integrating employee value into the broader context of the Group's development, thereby injecting lasting momentum for the sustainable growth of the enterprise.

Appraisal and Promotion

The Group attaches great importance to standardized talent management and employees' career development. It has set up a Qualification Committee, which conducts employee qualification reviews and standardized management every six months. At the same time, a comprehensive performance appraisal system has been built, and appraisal results serve as the basis for salary adjustments and promotion decisions. We have developed differentiated appraisal criteria for management positions and professional positions, conduct regular performance assessments, and ensure smooth communication between employees and their supervisors regarding work performance, career development goals, and capability enhancement plans through various methods such as post-evaluation interviews. This helps employees precisely identify their growth direction.

The Group has established a comprehensive employee promotion and internal transfer mechanism, actively encouraging employees to participate in internal competitions. When positions become vacant in medical institutions, the principle of giving priority to internal selection is adhered to, and promotions are achieved through fair competition that selects the best candidates. Additionally, employees are supported in applying for transfers across departments or hospitals. By leveraging an open and transparent talent development platform, we continuously expand employees' career development opportunities, optimize the enterprise's talent allocation structure, and achieve resonance between employee growth and enterprise development.

Employee Training

The Group comprehensively enhances employees' professional competencies and fosters their collaborative development with the enterprise through the establishment of a multi-level and comprehensive employee training system. This system is built upon five core modules of new hire training, academic conferences, public training, professional training, and management training.

Employee Training System

New Hire Training	Adopt an online-offline integrated model, using the online platform to build business awareness and offline interactions to deepen cultural integration, comprehensively assisting new hires in quickly becoming competent in their positions.
Academic Conferences	Establish an Academic Committee with professional groups such as nursing, pediatric surgery, and obstetrics and gynecology, promoting disciplinary progress and staff growth through regular academic seminars, and helping to build an "academic and specialized" private hospital.
Public Training	Focus on four major dimensions including service standards, professional image, communication effectiveness, and product knowledge, continuously standardize service processes, enhance professional competence, and comprehensively improve the comprehensive service capabilities of employees.
Professional Training	Centered on clinical services, nursing, medical technology, and administrative aspects, supported by professional standards, skill training, and digital empowerment, comprehensively enhance the professional competence and service capabilities of all positions.
Management Training	Focus on three core areas including strategic leadership, team building, and risk governance, continuously improve the professional competence of the management team, and ensure medical quality and efficient operations.

Continuing Education

The Group provides full support to doctors, nurses and medical technicians for their career development, and actively encourages them to engage in title promotion reporting. We have set up a multi-level continuing education system, consolidating quality resources such as medical lectures at the Group level, academic activities organized by professional associations, intra-hospital ward round teaching, specialized learning group training, and further training at Grade 3, Class A hospitals in order to enhance the skills of professional employees on all fronts.

We regularly invite renowned experts to give academic lectures to share cutting-edge medical achievements and clinical practice experiences. Meanwhile, for acute and severe cases, difficult cases and rare cases treated at hospitals, we organize comprehensive weekly ward rounds in collaboration with experts and scholars from relevant fields, thereby continuously enhancing the professional competence and enriching the clinical experience of our medical staff.

During the Reporting Period, a total of 39 doctors, nurses and medical technicians of the Group were promoted in title, of whom 2 were promoted to senior title, 15 to intermediate title and 22 to junior title.

5.4 Deepening the Employee Well-being System

The Group consistently upholds the philosophy of caring for, relying on, and uniting employees, and is committed to fostering a "people-oriented" working environment. We place great importance on employee health and welfare, and have established a comprehensive and well-structured welfare security system. Beyond statutory contributions to the social insurances and the housing fund, leveraging our own medical resource advantages, we provide exclusive benefits such as free influenza vaccinations and high-quality medical experience programs for our employees. Furthermore, employees and their immediate family members can enjoy preferential prices when seeking medical treatment or purchasing drugs at the Group's affiliated medical institutions, tangibly enhancing the convenience and sense of benefit regarding medical security for both employees and their families.

We diligently practice humanistic care for employees and cultivate a warm and harmonious corporate atmosphere through diversified initiatives. We regularly organize cultural activities such as birthday parties, Lantern Festival celebrations, and Women's Day themed events. These activities not only enrich employees' lives but also effectively promote cross-departmental communication and collaboration, further strengthening employees' sense of belonging and corporate cohesion.

6. SOCIAL RESPONSIBILITY AND VALUE SHARING

New Century Healthcare upholds the core values of "Innovation, Compassion, Alignment, Reliability and Excellence", integrating the concept of sustainable development into every aspect of its operations and growth. We continuously deepen the construction of our customer service system, striving to enhance customer satisfaction. Focusing on sustainable supply chain management, we are building a responsible green supply chain system. We actively promote communication, collaboration, optimization, and upgrading within the medical industry, working hand in hand with customers, partners, and industry peers to pursue shared development and synchronized growth, to share in the fruitful outcomes of high-quality development in the healthcare sector, and to earnestly fulfill our corporate responsibility and commitment to sustainable development.

6.1 Enhancing Premium Customer Experience

The Group consistently innovates its service models and improves service efficiency, continuously optimizing the customer service system. We are deeply committed to providing high-quality medical products and services, refining the meticulous management of membership services, and establishing sound and efficient mechanisms for collecting complaints and feedback with prompt responses. Through regular customer satisfaction surveys, we accurately identify core customer needs and iteratively improve service measures accordingly, offering more targeted and considerate medical services to our customers. Furthermore, we always adhere to responsible marketing principles, ensuring that all service communication information is truthful, compliant, objective, and reliable, steadily building and maintaining trust-based relationships with our customers.

Optimizing Warm-hearted Customer Service

The Group has always focused on enhancing the experience of patients and their families during consultations, continuously refined and upgraded the full-process customer service management mechanism and provided quality medical and health services to each customer.

To create a comfortable medical experience of "de-hospitalization", the Group has implemented multiple service optimization initiatives. These include enriching the range of hospitalization gifts, standardizing the placement of books in waiting areas and regularly disinfecting them to convey care through details; setting up "care boxes" equipped with convenience items such as umbrellas and presbyopic glasses, and arranging rotating staff at the lobby to provide real-time guidance, effectively improving convenience for clients; introducing coffee robots at some hospitals and optimizing the medical staff clothing to ease clients' anxiety during visits; as well as establishing a commercial insurance client database and building dedicated customer service groups to continuously refine service processes and comprehensively enhance service efficiency and customer experience.

Provision of Privileged Membership Services

As a pioneering enterprise in introducing the concept of pediatric family doctor services domestically, the Group established the "DOCTOR PANDA CLUB" membership service model as early as 2007. Over the past eighteen years, the DOCTOR PANDA CLUB has continuously upgraded its service quality, refining a service model that better aligns with contemporary healthcare scenarios for families with children. It has pioneered a "four-in-one" membership service system, ensuring that each member receives professional team support consisting of a dedicated family doctor, a healthcare physician, a VIP membership client manager, and a senior membership consultant.

Simultaneously, through technological innovation, we have launched the "Panda Membership Family Doctor Messaging System", establishing an effective interactive platform for communication between children, parents and doctors, which ensures more convenient and efficient communication with doctors in non-hospital settings. To date, the DOCTOR PANDA CLUB has provided professional child health management services to over 100,000 membership families.

Case: New Century Healthcare Won "Provincial/Municipal Hospital Contribution Unit for Health Promotion • Continuity of Care and Health Service" Award

In November 2025, at the 13th CN-healthcare Conference of Hospital Management held in Hainan, the Group won the "Provincial/Municipal Hospital Contribution Unit for Health Promotion · Continuity of Care and Health Service" award with its "DOCTOR PANDA CLUB Membership Service" case. This award not only bears witness to the 18 years of dedicated focus on the pediatric field by the DOCTOR PANDA CLUB but also represents the industry's high recognition of the Group's innovative service model and outstanding service quality.



New Century Healthcare Won "Provincial/Municipal Hospital Contribution Unit for Health Promotion • Continuity of Care and Health Service" Award

Case: Panda Doctor's "Journey of Love" Themed Parent-Child Sports Day Successfully Held

In October 2025, coinciding with the 18th anniversary of the DOCTOR PANDA CLUB, the Group successfully held the inaugural Panda Doctor's "Journey of Love" themed parent-child sports day at Chaoyang Park in Beijing. The event used parent-child interaction as the medium and public welfare health as the core, simultaneously conducting fun parent-child sports games and public welfare health consultations. This allowed parents and children to grasp scientific health knowledge through engaging experiences, effectively addressing the health concerns of Panda membership families. Furthermore, we unveiled the "Panda Health Passport" on-site. Serving as an exclusive file for recording a child's healthy growth journey, it upholds the original aspiration and commitment of the DOCTOR PANDA CLUB over its 18-year history, co-authoring the narrative of children's healthy growth with each Panda membership family.



Panda Doctor's "Journey of Love" Themed Parent-Child Sports Day Event Site

Responding to Complaints and Feedback

The Group has established a multi-dimensional feedback and complaint acceptance system for patients and their families, providing diverse channels for expressing concerns including on-site reception, a dedicated 400 hotline, official email, WeChat official account, satisfaction surveys, and government matching platforms. This ensures comprehensive collection of all types of feedback from patients and families. Additionally, the Group has set up a Customer Relations Committee and implemented a "first acceptor responsibility system". Committee members coordinate with relevant departments involved in complaints to conduct investigations and verifications, establishing a closed-loop management mechanism for the entire complaint handling process, which guarantees that all requests are addressed promptly and effectively.

Conducting Satisfaction Survey

The Group adheres to a "customer-centric" service philosophy, continuously refining the customer satisfaction survey system and establishing a dual-track mechanism that operates both online and offline. Online, an intelligent questionnaire system has been deployed, automatically sending satisfaction survey text messages to patients after their visits, enabling instant collection of feedback. Offline, a regular dynamic tracking mechanism has been established, where follow-up calls and dedicated staff visits to inpatients are conducted to proactively gather rehabilitation needs and coordinate solutions. Through real-time online data collection and in-depth offline interactions, the Group has successfully broken down information barriers within the service process, forming a service optimization loop of "real-time collection — quick response — continuous improvement", thereby consistently enhancing the refinement level of customer experience management.

Promoting Responsible Marketing

The Group strictly complies with the requirements of laws and regulations such as the *Advertising Law of the People's Republic of China*, the *Measures for the Administration of Medical Advertisements*, the *Measures on the Administration of Internet Advertising*, the *Enforcement Guidelines (I) on Issues Concerning the Application of the Advertising Law of the People's Republic of China*, the *Enforcement Guidelines (II) on Issues Concerning the Application of the Advertising Law of the People's Republic of China*, and the *Guidelines for the Identification of Medical Advertising*, and has established a multi-level audit mechanism for advertising content.

We adhere to the principles of honesty and the concept of provisions of quality products and services, with a view to ensuring that the information contained in the publicity materials is true and complete, refraining from false or misleading advertising. All externally released advertisements, promotional copy, and articles on the official WeChat account are reviewed to guarantee the authenticity and compliance of the content disseminated. The Standard Operating Procedure (SOP) for Compliance Management of Multi-Platform Promotions has been formulated to standardize promotional activities across all channels, strictly uphold the bottom line of compliant advertising, and effectively safeguard the brand's reputation. During the Reporting Period, the Group did not encounter any significant violations or non-compliances in advertising.

6.2 Building a Responsible Supply Chain

The Group is committed to building a responsible, efficient, and green supply chain management system. Through the establishment of an entire process provider management mechanism, we strictly select partners with legal qualifications to build a sustainable supply chain relationship.

The Group strictly abides by relevant national laws and regulations and has developed more than ten internal management systems, including the Supplier Assessment Management System, the Pharmaceuticals Procurement System, the Pharmaceuticals Acceptance System. At the supplier admission stage, we establish a comprehensive evaluation system covering qualifications, equipment and facilities, product categories, and ancillary services, and establish a daily dynamic monitoring and regular assessment mechanism to ensure product quality and service compliance in all aspects.

In respect of sustainable supply chain management, we have incorporated the assessment of suppliers' environmental and social responsibility into the entire supply chain management process, actively implemented green procurement policies and prioritized the selection of suppliers that meet environmental standards and medical safety requirements. At the same time, we emphasize suppliers' delivery efficiency and service responsiveness to ensure the efficiency and quality of supplies and services.

6.3 Vigorously Conducting Public Welfare Practices

The Group actively fulfills its corporate social responsibility by regularly providing public welfare medical services and continuously organizing various public welfare activities such as health lectures, popular science experiences, and free screenings. During the Reporting Period, we held a total of 209 lecture activities, reaching 474,821 people, and carried out 52 free medical consultation events, benefiting 2,637 individuals.

Leveraging new media channels, we consistently advocate for and practice public welfare, gathering more medical resources to ensure that everyone in need can feel the warmth of care. Through physician IP accounts, we continuously release a substantial number of popular science videos on medical and health topics, with many videos achieving millions of views. This effectively disseminates medical and health knowledge and enhances public health literacy.

Case: 2025 “Forest Sprouts Green Public Welfare Tour” Event

In May 2025, to fulfill its social responsibility and support the all-round healthy development of children, Beijing New Century Women’s and Children’s Hospital organized the “Forest Sprouts Green Public Welfare Tour” health carnival. The activity innovatively adopted an outdoor market format, incorporating diverse elements such as musical performances, a science experiment stage, and interactive nature and environmental observation sessions. Through fun game interactions, it conveyed nationally promoted concepts of physical activity and holistic child development to participating families, fostering children’s awareness of environmental exploration. Simultaneously, the event featured joint free medical consultations from multiple departments including gynecology, obstetrics, and pediatric healthcare. Relying on professional medical expertise, it provided personalized medical consultations and comprehensive health guardianship for every participant.



2025 “Forest Sprouts Green Public Welfare Tour” Event Site

Case: "Growth Privilege • the First Growth Gift" Public Welfare Health Science Popularization Event

In June 2025, in response to relevant policies for the healthy children action and to help bridge the gap in health science education resources in remote areas, Beijing New Century Children's Hospital joined hands with Allianz JingDong General Insurance Co., Ltd. to carry out a cross-sector public welfare collaboration. They visited Mingde Primary School in Chayouhouqi, Ulanqab, Inner Mongolia, and held the "Growth Privilege · the First Growth Gift" public welfare activity, benefiting thousands of teachers and students at the school. During the event, pediatricians from the hospital shared professional insights on the prevention of common childhood diseases, scientific feeding, and other topics through featured interviews. They also conducted lively and engaging public welfare medical classes to systematically disseminate knowledge on children's healthy growth, precisely delivering high-quality health science resources to remote areas and effectively enhancing the health literacy of local children.



"Public Welfare Medical Classroom" Health Science Popularization Site

6.4 Promoting the Coordinated Development of the Industry

The Group is consistently committed to promoting innovative development and high-quality advancement in the industry. We actively build platforms for industry exchange and cooperation, and through various forms such as participating in international exhibitions and organizing academic seminars, we facilitate in-depth communication and collaborative partnerships within the sector, injecting sustained momentum into the overall progress of the industry. We steadfastly adhere to the core philosophy of "Academics Driving Medical Development", deepening our efforts in the medical services field. We strive to build "academic and specialized" private hospitals, leading the industry toward healthy progress through our own development and fulfilling the enterprise's responsibilities and commitment to industry advancement.

Case: New Century Healthcare "The 14th Academic Conference" Successfully Held

In June 2025, New Century Healthcare held the 14th Academic Conference in Beijing, conducted via simultaneous online and offline live broadcast. The event attracted employees from various institutions and friends from the medical industry. This conference invited renowned experts from multiple fields to share cutting-edge medical achievements and clinical experiences, covering hot topics across various disciplines. Guided by the theme "Academics Driving Medical Development", the conference deepened academic exchanges and interdisciplinary integration within the industry, fully demonstrating the Group's social value in supporting the high-quality development of the medical sector.



"The 14th Academic Conference" Site

7. APPENDIX

7.1 Key Performance Indicators

Corporate Governance

Anti-corruption

Indicators	Unit	2025
Internal corruption cases	Cases	0
Number of anti-corruption trainings	Times	10

Environment

Emissions Management[2]

Indicators	Unit	2025
Hazardous waste[3]	Tonnes	79.78
Hazardous waste intensity	Tonnes/RMB'000	0.00013
Non-hazardous waste[4]	Tonnes	333.83
Non-hazardous waste intensity	Tonnes/RMB'000	0.00056
Total wastewater discharge	m^3	28,620.00
Wastewater discharge intensity	m^3/RMB'000	0.05

2 The Group has continued to strengthen its waste gas treatment. Due to the materiality principle, the amount of waste gas generated is insignificant and is therefore not included in the scope of disclosure.

3 The hazardous waste involved in the Group's operations primarily consists of medical waste, including infectious waste, sharps waste, and a small amount of waste medicines.

4 The non-hazardous waste involved in the Group's operations primarily consists of domestic waste, including kitchen waste and other waste.

Use of Resources and Energy Consumption

Indicators	Unit	2025
Total energy consumption[5]	kWh	7,157,250.74
Energy consumption intensity	kWh/RMB'000	11.93
Direct energy consumption	kWh	1,310,256.24
Petrol energy consumption	kWh	143,753.22
Diesel energy consumption	kWh	14,907.63
Natural gas energy consumption	kWh	1,151,595.39
Indirect energy consumption	kWh	5,846,994.50
Purchased electricity consumption	kWh	5,846,994.50
Water consumption	m^3	53,187.00
Water consumption intensity	m^3/RMB'000	0.09
Packaging material usage[6]	Tonnes	3.64
Packaging material usage intensity	Tonnes/RMB'000	0.000006
Paper usage	Tonnes	15.13

GHG Emissions

Indicators	Unit	2025
Total GHG emissions[7]	Tonnes (CO_2e)	4,132.04
GHG emissions intensity	Tonnes/RMB'000 (CO_2e)	0.007
GHG emissions (Scope 1)	Tonnes (CO_2e)	1,540.43
Natural gas	Tonnes (CO_2e)	233.39
Petrol	Tonnes (CO_2e)	37.34
Diesel	Tonnes (CO_2e)	4.04
Fluoride refrigerants[8]	Tonnes (CO_2e)	1,265.66
GHG emissions (Scope 2)	Tonnes (CO_2e)	2,591.61
Purchased electricity	Tonnes (CO_2e)	2,591.61

5 Total energy consumption is calculated based on the consumption of electricity, petrol, diesel and natural gas as well as conversion factors specified in the national standard named *General Rules for Calculation of the Comprehensive Energy Consumption (GB/T 2589–2020), Gasoline for Motor Vehicles (GB17930–2016)* and *Automobile Diesel Fuels (GB19147–2016)*.

6 Packaging material usage of the packaging materials calculated mainly include packing bags, infusion bottles/bags for infusion and preparation, glass bottles and non-woven bags provided by hospitals for patients.

7 GHG includes carbon dioxide, methane and nitrous oxide mainly from purchased electricity, fluoride refrigerants, natural gas and fuels. GHG accounting is presented on a CO_2 equivalent basis. GHG was accounted for in accordance with the *Baseline Emission Factors for Regional Power Grids in China in 2023 Based on Emission Reduction Projects* published by the Ministry of Ecology and Environment of the People's Republic of China and the *2019 Refinement to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories* published by the Intergovernmental Panel on Climate Change (IPCC).

8 The fluoride refrigerants used by the Group are R410a. The calculation is conducted in accordance with the *Intergovernmental*

Society

Employee Recruitment

Indicators	Unit	2025
Total number of employees	Persons	1,186
By gender		
Male	Persons	190
Female	Persons	996
By age		
Below 30	Persons	149
30 to 50 (excluding)	Persons	874
50 and above	Persons	163
By geographical region		
Chinese Mainland	Persons	1,182
Hong Kong, Macau and Taiwan	Persons	3
Other countries and regions	Persons	1
By category		
Doctor	Persons	199
Nurse	Persons	342
Pharmaceutical and medical technician	Persons	124
Administrative staff[9]	Persons	521

[9] The administrative staff are all staff other than doctors, nurses and pharmaceutical and medical technicians.

Employee Turnover Rate

Indicators	Unit	2025
Employee turnover rate[10]	%	9.67
By gender		
Male	%	9.09
Female	%	9.78
By age		
Below 30	%	18.13
30 to 50 (excluding)	%	8.58
50 and above	%	6.86
By geographical region		
Chinese Mainland	%	9.70
Hong Kong, Macau and Taiwan	%	0.00
Other countries and regions	%	0.00

Employee Health and Safety

Indicators	Unit	2025
Investment on health and safety	RMB0'000	74.84
Safety trainings and emergency drills		
Coverage rate of safety training	%	100
Number of safety emergency drills	Times	70
Number of participants in safety drills	Persons	1,024
Health and safety issues related to work		
Number of occupational diseases	Persons	0
Number of work-related injuries	Persons	0
Lost working days due to work-related injuries	Days	0
Number of work-related fatalities	Persons	0
Rate of work-related fatalities	%	0

[10] The formula for calculation of employee turnover rate: number of employees who left the Group in 2025/(total number of employees at the end of 2025 + number of employees who left the Group in 2025).

Employee Development and Training

Number of employees trained

Indicators	Unit	2025
Total number of employees trained	Persons	1,132
By gender		
Male	Persons	180
Female	Persons	952
By gender		
Male	%	15.90
Female	%	84.10
By category		
Senior management	Persons	16
General employees	Persons	1,116
By category		
Senior management	%	1.41
General employees	%	98.59

Employee training hours

Indicators	Unit	2025
Average training hours for employees	Hours	78.37
By gender		
Male	Hours	47.11
Female	Hours	84.28
By category		
Senior management	Hours	81.06
General employees	Hours	78.33

Product Responsibility

Indicators	Unit	2025
Information security investment	RMB0'000	58.06
Software Copyrights		
Number of Software Copyrights granted for the Year	Number	9
Trademarks		
Number of trademark applications for the Year	Number	8
Number of trademark registrations for the Year	Number	5
Product and service complaints		
Number of total complaints	Number	84
Resolution rate of complaints	%	95.24

Supplier Management[11]

Indicators	Unit	2025
Total number of suppliers	Suppliers	31
By geographical region		
North China	Suppliers	26
West China	Suppliers	4
Other regions	Suppliers	1

Community Investment

Indicators	Unit	2025
Amount of charitable donations expenditure	RMB0'000	5.09
Number of participants in public welfare activities	Persons	1,211
Number of people served in the voluntary medical consultation activities	Persons	2,637
Number of voluntary medical consultation activities organized	Times	52
Number of participants in lecture activities	Persons	474,821
Number of lecture activities organized	Times	209

[11] The Group has continued to strengthen the management standards of pharmaceuticals and consumables suppliers. The statistics and disclosure scope for relevant suppliers for the current year cover those suppliers with a purchase amount of RMB500,000 or above.

7.2 Environmental, Social and Governance Reporting Code Content Index of the Hong Kong Stock Exchange

Aspects	KPIs	Sections
Part B: Mandatory disclosure requirements		
Governance Structure	A statement from the Board containing the following elements: (i) a disclosure of the Board's oversight of ESG issues; (ii) the Board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the Board reviews progress made against ESG related goals and targets with an explanation of how they relate to the issuer's businesses.	Board's Statement, ESG Management
Reporting Principles	A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report: Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement. Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed. Consistency: The issuer should disclose in the ESG report any changes, if any, to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.	About this Report

Aspects	KPIs	Sections
Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report If there is a change in the scope, the issuer should explain the difference and reason for the change.	About this Report
Part C: Comply or explain		
A. Environment		
A1 Emissions	General Disclosure In relation to waste gas and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste: (a) the policies; and (b) information regarding the compliance with relevant laws and regulations that have a significant impact on the issuer.	Green and Low-Carbon Practices for Protecting the Future Together — Comprehensive Strengthening of Waste Management
	A1.1 The types of emissions and respective emissions data.	Key Performance Indicators — Emissions Management
	A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e g per unit of production volume, per facility).	Key Performance Indicators — Emissions Management
	A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e g per unit of production volume, per facility).	Key Performance Indicators — Emissions Management

Aspects	KPIs	Sections
	A1.5 Description of emission target(s) set and steps taken to achieve them.	Green and Low-Carbon Practices for Protecting the Future Together — Comprehensive Strengthening of Waste Management Green and Low-Carbon Practices for Protecting the Future Together — Environmental Objectives
	A1.6 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Green and Low-Carbon Practices for Protecting the Future Together — Comprehensive Strengthening of Waste Management Green and Low-Carbon Practices for Protecting the Future Together — Environmental Objectives
A2 Use of Resources	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials.	Green and Low-Carbon Practices for Protecting the Future Together — Conservation and Utilization of Energy Resources
	A2.1 Direct and/or indirect energy consumption by type (e g electricity, gas or oil) in total (kWh in '000s) and intensity (e g per unit of production volume, per facility).	Key Performance Indicators — Use of Resources and Energy Consumption
	A2.2 Water consumption in total and intensity (e g per unit of production volume, per facility).	Key Performance Indicators — Use of Resources and Energy Consumption
	A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.	Green and Low-Carbon Practices for Protecting the Future Together — Conservation and Utilization of Energy Resources Green and Low-Carbon Practices for Protecting the Future Together — Environmental Objectives



Aspects	KPIs	Sections
	A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Green and Low-Carbon Practices for Protecting the Future Together — Conservation and Utilization of Energy Resources Green and Low-Carbon Practices for Protecting the Future Together — Environmental Objectives
	A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Key Performance Indicators — Use of Resources and Energy Consumption
A3 Environment and Natural Resources	General Disclosure Policies on minimising the issuer's significant impacts on the environment and natural resources	Green and Low-Carbon Practices for Protecting the Future Together
	A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	
B. Society		
B1 Employment	General Disclosure In relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare: (a) the policies; and (b) information regarding the compliance with relevant laws and regulations that have a significant impact on the issuer.	Uniting Talents for Growth Together
	B1.1 Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.	Key Performance Indicators — Employee Recruitment
	B1.2 Employee turnover rate by gender, age group and geographical region.	Key Performance Indicators — Employee Turnover Rate

Aspects	KPIs	Sections
B2 Health and Safety	General Disclosure In relation to providing a safe working environment and protecting employees from occupational hazards: (a) the policies; and (b) information regarding the compliance with relevant laws and regulations that have a significant impact on the issuer.	Uniting Talents for Growth Together — Safeguarding Employees' Health and Safety
	B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Uniting Talents for Growth Together — Safeguarding Employees' Health and Safety
	B2.2 Lost working days due to work-related injuries.	Key Performance Indicators — Employee Health and Safety
	B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Uniting Talents for Growth Together — Safeguarding Employees' Health and Safety
B3 Development and Training	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work Description of training activities.	Uniting Talents for Growth Together — Broadening Talent Development Channels
	B3.1 The percentage of employees trained by gender and employee category (e g senior management, middle management).	Key Performance Indicators — Employee Development and Training
	B3.2 The average training hours completed per employee by gender and employee category.	Key Performance Indicators — Employee Development and Training

Aspects	KPIs	Sections
B4 Labour Standards	General Disclosure In relation to preventing child and forced labour: (a) the policies; and (b) information regarding the compliance with relevant laws and regulations that have a significant impact on the issuer. B4.1 Description of measures to review employment practices to avoid child and forced labour. B4.2 Description of steps taken to eliminate such practices when discovered.	Uniting Talents for Growth Together — Protecting the Legitimate Rights and Interests of Employees
B5 Supply Chain Management	General Disclosure Policies on managing environmental and social risks of the supply chain.	Social Responsibility and Value Sharing — Building a Responsible Supply Chain
	B5.1 Number of suppliers by geographical region.	Key Performance Indicators — Supplier Management
	B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Social Responsibility and Value Sharing — Building a Responsible Supply Chain
	B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Social Responsibility and Value Sharing — Building a Responsible Supply Chain
	B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Social Responsibility and Value Sharing — Building a Responsible Supply Chain

Aspects	KPIs	Sections
B6 Product Responsibility	General Disclosure In relation to health and safety, advertising, labelling and privacy matters concerning products and services provided and the remedial measures thereof: (a) the policies; and (b) information regarding the compliance with relevant laws and regulations that have a significant impact on the issuer.	Building a Foundation of Compliance for Steady Operation Improving Medical Quality to Protect Health Social Responsibility and Value Sharing
	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Improving Medical Quality to Protect Health — Continuous Improvement of Medical Quality
	B6.2 Number of products and service related complaints received and how they are dealt with.	Social Responsibility and Value Sharing — Enhancing Premium Customer Experience Key Performance Indicators — Product Responsibility
	B6.3 Description of practices relating to observing and protecting intellectual property rights.	Building a Foundation of Compliance for Steady Operation — Building an Integrity and Compliance Ecosystem
	B6.4 Description of quality assurance process and recall procedures.	Improving Medical Quality to Protect Health — Continuous Improvement of Medical Quality
	B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Building a Foundation of Compliance for Steady Operation — Enhancing Privacy and Security Protection

Aspects	KPIs	Sections
B7 Anti-corruption	General Disclosure In relation to bribery, extortion, fraud and money laundering prevention: (a) the policies; and (b) information regarding the compliance with relevant laws and regulations that have a significant impact on the issuer. B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases. B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. B7.3 Description of anti-corruption training provided to directors and staff.	Building a Foundation of Compliance for Steady Operation — Building an Integrity and Compliance Ecosystem
B8 Community Investment	General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). B8.2 Resources contributed (e.g. money or time) to the focus area.	Improving Medical Quality to Protect Health — Expanding the Scope of Inclusive Healthcare Social Responsibility and Value Sharing — Vigorously Conducting Public Welfare Practices

Aspects	KPIs	Sections
Part D: Climate-related disclosure		
Governance	(a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities; (b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate related risks and opportunities.	Green and Low-Carbon Practices for Protecting the Future Together — Deepening Implementation of Climate Action
Strategy	Issuers must disclose information related to climate-related risks and opportunities, business models and value chains, strategies and decision-making, financial position, financial performance and cash flows, climate resilience, and other relevant details.	
Risk Management	(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks; (b) the processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and (c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.	

Aspects	KPIs		Sections
Metrics and Targets	(a)	An issuer shall disclose its absolute gross greenhouse gas emissions generated during the Reporting Period, expressed as metric tons of CO2 equivalent, including Scope 1 and Scope 2;	Green and Low-Carbon Practices for Protecting the Future Together — Deepening Implementation of Climate Action
	(b)	Issuers must disclose climate-related targets and progress.	