锦欣生殖
JINXIN FERTILITY

Stock Code: 1951



2025 SUSTAINABILITY REPORT

Jinxin Fertility Group Limited

(Incorporated in the Cayman Islands with limited liability)



Contents

Message from the Co-CEOs 03

About Jinxin Fertility 05

ESG Management 05

ESG Performance 53

HKEx ESG Reporting Code Index 56

About This Report 58

01. Improving Governance and Consolidating the Foundation for Development

Standardizing Corporate Governance 09

Upholding Business Ethics 10

Upholding Responsible Operations 11

02. Focusing on Innovation and Enhancing Medical Quality

Strengthening Discipline Development 19

Strengthening Technological Innovation 19

Cultivating Innovative Teams 20

Protecting Intellectual Property Rights 20

03. Quality First, Building Excellent Services

Strictly Controlling Medical Quality 23

Providing Quality Services 25

Strengthening Medical Safety 29

04. Caring for Employees, Strengthening the Foundation for Growth

Protection of Employee Rights and Interests 33

Employee Training and Development 35

Employee Compensation and Benefits 36

Occupational Safety and Health 38

05. Building Communities Together, Warmly Giving Back to Society

Promoting Inclusive Healthcare 41

Support Community Development 42

06. Green Operations, Fulfilling Environmental Responsibilities

Environmental Management 45

Energy and Resource Management 45

Emissions Management 47

Climate Change Response 50



Message from the Co-CEOs

As Jinxin Fertility embarks on a new journey toward high-quality development, we have continued to deepen our efforts in the field of sustainability. With sound governance, innovative technologies and compassionate services, we have delivered a report that embodies both responsibility and care. Over the past year, we have not only maintained our leadership in reproductive medicine, but also deeply integrated the ESG philosophy into the core of corporate development. Guided by our core values of "Patient Satisfaction, Employee Wellbeing, Social Recognition and Government Trust", we promote the coordinated and sustainable development of the Company alongside the industry, society and the environment.

Upholding Compliance and Consolidating the Foundation of Sound Governance

As a leading assisted reproductive service provider in China and the United States, we fully understand the weight of "responsibility". In 2025, we consistently took compliant operations as the bottom line and transparency and integrity as the cornerstone, continuously improving the corporate governance system and strengthening the defense line of business ethics.

At the corporate governance level, we have established an efficient governance structure centered on the general meeting of shareholders, the board of directors and senior management, with five special committees including audit and risk management, remuneration and nomination to enhance decision-making efficiency and governance standards. We strictly implement the board diversity policy, driving scientific decision-making through diverse perspectives. In terms of business ethics, we have established a compliance committee, improved the anti-fraud management mechanism and achieved full coverage of anti-corruption training for all employees. No corruption-related lawsuits occurred During the Reporting Period, and we maintain a zero-tolerance attitude to safeguard an honest and compliant business environment.

Meanwhile, we have consolidated the foundation of responsible operations through strict ethical risk management, sustainable supply chain development and data security protection. We have established a three-tier ethics committee system to conduct full-process ethical reviews of all medical research projects; implemented categorized management and dynamic assessment of suppliers, incorporating environmental protection and social responsibility into selection criteria; and built a full-chain data security management system. More than 85% of key information systems of subsidiaries have passed the National Class III Cybersecurity Classified Protection Certification, safeguarding patient rights and the Company's compliant operations through multi-dimensional measures.

Persisting in Innovation Leadership and Improving Medical Service Quality

Medical quality has always been the foundation of Jinxin Fertility. In 2025, we adhered to an innovation-driven development strategy, taking the "industry-education-research" trinity as the focus, continuously promoting the deep integration of scientific research innovation and clinical application, and constantly breaking through the boundaries of reproductive medicine technology.

In terms of scientific research and innovation, we upgraded the Scientific Research and Innovation Center to the Group level, and collaborated with top institutions such as Southwest Jiaotong University and Stanford University, achieving multiple technological breakthroughs in AI-assisted reproduction. During the Reporting Period, the Group obtained 25 national, provincial and municipal scientific research projects, published 66 SCI papers and 24 Chinese core journal papers, and held a total of 56 patents, providing new solutions to fertility challenges through original technologies.

In discipline development, we have established a full-chain management system covering project application, talent development and achievement transformation, promoting the construction of specialized departments for specific diseases. Sichuan Jinxin Xinan Hospital was selected as a construction unit for Sichuan's Preconception Care Specialized Department, and Shenzhen Zhongshan Hospital won the Second Prize of the China Maternal and Child Health Science and Technology Award. Multiple achievements have been clinically translated, bringing higher-quality medical services to patients. Meanwhile, we uphold the concept of "technology inclusiveness", innovate service models and promote in-depth industry-education-research collaboration, enabling innovative technologies to truly serve the aspirations for life.

In the process of globalization, we have continued to deepen international cooperation, bring China's assisted reproductive technologies and service models to the world, build a global platform for reproductive medicine exchange with innovation as a bridge, and continuously enhance the international influence of China's reproductive medicine.

Rooting Humanistic Care and Safeguarding the Beautiful Aspirations of Life

Reproductive medicine is not only a competition of technologies, but also a bond of emotions. In 2025, centered on "full-cycle services", we created a one-stop medical experience covering the entire fertility chain, integrating humanistic care into the whole medical process to safeguard the fertility aspirations of every family.

In terms of patient services, we continued to optimize the medical experience by implementing user-friendly initiatives such as an integrated "consultation room + B-ultrasound" design and evening outpatient services. We have set up family-centered delivery rooms and independent consultation rooms to protect patient privacy, conveying warmth through details. We have built an integrated "online + offline" communication system and introduced an AI intelligent customer service to provide 7×24-hour services. The resolution rate of medical service complaints reached 100% throughout the year, protecting patient rights through efficient response.

In public welfare practices, we actively fulfilled social responsibilities by continuously conducting free public welfare clinics such as the "Pregnancy Enjoy Future Women's Fertility Health Care Program", serving more than 1,000 community residents in total. We promoted inclusive medical care by providing free fertility examinations and medication subsidies for vulnerable groups, extending medical care to every corner of society and giving back to the community with concrete actions.

In terms of employee development, we have established a systematic training system to support employee growth through diversified training; improved the salary, welfare and long-term incentive mechanism to build a warm and inclusive corporate culture, enabling employees to grow together with the Company.

Practicing Green Development and Building a Sustainable Ecological Future

Faced with global climate challenges, we take the initiative to shoulder environmental responsibilities, deeply integrate the green philosophy into the entire operation chain, and promote the Group's green and low-carbon transformation through systematic environmental management, refined resource control and forward-looking climate response.

In 2025, we strictly abided by environmental protection laws and regulations, built a sound environmental management system, set multiple emission reduction targets including energy consumption, water consumption and hazardous waste discharge, and continuously promoted energy conservation and emission reduction. We implemented comprehensive intelligent energy renovation projects, optimized energy systems such as air conditioning and lighting, and promoted high-efficiency energy-saving equipment, achieving a continuous decline in energy intensity. We strengthened water resource management, promoted the application of water-saving technologies and raised awareness, and built a resource-conserving operation model.

Meanwhile, we strictly controlled emissions, standardized the treatment process of medical wastewater and medical waste to ensure stable compliance of all discharges; promoted the recycling of recyclable materials and improved the comprehensive utilization rate of resources, fulfilling our commitment to a "green homeland" through green operations. We integrated environmental protection concepts into employee culture, carried out themed activities such as green office and healthy hiking, promoted full participation in energy conservation and emission reduction, making green a distinctive hallmark of the Group's development.

Looking ahead to 2026, we will continue to be guided by sustainability, deepen corporate governance, strengthen technological innovation, optimize medical services, practice green operations, and continuously promote the high-quality and sustainable development of the Company. With a more open attitude and more practical actions, we will repay the trust of patients, employees, shareholders and society, contribute greater strength to the progress of the reproductive medicine industry and the building of a fertility-friendly society, and create a better future for reproductive health together!

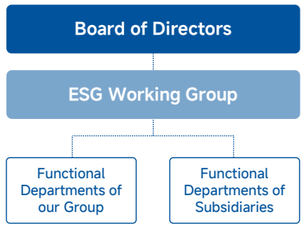
About Jinxin Fertility

Jinxin Fertility Group Limited (stock code: 01951.HK) is a healthcare group specializing in assisted reproductive services and related treatments, committed to building an internationally leading comprehensive assisted reproductive service system. Jinxin Fertility has established an extensive medical service network across multiple key cities in China and overseas regions, and is operating 9 assisted reproductive technology centers covering Chengdu, Shenzhen, Wuhan, Kunming, Hong Kong, and extending to the United States, enhancing its capability to provide high-value assisted reproductive services to international patients. With professional, international, and sustainable medical service capabilities, Jinxin Fertility Group is committed to becoming a global leader in the field of assisted reproduction, continuously bringing hope of parenthood to patients and creating long-term value for society.

Management

ESG Governance Structure

Jinxin Fertility has established a three-tier ESG management mechanism led by the Board of Directors to fully implement the sustainable development strategy. As the supreme decision-making body, the Board of Directors is responsible for the sustainable development of the Company. Under the guidance of the Board, an ESG Task Force led by the General Manager has been established to coordinate the implementation of various sustainable development objectives. The Task Force undertakes functions including policy decomposition, cross-departmental collaboration, progress supervision and performance feedback, ensuring the efficient operation of the ESG management system. All functional departments of the Group and subordinate medical institutions act as the implementation entities, responsible for translating ESG objectives into concrete actions. Through clear responsibility allocation, liaison mechanisms and performance appraisal, environmental, social and governance initiatives are effectively implemented at the operational level.



Stakeholder Engagement

We have established a diversified communication mechanism to maintain close interaction with stakeholders including shareholders, employees, patients, government and supply chain partners, listen deeply to their concerns, and ensure that their expectations are fully addressed in strategic decision-making.

Stakeholders	Focus Topics		Communication Channels	
Shareholders and Investors	• Compliance management • Corporate governance and risk management	• Anti-corruption and business ethics • Medical service safety management	• Information disclosure of listed companies • Shareholders' meeting	• Investors' meeting
Employees	• Employment compliance • Talent attraction and retention • Employee compensation and benefits	• Staff training and development • Occupational health and safety	• Regular professional skills training and practical operation training for employees • Employee leadership training	• Support overseas further studies and enhancement of academic qualifications • Regular physical examination and daily protective measures
Patients	• Medical service safety management • Medical services and dispute management	• Data security and privacy protection	• Healthcare quality management system • Patient care services • Patient communication channels	• Data security management system • Patient privacy protection
Government and Regulatory Authorities	• Compliance management • Medical service safety	• Ethical risk management • Occupational health and safety	• Sustainability management • Environmental management system	• Ethical risk management system

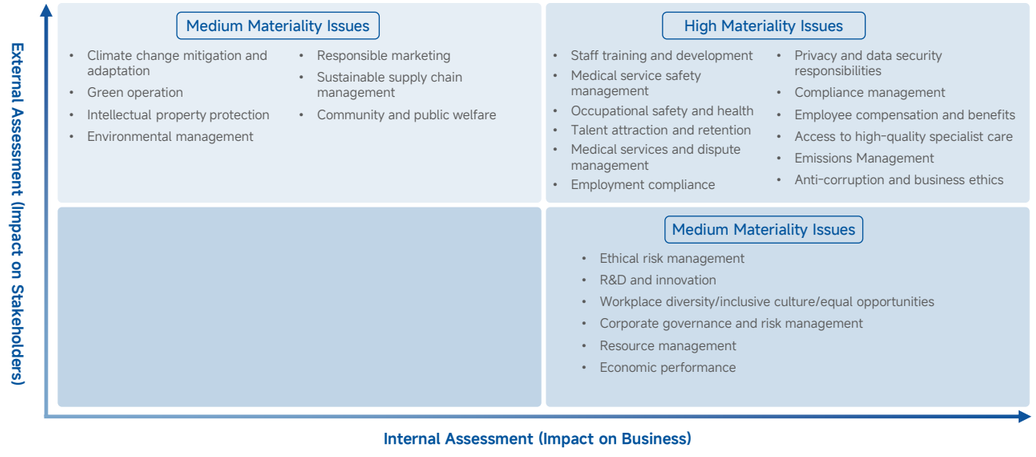
Stakeholders	Focus Topics		Communication Channels	
Suppliers	• Compliance management • Sustainable supply chain management	• Anti-corruption and business ethics	• Supplier access assessment management • Environmental and social risk management	• Anti-corruption management
Industry Partners	• Research and development ("R&D") and innovation • Data security and privacy protection	• Intellectual property protection • Talent attraction and retention	• Discipline construction • Build an R&D and innovation platform • Intellectual property management system	• Regular employee training • Actively participate in industry exchanges and academic conferences
Community Representatives (including non-profit organizations and general communities)	• Environmental management • Emissions management	• Resource management • Community and public welfare	• Carry out diversified public welfare projects • Organize community free clinics and offer health science popularization lectures	• Construction of environmental management system

Materiality Analysis

- Material Issue Identification and Steps for Analysis

Issue identification	Stakeholder engagement	Assessment of issue materiality	Confirmation and disclosure
Leveraging our extensive operational experience and overarching development strategy, we have pinpointed 25 key strategic issues poised to foster shared value creation. This determination is the result of a thorough comparative analysis and study across various dimensions, including international norms, industry standards, competitors' practices, strategic planning, employee concerns, and insights from media and public opinion.	We gathered over 240 questionnaires were collected from internal and external stakeholders in seven categories, encompassing Company management, employees, patients, shareholders and investors, government and regulatory bodies, suppliers, and partners. This comprehensive collection process ensured a deep understanding of the ESG concerns prevalent among all involved parties.	The collation and analysis of the stakeholder survey responses facilitated the creation of an issue materiality matrix. This matrix categorizes issues based on their significance to Jinxin Fertility and their relevance to our stakeholders, allowing us to prioritize our focus areas effectively.	The ESG Working Group conducts a meticulous review of the findings related to the identified issues, prioritizing those of significant and moderate importance for inclusion in our ESG report. The selection of these topics as the focal points of our report, and the determination of its scope and boundaries, hinge on the accessibility of pertinent data.

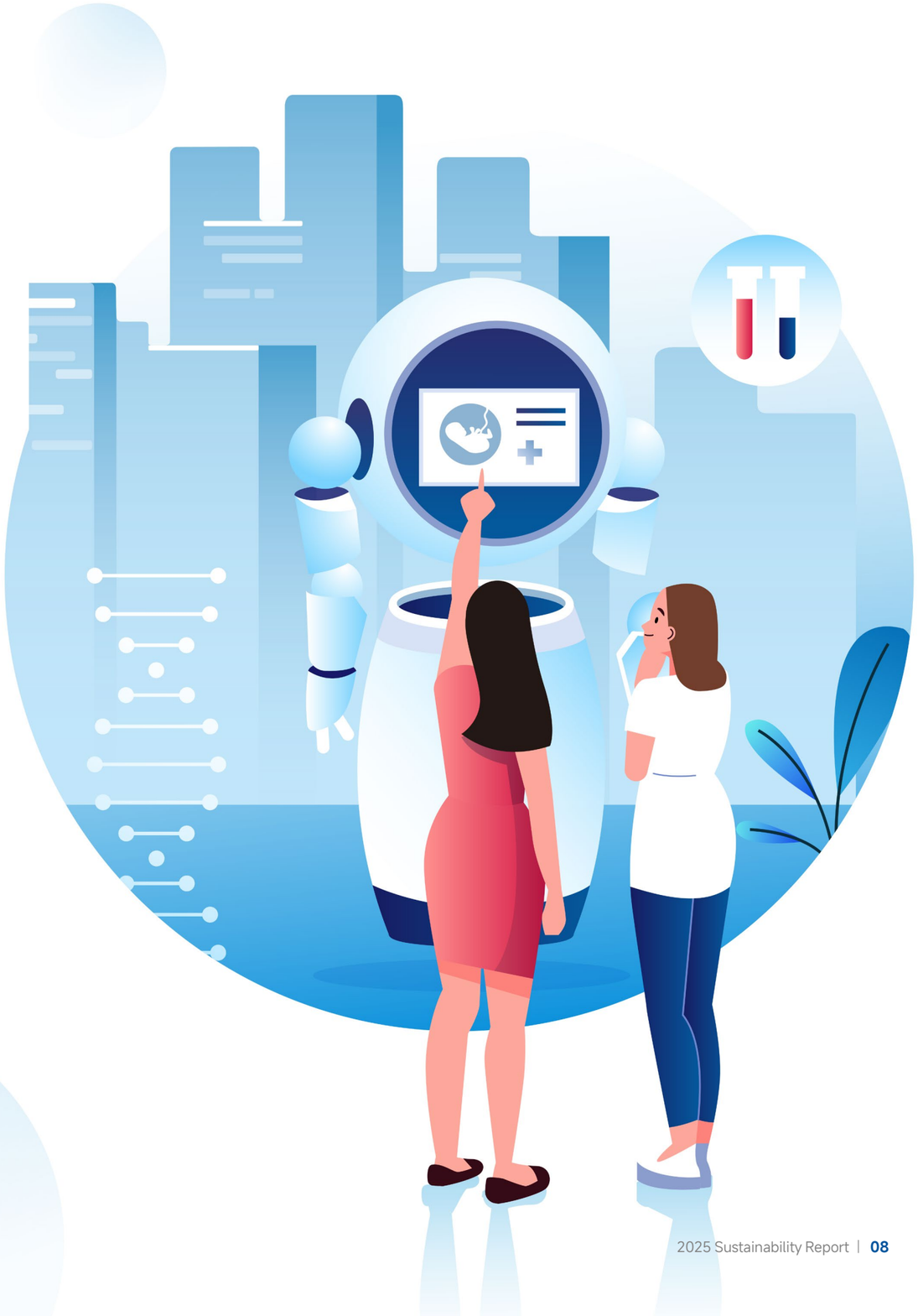
- Jinxin Fertility Materiality Analysis



01.

Improving Governance and Consolidating the Foundation for Development

The Group strictly complies with the Company Law of the People's Republic of China, the Listing Rules of The Stock Exchange of Hong Kong Limited (hereinafter referred to as the "Listing Rules" and the "Corporate Governance Code") and other laws, regulations and regulatory requirements, adheres to compliant operations, attaches importance to risk management and data security, promotes the development of a sustainable supply chain, and lays a solid foundation for sustainable development.



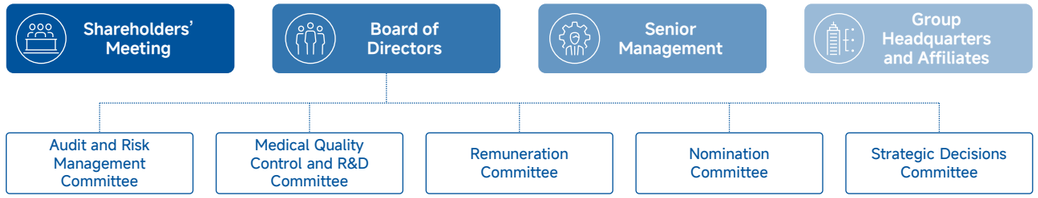
Standardizing Corporate Governance

The Group is committed to safeguarding the legitimate rights and interests of the Company and all shareholders, standardizes corporate governance practices, and continuously strengthens the development of independence and diversity.

Corporate Governance Framework

The Group has established a governance framework centered on the general meeting of shareholders, the Board of Directors and senior management through the Articles of Association, ensuring sound and efficient governance. The Board of Directors not only undertakes the important responsibilities of overall leadership, strategic supervision and performance monitoring, but also has five special committees, namely Audit and Risk Management, Remuneration, Nomination, Strategic Decision-making, and Medical Quality Control and Research and Development, to enhance decision-making efficiency and governance effectiveness.

- Jinxin Fertility Governance Framework



Board Diversity

The Group has formulated and implemented the Policy Statement on Diversity, Equity and Inclusion to promote the diversification of the Board structure. Diversity (including but not limited to gender, age, ethnicity, nationality, cultural and educational background, regional and professional experience, skills, knowledge and length of service) is incorporated into appointment considerations to ensure diverse perspectives and views for the Company's senior management decision-making.

2025

No. of Board Directors	No. of independent non-executive Directors	No. of female Directors
11	4	4
	% of independent non-executive Directors	% of female Directors
	36.36%	36.36%

Upholding Business Ethics

The Group complies with domestic and foreign laws and regulations such as the Company Law of the People's Republic of China, the Anti-Money Laundering Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China and the Foreign Corrupt Practices Act, builds an honest and compliant business environment, integrates business ethics standards, compliant operation concepts and the expectations of various stakeholders, and continuously improves the Company's level of compliant operations.

Business Ethics Management

The Group has established a Compliance Committee, which is overall responsible for the investigation, disposal and decision-making of internal reporting matters. In accordance with internal policies such as the Group's Code of Business Ethics and Anti-Fraud Management Measures, any form of bribery and corruption is explicitly prohibited, including directly or indirectly offering, providing, accepting or authorizing bribery and other related acts. The Group conducts annual business ethics audits, establishes a risk database and a compliance performance appraisal mechanism, and continuously deepens the development of the business ethics system. Meanwhile, the Company clarifies the division of responsibilities and work procedures, standardizes the acceptance, disposal and closed-loop management of supplier-related business ethics complaints; and advocates all suppliers and business partners to follow the same standards to effectively prevent business ethics risks.

Complaint and Reporting Management

The Group implements internal systems such as the Code of Business Ethics and Internal and External Reporting Handling Procedures, standardizes the whole-process management of reporting, and clarifies working mechanisms such as the withdrawal principle of investigation personnel, reporting disposal methods, whistleblower protection and anti-retaliation measures, and follow-up. For reporting matters related to the Group's internal audit department, legal and compliance department, internal control and compliance branches of various subsidiaries and senior management, the Compliance Committee is directly responsible for registration, acceptance, investigation and reporting. The Group opens real-name and anonymous reporting channels for employees, third-party representatives and partners, and receives reports through letters, emails, telephone calls and other means. Relevant clues are uniformly accepted by the Legal and Compliance Department.

The Group implements strict confidentiality management on whistleblowers' personal information and reporting content, and anonymizes materials that may disclose whistleblowers' information. Staff who violate confidentiality provisions or fail to perform their duties in accordance with regulations will be severely dealt with according to the circumstances and consequences.

- Jinxin Fertility Business Ethics Complaint and Reporting Channel

Reporting email: compliance@jxr-fertility.com

Integrity Culture Development

The Group implements systems such as the Code of Business Ethics and requires employees to sign the Employee Anti-Fraud Commitment. The Group attaches importance to business ethics and integrity culture development. During the Reporting Period, business ethics and anti-corruption training was conducted for all employees (including part-time employees) and Board members, continuously consolidating the bottom line of compliant practice. In addition, we also communicate to contractors through clauses and annexed integrity commitments during cooperation and agreement signing, requiring them to abide by our Code of Conduct.

Metrics	Unit	2023	2024	2025
% of Employees Covered by Anti-Corruption Training	%	76.00	84.00	80.00
Average Anti-Corruption Training Hours Per Employee	Hours	1.50	1.70	1.50
Number of Concluded Corruption Lawsuits Filed Against the Issuer or Its Employees During the Reporting Period	no.	0	0	0

Upholding Responsible Operations

The Group adheres to compliant operations as the core, focuses on ethical risk management, sustainable supply chain development, responsible marketing, and information and data security management, and supports the sustainable development of the Company through policy implementation and key measures.

Ethical Risk Management

The Group strictly complies with laws and regulations such as the Measures for the Administration of Human Assisted Reproductive Technology, Norms for Human Assisted Reproductive Technology, and the Health Insurance Portability and Accountability Act (HIPAA), and systematically conducts ethical risk management with reference to the Nuremberg Code, the Declaration of Helsinki, and relevant guidelines of the Council for International Organizations of Medical Sciences and the World Health Organization. The Group has established a comprehensive ethical risk management system covering governance structure, internal policies, full-process ethical review, and ethical risk management training, aiming to safeguard the legality and ethics of various research activities.

- Jinxin Fertility Three-Tier Ethics Committee System



The Group and all its subordinate hospitals strictly abide by international ethical guidelines and relevant domestic laws and regulations, and have simultaneously established a three-tier ethics committee system. In accordance with ethical risk management-related policies and standard operating procedures, the Group conducts comprehensive and in-depth ethical reviews of clinical ethical cases, new technologies, new projects, and scientific research projects, ensuring that all life science and medical research projects involving human beings are implemented only after obtaining approval from the ethics committee. For projects involving biological samples and animal experiments, the Group also conducts strict reviews through the ethics committee to ensure that various research activities comply with national laws, regulations and ethical norms. To further improve the ethical management system, all hospitals under the Group regularly organize employees to participate in special training on ethical risk management, guiding employees to conduct in-depth study of medical industry laws, regulations and ethical guidelines, continuously improving employees' ethical literacy, so as to effectively prevent and reduce ethical risks.

Responsible Marketing

The Group strictly complies with relevant laws and regulations such as the Advertising Law of the People's Republic of China and the Measures for the Administration of Medical Advertisements, and has formulated internal control systems including the Advertising Approval System, requiring all its medical institutions to refine and implement advertising compliance requirements based on operational realities. The Group has established a standardized medical advertising approval process, which is divided into the following four steps:

01 Preliminary Review

In-hospital submission materials shall undergo preliminary review by marketing-related departments of each hospital, with the legal department participating in preliminary plan discussions throughout the process.

02 Content Review

The department owning the content verifies the authenticity and accuracy of medical information (including diagnosis and treatment services, medical procedures, department introductions, data citation, etc.).

03 Compliance Review

The medical department reviews whether medical content and expressions are in violation of regulations, and the legal department reviews compliance with relevant laws and regulations respectively.

04 Release Confirmation

Release is approved upon final review by the person-in-charge of operation department.

Sustainable Supply Chain

The Group implements categorized management of suppliers, strictly abides by the Procurement Management System, Supplier Management Measures, national medical industry access conditions, and relevant provisions such as competitive negotiation and price inquiry and comparison, to fully ensure the legality and compliance of the entire supply chain process.

- Jinxin Fertility Sustainable Supply Chain Initiatives

Screening and Evaluation Stage

The Group attaches great importance to suppliers' environmental practices and social responsibility performance, and gives priority to suppliers with energy conservation and emission reduction measures. Meanwhile, it strictly reviews suppliers' labor management, focusing on their environmental and social risks, including but not limited to social insurance payment, minimum wage guarantee, elimination of forced labor and corporal punishment, prohibition of child labor, and elimination of employment discrimination.

Assessment and Management Stage

The Group has established a sound supplier assessment mechanism and dynamically adjusts procurement share based on comprehensive evaluation results: increasing procurement volume for suppliers with excellent evaluation, and correspondingly reducing procurement scale for suppliers with lower scores.

Cooperation and Development Stage

The Group conducts publicity and special training for suppliers, covering production safety, environmental protection policies, occupational health standards, quality management requirements, etc., continuously improving suppliers' awareness of safety and environmental protection and operational standardization, and enhancing the level of self-regulatory management of the supply chain.

Metrics	Unit	2023	2024	2025
Total Number of Suppliers	no.	634	380	743
Mainland China	no.	599	380	743

Data Security and Privacy Protection

The Group strictly complies with relevant laws and regulations such as the Cybersecurity Law of the People's Republic of China, the Personal Information Protection Law of the People's Republic of China, and the Data Security Law of the People's Republic of China, and has established a sound data security management system to ensure the security of patient information and privacy protection. During the Reporting Period, the Group was not subject to any administrative penalties by regulatory authorities for violations of relevant provisions.

• Information Security Management Framework

The Group continuously improves its information security system. During the Reporting Period, in accordance with the Cybersecurity Law of the People's Republic of China (2025 Amendment), the National Health Commission's Standards for the Accreditation of Tertiary Hospitals (2025 Edition) and other laws and norms, it revised internal documents including the Information Security Management System, requiring all relevant business segments, subordinate hospitals and subsidiaries of the Group to strictly implement relevant systems such as the Data Security Management Measures and the Measures for the Classified and Graded Management of Data, focusing on the protection of patients' sensitive information, including reproductive health data, genetic information, treatment records and personal identification information.

The Group has established an Information Security Management Committee, with senior executives including the Co-Presidents the Group serving as decision-making members, and hospital presidents and relevant functional department personnel serving as executive members. It is responsible for formulating the Group's informatization development strategies and objectives, coordinating information security supervision and decision-making, and guiding and regularly inspecting the information security management of each hospital. Each hospital has simultaneously established an Information Security Management Committee chaired by the hospital president, which is fully responsible for the hospital's information security management.

• Patient Privacy Protection

The Group has always regarded patient privacy protection as one of its core responsibilities. The Group strictly abides by internal systems such as the Patient Personal Information Security Protection System, requiring patients to sign an authorization consent form when providing privacy information, and ensuring that patients enjoy the rights to access, correct and delete their personal data, granting patients independent control over their own data. The Group also standardizes the procedures for the collection, use, storage, sharing and destruction of patient information. Except as necessary to complete transactions or provide services, the Group will not rent, sell or provide any patient's personal data to third parties.

• Jinxin Fertility Patient Data Collection Process Control

Data Collection Stage	The Group signs an authorization consent form with patients when requesting them to provide privacy information, and implements classified, graded and tagged management of the collected data.
Data Transmission Stage	Encrypted transmission and storage of data are implemented, and access rights are strictly restricted to ensure data security during transmission.
Data Storage Stage	An off-site backup mechanism has been established to achieve mutual data backup through dedicated lines, further enhancing data security.

The Group clearly stipulates that all staff (including medical staff, logistics maintenance personnel, cleaners, canteen employees, etc.) are responsible for protecting patient privacy information, and any form of privacy disclosure is strictly prohibited. Meanwhile, the Group has identified potential risk points of patient privacy disclosure, including key links such as outpatient treatment, inpatient care, specimen and document delivery, and information system usage, and has implemented corresponding active and passive protection measures in each link.

• Jinxin Fertility Proactive and Reactive Privacy Security Protection Measures (Partial)

Outpatient Treatment Link	• Ensure one patient per consultation room and set up waiting areas; • The queuing display screen in the waiting area does not display the full name of the patient; • Properly keep patient test reports and verify identity before issuing test results; • Post signs prohibiting discussion of patient privacy in public places.
Inpatient Care Link	• Nurses shall not provide inquiry or guidance services for visits without the patient's consent; • During various diagnosis and treatment operations or surgeries in the ward, privacy parts shall be properly covered from positioning to the end of the operation; • Cover the patient's privacy parts when transferring the patient.
Specimen and Document Delivery	• All materials printed with identifiable patient information shall not be reused; • Specimens shall be packed in specimen transfer boxes during delivery, and no patient information shall be exposed during transportation; • Specimens delivered by patients or their family members shall be packed in sealed opaque zipper bags and sent to the laboratory; • All materials printed with identifiable patient information shall be uniformly kept by the department, placed in designated locked locations, and centrally disposed of by the corresponding department every six months.
Information System Usage	• Fully protect patient-related data, set correct permissions and strengthen password management; • Anyone using system software shall protect patient privacy and shall not allow unrelated personnel to view screens displaying patient privacy; • Set general universal permissions for various types of staff.
Data Breach Emergency Drills	• Conduct information system emergency response drills to improve emergency defense and disposal capabilities; • Conduct system backup data restorability tests to ensure the continuity of medical services.

CASE Jinxin Fertility Regular Patient Privacy Protection and Information Security Training

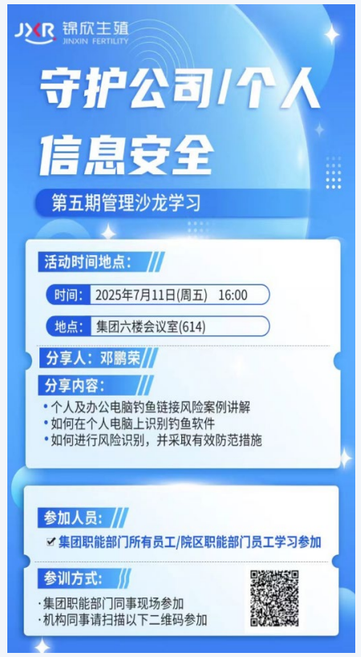
During the Reporting Period, the Group regularly conducted special training on information security and patient privacy protection for all employees (including contractors and partners), effectively improving employees' awareness of data security and operational standardization, continuously enhancing the risk prevention and emergency response capabilities of all staff, and consolidating the Group's defense line for data security and patient privacy protection.



- Patient Privacy Protection Training



- Personal Information Protection Compliance and Legal Responsibility Training



- Jinxin Fertility Information Security Training for All Staff

Business Partner Data Security Protection

The Group has established a full-process third-party data security management and control system, adding special data protection clauses to contracts with all suppliers and partners involved in data processing to consolidate security responsibilities; strictly implements third-party service access review, and the Information Department conducts security risk assessments to prevent risks from the source; implements regular monitoring of access interfaces and data transmission of important third-party services, and promptly disposes of security risks to ensure full-process data security.

- Jinxin Fertility Commercial Partner Data Security Defense Measures

Contract Restraint Mechanism

The Group uniformly adds special data protection clauses to contracts with all suppliers and partners involved in data processing, clearly stipulating the third party's security management responsibilities, data confidentiality obligations, the Group's audit and supervision rights and breach penalties, so as to consolidate the main responsibility for data security in the form of contracts.

Access Security Assessment

Before introducing third-party services such as commercial partners or suppliers, the Group strictly implements the third-party service access review system. All proposed third-party services must pass the security risk assessment organized by the Group's Information Department, focusing on verifying their technical protection capabilities, soundness of information security management system and historical security compliance records, so as to prevent data security risks from the source.

Full-Cycle Continuous Monitoring

Implement regular monitoring of system access interfaces and data transmission links of important third-party services, track data flow status in real time, promptly identify and dispose of security risks such as abnormal access and illegal transmission, and ensure data security throughout the entire third-party cooperation process.

The Group has also established a joint notification and collaborative disposal mechanism for security incidents with core business system suppliers and commercial partners, holds regular special security meetings to synchronize industry threat intelligence and update protection strategies; meanwhile, conducts regular security inspections and compliance verifications on suppliers and commercial partners to verify their compliance performance, and promptly investigates and rectifies potential security risks.

Information Security Certification and Audit

The Group actively promotes the construction of the information security certification system to ensure the standardized, effective and stable operation of the information security system. During the Reporting Period, the Group continued to deepen the implementation of the national cybersecurity classified protection system. More than 85% of subordinate institutions, including Sichuan Jinxin Xinan Hospital (Jingxiu Campus), Sichuan Jinxin Xinan Hospital (Bisheng Campus), Jinjiang District Maternity and Child Health Hospital, Shenzhen Zhongshan Hospital, and Wuhan Jinxin Hospital, have passed the National Cybersecurity Classified Protection Certification Level III[1] for their key information security systems.

The Group has established an internal and external collaborative information security audit mechanism to continuously improve the level of information security management. The Group's Information Department is responsible for internal audits, conducting strict reviews of security risk identification, risk prevention and control, risk disposal and server authorization management from time to time, and promptly urging rectification of identified problems. Meanwhile, the Group organizes an annual external information security audit for each subordinate hospital, engaging third-party professional security evaluation institutions to conduct vulnerability scanning and penetration testing on the hospital's key information systems, issuing professional inspection reports, and comprehensively strengthening security management.

1. The National Cybersecurity Classified Protection Certification Level III is the highest-level security certification for information systems of non-banking institutions under China's cybersecurity classified protection regime, and is a widely accepted regulatory standard in China.

02.

Focusing on Innovation and Enhancing Medical Quality

Jinxin Fertility adheres to the service philosophy of "Patients First" and the trinity development approach of "industry-education-research". By continuously building high-level discipline teams and actively cooperating with university research institutions, the Group consistently improves its research capabilities and strives to provide higher-quality, more efficient and safer medical services for patients and families.



Strengthening Discipline Development

Jinxin Fertility always takes technological innovation as the engine and discipline development as the focus to comprehensively enhance medical quality and service capabilities. In 2025, focusing on the strategic goal of "Creating a full-life cycle medical service cause for fertility health", the Group continued to advance the construction of a specialized department and disease system, strengthened the support of scientific research platforms, and promoted the deep integration of clinical practice and scientific research. During the Reporting Period, the Group was approved with 25 national, provincial and municipal scientific research projects, focusing on core fields such as assisted reproduction, reproductive immunology and maternal-fetal medicine.

The Group has formulated a series of policies and systems including the Measures for the Administration of Specialized Department and Disease Construction Projects (Trial), Measures for the Reward of Discipline Development (Trial) and Measures for the Administration of Scientific Research Rewards (Trial) of Jinxin Fertility Medical Management Group Co., Ltd., establishing a full-chain discipline development management system covering project application, talent training, funding support and achievement transformation. Through the establishment of a scientific research and innovation fund, the Group supports clinical and basic research, industrial transformation projects and scientific research startup projects, with a focus on encouraging clinical demand-oriented research and innovation to accelerate the application and iterative upgrading of new technologies. Scientific research projects are subject to full-process management covering project approval, implementation, annual assessment and completion acceptance, and a performance evaluation mechanism is established to ensure project quality and fund utilization efficiency.

In terms of opening-up and cooperation, the Group actively promotes collaborative innovation with external institutions and strengthens the in-depth integration of industry, education, research and medicine through joint construction of R&D platforms and collaborative scientific research projects. In 2025, Sichuan Jinxin Xinan Hospital cooperated with professors from Southwest Jiaotong University to build a Sichuan Provincial Doctoral Innovation Station, integrating the advantages of clinical resources and industrial platforms to jointly promote technological innovation and achievement transformation in the interdisciplinary field of artificial intelligence and reproductive medicine. In addition, the hospital also cooperated with Stanford University on the research project of "Key Technologies of Assisted Reproduction Based on Artificial Intelligence". These cooperations have effectively enhanced the Group's scientific research strength and social influence.

Through the systematic promotion of discipline development, the Group continuously improves its ability to solve clinical problems, provides patients with higher-quality and more forward-looking medical services, and continuously enhances its industry influence and core competitiveness.

Strengthening Technological Innovation

Jinxin Fertility Medical Management Group Co., Ltd. adheres to the innovation-driven development strategy, empowers the upgrading of medical services with technology, builds a multi-level innovation system around clinical needs, continuously improves the scientific research governance mechanism, and promotes the deep integration of technological R&D and industrial transformation.

In terms of organizational structure, the Group adopts a four-level management system of "Group coordination, expert guidance, hospital decision-making and implementation, and department implementation", forming a closed-loop mechanism of "decision-making-management-execution-support", which effectively guarantees the systematic advancement of discipline development. In terms of workflow, the Group's Discipline Development Office takes the lead in formulating annual plans, each hospital submits discipline development plans, which are implemented after expert review, and a discipline development conference is held at the end of the year for summary and commendation, forming a benign incentive mechanism.

During the Reporting Period

The Group published SCI papers
66

The Group published Chinese core journal papers
24

Shenzhen Zhongshan Hospital won the
Second Prize
of the China Maternal and Child Health Science and Technology Award

Sichuan Jinxin Xinan Hospital was selected as a construction unit for Sichuan's Preconception Care Specialized Department and received funding from the Central Government to Guide Local Scientific and Technological Development.

Cultivating Innovative Teams

Jinxin Fertility Medical Management Group Co., Ltd. attaches great importance to the construction of innovative talent teams, adheres to the dual-wheel drive of "introduction + training", and strives to build a well-structured and dynamic scientific research talent echelon. In 2025, the Group continued to promote the construction of discipline talent echelons, reserving more than 200 discipline development talents and forming a complete supply chain of discipline leaders, discipline backbones and reserve talents. In terms of talent introduction, the Group focuses on introducing discipline leaders in gynecology, reproductive medicine, psychiatry and other fields, while strengthening internal talent training to improve overall scientific research capabilities.

The Group has a Postdoctoral Work Management Office and jointly cultivates postdoctoral fellows with Shantou University Medical College and Guangzhou Medical University. It has been approved as a "Sichuan Provincial Postdoctoral Innovation Practice Base" and was awarded the "Excellent Sichuan Provincial Postdoctoral Innovation Practice Base" in 2025. In addition, the Group promoted the establishment of a Sichuan Provincial Doctoral Innovation Station, and built an interdisciplinary platform of artificial intelligence and reproductive medicine with Southwest Jiaotong University, integrating clinical resources and scientific research innovation capabilities to promote in-depth industry-education-research integration and further expand the high-end talent cooperation network.

As of the end of the reporting period

The Group has trained postdoctoral fellows to complete their research and leave the station
4

Currently in the station
1

Postdoctoral fellows have been selected into Chengdu's "Rongpiao Talents" Innovative Youth Program
2

Protecting Intellectual Property Rights

The Group has established a sound intellectual property protection mechanism and formulated the Measures for the Administration of Scientific and Technological Achievements, clarifying that service-related scientific and technological achievements are owned by the enterprise, covering achievements completed using enterprise funds, equipment, technical data and other conditions, as well as R&D achievements generated from performing job responsibilities, ensuring that the enterprise's innovative rights and interests are not infringed. Within 15 working days after the completion of scientific and technological achievements, the scientific research team shall submit the Application Form for Registration of Scientific and Technological Achievements and relevant technical materials to the technical management department to complete the review and registration and establish achievement files. For achievements eligible for patent application, the technical management department shall initiate the application process within 30 working days; for technical secret achievements, the confidentiality level shall be defined, a special confidentiality agreement shall be signed, and hierarchical management and control shall be implemented.

The Group implements full-process achievement management. Experimental data, technical documents and other materials in the R&D process must be stored in the enterprise's designated server in real time, and private storage on personal devices is prohibited to ensure data security and traceability. Resigning personnel must complete special achievement handover procedures, submit the Handover List of Scientific and Technological Achievements, and sign a Post-Resignation Confidentiality Commitment to clarify confidentiality obligations and prevent achievement loss. For acts of privately copying, transferring or disclosing scientific and technological achievements in violation of regulations, the enterprise will pursue legal responsibility, and those with serious circumstances will be transferred to judicial authorities. We encourage employees of all hospitals to actively apply for intellectual property patents and provide internal training and guidance from external professional institutions. Meanwhile, we regularly sort out granted patents to ensure timely renewal of core technology patents to maintain their continuous validity.

Metrics	Unit	2025
Number of patents obtained during the reporting period	no.	56

03.

Quality First, Building Excellent Services

Jinxin Fertility regards quality, safety and services as the core pillars of delivering excellent medical care. By strictly controlling medical quality to consolidate the clinical foundation, safeguarding medical safety to uphold the risk bottom line, and providing high-quality services to improve patient experience, the Group systematically builds a trustworthy medical service system.



Strictly Controlling Medical Quality

Jinxin Fertility has established an institutionalized and standardized quality management system, achieving full-process monitoring and continuous improvement through normalized and multi-dimensional quality management measures. It also strives to foster a quality culture, internalizing quality awareness into conscious behavior of all staff, thereby systematically driving the continuous improvement of medical quality.

Quality Management System

In accordance with relevant laws and regulations such as the Measures for the Administration of Medical Quality Management and Interpretation of Key Points of Core Systems for Medical Quality and Safety (Second Edition), the Group has comprehensively revised the core systems for medical quality and safety, completing updates to 17 core systems in total, and finally formulated and issued the Core Systems for Medical Quality and Safety (Second Edition).

The Group has established a three-tier medical quality management architecture of "decision-making-control-execution" to ensure the implementation of management responsibilities at all levels.

- Jinxin Fertility Medical Quality Management Architecture

Decision-making Level	CEO Office	Define strategic directions, including adjusting organizational structure, improving systems, and implementing hospital goals and culture to enhance medical service standards and patient satisfaction. It is also specified that the Chief Operating Officer directly leads, with the implementation of the strategy carried out through bi-weekly meetings with functional departments, ensuring healthcare quality management through regular reports and corrections.
Control Level	Quality Control Management Department of the Group	Based on strategic goals, we have developed detailed plans and regulatory systems. We are responsible for daily data monitoring combined with on-site inspections. We continuously optimize and improve healthcare institution management documents and train management personnel to enhance their professional competence.
Execution Level	Medical Institutions	The hospital committees, supervised and evaluated by hospital leaders, oversee the entire hospital's healthcare quality management, identifying potential risks and providing corrective suggestions. This top-down management approach effectively enhances key aspects of medical services, ensuring the safety and health of patients.

Quality Management Measures

The Group has formulated the Inspection Standards for 18 Core Systems of Medical Quality, covering 35 core system monitoring indicators of the National Health Commission, providing a unified and standardized basis for medical institutions to conduct self-inspections and indicator monitoring of core systems, realizing the standardization of quality inspections.

The Group adopts multiple methods such as quality control department supervision, cross-institutional inspections and special inspections to conduct normalized supervision of medical quality. With special quality control as the core entry point, the Group focuses on key areas including medical technology, narcotic and psychotropic drugs, venous thromboembolism (VTE), off-label drug use, medical cosmetology and point-of-care testing (POCT), providing on-site guidance and communication while performing supervision functions. Quality control inspections are conducted at a fixed frequency of once a month, ensuring that non-local institutions are covered at least twice a year. More than 40 on-site quality control inspections were completed throughout the year, achieving continuous, high-frequency and wide-ranging supervision.

The Group has established a closed-loop management mechanism of "inspection-feedback-rectification-review". After each on-site quality control, a clear problem list is issued to the inspected institution. For identified problems, the institution is required to complete rectification within a time limit, which will be included in the "look-back" review scope of the next quality control to ensure that all problems are effectively corrected and promote continuous improvement of medical quality.

All medical institutions carry out emergency drills, focusing on testing the rapid response, coordination and standardized disposal capabilities of all clinical departments and positions in emergencies. After drills, problems identified are rectified, and rectification progress is tracked and verified, forming a closed-loop management mechanism of "drill-rectification-tracking" to ensure continuous optimization of emergency treatment processes.

To deepen professional management, the Professional Committee on Medical Quality and Safety Management has established various professional groups. During the Reporting Period, based on business development needs, the Company added 3 new professional groups in traditional Chinese medicine, medical cosmetology and genetics on the basis of the original 13 professional groups. The leader of each group is responsible for formulating key quality control indicators and monthly training plans (covering updates of industry standards, medical record discussions, etc.), promoting the homogeneous improvement of clinical capabilities and quality control levels of all institutions.

Quality Culture Development

The Group Quality Control Department and all medical institutions actively organize multi-level and multi-dimensional medical quality management training, focusing on core links of quality and safety management, covering key areas including core quality management systems, medical record writing standards, clinical pathways and single-disease management system construction, and legal practice requirements for medical documents. During the Reporting Period, the Group held a Quality Control Conference to promote mutual learning among institutions and improve their quality and safety management capabilities.

CASE Sichuan Jinxin Xinan Hospital (Bisheng Campus) Held the Medical Quality and Safety Project Improvement & 2nd PDSA Improvement Case Competition

With the theme of "Strengthening Quality and Safety, Promoting Excellent Services", Sichuan Jinxin Xinan Hospital (Bisheng Campus) successfully held the Medical Quality and Safety Project Improvement & 2nd PDSA (Plan-Do-Study-Act) Improvement Case Competition. The event established a full-cycle management mechanism of "training-supervision-evaluation-optimization". From the preliminary project kick-off meeting to systematic training covering group and department-specific sessions, emphasis was placed on applying the scientific method of the PDSA cycle. All departments were guided to address practical issues through the closed-loop process of "Plan-Do-Study-Act", realizing a complete improvement cycle from problem identification, measure implementation, effect evaluation to standardization, aiming to form replicable and promotable quality management experience. A total of 12 clinical departments and 6 medical auxiliary departments participated in the event. Finally, 3 excellent cases were selected and recommended to participate in the "Medical Quality Continuous Improvement Case Collection Activity" of the National Health Commission.

CASE Shenzhen Zhongshan Hospital Continuously Deepens Core System Training

Shenzhen Zhongshan Hospital continuously strengthens the training and learning of core systems, and conducts random on-site spot checks in departments from time to time to test doctors' mastery and application of core systems. Meanwhile, Shenzhen Zhongshan Hospital regularly organizes hospital-wide core system knowledge examinations to promote learning through examination and application through learning.

Departments of Shenzhen Zhongshan Hospital participated in the inspections of various professional quality control centers in Shenzhen in 2025. Based on the new version of quality control standards issued that year, the inspection team conducted on-site inspections of the hospital campus, and no problems were found in the on-site inspections of key areas such as medical management, pharmacy management and departmental medical quality.

Providing Quality Services

Jinxin Fertility is committed to building a patient-centric quality service system and establishing a systematic service management system that extends care to full-life-cycle continuous medical services. The Group strives to optimize medical treatment processes and environmental experience, actively conducts comprehensive health education, and continuously strengthens multi-channel communication with patients, driving an all-round improvement in patient satisfaction and sense of gain from medical treatment.

Service Management System

The Group has established a systematic service management system and implemented a series of measures including service quality supervision, integration of service performance into assessment and evaluation, and continuous cultivation of a quality service culture.

Regular Service Supervision and Feedback Collection

- The Group supervises the service quality of each institution through "mystery shopper" unannounced visits and cross-experiences among hospitals, and accordingly promotes the formation of specific service improvement project themes to guide implementation by each institution.
- The Group has set up the position of Quality Service Specialist, who conducts in-depth one-on-one offline interviews with no fewer than 20 patients every month to directly listen to patients' voices and obtain first-hand experience feedback.
- Based on their own operational realities, each hospital regularly carries out service quality control inspections and integrates opinions collected through multiple channels such as satisfaction questionnaires and patient interviews to form an internal closed-loop management mechanism of "supervision-feedback-rectification", ensuring substantive resolution of problems.

Linkage of Service Performance with Assessment and Incentives

- Each hospital explicitly incorporates core indicators of quality service into employees' performance appraisal, which is directly linked to personal development such as promotion and award evaluation.
- Each hospital has established various honorary titles and rewards to set service benchmarks and motivate employees to take the initiative to provide quality services.

Systematic Cultivation of Quality Service Culture

- The Group formulates and implements annual themed training plans for service improvement, carries out special service quality enhancement training, sets up a training participation ranking list, and includes relevant completion status in the hospital presidents' performance appraisal, promoting full participation from top to bottom.
- Each hospital carries out daily promotion and themed activities to continuously build a quality service culture.

Full-Life-Cycle Medical Services

The Group promotes the expansion of its business form to a broader "full-life-cycle" service model. Committed to building an "integrated discipline" diagnosis and treatment model, the Group, on the basis of consolidating the core business advantages of assisted reproductive technology (IVF), actively extends to IVF obstetrics, obstetrics-related services and a wider range of comprehensive medical services, gradually building a closely connected, continuous and coordinated service ecosystem.

IVF Pregnancy and Delivery Integration

Achieves seamless connection between reproductive medicine and obstetrics. From successful IVF to smooth delivery, patients do not need repeated examinations, and obstetricians can customize pregnancy management plans based on IVF medical records.

Fertility Assistance and Miscarriage Prevention Integration

For difficult cases such as repeated implantation failure and recurrent miscarriage, a multidisciplinary consultation mechanism involving reproductive medicine, immunology and traditional Chinese medicine is established to formulate a full-process integrated solution of "fertility treatment, pregnancy maintenance, gestation and delivery" for patients, avoiding patients seeking treatment across different departments.

Each hospital actively explores service extension. During the Reporting Period, Sichuan Jinxin Xinan Hospital (Bisheng Campus) newly established an Anti-Aging Center and a Traditional Chinese Medicine Clinic: the Anti-Aging Center adopts an in-depth integration model of traditional Chinese and Western medicine combined with multidisciplinary precise intervention, providing systematic anti-aging management focusing on sleep and mental health, spinal health, motor function, female menopause management and male function enhancement; the Traditional Chinese Medicine Clinic focuses on specialized disease treatment such as cervical and lumbar diseases, adolescent scoliosis and temporomandibular joint disorders, and provides overall conditioning for sub-health conditions.

Optimizing Medical Experience

Centered on the core philosophy of "fertility-friendliness" and adhering to "patient-centricity", the Group provides one-stop convenient services and creates a humanistic care environment, allowing patients to experience continuous, smooth and warm medical care throughout the treatment process.

Through spatial integration and service process optimization, each hospital ensures that patients "are seen and cared for".

More Convenient Spatial Layout	Registration, payment and examinations are completed on the same floor; the reproductive department adopts an integrated "consultation room + B-ultrasound" design; the reproductive immunology department and traditional Chinese medicine department are located on the same floor, facilitating one-stop integrated traditional Chinese and Western medicine diagnosis and treatment for patients.
More Considerate Service Processes	Each patient is assigned a dedicated medical assistant at the first visit to coordinate appointments, reminders and inquiries throughout the process; the obstetrics department implements a "responsible nursing system" to ensure that pregnant women have someone to turn to when in need; six core departments simultaneously offer evening clinics to accommodate working patients.

Each hospital injects humanistic care into environment, technology and emotional support, reflecting warmth in details.

- **More Comfortable Environmental Design:** Independent consultation rooms are set up to protect privacy; family-centered delivery rooms (LDRP) are built; green plants, natural light and soft colors are used to relieve patients' tension.
- **Smarter Service Access:** Mobile appointment, payment and online report inquiry are fully implemented; family members can watch fetal development simultaneously during prenatal examinations.
- **Systematic Psychological Support:** Psychological counseling rooms are set up, patient mutual aid communities are established, and encouragement grants and follow-up examination support are provided to patients who experience failure during treatment, conveying the companion concept of "never give up".
- **Ritual Integration into Daily Life:** Small celebration activities are held for families who successfully "graduate from IVF" and give birth, with care delivered during festivals, allowing patients to feel continuous support and warmth.

CASE Systematic Service Process Optimization in Gynecology Department of Shenzhen Zhongshan Hospital

The Gynecology Department of Shenzhen Zhongshan Hospital systematically optimized service processes for outpatients including appointment, consultation, examination, treatment, surgery and follow-up, significantly improving service efficiency and patient satisfaction.

- A green referral channel for reproductive laparoscopic and hysteroscopic surgery was established, realizing full-process follow-up management from referral consultation, preoperative order placement and examination guidance to surgery scheduling, enhancing patient service experience.
- Collaboration with the obstetrics department was deepened to provide postnatal rehabilitation guidance (e.g., pelvic floor muscle training, psychological adjustment), nursing scheduling was optimized, and evening gynecological treatment was offered to resolve time conflicts for working patients, improving treatment continuity and effectiveness.
- The department established an appointment treatment system, optimized various physical therapy services, and strengthened service standards in dimensions such as doctor-patient communication attitude, operation standardization and patient privacy protection, comprehensively improving treatment experience.

Comprehensive Health Education

Each hospital offers daily patient education courses for normalized science popularization, and carries out vivid and easy-to-understand health education activities through health lectures, brochures, popular science videos and other forms to expand the coverage and accessibility of health knowledge.

CASE Diverse Health Education Activities in Obstetrics Department of Shenzhen Zhongshan Hospital

Focusing on the full-cycle health needs of pregnant and lying-in women, the Obstetrics Department of Shenzhen Zhongshan Hospital deeply integrates health education into clinical services to improve maternal health literacy and self-management ability.

- During the critical period of 32-36 weeks of pregnancy, uniform telephone follow-up is conducted for registered pregnant women who do not attend regular prenatal examinations or drop out midway, taking the initiative to promote the concept and process of natural childbirth.
- A breastfeeding consultation clinic is set up to provide personalized feeding guidance and practical training on newborn care for parents.
- The department utilizes the "Internet + platform" to carry out online maternal health classes and newborn care guidance, improving service accessibility and continuity.

Strengthening Patient Communication

The Group has formulated and implemented the Doctor-Patient Communication System, and each medical institution has compiled a doctor-patient communication manual to provide guidance for standardized communication. The Group organized a series of special training sessions, inviting experts inside and outside the hospital to give lectures on communication skills, humanistic care and legal risk prevention, and innovatively launched a doctor-patient communication sitcom competition to promote the transformation of knowledge into practice. During the Reporting Period, a total of 8 special training sessions and 1 sitcom event were held, covering all front-line posts including medical staff, nurses, technicians, cleaners and security guards, with about 8,200 participants, effectively improving the communication awareness and practical ability of all staff.

The Group has established a multi-channel communication mechanism covering the whole process before, during and after treatment to safeguard patients' right to know and right to choose.

Before Treatment

- Online Consultation: Provides 24/7 online services, with a professional customer service team monitoring patients' health status in real time, answering questions promptly and providing health advice.
- On-site Consultation: For first-time patients, professional personnel are arranged to provide detailed one-on-one consultation, comprehensively introducing the hospital's featured services, expert team and personalized diagnosis and treatment plans, and assisting in planning the complete follow-up diagnosis and treatment process.

During Treatment

- Before treatment, full notification and explanation are given on disease diagnosis, basis of treatment plan, potential risks and solutions to ensure comprehensive patient understanding.
- Patients' independent right to choose is respected, and patients decide whether to receive treatment or further examinations based on personal wishes.

After Treatment

A multi-level and full-coverage appeal reception network is formed to ensure timely response, effective handling and continuous tracking of patient opinions.

- Online Channels: Provide convenient channels such as 24-hour complaint hotline, president's email and online satisfaction survey.
- Offline Channels: Set up suggestion boxes in the hospital and open face-to-face communication windows with relevant departments.
- External Channels: Connect with public feedback platforms such as the "12345" government service hotline, local letters and visits office and mayor's mailbox.

Each medical institution has established a standardized in-hospital medical dispute handling process to continuously reduce the risk of doctor-patient conflicts and ensure the smooth and orderly conduct of medical activities.

Shenzhen Zhongshan Hospital has built a three-level complaint management system of "hospital-department-post", strictly implementing the "first complaint responsibility system" to ensure early identification and intervention of complaints, and carrying out special governance on prominent issues, achieving a 100% complaint handling rate.

Sichuan Jinxin Xinan Hospital (Bisheng Campus) conducted in-department communication and special training on key departments and typical cases based on previous complaints and disputes, improving the overall ability of dispute prevention and handling.

CASE Sichuan Jinxin Xinan Hospital (Bisheng Campus) Builds an "Online + Offline" Integrated Full-Process Communication Model

Sichuan Jinxin Xinan Hospital (Bisheng Campus) integrates online and offline resources and optimizes internal and external processes to improve the convenience, standardization and continuity of patient communication.

- Online Extension, Smoothing Post-Discharge Communication Channels: Bisheng Campus has officially launched internet hospital services. After discharge, patients can communicate with doctors online through this platform.
- Offline Strengthening, Ensuring Full Disclosure of Key Information: In offline diagnosis and treatment, clinical doctors are explicitly required to provide detailed and clear explanations and emphases to patients and their families on key conditions, critical diagnosis and treatment information and risk notifications, ensuring patients are fully informed and understood, laying the foundation for shared decision-making.
- Proactive Follow-Up, Ensuring Timely Handling of Abnormal Results: If patients' test results are abnormal after discharge, the medical team will take the initiative to contact and inform them promptly. To protect patient privacy and ensure communication quality, all outgoing calls are encrypted, strictly made through the hospital's unified channel, and all call recordings are preserved.

CASE Shenzhen Zhongshan Hospital Introduces AI Customer Service to Extend Intelligent Medical Services

Shenzhen Zhongshan Hospital actively applies artificial intelligence technology to innovate the doctor-patient communication model, launching an AI intelligent customer service system on the official WeChat public account to provide patients with 7×24-hour all-weather and real-time consultation services. Based on the locally deployed Tongyi Qianwen large model, the system integrates common questions and reply contents of various departments, effectively filling the service gap of traditional consultation methods during non-working hours.



Metrics	Unit	2025
Number of Complaints Received Regarding Products and Services	no.	540
Complaint Handling Rate	%	100

Strengthening Medical Safety

Jinxin Fertility has established a three-dimensional protection system covering key links: reducing the risk of nosocomial infection through systematic infection prevention and control management, achieving early risk warning and continuous improvement via a sound adverse event reporting and handling mechanism, and ensuring accurate and reliable clinical treatment through standardized medication safety control, effectively managing medical risks and providing a solid foundation for medical service quality.

Improving Nosocomial Infection Prevention and Control Management

The Group has formulated and issued 12 relevant systems, procedures and work plans including the Management System and Procedures for the Disposal of Placentas and Stillbirths and the Infection Prevention and Control System for Invasive Devices/Procedures, and promoted all institutions to revise, improve and align with relevant in-hospital systems, continuously standardizing the management of key processes.

Each medical institution has established a three-tier nosocomial infection management system of "decision-making-management-execution" with clear powers and responsibilities.

Decision-making Level Nosocomial Infection Management Committee	Formulate various rules and regulations and operating procedures for the prevention and control of nosocomial infection; clarify infection diagnosis standards; clearly define the specific responsibilities of all departments and positions in the hospital in infection prevention and control. Meanwhile, the Committee is responsible for formulating the annual infection management work plan, and supervising, assessing and evaluating its implementation to ensure the orderly progress of hospital-wide infection prevention and control.
Management Level Nosocomial Infection Management Department	Carry out work under the leadership of the Nosocomial Infection Management Committee. The core function is to be fully responsible for the daily management of nosocomial infection quality and specifically organize the implementation of various infection prevention and control rules and regulations.
Execution Level Departmental Infection Management Team	Composed of core members including department directors and head nurses, it serves as the basic unit and execution terminal of the nosocomial infection prevention and control system. The team is responsible for translating hospital-level infection prevention and control requirements into specific measures and routine work of the department.

The Group has formulated and issued the Implementation Plan for Nosocomial Infection Management Risk Assessment, urging and guiding all institutions to establish an in-hospital nosocomial infection management risk assessment system and ensuring that a systematic assessment is conducted at least once a year. Meanwhile, the Group has established a nosocomial infection risk early warning mechanism: for individual problems found in daily supervision and special inspections, immediate analysis, rectification and effect tracking are required; for common problems, a synchronous quality control inspection is initiated across the Group in a timely manner, urging all institutions to complete synchronous rectification and continuously tracking the improvement effectiveness, forming a closed-loop management.

The Group has established a normalized nosocomial infection management inspection mechanism of "monthly routine inspections + quarterly cross special inspections". Monthly inspections are routinely covered by the Group Quality Control Department for all institutions, while quarterly inspections focus on one key area each quarter for cross-institutional quality control, including nosocomial infection in wards, operating rooms, neonatal departments and medical waste management, promoting experience exchange and common improvement through mutual inspection and evaluation.

The Group has established a Professional Group for Nosocomial Infection Management and a normalized training mechanism, organizing monthly special training on nosocomial infection, focusing on key links such as infectious disease prevention and control, infection control for invasive devices/procedures, environmental cleaning and disinfection, prevention and control in key departments including neonates, occupational protection and the latest national standards in 2025, ensuring that medical staff timely master and apply the latest norms and skills, effectively reducing the incidence of nosocomial infections and safeguarding the dual safety of patients and medical staff.

CASE Each Campus Promotes Special Actions for Nosocomial Infection Prevention and Control

Sichuan Jinxin Xinan Hospital (Bisheng Campus) promoted special actions for nosocomial infection prevention and control, strengthening risk management and control in key areas:

- Focusing on the goal of "Consolidating Perioperative Infection Prevention and Control and Ensuring Surgical Quality and Safety", the Group has implemented the "Infection-Surgery Initiative" to strengthen key measures in perioperative infection prevention and control. The system has been connected to the hospital infection monitoring platform, enabling automatic reporting of monitoring information, which provides accurate and efficient data support for risk early warning and continuous improvement of surgical quality and safety.
- In response to the special rectification of medical quality and safety, carry out special work on the management of invasive procedures to improve operational safety and standardization.
- Focusing on the special action of "Beauty & Safety - Making Beauty Safe" ("Meigan"), strengthen the safety management and control of medical cosmetology services.

Strengthening Adverse Event Management

The Group and all hospitals have jointly established a normalized supervision and data analysis mechanism for adverse events, promoting the forward movement of risk prevention.

- Group coordination and data monitoring: The Group Quality Control Department summarizes and analyzes medical quality and safety management data reported by all hospitals monthly, systematically tracking trends in core indicators such as the incidence and type distribution of adverse events.
- Hospital execution and system implementation: All hospitals have formulated and implemented the Medical Safety Adverse Event Reporting System, incorporating the "adverse event reporting rate" into the departmental quality management scoring system to further strengthen the management of adverse event reporting.
- In-depth analysis and continuous improvement: All hospitals conduct special analysis of adverse events, identify system vulnerabilities and potential risks, and carry out targeted training accordingly to enhance the risk prevention awareness of all staff, achieving continuous improvement from experience-based management to data-driven management.

All hospitals have established an emergency response plan system covering multiple scenarios, including special emergency response plans for public health emergencies, doctor-patient disputes, laboratory biosafety incidents, radiation incidents, emergency rescue of critically ill patients and equipment deployment. When an adverse event occurs, the standard emergency response process is implemented:

Take effective measures to control the potential or actual consequences caused by adverse events; activate the corresponding special plans to handle emergencies

↓

Report within the specified time limit

↓

Relevant departments conduct investigation, analysis and formulate improvement plans

↓

Competent departments continuously track the improvement effectiveness

Ensuring Patient Medication Safety

The Group regards medication safety as the lifeline of medical quality, and promotes all hospitals to optimize the whole-process management from drug access, storage, dispensing to clinical use and monitoring, systematically reducing medication risks and improving the safety and effectiveness of treatment. Each hospital adopts the following specific measures:

- Improve the system and organizational system: Establish the Pharmacy Management Committee and the Adverse Drug Reaction Monitoring and Management Team; establish and improve management systems related to medication safety.
- Standardize the use of special drugs: Organize targeted training and assessment on antibacterial drugs and narcotic and psychotropic drugs to further standardize the clinical use of antibacterial drugs and special drugs; carry out regular prescription review to promote continuous improvement in the rationality of clinical medication.
- Strengthen drug circulation and quality control: Strengthen inventory management and control drug inventory turnover rate; implement automatic temperature monitoring and abnormal alarm for drug storage environment to ensure continuous compliance with storage specifications; introduce a rational drug use system; conduct real-time review of prescriptions and medical orders to improve the prescription qualification rate.

04.

Caring for Employees, Strengthening the Foundation for Growth



Protection of Employee Rights and Interests

Employment Comliance

Jinxin Fertility strictly complies with the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, the Social Insurance Law of the People's Republic of China and other laws and regulations of the places where it operates. The Company has developed an Employee Handbook to fully implement legal, fair, and transparent employment policies. Upholding the principle of equal employment, the Company has established anti-discrimination policies to prevent discrimination based on gender, age, race, religious belief, or other factors, thereby ensuring equitable employment opportunities. The Company rigorously verifies the identity information of job applicants, strictly prohibits the hiring of minors under the age of 16, and firmly opposes any form of forced labor. In the event that child labor violations are identified, the Company will immediately terminate the relevant employment relationship and implement corrective actions to prevent the recurrence of such issues.

The Company implements full labor contract management for all employees, with both the labor contract signing rate and social insurance coverage rate reaching 100%, ensuring that employees enjoy statutory rights and interests in respect of remuneration, working hours, leave and social security. In 2025, the Company did not engage in any illegal employment practices, nor did it receive any administrative penalties for violations of labor laws and regulations.

Metrics		Unit	2025
Total Number of Employees		persons	3,494
By Employment Type	Employees	persons	3,382
	Dispatched Employees	persons	67
	Other Employment Types	persons	45
By Gender	Male	persons	577
	Female	persons	2,917
By Age	Under 30 Years Old	persons	1,010
	Aged 30 to 50	persons	2,175
	Over 50 Years Old	persons	309
By Employment Level	Senior Management Employees	persons	65
	- Male	persons	17
	- Female	persons	48
	Middle Management Employees	persons	313
	- Male	persons	64
	- Female	persons	249
	Frontline Employees	persons	3,116
	- Male	persons	496
	- Female	persons	2,620
By Locations	Mainland China	persons	3,229
	Hong Kong, Macau, Taiwan and Overseas	persons	265
By Educational level	Below Bachelor's Degree	persons	1,510
	with Bachelor's Degree	persons	1,680
	with Master's Degree	persons	266
	with Doctoral Degree	persons	38
Employee Labor Contract Signing Rate		%	100
Social Insurance Coverage Rate		%	100
Employee Physical Examination Coverage Rate		%	100
Number of Illegal Employment Cases		no.	0

Diversity, Equity, and Inclusion

In 2025, the Company continued to strengthen its equal employment policy, upheld fair recruitment and equal pay for equal work, and was committed to creating a work environment that respects individual differences and unleashes the full potential of all employees.

- To further advance the implementation of diversity, equity, and inclusion (DEI) principles within the group, Jinxin Fertility has focused on building organizational mechanisms and employee engagement systems, striving to establish an open, transparent, and two-way communication framework. This ensures that every employee can be equally integrated into the corporate culture, confidently express personal needs, and achieve mutual growth while contributing to the Company's development.
- The Company actively expands diversified talent acquisition channels, proactively attracting outstanding individuals with diverse backgrounds, cultural perspectives, and professional experiences to join the organization, continuously optimizing team composition and stimulating innovation. By refining recruitment processes and evaluation criteria, the Company ensures fairness and inclusivity in talent selection, laying a solid foundation for the sustainable development of a diverse workforce.
- We regularly conduct diversity and inclusion training sessions to help employees deepen their understanding of issues such as gender, age, and cultural differences, enhance respect and empathy in cross-team collaboration, and foster a work environment characterized by mutual support and acceptance.
- At the institutional level, the Company continues to strengthen its policies against discrimination and harassment, explicitly prohibiting any form of improper conduct, and has established secure and confidential anonymous reporting channels to ensure employees can promptly report issues when encountering unfair treatment. Relevant matters will be promptly and impartially investigated and addressed.
- The Company promotes professional values and enhances employees' understanding and recognition of different job roles by organizing multicultural events, such as celebrations for Doctors' Day and Nurses' Day, thereby further strengthening a sense of belonging and organizational cohesion.

CASE Beautiful Moments Gifted by the World" International Women's Day Photography Event

On the occasion of International Women's Day 2025, the Group launched its first photography competition for all female employees under the theme " Beautiful Moments Gifted by the World". The event aims to highlight the diverse roles and inner strength of women employees, encouraging them to capture warm moments from work and life through the lens, further fostering a corporate culture that respects women and cares for its employees.



Award-winning works

Employee Training and Development

Employee Development

Jinxin Fertility is committed to establishing a clear and sustainable career development pathway. We have created a dual-track development system that runs parallel for "managerial talents" and "technical talents". Employees who demonstrate leadership and exceptional management skills are identified as managerial talents, while those with academic influence, research capabilities, operational expertise, and innovation capabilities are classified as technical talents. Based on this framework, we clearly define employees' individual competencies and career directions, providing customized development resources and promotion opportunities to support their professional growth.

To identify and cultivate high-potential talent, we continue to advance the "Global Partner Selection Program", which aims to discover promising candidates and seek leading professionals in the industry as "New Partners", thereby strengthening our talent advantage.

Managing Partner "Leadership Talent Program"	Focuses on cultivating and attracting outstanding management experts to enhance corporate leadership and management capabilities.
Entrepreneurial Partner "Win Talent Program"	Aimed at individuals with innovation capabilities and pioneering spirit in fields related to reproductive health and other relevant areas, supporting them in launching new ventures and driving business expansion.
Research Partner "Talent Intelligence Program"	Targeting promising research talents with development potential, this initiative actively builds an international platform, offering top scientists in the field of reproductive health broad opportunities for learning and professional growth.

During the Reporting Period, the Company allocated resources and funds to support 4 employees in enhancing their educational qualifications and professional certifications.

Employee Training

Jinxin Fertility focuses on enhancing employees' professional competencies by establishing a systematic training framework that is tiered, role-specific, and emphasizes both theoretical knowledge and practical skills, centered on core areas such as medical technological innovation, patient safety, and occupational health. This comprehensive approach aims to improve healthcare professionals' expertise, operational standards, and safety awareness. During the Reporting Period, the Group achieved an average of 26.60 training hours per employee.

CASE Specialized Training System for Clinical Application of PRP Technology

To ensure the safety, standardization, and consistency of innovative medical technologies in clinical practice, the Group launched a year-round specialized training program for the clinical application of PRP Technology During the Reporting Period. The program covered over 90 participants, including members of the PRP task force, phlebotomy nurses from the laboratory department, physicians from reproductive medicine and reproductive immunology centers, gynecologists, and operating room nurses. A total of eight specialized training sessions were conducted, ensuring 100% participation from all relevant staff. The initial training assessment pass rate reached 66.7%, with 100% of participants ultimately meeting the required standards, establishing a zero-deviation operational baseline. Thanks to this closed-loop management model, SOP compliance ultimately achieved 97.5%.

Metrics		Unit	2025
By Gender	Male Employee Training Coverage Rate	%	95.84
	Female Employee Training Coverage Rate	%	96.02
By Employment Level	Senior Management Employee Training Coverage Rate	%	100
	Middle Management Employee Training Coverage Rate	%	97.44
	Frontline Employee Training Coverage Rate	%	95.47
Average Training Hours Per Employee		hours	26.60
By Gender	Average Training Hours Per Male Employee	hours	27.73
	Average Training Hours Per Female Employee	hours	27.71
By Employment Level By Employment Level	Average Training Hours Per Senior Management Employee	hours	35.00
	Average Training Hours Per Middle Management Employee	hours	28.00
	Average Training Hours Per Frontline Employee	hours	27.60

Employee Compensation and Benefits

Employee Compensation and Benefits

In terms of compensation and benefits management, Jinxin Fertility has always strictly complied with national and local labor laws and regulations and effectively protected the legitimate rights and interests of its employees. The Group has established and implemented the Group Compensation Management Measures and is committed to building a fair, reasonable and market-competitive remuneration system.

Employee compensation consists of two components: fixed salary and variable performance-based pay. The fixed salary is determined based on job responsibilities, job level, and work experience, while the variable performance-based pay is linked to individual performance, with the performance portion accounting for more than 50% of the total salary.

The Group continues to advance the development of long-term incentive mechanisms by implementing the Restricted Stock Unit program, which offers key medical professionals and core management personnel the opportunity to acquire equity interests in the Company. Through equity alignment, this initiative strengthens the sense of responsibility and belonging among critical talent, motivating them to continuously contribute to the Company's long-term growth.

The Group provides a comprehensive and diverse welfare and security system for all employees. It makes full payment of social insurance and housing fund for employees in accordance with the law to ensure they enjoy basic social security rights and interests, and disburses labor remuneration on time and in full, earnestly fulfilling its legal obligations as an enterprise. On this basis, in light of the actual needs of employees, the Group offers a range of thoughtful supplementary benefits, including annual health check-ups, birthday greeting cards, festival allowances and in-kind benefits covering traditional festivals such as the Spring Festival, National Day, Dragon Boat Festival and Mid-Autumn Festival, as well as special occasions including International Women's Day and Children's Day, integrating care into daily work life. In addition, the Group provides support measures such as catering subsidies and psychological counseling services to help employees alleviate work and life pressure and improve their overall well-being.

Employee Communication

Jinxin Fertility has always been committed to building an open, transparent, and interactive communication mechanism. By establishing multi-level and multi-dimensional communication channels, it effectively breaks down communication barriers between the headquarters and its subsidiaries, as well as between management and frontline employees, promoting efficient information dissemination and rapid consensus building.

At the organizational management communication level, the Group strengthens the foundation for business collaboration through a regular meeting mechanism. By holding monthly and quarterly routine business meetings, the group organizes its subsidiaries to report on and share experiences regarding core topics such as business progress, operational management, and team development, ensuring alignment between the group's overall strategy and execution across all units. On this basis, the Group regularly hosts face-to-face forums between management and employees, providing frontline staff with a direct platform to express concerns and offer suggestions. Management responds on-site to key issues and inquiries, effectively enhancing employees' sense of participation, belonging, and trust. In terms of service effectiveness optimization, the Group has established a service satisfaction survey mechanism whereby subsidiaries evaluate the group headquarters' functional departments, precisely capturing authentic frontline feedback. The results are used as a key basis for refining workflows, improving service quality, and strengthening support capabilities, ensuring management services better meet business needs. At the individual employee development level, the group leverages an annual performance communication mechanism to deepen one-on-one dialogues between managers and employees. These discussions focus not only on evaluating work outcomes but also on identifying career development bottlenecks, jointly exploring improvement directions and growth paths, and providing targeted resources and support to enhance employees' work effectiveness and professional competitiveness, thereby enabling mutual growth of individuals and the organization.

The Group's diversified communication mechanism has been deeply integrated into daily management practices, effectively enhancing organizational collaboration, fostering cultural integration, and continuously optimizing the management system. Going forward, the Group will further refine its comprehensive communication framework, expand employee engagement formats, and ensure that every employee's voice is heard, concerns are addressed, and contributions are recognized. Through efficient communication, the Group aims to unite collective strengths for growth and drive long-term, sustainable development through shared participation.

Metrics		Unit	2025
Employee Turnover Rate		%	4.33
By Gender	Male Employee Turnover Rate	%	4.04
	Female Employee Turnover Rate	%	4.40
By Age	Turnover Rate of Employees Under 30	%	4.31
	Turnover Rate of Employees Aged 30 to 50	%	4.31
	Turnover Rate of Employees Over 50	%	4.57
By Locations	Mainland China Employee Turnover Rate	%	4.69
	Hong Kong, Macau, Taiwan and Overseas Employee Turnover Rate	%	0.94

Employee Care

During the Reporting Period, Jinxin Fertility organized multiple employee events, continuously enhancing humanistic care for employees and strengthening their sense of happiness and belonging.

CASE "Healthy Hiking · Mindful Healing" May Fourth Youth Day Themed Event

On April 18, the Group's Trade Union, together with Jinxin Fertility, Jinxin Health & Wellness, and the Little Xinxin Volunteer Service Team of Jinxin Group, jointly held the 2025 May Fourth Youth Day themed event at Cherry Mountain in Pujiang County. Centered on the theme of "Healthy Hiking, Mindful Healing", the event brought together over 100 employees from the Group, as well as the reproductive and health & wellness divisions, walking side by side. This activity promoted organizational integration and enhanced employee well-being.



At the event site

Occupational Safety and Health

Jinxin Fertility strictly complies with the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, the Law of the People's Republic of China on Work Safety and other national laws and regulations, and fully implements standards including the Identification Standard for Suspected Occupational Disease, the Work Safety Production Management System and the Management System for the Use of Personal Protective Equipment. In addition, following the PDCA (Plan-Do-Check-Act) principle, the Company has formulated specific management policies such as the Work Safety Emergency Management Training System, the Construction Management System and the Management System for Safe Operation of Carbon Dioxide Cylinder Rooms. These policies are subject to continuous revision and dynamic management to ensure their effectiveness.

In 2025, the Group conducted an identification of occupational hazard factors, identifying risks covering physical, chemical, and work-related aspects, including formaldehyde, high temperature, and professional motor vehicle driving operations. Occupational health records were established for relevant employees, and occupational health examinations were provided. In particular, we focused on the occupational health risks of staff in radiology departments, conducting quarterly personal dose monitoring for these workers, annual inspections of radiation equipment and facilities, and occupational health examinations every two years. No occupational diseases or related health injuries occurred.

The Group places high importance on nosocomial infection risks, conducting occupational health training and drills through various teaching methods—including online and offline sessions, notice boards, and Jinxin Academy—to enhance employee engagement. A total of 6 related emergency drills have been carried out to strengthen employees' emergency response capabilities. The Group continuously monitors incidents of occupational exposure and implements examination, prevention, and follow-up management for relevant staff. In 2025, there were 12 cases of bloodborne occupational exposure, with no infections reported.

In 2025, Jinxin Fertility conducted various trainings and drills, including emergency drills for hospital infection outbreaks, training on occupational exposure, cleaning and disinfection, and medical waste management. These initiatives covered three major areas—logistics, infection control, and medical services—targeting specific subfields and relevant staff to enhance employees' self-protection capabilities. Two work-related accidents occurred over the past three years. The Group responded promptly, coordinated rescue resources, provided care and compensation to the injured after the accidents, and carried out comprehensive follow-up arrangements, earnestly fulfilling its responsibilities to each employee and their family.

CASE The Group Conducts Practical Training for the 24th National "Work Safety Month"

To implement the arrangements for the 24th national "Work Safety Month," on June 12, 2025, the Group's Logistics Department organized 60 safety management personnel from its subordinate institutions to visit the Chengdu Immediate Response Emergency Safety Experience Base for immersive safety training. Through interactive experiences such as fire evacuation, earthquake sheltering, cardiopulmonary resuscitation (CPR), and hands-on fire extinguishing exercises, participants enhanced their emergency response capabilities within simulated scenarios. This training broke away from traditional lecture-based instruction by emphasizing practical skills, effectively promoting the principle of "everyone talks about safety, and everyone knows how to respond in emergencies".



Training event site

In 2025

Number of Employee Deaths Due to Work-Related Injuries	Number of Work Days Lost Due to Work-Related Injuries	% of Employee Deaths Due to Work-Related Injuries
0	0	0%

05.

Building Communities Together, Warmly Giving Back to Society



Promoting Inclusive Healthcare

Conduct Public Welfare Medical Clinics

We regularly organize community medical outreach events to provide free medical consultations and health check-ups for socially vulnerable groups, widely promote reproductive health knowledge, and effectively enhance public health awareness and health literacy.

CASE Public Welfare Free Clinic of the "Pregnancy for the Future: Women's Fertility Health Care Program"

During the Reporting Period, Sichuan Jinxin Xinan Hospital (Bisheng Campus) joined hands with the China Women's Development Foundation to hold the public welfare free clinic "Pregnancy for the Future: Women's Fertility Health Care Program" in Zhuojincheng Community, Jinjiang District, Chengdu. Through on-site consultations by multidisciplinary experts, traditional Chinese medicine conditioning, gynecological screening and health interactive activities, the event provided comprehensive health services to more than 100 community women, with a focus on preconception support and fertility management. Since the launch of the program in 2024, Sichuan Jinxin Xinan Hospital (Bisheng Campus) has actively organized professional medical staff to participate in employee volunteer services, with a cumulative total of more than 500 person-times served for community women.





Free Clinic Activity Site

Support Community Development

Community Medical Service Capacity Building

During the Reporting Period, to better meet residents' medical needs, the Group optimized and expanded department configurations across its hospital campuses, strengthened primary healthcare service capabilities, and provided comprehensive medical services to residents in surrounding communities. Meanwhile, an obstetrics department was newly established at Sichuan Jinxin Xinan Hospital (Bisheng Campus), offering professional and high-quality delivery and obstetric services to pregnant women in the community, continuously improving regional healthcare accessibility and service quality.

Employee Volunteering

The Group is consistently committed to creating value for the communities in which it operates, proactively responding to the practical needs of community health development. Leveraging its medical resource advantages, the Group actively engages all employees in community service initiatives, making tangible contributions to improving residents' health. The Company encourages employees to participate in volunteer activities and give back to society. HRC Fertility continues to implement its "Volunteer Time Policy", providing eligible employees with up to 8 hours of paid time off annually to engage in volunteer work with nonprofit organizations, further promoting the development and practice of a culture of public service.

CASE "Saluting Her Power: Women Flourishing with Grace" Feicuicheng Community Volunteer Event

On the afternoon of March 14, 2025, the themed event "Saluting Her Power: Women Flourishing with Grace" was held at the Feicuicheng Community Square in Donghu Subdistrict, Jinjiang District, Chengdu. Co-organized by Donghu Subdistrict and Feicui City Community in collaboration with Sichuan Jinxin Xinan Hospital (Bisheng Campus), the event attracted around 200 community residents. During the event, doctors promoted reproductive health knowledge through interactive Q&A sessions, demonstrating a deep integration of medical professionalism and corporate social responsibility.







On-site at the event

06.

Green Operations, Fulfilling Environmental Responsibilities

Jinxin Fertility has deeply integrated environmental protection into its sustainable development strategy by establishing a systematic environmental management system, implementing refined energy and resource management, strictly enforcing emission controls, and proactively addressing climate change. The Group fully implements green operational practices, fulfills its corporate environmental responsibilities, and promotes coordinated development between operations and the ecosystem.



Environmental Management

The Group strictly complies with the Environmental Protection Law of the People's Republic of China and continuously improves its environmental management system. It has formulated and implemented the Environmental Protection Management System, clarifying the core responsibilities and control procedures of the environmental management system. The Group has specially refined its energy and resource management systems, strengthened the measurement, monitoring and assessment requirements for electricity, natural gas, gasoline, diesel, water resources and other items, and defined the specific responsibilities of all departments and subsidiaries in energy and resource management and control. During the Reporting Period, the Company's operations had no significant impact on the surrounding environment.

During the Reporting Period, the Group advanced its Sustainability-Linked Loan, establishing two sustainability performance targets:

- Using 2024 as the base year, the total greenhouse gas emissions (Scope 1 + Scope 2) will decrease by **3.0%**, **5.9%**, and **8.7%** in 2025, 2026, and 2027, respectively.
- Using 2024 as the base year, water consumption is projected to decrease by **3.2%**, **6.3%**, and **9.3%** in 2025, 2026, and 2027, respectively.

The Group has established a series of environmental control objectives and continues to strengthen management to promote their implementation.

Indicator	Unit	2025 Goals	2026[2] Objective
Energy consumption density	MWh per million yuan	Energy consumption per million yuan of operating revenue decreased by 34% compared to 2020	Except for Shenzhen Zhongshan Hospital, the energy consumption intensity in 2026 will remain the same as in 2025.
Hazardous waste emission intensity	Tonnes per million yuan	Hazardous waste emissions per million yuan of operating revenue decreased by 40% compared to 2020	Except for Shenzhen Zhongshan Hospital, the hazardous waste emission intensity in 2026 remains the same as in 2025.

Energy and Resource Management

Jinxin Fertility implements refined energy management to reduce consumption, strengthens water resource management to achieve conservation and recycling, and actively promotes packaging material management and circular economy practices, systematically improving resource utilization efficiency and advancing green operations.

Energy Management

The Group strictly complies with the Law of the People's Republic of China on Conserving Energy and sets energy consumption control targets based on historical consumption data, industry standards and green development plans. To achieve these energy consumption targets, the Group has adopted multi-level energy conservation initiatives:

Target and Responsibility Allocation

Clearly define the overall energy consumption control objectives, and require all departments and subordinate units to designate specific personnel responsible for energy resource measurement, statistics, and management, ensuring that responsibilities are effectively implemented at all levels.

Process Monitoring and Review

Establish a mechanism for monthly data aggregation and quarterly performance reviews to track expenditure in a timely manner and enable dynamic optimization accordingly.

Refined Measurement and Awareness Enhancement

Promote refined measurement of energy and resources by requiring all organizations to improve metering facilities for electricity, natural gas, and other utilities. Meanwhile, actively guide all employees to develop energy-saving habits, encourage full participation in energy conservation and consumption reduction, and implement the concept of energy saving and emissions reduction.

Green Operations Promotion

Focus on core energy-consuming systems such as lighting and air conditioning, promote high-efficiency energy-saving technologies and equipment, and guide institutions in implementing integrated intelligent energy retrofit projects to enhance energy efficiency.

2. In early 2026, Shenzhen Zhongshan Hospital relocated, making energy consumption and related data from 2026 and 2025 incomparable.

Each subsidiaries actively responded by implementing a series of energy-saving measures tailored to their specific circumstances. Hospitals generally optimized the operation strategies of air conditioning and lighting systems, strictly enforced the policy of "turning off lights when leaving and cutting power after work", set air conditioning temperatures at reasonable levels (not below 26℃ in summer and not above 20℃ in winter), and minimized the operation of non-essential electrical equipment, effectively driving a continuous reduction in energy consumption intensity.

CASE Sichuan Jinxin Xinan Hospital (Jingxiu Campus) Implements Comprehensive Intelligent Energy Renovation Project

Sichuan Jinxin Xinan Hospital (Jingxiu Campus) has implemented a comprehensive intelligent energy renovation project to systematically improve the hospital's energy utilization efficiency. The project was carried out under an energy management contract model, whereby the contractor bears all investments for project renovation, operation and maintenance, and conducts intelligent control upgrades on major energy-consuming systems of the hospital, including air conditioning and lighting. The two parties have clearly agreed on the sharing ratio of energy-saving benefits, achieving risk sharing and benefit sharing.



Sichuan Jinxin Xinan Hospital (Jingxiu Campus) Green Intelligent Renovation System

Metrics	Unit	Region Type (2025)			2025 Total
		Chengdu Regional Hospitals	Greater Bay Area Regional Hospitals	Kunming & Wuhan Regional Hospitals	
Petrol Consumption of Owned Vehicles	litres	7,520.85	8,021.00	22,548.19	38,090.04
Diesel Consumption of Owned Vehicles	Litres	11,022.23	698.00	483.12	12,203.35
Natural Gas Consumption	cubic meters	453,696.96	15,432.00	17,062.30	486,191.26
Electricity Consumption	MWh	13,692.11	2,597.57	3,241.25	19,530.93

Water Resources Management

The Group strictly complies with the Water Law of the People's Republic of China and other relevant laws and regulations. Based on its actual operation, it has established a water resource management system covering metering, monitoring and assessment, defining management responsibilities at all levels and ensuring their implementation. The Group has set up a mechanism for monthly statistical analysis and quarterly evaluation of water consumption, providing timely early warning for abnormal water use and tracking rectification measures, so as to realize dynamic management and control throughout the process.

The Group adopts advanced water-saving technologies and equipment and conducts regular inspections of water supply pipelines to reduce instances of "running, overflowing, dripping, and leaking." In addition, the group emphasizes raising water conservation awareness, promotes water-saving habits, and fosters a culture of water conservation involving all employees.

Metrics	Unit	Region Type (2025)			2025 Total
		Chengdu Regional Hospitals	Greater Bay Area Regional Hospitals	Kunming & Wuhan Regional Hospitals	
Water Consumption	cubic meters	133,381.70	34,987.25	34,542.00	202,910.95

Packaging Material Management and the Circular Economy

The Group implements specialized management for recyclable waste (such as discarded equipment, metal tools, packaging materials, etc.) to improve resource recycling rates and reduce the generation of final waste.

Classification and Temporary Storage

Designate dedicated collection containers at production sites with clear labelling, and require separate storage from medical waste and household garbage to prevent cross-contamination.

Recycling

Collected and transported to temporary storage points on a regular basis by designated personnel, then entrusted to qualified recycling agencies for resource recovery or standardized dismantling. Recycling agreements are signed, requiring these agencies to fulfill their environmental responsibilities, ensuring the recycling process is compliant and traceable.

Emissions Management

Jinxin Fertility has established and improved its emissions management system, clarifying the responsible departments and personnel, specific measures and supervision mechanisms at both the Group and individual entity levels. The Group entrusts third parties to conduct regular emissions testing. It has set clear emission standards and control targets, with all entities strictly implementing relevant measures. During the Reporting Period, no environmental non-compliance or excessive emissions occurred.

Wastewater Discharge Management

The Group strictly complies with the Law of the People's Republic of China on the Prevention and Control of Water Pollution and other laws and regulations, and has established a standardized full-process management system to ensure compliant discharge, while implementing standardized procedures for wastewater collection, treatment and discharge.

- **Collection:** Medical wastewater and domestic sewage generated by various institutions are collected through dedicated drainage pipes and directed to the treatment tank.
- **Pretreatment:** The wastewater first enters the pretreatment system (grit chamber, equalization tank, and three-chamber septic tank) to remove suspended solids and debris, and to regulate water quality and flow rate.
- **Biochemical Treatment:** The pre-treated medical wastewater enters the biochemical treatment system, employing the "hydrolytic acidification + contact oxidation" process. In the hydrolytic acidification tank, facultative bacteria are used to break down large-molecule organic substances, thereby improving the biodegradability of the wastewater. The contact oxidation tank is filled with composite packing material and equipped with fine-pore aerators to supply oxygen, enabling efficient degradation of organic pollutants through microbial metabolism.
- **Disinfection and Discharge:** After biochemical treatment, the wastewater enters the disinfection stage, where chlorine dioxide is used for disinfection. Following disinfection, the wastewater undergoes sedimentation and filtration to further remove impurities, and is finally conveyed through dedicated discharge pipelines to the municipal sewage treatment network. Discharge outlets at all facilities are properly located away from residential areas and water sources, clearly marked with designated monitoring points. Some facilities are equipped with online monitoring devices to enable real-time water quality monitoring and data traceability, ensuring consistent compliance with discharge standards.

Metrics	Unit	Region Type (2025)			2025 Total
		Chengdu Regional Hospitals	Greater Bay Area Regional Hospitals	Kunming & Wuhan Regional Hospitals	
Domestic Wastewater Discharge	cubic meters	15,960.00	19,982.00	3,211.00	39,153.00
Medical Wastewater Discharge	cubic meters	115,756.00	12,775.00	28,160.67	156,691.67
Chemical Oxygen Demand (COD) Discharge	mg/L	91.35	40.25	76.30	75.31
Biochemical Oxygen Demand (BOD) Discharge	mg/L	25.20	9.53	15.15	17.56
Ammonia Nitrogen (NH3-N) Discharge	mg/L	8.34	8.50	2.46	8.14
Suspended Solids (SS) Discharge	mg/L	13.96	8.04	12.11	12.05

Waste Gas Emission Management

The Group has established a systematic management system for waste gas collection, treatment, and compliant emission, ensuring that all exhaust gases are stably purified and meet national and local emission standards.

Process waste gas generated from the Group's operations (mainly from sewage treatment stations) and cooking fumes from staff canteens are both included in the management and control scope, with differentiated purification technologies adopted.

Process waste gas treatment

The collected waste gas passes through an activated carbon adsorption unit and a chlorine dioxide disinfection unit in sequence to remove harmful components, ensuring thorough purification of the waste gas.

Canteen cooking fume treatment

The collected cooking fume is treated by a fume purifier to remove oil mist, particulate matter and other pollutants, ensuring that the purified fume meets emission standards.

The Group regularly cleans, maintains, and replaces consumables (such as activated carbon) in purification equipment to ensure the treatment facilities remain in efficient operation. Treated exhaust gases, meeting emission standards, are released at elevated heights through dedicated pipelines, positioned away from residential areas and densely populated zones. Emission outlets are clearly marked with standardized signage indicating the type of exhaust gas and the treatment method employed. Some facilities have installed online monitoring equipment at the emission points to continuously track the concentrations of key pollutants, ensuring emission data is traceable and verifiable.

Metrics	Unit	Region Type (2025)			2025 Total
		Chengdu Regional Hospitals	Greater Bay Area Regional Hospitals	Kunming & Wuhan Regional Hospitals	
Nitrogen Oxides (NOx) Emissions	Kg	70.30	40.20	0	110.50
Sulfur Oxides (SOx) Emissions	Kg	2.11	0.13	0.24	2.48
Particulate Matter (PM) Emissions	Kg	3.17	0.12	4.12	7.41

Waste Management

The Group has established a comprehensive classification management system covering medical waste and household waste, ensuring all waste is safely and in compliance disposed of.

The Group strictly follows the Classified Catalogue of Medical Wastes and implements closed-loop management of medical wastes from generation to harmless disposal.

Classification and Collection

Medical waste shall be classified according to clearly defined categories, including infectious, pathological, injurious, pharmaceutical, and chemical waste. Dedicated collection containers corresponding to each category, clearly labelled, shall be provided at all generation points such as clinical departments, laboratories, and disinfection rooms, and shall be placed in designated locations. Mixing of different types of waste is strictly prohibited.

Transportation and Temporary Storage

A designated staff member, wearing full protective equipment, uses a sealed, dedicated transport vehicle to deliver waste along a predetermined route to an independent medical waste temporary storage area within the facility at fixed times each day. Strict inspection and disinfection procedures are carried out before and after transportation, and all handover information is fully documented.

External Disposal

All medical wastes are entrusted to qualified professional entities with hazardous waste operation permits for centralized harmless disposal. The two parties have signed an agreement to specify the transfer frequency and strictly implement the Medical Waste Transfer Manifest System. The disposal entity carries out targeted treatment according to different waste categories by adopting such processes as high-temperature steam disinfection and pyrolysis incineration, and issues disposal certificates to ensure the whole process is traceable.

The Group implements waste classification management, establishing standardized processes for collection, transportation, and disposal.

Classification and Collection

Clearly define the categories for recyclable, general, and hazardous waste; reasonably place waste sorting containers in office areas, clinical areas, living areas, and other zones, with clear labelling of classification signs; regularly clean and disinfect the containers.

Transportation and Disposal

Assign designated personnel for classified collection and transportation; recyclable materials shall be delivered to specialized institutions for recycling and reuse, other waste shall be collected and disposed of by municipal sanitation departments, and hazardous waste shall be entrusted to qualified hazardous waste management facilities for harmless disposal.

Metrics	Unit	Region Type (2025)			2025 Total
		Chengdu Regional Hospitals	Greater Bay Area Regional Hospitals	Kunming & Wuhan Regional Hospitals	
Total Hazardous Waste Discharge	tonnes	253.20	43.78	65.81	362.79
Total Non-Hazardous Waste Discharge	tonnes	1,134.26	16.50	7.91	1,158.67
Total Medical Waste Discharge	tonnes	250.39	43.44	65.51	359.34

Climate Change Response

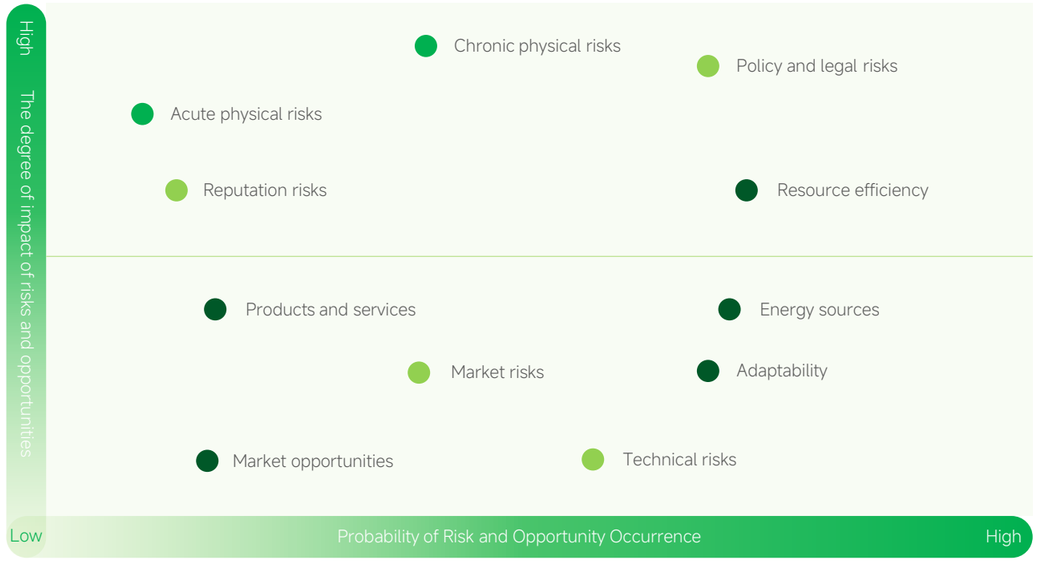
Jinxin Fertility strictly complies with the requirements of the Hong Kong Exchanges's Climate Disclosure Standards (TCFD framework), and has established a sound governance, strategy and risk management system for climate-related risks and opportunities. The system is deeply integrated into the entire process of the Company's operation and management, enabling effective control of climate-related risks and precise capture of opportunities, so as to drive the long-term sustainable development of the Group.

Governance

The Group has established a systematic climate change governance system, clearly defining responsibilities and divisions at all levels. The Board of Directors is responsible for overseeing and making decisions on climate-related risks and opportunities; the Group's ESG Task Force is responsible for organizing the identification and assessment of climate change risks and formulating response strategies; functional departments and subordinate entities are responsible for implementing specific mitigation and adaptation measures within their respective business scopes, ensuring effective transmission and implementation of governance responsibilities.

Strategy

The Group has integrated climate change mitigation and adaptation into its ESG management system, comprehensively identifying climate-related risks and opportunities in light of the operational characteristics of the healthcare industry, assessing their impacts on the Group's business, and formulating corresponding response measures. This strengthens the Group's climate resilience while enabling it to seize development opportunities arising from the green transition.



Physical risk	Chronic physical risks, acute physical risks
Transition risk	Policy and legal risks, reputation risks, technical risks, market risks
Opportunity	Resource efficiency, products and services, energy sources, adaptability, market opportunities

• Climate change risk

Climate change risk	Climate change risk	Climate change risk	Climate change risk
Physical risk	Chronic physical risk	Prolonged temperature rise increases air conditioning energy costs and may affect regional disease patterns and the fundamental environment for reproductive health.	• Systematic energy-saving retrofit; • Monitor and assess climate change, and conduct health research accordingly.
	Acute physical risk	Extreme weather events such as extreme heatwaves, heavy rainfall and flooding, and storms can disrupt power supply and temperature control, threatening the continuous operation of critical medical services and increasing safety risks for patient visits and staff commutes.	• Provide redundant power support (e.g., backup generators, uninterruptible power supplies) for critical medical equipment to ensure uninterrupted core diagnostic and treatment services under extreme conditions; • Strengthen disaster prevention and mitigation for infrastructure, and establish mechanisms for the reserve and distribution of emergency supplies.
Transition risk	Policy and legal risks	Facing compliance and cost pressures arising from carbon emission controls, upgraded environmental protection standards, and enhanced disclosure requirements from the Hong Kong Stock Exchange.	• Proactively monitor regulatory developments and conduct compliance impact assessments; • Integrate emission reduction and environmental protection requirements into procurement and operational standards to control long-term compliance costs; • Strengthen the foundation of greenhouse gas emissions monitoring and enhance the capability and quality of information disclosure.
	Reputation risk	Stakeholders' expectations for environmental performance continue to rise. If the Group lags behind or violates regulations in energy conservation, emissions reduction, and environmental management, it will damage its credibility and brand image as a responsible healthcare institution, potentially leading to the loss of customers, talent, and investors.	• Actively promote green commitments and progress to shape a responsible corporate image; • Disclose environmental performance and respond to societal concerns through regular reporting and multi-channel communication.
	Technical risk	Technological investments in energy-saving retrofits and renewable energy applications involve high costs and rapid iteration, leading to uncertainties in technology selection and return on investment; the application of new technologies in healthcare settings must ensure absolute stability and safety, posing challenges to technology reliability validation and internal expertise.	• Conduct techno-economic analysis for major projects, pilot verification followed by promotion; • Select reliable, industry-validated technologies while ensuring medical safety; • Collaborate with professional institutions and cultivate internal technical and managerial talent.

• Climate Change Opportunities

Opportunity Type	Opportunity Description	Response Measures
Resource efficiency	Systematic energy conservation, water saving, material efficiency, waste reduction, and resource recovery can directly reduce operating costs, improve resource productivity, minimize environmental footprint, and enhance operational resilience and cost competitiveness.	• Implement a comprehensive energy efficiency improvement program, benchmarking against industry best practices, carrying out energy-saving retrofits in areas such as air conditioning and lighting systems, and exploring innovative models such as energy performance contracting. • Advance circular economy practices by optimizing the classification, recycling, and resource recovery systems for medical and municipal solid waste, unlocking the value of waste materials and reducing disposal costs. • Implement refined resource management, install intelligent metering devices, and establish a resource consumption monitoring platform to achieve continuous improvement through data-driven insights.
Energy sources	Shifting to low-carbon, renewable energy sources, such as solar photovoltaic power, can reduce dependence on traditional fossil fuels and mitigate risks associated with price volatility, stabilize energy costs over the long term, and decrease greenhouse gas emissions.	• Evaluate and deploy distributed photovoltaic power generation systems on rooftops and open spaces of eligible campuses, gradually increasing the proportion of self-consumed clean energy. • Actively explore green power procurement, participate in market-based green electricity trading, and enhance the sustainability of purchased electricity.

Risk Management

The Group has established and continuously improved a comprehensive management system covering the entire process of climate change risk identification, assessment, response, and monitoring.

Risk Identification

Conduct regular identification of climate-related risks, with a focus on physical risks and transition risks, ensuring comprehensive coverage across all operational phases.

Risk Assessment

A combination of qualitative and quantitative methods is used to comprehensively analyze the likelihood of identified risks and their potential impact on the group's operations, finances, and reputation. Risks are classified as high, medium, or low, based on which a dynamic risk register is established to clarify management priorities.

Risk Response and Monitoring

Develop and implement differentiated response strategies for risks at different levels to ensure the relevance and effectiveness of measures. For high-priority risks, establish specific response plans with clearly defined responsible departments, completion timelines, and concrete actions. For medium- and low-priority risks, incorporate them into the routine control system and continuously monitor their evolving trends.

Metrics and Targets

The Group has set clear carbon emission intensity management targets and continues to drive low-carbon transformation.

Metrics	Unit	2025
Total Greenhouse Gas Emissions (Scope 1 + Scope 2)	tonnes of CO_2e	11,543.91
Greenhouse Gas Emission Intensity (Scope 1 + Scope 2)	tonnes of CO_2e / RMB 10,000 revenue	0.044
Scope 1 Greenhouse Gas Emissions	tonnes of CO_2e	1,180.80
Scope 2 Greenhouse Gas Emissions	tonnes of CO_2e	10,363.11

Appendix I: ESG Performance

Metrics	Unit	2023	2024	2025
Resources Utilization				
Petrol Consumption of Owned Vehicles[1]	litres	32,788.49	43,106.35	38,090.04
Diesel Consumption of Owned Vehicles	Litres	9,182.26	11,623.36	12,203.35
Natural Gas Consumption	cubic meters	508,484.51	406,882.15	486,191.26
Direct Energy Consumption	MWh	/	/	5,718.92
Electricity Consumption	MWh	19,001.34	17,422.52	19,530.93
Indirect Energy Consumption	MWh	/	/	19,541.26
Total Energy Consumption	MWh	24,882.07	22,331.87	25,260.18
Total Energy Consumption per RMB 10,000 Operating Revenue	MWh / RMB 10,000 revenue	0.09	0.08	0.10
Water Consumption	cubic meters	219,975.94	214,567.94	202,910.95
Water Consumption per RMB 10,000 Operating Revenue	tonnes / RMB 10,000 revenue	0.79	0.76	0.77
Emissions Management				
Domestic Wastewater Discharge[2]	cubic meters	60,190.80	59,069.04	39,153.00
Medical Wastewater Discharge	cubic meters	160,169.09	158,617.58	156.691.67
Chemical Oxygen Demand (COD) Discharge	mg/L	89.07	51.34	75.31
Biochemical Oxygen Demand (BOD) Discharge	mg/L	9.03	18.11	17.56
Ammonia Nitrogen (NH3-N) Discharge	mg/L	4.76	5.43	8.14
Suspended Solids (SS) Discharge	mg/L	10.84	11.56	12.05
Nitrogen Oxides (NOx) Emissions	kg	188.06	105.04	110.50
Sulfur Oxides (SOx) Emissions	kg	/	/	2.48
Particulate Matter (PM) Emissions	kg	/	/	7.41
Total Hazardous Waste Discharge	tonnes	320.28	394.26	362.79
Hazardous Waste Discharge per RMB 10,000 Operating Revenue	tonnes / RMB 10,000 revenue	0.0011	0.0014	0.0014
Total Non-Hazardous Waste Discharge[3]	tonnes	2,057.31	2,040.91	1,158.66
Non-Hazardous Waste Discharge per RMB 10,000 Operating Revenue	tonnes / RMB 10,000 revenue	0.0074	0.0072	0.0043
Total Medical Waste Discharge	tonnes	319.08	393.05	359.34
Greenhouse Gas Emissions Management[4]				
Total Greenhouse Gas Emissions (Scope 1 + Scope 2)	tonnes of CO_2e	12,111.60	10,365.96	11,543.91
Greenhouse Gas Emission Intensity (Scope 1 + Scope 2)	tonnes of CO_2e / RMB 10,000 revenue	0.043	0.036	0.044
Scope 1 Greenhouse Gas Emissions	tonnes of CO_2e	1,275.14	1,017.04	1,180.80
Scope 2 Greenhouse Gas Emissions[5]	tonnes of CO_2e	10,836.47	9,348.92	10,363.11

1. During the Reporting Period, Sichuan Jinxin Xinan Hospital (Jingxiu Campus) purchased electric vehicles for outbound postnatal services, which reduced the use of fuel-powered vehicles and resulted in a corresponding decrease in petrol consumption.
2. From January to September 2025, Hewanjia Hospital suspended its inpatient department and confinement center due to renovation, resulting in a decrease in domestic wastewater discharge.
3. During the Reporting Period, the Group and all medical institutions changed the statistical category of waste to domestic waste.
4. The Company measures its greenhouse gas (GHG) emissions in accordance with the methodologies specified in the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004). Scope 1 emissions are primarily direct emissions generated from the consumption of fossil fuels such as petrol and natural gas by the Company's own equipment during operation; Scope 2 emissions are mainly indirect emissions arising from the consumption of purchased electricity.
5. The Company's Scope 2 GHG emissions are calculated on a location-based basis, applying the national average carbon dioxide emission factor of 0.5306 kg CO_2/kWh for 2023 as stated in the Announcement on the Release of the 2023 Electricity Carbon Dioxide Emission Factors.

Metrics		Unit	2023	2024	2025
Employment Management					
Total Number of Employees		persons	3,273	3,198	3,494
By Employment Type	Employees	persons	3,081	3,099	3,382
	Dispatched Employees	persons	28	67	67
	Other Employment Types	persons	164	32	45
By Gender	Male	persons	548	607	577
	Female	persons	2,752	2,591	2,917
By Age	Under 30 Years Old	persons	1,233	936	1,010
	Aged 30 to 50	persons	1,795	2,010	2,175
	Over 50 Years Old	persons	245	252	309
By Employment Level	Senior Management Employees	persons	50	65	65
	- Male	persons	/	/	17
	- Female	persons	/	/	48
	Middle Management Employees	persons	288	304	313
	- Male	persons	/	/	64
	- Female	persons	/	/	249
	Frontline Employees	persons	2,935	2,829	3,116
	- Male	persons	/	/	496
	- Female	persons	/	/	2,620
By Locations	Mainland China	persons	3,013	2,826	3,229
	Hong Kong, Macau, Taiwan and Overseas	persons	260	372	265
By Educational level	Below Bachelor's Degree	persons	/	/	1,510
	with Bachelor's Degree	persons	/	/	1,680
	with Master's Degree	persons	/	/	266
	with Doctoral Degree	persons	/	/	38
Employee Labor Contract Signing Rate		%	/	/	100
Social Insurance Coverage Rate		%	/	/	100
Employee Physical Examination Coverage Rate		%	/	/	100
Number of Illegal Employment Cases		no.	/	/	0
Employee Training[6]					
By Gender	Male Employee Training Coverage Rate	%	16.74	14.5	95.84
	Female Employee Training Coverage Rate	%	83.26	85.50	96.02
By Employment Level	Senior Management Employee Training Coverage Rate	%	0.85	3	100
	Middle Management Employee Training Coverage Rate	%	10.8	8	97.44
	Frontline Employee Training Coverage Rate	%	88.35	89	95.47

6. Training Coverage Rate for a Specific Category of Employees = Number of Trained Employees in the Category / Total Number of Employees in the Category.

Metrics		Unit	2023	2024	2025
Average Training Hours Per Employee		hours	25	25.95	26.60
By Gender	Average Training Hours Per Male Employee	hours	24	25	27.73
	Average Training Hours Per Female Employee	hours	25.73	25.95	27.71
By Employment Level	Average Training Hours Per Senior Management Employee	hours	12	12	35.00
	Average Training Hours Per Middle Management Employee	hours	20	22	28.00
	Average Training Hours Per Frontline Employee	hours	28	26	27.60
Occupational Health and Safety					
Number of Work Days Lost Due to Work-Related Injuries		days	48	35	0
Number of Employee Deaths Due to Work-Related Injuries		persons	0	0	0
% of Employee Deaths Due to Work-Related Injuries		%	0	0	0
Employee Retention					
Employee Turnover Rate		%	12	10	4.33
By Gender	Male Employee Turnover Rate	%	12	10	4.04
	Female Employee Turnover Rate	%	12	10	4.40
By Age	Turnover Rate of Employees Under 30	%	16	9	4.31
	Turnover Rate of Employees Aged 30 to 50	%	9	5	4.31
	Turnover Rate of Employees Over 50	%	14	4	4.57
By Locations	Mainland China Employee Turnover Rate	%	13	10	4.69
	Hong Kong, Macau, Taiwan and Overseas Employee Turnover Rate	%	15	9	0.94
Supplier Management					
Total Number of Suppliers		no.	634	380	743[7]
By Locations	Mainland China	no.	599	380	743
	Hong Kong, Macau, Taiwan and Overseas Regions	no.	35	0	0
Anti-Corruption					
% of Employees Covered by Anti-Corruption Training		%	76.00	84.00	80.00
Average Anti-Corruption Training Hours Per Employee		Hours	1.50	1.70	1.50
Number of Concluded Corruption Lawsuits Filed Against the Issuer or Its Employees During the Reporting Period		no.	0	0	0
Customer Service and Dispute Resolution					
Number of Complaints Received Regarding Products and Services		no.	98	610	540
Complaint Handling Rate		%	100	100	100

7. Supplier data for 2025 includes only Jinmai Innovative, Jinxin Health and Taihua Pharmaceutical.

Appendix II: HKEx ESG Reporting Code Index

Indicator	Section
Part B: Mandatory Disclosure Requirements	
Governance Structure	ESG Management
Reporting Principles	Appendix III: About This Report
Reporting Boundary	Appendix III: About This Report
Part C: "Comply or Explain" Provisions	
A. Environmental	
Aspect A1: Emissions	
General Disclosure	Green Operations, Fulfilling Environmental Responsibilities——Environmental Management
KPI A1.1	Appendix I: ESG Performance
KPI A1.3	Appendix I: ESG Performance
KPI A1.4	Appendix I: ESG Performance
KPI A1.5	Green Operations, Fulfilling Environmental Responsibilities—Emissions Management
KPI A1.6	Green Operations, Fulfilling Environmental Responsibilities—Emissions Management
Aspect A2: Use of Resources	
General Disclosure	Green Operations, Fulfilling Environmental Responsibilities—Energy and Resource Management
KPI A2.1	Appendix I: ESG Performance
KPI A2.2	Appendix I: ESG Performance
KPI A2.3	Green Operations, Fulfilling Environmental Responsibilities—Energy and Resource Management
KPI A2.4	Green Operations, Fulfilling Environmental Responsibilities—Energy and Resource Management
KPI A2.5	This key performance indicator is not applicable to the Company.
Aspect A3: The Environment and Natural Resources	
General Disclosure	Green Operations, Fulfilling Environmental Responsibilities—Environmental Management
KPI A3.1	Green Operations, Fulfilling Environmental Responsibilities—Environmental Management
B. Social	
Aspect B1: Employment	
General Disclosure	Caring for Employees, Strengthening the Foundation for Growth—Protection of Employee Rights and Interests
KPI B1.1	Appendix I: ESG Performance
KPI B1.2	Appendix I: ESG Performance
Aspect B2: Health and Safety	
General Disclosure	Caring for Employees, Strengthening the Foundation for Growth—Occupational Safety and Health
KPI B2.1	Appendix I: ESG Performance
KPI B2.2	Appendix I: ESG Performance
KPI B2.3	Caring for Employees, Strengthening the Foundation for Growth—Occupational Safety and Health

Indicator	Section
Aspect B3: Development and Training	
General Disclosure	Caring for Employees, Strengthening the Foundation for Growth—Employee Training and Development
KPI B3.1	Appendix I: ESG Performance
KPI B3.2	Appendix I: ESG Performance
Aspect B4: Labour Standards	
General Disclosure	Caring for Employees, Strengthening the Foundation for Growth—Protection of Employee Rights and Interests
KPI B4.1	Caring for Employees, Strengthening the Foundation for Growth—Protection of Employee Rights and Interests
KPI B4.2	Caring for Employees, Strengthening the Foundation for Growth—Protection of Employee Rights and Interests
Aspect B5: Supply Chain Management	
General Disclosure	Improving Governance and Consolidating the Foundation for Development——Upholding Responsible Operations
KPI B5.1	Appendix I: ESG Performance
KPI B5.2	Improving Governance and Consolidating the Foundation for Development——Upholding Responsible Operations
KPI B5.3	Improving Governance and Consolidating the Foundation for Development——Upholding Responsible Operations
KPI B5.4	Improving Governance and Consolidating the Foundation for Development——Upholding Responsible Operations
Aspect B6: Product Responsibility	
General Disclosure	Quality First, Building Excellent Services——Strictly Controlling Medical Quality, Providing Quality Services, Strengthening Medical Safety
KPI B6.1	This key performance indicator is not applicable to the Company.
KPI B6.2	Appendix I: ESG Performance
KPI B6.3	Focusing on Innovation and Enhancing Medical Quality——Protecting Intellectual Property Rights
KPI B6.4	Quality First, Building Excellent Services——Strictly Controlling Medical Quality, Providing Quality Services, Strengthening Medical Safety
KPI B6.5	Improving Governance and Consolidating the Foundation for Development——Upholding Responsible Operations
Aspect B7: Anti-corruption	
General Disclosure	Improving Governance and Consolidating the Foundation for Development——Upholding Business Ethics
KPI B7.1	Improving Governance and Consolidating the Foundation for Development——Upholding Business Ethics
KPI B7.2	Improving Governance and Consolidating the Foundation for Development——Upholding Business Ethics
KPI B7.3	Improving Governance and Consolidating the Foundation for Development——Upholding Business Ethics
Aspect B8: Community Investment	
General Disclosure	Building Communities Together, Warmly Giving Back to Society——Support Community Development, Promoting Inclusive Healthcare
KPI B8.1	Building Communities Together, Warmly Giving Back to Society——Support Community Development, Promoting Inclusive Healthcare
KPI B8.2	Building Communities Together, Warmly Giving Back to Society——Support Community Development, Promoting Inclusive Healthcare
Part D: Climate-related Disclosures	
Governance	Green Operations, Fulfilling Environmental Responsibilities—Climate Change Response
Strategy	Green Operations, Fulfilling Environmental Responsibilities—Climate Change Response
Risk Management	Green Operations, Fulfilling Environmental Responsibilities—Climate Change Response
Metrics and Targets	Green Operations, Fulfilling Environmental Responsibilities—Climate Change Response

Appendix III: About This Report

Report Introduction

This report is the seventh sustainability report issued by Jinxin Fertility Group Limited, fully presenting the Company's practical achievements in the environmental, social and governance (ESG) field for the 2025 fiscal year (January 1 to December 31). The report is prepared in strict accordance with the Environmental, Social and Governance Reporting Code (the "ESG Reporting Code") set out in Appendix C2 to the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited (hereinafter referred to as the "HKEX"), and integrates the Global Reporting Initiative (GRI) Sustainability Standards (2021 edition) and the United Nations Sustainable Development Goals (SDGs) framework, ensuring the materiality, quantifiability, balance and consistency of data disclosure.

The scope of this report is consistent with the scope of the consolidated financial statements. All data are derived from the Company's official documents and statistical reports, and some related information may be traced back to outside the reporting period. The report is published simultaneously via the HKEX's "HKEXnews" platform (hkexnews.hk) and the Company's official website (https://www.jxrfertility.com), aiming to provide transparent and reliable ESG performance information for stakeholders and demonstrate the Company's commitment to sustainable development and practical effectiveness in the medical service sector.

Full Name	Abbreviation in the Report
Jinxin Fertility Group Limited（锦欣生殖医疗集团有限公司）	We, Company, our, Jinxin Fertility or Jinxin（我们、公司、本公司、锦欣生殖）
the Company and its subsidiaries（锦欣生殖医疗集团有限公司及其附属公司）	Group （集团、本集团）
Chengdu Jinjiang Xinan Clinic Co., Ltd.（成都锦江西囡诊所有限公司）	Chengdu Xinan Clinic（成都西囡诊所）
Kunming Jinxin Hewanjia Obstetrics and Gynecology Hospital Co., Ltd. （昆明锦欣和万家妇产医院有限公司）	Hewanjia Hospital（和万家医院）
Chengdu Jinjiang District Maternity and Child Health Hospital（成都市锦江区妇幼保健院）	Jinjiang District Maternity and Child Health Hospital（锦江区妇幼保健院）
Yunnan Jinxin Jiuzhou Hospital Co., Ltd. （云南锦欣九洲医院有限公司）	Jiuzhou Hospital（九洲医院）
Shenzhen Zhongshan Obstetrics and Gynecology Hospital（深圳中山妇产医院）	Shenzhen Zhongshan Hospital（深圳中山医院）
Sichuan Jinxin Fertility Medical Management Co., Ltd. （四川锦欣生殖医疗管理有限公司）	Sichuan Jinxin Fertility（四川锦欣生殖）
Sichuan Jinxin Medical Management Co., Ltd.（四川锦欣医疗管理有限公司）	Sichuan Jinxin Medical Management（四川锦欣医疗管理）
Collectively, Sichuan Jinxin Xinan Hospital (Bisheng Campus) and Sichuan Jinxin Xinan Hospital (Jingxiu Campus) （四川锦欣西囡医院（毕昇院区）与四川锦欣西囡医院（静秀院区）之统称）	Sichuan Jinxin Xinan Hospital（四川锦欣西囡医院）
Sichuan Jinxin Xinan Women & Children Hospital (Bisheng Campus)（四川锦欣西囡妇女儿童医院毕昇院区）	Sichuan Jinxin Xinan Hospital (Bisheng Campus)（四川锦欣西囡医院毕昇院区）
Sichuan Jinxin Xinan Women & Children Hospital (Jingxiu Campus)（四川锦欣西囡妇女儿童医院静秀院区）	Sichuan Jinxin Xinan Hospital (Jingxiu Campus)（四川锦欣西囡医院静秀院区）
Wuhan Jinxin Integrated Gynecology and Obstetrics Hospital Co,. Ltd.（武汉锦欣中西医结合妇产医院有限公司）	Wuhan Jinxin Hospital（武汉锦欣医院）
Chengdu Jinmai Innovative Laboratory Testing Co., Ltd. （成都市锦迈创新实验检测有限公司）	Jinmai Innovative（锦迈创新）
Chengdu Jinxin Health Management Co., Ltd.（成都锦欣健康管理有限公司）	Jinxin Health（锦欣健康）
Sichuan Taihua Pharmaceutical Co., Ltd.（四川太华药业有限公司）	Taihua Pharmaceutical（太华药业）

Reporting Principles

This report is prepared in accordance with the principles of materiality, quantitative, balance and consistency of the Hong Kong Stock Exchange.

- **Materiality Principle**: Key topics to be addressed in the report are identified through stakeholder research and materiality analysis. Environmental, social and governance matters that may have a material impact on investors and other stakeholders are highlighted in the report.
- **Quantitative Principle:** Key quantitative performance indicators are disclosed, with explanations of indicator definitions and detailed descriptions of calculation bases and assumptions.
- **Balance Principle**: Content objectively reflects facts, and both positive and negative indicators are disclosed in the report.
- **Consistency Principle:** Definitions, calculation bases and assumptions are stated for key quantitative environmental, social and governance (ESG) indicators. Indicators used are maintained as consistent as possible across reporting periods to demonstrate trends in performance.