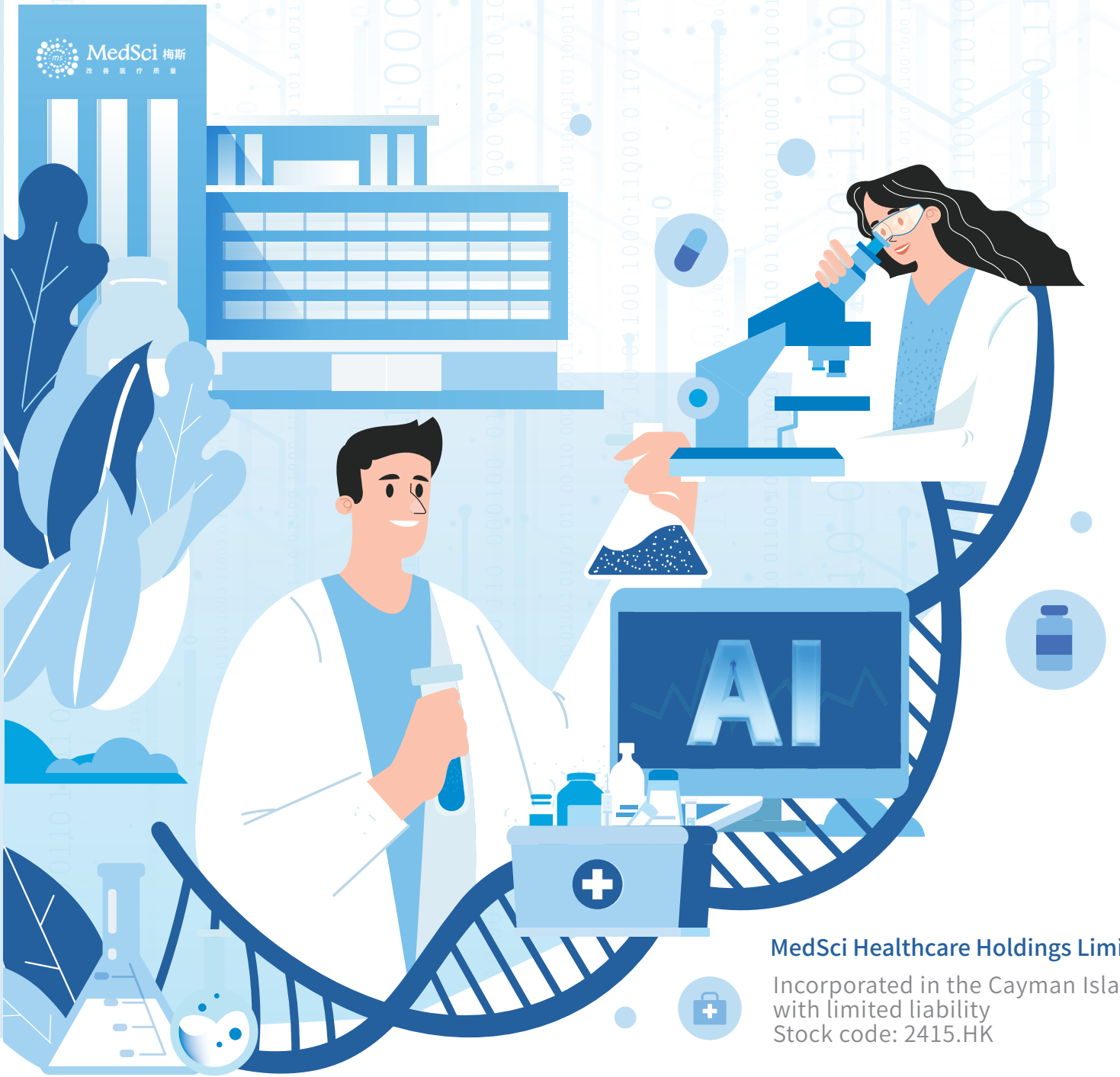
MedSci Healthcare
Improving Healthcare Quality

2025

Environmental, Social and Governance (ESG) Report



MedSci Healthcare Holdings Limited

Incorporated in the Cayman Islands
with limited liability
Stock code: 2415.HK

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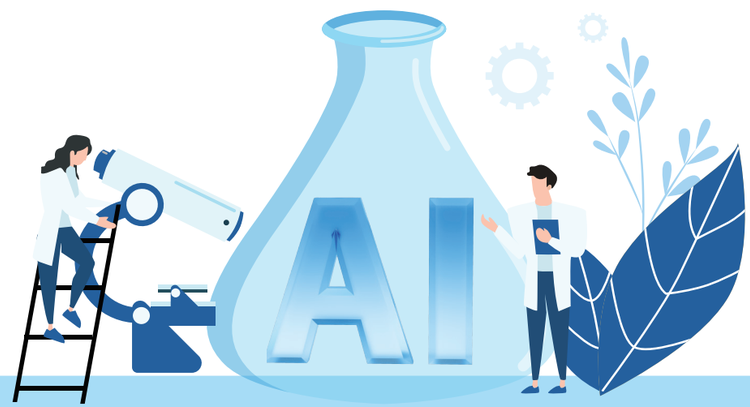
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Regarding this report

The MedSci Healthcare 2025 Environmental, Social and Governance Report is the fourth ESG report issued by MedSci Healthcare Holdings Limited (hereinafter referred to as "MedSci Healthcare", "the Company" or "we"), which details and reflects the Company's ESG performance in the course of operations. The release of this report aims to communicate effectively with all stakeholders in a transparent and open manner and systematically respond to the expectations and requirements of stakeholders.

Basis for Report Preparation

This report is primarily based on the Environmental, Social and Governance Reporting Guide set out in Appendix C2 of the Main Board Listing Rules issued by The Stock Exchange of Hong Kong Limited (hereinafter referred to as "SEHK"). This report is prepared with reference to the United Nations Sustainable Development Goals (SDGs), the Sustainability Reporting Standards of the Global Reporting Initiative (GRI), and the Guidelines for Corporate Social Responsibility Reporting in China (CASS-ESG 6.0).

Timeframes

This report covers the period from January 1, 2025 to December 31, 2025, unless otherwise specified. To ensure the continuity and completeness of the report, any content beyond the above-mentioned time range will be indicated in the report.

Organizational Scope

The organizational scope included in this report includes MedSci Healthcare Holdings Limited and its subsidiaries. Unless otherwise specified, the scope of this report is consistent with that of the company’ s annual report.

Description of title

For ease of expression and reading, MedSci Healthcare Holdings Limited and its subsidiaries are referred to in the report as "MedSci Healthcare", "the Company", "our Company" or "we".

Data Notes

The qualitative and quantitative information used in this report is derived from the original data of the actual operation of the company, annual financial data, internal relevant statistical reports, third-party verification reports issued by carbon emission certification bodies, approval documents of relevant regulatory authorities, etc. The financial data cited therein are from the financial statements in the 2025 annual report. The Board of Directors undertakes that there is no false record or misleading statement in this report and is responsible for the truthfulness, accuracy and completeness of its content. Unless otherwise specified, the currency types and amounts involved in this report are in Renminbi.

Reporting Principles

This report adheres to the reporting principles of the Environmental, Social and Governance Reporting Guide of the Stock Exchange:

Materiality	Through the materiality issue analysis process, this report determines the extent to which ESG-related matters may have an impact on internal and external stakeholders of the company, and highlights and explains the matters.
Quantification	This report discloses key social and environmental quantitative performance indicators in accordance with the Environmental, Social and Governance Reporting Guide, and explains the meaning and basis for calculation of important indicators.
Balance	The content of this report is dedicated to presenting the company's ESG-related performance in a complete and objective manner.
Consistency	This report uses a consistent disclosure of statistical methods. For changes in statistical scope, methods, etc., the basis for the changes will be explained accordingly, so that key performance indicators can be meaningfully compared in the future.

Assurance of Reliability

This report objectively, truthfully and completely discloses the company’ s environmental, social and governance performance in accordance with the' materiality ', 'quantification', 'balance' and 'consistency' principles referred to in the Environmental, Social and Governance Reporting Guide, and contains no false records, misleading statements or material omissions. The report has been reviewed and approved by the Board of Directors, which is responsible for the truthfulness, accuracy and completeness of the content.

Report Acquisition

The report was published in Chinese traditional version, electronic report can through the company website (http://ir.medsci.cn), the Hong Kong stock exchange's official website (www.hkexnews.hk/index.htm) for information disclosure. If you have any comments or suggestions regarding the company’ s environmental, social and governance disclosures and performance, please contact us through the following methods.

Email: ir@medsci.cn
Tel: 021-54480093

Chairman' s Statement

Dear shareholders, partners and friends from all walks of life:

Time flies, but the original aspiration remains as firm as a rock. 2025 is a crucial year for MedSci Healthcare to deepen and breakthrough in digital healthcare and move towards high-quality development. This year, with the mission of "improving healthcare quality" and the values of "customer first, integrity foremost", we will fully integrate the ESG concept into our corporate strategy and day-to-day operations. In a complex and volatile external environment, we have maintained strategic resolve, driven business upgrades through technological innovation, responded to social expectations with a sense of responsibility, and steadily moved towards the vision of "becoming a leader in digital healthcare".

Practice green operations and build a low-carbon symbiosis

We are deeply aware of the far-reaching impact of climate change on our business development, incorporate environmental management into our corporate governance system, and continue to drive the green and low-carbon transformation. In 2025, we will continue to work on carbon emissions measurement and energy conservation and emission reduction, and improve the statistics and measurement of greenhouse gas emissions. We implemented energy-saving renovations, paperless office practices, and waste sorting and recycling in our offices, and no environmental violations occurred throughout the year. We are convinced that green operation is not only a manifestation of corporate responsibility, but also a core driving force for sustainable development. In the future, we will continue to empower the low-carbon transformation of the healthcare industry with digital means and help the concept of "green healthcare" take root.

We are committed to putting people first and safeguarding people's health

We always regard "people" as the most core asset and the most fundamental service recipients. We insist on upgrading medical value through technological innovation, deeply integrating AI technology with medical expertise, launching an AI Agent Product Matrix covering research, clinical, decision-making and other scenarios, creating core tools such as SeekEvidence and DeepEvidence, with an annual R&D investment of 30.661 million yuan and five new patent authorizations, We continue to lead digital innovation in healthcare. We strictly enforce the ISO 9001 quality management system, establish a customer classification management and complaint closed-loop mechanism, and achieve 100% customer satisfaction. In terms of employee development, we build a diverse and inclusive workplace environment, promote full coverage of vocational training, pay attention to the physical and mental health of employees, and ensure that every employee realizes value in safety, respect and growth. In terms of universal healthcare, we leverage the platform's advantages to promote the access of high-quality medical resources. The platform has 3.56 million certified doctor users, covering 71% of Associate Chief Physicians and above across the country. It has served 628 pharmaceutical and medical device enterprises and more than 2,000 medical institutions, using digital technology to bring high-quality medical services to a wider population.

We insist on compliant operation to build a solid foundation of trust

Compliance is the bottom line, integrity is the foundation. In 2025, we will continue to improve our governance structure, strengthen the ESG oversight function of the board of directors, link management compensation to ESG performance, and ensure that the concept of sustainable development is integrated into the very core of the enterprise. We insist on a "zero-tolerance" attitude towards business ethics and Anti-Bribery and Anti-Corruption, with 100% coverage of Anti-Bribery and Anti-Corruption training for employees and 100% signing of integrity commitment letters for suppliers. In terms of data security and privacy protection, we have continuously upgraded our information security system and obtained ISO 27001 certification and Cybersecurity Classified Protection Level 3 Certification. We have earned the long-term trust of our users, partners and capital markets through transparent and responsible governance practices.

2025 is a crucial year for MedSci Healthcare to commercialize AI, and we have laid a solid foundation at the technical, product, organizational and cultural levels. Looking ahead, we will continue to use AI as an engine to deepen the integration and innovation of medicine and technology, and promote the popularization and implementation of evidence-based medicine and intelligent decision-making. We will continue to improve our ESG management system, enhance environmental performance, expand the boundaries of inclusive healthcare, empower employee growth, and build a more resilient and sustainable supply chain. We are convinced that only by integrating social responsibility into our corporate DNA can we achieve truly high-quality development. Thank you to every partner who has trusted and supported the company. On the road ahead, may we work together to create a better and healthier life.

Chairman of the Board of MedSci Healthcare

Zhang Fabao

Walk into MedSci Healthcare

MedSci Healthcare is a technology company deeply involved in digital healthcare and a comprehensive Internet service platform for doctors. With the mission of enhancing clinical excellence and healthcare quality, the company focuses on medical technology innovation and, relying on Internet carriers, provides professional academic content, cutting-edge clinical solutions and research support for a large number of doctors, especially young doctors, to help doctors rapidly enhance their professional capabilities.

Based on big data and artificial intelligence technologies, MedSci Healthcare has built a full-chain service system that links doctors, patients, and pharmaceutical and medical device enterprises, creating precise digital medical communication solutions. By the end of the reporting period, the company had 3.56 million certified doctor users, covering 71% of Associate Chief Physicians and above in China, and had served 628 pharmaceutical and medical device companies.

Positioned as a "rebuilder of the digital value chain of healthcare", the company has launched a number of AI agent products, improved its evidence-based medical service system, and steadily advanced its international layout to facilitate the digital and compliant transformation of the healthcare industry, continuously improve medical quality, and work together with all parties to create a better and healthier life.

Core Data of MedSci Healthcare Online Platform

3.56million
Certified Doctor Users

71%
Coverage of associate chief physicians and chief physicians

5.82million
Platform registered members



Development History

2012
Shanghai MedSci Medical was established; The MedSci Medical platform began operations.

2013
Shanghai Chungu was established.

2015
Received Series A funding from Qiming Venture Partners.

2016
Launching omni-channel marketing services.

2017
Launch real-world research Solutions business.

2018
Revenue exceeded 100 million yuan for the first time.

2020
Completed a 100 million yuan Series B funding round led by Qiming Venture Partners.

2021
Cayman Islands company established; Completed Series C funding led by Tencent.

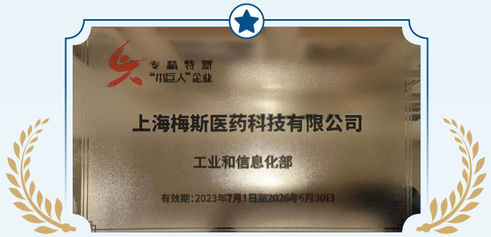
2023
MedSci Healthcare goes public on the Stock Exchange of Hong Kong.

2025
Fully empowered by AI to drive the upgrade of AI in research and healthcare, a crucial year for the commercialization of AI at MedSci Healthcare.

Corporate Culture



Company honors



National-level Specialized, Sophisticated, Distinctive and Innovative (SSDI) Little Giant Enterprise



High-tech enterprises



Shanghai Expert Workstation



Shanghai Enterprise Technology Center



Gold Medal of the Pilot Scheme for Sustainability-related Financial Disclosures



Outstanding ESG Newcomer Award

Sustainable development management

Board Statement

The board's supervision of environmental, social and governance (ESG) matters

MedSci Healthcare has established a scientific, well-defined, and equal-authority ESG governance framework. The Board, as the core decision-making body and top leadership body for ESG matters, is committed to fully integrating ESG core concepts into the company's strategy and day-to-day operations, taking on the responsibility of supervising, managing and reviewing ESG work, and striving to ensure that all work meets the expectations and norms of the capital market, regulatory authorities and all sectors of society, laying a solid foundation for the company's long-term stable development.

Board ESG management Policy and Strategy

The Board is highly focused on global sustainable development changes, the evolution of ESG policies and changes in the macroeconomic environment, particularly the cutting-edge developments in the digitalization of healthcare, and is constantly strengthening its supervisory function over the company's ESG strategy and implementation results. Based on the company’ s long-term development plan, business operation characteristics and the integration of opinions from core stakeholders, the Board systematically identifies and prudently defines ESG-related issues, potential risks and strategic opportunities, continuously optimizes the implementation effectiveness of the ESG governance structure in business units and functional modules, and strives to build a sustainable development paradigm that is both forward-looking and adaptive To provide a solid guarantee for the company to achieve high-quality growth in the digitalization of healthcare.

Board management of ESG progress and risks

To ensure the effective implementation of the company's sustainable development strategy, the board continues to monitor the progress of key ESG performance to ensure that all work proceeds in an orderly manner and achieves the expected goals. The company will incorporate ESG performance into the management assessment, and if the ESG performance is excellent, the performance bonus will be appropriately increased; In the event of a violation, the company will deduct the corresponding proportion of performance-based compensation depending on the severity of the situation.

In light of the company's development and changes in the external environment, the board conducts a systematic review and confirmation of ESG major issues and related strategic deployments every year, conducts dynamic evaluations around identified key issues, clarifies key areas for risk prevention and control, and regularly reviews and supervises the progress of the implementation of material issues to ensure that problems are identified and effectively addressed in a timely manner.

ESG governance structure

To continuously strengthen the foundation of ESG management, the company builds a sound ESG governance structure, establishing a three-tier structure of "Board - ESG working group - functional departments" and clarifying the responsibilities and divisions of labor at each level. The Board is the highest decision-making body for the company's ESG governance and is ultimately responsible for ESG work.

ESG Governance Structure

Decision-making level → **Board**

- Research and develop key ESG development strategies and define ESG governance approaches.
- Evaluate ESG risk identification and management systems to ensure the effectiveness of risk control measures.
- Review the company's ESG annual report to ensure the accuracy and compliance of information disclosure.
- Monitor the progress of ESG key indicators and drive the achievement of internal goals.

Management → **ESG Working Group**

- Be responsible for coordinating the company's ESG management, external communication and information disclosure related work.
- Facilitate the implementation and execution of ESG projects and ensure their effective advancement.
- Regularly report the progress and achievements of ESG-related work to the board of directors.

Executive level → **Each functional department**

- Responsible for implementing ESG-related work and continuously optimizing the implementation effect.
- Collect ESG practice data and provide feedback to management in a timely manner.
- Accumulate ESG operational experience and propose suggestions for optimizing ESG work.



» Stakeholder communication

MedSci Healthcare uses stakeholder feedback as a key basis for optimizing ESG efforts. In 2025, the company will continue to improve its information feedback mechanism, maintain active and regular communication with all stakeholders, including the government and regulatory authorities, shareholders and investors, customers, employees, communities and the public, carry out special management on key issues of concern to all parties, and effectively respond to the expectations and demands of stakeholders.

Stakeholders	Key focus issues	Ways and channels of communication
Governments and regulatory agencies	• Compliant operation • Medical accessibility • Pollutant emissions • Waste disposal	• Cooperate with the regulatory authorities for verification • Participate in government research activities • Information Disclosure • Policy Enforcement
Shareholders and Investors	• Innovation-driven • Service security and quality • Corporate governance • Compliance operation • Anti-commercial bribery	• Shareholders' meeting • Earnings briefing • Investor Exchange activities
Customers	• Innovation-driven • Service security and quality • Responsible marketing • Information security and customer privacy protection	• Customer satisfaction Survey • After-sales service and complaint channels • Customer communication activities • Company website
Employees	• Employee rights • Employee training and development • Occupational health and safety	• Internal management meetings • Relevant training courses and lectures • Conduct occupational health checks
Communities and the Public	• Emissions treatment • Addressing climate change • Social contribution • Rural revitalization	• Actively participate in social activities • Environmental protection advocacy

» Management of Material Issues

MedSci Healthcare regularly analyzes ESG material issues to continuously improve ESG management and effectively respond to the expectations and demands of all stakeholders. In 2024, the company identified 22 issues following three steps: issue identification - stakeholder communication - determination of issue List, and determined the final importance of these 22 issues based on two dimensions: "importance to MedSci Healthcare" and "importance to stakeholders".

In 2025, with no significant changes assessed in the company's business environment, the company will continue to use the 2024 material issue determination results and further optimize the management of some issues.

Process for Identifying and Analyzing Material Issues

01 Issue identification

Interpret the national macro policies and strategic plans, and in light of the industry characteristics of the company’s industry, adjust the issue matrix determined in the previous year in accordance with changes in the company' s internal and external environment during the reporting period.

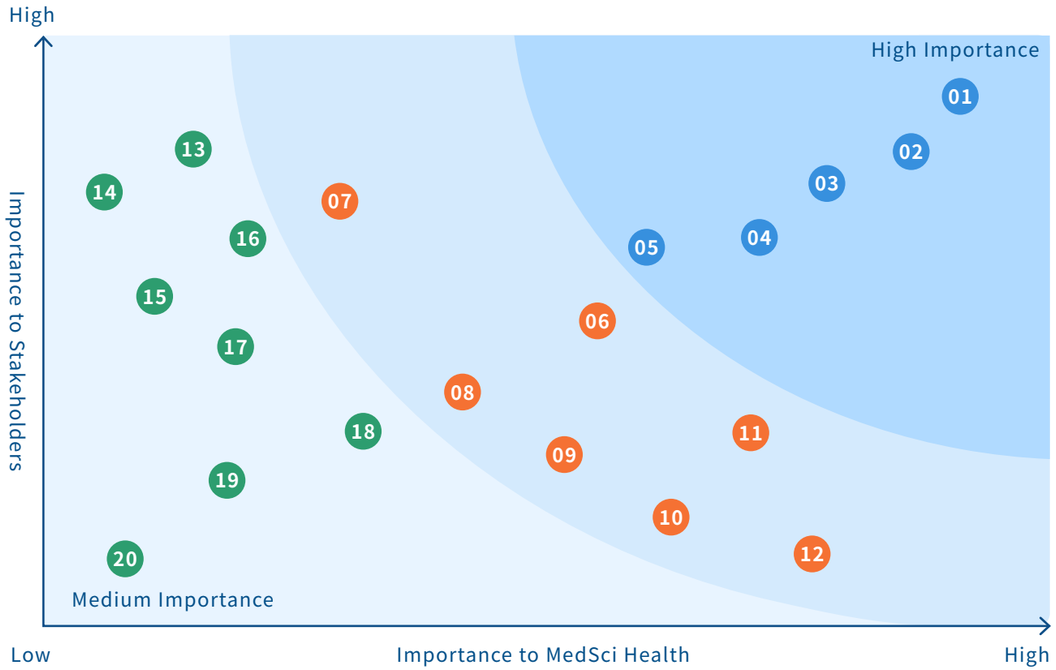
02 Benchmarking research

The identified issues will be benchmarked against ESG or sustainability reports of leading domestic and foreign companies, some of the issues will be adjusted, and a preliminary list of material issues will be determined.

03 Determine the importance of the issues

Submit the results of the analysis of material issues to the board and leadership for review to confirm the importance of each issue, ultimately forming the ESG important issue matrix of MedSci Healthcare.

MedSci Health 2025 ESG Materiality Matrix



Highly Material Issues

- 01 Compliant operation
- 02 Occupational health and safety
- 03 Business ethics and Anti-Bribery and Anti-Corruption
- 04 Medical accessibility
- 05 Innovative research and development

Important Topics

- 06 Career development and training
- 07 Compliant employment
- 08 Service quality and safety
- 09 Intellectual property protection
- 10 Responsible Marketing
- 11 Corporate governance
- 12 Data security and privacy protection

General Material Issues

- 13 Emissions management
- 14 Addressing climate change
- 15 Environmental compliance management
- 16 Sustainable supply chain
- 17 Energy utilization
- 18 Water utilization
- 19 Social welfare
- 20 Biodiversity

01

Adhere to compliance, stay upright and go far

MedSci Healthcare regards compliance as the foundation of its stable development and strictly adheres to applicable laws, regulations and industry standards. The company has established a sound business ethics and anti-bribery management mechanism, maintains a zero-tolerance attitude towards improper business practices, and effectively maintains a fair and honest business environment. In terms of information disclosure, the company adheres to the principles of timeliness and transparency, continuously deepens communication and interaction with investors, and wins market trust through transparent governance.

Table of Contents:

- Sound Governance
- Compliance Operations
- Business Ethics and Anti-Bribery and Anti-Corruption
- Data security and privacy Protection



United Nations Sustainable Development Goals:（SDGs）：

Sound Governance

MedSci Healthcare has established a robust and reliable corporate governance structure that continuously enhances governance effectiveness through clear functional divisions and efficient team management. The company respects and fully safeguards investors' rights and interests, is committed to responding to investors' expectations with a positive and open communication attitude, continuously standardizes the information disclosure process, and comprehensively enhances governance.

Corporate governance

MedSci Healthcare strictly adheres to relevant laws and regulations such as the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China, and the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited, continuously optimizes the corporate governance framework and management system, and effectively safeguards the rights and interests of shareholders. The company has established a governance structure consisting of the shareholders' meeting, the board of directors and senior management, with clear rights and responsibilities at each level and mutual checks and balances, effectively ensuring the standardized operation of corporate governance.

Governance Structure

Shareholders' meeting

The shareholders' meeting is the highest authority of the company and makes decisions on major matters of the company. The company regularly convenes and holds shareholders' meetings to ensure shareholders' right to be informed and to participate.

Board of Directors

The board is the decision-making body of the company, responsible for guiding the business operations and strategic direction of the group, appointing directors and core management personnel, approving the annual budget and major financing and investment plans, and reviewing the financial performance of the group. To effectively perform its duties, the Board has a remuneration committee, a nomination committee and an audit committee.

Senior Management

Senior management formulates and executes the company's overall strategy and achieves the annual business targets set by the board. Establish and improve the company's management system and organizational structure, and be responsible for the execution of specific affairs and day-to-day operation and management.

Governance meetings to be held in 2025

Number of board meetings	The number of shareholders' meetings	Number of meetings of the Audit Committee	The number of meetings of the compensation committee
2time	1time	1time	1time
The number of meetings of the nomination committee	**Board passes motion**	**The shareholders' meeting passed the proposal**	
2time	31item	11item	



Investor Relations

MedSci Healthcare continues to strengthen investor relations management and build a multi-level, two-way interactive communication platform. The company regularly holds earnings conferences, investor open days and industry exchange events both online and offline to ensure the timeliness and convenience of investors' access to information. At the same time, the company uses its official website, WeChat official account and dedicated investor hotline to achieve all-time information access and feedback, and improve the quality of information disclosure.

MedSci Healthcare Communication Channels with Investors in 2025

The company has multiple contact channels such as telephone and email to maintain direct communication with investors, respond promptly to all kinds of inquiries, and effectively safeguard investors' right to know and right to inquire.

Relying on its official website and WeChat public account, the company continuously releases announcements of major matters, updates on medical research and calls for submissions, presenting business progress and operating results from multiple perspectives. The company's professional and transparent information disclosure helps to strengthen investor confidence and further enhance the social recognition of the company's brand.

The company regularly holds shareholders' meetings and investor exchange meetings, and actively participates in industry forums and roadshows, creating opportunities for investors to have direct conversations with management. This helps investors gain a deeper understanding of the company's development strategy, financial performance and research capabilities, and continuously enhances market trust.

Key Performance 2025

Hold Investor communication events	Participation in Investor Events	Host Investor Research Visits
55 time	**285** person-times	**15** time
Answer Investor Calls	Total Number of Investor Interactions Across All Channels	
76 time	**146** time	

» Transparent disclosure

MedSci Healthcare fulfills its information disclosure obligations in accordance with the law, continuously standardizes and improves the information disclosure process, enhances the quality, breadth and transparency of information disclosure, builds communication channels with shareholders and potential investors, and fully safeguards the legitimate rights and interests of investors. The company has established a standardized information disclosure management system in accordance with the Securities and Futures Regulations and listing rules and other regulatory requirements. The board of Directors conducts strict reviews of all intended disclosures to ensure that the information is true, accurate and complete, and fulfills its pre-disclosure confidentiality obligations.

The company has incorporated standard codes into its internal compliance management system, which clearly regulate directors and employees who may have access to insider information due to their positions. The above-mentioned personnel must strictly comply with the relevant provisions of the code when conducting transactions of the Company's securities. During the reporting period, no violations of the Code were found among directors and related employees.

Key Performance 2025

Disclosure of Regular Reports	Disclosure of Interim Reports
4 copies	**32** copies

Compliance Operations

MedSci Healthcare attaches great importance to compliance and risk management, adheres to the principle of honest operation, and continuously improves the compliance system. The company has established a set of risk management systems and audit mechanisms that are in line with the actual situation of the company, ensuring that compliance and risk management run through all aspects of the company's operations, providing a strong guarantee for the company's stable development.

» Compliance system

Compliance and sound operation are the principle bottom line and basic requirements for the sustainable development of MedSci Healthcare's business. The company adheres to the business philosophy of integrity and compliance, continuously improves risk management, perfects the tax audit system, and optimizes internal control. At the institutional level, the company has successively introduced regulations such as the "Compliance Operating Code", "Tax Management System", "Financial Reimbursement System", and "Financial Management System", which clearly regulate matters such as taxation, auditing, internal control, and information disclosure. In addition, the company conducts regular compliance training to effectively enhance employees' compliance enforcement capabilities and promote the operation of various businesses in a controllable environment in accordance with regulations.

The company's compliance management organizational structure consists of the board of directors, the compliance committee, and various functional departments, and the overall operation follows the "three lines of defense" principle. Among them, the functional departments are the first line of defense, the compliance committee is the second line of defense, and the board is responsible for the company's overall compliance matters as the third line of defense.

Compliance Management System

Board of Directors

The board is responsible for managing the company's compliance affairs

Compliance Committee

Responsible for formulating annual compliance goals and work plans, holding regular meetings, identifying gaps in compliance management, etc

Functional departments

Develop specific compliance operation guidelines for key businesses and draft or revise departmental compliance operation guidelines for business conduct in accordance with laws, regulations, policies and market regulation dynamics.
Discuss and determine the annual compliance training plan, and review whether the training outline or content meets the requirements.
Understand the current situation of the department, accurately identify compliance risks, develop response mechanisms to deal with risks, track the implementation effect of the system, conduct risk prevention, review the compliance situation of employees and propose optimization suggestions.
Regularly report to the Compliance management center.

Tax Audit compliance

The company has always adhered to the principle of honest operation, strictly implemented tax declaration requirements, proactively and truthfully reported production and operation as well as financial status to the competent authorities, and submitted various forms and compliance materials in a timely manner. The company actively fulfills its tax obligations, supports national financial construction with concrete actions, and contributes to the harmonious development of the regional economy.

The audit committee of the company consists of three independent directors, each of whom has deep professional accumulation and practical experience in financial management and auditing. During the reporting period, the Audit Committee held one formal meeting and conducted multiple special communications with internal and external auditors and relevant management to ensure the effective operation of the company's compliance management. At the end of the reporting period, the Company engaged an external independent accounting firm to audit the validity of the annual financial report and issue an audit report, providing professional and independent audit opinions for the company.

Key Performance 2025

Total taxes paid	Tax rating
22.026 million yuan	**A**



Risk Management

In the face of complex and volatile internal and external environments and emerging risks, MedSci Healthcare continues to explore how to efficiently identify, assess and respond to all kinds of risks and opportunities. Based on a sound institutional framework, the company has developed and implemented the "Risk Management System", and established a risk assessment and management team under the internal audit department to undertake the coordinating function of the company's risk management, covering core tasks such as risk identification, decision support and crisis handling, focusing on key risks and improvement opportunities, and promoting the development of risk and opportunity management in a more advanced direction.

The company has established a complete risk management loop, which includes four key links: risk identification and assessment, risk response, risk recording, and supervision and assessment, effectively enhancing the company's overall risk prevention and control capabilities.

Identification and assessment of risks	Response to risks	Record of risks	Supervision and assessment
Set up special assessment teams to sort out the sources and categories of risks, build a risk assessment index system, and analyze various types of risks and their potential losses.	For risks of different natures, adopt flexible strategies such as avoidance, mitigation, acceptance, or transformation to turn risks into manageable operational elements.	Key points at each stage are documented in risk assessment, covering assumptions, assessment methods, data sources, and final results, ensuring full traceability.	Establish a dynamic monitoring and audit prevention mechanism to achieve continuous tracking and management of risks. The internal audit department maintains regular supervision over high-risk areas to ensure that control measures are effectively implemented.

Business Ethics and Anti-Bribery and Anti-Corruption

MedSci Healthcare is committed to building a high-standard, sustainable system of ethical practices. The company strictly adheres to relevant laws and regulations such as the Anti-Money Laundering Law of the People 's Republic of China and the Interim Provisions on Prohibiting Commercial Bribery, and simultaneously establishes internal systems and norms such as the Anti-Bribery and Anti-Corruption, Bribery, Money Laundering and Terrorist Financing Guidelines, the Anti-Unfair Competition, Anti-Commercial Bribery and Anti-Bribery and Anti-Corruption Management System, and the MedSci Medical Anti-Bribery and Anti-Corruption Code. Strengthen employees' awareness of professional ethics and build a clean and orderly working atmosphere.

Anti-Bribery and Anti-Corruption measures

MedSci Healthcare explicitly requires all employees to strictly adhere to compliance in the course of their duties and strictly prohibit any form of corruption, bribery and bribery. The company has incorporated Anti-Bribery and Anti-Corruption Code into the employee handbook as a code of conduct that all employees must follow together. At the same time, the company conducts regular Anti-Bribery and Anti-Corruption training sessions to help employees deepen their understanding of relevant laws and regulations, and implements a system where all employees sign the "Employee Self-discipline Convention" to strengthen their awareness of integrity in business through written commitments. Looking ahead, MedSci Healthcare will continue to improve its internal oversight mechanism, deepen the construction of a culture of integrity, and actively promote the formation of a fair and transparent business environment.

Case MedSci Healthcare Anti-Bribery and Anti-Corruption Compliance Training in 2025

In mid-2025, the company organized annual compliance training sessions for managers of various departments, with the theme "Anti-Bribery and Anti-Corruption Warnings and Compliance Management: The 'Lifeline' of Medical Services." The training will be conducted in a combination of case analysis, legal interpretation and interactive discussion, and will explain relevant laws and regulations in light of typical corruption cases and compliance violations in the industry. The training focused on the key risks and common problems involved in the company's annual operation, sorted out the specific manifestations and response methods, and focused on Anti-Bribery and Anti-Corruption, integrity in business and compliance in operation to help managers of various departments enhance their awareness of compliance and integrity and improve their ability to identify and handle related problems

Key Performance 2025

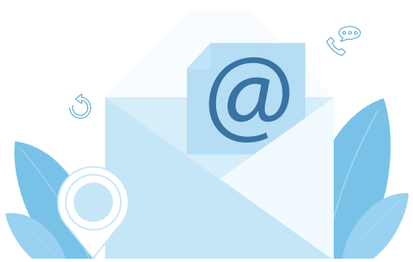
Employee Anti-Bribery and Anti-Corruption Training Coverage	Total Anti-Bribery and Anti-Corruption Trainees	Major Corruption or EmbezzlementIncidents
100%	**600**person-times	**0**

Whistleblowing mechanism

MedSci Healthcare has established a comprehensive reporting and appeal mechanism, providing a transparent platform for all stakeholders including employees, suppliers, and customers. It encourages all stakeholders to actively report any potential violations of business ethics. The company has established a special reporting and recognition system to recognize and reward whistleblowers who help the company effectively avoid or reduce losses, while relying on strict confidentiality procedures and legal safeguards to effectively protect the rights and interests of whistleblowers. The company strictly controls access rights and explicitly prohibits any form of retaliation against whistleblowers and those involved in investigations in order to maintain the fairness and transparency of the entire whistleblowing system.

MedSci Healthcare Whistleblowing Channels

- Hotline: 02-54180299
- Report email: compliance@medsci.cn
- Enterprise WeChat complaint hotline: Anti-Corruption



Partner Anti-Bribery and Anti-Corruption

MedSci Healthcare extends Anti-Bribery and Anti-Corruption requirements to the supply chain management level and implements systematic management of partners' compliance behavior through a series of institutional documents such as the Supplier Development Management System, the Supplier Assessment Management System, and the Procurement Management System. At the entry stage, the company requires all incoming suppliers to sign the "Supplier Code of Conduct Guarantee", clarifying the responsibilities and commitments of both parties in clean business operations, and promoting partners to truly enhance Anti-Bribery and Anti-Corruption awareness and jointly build honest and healthy cooperative relationships.



Key Performance 2025

Supplier Integrity Commitment Signing Rate

100%

Fair competition and antitrust

MedSci Healthcare strictly adheres to the Anti-Unfair Competition Law of the People's Republic of China and other relevant laws and regulations of the place where it operates, insists on fair competition, explicitly prohibits monopolistic practices, opposes malicious defamation, false or misleading statements or allusions to competitors, and maintains just and fair market order. The company has formulated the "Anti-Unfair Competition, Anti-Commercial Bribery and Anti-Corruption Management System", which clearly stipulates that the Quality Management department is responsible for the formulation and supervision of the system, and the Human Resources department is responsible for coordinating the relevant training, risk prevention and daily management work to ensure that the requirements of the system are effectively implemented at all levels.

Data security and privacy protection

Data security and privacy protection are always key elements in the governance system of the MedSci Healthcare platform. In the face of an increasingly complex cybersecurity situation, the company actively builds a multi-level information security management framework. A series of system documents have been successively introduced, including "User Privacy Information Data Protection Policy", "Personal Information Protection Management System", "Information Security Risk Management Procedure", "Information Security Organization Management Procedure", "Information Leakage Incident Emergency Plan", "Network Information Security Complaint and Reporting System", "IT Emergency Response Process Management Regulations", etc. Strictly align with domestic laws and regulations in the field of data protection and privacy.

The company has established a dedicated team responsible for the day-to-day management of cyber security and user privacy, covering various functions such as system formulation, staff training, security inspection and continuous improvement, to promote the standardization and normalization of information security management. By the end of the reporting period, the company had obtained the Information System Security Level 3 protection certification and passed the ISO 20000 Information technology service management system certification and ISO 27001 information Security Management system certification.


信息系统安全等级保护
备案证明

依据《信息安全等级保护管理办法》的有关规定，上海梅斯医药科技有限公司 单位的：

第 三 级MedSci-临床研究与学术平台 系统

予以备案。

证书编号：31011745013-22001

中华人民共和国公安部监制

备案公安机关公章

2023年01月30日

Proof of Level 3 Information System security protection


信息技术服务管理体系认证证书

证书编号：19820241TS8001080N

统一社会信用代码：91310120055931355L

兹证明：

上海梅斯医药科技有限公司

信息技术服务管理体系符合：ISO/IEC 20000-1:2018

证书覆盖范围：向外部客户提供医疗健康行业应用软件运维服务相关的信息技术服务管理活动

注册地址：上海漕河泾开发区松江高科技园莘砖公路258号34幢1801室 邮编：200030

经营地址：上海徐汇区宜山路425号光启城办公楼3层 邮编：200030

多场所审核地址：上海漕河泾开发区松江高科技园莘砖公路258号34幢1801室

多场所项目名称：研发中心、财务部

首次发证日期：2024年01月12日

本次发证日期：2024年01月12日

证书有效日期：2027年01月11日

CNAS 中国认可 管理体系 MANAGEMENT SYSTEM CNAS C178-M

北京新纪源认证有限公司

地址：北京市朝阳区高湖东园123楼7层北区805（邮编100102）


信息安全管理体系认证证书

证书编号：19824151A0020808

统一社会信用代码：91310120055931355L

兹证明：

上海梅斯医药科技有限公司

信息安全管理体系符合：ISO/IEC 27001:2022

证书覆盖范围：与医疗健康行业应用软件开发相关的信息安全管理活动；

适用性声明：MedSci[]Y-PM-002-v1.0

注册地址：上海漕河泾开发区松江高科技园莘砖公路258号34幢1801室

经营地址：上海徐汇区宜山路425号光启城办公楼3层

多场所审核地址：上海漕河泾开发区松江高科技园莘砖公路258号34幢1801室

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IAF CNAS 中国认可 国际互认 管理体系 MANAGEMENT SYSTEM CNAS C178-M

北京新纪源认证有限公司

地址：北京市朝阳区高湖东园123楼7层北区805（邮编100102）

Information Technology Service Management System Certification

Information Security Management System Certification Certificate

In order to ensure the effective implementation of the company’s network information security and user privacy protection system requirements, in addition to signing confidentiality agreements with each employee, the company takes the initiative to take corresponding measures to prevent the risk of information leakage in advance and forms a risk assessment team led by the General Affairs department to continuously manage information security risks.

Measures for Information Security Management

Appoint a dedicated network security administrator who is responsible for the maintenance and management of the system and conducts regular security checks.

Regularly provide cybersecurity training for employees in critical security positions.

A dedicated security system has been set up to restrict access to CD-ROM drives, USB copies, and mobile devices.

Assess the cybersecurity awareness of new employees and reclaim all their information and permissions, such as access to work systems and email accounts, when they leave.

Strict password policies are in place, requiring all computers to set startup and lock screen passwords, managed by network security administrators.

Regulate the identification, tagging, transmission and storage of various types of company information by departments in the context of AI tools, and define the monitoring standards for the use of AI tools from all aspects.

Install standard antivirus software and firewalls on all office and research and development computers and conduct regular virus scans.

Risk Assessment Team Risk Assessment Methods

01 Train the risk assessment team through a consulting firm;

02 Develop information security risk management procedures based on the company's information security policy and scope, and use this procedure as the basis and method for the company's risk assessment;

03 Each department identifies all business processes and conducts asset identification based on these business processes, scores the identified assets to form a list of important assets;

04 Identify threats and vulnerabilities for each important asset and score them to determine the risk level of the asset;

05 Determine acceptable risks based on risk acceptance criteria and develop relevant risk control measures in accordance with Appendix A of standard GB/T 22080-2016 LTD ISO/IEC 27001:2013;

06 Report the acceptable remaining risks to the company's leadership and obtain approval.

Information security risk assessment is a key part of MedSci Healthcare's efforts to improve its information security management mechanism. By conducting such assessments, the company is able to identify major risks in the management of information systems and make timely corrections and responses in light of the actual situation. The assessment results help departments gain a better understanding of the status of information system assets, potential threats, weak links and overall risk levels, providing a basis for the company's subsequent advancement of information security construction and risk management. During the assessment, the assessment team worked closely with relevant departments and carried out work around issues communication, questionnaire filling and result confirmation, further enhancing the understanding and importance of information security among department managers and technicians.

Key Performance 2025

Incidents of Customer Privacy Breach	Number of Information Security Training Sessions	Total Participants in Information Security Training	Information Security Attack and Defense Drills Conducted
0	**4** time	**160** person-times	**1** time

information breaches
0

02

Digital innovation, health connectivity

MedSci Healthcare has always been committed to driving the upgrading of medical value through technological innovation, deeply perceiving the digital transformation trends in the medical and health field, and continuously building full-chain intelligent solutions covering research, clinical, and management. Through the synergy of innovative R&D, intellectual property and sustainable supply chain, the company uses the power of digital intelligence to connect every key node of healthcare interconnection and inject impetus into the intelligent development of the healthcare ecosystem.

Table of Contents:

- Innovative Research and Development
- Intellectual Property protection
- Sustainable Supply Chain



United Nations Sustainable Development Goals:（SDGs）：

Innovative Research and Development

MedSci Healthcare has always regarded innovation as the core engine driving high-quality development of the enterprise. The company deeply integrates generative AI technology with medical expertise to create a leading domestic AI Agent Product Matrix in the medical field, fully empowering medical research, clinical decision-making and medical practice, and promoting the paradigm shift in the medical and health field from "experience-driven" to "evidence-driven".

In 2025, the company gained further external recognition for innovation and development as well as digital construction, including being approved for the second batch of "expert workstations" in 2025, passing the digital transformation management system (AA-level) assessment with high scores, and obtaining the two-in-one integration management system (AA-level) assessment certificate. Included in the "List of Shanghai Municipal Enterprise Technology Centers Exempted from Evaluation in 2025". The company's practical achievements in the field of medical digital innovation continue to gain momentum. Among them, "AI+ Industry Knowledge Base" has been selected as a Shanghai municipal case.



High-tech Enterprise



Expert Workstation



Digital Transformation Management System Evaluation Certificate



Certification of the Management System for the Integration of informatization and industrialization

Research and development management systems and regulations

The company has established internal regulations such as the "Standard Operating Procedures for Product Research and Development Projects and Implementation" to standardize the workflow of product research and development management, and has established a research and development management framework consisting of "research and development Center, Finance Management department, human resources department, General Manager's Office". The company has clearly defined various types of research and development and has detailed regulations on the division of responsibilities, process nodes and document management requirements for each link.

In 2025, the company will continue to improve its R&D management system. All R&D tasks and documents will be managed uniformly in the work platform to ensure transparency and traceability of the R&D process. Based on the innovation system of "platform and product-side dual-wheel drive", the company invests in technology development, promotes the implementation of the AI Agent Product Matrix, and advances the construction of the Digital Empowerment Center (DIEC) and the upgrade of the AI-driven digital platform to form a full-chain AI empowerment system covering industry applications, enterprise operations, and scientific research innovation.

Research and development management structure

Research and Development Center

- Propose project budgets and prepare project initiation documents;
- Organize project implementation, submit project change requests, and prepare project acceptance reports;
- Propose and organize R&D project members and their division of labor;
- Supervise the rational allocation and statistics of working hours for R&D personnel across projects

Department of Finance

- Supervise and regulate the budgeting and use of research and development funds;
- Account for research and development investment and set up auxiliary accounts;
- Cooperate with external audits to complete special audit work

General Manager's Office

- Supervise and approve the budgeting, initiation, change, acceptance and other links of R&D projects in the form of temporary working groups

Human Resources Management Department

- Count R&D personnel and collect salaries, social security contributions, etc. on a monthly/quarterly basis;
- Supervise the allocation of working hours for R&D personnel across projects;
- Gather personnel input for each R&D project in proportion to the working hours

Innovation mechanisms and systems

The company continuously improves its innovation mechanism, extends innovation research and development from technology development to business scenario application, product transformation and organizational synergy, advocates cross-departmental cooperation, and ensures that R&D activities are in line with market changes, customer demands and business development directions through the joint participation of multiple departments such as R&D, product, operations, finance and human resources in project research and development.

The company creates an organizational atmosphere that encourages innovation through a combination of systems and practices. In 2025, the company organized three internal innovation and practice activities with the theme of AI applications, encouraging employees to explore the application of AI in business in combination with business scenarios and supporting the transformation of innovative ideas into practical solutions.

Internal team resource coordination and technical support programs

Academic-related teams

Use AI to assist with tasks such as literature review, content organization, and first draft writing to enhance professional efficiency

Operations and Data Analytics team

Accelerate data cleaning, analysis, and report generation through AI programming and automation

Technical and support teams

Leverage AI to assist in script generation, process automation, and problem troubleshooting, thereby enhancing the efficiency of system maintenance and development



The company provides incubation support for potential internal innovation projects to stimulate organizational innovation vitality. The company builds a solid technical capability base and conducts product innovation and technology application based on capabilities such as technology centers and SaaS platforms, natural language processing, and intelligent recognition. In terms of industry-university-research cooperation, the company has collaborated with professors from the School of Management of Fudan University to apply for research projects, expanded the external research cooperation network, introduced top innovative talents and cutting-edge research methods, and enhanced the overall research strength of the company.

Research and development of innovative achievements

In 2025, the company will introduce a multi-scenario AI Agent Product Matrix. In terms of technology infrastructure construction, the company will build a digital empowerment center and complete internal testing in 2025, with plans to advance commercialization. In terms of core technology capability building, the company builds a complete medical AI empowerment platform architecture, integrates multi-source data, optimizes model training costs through document preprocessing technology, controls AI risks through tagging management, and forms core capability modules such as Embedding vector retrieval, prompt engineering, LLM calling, and traceability evidence-based design.

By the end of 2025, the company's intellectual property reserves will be growing steadily. In terms of patents, the cumulative number of authorized patents reached 31, with 10 new patent applications and 5 new patent authorizations throughout the year. Both applications and authorizations focused on core technical directions such as medication reminder systems, medical data processing algorithms, and intelligent diagnosis and treatment assistance tools. The company's R&D team, which consists of 46 people, spent 30.661 million yuan on R&D throughout the year, accounting for 11.34% of its revenue, and launched seven AI agent products.

R&D Performance

Metrics	Units	Data for 2025
Full-year R&D investment	million yuan	3,066.1
The proportion of R&D investment to revenue	%	11.34
The number of new patent applications	case	10
- New number of invention patent applications	case	8
- The number of new applications for design patents has been increased	case	2
Increase the number of patent authorizations	case	5
- New number of invention patents granted	case	5
Cumulative total number of patents granted	case	31
Cumulative total of intellectual property rights	case	557

Case SeekEvidence Research Agent System

In 2025, the company launched the SeekEvidence Research Agent system, an intelligent system that combines research wisdom with clinical insights, aiming to bridge the gap from "data discovery" to "clinical application". The system includes five core products: DataScore data evaluation tool, NovaX research program planning tool, LitraX literature review generation tool, ElavaX outcome review optimization tool, and iDoc career development and research support tool. Each undertakes different functions such as data value discovery, research direction planning, efficient output of results, manuscript ultimate calibration, and medical career guidance, forming a complete chain covering the entire research process.

Case DeepEvidence, an evidence-based decision-making engine

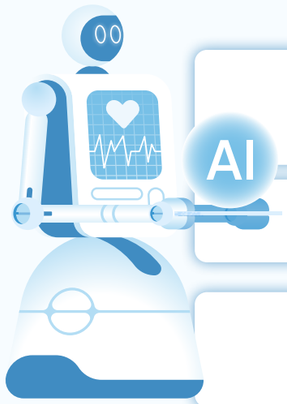
In 2025, the company launched DeepEvidence, an AI assistant for clinical evidence-based decision-making in China based on a hybrid architecture of "RAG+ medical knowledge graph", aiming to become the "second brain" for clinical evidence-based decision-making. The product strictly adheres to the principle of evidence first, prioritizing the matching of high-quality evidence in the medical knowledge base, and using AI capabilities to summarize and generalize, ensuring information accuracy from the source and minimizing model illusion to the greatest extent; Trained and retrieved based on a vast amount of authoritative medical knowledge base, all citations are traceable to the original text, and the evidence level is automatically marked. DeepEvidence can be applied in various scenarios such as the medical department, Marketing Department, sales department and clinicians of pharmaceutical companies, and its verification efficiency is about 10 times higher than that of traditional methods.

Case Optimization and Upgrade of MedSci AI Assistant

In December 2025, the company completed a major revamp and upgrade around MedSci, and continued to advance in-depth development and operational optimization. The upgraded MedSci integrates multiple types of medical AI agent functions such as research design, literature research, academic writing, medical conversation, and professional auxiliary analysis. Through modular capability combination and interaction optimization, it drives the evolution from a general tool to a stable and reusable medical digital assistant, providing continuous and scalable intelligent support for medical and research scenarios.

Case AI Agent product

In 2025, the company will focus on launching three major AI agent products:



iMED_AI, as a digital interaction agent for industry scenarios, provides customized professional interaction services for medical representatives, doctors and patients;

NovaX, as an auxiliary agent for research and innovation, is positioned as a tool for inspiring research ideas and constructing research plans;

As an intelligent evaluation and optimization platform, ElavaX focuses on in-depth assessment of scientific research achievements and matching and recommending journals.

Case Integration of Process Automation and AI

The company continues to advance the integration of process automation (RPA) and AI capabilities in business operations. In back-office operations scenarios, by deploying RPA robots to automate standardized tasks such as information collection, data organization, and report generation, it effectively replaces manual execution of high-frequency, low-value operations, significantly reducing labor costs and enhancing process stability. At the same time, the company promotes the "low-threshold use of AI" for business personnel by introducing AI agents to support tasks such as text organization, data comparison, and content draft generation, achieving "human-machine collaboration" lightweight and automated operations, gradually implemented in daily business processing, content operation and other scenarios, effectively reducing manual repetitive work and improving overall human efficiency.

Intellectual property protection

MedSci Healthcare attaches great importance to intellectual property protection and regards it as an important cornerstone for ensuring the sustainable development of its business. The company strictly adheres to laws and regulations such as the Patent Law of the People 's Republic of China, the Trademark Law of the People' s Republic of China, the Copyright Law of the People 's Republic of China, formulates the Intellectual Property Management System, strengthens intellectual property management, builds a full-process control mechanism to ensure the stability of core technologies and brand rights. During the reporting period, no intellectual property-related litigation occurred in the company.

The company established an intellectual property management model of "proactive layout + precise prevention and control", and appointed a dedicated intellectual property director and a person in charge of technical support work to handle intellectual property work. The Intellectual property department has established a regular synergy mechanism with R&D, business, marketing and other departments to ensure the deep integration of intellectual property management with business development. The company has established a complete intellectual property management loop covering layout, application, maintenance and transformation, with proactive working mode as the leading approach.

Intellectual Property Management Throughout the entire process

Preliminary research	Internal mining	Apply for advancement	Maintenance and monitoring	Technology transfer stage
Proactively track industry technology dynamics and intellectual property trends, and identify potential patent, software copyright and other layout directions in combination with R&D planning	Regularly collect and discuss the technical achievements and business innovation points of the project, and systematically evaluate the content that can be intellectual property	Work with professional agencies to prepare and submit application materials for patents, software Copyrights, trademarks, etc., and respond to examination opinions to ensure application efficiency and authorization success rate	Pay annual intellectual property fees on a regular basis, conduct market infringement monitoring, assess suspected infringements in a timely manner and take countermeasures	Promote the rational application of intellectual property rights in scenarios such as product promotion and cooperative licensing to realize the commercial value of intellectual property rights

The company organizes lectures on intellectual property legal knowledge, covering core business and R&D personnel, to strengthen the awareness of intellectual property protection and compliance among all staff. The company has established a closed-loop management mechanism from the technology search and novelty search at the initiation stage of R&D projects, the dynamic maintenance after intellectual property application and authorization, to the daily monitoring of infringement risks at the market level, effectively reducing the risk of intellectual property-related disputes. During the reporting period, the company held five lectures on promoting and learning about intellectual property rights.

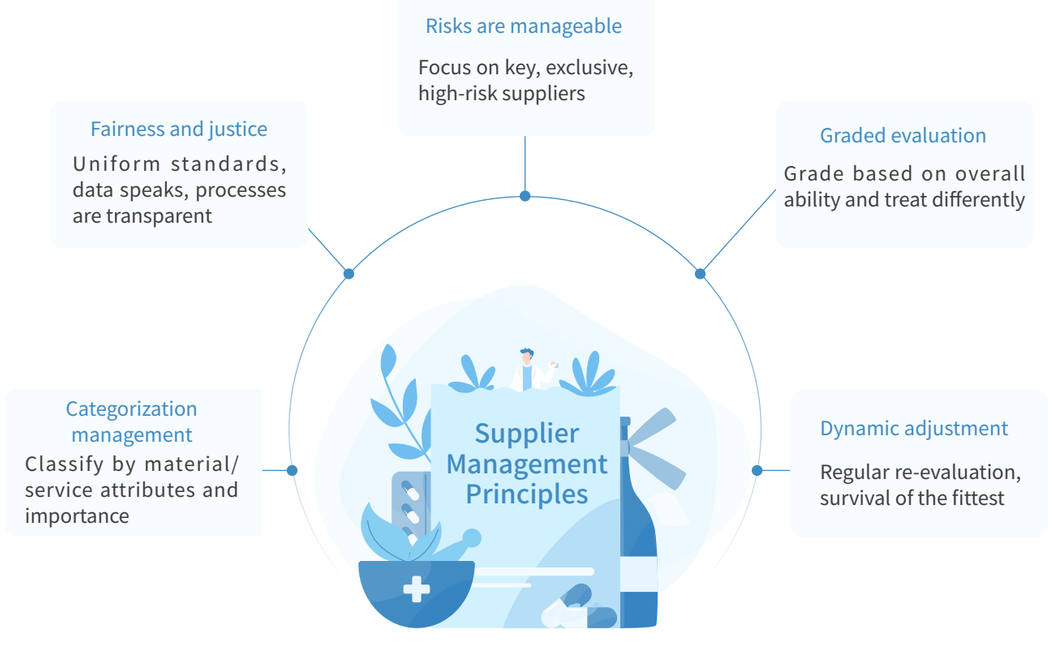
By the end of 2025, the company held 216 computer software Copyrights, mainly covering the core programs of products such as doctor platform solutions, clinical research assistance systems, and digital marketing tools. The company holds 179 classes of trademarks, centered around core brands such as "MedSci Healthcare" and "MedSci", covering multiple business areas including medical services, technical consultation and software product sales. There are 131 Copyrights for text works, focusing on professional content areas such as medical academic content, clinical guideline interpretation, and patient education materials.

Sustainable Supply Chain

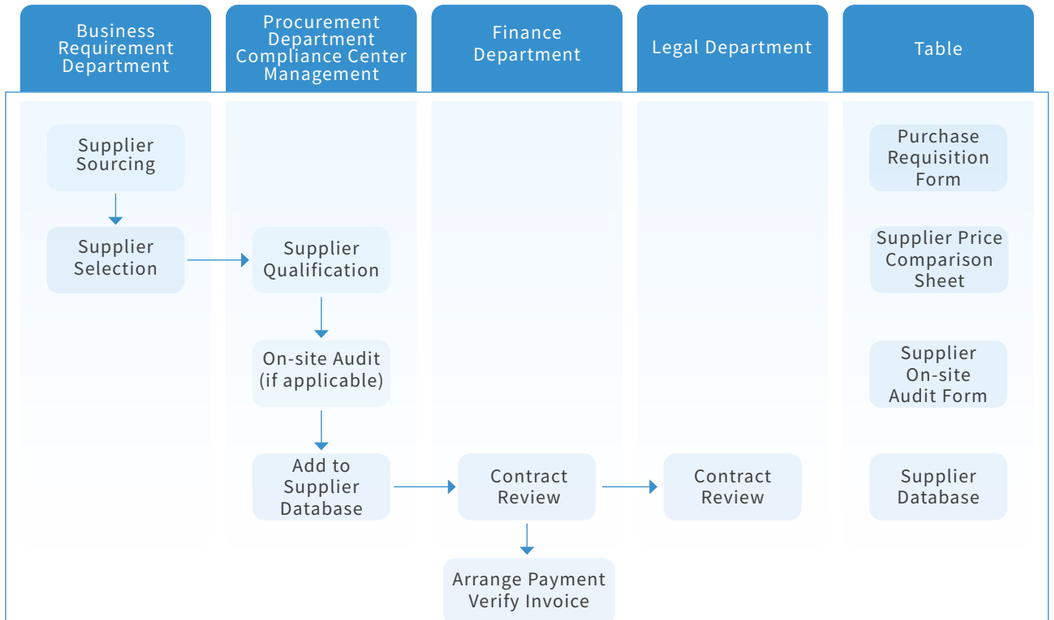
MedSci Healthcare is committed to building a responsible and sustainable supply chain system that deeply integrates environmental, social and governance requirements throughout the supplier management process. The company strictly adheres to relevant laws and regulations such as the Bidding and Tendering Law of the People's Republic of China, improves the framework of the supply chain management system, and promotes the deepening upgrade of the supply chain from "cost and quality-driven" to "resilience and sustainability-driven".

Supply chain management processes

The company builds a standardized supplier management system based on internal regulations such as the Supplier Development Management System, the Supplier Assessment Management System, and the Procurement Management System. In 2025, in response to the changing external environment and to drive the long-term value of the supply chain, the company carried out a significant systematic upgrade of its supplier management mechanism. The company officially released the "Supplier Sustainability Policy" in response to the country's "dual carbon" goals and higher ESG requirements from foreign clients, providing a clear institutional basis for the sustainable development management of suppliers. The policy covers areas such as business ethics and compliance, labor rights and human rights, health and safety, environmental protection, management systems, supervision and assessment, and violation handling.



Supplier Development Flowchart



At the evaluation system level, the company optimized the supplier performance evaluation scorecard by increasing the weight of the "sustainability" indicator from 15% to 25%, making it one of the four core evaluation pillars along with quality, delivery, and cost, so that the evaluation could more precisely guide supplier behavior and serve the company's strategy.

At the management process level, the company introduced a "graded and categorized refined management approach", no longer classifying suppliers only by purchase amount, but by integrating three dimensions of purchase amount, service risk, and ESG risk, reclassifying suppliers into four categories: strategic, leveraged, bottleneck, and general, to achieve precise allocation of management resources and establish differentiated cooperative relationships with suppliers.

Requirements for the sustainable development of suppliers

In accordance with the "Supplier Sustainability Policy" and the "Supplier Grading and Classification Fine Management Approach", the company clearly defines sustainable development requirements and fine management systems for suppliers. The company has established a full life cycle management process for suppliers. In the supplier access process, new suppliers must pass the sustainability qualification review. A one-vote veto is imposed on suppliers with significant non-compliance in terms of labor, environment, and safety. The company supervises suppliers' performance through means such as supplier access assessment, regular self-assessment questionnaires, document review, and on-site audits to ensure that all requirements are effectively implemented.

Supplier Lifecycle Management

Introduction

- A thorough review of the supplier's qualifications, organizational management status, production site and equipment, staffing, etc.
- Through sustainability qualification audits, ensure that suppliers meet the company's requirements in terms of labor, environment, safety, etc.
- Conduct on-site assessments where necessary to evaluate technical resources and capabilities and the operation of the quality management system.

Classification and Grading

- Based on the three dimensions of purchase amount, service risk, and ESG risk, suppliers are classified into four categories: strategic, leveraged, bottleneck, and general, and differentiated management and resource allocation are implemented.

Evaluation

- Conduct performance evaluations from four dimensions: quality, delivery, cost, and sustainability, using a combination of quarterly/annual tracking of key indicators and annual comprehensive reviews;
- The weight of sustainability indicators is increased to 25 percent, covering ESG elements such as environmental compliance, labor rights, and business ethics;
- Suppliers are classified into grades A (excellent), B (good), C (qualified), and D (unqualified) based on the assessment results.

Audit and Oversight

- Supervise the implementation of suppliers through access assessment, regular self-assessment questionnaires, document review, on-site/online audits, etc.
- Regularly review the suppliers on the Qualified Supplier List, and the problems identified during the review serve as the basis for formulating the improvement roadmap.

Empowerment and Motivation

- Carry out capacity-building projects and mentoring in response to issues identified during audits and common needs of suppliers;
- Establish honors such as "Supplier of the Year" and "Sustainable Development Pioneer Award", directly linking CSR performance to purchase share, order priority, and payment period;
- For outstanding suppliers, priority will be given to establishing long-term strategic alliances, conducting joint research and development, or jointly promoting the brand.

Exit

- Immediately initiate rectification procedures for suppliers at Grade D (non-conforming) or with significant violations, requiring the development of root cause analysis and corrective preventive measures;
- If rectification is ineffective or serious violations occur (such as major safety fatalities, intentional use of child labor, serious environmental pollution incidents), exit procedures will be initiated, including reducing the purchase share, suspending new orders, terminating cooperation and blacklisting the supplier.

Supplier Structure

Metrics		Unit	Data for 2025
Total number of suppliers		supplier	287
Total number of suppliers by region	China (including Hong Kong, Macao and Taiwan regions)	supplier	278
	Overseas suppliers	supplier	9
Supplier Integrity Commitment	Total number of supplier integrity commitment letters signed	supplier	287
	Supplier integrity commitment letter signing ratio	%	100

Supplier Management System Certification status

Indicators	Units	Data for 2025
Number of suppliers certified by quality management system	supplier	190
Proportion of suppliers certified by quality management system	%	66
Number of environmental management system certified suppliers	supplier	87
The proportion of suppliers certified by the environmental management system	%	30
Number of suppliers certified by occupational Health and safety management System	supplier	69
Proportion of suppliers certified by Occupational Health and Safety Management System	%	24

03

Inclusive healthcare, safeguarding people's livelihood

MedSci Healthcare, as a digital healthcare technology company, always takes "improving healthcare quality" as its corporate mission and is committed to making high-quality medical resources accessible to a wider population through technological innovation and service upgrades. The company practices the concept of universal healthcare through its actions, and safeguards the health and well-being of the people through the coordinated advancement of service quality, medical accessibility, and responsible marketing.

Table of Contents：

- Service Quality and Safety
- Medical accessibility
- Responsible Marketing



United Nations Sustainable Development Goals:（SDGs）：

Quality and Safety of services

MedSci Healthcare always regards service quality and safety as the foundation for the survival and development of the enterprise. The company strictly adheres to relevant laws and regulations such as the "Product Quality Law of the People 's Republic of China" and the "Consumer Rights Protection Law of the People' s Republic of China", systematically compiles and implements the "Company Quality Manual" to provide clear guidance for the construction and continuous effective operation of the quality system, and has passed the ISO 9001 quality management system certification. With standardized and normalized management, the company has continuously strengthened its service quality and safety guarantee capabilities.



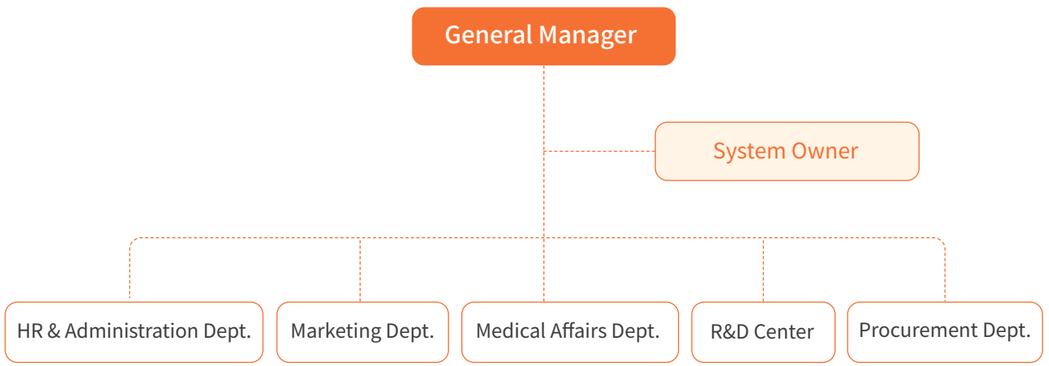
Quality Management System Certification

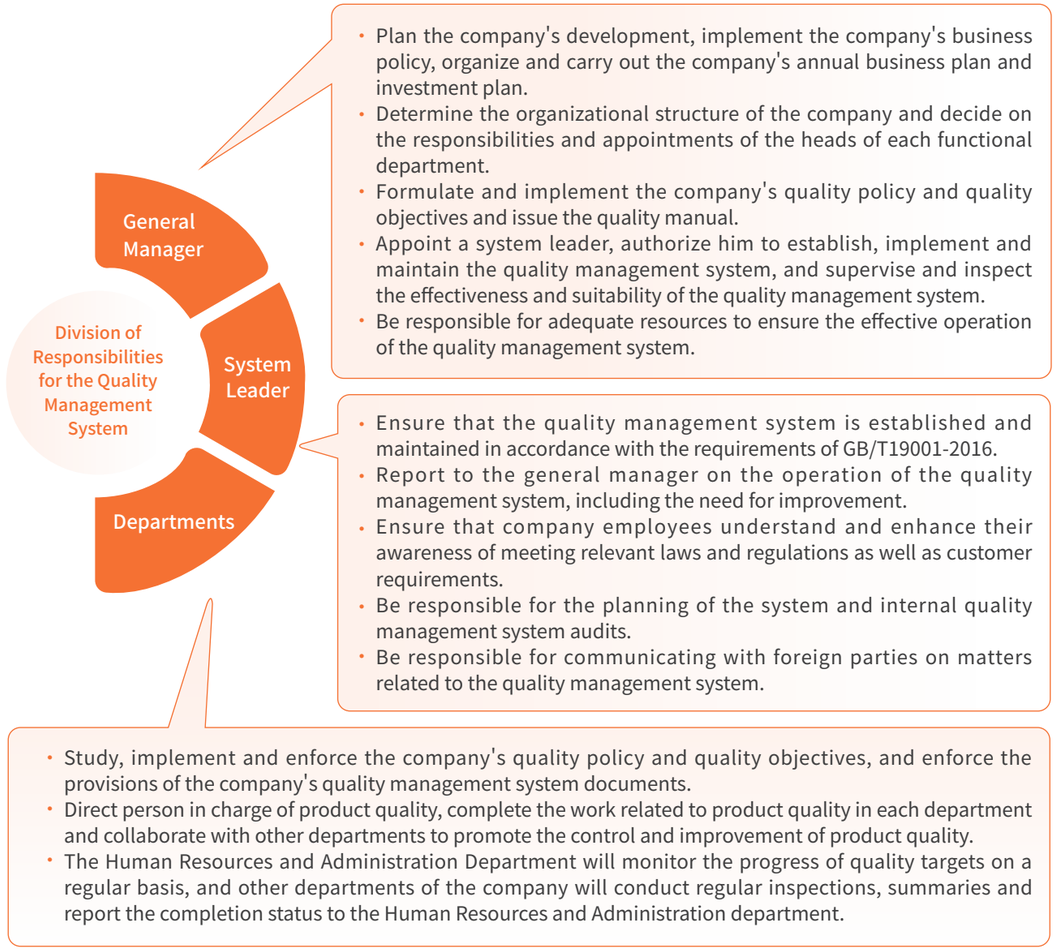
Quality Management System

MedSci Healthcare has developed the Company Quality Manual and a series of procedural documents, defining the quality policy of "Customer-oriented, implementing management, improving efficiency, continuous improvement" to ensure full control of the service process. During the reporting period, the company released the "Research Department Order Execution Process", which uniformly standardized the order execution process, covering pre-sale assessment, order initiation, qualitative/quantitative research, research design and other links.

To ensure the continuity and effectiveness of quality control, the company has established a three-tier structure of the quality management system centered on "General Manager - system head - departments". Internally, the documented management system serves as the basis for controlling quality activities, and externally, it acts as proof of the company's quality management capabilities to customers.

MedSci Healthcare Quality Management System Organizational Structure Diagram





Quality management measures

The company continues to implement quality management requirements throughout the service process. During the reporting period, the company continuously enhanced service quality and customer satisfaction through measures such as customer classification management, complaint closed-loop handling, process supervision, project acceptance and continuous improvement. The company officially established a customer classification management system in 2025 and launched special service upgrade plans around core customers to achieve precise resource allocation and differentiated experience improvement. By the end of the reporting period, the relevant mechanisms had driven the delivery cycle of key projects to be reduced by more than 20%.



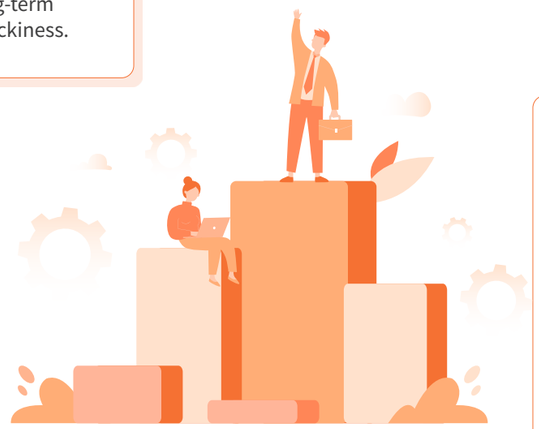
Highlights of the customer classification management system

Business policy upgrade

- Establish a tiered pricing system with priority discounts for strategic-level business customers;
- Directly reduce customer procurement costs and strengthen long-term cooperation stickiness.

Upgraded delivery time

- Open an expedited green service channel and reduce the delivery cycle of key projects by more than 20%;
- Match customer needs and support customer service.



Upgrade of the connection mode

- Break the traditional hierarchical connection mode and adopt the production direct connection mechanism;
- Achieve zero loss in demand delivery, real-time response to technical issues, and transparent visibility of execution progress.

The company establishes a clear complaint handling and closed-loop improvement mechanism, and incorporates complaint cases into the knowledge base to support research and service optimization efforts. Through quarterly customer satisfaction surveys, the company continuously validates the effectiveness of improvements and drives the continuous optimization cycle of "complaint - improvement - validation".

Customer Complaints and Handling Processes

Complaint reception and classification

- After accessing customer complaints through multiple channels, classify them into two categories: service type complaints and quality type complaints;
- Synchronize and record to the complaint ledger to achieve standardized retention of complaint information.

First response and grading

- Respond to customers immediately and confirm the details of the problem;
- Determine the complaint level: Escalate major complaints immediately to the director level for intervention; General complaints are addressed through internal coordination led by the project manager to ensure resource matching and equal handling authority.

Fact-finding and accountability

- A dedicated person conducts fact-finding to restore the course of events;
- Based on the findings, determine responsibility, develop targeted solutions, prepare sufficient explanatory materials, and ensure that communication is well-grounded.

Confirmation and execution of the plan

- Communicate with the client to confirm the solution and enforce it strictly after reaching an agreement;
- During the execution process, keep in sync with the customer's information to ensure transparency.

Satisfaction confirmation and closed-loop

- After the program is executed, confirm customer satisfaction: If the customer is satisfied, formally close the complaint; If not satisfied, immediately initiate scheme modification and secondary communication until the problem is resolved and the customer is satisfied, ultimately achieving a full loop of complaint handling.

Continuous improvement mechanism

- After the complaint handling is completed, the relevant cases are included in the knowledge base update;
- Feed back into the proactive research system, verify the improvement results through quarterly satisfaction surveys, and form a continuous optimization cycle of "complaint - improvement - verification".

Key Performance 2025

customer complaints	Customer satisfaction Rate
0 time	100%

Medical accessibility

In line with the digital development trend of the healthcare industry, MedSci Healthcare leverages technological advantages such as the Internet, big data, and artificial intelligence, and focuses on scenarios such as doctor learning, research support, clinical decision-making, and patient services to promote wider and more efficient access of high-quality medical resources to medical institutions, medical staff, and patient groups, and to enhance the accessibility of high-quality medical services.

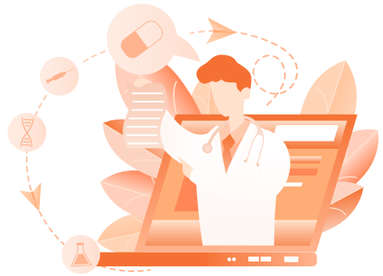
Construction of digital platforms

MedSci Healthcare continues to advance digital platform building and intelligent upgrades to increase coverage of quality medical information and professional services. By providing doctor platform solutions, brand building solutions, clinical practice solutions, hospital access empowerment solutions, evidence-based evidence generation solutions and MedSci · AI, the company offers a one-stop digital solution for medicine, marketing, access and communication to pharmaceutical and medical device companies.

MedSci Healthcare Digital Platform



In 2025, the company will focus on three intelligent medical knowledge hubs - iMED_AI, NovaX, ElavaX - and combine them with domain knowledge graphs to achieve data-driven precision decision support. The company will continue to optimize the application of its platform products and AI capabilities, and drive the platform to evolve from a traditional information dissemination tool to a digital medical service platform. As of the end of the reporting period, the Mez Health platform has accumulated 5.82 million registered members, including physicians, researchers and industrial customers, among which 3.56 million are registered physician users. The platform can be accessed through multiple channels such as the website, mobile application, WeChat mini-program and WeChat official account, effectively lowering the technical threshold for doctors and patients to access quality medical resources and enhancing the accessibility of medical services.



Key Performance 2025

The total number of registered physicians with the title of associate chief physicians and above on the MedSci platform accounts for approximately **71%** of the total number of registered physicians with the title of associate chief physicians and above in China;

The total number of certified practicing physicians on the company platform accounts for approximately **67.3%** of the total number of registered physicians in the country.

The company continues to build digital solutions around research and clinical scenarios to help medical institutions and medical staff access professional support more efficiently. The company continues to build medical digital solutions to empower medical institutions throughout the entire process from case discovery, doctor decision-making to precision diagnosis and treatment, and through resources such as real-world research platforms, knowledge bases, expert networks and medical product information, it links hospitals, experts, pharmaceutical companies and researchers to provide precise evidence-based and decision support, accelerating high-quality innovative clinical transformation and knowledge sharing. During the reporting period, the company provided solutions to 12 of the country's top research hospitals.

In terms of research support, the company continued to promote product innovation around the integrated application of AI technology and medical knowledge. In 2025, through products such as DeepEvidence and SeekEvidence, the company will provide intelligent support for medical institutions and researchers in key areas such as evidence-based integration, research inspiration, research design, literature review, and outcome optimization, helping users access medical information more efficiently and lowering the threshold for information access.

Healthcare for All

The company continues to expand its medical services network to reach more medical institutions and wider areas. By the end of the reporting period, the company had established a nationwide service network covering more than 2,000 medical institutions and extending to county-level and primary care. Through the platform and service system, the company continuously connects all parties in the industrial chain, providing important support for the company to promote the dissemination of medical knowledge, scientific research collaboration and the application of clinical solutions.

Key Performance 2025

A total of **628** pharmaceutical and medical device enterprises have been served

More than **500** hospital clients have provided medical services to tertiary hospitals

The coverage rate of the top 20 global pharmaceutical and medical device enterprises is **100%**

That of the top 50 global pharmaceutical and medical device enterprises is **82%**

On the one hand, the company continuously improves the platform service content around the learning, scientific research development and clinical application needs of doctors. Through professional diagnosis and treatment services and disease knowledge popularization, it responds to the actual needs of doctors in learning, scientific research, clinical application, etc., supports doctors to obtain efficient learning Windows and scientific research topic references, and understand the latest clinical application plans; On the other hand, the company provides multiple support for patient management throughout the entire process, including patient screening, patient management throughout the entire process, patient education activities, and other care services. For specific scenarios such as rare diseases, the company offers full-process patient management services from screening, diagnosis to treatment.

Responsible Marketing

MedSci Healthcare always adheres to the service philosophy of "customer first, integrity foremost" and regards responsible marketing as a core component of the company's compliance operation. The company strictly adheres to relevant laws and regulations such as the Advertising Law of the People 's Republic of China, the Drug Administration Law of the People' s Republic of China, the Measures for the Administration of Internet Advertising, and the Interim Measures for the Review and Administration of Advertisements for Drugs, Medical Devices, Health Foods and Special Medical Purpose Formula Foods, to ensure that all marketing activities are legal, compliant, true and transparent.

The company has a compliance and legal department responsible for reviewing the content released externally, and a quality management department responsible for reviewing the documents of the delivery process, forming a double control. During the reporting period, the company revised and released the "Standard Operating Procedures Concerning Conflicts of Interest in the Release of Commercial Soft Articles", further strengthening requirements such as compliance review, information source traceability, and advertising identification to ensure the quality of content on the platform and the security of release.



MedSci Healthcare Responsible Marketing Initiatives

- Establish a multi-level review mechanism, sensitive manuscripts need to be approved by three levels of legal, editorial, and review committees;
- Strengthen source tracing and record the source and purpose of the manuscript;
- Strictly enforce advertising labeling requirements and must mark "advertising" or source statement;
- False advertising and the use of extreme words are prohibited. Content that violates the rules can be directly deleted or modified.
- Introduce expert opinions to enhance the neutrality of third-party evaluations;
- For content involving competitor comparison or suspected attack, the publisher must provide a written commitment and add a disclaimer.
- The complaint response time limit is set for preliminary handling within 48 hours, and factual deviations require prompt issuance of correction statements;
- Establish a pre-removal mechanism where disputed content can be removed first and then resolved;
- Prominent source attribution for benefit disclosure;

The company sets out the code of conduct for marketing personnel through systems such as the employee handbook and conducts regular compliance training for employees to ensure that the team is promptly informed of the latest regulatory trends and industry norms. During the reporting period, the company did not have any complaints or penalties arising from false advertising or illegal marketing. The number of customer complaints remained zero and customer satisfaction was maintained at 100%.



04

Green operation, low-carbon symbiosis

MedSci Healthcare adheres to the green development direction, integrates sustainable concepts into its daily operations, and continuously promotes low-carbon transformation. The company uses digital technology to enhance the coverage and accessibility of medical services, actively fulfills its environmental responsibilities, and contributes to the construction of a green ecosystem. In line with the relevant goals, the company has implemented a number of environmental protection measures, focusing on reducing the intensity of resource use and advancing the response to climate change.

Table of Contents:

- Addressing Climate change
- Environmental compliance management
- Resource Utilization
- Emissions Management
- Biodiversity conservation



Addressing Climate change

Governance

MedSci Healthcare is acutely aware of the significant impact climate change has on the company's strategic planning and business operations, integrating climate change governance functions into the ESG governance structure, clarifying the responsibilities of the board and management, and forming a top-down management system. The company has established dedicated work arrangements to continuously follow up on the identification, analysis and management of risks and potential development opportunities, assess the impact on operations and finances, and implement corresponding measures in accordance with actual needs. The company has set environmental management goals and supporting indicators for 2025 and is taking concrete actions to support global climate change response.

Governance Structure



Strategy

The company identifies and analyzes climate change physical risks and climate change transition risks as well as financial implications. In response to the identified potential impacts, risks and opportunities, the company actively promotes low-carbon transition through multiple strategic and management approaches, reduces the impact of climate risks on the natural environment and its own operations, and formulates corresponding countermeasures.

MedSci Healthcare Climate Change Risk Identification

Risk type	Description of potential Risks	Financial implications	Countermeasures
Physical risks to climate change			
Acute risks (extreme weather conditions caused by climate change such as typhoons, heavy rain, floods, etc.)	• It may cause damage to office facilities, software crashes and data loss due to computer room damage, affect the normal operation of enterprises and bring direct economic losses; • May fail to deliver to customers on time, affecting the timeliness of delivery; • It may cause the MedSci Healthcare platform to crash, affect all users and reduce the stability of the platform. • Negative impact on employees (safety, health, absenteeism, etc.).	Operating costs + Asset value - Operating income -	• Inspect and reinforce office facilities, back up company data, develop emergency response plans, pay more attention to extreme weather forecasts to ensure rapid response.
Chronic risks (average temperature rise, sea level rise, etc.)	• Sea level rise could lead to the relocation of company headquarters office buildings and computer rooms in Shanghai, incurring significant relocation costs; • The increase in average temperature may lead to an increase in energy consumption for cooling in offices and computer rooms. • Higher average temperatures may lead to fewer years of use for fixed assets and equipment.	Operating costs + Asset value -	• Set up offices and data centers in multiple locations, considering the effects of chronic climate change; • Focus on the impact on the lifespan and performance of equipment affected by changes in the outer ring temperature.
Climate change transition risks			
Policy and legal risks	• With the release of domestic and international standards such as the Action Plan for Carbon Dioxide Peaking before 2030, the United Nations Framework Convention on Climate Change, and the Climate Information Disclosure Standards, the requirements for climate change information disclosure have become increasingly rich and deepened; • The company failed to keep abreast of the latest environmental regulations in a timely manner, resulting in failure to disclose the corresponding information as required;	Operating costs +	• Establish a regular mechanism for managing greenhouse gas emissions data; • The ESG working group continuously monitors relevant laws and regulations and examines the compliance of the company's environmental practices. • ESG reports continuously disclose progress in responding to climate change in accordance with international authority standards and the framework of domestic regulatory agencies.

Risk type	Description of potential Risks	Financial implications	Countermeasures
Climate change transition risks			
Technical risks	• Laws and regulations, as well as the emergence of new green products, require companies to have higher green innovation capabilities, increasing both research and development costs and the difficulty of research and development.	Research and development cost +	• Increase R&D investment and talent reserves, carry out industry-university-research cooperation, and actively develop green and innovative concept products to meet downstream customers' demands for green and low-carbon products.
Market risks	• The market has higher green requirements for digital healthcare, and customers may choose service providers that offer green and low-carbon digital healthcare solutions.	Operating costs + Operating income -	• Promote green product development and incorporate sustainable development concepts into solution design and services;
Reputational risks	• Higher demands from stakeholders on corporate environmental responsibility could have a negative impact on corporate brand image if the company fails to deliver satisfactory results.	Operating costs + Operating income -	• Continuously enhance environmental information disclosure through ESG reports, public accounts, etc., showcase positive cases and achievements, and improve corporate image.

Risk Management

MedSci Healthcare has developed standardized processes for identifying, assessing, and managing climate risks and opportunities, and has adjusted climate risks and opportunities based on changes in the internal and external environment and updates in its own business planning, continuously improving climate risks and opportunities management. Based on this, the company continuously advances the research and development of green and low-carbon solutions, drives technological upgrades and business extensions, deepens environmental management, and consolidates the foundation for sustainable development.



Risk Assessment and Management Process Mechanism

01 Risk type identification
Identify physical risks and transformation risks

02 Grade assessment
Grade based on the extent of the impact

03 Potential consequences
The risk could have a negative impact on the economy, assets, reputation, etc.

04 Response measures
Establish relevant systems and measures, such as an environmental management system

Indicators and Goals

In order to further implement environmental protection efforts and coordinate the environmental governance arrangements for 2026, MedSci Healthcare actively responds to the national "dual carbon" goals, clarifies the long-term environmental protection direction, and promotes the company's green and low-carbon development. In 2025, the company measured greenhouse gas emissions at eight offices in Shanghai, Beijing, Anhui and other places.

Max Health's greenhouse gas emissions in 2025[1]

Indicators	Units	2025
Scope 1: Direct greenhouse gas emissions	Tonnage of carbon dioxide equivalent	54.62
Scope 2: Indirect greenhouse gas emissions	Ton of carbon dioxide equivalent	220.38
Scope 3: Other indirect greenhouse gas emissions	Tonnage of carbon dioxide equivalent	7.71
Total greenhouse gas emissions	Tons of carbon dioxide equivalent	282.71
Greenhouse gas emission density	Tons of carbon dioxide equivalent per person	0.69
Greenhouse gas emission intensity	Tons of carbon dioxide equivalent per million yuan of revenue	1.05

[1]*The company's Scope 1 greenhouse gas emissions mainly come from the leakage of air conditioning refrigerants and septic tanks. The calculation method follows the Appendix II: Environmental Key Performance Indicators Reporting Guidelines of the Stock Exchange of Hong Kong's "Environmental, Social and Governance Guidelines". Scope 2 greenhouse gas emissions come from purchased electricity, with the carbon dioxide emission factor of 0.6096 kgCO2e/kWh taken from the "National Greenhouse Gas Emission Factor Database". Scope 3 greenhouse gas emissions mainly result from paper usage and sewage treatment. The calculation method follows the Appendix II: Environmental Key Performance Indicators Reporting Guidelines of the Stock Exchange of Hong Kong's "Environmental, Social and Governance Guidelines".*

Environmental compliance management

MedSci Healthcare strictly complies with relevant laws and regulations such as the Environmental Protection Law of the People 's Republic of China, the Law of the People' s Republic of China on the Prevention and Control of Atmospheric Pollution, the Law of the People 's Republic of China on the Prevention and Control of Water Pollution, and the Law of the People' s Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes. The company focuses on the national "dual carbon" goals, The company has formulated and issued systems and procedures including the Company's Environmental Management Rules and regulations and supervision and management Measures for Energy Conservation and Environmental Protection, further clarifying environmental management responsibilities, enhancing the overall environmental management level of the company, and achieving standardization and transparency of environmental management requirements and measures.

The company organizes a three-level environmental management structure coordinated by the administrative department, promoted by senior management, and implemented by various functional departments, and includes ESG responsibility-related content in the employee handbook to further enhance employees' environmental awareness, clarify their responsibilities in sustainable development work, and promote the continuous implementation of the green and low-carbon concept within the company.

MedSci Healthcare Environmental Management Framework

Administrative department

- Formulate and implement the company's environmental protection-related policies, goals and plans.
- Be responsible for environmental protection work within the department and coordinate other departments to participate in environmental protection work together.
- Collect environmental data from various departments, assess implementation, set future goals, and optimize environmental governance measures.

Senior management

- Build and strengthen environmental awareness and foster a management orientation that values environmental protection.
- Ensure that the company's environmental protection policies are effectively implemented.
- Promote the implementation of environmental protection measures and encourage full participation in environmental protection work.

All functional departments

- Appoint an environmental protection officer who is responsible for environmental management within the department.
- Supervise the implementation of environmental protection measures.
- Identify and handle environmental management risks within the department and report risk information to the administrative department.

Key Performance 2025

Penalties for violations of environmental protection laws and regulations **0**

Utilization of Resources

Energy utilization

Optimizing energy use structure and continuously implementing energy conservation and emission reduction are top priorities for MedSci Healthcare to achieve its climate goals. The company has formulated management systems such as the "Energy Conservation and Environmental Protection Initiative" and "Supervisory and Management Measures for Energy Conservation and Environmental Protection of the Company", implemented multiple energy conservation measures, and continuously strengthened energy management. The company's measures cover energy-saving renovations of office lighting, avoiding the continuous use of non-essential lighting, standardizing the use of all kinds of electrical equipment, advocating double-sided printing, implementing material recycling and reuse, giving priority to the purchase of energy-saving supplies, and promoting paperless and electronic office work.

Key Performance in 2025

Purchased Electricity	Total Energy Consumption	Energy Consumption Density
350 megawatt-hours	**350** megawatt-hours	**0.86** megawatt-hours per person

Water utilization

MedSci Healthcare regards water conservation as an important part of its daily management. By formulating the "MedSci Medical Water Usage Regulations" and the "MedSci Medical Water Conservation Responsibility System", it clarifies water management requirements and standardizes various water usage behaviors. Centering on water conservation goals, the company continuously improves relevant management measures, including establishing water metering mechanisms, strengthening control of water usage indicators, conducting routine inspections, and configuring water-saving facilities, etc., to ensure the implementation of water conservation requirements. The company incorporates water conservation performance into the reward and punishment assessment system and regularly organizes training on water conservation and water recycling to continuously enhance employees' awareness of water conservation and promote the effective use of water resources.

Key Performance in 2025

Total Water Consumption	Total Water Consumption Intensity
2,200 tons	**5.41** tons per person

Emissions Management

To enhance emissions management, MedSci Healthcare strictly adheres to laws and regulations such as the Law of the People 's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes, the Law of the People' s Republic of China on the Prevention and Control of Water Pollution, and Reference Standards for Evaluation of Domestic Waste Classification Work in Public Institutions, and establishes a systematic environmental management mechanism The main pollution prevention and control objective is to ensure compliance with the relevant regulations and standards of the operating location, and to continuously improve internal management requirements, conduct regular monitoring of emission indicators, and enhance the management capacity of emissions.

The company's emissions mainly include domestic sewage, daily domestic garbage, as well as office waste such as used batteries, light tubes and ink cartridges. For all kinds of waste, the company has standardized the disposal process in accordance with local regulatory requirements to ensure that the relevant treatment work is carried out in compliance. The company continues to promote source reduction and recycling, optimize each link of waste generation and disposal, and enhance overall management efficiency. The company also enhances employees' understanding of waste management through training and publicity, and promotes the implementation of relevant requirements in daily work.

Ways to Manage Emissions

Types of emissions	Treatment methods
Domestic sewage	Discharge in compliance with local laws and regulations
Domestic waste	Sort the garbage and hand it over to the property management company for unified disposal
Hazardous office supplies such as used batteries, light tubes and ink cartridges	Implement a centralized collection system and hand over to qualified professional units for recycling and disposal

Key Performance in 2025

Total Non-hazardous Waste Discharge
54 tons

Non-hazardous Waste Discharge Intensity
0.13 tons per person

Biodiversity conservation

MedSci Healthcare responds to global initiatives and international conventions such as the United Nations 2030 Agenda for Sustainable Development, the Convention on Biological Diversity, the Ramsar Convention, and China 's Opinions on Further Strengthening Biodiversity Conservation' by incorporating relevant responsibilities into corporate sustainable development practices. Committed to minimizing the direct and indirect impact of its production activities on the natural and biological world. The company raises its employees' understanding and sense of responsibility for biodiversity conservation through training and other means, promotes a good atmosphere of joint participation in ecological conservation, and contributes to building a sustainable natural environment.

05

Talent empowerment for mutual benefit

MedSci Healthcare adheres to the people-oriented management philosophy, integrates care, respect and professionalism into the corporate culture, continuously creates a diverse, inclusive, open and friendly working environment, and safeguards employees' rights and occupational health and safety. Based on its business foundation in medical education and digital medical services, the company provides targeted learning and practice opportunities for employees, supports career development and capability enhancement, and works with employees to promote the high-quality development of the enterprise. At the same time, MedSci Healthcare adheres to the principles of sustainability and long-termism, integrates corporate responsibility into its daily operations and product services, and conducts practical actions around issues such as enhancing clinical excellence and healthcare quality, academic exchanges and health science popularization, continuously contributing to the progress of the industry and public health.

Table of Contents:

- Compliant employment
- Occupational Health and safety
- Career Development and Training



United Nations Sustainable Development Goals:（SDGs）:

Compliant employment

MedSci Healthcare strictly adheres to applicable laws and regulations such as the Labor Law of the People 's Republic of China, the Labor Contract Law of the People' s Republic of China, the Law of the People 's Republic of China on the Protection of Minors, and the Prohibition of the Use of Child Labor, and regards compliance with laws and regulations as the basic premise of employment management. The company formulates and continuously improves internal management documents such as the "Employee Recruitment Management System" around key links such as recruitment, onboarding, in-service and out-service, adheres to the principles of openness, fairness and impartiality in employment, and guarantees the equal employment rights and legitimate labor rights of employees.

The company recruits talents through multiple channels such as social recruitment, campus recruitment, internal competition and employee recommendation, matches job capabilities with business requirements through structured interviews, professional assessments, etc., and incorporates qualification reviews and compliance audits into the process to reduce employment risks and improve recruitment quality. In terms of countering child labor and forced labor, MedSci Healthcare explicitly pledges not to employ child labor and does not tolerate any form of forced labor. If there are violations of procedures or failure to strictly fulfill review obligations in the recruitment and employment process, the company will hold the relevant management departments and responsible persons accountable in accordance with regulations, and jointly prevent the risks of child labor and forced labor through institutional constraints and accountability mechanisms.

» Equality and Inclusion

MedSci Healthcare adheres to diversity, equality and inclusion, making fair employment and equal remuneration for work of equal value an important principle of human resource management, and focusing on equal opportunities for employees of different genders, ages and professional backgrounds in recruitment, promotion and compensation management. Relying on a wide and diverse group of doctors and medical service users, the company emphasizes supporting business development with a diverse team, and through the integration of different perspectives and experiences, more fully identifies and understands the real needs of users in clinical practice, academic activities and the use of digital services, thereby enhancing the match and experience of products and services.

The company continuously optimizes its organizational culture and communication mechanism, encourages employees to express their views candidly on the premise of respect, and enables employees of different positions and professional backgrounds to form an atmosphere of efficient cooperation and innovation in collaboration, so that diverse voices can be transformed into the driving force for business improvement and product innovation. The company adheres to job competency and actual performance as the criteria for employment, treats candidates of different genders and backgrounds equally in recruitment and appointment, and ensures fairness in access to opportunities and career development for employees. At the end of the reporting period, the proportion of female employees at MedSci Healthcare was 68.06%.

Key Performance in 2025

Total Number of Employees

407 people

Of which

Number of New Hires - Fresh Graduates	Percentage
29 people	**46.77** %

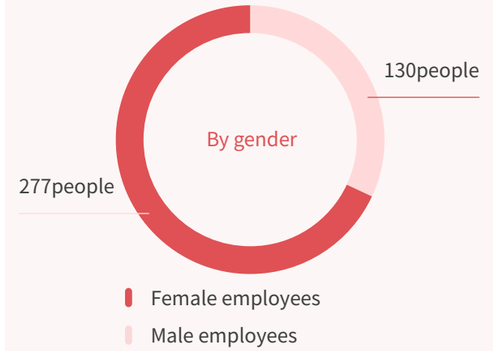
Number of Ethnic Minority Employees	Percentage
17 people	**4.18** %

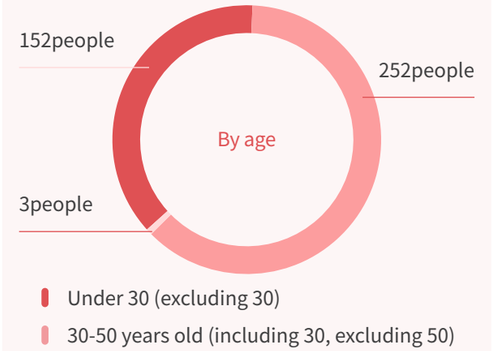
Number of Employees with Disabilities	Percentage
3 people	**0.7** %

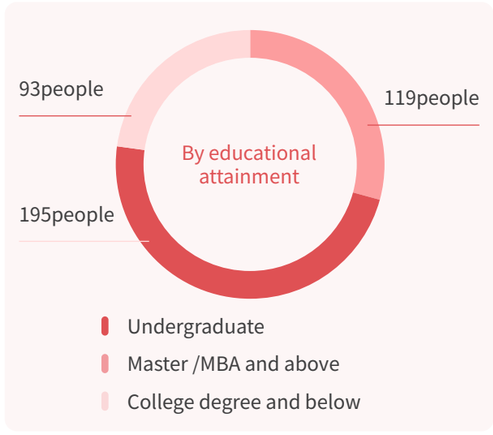
Incidents of Discrimination

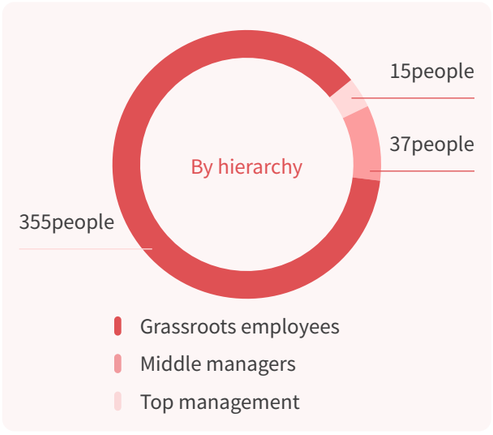
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Employee Composition in 2025













» Employee benefits

MedSci Healthcare has established a sound compensation, benefits and leave management system, strictly adhering to national and local regulations to ensure that employees' rights and interests are protected in compliance with regulations. The company establishes a compensation and subsidy system, builds a fair compensation structure based on the external market level and internal value assessment system, determines salary levels through multiple dimensions such as job grade, performance results, years of service and ability matching, pays social security, housing provident fund and personal income tax on a monthly calendar month basis, and implements a salary confidentiality mechanism.

The company has established a system of working hours and holidays, which regulates standard working hours, overtime management and various types of leave arrangements, and provides legal holidays, annual leave, marriage leave, bereavement leave, sick leave, maternity leave, paternity leave, breastfeeding leave and parental leave. Employees need to submit proof when applying, and the salary or subsidy standards for holidays are based on length of service, performance and regulations. The company also established a system to ensure the working environment and conditions, creating a standard working environment through safety management of the office premises, equipment maintenance and occupational health measures, and supporting employees' work-life balance.



▲ Women's Day event



▲ Christmas event



▲ Mid-Autumn Festival event



▲ Spring Festival Garden Party

To enhance employee satisfaction, MedSci Healthcare is promoting a "care + efficiency" dual-driven system: In terms of optimizing the office environment, 35% of the office area is covered with new green plants, air conditioning water sinks are cleaned, cockroaches are killed, air purification equipment is equipped and carpets are cleaned regularly; In terms of digital services, an AI administrative service platform has been launched to improve response efficiency; In terms of employee care, six workplaces set up "heart-to-heart mailboxes", with a 100% problem feedback handling rate and a 92% closed-loop resolution rate. Four festive-themed activities were organized with a 78% cross-departmental participation rate. Anonymous satisfaction surveys were conducted with an overall score of 4 (out of 5), and 73.3% of employees felt progress. In terms of rights protection, full employer liability insurance was taken out for academic teachers who travel frequently to cover traffic and accidental medical risks; In terms of corporate culture building, add sections for introducing founders, AI competition honor rolls and employee greetings to enhance the sense of honor and belonging. The company regularly conducts satisfaction surveys covering all employees and optimizes relevant measures based on the survey results.

Key Performance in 2025

Employee Satisfaction in 2025

98.5%

Employment Contract Signing Rate

100%

Social Security Coverage

100%



▲ Employee Message Board



▲ Employee Heart-to-Heart Mailbox

Occupational Health and safety

MedSci Healthcare attaches great importance to the occupational health and safety of its employees, with daily supervision by human Resources and administration, regular reviews by management, and a safety responsibility system involving all employees to ensure that occupational health goals are systematically implemented at the organizational level. The company has established documents such as the "Internal Emergency Management System" to define safety standards for the workplace, equipment maintenance requirements and emergency response procedures, covering safety management requirements for employees and contractors, and combined with risk screening mechanisms to identify potential factors such as the office environment, equipment usage and psychological stress, And through measures such as timely replacement of damaged office chairs and holding health lectures, the risk was reduced, maintaining zero occupational disease cases and zero safety incidents throughout the year.

In response to the national occupational health and safety policy, the company established a quantitative target system with 100% coverage of health check-ups, standardized procedures for handling elevator malfunctions, sudden injuries and illnesses, and fire incidents, equipped with professional emergency equipment, and achieved rapid response through a multi-level coordinated command system. At the same time, it insured frequently traveling employees with employer liability insurance to cover traffic and accidental medical risks. Ensure safety throughout the entire process.

The company's occupational health initiatives include organizing regular physical examinations for employees, establishing personal health records, focusing on mental health through interview mechanisms and providing timely emotional support, and supporting work-life balance. The company conducts health science lectures to enhance employees' understanding of occupational hazard prevention knowledge, and organizes fire emergency drills to improve skills in using equipment such as fire extinguishers and gas masks and proficiency in escape procedures. These measures, combined with closed-loop management of employee feedback, drive continuous improvement in safety performance and support the construction of a zero-dispute state and an efficient operating environment.

Career Development and Training

The continuous growth and professional skills improvement of employees are crucial for personal career development and the long-term operation of the enterprise. The company builds a complete talent development framework from dimensions such as the training system, performance evaluation, and development planning to provide systematic growth support for employees. Relying on the resources of the medical education platform, combined with digital training tools, the company organizes professional skills courses, compliance management training and cross-departmental rotation practice to help employees master core capabilities such as clinical research, data analysis and product operation, and ensure that personal development paths are in line with business needs.

» Career development

MedSci Healthcare builds a systematic performance management and career development system to inspire employees' potential and enhance organizational effectiveness through multi-dimensional and multi-frequency evaluation mechanisms. The company implements a performance assessment process that covers probation periods, monthly KPIs, quarterly reviews, and annual comprehensive evaluations. The results of the assessment are directly related to the distribution of performance bonuses, the determination of year-end care payments, the renewal of labor contracts, and job adjustment decisions.

Performance Management

For employees who fail to meet expectations, the company initiates a performance improvement program (PIP), setting specific improvement goals, measurement criteria, and completion deadlines, and supports their ability improvement through one-on-one coaching, retraining, and process tracking. This year, the company fully implemented the monthly KPI process management mechanism and simultaneously established an immediate feedback channel, increasing the frequency of employee performance communication by 40% compared to the previous year. We revised the Performance Management System, which was reviewed and approved by the workers' congress to ensure full compliance with the system. If the employee is still not competent for the position during the improvement period, the company will carry out job adjustment or further processing procedures in accordance with regulations, providing a clear path for improvement for the employee while ensuring the implementation of organizational performance responsibilities.

Career advancement

The company has designed a clear career development path covering three major categories: S (Sales), P (professional), and M (management), flexibly adjusting development directions based on employee ability matching and career interests, implementing a flat organizational structure, reducing management levels, and facilitating direct communication and quick decision-making between employees and their superiors. To reserve sustainable management talents, the company implements a successor program, selecting middle and senior management candidates through leadership recommendations, 360-degree evaluations and multi-dimensional ability assessments, and developing specific training programs for each candidate, including participation in strategic projects and cross-sequence experience.

In terms of talent development practice, the company has added a management trainee rotation program to achieve full coverage and horizontal mobility across departments such as academics, operations, strategy, and business, with a 100% cross-departmental rotation rate, helping young talents quickly accumulate multi-field experience and consolidate compound capabilities such as clinical research, digital product operation, and business development. The company encourages transfer or rotation applications that meet performance requirements and departmental needs, supports employees in exploring new challenge paths, helps employees identify strengths and weaknesses based on 360-degree feedback results each year, and formulates personalized development plans to promote the deep integration of personal growth and organizational needs, and continuously increase the internal promotion ratio.

» Employee training

MedSci Healthcare systematically plans diverse training programs based on business development needs and employees' career aspirations, covering professional knowledge, job skills, professional ethics, academic discussions and internal and external training resources to provide full-cycle learning support for employees. Upon joining, new employees will participate in customized pre-job training, which integrates corporate culture promotion, core system interpretation and business module introduction, covering 124 new employees, with a 100% participation rate, along with the "mentorship + job rotation practice" mechanism, the job competency compliance rate has increased to 85%, significantly shortening the adaptation period.

The company innovatively adopted an interactive model of "practical exercises + workshops", with a total of 25,200 hours of training throughout the year, combined with sign-in and assessment mechanisms to ensure learning effectiveness, and assessment results served as an important basis for job promotion and performance evaluation. To enhance the skills of on-the-job employees, the company arranges targeted courses based on job requirements

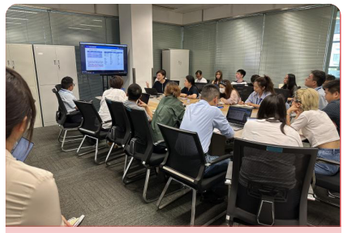
and individual applications, including compliance management, clinical research methods, and the application of digital tools, and strengthens the practical orientation through AI empowerment training, holding three AI application practical competitions and multiple thematic review training sessions throughout the year, covering all employees. The "competition-driven learning + review and deepening" model guides employees to proactively optimize their work processes and enhance core efficiency.

To accumulate organizational experience, the company has established a closed-loop mechanism of "case selection - review and refinement - cross-departmental sharing". Throughout the year, five benchmark work cases were selected, covering dimensions such as business breakthroughs, process optimization, and customer service. Five special sharing sessions were organized to promote the replication and implementation of outstanding practices throughout the company. This year, special interviews on middle and back-office efficiency were launched, covering seven core middle and back-office departments. The initial draft of the promotion criteria was completed. Special training on improving management efficiency was supported, covering management and core staff. Typical cases showed a 10% increase in the efficiency of PMC BU.

The company encourages key trainees to set personal growth goals and development plans, implement them in stages with the assistance of managers, sign training agreements for advanced professional and technical training, clarify service periods and responsibilities and obligations, and ensure a win-win situation of return on investment and employee loyalty. This year, MedSci Healthcare has conducted three special training sessions for new employees and launched a management trainee rotation program to help employees accumulate compound capabilities and promote the construction of an internal talent echelon and the inheritance of organizational knowledge.

Key Performance in 2025

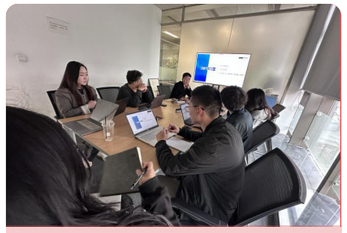
Participated in Training	Total Staff Training Hours	Training Per Person	Training Coverage Approx
630 people	25,200 hours	40 hours	98.1%



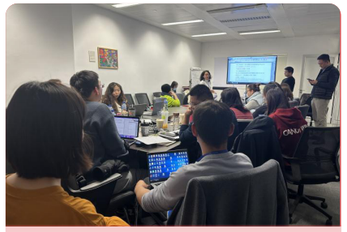
▲ IIT Research Training



▲ Management training



▲ International Conference Training



▲ Year-end training practice



▲ Practical exercises



▲ New employee training

Community Philanthropy

MedSci Healthcare continues to practice corporate social responsibility, deeply integrating business strengths with public welfare, actively responding to the "Healthy China" initiative, and supporting medical science popularization and industry capacity building. In 2025, the company will deepen its philanthropic layout, focusing on promoting AI-enabled clinical research popularization and doctor career development projects, integrating national media and key hospitals through platform resources, organizing national academic exchanges and new technology promotion activities covering major disease areas such as oncology and cardiovascular and cerebrovascular diseases, and promoting the creation and dissemination of high-quality popular science content

The company, in collaboration with professional institutions, conducts the selection of outstanding medical practitioners and the recognition of exemplary hospitals, builds an integrated online and offline communication platform, selects medical units and individuals with academic influence and popular science dissemination power through a fair review mechanism, and provides institutional support and resource endorsement for the professional title evaluation and career growth of medical staff. These measures not only enhance public health literacy, but also help upgrade the research capabilities of grassroots medical institutions.

Key Performance in 2025

Annual Philanthropic Donations

330,000 yuan

The company leverages the data advantages of the doctor platform to expand the coverage of public welfare, support the popularization of rare disease knowledge and patient education projects, and through online courses and community lectures, collaborates with public welfare foundations to carry out multiple special activities, helping patient families obtain professional guidance and psychological support, promoting the extension of medical resources to the grassroots level, and achieving the coordinated development of public welfare value and commercial platforms.



Case 1

MedSci Healthcare, in collaboration with the China Medical Education Association, funded the "Multicenter, Randomized, Parallel Controlled Trial on the Efficacy and Safety of Lipid Tribromophenol Bismuth dressings in the treatment of Chronic wounds" project and the clinical study on the efficacy and safety of relisin capsules in the treatment of chronic Lower extremity venous insufficiency.

Case 2

MedSci Healthcare signed a donation agreement with the Shanghai Yicai Feiyang Public Welfare Foundation to support the public welfare activity of "Drug Registration Study of recombinant human brain natriuretic Peptide in hospitalized Patients with Acute Heart Failure".



Appendix to the Report

» ESG Key Performance Table 2025

Environment

Metrics	Units	2025	2024	2023
Greenhouse gas emissions				
Scope 1: Direct greenhouse gas emissions	tCO_2e	54.62	69.98	48.3
Scope Two: Indirect greenhouse gas emissions	tCO_2e	220.38	250.14	192.89
Scope 3: Other indirect greenhouse gas emissions	tCO_2e	7.71	9.78	27.24
Total greenhouse gas emissions	tCO_2e	282.71	329.9	268.43
Greenhouse gas emission density	tCO_2e/person	0.69	0.68	0.49
Greenhouse gas emission intensity	tCO_2e/M¥	1.05	1.27	0.77
Solid waste emissions				
Emissions of harmless waste	t	54	54.75	69.78
Emissions of hazardous waste	t	0	0	0
Emission density of harmless waste	t/person	0.13	0.11	0.13
Hazardous waste emission density	t/person	0	0	0
Energy use				
Purchased electricity	MWh	350	410	407.51
Indirect energy consumption	MWh	350	410	407.51
Total energy consumption	MWh	350	410	407.51
Energy consumption density	MWh/person	0.86	0.84	0.75
Water use				
Total water consumption	t	2,200	2,260	/
Total water density	t/person	5.41	4.63	/

Note: The "/" in the performance table indicates that the data was not disclosed for the year due to factors such as not being counted or being unable to be counted.

Social

Indicators	Sub-items	Units	2025	2024	2023
Composition of employees					
Total staff		people	407	488	545
Newly recruited staff	The number of jobs absorbed during the reporting period	people	62	170	/
	Among them: the number of newly recruited fresh graduates	people	29	18	/
Number of employees by gender	Male employees	people	130	154	180
	Female employees	people	277	334	365
	Proportion of female employees	%	68.06	68.44	66.97
Number of employees by age	Employees aged 30 and under	people	152	212	229
	Employees aged 31 to 50	people	252	274	276
	Employees aged 51 and above	people	3	2	40
The number of employees by educational attainment	Employees with a college degree or lower	people	93	135	/
	Employees with a bachelor's degree	people	195	229	/
	Graduate /MBA and above employees	people	119	124	/
Number of employees by region	East China	people	376	450	482
	South China	people	0	0	5
	North China	people	31	38	57
	Huazhong	people	0	0	1
	Overseas	people	0	0	0
The number of employees classified by levels	Top management	people	15	21	27
	Middle managers	people	37	44	157
	Grassroots employees	people	355	423	361
The number of employees by type of employment	Full-time employees	people	407	488	545
	Dispatched workers	people	0	0	0
	Part-time employee	people	0	0	0
Diversity					
The proportion of middle and senior female employees		%	53.8	61	/

Indicators	Sub-items	Units	2025	2024	2023
The proportion of ethnic minority employees		%	4.18	3.78	4.32
Proportion of employees with disabilities		%	0.7	0.7	0.6
Employee turnover rate					
Total attrition		%	31.06	31.47	34.3
Employee turnover rates by gender	Male employees	%	30.99	34.6	38.78
	Female employees	%	31.1	29.92	31.85
Employee turnover rate by age	Employees aged 30 and under	%	37.91	39.12	35.92
	Employees aged 31-40	%	24.72	24.03	30.75
	Employees aged 41 and above	%	36.36	38.46	46.81
Employee turnover rates by region	East China	%	31.36	86.61	34.37
	South China	%	0	2.23	55.56
	North China	%	20.29	10.71	31.76
	Central China	%	0	0.45	0
	Overseas	%	0	0	0
Employee training					
Total number of staff training sessions		person- times	630	701	531
Total duration of employee training		hour	25,200	25,137	30,816
Per employee training hours		hour	40.00	35.86	58.03
Employee training coverage		%	98.1	97.9	97.48
Male trainees		person-times	209	221	173
Female trainees		person-times	421	480	358
Percentage of trained staff by gender	Male employees	%	97.8	97	96.26
	Female employees	%	98.2	98	98.14

Indicators	Sub-items	Units	2025	2024	2023
The percentage of trained employees classified by level	Senior staff	%	100	100	100
	Middle staff	%	100	100	100
	Junior staff	%	98.27	97	96.38
Per capita training duration by gender	Male employees	hour	39.2	34.67	39
	Female employees	hour	40.39	36.44	37.64
Per capita training hours by level	Senior staff	hour	28.12	28.16	28.76
	Middle management staff	hour	32.35	32.27	31.57
	Grassroots employees	hour	44.18	37.92	41.24
Employee health and safe production					
Safety training coverage		%	98.06	98.04	/
Total number of safety training sessions		person-times	630	701	/
Total duration of safety training		hour	20,305	25,137	/
Per capita safety training duration		hour	32.23	35.86	/
Annual work safety accidents		time	0	0	/
The number of employees who died at work		people	0	0	0
Number of working days lost due to work-related injury		working days	54	0	0
Supplier Management					
Total number of suppliers		supplier	287	256	95
Total number of suppliers by region	China (including Hong Kong, Macao and Taiwan regions)	supplier	278	248	95
	Overseas suppliers	supplier	9	8	0
Supplier Integrity Commitment	Total number of supplier integrity commitment letters signed	supplier	287	256	76
	Supplier integrity commitment letter signing ratio	%	100	100	80

Indicators	Sub-items	Units	2025	2024	2023
Research and development innovation					
Annual R&D investment		million yuan		2,323.80	
The proportion of R&D investment to revenue		%	11.34	8.92	11.41
Number of R&D personnel		people	46	42	46
The ratio of R&D personnel to the total number of employees		%	6.43	5.87	/
The number of new patent applications		case	10	12	72
- New number of invention patent applications		case	8	12	41
- Number of new utility model patent applications		case	0	0	7
- Increase in the number of design patent applications		case	2	0	24
Increase the number of patent authorizations		case	5	6	53
- New number of invention patents granted		case	5	6	47
- The number of new utility model patents granted		case	0	0	2
- New number of design patents granted		case	0	0	4
Cumulative total number of patents granted		case	31	24	13

Indicators	Sub-items	Units	2025	2024	2023
Cumulative total of intellectual property rights		case	557	497	365
Number of intellectual property litigations		time	0	1	3
Lectures on Intellectual Property		time	5	2	/
Economic performance					
Total operating revenue		million yuan			
Net profit attributable to shareholders of the listed company		million yuan		2,496.70	
Basic earnings per share		RMB	0.03	0.05	0.11
Product Liability					
Product recall ratio		%	0	0	0
Number of customer complaints		time	0	0	0
Customer satisfaction		%	100	100	/
Information security					
The number of times information security training is conducted		time	4	1	/
Total number of participants in information security training		person-times	160	150	/
The number of times information security attack and defense drills have been conducted		time	1	1	/

Indicators	Sub-items	Units	2025	2024	2023
Information leak incident		time	0	0	/
Community good deeds					
Charitable donations amount		million yuan	33	/	/

Governance

Metrics	Sub-items	Units	2025	2024
Board Diversity				
Total number of directors		people	9	9
Director duties	Executive Director	people	4	4
	Non-executive Director	people	2	2
	Independent Non-executive Director	people	3	3
Director's Degree	Doctor	people	3	3
	Master's degree	people	3	3
	Bachelor	people	3	3
Director's Gender	Male Directors	people	6	6
	Female directors	people	3	3
Director's Age	Over 60 years old	people	3	3
	Aged 50 to 59	people	2	0
	40-49 years old	people	3	5
	Under 40	people	1	1
Number of independent directors of the Audit Committee		people	3	3
Number of independent directors of the Remuneration Committee		people	2	2
Number of independent directors of the Nomination Committee		people	2	2
Corporate Governance				
Number of board meetings		time	2	3

Metrics	Sub-items	Units	2025	2024
Directors' attendance		%	88.8	92.6
The number of shareholders' meetings held		time	1	1
Number of meetings of the Audit Committee		time	1	2
The number of meetings of the remuneration committee		time	1	2
Number of nominating committee meetings		time	2	2
Board passes motion		item	31	3
The shareholders' meeting passed the motion		item	11	1
Investor equity				
Disclosure of Periodic Reports		copy	4	7
Disclosure of Interim reports		copy	32	18
The number of investor communication sessions held		time	55	50
Number of participants in the investor exchange event		person-times	285	228
Receiving investor research		time	15	22
Answering calls from investors		time	76	68
Total number of interactions with investors across all channels		time	146	140
Anti-Bribery and Anti-Corruption				
Corruption litigation cases		case	0	0
Total number of trainees in Anti-Bribery and Anti-Corruption training		person-times	600	715
The coverage rate of Anti-Bribery and Anti-Corruption training for directors and employees		%	100	100

» Index Table

Index of the HKEX Environmental, Social and Governance Reporting Guide

Hkex Number	ESG indicators	Corresponding sections
"Mandatory disclosure" provisions		
Governance structure	Statement issued by the board contains the following: (i) disclosure of the Board's oversight of environmental, social and governance matters; (ii) The Board's environmental, social and governance management policy and strategy, including the process of assessing, prioritizing and managing important environmental, social and governance matters (including risks to the issuer's business); and (iii) how the Board reviews progress against environmental, social and governance objectives and explains how they relate to the issuer's business.	Sustainability Management - Board Statement
Reporting principles	Describe or explain how reporting principles (materiality, quantification, and consistency) are applied when preparing environmental, social, and governance reports.	Sustainability Management -ESG governance structure
Reporting Scope	Explain the reporting scope of the environmental, social and governance report and describe the process of selecting which entities or businesses are included in the environmental, social and governance report. If the reporting scope changes, the issuer should explain the differences and the reasons for the changes.	Regarding this report
Comply or Explain" Provisions		
A. Environment		
Level A1: Emissions	(a) policies concerning exhaust emissions, discharge into water and land, generation of hazardous and harmless waste, etc. And (b) information on compliance with relevant laws and regulations that have a significant impact on the issuer.	
KPI A1.1	Types of emissions and related emissions data.	ESG Key Performance sheet
KPI A1.2	[Removed as January 1, 2025]	/
KPI A1.3	Total amount of hazardous waste generated and (if applicable) density (if calculated per production unit, per facility).	ESG Key Performance Table
KPI A1.4	Total amount of harmless waste produced and (if applicable) density (if calculated per production unit, per facility).	ESG Key Performance sheet
KPI A1.5	Describe the emissions targets set and the steps taken to achieve them.	Green Operations, low-carbon symbiosis - Emissions management
KPI A1.6	Describe the methods for handling hazardous and harmless waste, and describe the waste reduction targets set and the steps taken to achieve those targets.	Green operations, low-carbon symbiosis - Emissions management
Level A2: Resource use	Policies for the effective use of resources (including energy, water and other raw materials).	Green operations, low-carbon symbiosis - Resource utilization
KPI A2.1	Total consumption and density of direct and/or indirect energy (such as electricity, gas, or oil) classified by category (e.g. calculated per production unit, per facility).	ESG Key Performance sheet
KPI A2.2	Total water consumption and density (as per production unit, per facility).	ESG Key performance table
KPI A2.3	Describe the energy efficiency targets set and the steps taken to achieve them.	Green operation, low-carbon symbiosis - Resource utilization
KPI A2.4	Describe any problems that may exist on the applicable water source, as well as the water use efficiency goals set and the steps taken to achieve these goals.	Green operation, low-carbon symbiosis - Resource utilization
KPI A2.5	The total amount of packaging material used for finished products and (if applicable) the estimate per production unit.	Not applicable, based on the business characteristics of MedSci Healthcare, packaging materials are not involved in the company's operations.
Level A3: Environment and natural resources	Reduce the issuer's policies that have a significant impact on the environment and natural resources.	Green operations, low-carbon symbiosis - Emissions management, green operations
KPI A3.1	Describe the significant impact of business activities on the environment and natural resources and the actions taken to manage the impact.	Green Operations, Low-Carbon symbiosis - Emissions management, green operations

Hkex Number	ESG indicators	Corresponding sections
Level A4: Climate change	Policies for identifying and responding to significant climate-related matters that have already and may have an impact on the issuer.	Green operations, low-carbon symbiosis - Addressing climate change
KPI A4.1	Describe significant climate-related matters that have already and may have an impact on the issuer, as well as response actions.	Green operations, low-carbon symbiosis - Addressing climate change
Climate-related disclosures	Risks and Opportunities: Identify significant short-term/medium-term/long-term climate-related risks (such as policy tightening, rising energy prices) and opportunities (such as green procurement incentives), and explain the impact on business models and value chains	Green operations, low-carbon symbiosis - Addressing climate change
	Quantified metrics: Mandatory disclosure of greenhouse gas emissions and calculation methods for Scope 1 (direct emissions) and Scope 2 (indirect emissions from purchased energy); disclosure of Scope 3 (other indirect emissions in the value chain if not complied with or explained)	Green operations, low-carbon symbiosis - Addressing climate change
	Scenario analysis: Disclose climate scenario analysis results	Green Operations, low-carbon symbiosis - Addressing climate change
	Financial impact: Describe the impact of climate risks and opportunities on current and future financial conditions and cash flows	Green operations, low-carbon symbiosis - Addressing climate change
B. Society		
Level B1: Employment	(a) policies concerning remuneration and dismissal, recruitment and promotion, working hours, leave, equal opportunity, diversity, anti-discrimination and other treatment and benefits; And (b) information on compliance with relevant laws and regulations that have a significant impact on the issuer.	Talent Empowerment, Co-benefit - Compliant employment
KPI B1.1	Total number of employees by gender, type of employment (such as full-time or part-time), age group, and region.	ESG Key performance table
KPI B1.2	Employee turnover rates by gender, age group and region.	ESG Key performance table

Hkex Number	ESG indicators	Corresponding sections
Level B2: Health and Safety	Policies concerning the provision of a safe working environment and protection of employees against occupational hazards: (a) And (b) information on compliance with relevant laws and regulations that have a significant impact on the issuer.	Talent Empowerment, Co-benefit Together - Occupational Health and safety
KPI B2.1	The number and rate of work-related deaths in each of the past three years (including the reporting year).	ESG Key performance table
KPI B2.2	Number of working days lost due to work-related injury.	ESG Key Performance sheet
KPI B2.3	Describe the occupational health and safety measures taken, as well as the related implementation and monitoring methods.	Talent Empowerment, Co-benefit Together - Occupational Health and Safety
Level B3: Development and Training	Policies on enhancing employees' knowledge and skills in performing their job duties. Describe training activities.	Talent Empowerment, co-benefit Together - Career development and training
KPI B3.1	Percentage of trained employees by gender and employee category (such as senior management, middle management).	ESG Key performance table
KPI B3.2	Average training hours per employee by gender and employee category.	ESG Key Performance table
Level B4: Labor Standards	Policies concerning the prevention of child labor or forced labor: (a); And (b) information on compliance with relevant laws and regulations that have a significant impact on the issuer.	Talent Empowerment, Co-benefit - Compliant employment
KPI B4.1	Describe measures to review recruitment practices to avoid child labor and forced labor.	Talent Empowerment, mutual benefit and Partnership - Compliant Employment
KPI B4.2	Describe the steps taken to eliminate a violation when it is discovered.	Talent Empowerment, Co-benefit - Compliant hiring
Level B5: Supply chain management	Manage environmental and social risk policies for supply chains.	Digital innovation, Healthy Connectivity - Sustainable Supply chain
KPI B5.1	Number of suppliers by region.	ESG Key performance table
KPI B5.2	Describe the practices regarding the hiring of suppliers, the number of suppliers to which such practices are implemented, and the methods of implementation and monitoring.	Digital Innovation, Healthy Connectivity - Sustainable Supply chain

Hkex Number	ESG indicators	Corresponding sections
KPI B5.3	Describe the practices related to identifying environmental and social risks at every link in the supply chain, as well as the relevant implementation and monitoring methods.	Digital Innovation, Healthy Connectivity - Sustainable Supply Chain
KPI B5.4	Describe the practices that promote the use of more environmentally friendly products and services when selecting suppliers, as well as the related implementation and monitoring methods.	Digital innovation, Healthy Connectivity - Sustainable Supply chain
Level B6: Product Responsibility	(a) policies concerning health and safety, advertising, labelling and privacy matters and remedies for the products and services provided; And (b) information on compliance with relevant laws and regulations that have a significant impact on the issuer.	Inclusive healthcare, safeguarding people's livelihood - Quality and Safety of services
KPI B6.1	Percentage of the total number of products sold or shipped that need to be recalled for safety and health reasons.	ESG Key performance table
KPI B6.2	The number of complaints received about products and services and how to respond.	Inclusive healthcare, safeguarding people's livelihood - Quality and safety of services
KPI B6.3	Describe practices related to the maintenance and protection of intellectual property rights.	Inclusive healthcare, safeguarding people's livelihood - Quality and safety of services
KPI B6.4	Describe the quality inspection process and the product recycling procedure.	Inclusive healthcare, safeguarding people's livelihood - Service quality and safety
KPI B6.5	Describe the consumer data protection and privacy policy, as well as the relevant enforcement and monitoring methods.	Inclusive healthcare, safeguarding people's livelihood - Quality and safety of services
Level B7: Anti-Bribery and Anti-Corruption	Regarding the prevention of bribery, extortion, fraud and money laundering: (a) policies; And (b) information on compliance with relevant laws and regulations that have a significant impact on the issuer.	Compliance and Integrity - Business Ethics and Anti-Bribery and Anti-Corruption
KPI B7.1	The number and results of corruption proceedings brought against the issuer or its employees and concluded during the reporting period.	ESG Key performance sheet
KPI B7.2	Describe preventive measures and reporting procedures, as well as related enforcement and monitoring methods.	Compliance and Integrity - Business Ethics and Anti-Bribery and Anti-Corruption
KPI B7.3	Describe the Anti-Bribery and Anti-Corruption training provided to directors and staff.	"Adhere to Compliance, Uphold Integrity for the Long Term - Business Ethics and Anti-Bribery and Anti-Corruption.
Level B8: Community Investment	Regarding policies that use community engagement to understand the needs of the communities where they operate and to ensure that their business activities take into account the interests of the communities.	Talent Empowerment, together for the Good - Community good
KPI B8.1	Focus on areas of contribution (such as education, environmental matters, labor needs, health, culture, sports).	Talent Empowerment, co-benefit together - Community good
KPI B8.2	Focus on contributing resources (such as money or time).	ESG Key performance sheet

Stakeholder Feedback Form

Dear readers:

Hello! Thank you for taking the time to read this report.

To make this report useful for communication and to effectively promote ESG management and practice at MedSci Healthcare, we sincerely invite you to fill out the stakeholder feedback form to help us make continuous improvements to the report.

MedSci Healthcare Holdings Limited

Address: 3rd Floor, Guangqi City Office Building, 425 Yishan Road, Xuhui District, Shanghai

Telephone: 021-54480093

Email: ir@medsci.cn

Official website: https://www.medsci.cn/

Your Information

Name:

Job Title:

Industry:

Email address:

1. What is your overall evaluation of the ESG report of MedSci Healthcare?

☐ Very good ☐ Good ☐ General ☐ Poor ☐ Very bad

2. How do you think this report performs in reflecting the significant environmental, social and governance impact of MedSci Healthcare?

☐ Very good ☐ OK ☐ Genera ☐ Poor ☐ Very bad

3. How do you think MedSci Healthcare performs in terms of stakeholder communication?

☐ Very good ☐ Good ☐ General ☐ Poor ☐ Very bad

4. How do you think this report performs in terms of the authenticity, accuracy and validity of information and data disclosure?

☐ Very good ☐ Good ☐ General ☐ Poor ☐ Very bad

5. What do you think of the overall framework, content design and form readability of this report?

☐ Very good ☐ Good ☐ General ☐ Poor ☐ Very bad

Open-ended questions:

Which part of the report are you most interested in?

Which ESG information in this report do you think will be most useful to you?

What comments or suggestions do you have for the future release of ESG reports by MedSci Healthcare?

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Improving Healthcare Quality

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