海尔生物医疗
Haier Biomedical

WE SUPPORT
UN GLOBAL COMPACT

2025 | Intelligence Enlightens Life for a Shared Future

Sustainability Report

Stock Code: 688139.SH

Content

Special Feature

About This Report

Introduction

This is the fifth Sustainability Report (hereinafter referred to as "the Report") issued by Qingdao Haier Biomedical Co., Ltd. The Report discloses the Company's practices and performance in 2025 across economic, environmental, social and corporate governance responsibilities. It aims to facilitate effective communication with stakeholders and systematically respond to their expectations and concerns.

Reporting Scope

The reporting scope is consistent with the Annual Report of Haier Biomedical in 2025. The information hereof covers Haier Biomedical and the subsidiaries within the scope of consolidation. The reporting period is from 1 January 2025 to 31 December 2025. Accordingly, the period may be extended to a time before the release of this Report in 2026.

Reporting Guidelines

This Report is prepared with reference to the Sustainability Reporting Standards of the Global Reporting Initiative (GRI) and the *Guidelines No. 14 of the Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Reporting (Trial)* issued by the Shanghai Stock Exchange. It also responds to the questionnaire indicators of the S&P Global Corporate Sustainability Assessment (CSA), and is developed in light of the Company's current stage of development and its actual ESG practices.

Definitions

For concise, coherent and easy reading, "Qingdao Haier Biomedical Co., Ltd." in the Report is also referred to as "Haier Biomedical", "the Company", or "we".

Preparation Procedures

This Report is prepared according to fixed procedures, including determining the report boundary, identifying and categorizing important ESG issues, collecting relevant data and information, preparing the report, and verifying information.

Reliability Assurance

Qualitative and quantitative information presented in this Report is derived from the Company's publicly available information, internal documents, and relevant statistical data. The Board of Directors of the Company confirms that this Report contains no false records or misleading statements, and assumes responsibility for the truthfulness, accuracy, and completeness of its contents.

Approval of the Report

After the review by the ESG Working Group, the Report was approved by the Board of Directors of the Company on 27 March 2026.

Access to the Report

The Report is available, to view and download, at the website of the Shanghai Stock Exchange (www.sse.com.cn) and Haier Biomedical's official website (https://www.haierbiomedical.com/).

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Chairman's Statement

Chairman of the Board of Qingdao Haier Biomedical Co., Ltd.

As the transformative wave of artificial intelligence sweeps across the globe, we stand at the cusp of a historic inflection point. This shift extends beyond incremental tool upgrades, fundamentally redefining productivity and cognitive paradigms. For Haier Biomedical, with over two decades of focus in life science instruments, it is clear that a new era, shaped by data, algorithms, and automation, is rapidly unfolding.

Amid the convergence of technological advancement and mission-driven purpose, Haier Biomedical has further clarified its strategic positioning. We are committed to becoming a global leader in integrated life science tools and intelligent productivity platforms, leveraging AI-driven innovation to enable smarter, more efficient operations across the life sciences and biomanufacturing sectors.

Evolving from an Industry Player to an Intelligent Platform

After two decades of focused development, we recognize that the value of standalone products is increasingly giving way to the strength of integrated platform ecosystems. At the core of our strategy is a deliberate transition from industry participant to platform builder.

We are committed to building three interconnected platforms:

- An AI-centered intelligent **technology platform** spanning the full value chain, from sample management and research support to biomanufacturing;
- An **industry platform** connecting research institutes, healthcare providers, pharmaceutical companies, and other stakeholders across diverse scenarios, enabling value creation throughout a broader ecosystem;
- Our **Responsibility Platform** embeds sustainability into the core of our operations, ensuring that every technological advancement supports environmentally responsible development and expands equitable access to life science solutions.

Three Transformations Building the Foundation of Our Platform

Over the past year, we have advanced along three clear pathways, turning our vision of an intelligent platform into tangible change.

Capability Transformation - From "Sample Storage" to "Intelligent Enablement". We are reshaping research and clinical workflows through the integration of AI and automation. In partnership with Guangzhou Laboratory, we co-developed the world's first high-throughput, fully automated PBMC extraction and purification workstation. By enabling standardized, high-throughput processing, this innovation improves reproducibility and reduces manual intervention, supporting more efficient laboratory operations, enhancing workforce productivity, and enabling scalable, high-quality sample processing for research and clinical applications.

Network Transformation - From "Global Sales" to "Local Integration". Our localized operating networks across 18 countries represent more than market expansion; they demonstrate the global applicability of our intelligent platform capabilities. In Italy, our intelligent blood management system is helping improve the efficiency of the public healthcare system. In remote regions of Africa, solar-powered vaccine refrigerators equipped with intelligent temperature control systems are helping safeguard children's health. A truly intelligent platform is not defined by standardized technology exports alone, but by its ability to integrate with local ecosystems and continue evolving alongside them.

Industry Transformation - From "Isolated Breakthroughs" to "Value Chain Empowerment". We are embedding AI capabilities throughout the entire life sciences and biomanufacturing value chain, continuously amplifying the value of our intelligent platform through industry collaboration. This goes beyond efficiency gains; it is about using technology to guide the value chain toward a future that is lower-carbon, more transparent, and more compliant.

Responsibility at the Core: Harnessing Intelligence with Care

As we embrace AI, we do so with a profound sense of responsibility.

We rely on robust governance to ensure AI is developed and applied responsibly. Through the establishment and implementation of our Medical Technology Ethics and Governance Policy, principles such as fairness, transparency, and privacy protection have become non-negotiable requirements in algorithm development. Certifications such as ISO 27001 further ensure that we protect data with the same rigor we apply to safeguarding biological samples.

We also foster responsible AI through ecosystem collaboration. Ongoing employee training worldwide, joint responsibility-building with supply chain partners, and green initiatives launched through industry alliances all form part of a broader responsibility network that helps ensure the benefits of technology are shared fairly and the costs of development are collectively managed.

Our experience over the past year has reinforced one belief: the true value of a platform lies in every minute saved for scientists, every gram of carbon emissions reduced for the planet, every vaccine protected for remote communities, and every improvement in dignity and safety for workers across the value chain.

Closing Remarks

Haier Biomedical is evolving from a specialized equipment manufacturer into a world-class life sciences brand with platform capabilities and a global perspective. We know that this journey has only just begun.

Guided by two decades of industry insight and grounded in a commitment to technological excellence and the wellbeing of people and the planet, Haier Biomedical will continue to advance in partnership with scientists, industry partners, investors, and communities worldwide.

Together, we look forward not only to a new era in life sciences powered by AI and greater efficiency, but also to a healthier, more equitable, and more sustainable world.

About Haier Biomedical

Company Profile

Haier Biomedical (Stock Code: 688139.SH) focuses on the upstream of the life science industry, with the goal of creating the best user experience. Its business covers low-temperature storage, laboratory solutions, smart medication, and blood technology. The Company provides digital scenario solutions for users such as universities and research institutions, pharmaceutical and biotech enterprises, hospitals, CDCs, blood stations, and primary public health institutions. We are committed to becoming a globally trusted world-class brand in life science and building a globally leading integrated life science tools and intelligent productivity platform.

The Company is always committed to technology leadership, driving innovation and leading industrial transformation. We have achieved breakthroughs in biomedical low-temperature technology, breaking foreign monopolies, with its related R&D and industrialization capabilities reaching internationally leading levels. Through continuous R&D investment, the Company has successively achieved breakthroughs in core technologies such as multi-parameter high-precision control technology, high-speed centrifugal separation of biological substances, polymer material surface modification technology, high-precision identification, positioning and handling technology, and cup-based plasma apheresis technology. These have formed an open innovation R&D system comprising four horizontal and four vertical technology platforms, consisting of four general technology platforms (AI, automation, intelligence, and materials) and four vertical technology platforms (refrigeration, environmental control, sorting and separation, and biological applications), with a total of 1,620 patents accumulated. Building on this foundation, the Company has integrated emerging technologies such as IoT, cloud computing, and AI to creatively launch comprehensive digital scenario solutions represented by smart blood distribution and smart vaccination, and has further expanded into scenarios such as smart laboratories and smart medication, leading the digital and intelligent transformation of the industry.

The Company adheres to its localization strategy and continues to strengthen its global business presence. Its products and solutions have been applied in more than 160 countries and regions worldwide. In the domestic market, the Company serves tens of thousands of end users, including hospitals, pharmaceutical and biotech enterprises, universities and research institutions, CDCs, plasma stations, and testing institutions. Well-known customers include Shanghai Ruijin Hospital, WuXi AppTec, Shanghai Fudan University, China CDC, Hualan Biological, Hengrui Medicine, and Fosun Pharmaceutical. In the international market, the Company has established a distribution network of over 800 resellers and maintains long-term, ongoing cooperative relationships with nearly 80 international organizations, including the World Health Organization (WHO) and the United Nations Children's Fund (UNICEF). Localized operations have been rapidly strengthened, with the Company establishing localized operations in 18 countries, including the United Kingdom, the Netherlands, the United States, Singapore, and Japan, precisely addressing the diverse needs of regional users.

Building on its current position, Haier Biomedical is accelerating its "Three Transitions":

- Advancing global expansion through localisation;
- Driving industrial transformation through strategic mergers and acquisitions;
- Shaping future innovation through AI-driven capabilities.

Looking ahead, the Company will continue to harness the momentum of digital intelligence, globalisation, and platform-based development to unlock new possibilities across the life sciences sector.

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Vision

Well Life Forever
(Healthy Life, Forever)

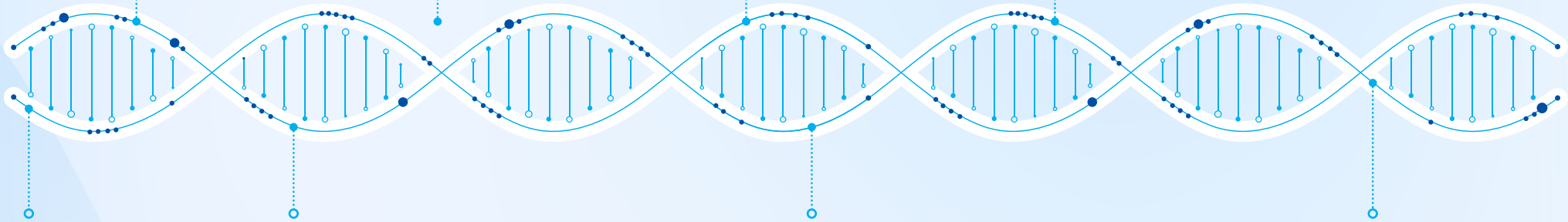
Mission

Committed to Everyone's Lifelong Health by Technology and Service Innovation

Philosophy

Your Health Our Priority

Milestones



February

- RAP-AT1 active temperature-controlled container received CAAC CTSOA certificate.

March

- RKN temperature-controlled container received first FAA design approval letter in Asia-Pacific.

April

- Guizhou's first demonstration AI vaccination clinic launched in Guiyang.
- Received world's first EU MDR certificate for medical low-temperature storage equipment.
- Received the first humidity control certification certificate for medical refrigerators.
- Smart digital fully automatic cell culture workstation recognized as an outstanding typical case of future industry innovation development by MIIT.
- Participated in the formulation and release of the group standard *Technical Specification for Deep Low-Temperature Storage of Biological Samples*.

May

- "Pharmacy Management Scenario Large Model" project selected as a Shandong "Open Competition Mechanism" project.

June

- Jointly built Xinjiang's first Blood Donation Care Cabin with Alar City.

July

- Dual-system variable frequency series ultra-low temperature freezers obtained ACT certification.
- The *Application of Solar Direct Drive (SDD) Vaccine Refrigerators selected* as one of the first batch of cultivation cases of "DC100 International DC Application".
- Three industry standards led or deeply participated in by its subsidiary Qingdao HB TempCon Aviation Technology Co., Ltd. were officially released: the *Technical Specification for Aviation Temperature-Controlled Containers, the Operational Specification for Public Air Transport of Temperature-Controlled Cargo*, and the *Technical Specification for Aviation Fire-Resistant Containers*.

August

- Delivery of the Smart Medical Community project jointly developed with Sangzhuzi District, Shigatse City, Tibet.
- Two ultra-energy-saving ultra-low temperature freezers passed DIN testing.

November

- Led the formulation of China's first national standard for the *Medical Liquid Nitrogen Storage Systems*.

Honors and Awards

Technology and Innovation

Project Name	Award/Honor Name	Issuing Organization
R&D and Industrialization of Key Equipment and Supporting Systems of Haier Biomedical	2025 National "Two Major Initiatives" Project in the Biological Field	National Development and Reform Commission (NDRC)
Key Technology Development and Industrialization of High-Throughput Cell Automated Culture Equipment	2024 Outstanding Typical Case of Future Industry Innovation Development	Ministry of Industry and Information Technology (MIIT)
National Postdoctoral Research Station	National Postdoctoral Research Workstation (Excellence Award)	Ministry of Human Resources and Social Security
Key Technology Development and Equipment Industrialization for High-Quality and High-Efficiency Cell Preparation	Excellence Award (Highest Award) in the National Finals of the 14th China Innovation and Entrepreneurship Competition for Disruptive Technology Innovation	Ministry of Industry and Information Technology (MIIT)
Fully Automated and Standardized High-Efficiency Cell Preparation Workstation	National Disruptive Technology Innovation Competition	Ministry of Science and Technology
R&D and Application of Key Technologies for Constant Temperature Green and Highly Reliable Refrigeration Equipment for Biomedical Safe Storage	2024 Science and Technology Progress Award of China National Light Industry Council	China National Light Industry Council
Key Technology Development and Industrialization of Compact Automated Biological Culture Equipment	Shandong Provincial Science and Technology Progress Award	Department of Science and Technology of Shandong Province
R&D and Industrialization of Key Technologies and Series Equipment for Green Low-Temperature Storage of Biological Samples	2025 Science and Technology Progress Award of Shandong Province Equipment Manufacturing Association	Shandong Province Equipment Manufacturing Association
Development and Application of Flexible and Expandable Ultra-Low Temperature Fully Automated Biological Sample Storage Technology and Series Products	2025 Science and Technology Progress Award of Shandong Province Medical Device Industry Association	Shandong Province Medical Device Industry Association
R&D and Industrialization of Key Technologies and Series Equipment for Green Low-Temperature Storage of Biological Samples	2025 Science and Technology Progress Award of Shandong Province Medical Device Industry Association	Shandong Province Medical Device Industry Association
R&D and Industrialization of Key Technologies and Series Equipment for Green Low-Temperature Storage of Biological Samples	Qingdao Science and Technology Progress Award	Qingdao Municipal Bureau of Science and Technology
Key Technology Development and Equipment Industrialization for Fully Automated Cell Preparation	Qingdao Science and Technology Progress Award	Qingdao Municipal Bureau of Science and Technology

Social Awards

Award/Honor Name	Organizer
2025 Wind ESG Top 100 (Small and Mid-cap)	Wind
Selected for S&P Global's 2025 Sustainability Yearbook (China Edition)	S&P Global
2025 Evergreen Enterprise Case Selection – Sustainable Development Leader	Caijing
The 3rd Guoxin Cup · ESG Technology Leading Golden Bull Award	China Securities Journal
2025 Hardcore Technology Innovation Case	China Times
Securities Star 3rd ESG New Benchmark Enterprise	Securities Star
2025 JRJ Golden Intelligence Award – Outstanding Growth Enterprise	JRJ.com
Future 20 · 2025 A-Share Listed Company Annual Growth Enterprise	Jointly initiated by China Business Network, EY (China), Xiya Asset Management, and Shanghai Jiading New City Development Co., Ltd.

2025 Evergreen Enterprise Case Selection – Sustainable Development Leader

The 3rd Guoxin Cup · ESG Technology Leading Golden Bull Award

Sustainability Governance

Haier Biomedical implements the LIFE sustainable development strategy and is dedicated to promoting the harmonious integration of corporate development with the environment and society. We continuously improve our sustainability governance structure and execution mechanisms, further deepen sustainability practices across the entire value chain, establish diverse communication channels for stakeholders, actively fulfill our responsibilities as a corporate citizen, and "respect" life with responsibility.

Sustainability Governance Structure

Haier Biomedical has established an ESG governance structure consisting of the Board of Directors, the Strategy and ESG Committee, and the ESG Working Group, which ensures the decision-making, management, and execution of sustainability-related matters and effectively fulfills the responsibilities of sustainability management.

Haier Biomedical Sustainability Governance Structure

Board of Directors	The Board of Directors is the highest decision-making body on and ultimately responsible for our ESG matters. Its responsibilities include reviewing and overseeing the Company's ESG-related management policies, strategies, and related risks, guiding the Company's ESG strategic direction and assuming ultimate responsibility for ESG matters.
Strategy and ESG Committee	The Strategy and ESG Committee is led by the chairperson and composed of Board members. Its responsibilities include formulating ESG management policies and strategies; defining ESG development objectives and coordinating ESG work arrangements; overseeing the planning and implementation of ESG initiatives; and reporting key ESG matters to the Board periodically.
ESG Working Group	The ESG working group comprises heads of ESG-related functional departments. Its responsibilities include formulating the annual work plan based on the Company's ESG policies and strategies, executing specific tasks, and ensuring the achievement of objectives.

Stakeholder Engagement

Haier Biomedical recognizes that the opinions of stakeholders are critical to the Company's operations and development. We consistently pay attention to the opinions and demands of internal and external stakeholders, listen to and respond to their needs through comprehensive, multi-channel communication mechanisms, and integrate their expectations into our daily management and decision-making as appropriate, with the aim of building long-term, mutually trusting partnerships that create shared value.

Key Stakeholders	Issues	Communication Channels
Governments and regulators	· Compliant operation · Information security · Responsible marketing · Green manufacturing · Biodiversity · Corporate governance	· Government consultation · Information disclosure · Topic reporting · Working conferences · Responses to inquiries
Shareholders and investors	· Corporate governance · Compliance operation · Protection of intellectual properties · Anti-corruption · Investor relations	· Information disclosure · Shareholders' meetings · Performance briefing · Online platforms · Roadshows · Institutions' research meetings
Customers	· Customers' rights and interests · Product Innovation · Cooperation and communication · Product quality and safety · Quality service · Responsible marketing · Information security	· Product launch · Satisfaction survey · Customers' communication and complaint channels · Official WeChat account
Suppliers and partners	· Protection of human rights · Responsible procurement · Supply chain management · Anti-corruption	· Empowerment and training · Working conferences · Industry activities · Online or offline regular communication
Employee	· Employees' rights and interests · Occupational health and safety · Employee development and training · Balance between work and life · Talent attraction and retention · Diversity & equal opportunities · Protection of human rights	· Employee symposiums · Meetings of employee representatives · Labor union · Employee training · Employees' complaint and reporting mechanism · Culture discussion platform
Environment and communities	· Community investment · Low-carbon technologies · Waste management · Water management · Emission management · Energy and resource conservation · Responsible purchasing · Green office · Climate change · Access to health care	· Charity projects and fundraising platforms · Information disclosure · Media-related conferences · Regular communication with media · Joining social organizations

Double Materiality Analysis

Based on the double materiality principle and the requirements of the *Guidelines No. 14 of the Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Reporting (Trial)*, Haier Biomedical has systematically identified and assessed the ESG issues related to its business operations. We conducted a comprehensive analysis of the impacts of our business activities on the external environment and society (hereinafter referred to as "impact materiality"), as well as the potential effects of relevant issues on the Company's financial performance, business model, and costs (hereinafter referred to as "financial materiality").

Through the above analysis process, we identified a total of 29 material issues this year, three of which are financially material. Based on the assessment results, we developed the materiality matrix below to support the Company in further identifying key sustainability management priorities and formulating action plans. For the identified financially material issues, we have disclosed them in the relevant sections of this report in alignment with the four dimensions of "Governance – Strategy – Impact, Risk and Opportunity Management – Metrics and Targets".

Double Materiality Assessment Process

Identification of Material Issues

We identify material issues by considering external ESG standards, regulatory requirements, capital market rating criteria, and stakeholder concerns.

Double Materiality Assessment

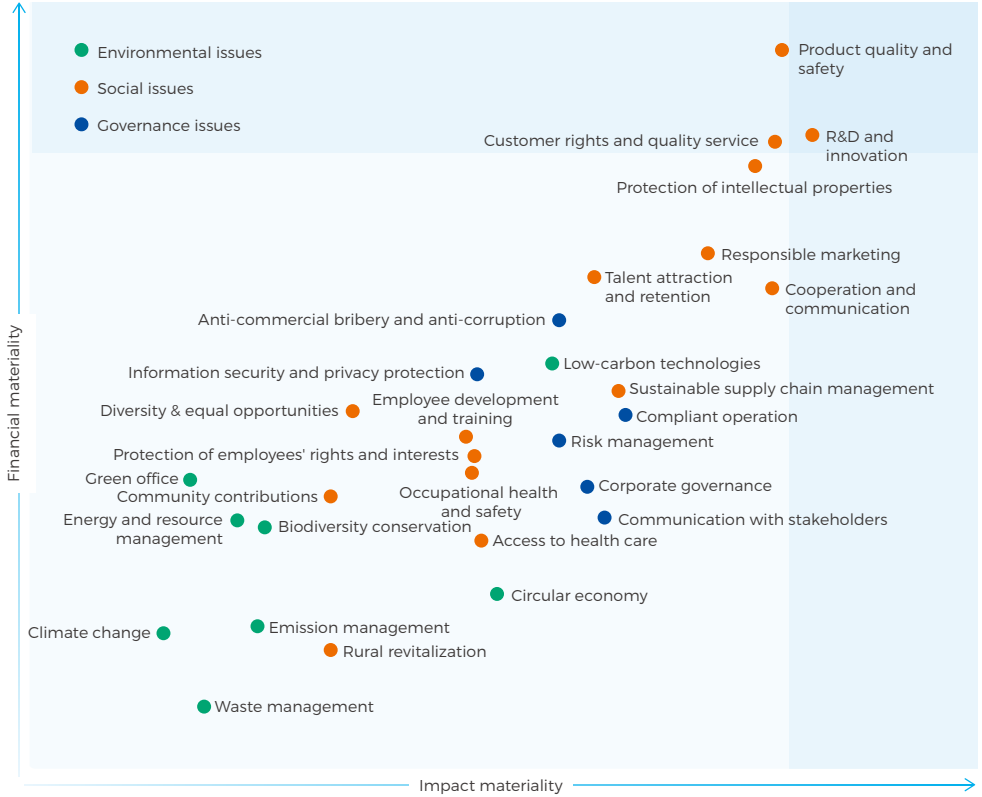
Impact Materiality:
We assess the likelihood and magnitude of impacts (including scope, scale, and irremediability), and collect stakeholder ratings on the impact materiality of each issue through surveys.

Financial Materiality:
We assess the likelihood and magnitude of financial effects (including continuity of resource use and operational dependencies), and collect stakeholder ratings on the financial materiality of each issue through surveys.

Results Guiding Sustainability Disclosure and Practices

The Board of Directors reviews and approves the materiality assessment results, which serve as the basis for systematically advancing targeted disclosures and continuously improving ESG management practices.

Double Materiality Matrix



Sustainable Development Strategy

Haier Biomedical embeds sustainability into its corporate strategy, and has developed and continuously iterated its unique "LIFE" sustainability model to provide clear guidance for its sustainability actions. We fully support and implement the United Nations Sustainable Development Goals (SDGs), actively respond to the United Nations Global Compact and its ten principles, and are committed to demonstrating our firm belief in and responsibility for sustainable development to all stakeholders through concrete actions.

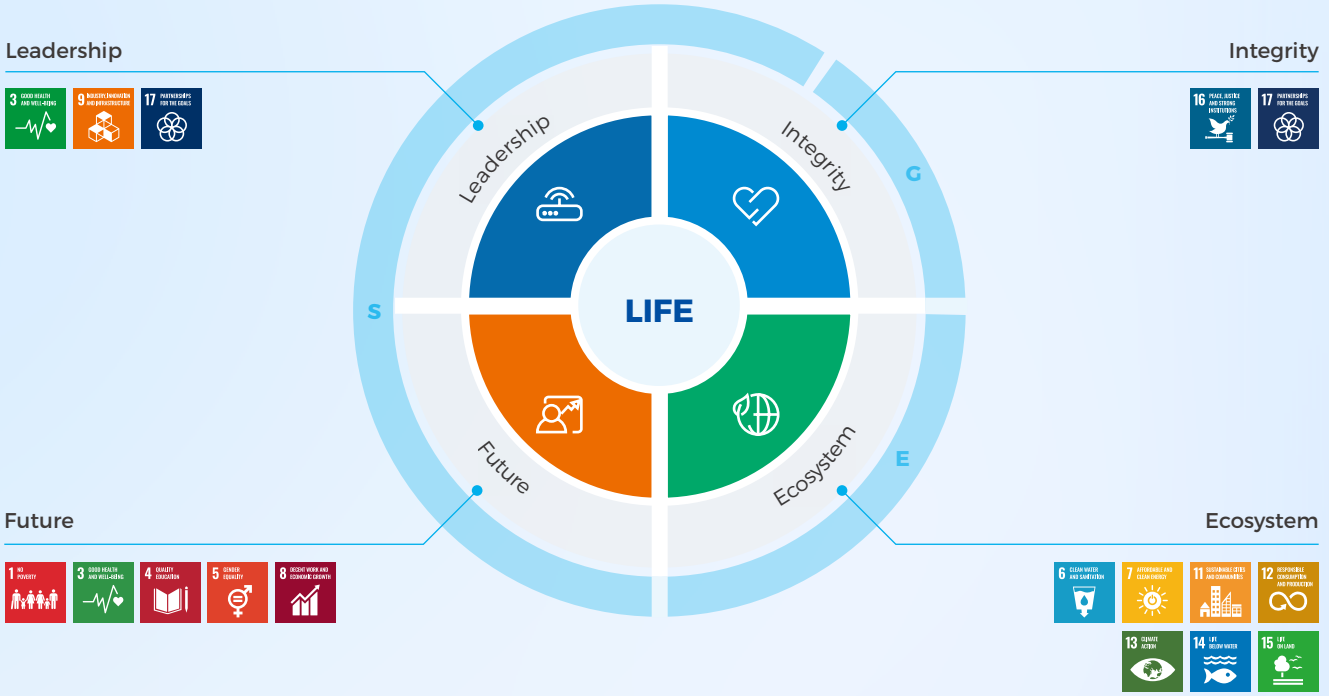
Sustainability Concept

Guided by the vision that "Intelligence enlightens life for a shared future", Haier Biomedical is committed to respecting life with sincerity, safeguarding life through technology, and collaborating to forge a sustainable future. With a steadfast focus on protecting public health, we make every effort to advance our journey toward sustainability.

Sustainable Development Model

Reflecting on the insights from our materiality matrix and sustainability assessments, we have crafted and continuously enhanced our LIFE model, which drives us toward efficient and effective sustainability governance. LIFE encapsulates the four fundamental pillars of our approach: Leadership, Integrity, Future, and Ecosystem.

Sustainability Model



Haier Biomedical and SDGs

Pillar	UN SDGs	Strategic Focus of Haier Biomedical	Progress of Haier Biomedical in 2025
Innovation-Led		Adhere to innovation-led development and strive to be a technical leader in the life science and medical innovation fields and industry. Empower global public health through innovative achievements and serve national strategies. Drive industry progress and collaborate with multiple parties to achieve co-creation and win-win results.	Defined the "create a world-class brand in the life sciences that is trusted globally" strategic direction as the fundamental driving force of technological innovation. Implemented this through domestic "Three Expansions and Two Focuses" and overseas "Country-by-country Strategy" market strategies. Expanded the openness pattern and integrated internal and external resources through four forms—self-developed, co- research, mergers and acquisitions, and incubation—to build a diversified and complementary R&D ecosystem. Deeply integrated artificial intelligence into product R&D and launched a series of "AI+" solutions. Completed the R&D and launch of over 70 new models based on core platforms such as ultra-low temperature storage, automation, cell culture, and centrifugation. Accumulated 1,620 authorized patents and 428 software copyrights.
Integrity and Shared Success		Build a solid bottom line for compliant operations and create a stable, high-quality corporate governance level. Remember product responsibility and solidify the foundation of product safety and quality to provide trustworthy products and services for customers and the industry.	Continuously refined the corporate governance and risk management system to solidify the foundation for stable development. Strengthened the construction of a business ethics culture and conducted business ethics and anti-corruption training and promotional activities for all employees to enhance compliance and legal awareness and create a clean business environment. Formulated the Medical Technology Ethics and Governance Policy to adhere to technological ethical guidelines and codes of conduct in R&D activities such as scientific research, technological development, and application. Required all suppliers to sign the Supplier Code of Conduct, clarifying requirements for quality control, integrity, green procurement, human rights protection, and conflict mineral management to drive upstream and downstream enterprises in the supply chain to practice green development concepts. Established a comprehensive product quality management system to support the "zero defect" goal by clarifying responsibilities, strictly controlling processes, and scientifically setting standards. Obtained the EU Medical Device Regulation (MDR) certification and the South Korean KGMP certification to further expand global market access. Guided by the "zero complaint" service goal, continuously deepened the construction of the customer service guarantee system from three dimensions—service guarantee upgrade, service efficiency improvement, and digital platform construction—to enhance service capability and quality.

Pillar	UN SDGs	Strategic Focus of Haier Biomedical	Progress of Haier Biomedical in 2025
Sharing the Future		Take the initiative in corporate responsibility and share development fruits with the industry and society. Continuously create social value and meet the social needs of the times to promote equal, inclusive, and diversified global social development and support common prosperity.	Optimized the talent structure, introduced technological innovation talents, talent with advanced degrees, and industry experts, and supported internal employee mobility to promote rational allocation and efficient utilization of talent resources. During the reporting period, we introduced 22 core talents for key positions, with 33.64% of vacancies filled by internal employees. Implemented globalization and specialization strategies and customized multi-dimensional specialized training for employees to help them systematically improve professional capabilities and management literacy. During the reporting period, granted no more than 1.2 million A-share ordinary shares to no more than 309 employees to share the fruits of enterprise development with core talents through equity. Systematically upgraded the "139 Safety Management System," clarified the safety responsibility list for all employees, and implemented an all-staff, comprehensive, and whole-process health and safety management model. Partnered with global ecological partners such as government agencies, NGOs, and universities to promote the global development of access to healthcare and assist in the construction of public health systems in underdeveloped regions. The Company's products and solutions have entered more than 80 "Belt and Road" countries and regions. Launched the full-process smart vaccine solution to ensure the quality and safety of medicines and vaccines throughout the production, storage, and transportation chain through smart cold chain technology, improving grassroots vaccination rates and medical smart management capabilities. This solution has covered more than 140 countries and regions globally.
Green Symbiosis		Focus on the welfare of the next generation and strive to protect the green home of humanity and mitigate climate change. Integrate the green concept into corporate operations to achieve green and low-carbon transformation and build an environment-friendly and resource-saving enterprise. Collaborate with all sectors of society and leverage the advantages of Haier Biomedical to contribute to environmental issues such as green transformation across the entire industrial chain and support for biodiversity conservation.	Integrated green concepts into the full lifecycle stages of product R&D, design, raw material selection, manufacturing, logistics, transportation, and recycling. During the year, we obtained 122 energy-saving and environmental protection certificates, including 75 product models and 2 new registered models with U.S. Energy Star certification. Implemented green operations and strictly controlled pollution management to build a resource-saving and environment-friendly enterprise. Continuously refined the climate change and "dual carbon" governance system and deepened the identification of and response to climate risks and opportunities. Used energy saving and carbon reduction as the core strategy and path to enhance business resilience and climate adaptation capability. Provided innovative biodiversity conservation solutions and empowered global germplasm resource banks, biological sample banks, and genetic resource protection by relying on leading ultra-low temperature, automated storage technology, and IoT solutions.

ESG Highlight Performance

Innovation-Led

The proportion of R&D personnel reached **28.56%**

Total R&D investment amounted to **RMB 323 million**

The number of newly granted invention patents increased by **50%** year-over-year

with non-storage-related invention patents accounting for **73%**

A total of **428** software copyrights have been obtained

A total of **34** technical achievements have been recognized as reaching the international leading level

Accumulated **51** provincial-level or higher science and technology awards

Cumulatively led or participated in the formulation of **75** national, industry, and group standards and technical specifications.

0.70 valid patents per RMB million revenue

0.18 software copyrights per RMB million revenue

Integrity and Shared Success

Percentage of female directors **33.3%**

Percentage of female senior executives **66.67%**

Anti-corruption education sessions for middle and senior managers **2**

Integrity and self-discipline awareness training coverage **100%** of employees

Supplier integrity agreement signing rate **100%**

Achieved annual target of **10%** year-on-year reduction in defect rate

Quality training sessions **11**

Customer satisfaction rate **99.94%**

On-time customer service response rate **99.32%**

Sharing the Future

Obtained ISO 45001 occupational health and safety management system certification

Total number of employees **2,945**

Average training hours per employee **36.29 hours**

Employee training percentage **100%**

Total public welfare donation amount reached **RMB 1.406 million**

Number of working days lost due to work-related injuries **0**

Green Symbiosis

Passed the annual audit of the ISO 14001 environmental management system

Continuously carried out energy-saving and carbon-reduction actions throughout the entire lifecycle.

Reached **2.367 million kWh** in renewable energy consumption within the campus

accounting for **18.18%** of the Company's total electricity consumption

Invested **RMB 257,700** in environmental protection funds

and **2,139 hours** in environmental protection initiatives

Special Feature

Global Technology Expansion, Serving Global Health

Haier Biomedical is committed to building a more resilient and sustainable global health ecosystem through technological innovation and localization. Against the backdrop of evolving global public health needs and infrastructure upgrades in emerging markets, Haier Biomedical's internationalization has evolved from single-product sales to delivering comprehensive solutions centered on "product + service". Driven by technological innovation, anchored in localized services, and oriented toward sustainable operations, the Company has achieved a leap from merely delivering equipment to providing full lifecycle value services.

We are building a new global ecosystem of shared growth and technology empowerment. Anchored in localized services with global coverage, driven by innovative scenario-based solutions, supported by superior technological products, and committed to low-carbon and energy-saving contributions, we are developing scalable, trustworthy, and affordable health technology infrastructure and public health systems. This initiative aims to promote the efficient allocation of medical resources and the inclusive extension of services.

Operational Roots: Building a Localized Service Network

Haier Biomedical has integrated into the local ecosystem to build a full-cycle service capability covering pre-sales, delivery, and after-sales together with partners. We transform standardized products and technologies into flexible, locally adapted, reliable, and efficient localized service solutions. This ensures that our solutions precisely meet local needs, facilitating a value shift from "equipment supplier" to "long-term service partner".

Kenya Localized Collaborative Service Model

CASE

In Kenya, we collaborated closely with our local partner, Ray Pharmaceuticals, to provide customized ultra-low temperature storage solutions for the Strathmore University Medical Center.

To address the center's stringent requirements for stable ultra-low temperatures below -80°C, intelligent monitoring, and energy-saving quiet operation, both parties jointly analyzed Nairobi's climate characteristics and laboratory usage habits. The DW-86L338J ultra-low temperature freezer was selected, and a joint response mechanism was established, forming a complete localized service model spanning precise pre-sales selection to continuous post-sales support.

Zero-Downtime Upgrade of Biosafety Cabinets at the Laboratory of Queen Mary University of London

CASE

At Queen Mary University of London, facing the challenge of replacing 64 biosafety cabinets with "zero interruption and precise alignment", we established a special task force combining "local UK expertise and global R&D". Within 48 hours, we completed a customized solution design and executed precision construction involving "removal of old units and installation of new ones, room-by-room rotation", successfully achieving a seamless transition between the old and new equipment. This response not only efficiently met user needs but also validated our capability to rapidly mobilize local and global resources to address complex scenarios, laying the foundation for deepening cooperation.

Collaborating with major Korean airlines to build a new temperature-controlled ecosystem

CASE

The Qingdao Honghu team under Haier Biomedical has established strategic partnerships with major Korean airlines, including Korean Air, T'way Air, and Air Premia. The team applies its independently developed active air cargo temperature-controlled containers to their route networks and engages in deep collaboration on optimizing temperature-controlled logistics solutions and defining service standards. This initiative drives an upgrade from equipment supply to ecosystem co-construction, providing more efficient and secure solutions for global temperature-sensitive material transportation.

Program Leadership: Building a Scenario-Based Digital Ecosystem

Haier Biomedical is committed to deeply integrating smart hardware, data platforms, and industry knowledge. Targeting key scenarios such as public health, life sciences, and pharmaceutical distribution. The Company provides end-to-end digital solutions that enable global customers to enhance workflow intelligence, efficiency, and reliability.

Smart Liquid Nitrogen Tanks for South African Blood Banks

CASE

At the South African National Blood Service, our large-capacity liquid nitrogen tanks are equipped with the Cryosmart smart monitoring system. The system utilizes high-precision sensors to provide 24/7 real-time monitoring of the tank's temperature and liquid level. Data is synchronized to the cloud, and alerts are immediately triggered upon detection of anomalies. Management personnel can remotely monitor device status via mobile devices, enabling digital, visual, and alert-based safety control of blood samples, and transforming traditional storage into intelligent monitoring systems.

Brazil Laboratory Procedure Cooling Instrument

CASE

At the laboratory in Curitiba, Brazil, the Haier Biomedical controlled-rate freezer enables digital control for low-temperature experiments. The equipment supports precise adjustment of the cooling rate within a wide range of 0.1–99.9℃/min, with temperature fluctuations stabilized within ±0.5℃. Its 7-inch touchscreen interface makes the complex cooling process intuitive and provides real-time display of liquid nitrogen levels with automatic alerts. This transforms processes previously reliant on manual expertise into standardized, stable, and traceable digital procedures.

Smart Centrifuge for Australian Research Institute

CASE

At the Westmead Medical Research Institute in Australia, our centrifuges meet the stringent requirements of this leading global research institution through precise, stable, and intelligent performance. Advanced temperature control and intelligent management capabilities ensure the reliability of experimental data and the efficiency of research processes, supporting cutting-edge translational medical research with robust digital solutions.

Tech Synergy: Empowering Global Cutting-Edge Research

Haier Biomedical continues to invest in core technological innovation, providing professional and reliable low-temperature storage, biosafety, and sample processing equipment to support the cutting-edge research of top universities and research institutions worldwide. Our products have become a trusted choice for global research institutions conducting frontier research, marking the increasingly vital supporting role that our products have become a trusted choice for leading research institutions worldwide, supporting advanced scientific discovery and reflecting the growing global recognition of high-end medical technologies.

Collaborative Project with the Australian Childhood Cancer Institute

CASE

We delivered 6 liquid nitrogen tanks and 11 ultra-low impact -80°C temperature freezers to the Australian Childhood Cancer Research Centre. Through advanced low-temperature storage technologies, we support the center's research into childhood cancer, enabling scientists to accelerate progress toward new breakthroughs.

Upgrade of Biosafety Protection at the Sorbonne University

CASE

Our biosafety cabinets have been deployed at Sorbonne University in France, providing reliable protection to support the institution's advanced research activities. With high-performance containment and robust safety features, the equipment meets the stringent requirements for protecting personnel, samples, and the environment, ensuring safe and compliant operation across life sciences research applications.

Support for Freeze-Drying Technology Research at The Hong Kong Polytechnic University

CASE

Our freeze-drying machine was installed and commissioned at the Hong Kong Polytechnic University. As the Company's first freeze-drying system deployed in Hong Kong, this solution delivers significant improvements in operational efficiency, safety, and process control. It meets the stringent requirements of universities for freeze-drying applications in life sciences research and biopharmaceutical development, providing reliable technical support for advanced scientific research.

Green Empowerment: Innovative Low-Carbon Solutions

Haier Biomedical integrates sustainability principles throughout the entire product lifecycle, encompassing design, manufacturing, and service. Through energy-saving technologies, eco-friendly materials, and circular solutions, the Company not only helps customers reduce operating costs but also supports them in achieving their sustainable development strategic goals, jointly creating long-term environmental value.

Ultra-Low Temperature Freezers Support Green Upgrades for Australian Research Institute

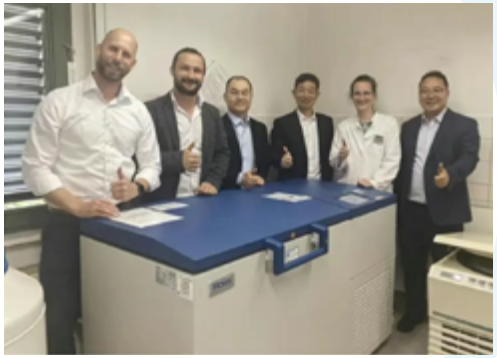
CASE

At the Westmead Medical Institute in Australia, our ultra-low temperature freezers provide critical support through green technology. This series is the only Chinese brand to receive ACT certification from My Green Lab. It utilizes eco-friendly hydrocarbon refrigerants, achieving an annual carbon reduction of approximately 2,269 kilograms per unit and ranking first in energy consumption performance on the U.S. Energy Star list. With its superior green performance, this equipment serves as a significant enabler for customers to achieve sustainable development goals.

Ultra-low Temperature Freezers Deployed at Top Universities in Europe and the United States

CASE

Our -150˚C ultra-low temperature (ULT) freezers have been deployed at research institutions including the University of Halle in Germany and the University of Miami in the United States. Additionally, our ultra-low impact, energy-efficient ULT temperature freezers have been installed at the Stanford University School of Medicine in the United States. These devices, with their performance characterized by "ultimate reliability" and "ultra-low energy consumption," meet the comprehensive requirements of top-tier academic institutions regarding the reliability, advanced nature, and cost-effectiveness of research equipment. This demonstrates our technical expertise in providing efficient, low-carbon life science solutions.



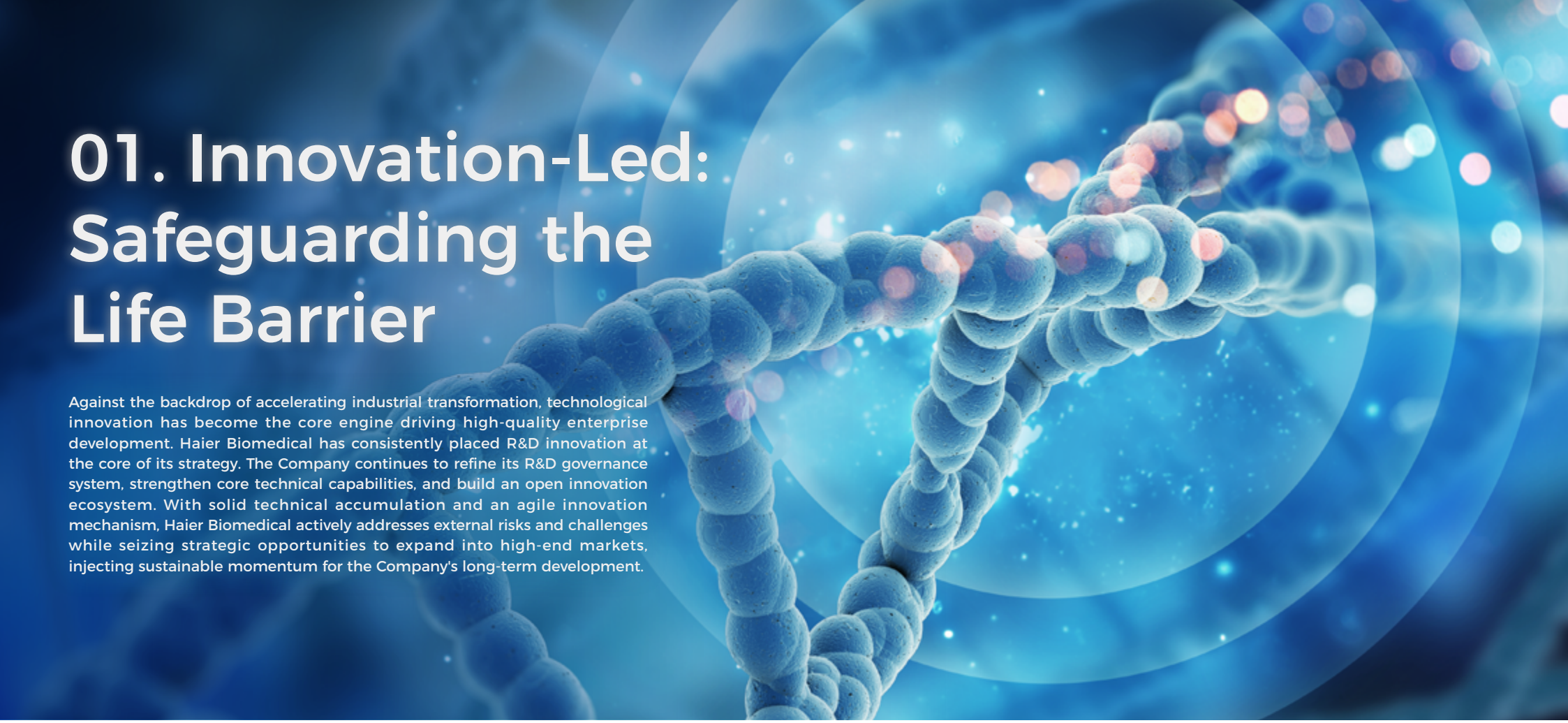
The Green Sample Library Initiative Supports Imperial College London Strides in Sustainability

CASE

We delivered a cryogenic biological sample storage solution to Imperial College London that significantly reduced liquid nitrogen consumption and associated carbon emissions. This initiative supports the College's sustainability objectives and aligns with programmes such as LEAF, demonstrating how technological innovation can contribute to more sustainable laboratory operations.

From the seamless renewal of the London laboratory to the temperature-controlled ecosystem on Korean routes; from green carbon reduction at the Australian research institute to scientific support across top universities in Europe and the United States. These milestones collectively demonstrate that Haier Biomedical's global presence has established a three-dimensional capability matrix covering localized services, digital solutions, cutting-edge technology, and green sustainability.

Looking ahead, Haier Biomedical will continue to deepen the "Global Technology Expansion" strategy and further evolving from a provider of products to delivering sustainable health solutions. We will continue to invest in strengthening our overseas localization and service capabilities by expanding local teams and deepening collaboration with regional partners, building a more agile and locally integrated service network. We are committed to aligning integrating technological innovation with the real needs public health within different regions, helping to address global health imbalances, and contributing long-term value to build a more resilient and inclusive global health ecosystem.



01. Innovation-Led: Safeguarding the Life Barrier

Against the backdrop of accelerating industrial transformation, technological innovation has become the core engine driving high-quality enterprise development. Haier Biomedical has consistently placed R&D innovation at the core of its strategy. The Company continues to refine its R&D governance system, strengthen core technical capabilities, and build an open innovation ecosystem. With solid technical accumulation and an agile innovation mechanism, Haier Biomedical actively addresses external risks and challenges while seizing strategic opportunities to expand into high-end markets, injecting sustainable momentum for the Company's long-term development.

Performance Highlights in this Section

The proportion of R&D personnel reached **28.56%**

The number of newly added invention patents increased by **50%** year-over-year

A total of **428** software copyrights have been obtained

Accumulated **51** provincial-level or higher science and technology awards

0.70 valid patents per RMB million revenue

Total R&D investment amounted to **RMB 323 million**

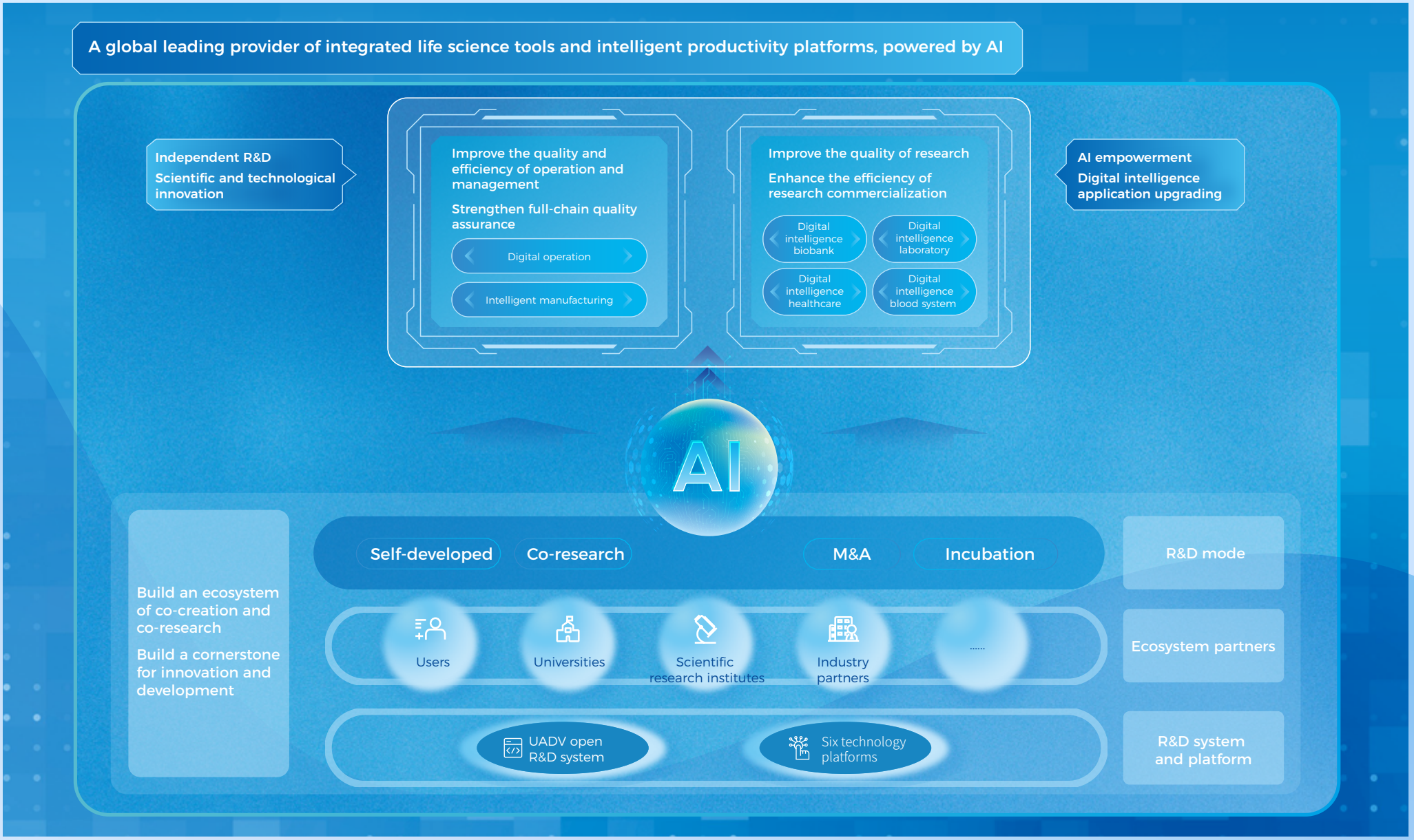
with non-storage invention patents accounting for **73%**

A total of **34** technical achievements have been recognized as reaching the international leading level

Cumulatively led or participated in the formulation of **75** national, industry, and group standards and technical specifications.

0.18 software copyrights per RMB million revenue

SDG-related responses in this Section


A global leading provider of integrated life science tools and intelligent productivity platforms, powered by AI
Independent R&D
Scientific and technological innovation
Improve the quality and efficiency of operation and management
Strengthen full-chain quality assurance
Digital operation
Intelligent manufacturing
Improve the quality of research
Enhance the efficiency of research commercialization
Digital intelligence biobank
Digital intelligence laboratory
Digital intelligence healthcare
Digital intelligence blood system
AI empowerment
Digital intelligence application upgrading
AI
Build an ecosystem of co-creation and co-research
Build a cornerstone for innovation and development
Self-developed
Co-research
M&A
Incubation
R&D mode
Users
Universities
Scientific research institutes
Industry partners
.....
Ecosystem partners
UADV open R&D system
Six technology platforms
R&D system and platform

1.1 R&D and Innovation

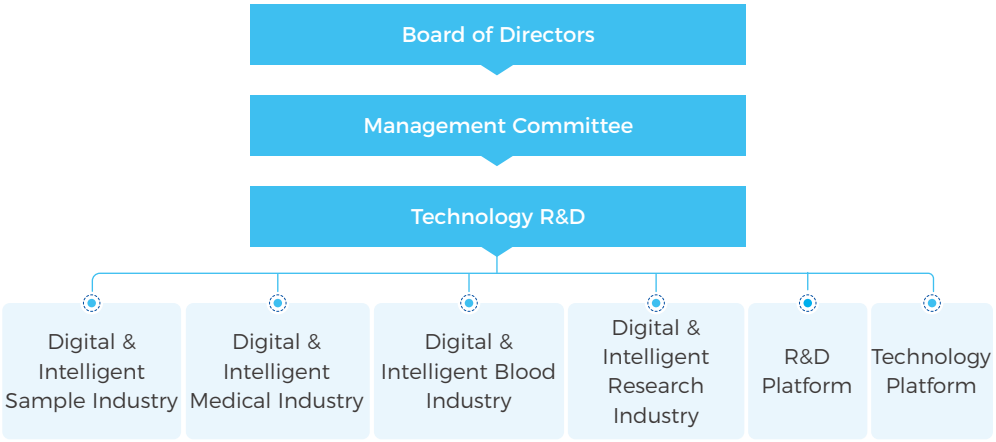
R&D innovation is the key pathway for Haier Biomedical to build long-term competitiveness. By optimizing our organizational structure and operating the "Four Horizontal and Four Vertical" technology platform while building an open R&D ecosystem, we continuously enhance innovation efficiency to provide solid support for capturing market trends and achieving high-quality development.

1.1.1 Governance

Haier Biomedical has established a clear three-level R&D management structure to balance R&D resource allocation, efficiently advance technical breakthroughs, and accelerate new product development. This system is driven by core technological innovation and deep insights into user needs. Through mechanisms such as milestone reviews by the Management Committee, monthly R&D progress reports, and weekly operational meetings, it ensures that the R&D process remains highly aligned with the Company's strategy, driving product iteration and enhancing competitiveness.

We have also established a comprehensive R&D policy system. Through systematic and standardized process design and documentation standards, we provide a clear execution framework for R&D activities to ensure R&D efficiency, quality control, and knowledge accumulation through institutional mechanisms. Currently, Haier Biomedical has two level-2 procedural documents and 22 level-3 procedural documents in its R&D field.

Haier Biomedical R&D Management Structure



1.1.2 Strategy

Against the backdrop of rapid technological iteration in the life sciences sector and a reshaping of the global industrial landscape, Haier Biomedical leverages technological innovation as its fundamental driving force. The Company has clearly defined its strategic direction to "create a world-class brand in the life sciences that is trusted globally" and is advancing implementation through market strategies such as domestic "Three Expansions and Two Focuses" and overseas "country-by-country strategy". At the same time, we focus on three product development directions:

- Drive the traditional storage business from a domestic No. 1 position to a global No. 1 through continuous technological innovation
- Achieve the completion of new scenario solutions, expand them into a series, and promote domestic substitution to strive for industry leadership
- Establish new scenario platforms for biopharmaceuticals and reagents

In advancing the implementation of our strategy, we have clearly identified and addressed relevant risks and opportunities. Facing competitive pressures from both domestic and international markets, we effectively responded through differentiated, high-value product development and a comprehensive product line layout. To address challenges in product validation, technical breakthroughs, and professional talent alignment during the R&D process, we established a User Experience Validation Center, implemented technology pre-research initiatives, and introduced a talent recruitment mechanism to systematically manage R&D risks. At the same time, we actively seize the opportunities for breakthroughs in frontier technologies and the localization of high-end equipment driven by China's national strategy for the "15th Five-Year Plan". Building on our technical expertise, we are expanding into high-value growth markets, including laboratory equipment and biopharmaceutical processes.

During the reporting period, our strategic execution yielded significant results, with technological breakthroughs and market leadership emerging simultaneously. In terms of products, first-of-their-kind products such as rapid freezers and fully automated tumor solution preparation robots have been delivered to users. Breakthroughs have been achieved in multiple technologies, including variable-capacity refrigeration unit and the 10W high-speed centrifuge. In terms of market performance, the sales of the UltraEco Series exceeded RMB 10 million; the low-temperature automated solutions rank first in the domestic market; the pharmacy automation business demonstrated significant growth, and incubator products maintained a leading market share among domestic brands.

R&D Management System

Haier Biomedical is positioned at the forefront of the life sciences sector. The Company has established an innovation roadmap centered on AI-driven biomedical solutions, underpinned by IoT-enabled transformation and independent innovation in low-temperature technologies. This approach aims to achieve customized scenarios and deliver integrated solutions combining "automation + digitalization + ecosystem integration", ultimately setting a benchmark for intelligent development within the life sciences industry.

Haier Biomedical Innovative Development Path

Independent Innovation in Low-Temperature Equipment

Independent R&D in low-temperature refrigeration technologies, strengthening competitiveness in a market historically dominated by international brands

IoT transformation and upgrade

Integrating IoT technology to create multiple world first smart public healthcare scenarios

Low-temperature industrial automation + life science EPS model innovation

Focus on professional application scenarios to create a comprehensive, integrated "automated + digitalized + ecosystem" solution

Provider of AI-driven intelligent biomedical solutions

Upgrade scenario customization capabilities and realize personalized user experience

To support the execution of the roadmap, we have also established a systematic management mode. By standardizing processes, implementing modular standards, and leveraging cross-departmental technical platforms, we have formed a standardized and highly collaborative R&D operational framework.

R&D Management Mode of Haier Biomedical

R&D process management

Ensure the orderly R&D activities with standardized process management

Standard module management

Reasonably divide the content of R&D into standard modules by function, technology, etc. to improve R&D efficiency

Technology platform management

Build cross-departmental and cross-field technology platforms to integrate resources and advance R&D collaboration and knowledge sharing

Open R&D Pattern of Haier Biomedical

Self-developing to open resources

Fully utilize the foundation in industrial advantages, integrate resources in parallel, and implement product iteration quickly based on user demands

Co-research to open ecology

Engage leading industry users in co-creation under the leadership and participation of experts, focus on unmet scientific research and clinical needs, and quickly realize the transformation of scientific research achievements

M&A to open boundaries

Focus on the Company's strategic direction and user demands, quickly address capability gaps in the value chain and own product iterations with first-class market competitiveness

Incubation to open teams

Build an open platform to gather innovative elements, and promote the combination of innovation and entrepreneurship, making rapid breakthroughs in projects

Haier Biomedical has established the UADV open R&D system, guided by the creation of user value. This system embeds user participation throughout the entire product development lifecycle: users are invited to engage and provide feedback during the research and design phases; user experience issues are managed in a closed loop during the verification phase to ensure that products meet user needs upon launch; and during the product application phase, continuous collection of user feedback drives product optimization and iteration, enabling the effective commercialization and continuous refinement of innovation outcomes.

UADV Open R&D System of Haier Biomedical

User participation in design

User needs are studied and scenarios are created from their perspectives

User participation in validation

The reporting standards for user experience before product launch are upgraded to accurately resolve pain points faced by our users

User participation in application

Zoom in on different user groups and create models that will become standard process systems

In 2025, we optimized our R&D management system around platform reconstruction and efficiency enhancement. We upgraded and built the "Four Horizontal and Four Vertical" R&D technology platform. The platform integrates four general technology platforms—AI, automation, intelligence, and materials—along with four vertical technology platforms—refrigeration, environmental control, sorting and separation, and bio-applications, providing robust support for the R&D, and integrated application of key technologies.

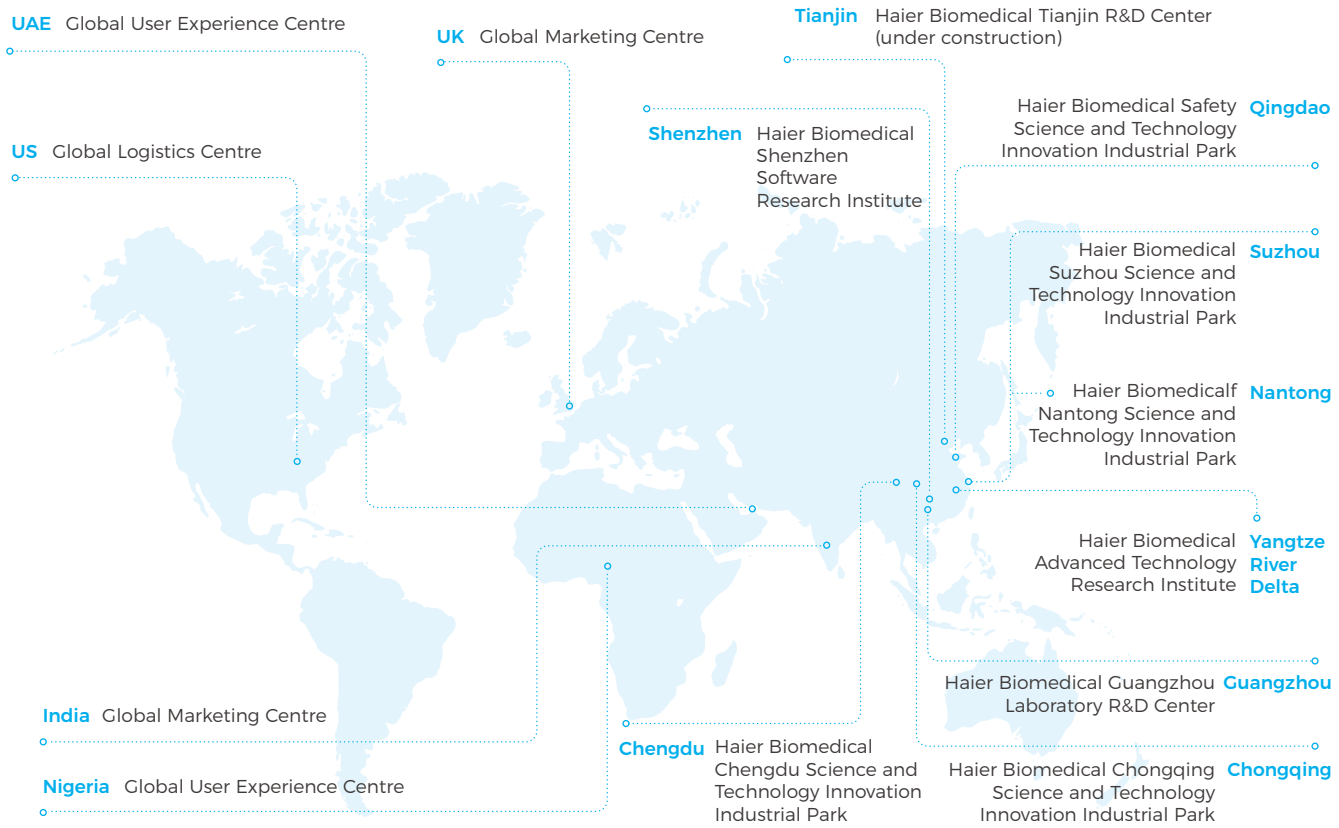
To enhance R&D efficiency, the Company systematically advanced digitalization and process optimization. We launched the product portfolio management and discontinuation warning system to enhance the product full lifecycle management system. By integrating data management software with Haier Group's Product Data Management (PDM) system, we achieved a 1.8% increase in module reuse rate within the year. During project operations, we strictly implemented technical review and weekly follow-up mechanisms, promoted the reuse of planning modules, and advanced registration and certification processes upfront, effectively shortening the development cycle.

R&D Capability Building

Haier Biomedical aligns with the demands of life science and medical innovation, continuously optimizing its global R&D layout, strengthening its hardware platforms and team, implementing innovation incentives, and enhancing independent innovation capabilities to solidify a lasting foundation for growth.

In terms of R&D layout, Haier Biomedical further expanded its global R&D network during the reporting period by establishing R&D centers in Tianjin and Guangzhou, building upon its existing coverage across 9 provinces and municipalities in China as well as overseas networks in the United States, the United Kingdom, and the United Arab Emirates. These initiatives have effectively strengthened the foundation for R&D capabilities and improved R&D efficiency.

Global Layout Map of Haier Biomedical



Haier Biomedical has established a robust laboratory testing system to provide solid hardware and standards support for research, development, and innovation. The Company's testing center has established more than 30 specialized laboratories covering areas such as overall product performance, reliability, environmental adaptability, safety, and user experience. The testing center has obtained accredited testing capabilities recognized by the China National Accreditation Service for Conformity Assessment (CNAS), covering 65 domestic and international standards and 609 testing items, thereby establishing comprehensive international inspection and testing capabilities across multiple dimensions, including software, hardware, scenarios, and applications. At the same time, the testing center has established a rapid prototyping line for new products, forming an integrated R&D support platform spanning technology verification through product incubation. In addition, we operate a user verification laboratory center that promotes the continuous enhancement of product design through product performance testing and simulated user operation processes.

Laboratory of Haier Biomedical

Refrigeration laboratory
- Low temperature performance
- High and low temperature laboratory
- EMC laboratory
- Solar powered equipment testing laboratory
- Extreme load laboratory
- ……

General equipment performance laboratory
- Dynamic balance testing
- Blast hut validation
- Three-coordinate measuring
- IoT laboratory
- Computer board MFOP
- ……

User validation experiment center
- Cell culture
- Plant culture
- Lyophilisation validation
- Programmed cooling
- Centrifugation validation
- ……

Haier Biomedical Laboratory has obtained four categories of international certifications, including the first UL Client Test Data Program (CTDP) laboratory qualification in China's industry, as well as TÜV Rheinland Witness Laboratory accreditation, and CNAS laboratory recognition.

Qingdao Key Labs


Letter of Appointment to Collaborating Laboratories


CNAS Laboratory Accreditation Certificate


UL CTDP Laboratory Accreditation Certificate

TÜV Rheinland Accreditation Certificate

TÜV SUD Certificate

In terms of R&D team building, Haier Biomedical continues to cultivate internal talent and actively recruit external talent, committed to building a multidisciplinary technical team covering multiple disciplines including biology, healthcare, the Internet of Things, and artificial intelligence. During the reporting period, we strengthened our talent base by attracting experienced industry professionals and R&D specialists, including four senior industry leaders. The proportion of industry professionals increased to 43%. At the same time, we selected eight leaders across its technology platforms to leverage their guiding role in key technical areas and drive the improvement of the team's innovation capability.

To stimulate innovation vitality, we have established and implemented a scientific research incentive mechanism to accelerate the transformation of innovative results, ensuring that employees' value and sense of gain are realized throughout the innovation process.

Collaborative R&D Ecosystem

Haier Biomedical adheres to the philosophy of openness and collaboration, continuously building and deepening an innovation cooperation ecosystem with universities, research institutions, and industry partners. Through diversified cooperation models, it advances the exploration of cutting-edge technologies and their industrial transformation.

As of the end of the reporting period

841
The number of R&D personnel at Haier Biomedical worldwide

28.56%
The proportion of R&D personnel

During the reporting period

RMB 323 million
Total R&D investment

accounted for
13.88%
of total revenue

We maintain long-term cooperative relationships with renowned universities and scientific research institutions to jointly conduct frontier technology research, promoting deep integration between fundamental research and industrial applications

Working hand in hand with multiple partners to jointly establish and incubate R&D centers, we tightly integrate innovation resources with market demands to accelerate the transformation and implementation of technological achievements

Haier Biomedical Innovation Ecosystem

We collaborate closely with ecosystem partners to integrate resources across the entire industrial chain, achieve complementary advantages, and jointly address industry challenges

For specific technical requirements, we adopt commissioned development approaches to introduce external professional teams, enabling rapid technological breakthroughs

During the reporting period, we continued to expand our industry-academia-research cooperation network by initiating project collaborations with multiple universities, including Xi'an Jiaotong University, Huazhong University of Science and Technology, and Beihang University, as well as institutions such as the Guangzhou National Laboratory. Concurrently, we signed a strategic cooperation agreement with the State Key Laboratory of Biotherapy at Sichuan University. Focusing on the development needs of the biomedical and health industries, we concentrated on technological innovation and product R&D in the interdisciplinary field of medicine and engineering. We established a comprehensive, in-depth, long-term mechanism for mutual benefit to promote technological research and the transformation of results.

Signed a strategic cooperation agreement with the State Key Laboratory of Biotherapy at Sichuan University

1.1.3 Impacts, Risks and Opportunities Management

Haier Biomedical has established a risk management mechanism covering the entire R&D process. We formulated and implemented the *R&D Risk Management Control Procedure*, established a risk management team, and executed end-to-end management covering risk planning, risk analysis, risk assessment, risk control, and risk review reporting.

During the product development process, we have embedded risk management into each stage, establishing a normalized mechanism:

R&D Risk Management Process

1 **Planning and Proposal**

The Product Manager organize relevant personnel to discuss key topics and developed a comprehensive *Risk Management Plan*; the Development Department conduct preliminary risk identification and hazard assessment, resulting in a *Risk Analysis Record*.

2 **Design and R&D**

Analyze potential failure modes of new materials, new processes, and change points for products to generate the *New Product Model DFMEA*.

3 **Implementation of Controls**

Risk control activities shall be fully recorded in the *Risk Control Process Index Table*. The project managers record the review results and compile them into the *Risk Management Report*.

4 **Post-marketing**

The Quality Department is responsible for consolidating and evaluating production and post-production information to develop the *Production and Post-Production Risk Control Processes Index Table*.

While managing risks, we also conduct routine identification and response to opportunities. We closely monitor macro policies, industry trends, and technological developments related to R&D innovation. By aligning with our actual development needs, we identify potential opportunities and incorporate them into the Company's R&D and business planning, and dynamically adjust resource allocation and technical layouts to continuously seize development opportunities.

1.1.4 Metrics and Targets

To evaluate the effectiveness of R&D innovation, Haier Biomedical has established quantitative targets for indicators such as invention patent applications, new product development completion rates, and the proportion of revenue from new products. During the reporting period, all indicators were achieved and exceeded the set targets, demonstrating the Company's positive results in research and innovation.

Metrics	Targets	Progress in 2025
Number of Invention Patent Applications	100	148
New Product Development Completion Rate	90%	96.67%
Proportion of Revenue from New Products	35%	38.3%
Timeliness of Registration and Certification	100%	100%

1.2 Industry Leading

Haier Biomedical places technology leadership and scenario-based innovation at the core of its strategy, continuously driving digital transformation and standards development in the life sciences industry. We actively build an open and collaborative industrial ecosystem, lead and participate in the formulation of industry standards, promote technological upgrades and model innovation within the sector, and inject sustained vitality into industrial development.

Smart Pharmacy Scenario Solutions Lead the Construction of Industry Ecosystems

CASE

In 2025, Haier Biomedical's outpatient and sterile compounding pharmacy solutions were deployed in over 550 medical institutions globally, establishing an intelligent management ecosystem covering the entire pharmaceutical lifecycle and achieving a model upgrade from hardware equipment to systematic solutions. In China, we deepened strategic cooperation with hospitals such as the Second Affiliated Hospital of Soochow University and Tsinghua Changgung Hospital, continuously advancing the optimization of integrated inventory and distribution solutions and packaging machine schemes. Overseas, the Company completed localization benchmark projects in Saudi Arabia, the United Arab Emirates, Singapore, Vietnam, and other countries, establishing global leadership capabilities that extend from product output to scenario ecosystem output.

During the reporting period, Haier Biomedical actively participated in standard-setting initiatives and achieved positive results. The contributions and outcomes have received multiple recognitions from authoritative institutions.

Achievements and Honors in Standardization Work in 2025

CASE

- The national standard project on *Medical Liquid Nitrogen Storage System* led by the company, was approved for establishment, and a working group discussion meeting for the formulation of this national standard was convened.
- The International Standards Working Group for IEC/PC130/ahG5 *Medical Low-Temperature Storage Equipment - Part 2-X: Performance Requirements and Test Methods for Cold Storage Rooms* has been established, with experts from Haier Biomedical serving as the conveners.
- The national standard for low-temperature storage cabinets has been recognized as a high-level basic standardization project by the Shandong Provincial Market Regulation Administration in 2025.
- The IEC 63590-2-1 standard titled *Medical Low-Temperature Refrigerated Freezers — Performance Requirements and Test Methods*, which was led by the Company, was awarded the Group's Top Ten Standard Innovation Award for 2025.
- "Haier Biomedical-led Working Group on Medical Cold Storage" and "Haier Biomedical-led Mandatory National Standard for Energy Efficiency of Refrigeration Appliances for Medical and Laboratory Use" were selected as two of the Top 10 Standard Events of Haier Group in 2025.

Drawing on practical experience accumulated in ecosystem building and scenario implementation, Haier Biomedical actively converts innovation outcomes into industry standards. During the reporting period, the Company led or participated in the formulation and revision of four national standards, including *Laboratory Centrifuges* (GB/T 30099-2025), *Temperature control facilities validation for pharmaceutical products cold chain logistics—Technical specification for performance qualification* (GB/T 34399-2025), *Technical Requirements and Testing Methods for Aviation Containers* (GB/T 16299-2025), and *Safety requirements for electrical equipment for measurement, control and laboratory use—Part 11: Particular requirements for sterilizers and washer-disinfectors used to treat medical materials* (GB 42125.11-2025), as well as multiple industry and group standards. The specific outcome data are as follows:

Haier Biomedical's Leadership or Participation in Standard Issuance

During the reporting period	including		
we initiated or participated in the release of **14** new standards	**4** National Standards (Items)	**9** Industry Standards (Items)	**1** Group Standards (Items)

As of the end of the reporting period	including			
the Company has led or participated in the issuance of a total of **75** standards	**46** Number of National and Industry Standards (Items)	**25** Group Standards (Items)	**3** Local Standards (Items)	**1** International Standards (Items)

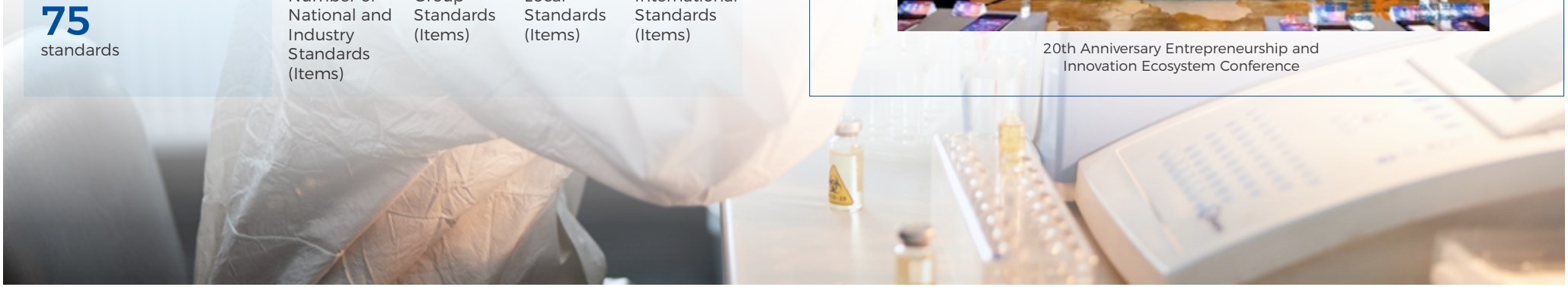
While transforming technological innovation into industry standards, Haier Biomedical also fosters open collaboration and value co-creation across the industrial chain by establishing high-level exchange platforms.

Haier Biomedical hosted the "20th Anniversary Entrepreneurship and Innovation Ecosystem Conference"

CASE

During the reporting period, Haier Biomedical hosted the "One INKON, Boundless Shared Prosperity — Haier Biomedical Medical 20th Anniversary Entrepreneurship and Innovation Ecosystem Conference". The event brought together over 150 national dealers and more than 200 industry elites. Through the integration of products, scenarios, and capabilities, we jointly established the Haier INKON Life Ecosystem Alliance and released multiple digital intelligence scenario solutions focusing on fields such as life sciences and smart hospitals. The convening of this conference and the establishment of the alliance have effectively promoted collaborative synergy within the industrial ecosystem, injecting new momentum into the digital and intelligent transformation and win-win development of the healthcare industry.

20th Anniversary Entrepreneurship and Innovation Ecosystem Conference



1.3 R&D Achievements

Haier Biomedical continued to advance technological innovation and product iteration. During the reporting period, the Company successfully developed and launched multiple new products, achieved breakthroughs in several key technical areas, and obtained multiple provincial and municipal scientific and technological achievement certifications. At the same time, we are actively advancing the integration of artificial intelligence with biomedical technologies. We have launched multiple "AI+" innovative products and solutions to reshape business processes, thereby enhancing safety and efficiency.

Annual Product Matrix

During the reporting period, Haier Biomedical completed the R&D projects and launched more than 70 new product models centered on core platforms including ultra-low temperature storage, automation, cell culture, and centrifugation.

Ultra-Low Temperature Product Platform

- Leveraging multi-stage precise regenerative technology, we have launched four new products in the Super Energy-Saving Series.
- Launched one dual-temperature and dual-control low-temperature storage unit.
- Completed the overseas market expansion for seven models of Hengyun pharmaceutical storage cabinets.

Automated Platform

- Developed two combinable and modular high-performance sample storage platforms capable of operating at -80°C.
- Completed the expansion of the 100T freeze-thaw machine model.
- Successfully launched five models of laboratory-scale freeze-dryers.

Incubator Product Platform

- Launched three models of stacked orbital shakers.
- Launched one water-jacketed CO2 incubator.
- Launched five types of environmental testing chambers, including light incubators and biochemical incubators, to further enrich the product matrix.

Centrifuge Product Platform

- Developed three new types of centrifuges: high-speed benchtop, low-speed benchtop, and low-speed floor-standing models.

Release of "DMSO-free Hematopoietic Stem Cell Cryopreservation Solution"

CASE

In the field of cell therapy, Haier Biomedical's doctoral team focused on the technical challenge of cell viability loss in traditional cryopreservation protocols. Collaborating with partners such as the Tianjin Institute of Hematology and Xi'an Jiaotong University, the team conducted collaborative research to develop a multi-mechanism protective solution for DMSO-free Haematopoietic Stem Cell Cryopreservation, integrating safe permeation, external protection, antioxidant activity, and fully pharmacopeia-compliant components. This effort led to the development of a DMSO-free and serum-free cell cryopreservation medium. The product is non-toxic, features stable and safe ingredients, and has increased cell viability by 10%, reaching an internationally advanced level.

DMSO-free Hematopoietic Stem Cell Cryopreservation Solution

Our innovation achievements have received high recognition from the industry. In an authoritative appraisal organized by the China Medical Device Industry Association, two of our achievements—the "Multi-parameter Collaborative Precision Control Technology Platform and Series of Equipment for Biological Cultivation and Testing" and the "Thermo-sensitive High-activity Liquid Nitrogen Cryopreservation Integrated System for Biological Resources"—were determined to possess overall technology at the international leading level. This marks a major breakthrough in independent innovation by China in the field of key process equipment for cell and gene therapy (CGT). Furthermore, our medical ultra-low temperature storage cabinet was selected for the fourth batch of the "Good Products of Shandong" list, serving as strong evidence of our technological strength and innovative development results.

Deepen the innovation layout of "AI+"

Haier Biomedical has deeply integrated artificial intelligence technology into product development and launched a series of "AI+" solutions to address the core pain points of safety and efficiency in medical scenarios.

Develop an "AI+" Safety Cabinet

CASE

Addressing the pain points of manual reliance and high error rates in medication verification at the Intravenous Admixture Services (PIVAS) center, we integrated AI technology into biosafety cabinets to develop an "AI+" safety cabinet featuring intelligent verification capabilities. This product is trained on over 7,000 meticulously annotated images of medicine bottles. It can automatically identify drug information with an accuracy rate of 99%. It effectively identifies abnormal situations such as dispensing the wrong medication or returning drugs, significantly reducing human errors and enhancing medication safety.

"AI+" Safety Cabinet

Key Achievements

7,000+	**RK3588**	**101 types**	**99%+**
Fine-grained data annotation	Edge Deployment	Common Medicine Bottle Cover	Accuracy

Launch of the Cytotoxic Drug Compounding Robot

CASE

During the reporting period, we launched an automated compounding robot equipped with a 3D-AI visual recognition system. This system automatically completes processes such as dissolving, aspirating, and administering chemotherapy drugs in a closed, sterile environment. It safeguards medical staff from exposure risks associated with hazardous drugs while ensuring the precision and safety of medication preparation.

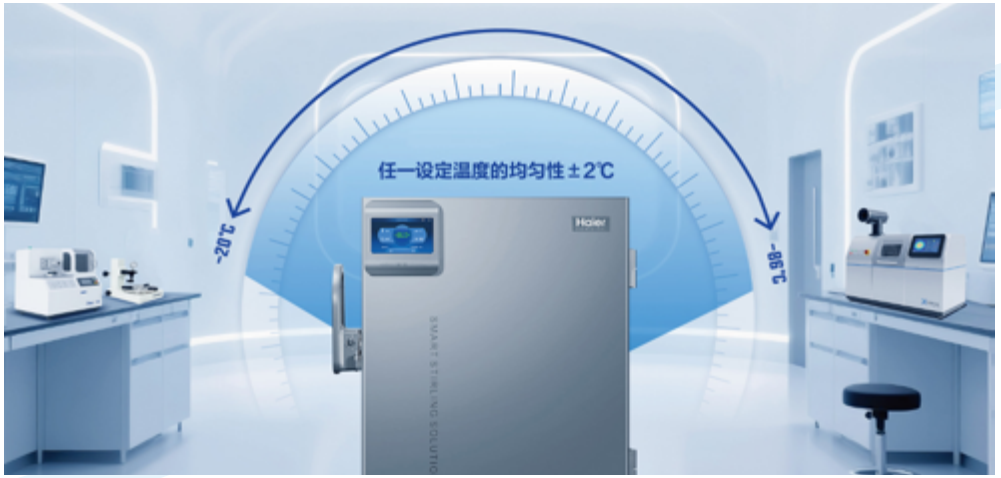
Fully Automated Cell Culture Workstation

CASE

During the reporting period, we launched an automated cell culture workstation. This system integrates technologies such as automated control, environmental monitoring, and aseptic operation to achieve fully closed-loop automation for the entire process, ranging from cell thawing and expansion culture to collection and storage. While ensuring efficient, high-throughput, and standardized production of cells, it has enhanced data traceability and effectively reduced labor costs and user safety risks.

Fully Automated Cell Culture Workstation

Our innovations in the "AI+" healthcare sector have also been recognized by authoritative awards. The project "Development of Key Technologies for Fully Automated Cell Preparation and Industrialization of Equipment" was awarded the Second Prize in the 2025 Qingdao Science and Technology Progress Award. The project "Development of Key Technologies for Intensive Biological Automation Cultivation Equipment and Industrialization" was selected for the First Prize in the Shandong Province Science and Technology Progress Award, significantly promoting high-quality development of China's biopharmaceutical industry chain.



1.4 Intellectual Property Protection

Haier Biomedical attaches great importance to the protection of intellectual property rights. The Company strictly complies with laws and regulations such as the *Patent Law of the People's Republic of China* and conducts intellectual property declarations, searches, and maintenance in accordance with internal *Intellectual Property Regulations*. During the reporting period, we have obtained certification for the intellectual property compliance management system in accordance with GB/T 29490-2023, further strengthening the standardization and effectiveness of our intellectual property management.

In 2025, Haier Biomedical refined the patent review and incentive mechanisms at the source to drive the generation of high-value patents. Simultaneously, it established a patent risk monitoring system to prevent infringement risks, thereby strengthening its capabilities in the creation, protection, and utilization of intellectual property.

Intellectual Property Compliance Management System Certificate

Intellectual Property Management Initiatives

Optimize Patent Quality and Incentives	Establish a patent intelligence analysis and monitoring system
· Establish Patent Review Board (PRB), which is responsible for the identification and extraction of high-value patents · Implement the patent incentive policy to award patent bonuses to inventors who meet the eligibility criteria and organize patent award reviews at the group level to encourage high-quality inventions · Provide patent search and AI tool training to all R&D, planning, and project personnel to enhance innovation efficiency	· Establish a patent monitoring technology library to enable real-time reporting and contingency disposal of risk patents · Conduct patent intelligence analysis and summarization on a quarterly basis · In response to the specific requirements of the chain group, analysis results are promptly processed and feedback is provided

Haier Biomedical periodically organizes specialized training to strengthen employees' awareness of intellectual property protection. During the reporting period, Haier Biomedical conducted an online special training session on "Patent Search and AI-Assisted Invention Creation," covering more than 170 personnel in R&D, planning, and project management roles. The training focused on patent search methodologies, the application of AI-assisted tools, and technical intelligence analysis, enhancing the team's capabilities in drafting invention disclosure documents and conducting novelty assessments.

Patent Search and Intelligence Analysis Training

As of the end of the reporting period	Among them:
1,620 The total number of patents granted	**70** The number of invention patents newly granted in 2025

The number of Haier Biomedical's patents and software copyrights

210	1,083	327	428
The total number of invention patents granted	The total number of utility model patents granted	The total number of design patents granted	The total number of software copyrights granted

02. Integrity and Shared Success: Ensuring Steady Development

Haier Biomedical embeds compliant governance, responsible operations, and collaborative development across its entire value chain. Guided by strong corporate governance, supported by a sustainable supply chain, underpinned by rigorous quality and safety systems, and extended through customer service, we are building an integrated responsibility ecosystem spanning management, production, and service. This approach provides a solid foundation for the Company's long-term, sustainable growth and shared value creation for all stakeholders.

Performance Highlights in this Section

Percentage of female directors
33.3%

Anti-corruption education sessions for middle and senior managers
2

Supplier integrity agreement signing rate
100%

Quality training sessions
11

Percentage of female senior executives
66.67%

Integrity and self-discipline awareness training coverage
100%
of employees

Achieved annual target of
10%
year-on-year reduction in defect rate

Customer satisfaction rate
99.94%

On-time customer service response rate
99.32%

SDGs-related responses in this Section

2.1 Compliance Operations

Haier Biomedical firmly believes that excellent corporate governance is the cornerstone of sustainable development. We have established a governance structure with clearly defined roles and responsibilities, uphold the principle of integrity-driven and compliance-first operations, and continuously enhance our governance effectiveness and risk resilience to safeguard long-term and sustainable development.

2.1.1 Corporate Governance

Haier Biomedical has established a corporate governance system with a clear structure and well-defined roles and responsibilities, laying a solid foundation for the Company's scientific decision-making and long-term development. We continuously optimize Board independence and diversity, improve information disclosure and investor relations management, enhance governance effectiveness, and ensure the Company's compliant and stable operations.

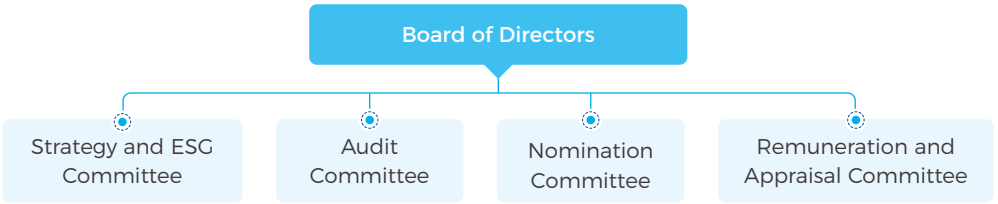
Board Operations

Haier Biomedical strictly abides by the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Code of Corporate Governance for Listed Companies*, the *STAR Market Listing Rules of the Shanghai Stock Exchange* and any other relevant laws and regulations. We continuously improve our corporate governance structure, enhance Board diversity, and ensure the Company's compliant operations and value creation.

Haier Biomedical has established a governance structure consisting of the Shareholders' Meeting, the Board of Directors, its specialized committees and management. All members of the Board of Directors are elected by the Shareholders' Meeting. The Board of Directors oversees the Company's affairs and makes operational decisions on behalf of the Company, and has the right to appoint and remove the Company's senior management and make major decisions regarding the Company's day-to-day operations.

During the reporting period, in accordance with relevant regulatory requirements, Haier Biomedical abolished the Board of Supervisors and transferred its duties to the Audit Committee, which assumed the responsibility for supervising the conduct of the Company's directors and senior management. In addition, the Company elected Mr. Liu Zhanjie as the employee representative director on the third session of the Board of Directors, further optimizing the Board's composition and enhancing the Company's level of standardized governance.

Haier Biomedical's Governance Structure



Haier Biomedical has always valued the independence of the Board of Directors. During the reporting period, we updated the *Working System for Independent Directors* to provide institutional support for the performance of their duties. As of the end of the reporting period, the Company had three independent directors on the Board, accounting for 33.3% of the Board. The independent directors, in compliance with relevant regulations, attended Board meetings, shareholders' meetings, special committee meetings, and independent director meetings. They fully utilized their professional knowledge to put forward reasonable suggestions and opinions, thus promoting the efficient operation and scientific decision-making of the Board.

During the reporting period, Haier Biomedical actively organized specialized governance training for its directors, senior management, and personnel in key positions across various departments. The training covered topics such as independent director workshops, market value management, and ESG compliance, continuously enhancing their ability to fulfill their duties in compliance with listed company governance requirements.

During the reporting period, Haier Biomedical held 2 Shareholders' meetings, 6 Board meetings, 3 independent director special meetings, 8 special committee meetings, and 1 employee representative meeting. These meetings covered matters such as regular reports, profit distribution, related-party transactions, the abolition of the Board of Supervisors, the election of an employee representative director, equity incentives, and the revision of the Company's Articles of Association and other systems.

Haier Biomedical always values Board diversity as a key factor in achieving the Company's sustainable development. When selecting Board members, we take into account multiple dimensions, including gender, age, cultural and educational background, professional qualifications, as well as industry and work experience, to ensure the fairness and objectivity of the Board's decision-making and create long-term value for the Company and its stakeholders. As of the end of the reporting period, the Company had three female directors on the Board, accounting for 33.3% of the Board.

List of Board Members and Diverse Backgrounds

Position	Name	Gender	Educational Background
Chairman	Tan Lixia	Female	Doctor of Advanced Professional Studies in Applied Finance
Director	Zhou Yunjie	Male	Ph.D. in Business Administration
Director	Liu Zhanjie	Male	Ph.D. in Refrigeration and Cryogenic Engineering Master of Business Administration
Director	Gong Wenwen	Female	Bachelor of Management and Economics
Director	Chen Jie	Female	Master of Business Administration Bachelor of Applied Chemistry with a Specialization in Ceramics
Director	Hu Xiangde	Male	Bachelor of Economics
Independent Director	Huang Sheng	Male	PhD in Economics, Washington University (St. Louis) Master of Economics, University of Cambridge Double Bachelor in History and Economics, Peking University
Independent Director	Niu Jun	Male	Doctor of Medicine, Shandong University Doctor of Medicine, University of Newcastle
Independent Director	Xu Ming	Male	Postdoctoral Fellow in Strategic Management, Guanghua School of Management, Peking University PhD in Industrial Economics, Fudan University

Proportion of Female Directors and Senior Management

	Total	Female	Percentage(%)
Board of Directors	9	3	33.3
Senior Management	3	2	66.67

Investor Communication

Haier Biomedical strictly abides by the regulatory requirements of the *Administrative Measures for Information Disclosure by Listed Companies* and the *Working Guidelines for the Relationship between Listed Companies and Investors*, and has formulated the *Haier Biomedical Investor Relations Management System*. The Company continuously improves the quality and transparency of its information disclosure, strengthens communication with investors, and promotes investors' understanding and recognition of the Company.

We ensure timely and transparent information disclosure through multiple channels, such as holding performance briefings and Investor Day events, the SSE e-Interaction platform, investor hotlines, and dedicated investor relations columns, continuously enhancing investor trust. During the reporting period, we published 27 investor relations records, responded to 107 inquiries on the SSE e-Interaction platform, held 4 earnings briefings and regional investor events, engaged with nearly 100 investor visits, published 27 investor relations articles on our official WeChat public account, and fielded hundreds of calls on our investor hotline.

The Company places great emphasis on delivering returns to its shareholders and diligently protects their legitimate rights and interests. Since its listing, we have implemented a dividend policy for six consecutive years, with cumulative dividends amounting to RMB 788 million. In 2025, the Company launched its third share buyback plan, with a total repurchase value of RMB 100 million.

2.1.2 Risk Management

Haier Biomedical strictly abides by relevant laws and regulations, and has developed internal risk management policies such as the *Comprehensive Risk Management System Operating Standards* and the *Major Operational Risk Incident Reporting and Handling Standards*. These policies standardize risk management processes, strengthen risk control capabilities, and safeguard the Company's stable operations.

We have established a risk management framework with clearly defined roles and responsibilities, as well as collaborative coordination. The Board of Directors, Audit Committee, management, internal control team, and external audit institutions each perform their respective functions within the risk prevention and control system, ensuring timely and effective risk prevention and response.

Haier Biomedical has established the Wanlian three-tier risk management system and the three-level internal control management system, clearly defining three risk categories: field, operation, and execution. Corresponding internal control management strategies have been formulated for managers at different levels (field, industry platform, and chain group), ensuring that the internal control management system covers the smallest business units, all business types, and all operating regions. During the reporting period, the Company carried out a comprehensive risk assessment project with reference to the COSO Enterprise Risk Management Framework and the Wanlian field three-tier risk management framework, identified over 27 risk points, and defined prevention and control entities and strategies for each type of identified risk point.

Furthermore, the Company strengthened its Three-Check System (self-inspection, mutual inspection, and specialized inspection). Based on the PDCA (Plan-Do-Check-Act) and OODA (Observe-Orient-Decide-Act) cycle models, standardized processes for internal control effectiveness verification were established across all nodes within the chain groups. This created a comprehensive risk control system featuring self-identification of risks, root cause analysis, deviation closure, and closed-loop management.

Three Inspection System

Self-inspection

By thoroughly understanding business process standards, we conduct self-assessments and promptly correct issues to ensure the quality of work.

Mutual inspection

Execution gaps at other nodes are promptly detected and addressed with corrective measures to prevent escalation.

Specialized inspection

Specialized inspections are conducted to assign responsibility and develop resolution plans for identified issues, ensuring closed-loop remediation.

During the reporting period, Haier Biomedical actively applied digital intelligence technologies and newly established the AI Sentinel risk prevention system, which now covers 86 key risk indicators across 7 core business scenarios. The system sets dynamic thresholds based on historical data and industry benchmarks, and automatically identifies anomalies through AI models, triggering a three-level (red, yellow, orange) early warning mechanism. This enables early detection and intervention of risks, effectively enhancing the accuracy of risk identification and the efficiency of risk control.

During the reporting period, we conducted a total of 7 special and routine audits, and worked collaboratively with relevant business units to address issues such as process gaps identified during these audits. At the same time, we continuously strengthened the verification and follow-up of remediation measures to ensure the adaptability and effectiveness of our risk management measures.

2.1.3 Business Ethics

Haier Biomedical complies with relevant laws, regulations, applicable international conventions, and customary international practices, and strictly adheres to the core principles of anti-corruption, anti-unfair competition, and the prohibition of conflicts of interest, maintaining a zero-tolerance attitude toward business ethics violations. The Company continuously improves its internal business ethics management system, keeps whistleblowing channels open, and deepens the development of an integrity culture, ensuring the Company's honest and compliant operations, and effectively safeguarding the legitimate rights and interests of its partners, users, and patients.

Anti-corruption Management

Haier Biomedical strictly abides by the *Company Law of the People's Republic of China*, the *Interim Provisions on Banning Commercial Bribery* and other relevant laws and regulations, and has developed and improved internal management policies such as the *Haier Biomedical Code of Conduct for Employees* and the *Haier Group Code of Business Conduct*, which explicitly prohibit violations such as corruption, bribery, and the solicitation or acceptance of bribes. In 2025, the Company's management signed the *2025 Platform Owner Integral Value between Staff and Customers ("Rendanheyi") Responsibility Agreement*, directly linking compliance indicators to management performance assessments, thereby ensuring the effectiveness of the Company's anti-corruption management system.

Haier Biomedical has established and continuously improved its internal control and compliance platform. The Internal Control and Compliance Department coordinates the platform's management, with various departments and subsidiaries collaborating to ensure the efficient operation of the compliance system. In addition, the Company regularly conducts anti-corruption inspections of all employees and partners. Any violations such as corruption or bribery, once identified, are promptly reported and addressed. The Company places great emphasis on this matter and has strengthened its integrity and anti-corruption culture through various means, including open letters to all employees, warning case studies, and face-to-face communication, thereby enhancing employees' awareness and capability in business ethics compliance.

Employee Integrity Promotion

Haier Biomedical actively promotes the development of an integrity culture and regularly conducts various business ethics and anti-corruption training and awareness campaigns for all employees, fostering a clean and transparent business environment. In addition, we require all employees to sign the Letter of the Commitment to Integrity and Self-discipline, reinforcing their awareness of compliance and legality, and strengthening the defense line for ethical conduct at work.

In accordance with the *Haier Group Code of Business Conduct*, Haier Biomedical strictly regulates the acceptance of gifts by employees and partners in business dealings, and requires business personnel to promptly consult the compliance officer and proactively report relevant situations. At the same time, the Company arranges for internal auditors to conduct in-depth visits to key suppliers and distributors to promote compliance concepts, working together to foster a fair and just business environment.

During the reporting period, Haier Biomedical

Held 2 anti-corruption education sessions for middle and senior management, covering all management personnel and employees in key positions

Conducted 1 anti-corruption training session for after-sales personnel, covering all regional after-sales managers

Held dozens of warning case training sessions for all employees, achieving **100% coverage**

Reporting Mechanism

Haier Biomedical encourages employees, suppliers, customers, and all internal and external stakeholders to actively report any violations of business ethics. The Company has established a whistleblowing website and compliance hotline independently operated by a third-party service provider, and has designated dedicated personnel to manage the whistleblower phone line and email, ensuring that all reporting channels remain open and function effectively. In addition, in accordance with the Haier Group Whistleblowing Reward Policy, the Company provides rewards for reported leads that are verified and substantiated, thereby incentivizing employees to report misconduct and protect the Company's legitimate rights and interests.

Haier Biomedical Business Ethics Whistleblowing Channels

Report phone: 137-3095-3132

Compliance hotline: haierchina.ethicspoint.com

Report email: haierbiomedical@haierbiomedical.com
jkjubao@haier.com
jubao@haier.com

Internal platform: iHaier reporting channel for fraud reporting

Haier Biomedical strictly fulfills its obligations relating to whistleblower protection and is committed to maintaining the confidentiality of whistleblowers' information and the content of their reports. The Company takes strict action against any acts of retaliation against whistleblowers, thereby effectively safeguarding their legitimate rights and interests.

2.1.4 Anti-unfair Competition and Prohibition of Conflicts of Interest

Haier Biomedical strictly abides by the *Anti-Unfair Competition Law of the People's Republic of China* and other relevant laws and regulations, prohibiting any unfair competition practices such as market confusion, misleading consumers, and bribery, thereby maintaining a fair order of market competition. We have clearly stipulated in the *Code of Conduct for Employees* that all employees are required to uphold the principles of integrity and fairness toward competitors, customers, and suppliers in their business activities, provide accurate product information, and avoid any actions that undermine fair competition or infringe upon consumer rights and interests.

Haier Biomedical regulates behaviors to prevent conflicts of interest in the *Code of Conduct for Employees*, making every effort to avoid situations where personal interests may conflict with the interests of the Company. The Company requires all employees to complete a *Conflict of Interest Disclosure Form* annually, reporting actual or potential conflicts of interest and implementing conflict avoidance procedures, thereby ensuring fairness and justice in the Company's operations.

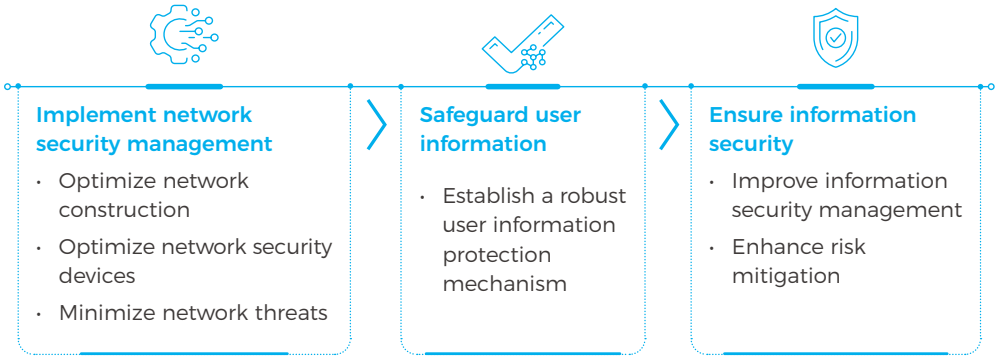
2.1.5 Information Security and Privacy Protection

Haier Biomedical attaches great importance to the information security and privacy protection of both internal and external stakeholders. Strictly adhering to the *Cybersecurity Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China*, and other relevant laws and regulations, the Company continuously improves internal policies such as the *Code of Conduct for Biomedical Information Security* to comprehensively safeguard the information and privacy security of all relevant parties.

Information Security Management

Haier Biomedical continuously improves its information security management policies and procedures, optimizes its data security protection system, and strengthens the development of an information security culture, ensuring systematic and standardized information security management. We have integrated information security and customer privacy protection into our corporate compliance governance system, and established a control mechanism covering the entire data lifecycle.

Information Security Management System



Haier Biomedical has fully deployed the HUES endpoint security software, which enables autonomous management of endpoint security policies and provides comprehensive protection for the Company's information security. We regularly conduct specialized information security audits to identify and remediate potential security vulnerabilities, drive the analysis and rectification of security issues, and continuously strengthen the development of an off-site disaster recovery center, thereby enhancing the Company's overall information security protection capabilities.

Haier Biomedical has obtained ISO 27001 certification for its information security management system. The Company's SAP system has successfully achieved Level 3 certification under the *Classified Protection of Information System Security*. During the reporting period, the Company experienced no major information security incidents.

User Privacy Protection

Haier Biomedical has developed and continuously improved the *Privacy Policy*, which clearly sets out requirements for the collection, storage, use, management, and deletion of users' personal information, ensuring the security and compliance of data throughout all processing stages and building a strong defense line for customer privacy data security. We distribute to middle and senior management information on new regulations and case studies related to personal information protection in the pharmaceutical and healthcare industries, thereby enhancing employees' awareness of data compliance and their ability to protect information security. During the reporting period, Haier Biomedical experienced no user privacy leakage incidents.

Technology Ethics

Haier Biomedical has developed the *Medical Technology Ethics and Governance Policy*. In R&D activities such as scientific research, technology development, and application, we adhere to technology ethics guidelines and codes of conduct, respect personal privacy, ensure data security, and ensure that technological activities comply with ethical and moral requirements.

Haier Biomedical embeds technology ethics requirements into product design and management processes, adhering to privacy and data protection principles in scenarios involving sensitive patient and pathological data. To this end, we have implemented sensitive data protection through a dual-track approach of technical structure and process control. For example, for smart devices such as AI security cabinets, the Company adopts edge computing technology to identify non-compliant actions on local device chips, uploading only alarm signals and desensitized structured data to the hospital's internal system, ensuring that sensitive data such as patient medication preparation processes and prescription information are processed locally. In biobank management, we apply automatic masking to sensitive fields such as patient names and ID numbers, rigorously protecting the privacy security of sample-related information such as donor genetic information and pathological data, and preventing data leakage risks.

In addition, we regularly conduct training on data security and AI compliance, integrating values such as respecting privacy and ensuring data security into employees' daily work, continuously deepening responsible data application awareness.

2.1.6 Responsible Marketing

Haier Biomedical adheres to the principles of compliant and responsible marketing. The Company strictly complies with the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests*, the *Provisions on the Administration of Instructions and Labels of Medical Devices (Decree No.6 of the China Food and Drug Administration)*, and other relevant laws and regulations. We have formulated and released the *Responsible Marketing Policy*, which clarifies responsibilities and sets behavioral standards for honest advertising, advertising compliance, and brand communication, thereby effectively safeguarding user rights and interests. Through these efforts, we aim to build a trustworthy brand image and contribute to fostering a healthy and orderly market ecosystem.

In 2025, the Company further refined its marketing compliance management requirements and developed and released the *Core Compliance Guidelines for Medical Device Advertising Marketing*, providing clear compliance guidance for relevant teams such as marketing, sales, and training. To ensure the implementation of the policy, the Company organized specialized training for over 30 employees in relevant positions, systematically covering topics such as compliance requirements for medical device advertising, key points for marketing content review, and analysis of risk cases, effectively enhancing the compliance awareness and responsible marketing risk prevention capabilities of the participants.

In addition, Haier Biomedical actively promotes the global management of responsible marketing. In the course of its international business operations, the Company strictly complies with international laws and regulations such as the EU *General Data Protection Regulation (GDPR)* and the *U.S. Data Privacy Frameworks* to ensure that marketing activities in all operating regions are conducted in a compliant and orderly manner, thereby effectively safeguarding the legitimate rights and interests of global users.

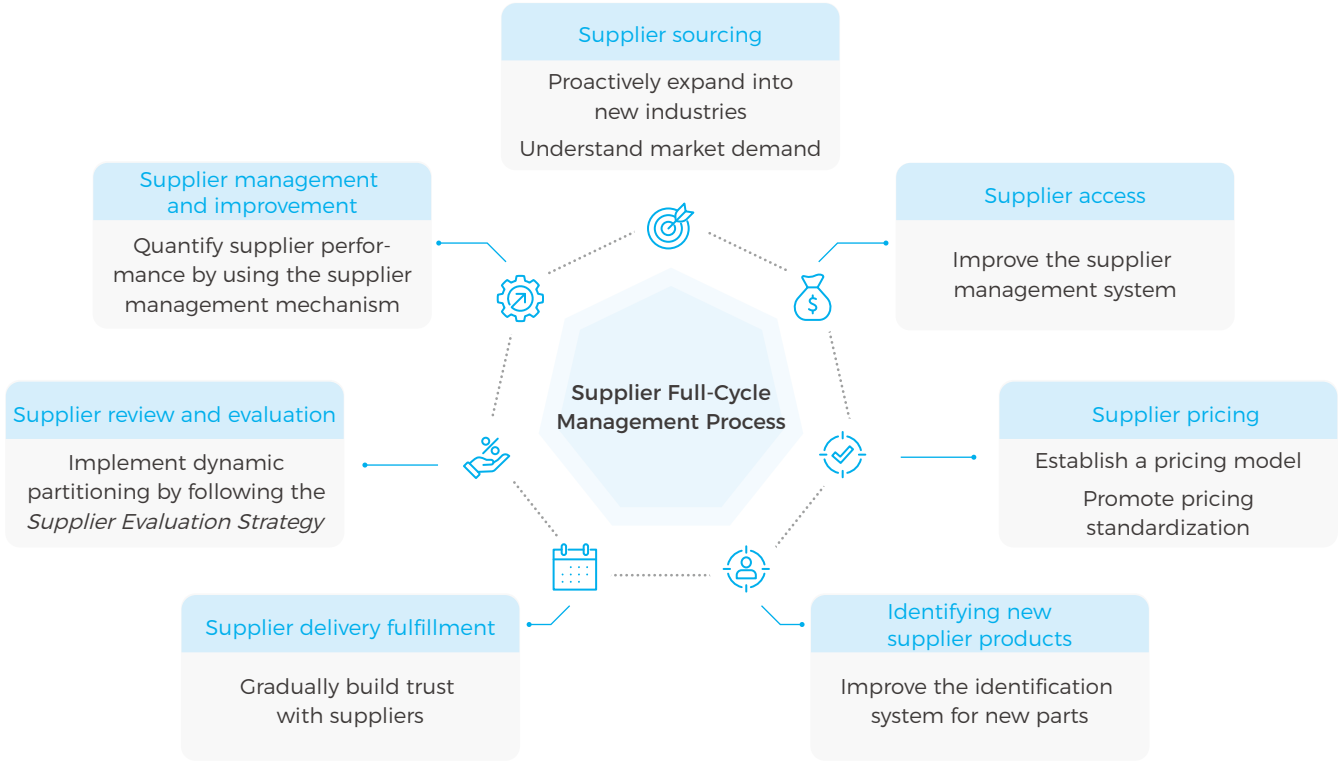
2.2 Sustainable Supply Chain

Haier Biomedical regards supply chain management as a key enabler for achieving sustainable value chain development. Adopting a lifecycle approach, we have established a supply chain management system covering supplier admission, evaluation, collaboration and optimization, and have embedded ESG principles and management requirements into procurement decisions and supplier collaboration processes. By continuously enhancing supply chain risk management mechanisms and advancing responsible procurement practices, we are committed to working with our partners to build a more resilient supply chain ecosystem.

2.2.1 Supplier Management

Haier Biomedical continuously refines its supplier management system by formulating the *Supply Chain Evaluation Strategy* and establishing a full lifecycle management process ranging from admission to exit. These measures aim to enhance the supply chain's risk resistance capability and ensure stable and reliable operation of the supply chain.

During the supplier onboarding phase, we organize joint assessments by multiple departments including procurement, quality, and R&D to strictly review supplier qualifications and ensure compliant onboarding. In the course of cooperation, the Company continuously optimizes its supplier evaluation mechanism, conducting comprehensive assessments of all suppliers across multiple dimensions such as cost, delivery, technology, and quality. Based on the assessment results, we have established a scientific supplier classification and tiered control mechanism, dividing suppliers into three categories: strategic, important, and general. We prioritize in-depth cooperation with strategic suppliers, signing long-term strategic cooperation agreements and advancing collaborative development plans to achieve mutual growth and shared success.



Haier Biomedical has established and continuously optimized the Procurement Platform "Specialized, Refined, Differentiated and Innovative" Model to enhance the digital management level of the supply chain. During the reporting period, the Company established a supply chain database covering data such as processes, labor hours, and raw material prices, enabling cost transparency analysis and providing data support for procurement decisions.

Procurement Platform "Specialized, Refined, Differentiated and Innovative" Model

Specialized industry suppliers	Specialized	Refined	Supplier access authorization
Innovative procurement models and processes	Innovative	Differentiated	Differentiated and tailored procurement solutions

Haier Biomedical Established a Supplier Intelligent Verification Mechanism.

CASE

In 2025, Haier Biomedical launched a new supplier blacklist intelligent verification mechanism, which links the procurement system in real-time with Haier Group's supplier blacklist database. During the supplier entry phase, the intelligent system automatically triggers the verification process to screen partner information in real-time. If a blacklist match is detected, it immediately terminates the entry process and issues an alert, thereby preventing cooperation with suppliers that have serious compliance issues such as fraud or corruption from the source, and effectively enhancing the compliance level of the supply chain.

Haier Biomedical is committed to enhancing the stability and continuity of its supply chain, providing solid support for the Company's business operations and long-term development. We continue to promote the localization of key materials to reduce procurement costs, shorten delivery cycles, and improve product quality. At the same time, we have established a risk control mechanism for imported materials, comprehensively assessing existing inventory, in-transit orders, and safety stock requirements. Based on this assessment, we scientifically formulate reserve plans and place orders in a timely manner to mitigate the risk of material supply disruptions and ensure business continuity.

Haier Biomedical Promotes Localization of Imported Materials

CASE

During the reporting period, in response to the "bottleneck" issues faced by imported materials from the United States such as T-type thermocouples and oil separators, Haier Biomedical introduced specialized suppliers and collaborated with its R&D department to jointly advance the development of localized substitute products. After multiple rounds of component and complete machine testing, the Company successfully achieved the localization substitution of these materials, resulting in a 50% reduction in component costs and a 70% shortening of delivery cycles, saving RMB 1 million in procurement costs for the year. The Company plans to replicate and promote this model to other imported materials, continuously enhancing supply chain resilience and product competitiveness.

During the reporting period, Haier Biomedical introduced 45 new suppliers and eliminated 23 suppliers. As of the end of the reporting period, Haier Biomedical had a total of 620 suppliers, of which 612 were domestic suppliers and 8 were suppliers from other countries or regions. In 2025, Haier Biomedical successfully achieved its supply chain management targets, with the on-time delivery rate of 100% and a defect rate not exceeding 0.58% for scenario-based projects.

2.2.2 Responsible Supply Chain

Haier Biomedical integrates responsible procurement into its full lifecycle procurement practices. We have established and require all suppliers to sign the *Supplier Code of Conduct*, which specifies requirements for suppliers in areas such as quality control, integrity and green procurement, human rights protection, and conflict minerals management, thereby promoting the shared implementation of green development principles among upstream and downstream enterprises in the supply chain. During the reporting period, 100% of Haier Biomedical's suppliers signed the *Supplier Code of Conduct*.

Ensuring Procurement Quality

Haier Biomedical places great emphasis on the product quality of its suppliers and continuously improves its supplier quality assessment mechanism. The Company signs quality agreements with all suppliers, clarifying quality requirements and responsibilities. We have integrated supplier management into Haier Group's quality management system and product launch quality assurance management system, achieving full lifecycle quality control from supplier onboarding to phase-out, thereby ensuring the stability and reliability of product quality.

Full Lifecycle Quality Control Mechanism

Supplier onboarding	• ISO 9001 and other quality system certifications, as well as assessments of on-site quality control, technology, and delivery capabilities, are set as mandatory entry barriers to ensure supply quality from the source.
New product introduction with supplier	• Through co-creation with suppliers, component testing, complete machine testing, and small-batch validation, we implement multiple layers of quality control to achieve the goal of zero defects for new products upon launch.
Supplier Assessment	• All suppliers are required to sign quality agreements, and key quality requirements and inspection standards are clearly defined in procurement contracts and quality agreements. • Quantitative quality management indicators such as batch pass rate and market defect rate are established, and monthly supplier assessments are conducted. • Annual supplier audits are carried out, and process stability monitoring is confirmed.
Supplier phase-out	• Suppliers are classified and managed in tiers based on assessment results. Suppliers with unsatisfactory assessment results receive quality guidance and are required to make corrective improvements within a specified timeframe. If corrective actions remain unsatisfactory, material replacement or supplier phase-out are implemented.

Haier Biomedical uses an information system to conduct online evaluations and monthly assessments of its suppliers, covering multiple dimensions such as quality performance, system capability, and continuous improvement. During the reporting period, the Company assessed a total of 620 suppliers using this online evaluation system. In 2025, the Company further optimized its supplier performance assessment mechanism by introducing deduction items for major quality complaints and positive/negative incentive measures for quality performance, while increasing the weighting of quality-related indicators to 30%. In addition, the Company completed 25 annual audits of key suppliers and low-performing suppliers, conducted 41 senior management interviews with suppliers, and conducted 42 unannounced inspections and corrective action follow-up inspections, all aimed at continuously improving the overall quality performance and compliance level of the supply chain. All issues identified during audits were closed out within one month.

Haier Biomedical also actively conducts supplier quality training through channels such as annual supplier conferences and on-site training. For suppliers with unsatisfactory assessment scores, the Company organizes product-specific training to help them become familiar with the latest laws, regulations, and regulatory requirements related to quality, identify common quality risks, and master corresponding response methods. During the reporting period, we provided on-site quality training for more than 20 suppliers, effectively enhancing their quality control capabilities.

In 2025, Haier Biomedical successfully achieved its quality management target of a material defect rate not exceeding 0.58%, representing an 11% year-on-year decrease compared to 2024.

Advocating for Transparent and Honest Procurement

Haier Biomedical upholds the bottom line of integrity-driven operations and is committed to building a fair and transparent supply chain system. The Company requires all suppliers to sign a supplier integrity agreement, namely the *Haier Group Special Agreement on Integrity*, which explicitly requires them to abide by business ethics standards and strictly prohibits violations such as corruption, fraud, and other misconduct. In addition, we arrange for internal auditors to conduct in-depth visits to key suppliers to promote compliance concepts and strengthen awareness of integrity and honesty. As of the end of the reporting period, Haier Biomedical's supplier integrity agreement signing rate reached 100%.

Promoting Environmentally Friendly and Green Procurement

Haier Biomedical actively promotes green procurement practices and has clearly defined in its Supplier Evaluation Strategy the compliance requirements for supplier environmental commitments and hazardous substance management. During the supplier entry phase, we require suppliers to provide relevant qualification documents such as ISO 14001, RoHS and REACH compliance certificates, and require them to sign an environmental commitment letter. During the reporting period, the Company further refined its hazardous substance control standards, incorporated compliance status into supplier performance assessments, and prohibited non-compliant suppliers from batch deliveries, ensuring product safety and compliance from the source.

During the cooperation with suppliers, we regularly conduct spot checks on batch products from suppliers to ensure that their materials comply with environmental regulatory requirements. In addition, we actively collaborate with suppliers on the research, development, and upgrading of environmentally friendly materials, working together to build a green and low-carbon supply chain.

Haier Biomedical Collaborates with Suppliers to Develop Eco-friendly Manufacturing Processes

CASE

Haier Biomedical actively implements the concept of a green supply chain, engaging in technical collaboration and joint R&D with strategic suppliers to continuously drive innovation in materials and processes, thereby supporting the eco-friendly upgrading of its products. In 2025, addressing pain points of the traditional "cold plate + powder coating" process such as environmental pressure, high costs, and long delivery cycles, the Company collaborated with suppliers to develop an eco-friendly process using PCM (pre-coated metal) plates. This new process eliminates the on-site powder coating step, reducing environmental pollution while effectively minimizing the risk of scratches during material handling. As a result, it has achieved a 10% improvement in delivery efficiency and a 5% reduction in overall machine costs, significantly enhancing product competitiveness.

Upholding Supplier Human Rights

Haier Biomedical places great importance on human rights protection within its supply chain. The Company includes clauses prohibiting child labor, forced labor, and discrimination in its procurement contracts. During on-site supplier audits, we prioritize assessments of labor systems, occupational health, and workplace safety, encouraging suppliers to provide their employees with a fair, safe, and healthy working environment.

Haier Biomedical also prioritizes on the health and safety of supplier employees. Each year, the Company provides occupational health and safety training for supplier personnel working on its premises and issues necessary personal protective equipment. The training covers safety management policies, on-site operational procedures, hazard identification and reporting, and emergency response. All supplier personnel must pass an assessment before commencing work. During the reporting period, a total of 96 supplier employees participated in the training, achieving 100% coverage.

Conflict Minerals Management

Haier Biomedical continuously improves its conflict minerals management system and procedures, promotes the development of supply chain transparency and traceability systems, and works closely with upstream and downstream partners to ensure the compliance of mineral sources from the very beginning. During the raw material procurement process, for suppliers whose products may involve conflict minerals such as tantalum, tin, tungsten, and gold, the Company conducts on-site audits and regular surveys to encourage them to establish and implement documented control procedures, thereby eliminating the procurement and use of conflict minerals.

Equal Treatment of Small and Medium-sized Enterprises

Haier Biomedical places a strong focus on fair cooperation with all partners. We strictly adhere to market order and the spirit of contract, consistently upholding the principles of timely performance and honest payment in all business dealings. Based on the Company's business nature and supplier structure, we currently primarily cooperate with service providers and manufacturers that possess the appropriate qualifications and scale. In our daily operations, there have been no instances of overdue payments to small and medium-sized enterprises. We will continue to improve our supplier management system to ensure that all partners achieve win-win development on an equal and transparent basis.

2.3 Product Quality and Safety

Haier Biomedical regards product quality and safety as its primary responsibility. We have established a comprehensive product quality management system. Through clear division of responsibilities, strict process controls, and scientific indicator guidance, we ensure the effective operation of the system, providing a solid guarantee for the continuous delivery of safe and reliable products.

2.3.1 Governance

Haier Biomedical has established a quality management structure and supervision mechanism with clearly defined authorities and responsibilities to ensure the implementation of its quality strategy. The Board of Directors and senior management of the Company are responsible for approving the quality policy and objectives, as well as supervising the establishment of the quality management system, resource allocation, and its daily operations.

Under this framework, Haier Biomedical has formed a cross-functional organization led by the Quality Manager to coordinate the management of the entire product lifecycle. The quality management structure comprises three core functional areas that work in synergy to cover the full product lifecycle:

Haier Biomedical Quality Management Organizational Structure

Laboratory

Responsible for performance, safety compliance, reliability, and other testing and validation prior to product launch, and undertaking relevant testing for domestic and international product registration and certification to support the smooth market entry of new products.

Ecosystem Scenario Quality

Responsible for the full lifecycle quality management of scenario projects and ecosystem products, covering manufacturer introduction, development review, implementation acceptance, and market improvement stages; process and market quality status are synchronized through monthly scenario quality meetings, and quality information is reported during monthly production-sales coordination meetings.

Component Quality

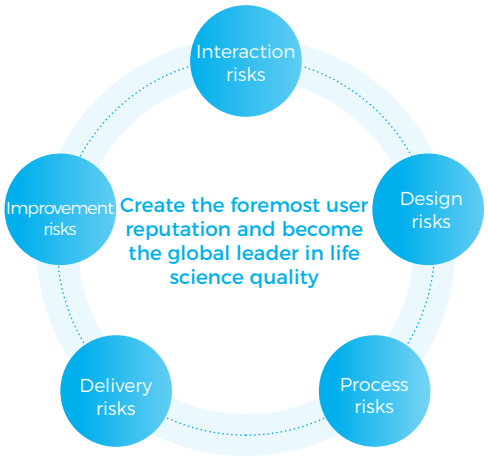
Responsible for the full lifecycle quality management of components from R&D, pilot production, mass production to after-sales service; work coordination and information synchronization are achieved through weekly summaries and cross-team monthly sharing.

To ensure that quality requirements are consistently implemented throughout the entire process, we have established a quality integrity system centered on the *Haier Biomedical Quality Red Line*. This system clearly defines the Code of Conduct for Quality Integrity and the regulations regarding penalties for dishonesty. Through cross-departmental collaboration mechanisms, we continue to promote standardized control across research and development, production, and service processes. Furthermore, by utilizing intelligent tools to build a management closed-loop and strengthening three-dimensional audits, we continuously consolidate the effectiveness of quality management.

2.3.2 Strategy

Haier Biomedical adheres to the quality management philosophy of "customer - first" focusing on critical product issues and user pain points. The Company has established a three-stage quality strategic goal: from "zero defects" in products to "Zero Complaints" from users, ultimately achieving "building the best customer reputation".

Haier Biomedical Quality Strategic Objectives and Preventive System



To effectively implement its strategy, the Company has established annual strategic objectives based on dimensions such as user feedback and market data analysis. These objectives guide each business segment in meeting quality requirements and drive continuous improvement in quality management.

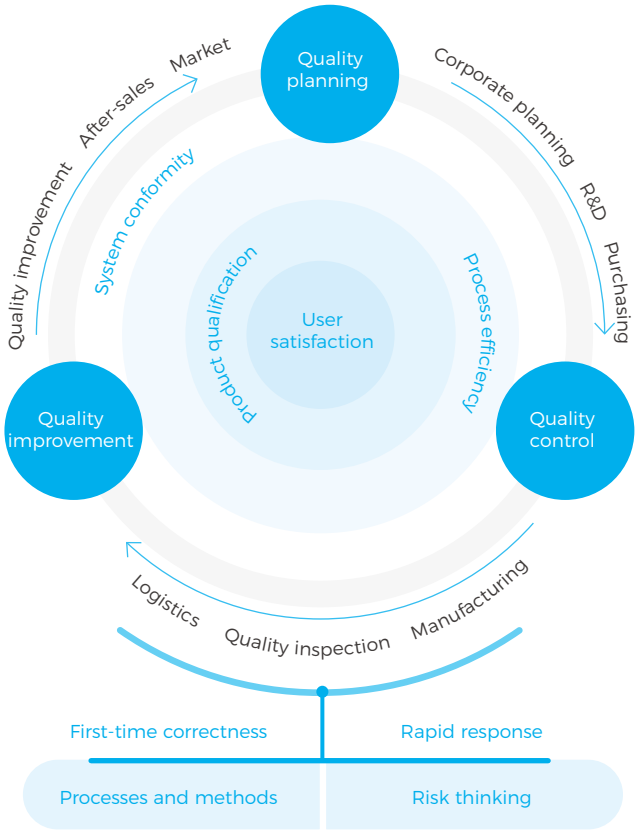
Quality strategic objectives for the reporting period

100%
User satisfaction for scenario-based projects

100%
First-pass delivery qualification rate for scenario-based projects

We have established a quality management strategy spanning the entire product lifecycle, centered on risk prevention. Through quality planning, process control, and continuous improvement, we integrate customer needs, international compliance standards, and ecosystem collaboration goals into every stage of the value chain. This approach promotes the enhancement of product quality throughout its full cycle, providing reliable assurance for the global life health sector.

Haier Biomedical Full-Chain Quality Management Strategy



Based on clearly defined strategic objectives and management strategies, we continuously monitor changes in the internal and external environments to systematically identify potential risks and development opportunities closely related to product quality and safety. This approach supports the implementation and dynamic adjustment of our strategy. During the reporting period, we identified the following key risks and opportunities centered on product quality and safety:

Quality Risks

The primary risks facing Haier Biomedical stem from regulatory compliance and business transformation. The continuous updates to domestic and international medical device regulations require the Company to respond rapidly to regulatory changes across multiple regions. Failure to respond in a timely manner may impact product market access and increase compliance costs. At the same time, we are expanding into scenario-based businesses. The existing product quality management model must adapt to new business requirements; failure to adjust in a timely manner may impact delivery quality and efficiency. The reliability of certain critical components in actual applications also requires further verification to avoid impacting project stability and user experience.

Quality Opportunities

Regarding opportunities, supply chain optimization and innovation in quality management models demonstrate positive potential. By evaluating and implementing advanced packaging solutions such as honeycomb cardboard boxes, we aim to optimize costs while maintaining product quality. At the same time, business transformation has driven the Company to extend quality management activities to earlier stages such as solution review and process control, providing a new pathway to enhance the success rate of scenario delivery and user satisfaction.

To effectively address risks and seize related opportunities, we continuously refine our quality management system and quality assurance system while advancing digital intelligence and quality control capabilities to enhance product delivery levels.

Quality Management System

Haier Biomedical has established a quality management system and internal quality standards centered on the *Risk Management Control Procedure and the Design* and *Development Management Control Procedure*. During the reporting period, we revised 32 quality system documents to provide a comprehensive policy basis for standardizing quality management.

In process management, we implement a quality management mechanism covering the entire product lifecycle. Through a three-stage management model of "prevention beforehand, control during the process, and improvement afterward", we systematically drive quality enhancement.

Pre-event management	In-process management	Post-event management
Conduct in-depth research on user scenarios and pain points to advance product performance improvements during the development phase, such as optimizing humidity control and airflow design for medicine cabinets.	Conduct process inspections and track the implementation of quality improvement measures.	Quality improvement initiatives have expanded from individual chain groups to the entire Company, for example, by organizing horizontal inspections and improvements across materials such as wiring harnesses and printed products.

Through internal and external audits and certification activities, we continuously verify and consolidate the effectiveness of our quality management system. During the reporting period, Haier Biomedical underwent and passed more than 40 external audits based on domestic and international standards.

Regarding certification achievements, Haier Biomedical has maintained the validity of core quality system certifications including ISO 9001, ISO 13485, and the U.S. FDA QSR 820 throughout the reporting period. Additionally, the Company obtained the world's first MDR certificate in the low-temperature storage field required for access to the EU market, as well as the Korean KGMP certification. In addition, the Company successfully passed the on-site audit conducted by relevant regulatory authorities in Belarus, further expanding its qualifications for global market access.

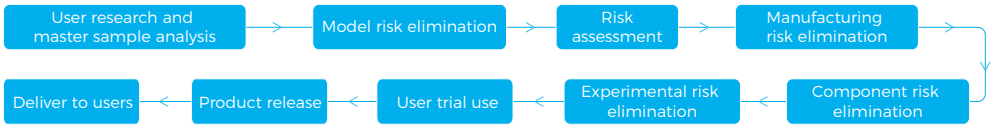
Quality Management System Certificate

Quality Assurance System

Quality assurance capabilities serve as the fundamental support for the excellence and sustainable development of Haier Biomedical products. We have established a systematic assurance system centered on two dimensions: new product launch quality and "zero defect".

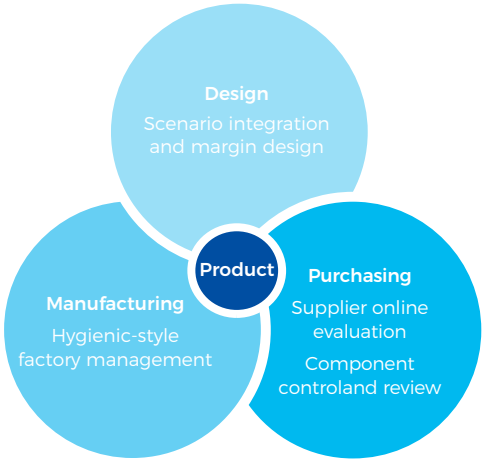
At the new product launch stage, we established a quality assurance system for product launches. The Quality Manager and the Quality Interface Lead spearheaded the formation of a "1+1+N" special task force and implemented a full-process zero-defect assurance plan for new product launches. This plan controls key items for 31 new products by implementing quality plans and release procedures, component certification, testing certification, production line certification, and installation certification to ensure accountability. Quality requirements are comprehensively integrated into all stages of the product lifecycle, both prior to and following market launch. Through key milestones including user research, risk assessment and elimination, and user trials, we ensure that the entire process from design to delivery meets user needs and enhances product competitiveness.

Haier Biomedical Product Launch Quality Assurance System



To achieve the "zero defect" standard for products, we have established quality assurance mechanisms across design, manufacturing, and procurement. Leveraging information technology tools such as product lifecycle management, quality-oriented information platform, and after-sales service systems, we have constructed a comprehensive "zero defect" quality assurance system covering the entire product lifecycle.

Haier Biomedical's "zero-defect" Quality Assurance System



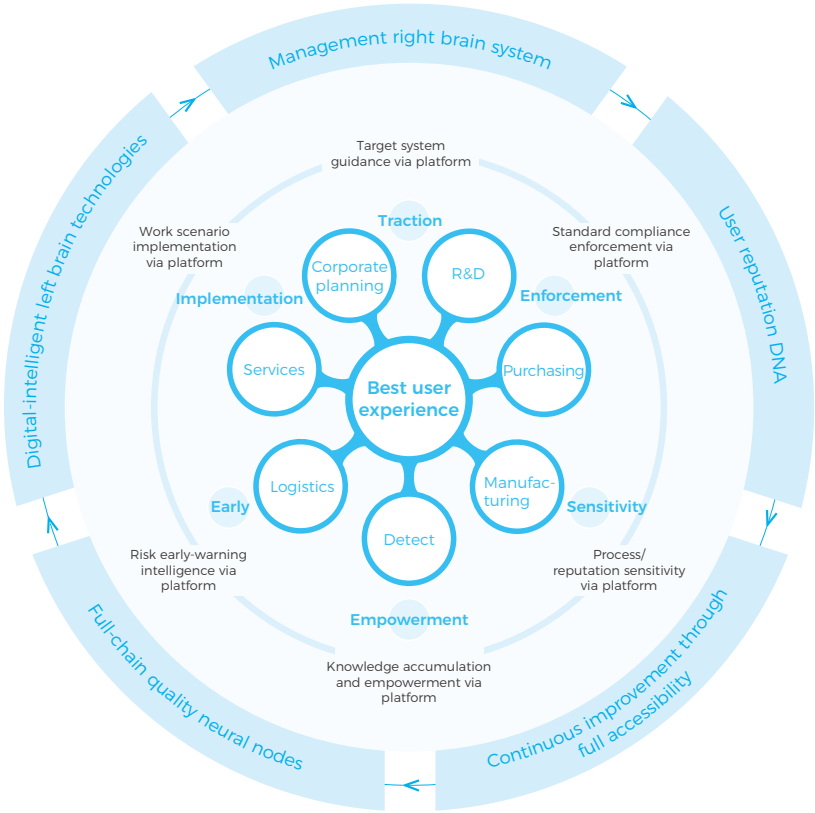
Product lifecycle management system
100% control of quality checkpoints for new products/changes

Quality-oriented information platform
100% transparent traceability of market quality data to serial numbers

After-sales service system
100% closed-loop market quality information

Digital Intelligence Construction for Quality

Haier Biomedical actively responds to the national strategies of "integration of informatization and industrialization" and "digital transformation", continuously advancing the integration of quality management and digital technologies. We explore innovative pathways driven by digitalization to enhance quality and empower operations, establishing a foundation for our intelligent management system. At the same time, leveraging specific technology platforms and tools, we have achieved digital control and efficiency improvements across all key stages of the full process.



Haier Biomedical has established a quality digital-intelligence management process covering the entire journey from raw material inbound to product outbound. By integrating digital capabilities into every link of production and quality management, it supports the advancement of quality management work toward greater intelligence and efficiency.

Haier Biomedical's Quality Management System of Digital Intelligence

Supply Chain Informatization

- The combination of advanced information integration (CRM + SRM + Supplier Evaluation System), comprehensive supply chain resources, and mature Just-In-Time (JIT) management mode constitutes supply chain capabilities with core competitive advantages, establishing the foundation for robust quality control at the source of materials.

Quality Digitization

- Through internet-based information technology, we systematically display orders, incoming materials, processes, sampling inspections, and shipping status, achieving comprehensive informatization of data throughout all processes and ensuring information sharing and efficiency.
- The implementation of quality information and data collection and feedback mechanisms enables high-efficiency collaboration in quality management.

Manufacturing Intelligence

- 100% informatization monitoring of operational parameters is conducted with automated facial recognition at critical procedure points.
- Real-time monitoring and dynamic optimization through big data analysis (SPC) are implemented.
- Real-time visualization of production indicators is accessible for real-time access to production, quality, equipment, and logistics information, among others.

To enhance the intelligent level of quality control and risk prevention capabilities, Haier Biomedical has established and operated a series of core digital platforms, focusing on key business areas such as supply chain management, closed-loop quality management, and intelligent manufacturing.

Integrated Supply Chain Management Platform

CASE

Guided by its ecosystem brand strategy, Haier Biomedical has established a dual-platform procurement system covering the globe and advanced the upgrade of supply chain quality control.

The procurement system is centered on a modular quality visualization cloud platform that integrates supplier production data and user feedback in real time to form a closed loop for dynamic quality optimization. It establishes a preferred material library driven by multi-dimensional rules and leverages blockchain technology to enhance traceability across the entire lifecycle from design to delivery, thereby improving supply reliability.

During the reporting period, the platform's functions were further deepened. We have achieved comprehensive online management of supplier inspection reports and advanced supplier performance monitoring to a system-driven automatic scoring and strategy-triggered model, thereby enhancing the efficiency of collaborative supplier management.

Digitalization of Quality Management — Quality Management Platform

CASE

Haier Biomedical has established a digital quality platform based on big data analytics technology, covering stages such as quality planning, inspection task management, and process monitoring. By comprehensively collecting quality data, providing real-time feedback, and centralizing processing, this platform enables full-process visibility, controllability, manageability, and strategic planning for product quality. It offers collaborative support to quality management personnel at all levels, enhancing management efficiency while mitigating quality risks and ensuring product quality.

Manufacturing Intelligent — IoT Factory

CASE

Haier Biomedical's digital and intelligent IoT-enabled factory leverages automation, digitalization, and smart connectivity to achieve precise control across the entire production process, while enabling real-time monitoring of quality data to effectively mitigate production risks. At the same time, we advanced the development of intelligent medical manufacturing facilities, enabling equipment interconnectivity, data integration, and intelligent control. We are progressively establishing a new production management model that spans the entire product lifecycle.

Enhancement of Quality Control Capabilities

While improving its policies and processes, Haier Biomedical has focused on strengthening key capabilities in quality control. We have established a traceability and collaborative improvement mechanism covering the entire product lifecycle, formulated risk response procedures such as product recalls, and promoted quality culture initiatives to ensure reliable product performance throughout its lifecycle.

Leveraging our Quality Management System (QMS), we established a quality information traceability mechanism covering the entire product lifecycle, achieving information interconnectivity across order processing, production, and logistics transportation. This mechanism supports collaborative quality information sharing across multiple touchpoints including users, equipment, and production, while enabling forward and backward traceability to facilitate rapid identification of quality issues and closed-loop improvements.

During the reporting period, we further clarified traceability requirements for key materials such as circuit boards and compressors, and conducted training and confirmation regarding traceability labeling for the relevant modules.

Full Lifecycle Quality Information Traceability System

Focusing on quality improvement, Haier Biomedical has established a normalized control and closed-loop system covering four aspects: quality information collection, issue improvement, persistent problem resolution, and system consolidation. This enables systematic management of various quality issues arising throughout the product lifecycle, helping products achieve "zero defect" standards.

Haier Biomedical Quality Issue Closed-loop System

Information Collection

- Collecting quality issue information through market feedback, data analysis, defective product/part analysis, public opinion monitoring, etc
- Identifying issues immediately after information collection to prevent quality issues from escalating

Issue Improvement

- Direct on-site analysis and handling of immediate issues at user locations
- Organizing TOP issue lists with 100% closed-loop implementation
- Conducting improvement evaluations through daily quality improvement meetings, weekly and monthly analysis meetings

System Solidification

- Improving key checkpoint lists to achieve error prevention in high-risk areas
- Conducting long-term reliability testing and analysis

Persistent Problem Resolution

- Identifying persistent quality issues and signing accountability agreements with chain groups
- Promoting organization-wide quality improvement through monthly quality star evaluations and quarterly quality improvement project announcements

Under this framework, we implemented multiple improvement initiatives during the reporting period. Based on market feedback, we established quality objectives at both the Company and chain group levels, cascading quality responsibilities across all functions. By constructing a digital quality dashboard, we identified key process differences and established improvement tasks. At the same time, we established a full-process quality operation evaluation rule oriented toward optimal user experience to systematically promote a quality closed loop. During the reporting period, Haier Biomedical conducted a 100% analysis of market failures, analyzing a total of 185 market failure cases and completing improvements for all of them.

Haier Biomedical has established a major incident early warning mechanism globally and defined the product recall management process in accordance with the *Adverse Event Reporting, Recall, and Information Disclosure Control Procedure* to ensure that recalls can be initiated promptly when necessary, thereby minimizing the impact on users. During the reporting period, no product recalls occurred due to major quality or safety incidents.

Haier Biomedical's Product Recall Process

Issue information collection → Recall plan preparation → Recall execution → Recall report submission → Recall effectiveness assessment → Recall records filing

Haier Biomedical integrates the philosophy of "reverence for life and quality" into daily operations. Through multi-channel communication and diverse activities, the Company continuously fosters a quality culture that encourages participation from all employees.

Forms of Quality Culture Promotion

Setting Benchmarks	We regularly organize evaluations such as the "ZBB Talent Chain Celebrity List," "Haier Group Monthly Awards," "Wanlian Monthly Customer Stars," and "Monthly Quality Star" and other assessments competitions and announce the results via emails, iHaier and other channels to all employees to commend those who have made outstanding contributions.
Official WeChat Account Promotion	Our official WeChat accounts, such as Wanlian Maker Home and Haier Biomedical, regularly share our latest products, trends and quality management concepts to relevant parties such as our customers.
We-media Operation	We showcase outstanding company personnel achievements and excellent cases through we-media platforms such as "Most Beautiful Haier People" and "Haier Integrated Media" for all employees to learn from.
Promotional Slogans	Quality slogans, red lines, warnings and other content are placed at prominent locations in production workshops and office buildings to continuously enhance employees' quality awareness.
Makers' Speech Competition	Themed activities on quality culture building and quality management are held regularly to enrich our employees' lives.

Simultaneously, Haier Biomedical places emphasis on cultivating quality awareness among employees and relevant stakeholders. Training is conducted through internal seminars, case sharing, practical drills, and lectures by external experts to enhance employees' quality awareness and practical capabilities.

During the reporting period, we organized activities such as the annual meeting for sheet metal suppliers, training on the process management of hazardous substances, and specialized training on regulations for medical device operations to strengthen relevant personnel's understanding of quality requirements and standards. During the year, we conducted 11 quality training sessions, enhancing the team's capability to respond to quality risks. In addition, we regularly conduct the Gold Standard Quality Award selection. Quarterly evaluations are carried out across dimensions such as quality performance improvement, technological innovation, and user reputation. Incentives, including physical awards and team-building funds, are provided to stimulate the internal drive of all employees to pursue excellence in quality.

Annual Meeting of Sheet Metal Suppliers

2.3.3 Impacts, Risks and Opportunities Management

Haier Biomedical attaches great importance to quality risks at all stages of the product lifecycle and has established a risk management mechanism covering the entire product lifecycle. In accordance with the ISO 14971 standard, we utilize a risk matrix tool to systematically identify, assess, and manage quality risks, thereby advancing the transition of quality management from reactive control to preventive management.

During the product design phase, we utilize DFMEA[1] to identify potential failure risks, establish design control measures, and verify their effectiveness, thereby forming a closed-loop risk prevention mechanism. Simultaneously, we established and continuously maintain a biomedical design risk database to provide risk warning support for design activities.

In the after-sales and continuous improvement phase, we have established a dynamic risk management process. We conduct root cause analysis on customer complaints and utilize the findings to update the design pitfalls database to prevent recurrence of issues. We continuously aggregate failure modes under unidentified application scenarios, expand the scope of risk identification, and build a quality risk defense system that evolves.

2.3.4 Metrics and Targets

To effectively measure and continuously improve the effectiveness of quality management, Haier Biomedical has established clear, quantifiable key performance indicator targets and regularly tracks their achievement. During the reporting period, we established annual targets based on dimensions such as quality loss amount, defect rate for the current year, and unboxing defect rate, and advanced the implementation of various quality improvement initiatives guided by these targets.

Targets		Achievement Status
The amount of quality loss decreased by 8% year-over-year	↓	Achieved
The annual defect rate decreased by 10% year-over-year	↓	Achieved
The defect rate upon unboxing decreased by 8% year-over-year	↓	Achieved

[1] DFMEA, which stands for Design Failure Mode and Effects Analysis.

2.4 Customer Rights and Quality Service

Haier Biomedical is committed to a "user-centric" approach, continuously upgrading service processes, improving service quality, and comprehensively advancing the construction of its customer service assurance system. At the same time, we have integrated customer service management into our product lifecycle management and total quality management systems, consistently enhancing product performance and service quality to promote long-term mutual benefit and win-win outcomes for both customers and the Company.

2.4.1 Governance

Haier Biomedical has established a robust customer service management framework. The Strategy and ESG Committee and relevant management are responsible for reviewing the strategic direction of customer service and overseeing the progress of major matters such as customer complaint handling, satisfaction improvement, and service innovation. At the same time, the Company has established a rigorous supervision and assessment mechanism, incorporating key service indicators such as customer satisfaction rate and customer timely service response rate as important dimensions in management performance evaluation. In addition, the Company has explicitly stipulated that major customer service incidents must be reported to management in a timely manner and trigger an emergency response mechanism, ensuring closed-loop management and continuous improvement of customer service processes, thereby safeguarding customers' legitimate rights and interests, enhancing customer experience, and mitigating related public opinion risks.

Haier Biomedical strictly complies with the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests*, and continuously improves its customer service policies to ensure standardized and normalized customer service processes. In 2025, the Company updated a number of its internal customer service management policies, aiming to optimize the full-cycle product service experience and enhance customer satisfaction.

Service Provider Network Establishment Process	Added establishment standards and requirements for self-operated service providers.
User Satisfaction Follow-up Management Regulations	Clarified the number of follow-up visits and the timeline for issuing follow-up visit reports, strengthening the standardization and timeliness of follow-up visit activities.
Special Incident Handling Process	Clarified the handling process for special market incident, improving the ability to respond to emergencies.

2.4.2 Strategy

Haier Biomedical is guided by the service goal of achieving "zero complaints" and continuously optimizes its customer service quality management. In 2025, the Company continued to deepen the development of its customer service assurance system and enhance service capabilities and quality across three dimensions: service assurance upgrading, service efficiency improvement, and digital platform development.

Global Full-Scenario Service Ecosystem Development

Haier Biomedical builds differentiated customer service advantages through three pathways: scenario-based, digital, and global. We transform high-quality services into brand loyalty and long-term commercial value. The Company focuses on the full-scenario needs of customers in life science and healthcare and is evolving from single-product after-sales support to an integrated service ecosystem.

Global Full-Scenario Service Ecosystem Development

Warranty Upgrades and Value-added Services	For selected product models, the warranty period has been extended from 3 years to 5 years, and service fees such as stair carrying and on-site visits have been waived, effectively enhancing user reputation and service experience.
Building a Scenario-Based Service Network	To meet customers' scenario-based service needs, the Company has established a scenario service network across 29 provinces and key regions nationwide. It added 29 laboratory pure water service providers, 37 cold storage service providers, and 22 scenario operation and maintenance service providers. The service scope covers diverse scenarios including laboratory pure water supply, cold storage operation and maintenance, sample transportation, 3Q validation, and laboratory relocation.
Global Service Deployment	The Company has deployed localized service providers in 24 countries across 5 regions including Europe, the Americas, Asia-Pacific, Africa, and the Middle East, improving service response time and customer experience.

Haier Biomedical Built a Localized Service Network in Hong Kong

CASE

To enhance the user service experience in Hong Kong, Haier Biomedical established a localized service network in Hong Kong in 2025, supported by a dedicated service team providing 24/7 response services. Following the completion of this localized service network, the service response time in Hong Kong was reduced from 24 hours to 4 hours, and customer satisfaction improved significantly.

Heartwarming Service and User Warmth

Haier Biomedical has established "Heartwarming Service" as the core identity of its brand service culture, building customer relationships that transcend product functionality through proactive care, value-added services, and emotional connection. In 2025, the Company continued to launch themed initiatives such as "Spring Festival Heartwarming" and "Back-to-School Heartwarming", conveying service strength through brand warmth and enhancing customer loyalty. During the reporting period, Haier Biomedical carried out more than 14,000 Heartwarming Service activities, reaching over 550 customers, delivering 1,403 experience messages, and converting 279 leads.

"Spring Festival Heartwarming" Special Campaign

CASE

During the 2025 Spring Festival holiday, Haier Biomedical's Heartwarming Service Team actively carried out the "Spring Festival Heartwarming" special campaign, providing users with equipment inspection, maintenance, and usage guidance services to ensure stable equipment operation during the holiday period. The campaign covered 26 provinces and regions across the country, served more than 200 users, and eliminated over 50 potential equipment hazards, receiving positive feedback from users.

"Spring Festival Heartwarming" Special Campaign

"Back-to-School Heartwarming" Campaign

CASE

During the 2025 back-to-school season, Haier Biomedical carried out equipment maintenance and training services for users such as universities and scientific research institutions, helping to ensure the smooth operation of scientific research and teaching activities. The service team visited user sites, conducted comprehensive inspection and maintenance of laboratory equipment, and provided operational training, serving over 150 users.

Digital Platform Upgrades

Haier Biomedical continues to upgrade its digital customer service platform, viewing digitalization as a core driver for improving service quality. Through continuous iteration of digital and intelligent tools, the Company has made service processes more transparent and efficient, while providing data support for service quality improvement. This has reshaped the entire service system from customer request response to closed-loop management, empowering service innovation and resource optimization, and delivering more reliable and precise value experiences to customers.

- Upgraded the After-Sales Service System (ASSS) to achieve integrated management of service data, including service work order classification and statistics, satisfaction trend analysis, and engineer performance management, providing data support for continuous service quality improvement.
- Optimized the WeChat mini-program service portal to enable full-process visualization of service work orders. Customers can now track service progress and service personnel information in real time, and provide online evaluations after service completion, significantly improving service transparency and customer experience.
- Explored the application of AI and digital tools in service appointment, predictive fault diagnosis, and knowledge base management, further enhancing service efficiency and engineer responsiveness.

In 2025, Haier Biomedical obtained the ITSS (Information Technology Service Standards) certification, further demonstrating the Company's professional capabilities in the field of information technology services. At the same time, the Company continues to hold the CTEAS After-Sales Service System Seven-Star (Excellence) certification and the National Product After-Sales Service Five-Star certification (both within their validity period), reflecting its outstanding after-sales service performance.

Haier Biomedical Obtained ITSS Certification

Enhancing Customer Service Capability

Haier Biomedical continues to strengthen its customer complaint management. The Company has established a comprehensive customer complaint management system, capturing feedback through multiple channels, including telephone, WeChat mini-programs, and offline touchpoints. The process strictly follows the "intake – assignment – follow-up – closed-loop" procedure, ensuring that complaint handling outcomes meet the Company's service standards and fulfill customer expectations. For each complaint, we conduct an in-depth root cause analysis, develop improvement measures, and provide feedback to relevant departments, forming a continuous improvement closed-loop that steadily raises service standards and customer satisfaction.

In 2025, Haier Biomedical organized multiple training sessions for service-related personnel focusing on product technology and service standards, effectively enhancing the professional skills of service personnel and ensuring that customers receive exceptional service quality.

- Online Live Training: A total of 45 online live training sessions were organized, covering 26 provinces and regions, with over 35,000 participants in total. The training covered 12 product series including centrifuges, automation, sample network, and vaccine network.
- Return-to-Qingdao Centralized Training: Two centralized training sessions were held in Qingdao, with 72 participants completing the program.
- On-site Training: A total of 21 on-site training sessions were conducted, including 16 sessions on centrifuges and 5 sessions on automation, covering 17 provinces and regions.

At the same time, Haier Biomedical has implemented an engineer certification system to encourage service employees to continuously enhance their professional capabilities. During the reporting period, the Company added 755 newly certified engineers, including 264 intermediate engineers and 72 senior engineers, further strengthening the professional competence of its service team.

2.4.3 Impact, Risk and Opportunity Management

Haier Biomedical is committed to building a robust and efficient customer service assurance system. The Company has fully integrated risk management processes related to customer service into its ESG and operational risk management system. Through diverse channels such as customer feedback and satisfaction surveys, the Company proactively identifies and assesses potential customer service risks and opportunities at each stage, develops and implements targeted response strategies, and continuously optimizes customer service experience and risk prevention capabilities.

Major Customer Service-Related Risks and Mitigation Measures

Risk Category	Risk Description	Mitigation Measures
Service Quality and Response Efficiency Risk	· As the service network expands to 24 countries, the difficulty of maintaining consistent service quality across regions increases, creating a risk that response times and service standards in some regions may fall short of expectations. · Variations in engineer skill levels may lead to fluctuations in service quality, affecting user satisfaction.	· Established an engineer certification system, certifying an additional 755 engineers in 2025. · Conducted on-site training and province-wide training to enhance service standardization.
Customer Complaint Escalation and Reputation Risk	· Biomedical products are used in high-value, highly sensitive professional scenarios. Product failures or service errors may lead to severe customer complaints escalation and even reputational damage. · Improper handling of market emergencies (e.g., product quality issues, extreme weather affecting service response) may amplify negative impacts.	· Established a closed-loop complaint handling mechanism, processing 119,510 work orders throughout the year with a customer satisfaction rate of 99.94%. · Issued the *Special Incident Handling Process* to improve the standardization of emergency response.
Global Service Compliance Risk	· Providing localized services in countries with different legal and regulatory systems presents compliance challenges. Cross-border data transfer is subject to various national data protection regulations (e.g., EU GDPR). · Different regions have varying certification requirements for medical device service qualifications, which may affect service provider access and compliant operations.	· Continuously monitor data protection regulatory developments in target markets. · Promote the standardization of service providers and strictly review access qualifications in accordance with the *Service Provider Network Establishment Process*.

2.4.4 Metrics and Targets

Haier Biomedical has established a comprehensive customer service metric and target system. By setting quantifiable and traceable KPIs, the Company drives systematic service quality improvement and transparent management, continuously optimizing the customer service experience. Looking ahead, the Company will continue to enhance customer service performance in key areas such as service response time, building a high-end service talent pipeline, and advancing digital service upgrades, aiming to make the leap from "high-level service" to "excellent service."

Annual Core Metric and Target System of Customer Service

Metric	2025 Performance	Future Target
After-sales service work order handled	119,510 work orders	Maintain steady annual growth
Customer satisfaction rate	99.94%	Maintain ≥99.9%
Service timely response rate	99.32%	Maintain ≥99%
Service Call	Over 260,000 calls	Increase service access year by year
Number of users served	29,000+ users	Expand user coverage
Heartwarming Service activities	14,000+ activities	Continue to expand proactive care service scale
Global localized service coverage	5 regions, 24 countries	Continue to expand global coverage
Domestic service network coverage	29 provinces and regions	Gradually expand to nationwide coverage
Service response time	4 hours (global)	Continue optimizing response times and explore a 2-hour target

03. Sharing the Future: Leading People-Centered Shared Prosperity

Haier Biomedical regards employees as the core driving force for organizational development and integrates human health and well-being into its mission and practice. We construct a unique talent cultivation system to help employees continuously grow on their career paths and promote their sharing of development opportunities and co-creation of life value with the Company. Meanwhile, relying on our own business expertise and resources, we actively participate in social public health undertakings, dedicating ourselves to contributing professional strength to improving the health level of all people.

Performance Highlights in this Section

Obtained ISO 45001 occupational health and safety management system certification

Average training hours per employee
36.29 hours

Number of working days lost due to work-related injuries
0

Total number of employees
2,945

Employee training percentage
100%

Total public welfare donation amount reached
RMB **1.406** million

SDGs-related responses in this Section

3.1 Stimulating Individual Potential

Haier Biomedical adheres to the core concept of "user-centricity" and continuously deepens its talent management and development strategies, motivating employees to improve their professional skills and realize their self-worth. We strive to build a high-quality "RenDanHeYi" (Individual-Goal Alignment) talent development pattern, optimize the implementation of management and professional talent development systems, and are committed to providing an equal, inclusive, healthy, and happy workplace for every employee. We continuously strengthen talent attraction and retention, conveying warmth and care to employees through practical actions.

3.1.1 Talent Attraction

Haier Biomedical continuously improves its talent attraction mechanism. We adhere to the talent philosophy of "identifying the right talent, nurturing talent, and developing talent". By decoding the traits of high-value talents, we dynamically optimize recruitment profiles to ensure that talent introduction precisely matches business strategic needs. We insist on "professional people doing professional things". By upgrading and implementing the talent development systems for various professional lines, we standardize the entry and allocation of talent resources at the institutional level. During the reporting period, we optimized our talent structure and continued to introduce technological innovation talents, highly educated talents, and industry experts. A total of 22 core talents for key positions were introduced, providing talent support for technical breakthroughs and market expansion.

To improve talent allocation efficiency, Haier Biomedical has established a forward-looking talent pipeline. By establishing a classified and graded talent reserve system, we provide talent support for continuous business expansion. We actively respond to the globalization strategy and implement localized recruitment for overseas talents, attracting outstanding talent with international professional backgrounds to support the steady expansion of our global business. While strengthening external talent recruitment, we are also gradually optimizing internal "order-taking" and movement management rules, supporting internal employee mobility and promoting the rational allocation and efficient utilization of talent resources. During the reporting period, the total number of new employees at Haier Biomedical reached 495. The proportion of vacant positions filled by internal employees reached 33.64%, achieving the circulation and activation of the internal talent ecosystem.

Insights into Strategic Talent Needs

Establish a business-oriented dynamic forecasting and calibration system; conduct monthly talent demand seminars, semi-annual competency reviews, and annual talent planning; output strategic talent demand forecasts.

Strategic Talent Pipeline

Construct a classified and graded talent reservoir system; focus on three categories of talent—new industry leaders, core mature industry experts, and international localized talents—to achieve precision strategic talent pipeline development.

Efficient Allocation through Operational Management

Implement refined operational management of the strategic talent reservoir to ensure efficient demand-based matching; organize monthly tracking and exchange sessions and corporate news sharing to maintain talent engagement.

3.1.2 Employee Rights

Haier Biomedical strictly complies with various labor laws and regulations applicable in the locations of operation, continuously standardizing employee management to ensure that the legitimate rights and interests of employees are fully protected. We uphold a people-oriented management philosophy and are committed to creating an equal, open, diverse, and inclusive work environment.

Compliant Employment

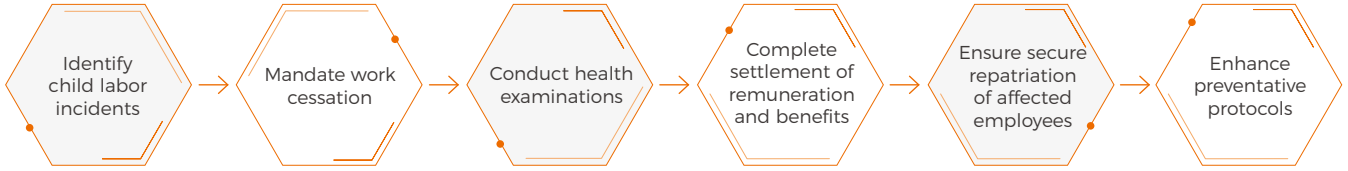
We strictly follow laws and regulations such as the *Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China*. In combination with the Company's own development needs, we recruit the talent required for business development through diverse public recruitment channels. We formulate and implement the *Haier Biomedical Recruitment and Employment Policy*, standardizing various procedures for new employee recruitment and employment while clarifying recruitment and employment standards to ensure that all links of recruitment work are fair, just, and open.

We have constructed a strict compliance management system to eliminate violations of the International Labor Organization (ILO) conventions, such as child labor and forced labor. To ensure employment compliance, we implement identity verification procedures for new hires in the onboarding management system to verify candidates' identity and age information, thereby preventing child labor at the recruitment stage. Meanwhile, we establish transparent recruitment processes and employment systems, explicitly prohibiting any form of forced labor. For potential non-compliant employment risks, we have formulated identification and correction procedures and will immediately launch response plans upon discovering any abnormal situations. For special cases that may involve child labor, we have also implemented specialized rights protection measures to ensure that the physical and mental health of minors receives the necessary protection.

We promote an efficient office mechanism. By optimizing processes and improving work efficiency, we guide employees to scientifically plan their working hours and reduce unnecessary overtime to safeguard employees' rights to rest and leave, thereby enhancing their workplace well-being. Meanwhile, we implement a normalized monitoring mechanism for overtime hours, regularly calculating overtime duration and paying overtime compensation in full according to national regulations to protect the legal rights of employees to obtain labor income.

Child Labor and Forced Labor Incident Handling Process

Child Labor Incident Rights and Interest Protection Measures



Diversity, Equality, and Inclusion

Haier Biomedical is committed to building a diverse, equal, and inclusive workplace environment. We formulate and implement the *Haier Group Code of Business Conduct*, using institutional standards as a guide to resolutely safeguard the legitimate rights and interests of employees. We establish a fair professional development platform for employees and strictly prohibit discriminatory behavior in management links such as recruitment, promotion, transfer, and salary grading based on dimensions such as gender, age, ethnicity, region, marital status, or religious beliefs.

Haier Biomedical upholds the core principles of fairness and justice, providing equal development opportunities for all employees and strictly implementing equal pay for equal work for men and women. We strive to create a positive, healthy, and mutually respectful working environment, resolutely eliminating any form of discrimination, harassment, or retaliation to protect employees' physical and mental health and personal dignity. We consistently maintain a zero-tolerance stance toward human rights violations and provide necessary legal aid to employees when needed to promote the construction of a harmonious and inclusive workplace environment.

Furthermore, we place strong emphasis on the care and support of female employees. We regularly organize International Women's Day initiatives, as well as screening and health consultation programmes for cervical and breast cancer. By addressing the specific needs of female employees, we are committed to supporting their health and wellbeing through practical actions.

The human resources management philosophy of "Non-discrimination, Diversity, and Equal Opportunity"

Non-discrimination

- Execute the principles of "fairness, justice, and openness" in recruitment, selection, and incentive evaluation; strictly prohibit discriminatory behavior based on dimensions such as gender, age, race, religious belief, ethnicity, and marital status.
- Build a workplace free from discrimination, harassment, and retaliation, and maintain a zero-tolerance stance toward human rights violations and workplace retaliation.

Diversity

- Encourage employees to conduct communication and business collaboration across cross-cultural backgrounds.
- Provide diversified training courses and cultural exchange activities to enhance employees' cross-cultural awareness and communication capabilities.
- Attract talents with different industrial backgrounds, professional skills, and cultural characteristics to construct an inclusive team ecosystem.

Equal Opportunity

- Fair Promotion Mechanism: Ensure that employees obtain equal opportunities for rank promotion based on individual capabilities and work performance, eliminating non-objective interference factors in the promotion process.
- Equal Rights Protection: Guarantee equal treatment for all employees in dimensions such as salary calculation, benefit allocation, and statutory leave, unaffected by factors such as gender, age, or race.

Haier Biomedical attaches high importance to any opinions, complaints, and feedback related to employee rights and human rights. By establishing diversified grievance and communication channels, we support employees in providing immediate feedback on matters where rights are compromised—such as discrimination, harassment, abnormal working hours, and forced labor—and promptly provide feedback on handling results to the complainants after implementing response measures, completing the rectification follow-up on the complained matters.

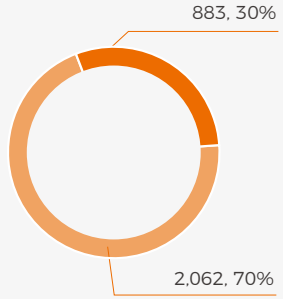
Reporting and Communication Channels

Email: Public Reporting Email - Maker's Voice Mailbox

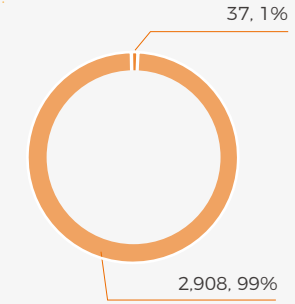
Online platforms: Haier Community, Cultural Discussion Community, Maker's Voice Anonymous Platform

Tel.: Haier Biomedical Compliance Hotline

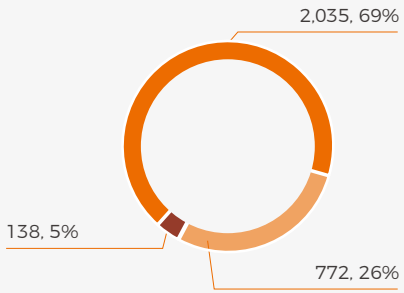
As of the end of the reporting period, the total number of employees at Haier Biomedical is 2,945. The employee structure is as follows:



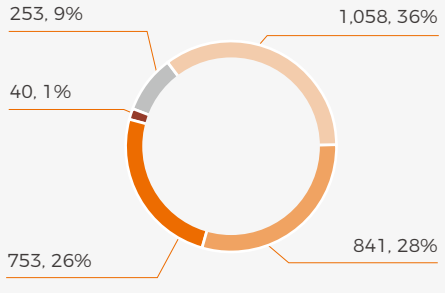
On-the-job Employee Numbers and Percentages Categorized by Gender



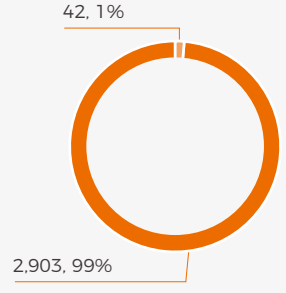
On-the-job Employee Numbers and Percentages Categorized by Geographical Region



On-the-job Employee Numbers and Percentages Categorized by Age Group



On-the-job Employee Numbers and Percentages Categorized by Function



On-the-job Employee Numbers and Percentages Categorized by Ethnic Group

3.1.3 Training and Development

Haier Biomedical regards talent development as a key element supporting the realization of corporate strategic goals. We establish a standardized talent training system, talent cultivation programs, and clear career promotion paths to support employee capacity building and professional development, driving the symbiotic co-existence of employee self-growth and corporate development.

Employee Training

Haier Biomedical places strong emphasis on unlocking employee potential and enhancing professional skills. To improve organizational efficiency and support employee development, we have established a structured talent development framework, strengthening our talent pipeline through optimized resource allocation and effective talent management mechanisms.

Talent Development Support System

Talent Evaluation System

Construct a talent evaluation mechanism based on the three dimensions of performance, professional ability, and core values; Accurately identify talent development potential and position suitability.

Mentors and Learning Platform

Build an internal mentor network and a digital learning platform; Safeguard the advancement of professional skills and professional capabilities of talents by configuring personalized career development resources to support employees' continuous learning.

Career Development Channel

Refine and implement the dual-channel promotion mechanism; Optimize the dynamic allocation of talent resources and enhance organizational innovation capabilities and efficiency by implementing internal rotation and open job competition systems.

Haier Biomedical has constructed a core competency model for talent and formulated multi-dimensional cultivation systems for different categories and levels of employees. To support the adaptation of talent resources to corporate strategic goals, we conduct specialized capacity enhancement for employees centered on leadership, professional skills, and general skills, achieving the alignment between personal development and corporate strategic goals.

Core Capability Development Mechanisms

Leadership	Professional Competence	General Skills
Implement specialized training in strategic thinking enhancement and organizational management innovation, and strengthen decision-making capabilities and holistic perspective in combination with practical simulations and cross-departmental collaborative projects	Design industry cutting-edge technology training, skills certification, and project implementation plans for key positions such as technical R&D and production operations, ensuring dynamic alignment between professional capabilities and business requirements	Comprehensively enhance the comprehensive qualities of employees through digital tool application, cross-cultural communication, professional quality improvement, and other courses, cultivating versatile talents adaptable to diverse business scenarios

Haier Biomedical places strong emphasis on building a robust talent pipeline. We construct classified and graded specialized training systems to precisely meet the growth needs of management talents at different levels. By investing core management resources and professional practical platforms, we are committed to ensuring the professional depth and strategic execution of the talent pool, continuously cultivating future leaders with a global vision and innovation capabilities.

Reserve Talent Echelon Construction

General Manager Reserve Talent Pool	Implement the "Accelerated Development Program of Future Business Leaders"; systematically enhance the strategic decision-making capabilities and global vision of core management talents through cross-functional rotation experience, strategic project tackling, and executive mentorship.
Chain Group Leader Reserve Talent Pool	Launch the "Accelerated Training Program of Future Excellence Managers", focus on the collaborative efficiency of the supply chain and business chain and adopt a model integrating training with actual combat to ensure the implementation of end-to-end full-process governance capabilities for management personnel.
Young High-potential Maker Reserve Program	Initiate the "Spark Program Accelerated Training Plan", support the professional growth of high-potential talents through cross-field learning and multi-dimensional resource allocation, promoting the effective transformation of talent value in business scenarios.

Haier Biomedical is actively developing a next-generation talent cultivation system. We provide customized growth paths for fresh graduates and new employees, offering professional resource support through systematic integration projects. We strive to help new employees shorten their onboarding and adaptation period, ensuring they enhance their professional quality and grow rapidly in business practices, injecting new vitality into organizational development.

Campus Maker Cultivation

CASE

Haier Biomedical has constructed a specialized talent cultivation mechanism for newly recruited campus makers, accelerating their professional transformation through a systematic cultivation path. During the integration phase for new makers, we conduct centralized training, job rotations, and job practice to help them deepen their understanding of corporate culture, industrial logic, and the compliance system. Furthermore, we implement a mentor-led and class teacher full-process operational mechanism, providing new campus makers with growth tools and career guidance while identifying high-potential makers and promoting their rotation development. During the advancement phase, we provide resources such as workplace skill enhancement, sharing sessions led by platform leaders, cross-field expert guidance, and professional skill teaching, driving new campus makers to transition from basic operations to independent business responsibility.

New Maker Cultivation

CASE

For new employees recruited through social channels, the Company designed a six-month "New Employee Integration and Cultivation Plan," covering corporate culture advocacy, job skill enhancement, and team collaboration capability cultivation. The Company has established a mentoring mechanism, providing diverse learning opportunities such as situational simulations and team projects, helping new makers quickly adapt to the work environment, master core job skills, and integrate into the organizational culture.

During the reporting period, Haier Biomedical advanced the strategic objectives of its overseas business platform by strengthening its talent pipeline to support global expansion. We focused on developing emerging talent into high-performing professionals who are empowered to take initiative, deliver effectively, and drive results, supporting the accelerated growth of our international operations.

New Employee Training for Overseas Business Platform

Culture and Safety Training	Product Training	Case Study Training	User Interaction
Conduct cultural integration training and implement team consensus; strengthen cultural identity to enhance employees' sense of mission and organizational cohesion.	Implement systematic product training; drive the cognitive transformation of new employees from "product-oriented" to "solution-service" through scenario-based solutions.	Summarize and output successful user cases regularly; form reproducible business experience and market best practices by constructing a systematic case library.	Strengthen the cultivation of practical combat capabilities; ensure that new employees possess the ability to face users independently, accurately identify needs, and provide professional services through experience sharing and practice.

Haier Biomedical implements talent globalization and specialization strategies, customizing multi-dimensional specialized training for employees to help them systematically improve their professional capabilities and management literacy. Meanwhile, we have created an online Maker learning map, providing learning paths for multi-faceted skills to give full play to employees' potential.

Overseas English Training

CASE

During the reporting period, Haier Biomedical launched an external English specialized training project, with a total of 320 employees signing up to participate. The project implements a one-year teaching cycle and has constructed a classified curriculum system covering general English, business English, and industrial English. Through systematic language capability building, we help employees improve their communication efficiency in cross-cultural business scenarios, providing precise talent capability support for global business expansion.

During the reporting period

The total training hours for Haier Biomedical employees reached

106,786 hours

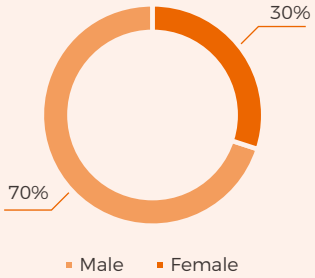
an average training time of per employee reached

36.29 hours

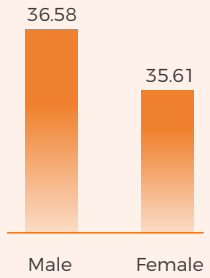
the training coverage rate reached

100%

Among them, the training percentage and average training hours categorized by employee gender are as follows:



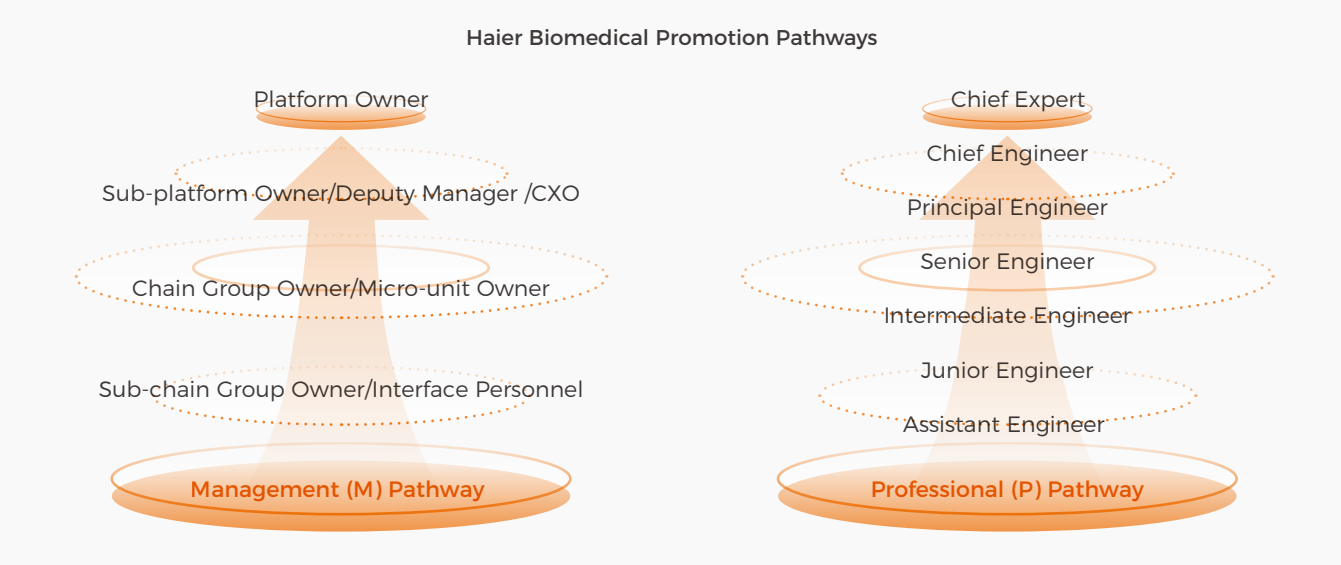
Percentage of Trained Employees by Gender



Average Training Hours by Gender

Employee Promotion

Haier Biomedical continuously refines its talent development mechanism and constructs clear career development paths to provide employees with a broad professional development platform and equal promotion opportunities. We formulate and implement the *Haier Biomedical Maker Development Policy*, creating dual talent promotion channels for both management and professional tracks. This supports employees in achieving vertical rank promotion and cross-channel horizontal role transitions, thereby enhancing talent mobility within the organization.



3.1.4 Compensation and Incentive

Haier Biomedical adheres to the principles of legality, fairness, and incentive-driven growth, continuously optimizing the compensation system to provide employees with market-competitive salaries and benefits. We implement diversified compensation incentive strategies. Based on the value-based compensation mechanism, we combine short-term incentives with long-term incentives and dynamically adjust employee compensation according to annual or role changes, motivating employees to improve performance and aligning individual value with corporate development.

Remuneration Incentive System

Short-term Incentive

Annual Salary Adjustment and Bonus Incentives: Execute a dynamic annual compensation adjustment mechanism and set up salary adjustment window periods. Utilize diversified incentive tools such as performance bonuses and special project bonuses to ensure that employee value contributions are realized in a timely manner, enhancing the flexibility and market competitiveness of the compensation system.

Long-term Incentive

Business Partnership Incentives: Establish a performance self-evaluation system to motivate employees to co-create and win together with the Company. Support employees in deeply participating in business decision-making and value creation processes to achieve the unification of personal career growth and corporate development.

Employee Stock Ownership Plan (ESOP): Implementing a Type II Restricted Stock Incentive Plan, granting no more than 1.2 million A-share ordinary shares to no more than 309 employees, sharing enterprise development achievements with core talent through equity.

Haier Biomedical continuously optimizes the scope of employee performance evaluation and is committed to building a scientific performance evaluation system. We focus on the four dimensions of comprehensive evaluation, objective management, value creation, and career development to ensure the deep integration of employee performance and value creation. We implement differentiated performance evaluation standards for employees at different levels, supported by tailored incentive schemes to fully motivate employee engagement and performance. During the reporting period, we further optimized the dimensions of employee performance evaluation. For key positions, the performance evaluation scope transitioned from being purely result-oriented to emphasizing both results and achievement paths, strengthening control over the operational process. Meanwhile, we further optimized the performance evaluation mechanism for general Makers, effectively enhancing the stability of compensation incentives. Furthermore, we introduced an organizational performance evaluation mechanism to promote high unity between individual employee value and organizational goals.

Haier Biomedical Performance Evaluation System

Comprehensive Assessment

360-degree assessment mechanism: Employees evaluate their direct supervisors and give feedback on a monthly basis through the system, promoting bilateral communication and continuous improvement

Objective management

Performance coaching mechanism: Direct managers conduct monthly performance interviews and coaching for employees, helping employees clarify improvement directions

Value realization

Value evaluation and distribution based on talent classification: Refining rank development evaluation standards, precisely assessing all employees' capabilities, and ensuring alignment with enterprise strategy direction

Career development

Conducting work based on performance objectives, clarifying direction, continuously improving, and facilitating career growth and continuous improvement

3.1.5 Talent Care

Haier Biomedical continuously improves working conditions and employee experience. By conducting rich care activities, providing a competitive welfare system, and maintaining transparent and smooth communication mechanisms, we comprehensively enhance employees' sense of belonging, satisfaction, and happiness.

Employee Welfare

Haier Biomedical adheres to a people-oriented approach and continuously optimizes its compensation and welfare system. During the reporting period, we launched differentiated flexible attendance schemes, supporting various business chains and groups in independently choosing attendance modes based on team characteristics and the actual needs of employees. This further optimizes the work experience of employees while ensuring management standardization. We strictly comply with national laws and regulations, legally paying full contributions to pension, unemployment, work injury, medical, and maternity insurance, as well as the housing provident fund for all employees. In 2025, the coverage rate of social insurance and physical examinations for employees both remained at 100%.

To continuously improve the quality of work and life for employees and enhance their sense of workplace happiness, we regularly conduct employee care activities, including cultural and sports entertainment as well as holiday benefits. Furthermore, we implement a sound assistance mechanism for employees in difficulty. Through the Group's Love Rescue Platform and activities such as visiting and consoling sick employees, we help employees in need overcome difficulties and convey corporate warmth.

Employee Welfare System

Six Insurances and Two Funds

- Besides the statutory five insurances and one fund, the Company provides enterprise annuities for employees to enhance economic security after retirement.
- We also purchase supplementary commercial insurance for employees to further improve their medical and accident protection levels.

Paid Leave

- Besides statutory holidays, the Company also provides paid annual leave, leave for parent-teacher meetings, leave for accompanying children during high school and university entrance examinations, parental leave, parent-care leave, etc.
- We also provide three days of maker's leave and two days of spring break for fresh graduates.

Meal Stipend

- The canteen offers diverse dining options with meal subsidies;
- There are food festival activities from time to time to enrich employees' dining experiences.

Physical Examination

- We provide free annual health examination opportunities for employees.

Diverse Benefits

- We provide allowances for high temperatures in the summer, heating in the winter, and clothing. We also provide the work anniversary rewards, birthday gifts and corresponding holiday benefits.

Talent Housing

- We provide rental talent housing application opportunities for qualifying employees.

Women's Care

- We establish lactation rooms in factories and office buildings.

Democratic Communication

Haier Biomedical is committed to building an open, transparent, and efficient employee communication system. Through diversified democratic communication channels, we patiently listen to employees' opinions and suggestions, formulate and implement rectification plans, and ensure that employees receive timely and effective feedback, thereby continuously improving employee satisfaction and happiness.

Democratic Communication Channels

Maker's Voice Public Mailbox

- The Company establishes the Maker's Voice public mailbox (chuangkexinsheng@haierbiomedical.com), encouraging employees to actively provide feedback on needs and suggestions regarding platforms, work, and life. mailto: chuangkexinsheng@haierbiomedical.com
- The Company strictly maintains the confidentiality of employee information and actively resolves problems, committed to creating a good environment for entrepreneurship and innovation.
- After receiving emails, the public mailbox transfers issues to relevant responsible departments within 24 hours, and the responsible departments must respond within 24 hours, resolving issues raised by employees as much as possible through bilateral communication.
- At the beginning of each month, the Maker's Voice mailbox publicizes to all employees the issues collected in the previous month, responsible department responses, issue resolution progress, and other information.

Democratic Evaluation

- Haier Biomedical has semi-annual democratic evaluation among divisions to promote the normalization of democratic management.

Cultural Discussion

- Through "Cultural Discussion" activities, we encourage employees to reflect on problems in the work and workplace environment, with timely feedback and improvements on major concerns.

Employee Self-governance Committee

- Committee members actively work to build a good workplace environment, listen to employee needs, feedback, and suggestions, and help employees resolve problems promptly.

Face-to-Face Chats

- Through face-to-face chats, the Company seeks to understand employees' genuine needs and suggestions to improve management initiatives, support decision-making, and achieve mutual progress for both employees and the Company.

EAP Platform

To enhance organizational health and improve the employee work experience, Haier Biomedical has established a normalized employee feedback mechanism. By regularly conducting all-staff satisfaction and engagement surveys, we systematically evaluate the organizational atmosphere and management efficiency across multiple dimensions, including vitality, strategic consensus, cultural consistency, employee participation, and organizational adaptability. In response to the problems identified in the surveys, we formulate specialized solutions and clarify the closed-loop processing time to ensure that management improvement measures are effectively implemented. The 2025 survey results showed that the scores for engagement, satisfaction, and cultural atmosphere reached 4.39, 4.25, and 4.41, respectively. Company vitality, strategic consensus, and organizational adaptability continued to improve, receiving high evaluation and recognition from Makers.

3.1.6 Occupational Health and Safety

Haier Biomedical attaches great importance to the occupational health and safety of employees and is committed to creating a safe and healthy working environment. We continuously strengthen the construction of the safety management system, formulate and implement scientific accident prevention mechanisms, and apply comprehensive occupational health management measures to protect employee well-being and the sustainable development of the enterprise.

Health and Safety Management System

Haier Biomedical strictly complies with laws and regulations such as the *Work Safety Law of the People's Republic of China*. The Company has formulated and implemented the *Haier Biomedical System Audit Manual* to standardize the audit and management criteria for core modules such as organizational responsibility, institutional processes, and emergency training. In 2025, we systematically upgraded the "139 Safety Management System," integrating the "Three Managements and Three Musts" requirements, clarifying the safety responsibility list for all staff, and promoting an all-staff, comprehensive, and full-process management model. In addition, we execute dynamic compliance benchmarking and quarterly review mechanisms, incorporating safety management compliance into evaluations to ensure that safety management requirements are effectively implemented.

As of the end of the reporting period, Haier Biomedical has obtained ISO 45001 occupational health and safety management system certification.

Production Safety

Haier Biomedical regards production safety as the core of operational management and always upholds the highest safety standards. We strictly comply with work safety laws and regulations, such as the *Guidelines for the Preparation of Emergency Plans for Production Safety Accidents of Production and Operation Units, Measures for Management of Emergency Plans for Production Safety Accidents, Regulations on Emergency Response to Production Safety Accidents, Shandong Province Measures for Emergency Response to Production Safety Accidents*. We have formulated and implemented internal systems such as the *Hazardous Chemicals Management System of Qingdao Haier Biomedical Co., Ltd.*, striving to construct a comprehensive production safety management system.

We actively respond to the requirements of the Dual Prevention System of Shandong Province, implementing the dual systems of "hierarchical risk management and control" and hazard identification and remediation". We have built a closed-loop management mechanism of "controlling risks at the source and addressing hazards throughout the process". We carry out hierarchical risk management and control, conducting full-process identification for five major categories of risk, clarifying hierarchical control responsibilities, and dynamically updating risk lists. At the same time, we implement hazard identification and remediation, clarifying investigation lists, frequencies, and responsibilities to achieve closed-loop rectification of hidden dangers.

By continuously improving the compliance and standardization levels of safety management, we have built a solid barrier for the sustainable operation of our business. During the reporting period, we promoted the transition of the risk prevention and control model from post-incident response to pre-incident prevention, achieving a 100% closed-loop rectification rate for safety hazards. Meanwhile, we achieved the goal of zero accidents across five categories, including fire and production fields, with 0 working days lost due to work-related injuries.

During the reporting period, we achieved a 100% coverage rate for risk identification, a 100% coverage rate for major risk management and control, a 100% closed-loop rate for hazard remediation, and a 100% completion rate for major hazard remediation. Safety accidents decreased by 60% year-on-year, effectively enhancing the Company's safety management and safety incident response capabilities.

Key Measures for Safety Management

Equipment Safety Management and Risk Assessment	Implement a specialized equipment management system with full participation; ensure safe operation through regular safety inspections and equipment labeling management. Conduct rigorous risk assessments for all equipment before use, identifying potential hazards and taking preventive measures. Build a full-process closed-loop control mechanism for abnormal equipment operation based on the smart safety platform to achieve online tracking and rapid disposal of operational risks for dangerous equipment. Enhance the safety assurance level of operating areas by implementing physical environment repairs and installing automatic identification and early warning systems.
Electronic Monitoring and Real-time Data Analysis	Monitor equipment operation status in real time through electronic systems and conduct safety assessments based on data analysis to ensure that problems are identified and handled promptly during equipment operation.
Five-Prevention Management and Operating Standards	Ensure the correct use and regular maintenance of equipment by formulating and strictly executing the "Ten Essentials and Five Requirements" operating standards, minimizing equipment failures and operational risks.
Safety Inspections and Hazard Rectification in Key Areas	Establish specialized monitoring and enhanced personnel monitoring mechanisms for high-fatality-risk operating areas; achieve risk control for key areas through dedicated patrols, route optimization, and regular patrol records. Ensure the integrity of fire-fighting facilities and rapid response to fire alarms through upgrading fire-fighting key projects, networking fire-fighting systems, and linkage testing of fire-fighting facilities.

Haier Biomedical actively promotes safety culture in the workplace. By conducting multi-level safety training and organizing emergency drills, we strengthen the internal emphasis on production safety, ensure the implementation of safety standards, and jointly create a safe and healthy work environment. During the reporting period, we continuously optimized the personnel-based management mechanism, conducted 18 security practical training sessions, and organized a total of 6 fire and emergency drills, effectively enhancing employees' safety culture awareness.

Specialized Drills for Fire Safety Month

CASE

In October 2025, Haier Biomedical conducted specialized drills for Fire Safety Month to further strengthen fire early warning, initial fire response, and personnel escape capabilities. We focused on key risk areas such as production workshops and storage centers. By simulating real fire scenarios, we carried out practical operations for fire-extinguishing equipment, smoke escape simulations, and fire hydrant linkage tests, while collaborating with local fire rescue agencies for professional guidance. Through diverse forms such as scene simulation, group competitions, and skill assessments, we achieved extensive coverage of all departments, effectively improving employees' emergency response speed and self-protection and mutual assistance capabilities in the event of a sudden fire.

Specialized First Aid Training

CASE

In light of the operational characteristics and potential safety risks of the biomedical industry, Haier Biomedical organized and implemented specialized first aid training. We invited experts from professional institutions to conduct systematic teaching combining theoretical lectures and model-based practical operations, focusing on core first aid skills such as CPR, trauma bandaging, and Automated External Defibrillator (AED) application. The program achieved precise empowerment for high-risk position personnel and safety officers through one-on-one certification assessments, effectively addressing gaps in employees' emergency first aid skills. During the reporting period, the Company's number of certified first aiders increased by 60%, providing professional talent support for a safe work environment.

Occupational Disease Prevention

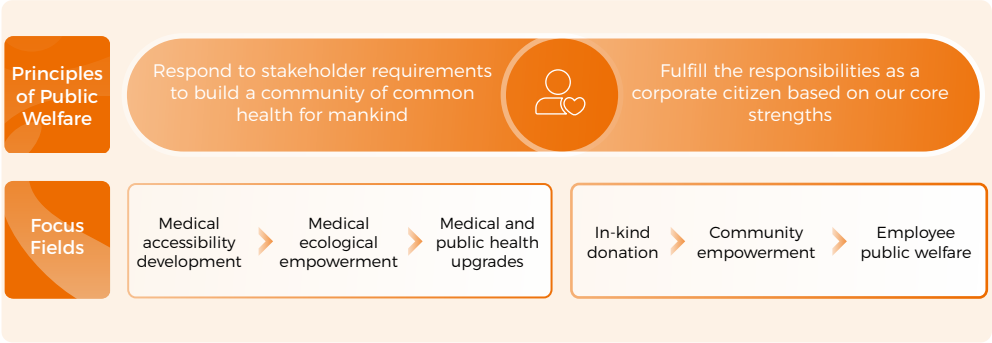
Haier Biomedical strictly fulfills its responsibilities for occupational disease hazard identification and prevention. By constructing a systematic occupational health management system, we safeguard employees' occupational safety and health rights. We legally establish and maintain *Occupational Health Records* and regularly submit *Occupational Hazard Project Declaration Form* to the health administrative department to ensure the compliance of occupational health management processes.

In terms of risk monitoring, we establish a normalized monitoring mechanism, hiring professional third-party institutions to conduct occupational disease hazard factor detection annually and completing an occupational disease hazard status evaluation every three years to achieve dynamic early warning and assessment of health risks in high-risk positions. For employees exposed to occupational hazards, we regularly organize specialized occupational health checkups and execute job reassignment or follow-up examination procedures based on physical examination feedback to ensure that employees' health conditions remain compatible with job requirements.

In 2025, we systematically carried out occupational disease hazard identification and response based on on-site processes and workstation environments. We identified potential chemical, physical, and other related hazard factors in certain positions and clarified the potential health risks these hazards might pose to employees. Based on the risk identification results and items, we strengthened the implementation of employee health and safety protection measures and conducted specialized safety education to continuously improve the occupational health risk prevention mechanism.

3.2 Contributing to Healthy Communities

Haier Biomedical always adheres to the vision of "Making Life Better", taking the enhancement of global patients' well-being as its own mission, fully leveraging its strengths, and striving to make high-quality products accessible to more users. We maintain close cooperation with global public welfare organizations and support community development through cash and product donations. During the reporting period, Haier Biomedical donated a total of RMB 1.406 million in cash and materials.



3.2.1 Access to Healthcare

Leveraging its advanced technology and extensive experience, Haier Biomedical works alongside government agencies, non-governmental organizations, universities, and other global ecosystem partners to fulfill its social responsibilities and continuously promote the global development of access to healthcare. The Company is committed to making high-quality medical services more accessible and convenient. As a long-term partner of Gavi, the Vaccine Alliance, Haier Biomedical has consistently supported global immunization health with its products and technologies. Since its establishment in 2000, Gavi has provided services to 1.2 billion children worldwide[2], effectively improving child health and well-being across the globe.

Haier Biomedical Access to Healthcare System

Medical accessibility development

- Promoting the flow of quality healthcare resources to primary-level institutions, vulnerable groups, and economically less developed areas
- Reducing medical access costs, and ensuring fair and accessible healthcare resources

Medical ecological empowerment

- Spreading medical knowledge, enhancing partners' professional capabilities and improving the overall quality of medical services through professional products and technical training and educational resources

Medical and public health upgrades

- Upgrading healthcare infrastructure, implementing digital and intelligent solutions, strengthening public health systems, and enhancing the overall service capacity and technological capabilities of the healthcare sector

2. Source: Gavi official website https://www.gavi.org/

Strengthening Immunization Protection

Haier Biomedical continues to deepen its universal healthcare practices, leveraging smart cold chain technology to ensure the quality and safety of drugs and vaccines throughout the entire chain of production, storage, and transportation, while improving grassroots vaccination rates and smart medical management capabilities. The Company actively implements the "Belt and Road" initiative, delivering advanced medical solutions to grassroots communities and developing countries, and contributing to the construction of public health systems in economically underdeveloped regions. Our products and solutions have reached more than 80 countries and regions along the "Belt and Road" initiative.

Haier Biomedical is fully aware of the critical importance of vaccine safety in preventing infectious diseases and safeguarding public health. To address challenges in underdeveloped regions and traditional vaccination management—such as slow information flow and low efficiency—Haier Biomedical has launched a full-process smart vaccine solution. This solution adopts an "intelligent equipment + information platform + public service" model to connect the entire chain of vaccine transportation, storage, and vaccination, achieving full traceability throughout the entire process. As of the end of the reporting period, Haier Biomedical's vaccine cold chain solution has covered more than 140 countries and regions worldwide, safeguarding the last mile of vaccine safety.

Vaccine Transportation

Haier Biomedical provides specialized equipment such as vaccine refrigerated trucks, transport boxes, and mini ultra-low temperature freezers to achieve full monitoring of cold chain temperature control and vaccine expiry dates, ensuring that vaccine bioactivity remains intact during transit. The equipment is designed with portability and ease of operation in mind, saving valuable time for safe and efficient transportation.

Vaccine Storage

For diverse scenarios including large-scale centralized storage, fixed vaccination sites, and mobile vaccination, Haier Biomedical offers customized and reliable storage solutions. The storage equipment is seamlessly integrated with the information platform, supporting real-time tracking and inquiry of vaccine information, and enabling intelligent management throughout the entire process from warehousing to vaccination.

Haier Biomedical Provided Smart Vaccine Solution to Azerbaijan

CASE

In December 2025, Haier Biomedical successfully delivered 100 HYC-61 vaccine refrigerators, 10 HYC-361 vaccine refrigerators, and 10 vaccine scanning cabinets to Nakhchivan City, Azerbaijan, supporting the development of a smart vaccine management network in Nakhchivan. For a long time, vaccine management in Nakhchivan City had faced challenges such as reliance on manual paper records, long distribution cycles, and outdated storage monitoring methods. In response to these challenges, Haier Biomedical developed a tailored smart vaccine solution centered on the principles of "safety, reliability, and intelligence", enabling fully traceable management of vaccines throughout the entire process from transportation and storage to vaccination. This delivery marks a new phase of digital upgrade for public health in Nakhchivan City, significantly improving vaccine storage safety and vaccination efficiency, and providing solid support for the development of regional immunization barriers.

Haier Biomedical Provided Smart Vaccine Solution to Azerbaijan

Haier Biomedical Helped Uganda Build a Central Vaccine Cold Storage Facility

CASE

In May 2025, Haier Biomedical successfully delivered the NMS Central Vaccine Cold Storage Project in Uganda. As the largest vaccine storage center in the country, this project has significantly enhanced Uganda's local vaccine storage capacity and public health security, marking a major milestone for Haier Biomedical in the African public health sector.

Following on-site assessments, Haier Biomedical developed a customized vaccine cold chain solution. The facility adopts a PLC intelligent control system to achieve precise temperature control, fault alerts, and automatic switching between primary and backup units. Combined with LORA remote temperature and humidity monitoring and audible/visual alarm functions, the system ensures safe and reliable vaccine storage. Additionally, the project utilizes environmentally friendly refrigerants and green PU insulation panels, together with defrost water subcooling and exhaust air pre-cooling technologies, to achieve green and low-carbon operations.

Haier Biomedical Delivered the Central Vaccine Cold Storage Project to the Ministry of Health of Uganda

Haier Biomedical Supported Vaccine Safety in Africa

CASE

In 2025, as part of its efforts to enhance global health equity and accessibility, Haier Biomedical donated solar-powered vaccine refrigerators to the Central African Republic. The Company also provided systematic product operation and maintenance training to local health authorities and partners, helping strengthen local public health capacity through systematic training in product operation and maintenance. This solution is powered by solar energy and, even in extreme conditions with ambient temperatures of 43°C and a complete power outage, can maintain internal temperatures below 8°C for up to 121 hours. This effectively ensures the stability of vaccine storage in remote areas, strengthens the cold chain service capacity of local primary healthcare institutions, and provides tangible technological support for improving child immunization coverage and building a robust public health defense line.

Supporting Public Health System Development

Haier Biomedical is committed to leveraging IoT, big data, and intelligent technologies as core drivers to empower public health system upgrades at all levels—from grassroots to regional, and from domestic to global. By providing comprehensive full-scenario solutions, we not only facilitate the extension and more balanced distribution of quality medical resources in China, but also actively respond to global development initiatives. We fully integrate innovative technologies, equipment, and service models into healthcare systems at different stages of development, enhancing the accessibility, quality, and resilience of medical services. In doing so, we provide solid support for addressing health inequalities and building a more resilient universal health coverage system.

Haier Biomedical Supported the Construction of the China-aided Bobo-Dioulasso Hospital project in Burkina Faso

CASE

In December 2025, Haier Biomedical contributed to the successful completion of the China-aided Bobo-Dioulasso Hospital Project in Burkina Faso. As the medical equipment supplier for the entire hospital, Haier Biomedical provided a total of 2,188 units (sets) across 133 categories of medical equipment, offering strong support for local healthcare development and local healthcare and medical development. Additionally, the Company assembled a professional technical team to provide equipment operation training and long-term operation and maintenance support to the local community, achieving deep empowerment through a transition from "product export" to "ecosystem co-construction."

With a total floor area of 42,000 square meters and 500 beds, the hospital covers all functional medical areas including outpatient, emergency, laboratory/diagnostics, and inpatient services. It is one of the most modern hospitals on the African continent. Once operational, it will serve millions of people in the surrounding region and become a core hub of Burkina Faso's healthcare service system.

Haier Biomedical Supported the Construction of the China-Aided Bobo-Dioulasso Hospital Project in Burkina Faso

Haier Biomedical Supported the Development of a Smart Integrated Healthcare Network in Tibet

CASE

In August 2025, Haier Biomedical completed the full delivery of the Smart Medical Community project developed in partnership with Sangzhuzi District, Shigatse City, Tibet. As a key Qingdao aid-to-Tibet project, this initiative specifically addresses challenges in plateau regions such as uneven distribution of medical resources and lagging IT infrastructure. The Company integrated 5G, big data, AI and other technologies into the platform to build a regional medical network covering the district central hospital, 2 community health service centers, 10 township health centers and 161 village clinics, thereby creating a full lifecycle health management closed loop encompassing "prevention, screening, diagnosis, treatment, management and rehabilitation".

The project equipped 161 village doctors with smart follow-up kits supporting bilingual Chinese-Tibetan interaction, voice broadcast, and real-time medical insurance settlement, enabling digital rounds and electronic prescribing. At the same time, it established collaborative platforms for two-way referrals, remote consultations, and imaging, laboratory testing and ECG sharing, breaking down information silos among medical institutions, effectively enhancing grassroots diagnostic and treatment capabilities, and bringing quality medical services to villagers' doorsteps.

Haier Biomedical Supported the Construction of a Smart Medical Community Project in Tibet

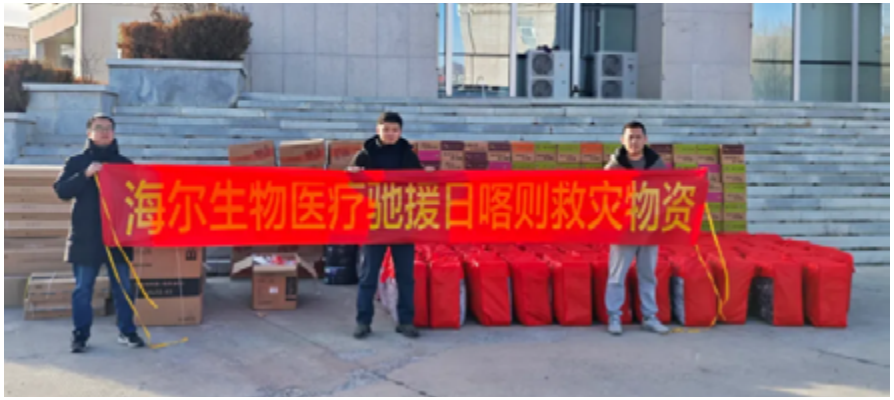
3.2.2 Community Contribution and Rural Revitalization

Haier Biomedical has always been steadfast in fulfilling its social responsibilities as a corporate citizen. By fully leveraging the Company's technological and channel advantages in the healthcare sector, we actively carry out and participate in public welfare activities and community initiatives, transforming technological achievements into tangible benefits for people's livelihoods, and contributing to global health causes.

Haier Biomedical Provided Emergency Aid to the Earthquake-Affected Region in Shigatse, Tibet

CASE

In January 2025, a 6.8-magnitude earthquake struck Dingri County in the Shigatse region of Tibet. Immediately after the disaster, Haier Biomedical activated its emergency response mechanism and provided 24/7 "Three Exemptions" caring service to users in the affected area, including free on-site inspection, testing, and repair services, ensuring the normal operation of local medical equipment. At the same time, the Company urgently donated RMB 500,000 to support disaster relief efforts. Of this amount, RMB 100,000 was used to procure urgently needed supplies such as cables, power strips, heaters, cotton quilts, and ready-to-eat food, while the remaining RMB 400,000 was donated to the Shigatse City Charity Federation for emergency rescue and post-disaster reconstruction. Through these concrete actions, Haier Biomedical brought warmth and support to the people in the disaster-stricken area.



Haier Biomedical provided Relief Supplies to the Earthquake-Affected Region

Haier Biomedical Built a Caring Blood Donation Station

CASE

To encourage regular blood donations within the community and ensure a stable and sufficient blood supply, Haier Biomedical, together with the Alar Central Blood Station of the First Division of Xinjiang Production and Construction Corps, built a Blood Donation Cabin ahead of World Blood Donor Day 2025. Covering an area of 45 square meters, the cabin features five well-designed functional zones: reception, physical examination, initial screening, blood collection, and rest. It incorporates eco-friendly materials and an intelligent temperature control system, and is equipped with electric sofas, an LED "starry sky" ceiling, and electronically dimmable privacy glass, creating a comfortable environment for blood donors.

After collection, blood is stored at low temperatures in Haier Biomedical blood refrigerators. Equipped with smart IoT technology, these storage devices enable full traceability throughout the blood collection and storage process, ensuring blood quality and safety.

Haier Biomedical Built a Blood Donation Cabin

Haier Biomedical Organized Employee Voluntary Blood Donation Activity

CASE

In January 2025, Haier Biomedical actively organized its employees to participate in the voluntary blood donation campaign themed "Haier's 40 Years of Entrepreneurship, Thousands of People Warm the Winter," jointly held by the Qingdao Municipal Health Commission and the Red Cross Society of China, and prepared thoughtful gifts for participating employees, taking concrete actions to pass on the hope of life.

During the event, Haier Biomedical's self-developed mobile blood collection vehicle became a highlight. Featuring advanced design and comprehensive functionality, the vehicle supports diverse scenarios such as group blood collection, fixed-point blood collection, and mobile blood collection in counties and districts. With its lightweight design and efficient powertrain, it achieves low fuel consumption and high load capacity, effectively enhancing blood collection efficiency and cost-effectiveness.

Haier Biomedical Organized Employee Voluntary Blood Donation Activity

04. Green Symbiosis: Driving Ecological Harmony

Haier Biomedical comprehensively implements the green development concept, dedicating itself to promoting energy efficiency throughout the product lifecycle through technological innovation and empowering value chain decarbonization through its products. We refine the environmental management system, strictly implement pollutant control and resource conservation measures, and deepen the identification of and response to climate risks and opportunities to continuously enhance our comprehensive resilience under climate and resource constraints. Through cutting-edge innovative solutions, we also continue to empower biological sample management, contributing to global biodiversity conservation.

Performance Highlights in this Section

Passed the annual audit of the ISO 14001 environmental management system.

Completed the annual review of the National Green Factory and obtained certification.

Continuously carried out energy-saving and carbon-reduction actions throughout the entire lifecycle.

Reached
2.367 million kWh
in renewable energy consumption within the campus

accounting for
18.18%
of the Company's total electricity consumption

Invested
RMB 257,700
in environmental protection funds

2,139 hours
in environmental protection initiatives

SDGs-related responses in this Section

Haier Biomedical's Green Value Chain System

Green Procurement

- Environmental protection access mechanism for suppliers
- Joining the Working Group of the Sustainable Initiative Health System

Green Manufacturing

- Upgraded manufacturing processes, and promoting recycling and circular economy
- Reducing energy consumption and emissions and achieving closed-loop management in production processes

Green Products

- Enhancing the environmental protection characteristics of products
- Emphasizing the sustainability and eco-friendliness of products

Green Logistics

- New energy vehicles Optimized transportation routes Reduced transportation carbon emissions

Green Office

- Investment in photovoltaic power generation
- Deploying water-saving facilities
- Enhancing employees' environmental protection awareness and implementing energy-saving measures
- Promoting paperless office practices

Green Collaboration

- Empowering partners with green practices
- Supporting biodiversity conservation

Support System

Structural Support

Establishing a carbon peaking and carbon neutrality strategy committee and building a sound environmental framework

System Assurance

Establishing an environmental management mechanism, obtaining international environmental protection system certification, and constructing a response system for climate change risks

Compliance Operations

Strictly abiding by environmental protection laws and regulations to ensure the legality and compliance of operational activities

Goal Driving

Formulating and tracking environmental carbon peaking and carbon neutrality to ensure the implementation of the green development strategy

Philosophical Guidance

Guided by green design and manufacturing principles to promote the greening of products and services throughout their lifecycle

4.1 Green Products

To reduce product carbon footprints and drive the value chain decarbonization process, we integrate green concepts into every stage of the entire lifecycle, including product R&D and design, raw material selection, production and manufacturing, logistics and transportation, and recycling. By continuously promoting technological innovation and the application of energy-saving technologies, we fully empower downstream users to improve energy use efficiency and drive the industry's green transition while optimizing our own operational energy efficiency.

Green Product Actions

Energy Saving and Consumption Reduction
Significantly reduce product energy consumption and enhance product operational efficiency through technological innovation.

Application of Eco-friendly Materials
Fully launch the non-eco refrigerant switching plan and promote the use of eco-friendly refrigerants; advance the replacement of traditional processes with eco-friendly boards across multiple product categories, and carry out the planning and implementation of fluorine-free polyurethane foam layer schemes.

Lifecycle Planning
Promote standardized and platform-based product planning and optimize component design to reduce environmentally harmful processes and achieve efficient resource utilization.

Green Packaging
Optimize packaging structures, implement lightweight and modular reconstruction, and introduce renewable materials such as honeycomb cartons to replace traditional packaging materials, thereby reducing packaging resource consumption and enhancing the environmental attributes of the entire product lifecycle.

To respond to the industry's low-carbon transition trend and actively address climate change challenges, we integrate energy-saving, consumption-reduction, and carbon-reduction technologies into the product R&D and design process, assisting users in optimizing energy consumption management and process carbon reduction by building a portfolio of energy-efficient products.

Haier Biomedical Green Product Energy-Saving Series

Ultra-Low Temperature Freezer

Validate and apply technologies such as multi-stage energy cascade recovery, evaporator D-tube rapid cooling, SVIP aviation insulation, and stepless ultra-green cooling to achieve low-consumption operation of ultra-low temperature freezers.

Constant Temperature and Humidity Chamber

Integrate core technologies such as ART smart energy control, non-equilibrium temperature and humidity control, and low-energy semiconductors to achieve energy savings of over 80% year-on-year.

Medical Refrigerator

Apply technologies including hydrocarbon refrigeration, triple-layer glass doors, and cooling system coupling to increase the overall energy-saving and consumption-reduction ratio of medicine refrigerators to more than 50%.

Haier Biomedical adheres to technological innovation, driving product energy efficiency upgrades through core technology. During the reporting period, we achieved multiple key technological breakthroughs in fields such as energy-saving refrigeration and intelligent temperature and humidity control, continuously promoting the green and low-carbon development of downstream industries.

Green Technology Breakthroughs

Eco-Drive Technology	Achieve a 30% increase in product energy efficiency, a 35% increase in heat exchange efficiency, and a maximum reduction of 50% in daily power consumption; reduce carbon emissions by approximately 2.8 tons per unit annually on average.
Adaptive Steady-State Temperature and Humidity Control Algorithm	Optimize the operational accuracy and energy efficiency of environmental chambers, controlling internal temperature fluctuation within ±0.1℃ and maintaining humidity fluctuation within ±2.5%, while reducing daily power consumption to below 3.5 kWh.
Multi-Seal Insulation Technology	Reduce the energy loss of medicine cabinets, enabling the product to achieve an energy-saving rating of over 50% and the average daily power consumption is reduced to 2 kWh.
Non-Equilibrium Temperature and Humidity Reliable Refrigeration Technology	Improve the operational efficiency of test chambers, achieving an 80% increase in product energy efficiency and obtaining the first domestic energy-saving and environmental protection evaluation certificate for drug stability test chambers.
Zero-Carbon Solar Direct Drive Cold Storage Technology	Guarantee the safety of vaccine storage in power-deficient areas, maintaining a constant temperature of 8℃ for up to 120 hours after a power outage in a 43℃ high-temperature environment. This solution has covered over 80 countries, benefiting approximately 45 million people annually.

We always promote green product design, R&D, and manufacturing with high standards and strict requirements, and relevant achievements have been widely recognized by the industry. During the reporting period, we obtained a total of 122 energy conservation and environmental protection certificates, including 75 models. In 2025, we had two models newly certified and registered for U.S. Energy Star program, bringing the cumulative total to 34.

Haier Biomedical relies on green technology innovation and product advantages to provide efficient and low-carbon equipment support and solutions for scientific research users, including testing institutions and higher education institutions. While ensuring their research precision and compliance requirements, we reduce operational energy and resource consumption, jointly promoting the green transition in the biomedical field.

Haier Biomedical Supports the Upgrade of Eurofins Laboratories

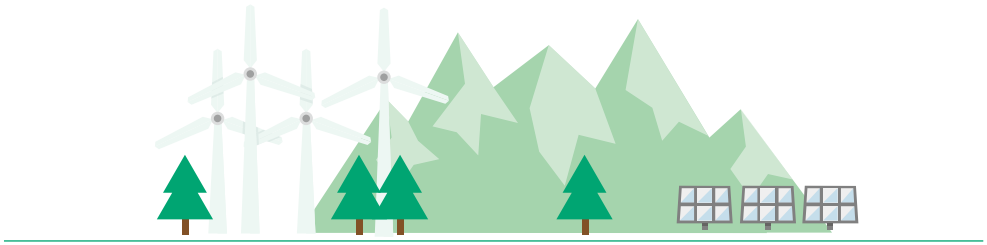
CASE

To jointly promote the standardized and green upgrade of global laboratories, Haier Biomedical reached a strategic cooperation with Eurofins, a globally leading third-party testing institution. We provide them with constant temperature and humidity chambers integrated with Peltier temperature control technology and water droplet vaporization humidification technology, assisting them in reducing power and water consumption during operation on the basis of ensuring the accuracy and reliability of experimental data.

Haier Biomedical Super Series Products Enter the University of Sheffield and the University of Liverpool

CASE

As a globally leading provider of biosafety and low-temperature cold chain solutions, Haier Biomedical's Super series ultra-low temperature products have entered the University of Sheffield and the University of Liverpool in the UK. By providing laboratories with energy-saving, environmentally friendly, and efficient ultra-low temperature products, we assist users in achieving their scientific research goals while reducing energy consumption and carbon footprints during equipment use.



4.2 Environmental Responsibility

Haier Biomedical regards environmental compliance as the baseline of its production and operations and continuously refines its internal environmental management system. By constructing a top-down environmental governance pattern, the Company integrates environmental protection responsibilities into the entire process of organizational operations. Through the continuous deepening of green operations and environmental protection, while consistently reducing our own carbon footprint, we take practical actions to ensure the long-term implementation of the green development strategy, driving the collaborative enhancement of corporate value and environmental value.

4.2.1 Environmental Management Structure

To continuously improve environmental governance and management efficiency, we have constructed an environmental management structure consisting of the Board of Directors, the Environmental Leadership Group, and functional departments. During the reporting period, we established the Security and Safety Committee and built a cross-departmental coordination mechanism. By holding monthly joint security and safety meetings, we achieve the synchronized deployment of environmental management work with the overall strategy. Furthermore, guided by sustainable development, we clarify management policies and principles for key links such as energy management, resource use, and pollution prevention and control to improve environmental management performance.

Environmental Management Structure

Board of Directors	• Formulate the Company's environmental management strategic direction and targets • Review the implementation of the annual action plan and environmental management system
Environmental Protection Leading Team	• Oversee and coordinate the planning, promotion and implementation of the annual work plan • Improve and optimize the overall environmental management policies to ensure the efficient implementation of various environmental management measures
Functional and Business Departments	• Promote and implement environmental management work • Implement various environmental management measures

We set environmental goals centered on key aspects such as compliant environmental operations, energy and resource conservation, and emission reduction. Through regular tracking and assessment, we promote the continuous improvement of environmental performance.

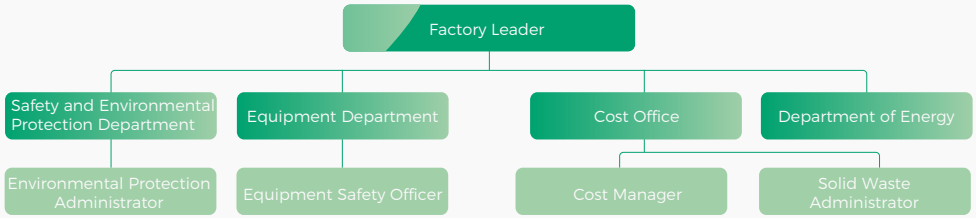
Target Type	Target	Progress
Compliant Operations	100% compliance with laws and regulations and relevant requirements	Achieved
	0 potential chemical leakage incidents	Achieved
Energy and Resource-saving	Enhance energy efficiency	Carry out full lifecycle energy conservation and carbon reduction actions. This year, purchased electricity amounted to 9,816,200 kWh.
	Continuously increase proportion of clean energy use	This year, the proportion of renewable energy use is 18.18%, an increase of 5.19% compared with the previous year
Emissions Reduction	100% compliance in waste disposal	Achieved
	100% compliance in exhaust emissions at factory boundaries	Achieved
	100% compliance in noise emissions at factory boundaries	Achieved

During the reporting period, we actively carried out environmental governance work and invested RMB 257,700. These funds were used for hazardous waste disposal, equipment maintenance and repair, and environmental improvement. The Company received no environmental administrative penalties throughout the year.

4.2.2 Environmental Compliance System

On the basis of continuously refining the environmental management structure, we further focus on compliance leading and construct an environmental compliance management system oriented toward risk prevention and control and continuous improvement. We clarify cross-departmental environmental management responsibilities and efficient collaboration mechanisms to ensure the effective implementation of environmental management work across different levels and functions, continuously deepening environmental protection and pollution prevention and control work.

Environmental Compliance Management Framework



Responsibilities of the Environmental Compliance Management Framework

Business leader	Head of the Department of Safety and Environmental Protection	Environmental protection administrator	Persons responsible for environmental protection in other departments
Fully responsible for the Company's environmental protection and waste pollution prevention and control work, establishing and allocating environmental protection functional institutions, and guiding and supervising the work of relevant departments	Presides over the daily operation of the environmental protection functional institution, organizing employees to study and implement national and local environmental protection laws and regulations, and enhancing environmental awareness	Studying and mastering national and local waste pollution prevention and control laws and regulations, implementing relevant regulations and company systems, understanding the situation of resource utilization and pollution emissions, and putting forward improvement suggestions to the superior leaders and relevant departments	Responsible for the overall leadership of waste pollution prevention and control work in their respective departments, ensuring that environmental protection and production are carried out simultaneously, organizing employees to study and implement environmental protection regulations, and strictly implementing the Company's relevant rules and regulations

In terms of environmental compliance management and execution, Haier Biomedical strictly follows relevant laws, regulations, and industry standards such as the *Environmental Protection Law of the People's Republic of China* and the *Work Safety Law of the People's Republic of China*. The Company executes internal management systems such as the *Environmental Operation Management Control Procedures of Qingdao Haier Biomedical.*, continuously strengthening the systematic management and control of environmental factors—including wastewater, exhaust gas, solid waste, and noise—to ensure the compliant discharge of pollutants and the compliant operation of the environmental management system.

During the reporting period, we passed the annual audit of the ISO 14001 environmental management system and completed the annual review of the National Green Factory and obtained certification.

ISO 14001 Environmental Management System Certification

National Green Factory Certification

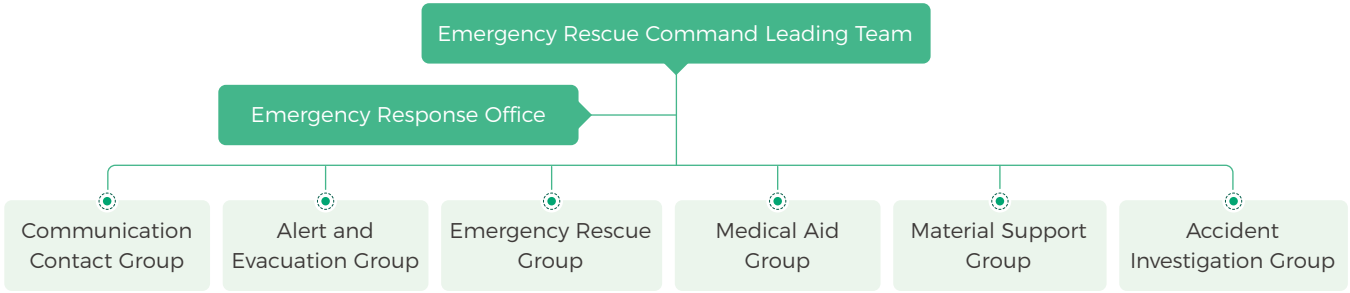
4.2.3 Environmental Risk Management

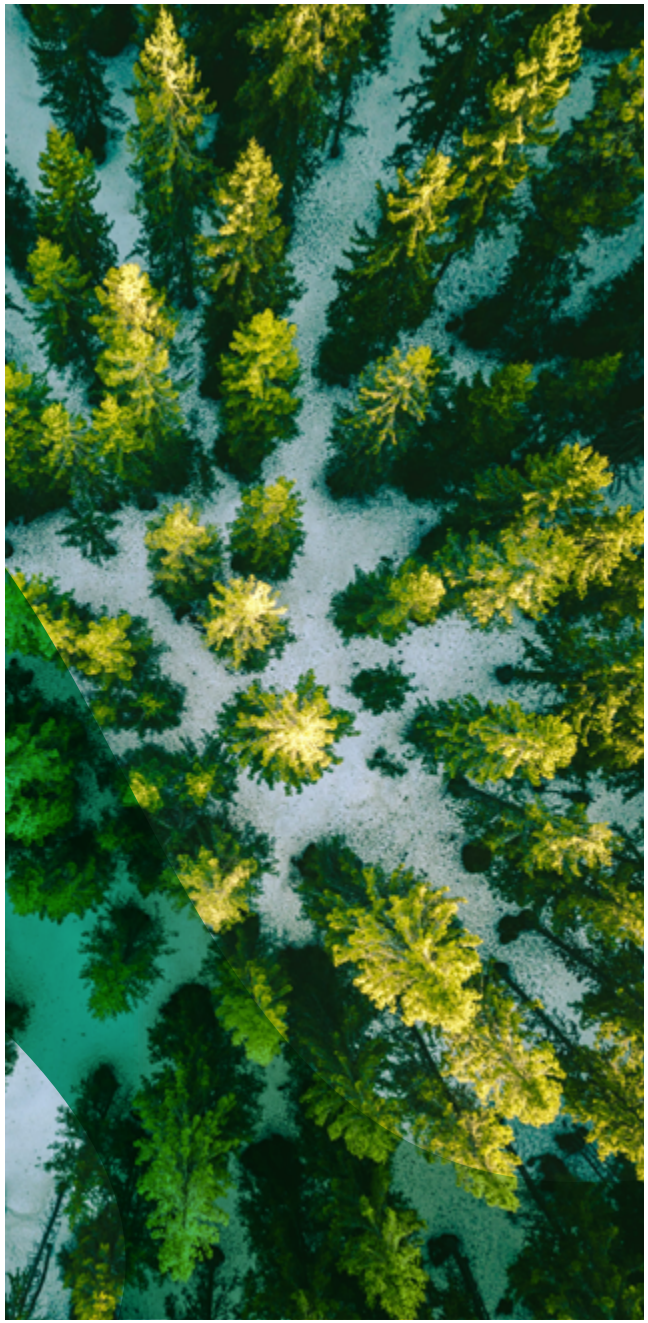
Haier Biomedical actively conducts environmental risk assessments, proactively identifies potential environmental safety risks, and implements internal management systems such as the *Emergency Response Plan for Sudden Environmental Incidents* to systematically enhance risk prevention, control, and response capabilities. Guided by emergency response plans, we take targeted measures against environmental safety risks, effectively implementing production safety and environmental protection through accident monitoring and prevention as well as regularly organized emergency training and rescue drills.

We have also established a systematic emergency organizational structure, with the Emergency Rescue Command Leading Team, leading the way and the Emergency Response Office and its subordinate functional groups coordinating emergency preparation and disposal work.

During the reporting period, we completed 17 special rectifications, 14 emergency drills, and 2,080 hidden danger investigations, signed 2,829 safety responsibility statements, and had no major environmental pollution incidents occur throughout the year.

Emergency Organization Structure





4.3 Resource Usage

Haier Biomedical regards the efficient utilization of resources and energy as the core of green operations, constructing and refining a resource-saving and environmentally friendly production and operation system. We continuously optimize the energy structure, improve energy efficiency, promote recyclable and eco-friendly packaging materials, and introduce water-saving technologies and water recycling systems in production and operations to reduce overall resource consumption. Meanwhile, we actively advocate and implement green office practices, promoting the low-carbon transition of all operational links, and are committed to contributing to the development of the circular economy and the construction of ecological civilization while achieving our own "dual carbon" goals.

4.3.1 Energy Efficiency Management

Haier Biomedical comprehensively implements the *Energy Management Policy*, taking green energy application and the overall improvement of energy efficiency as key links in operational management. To meet the needs of low-carbon and energy-intensive management, we have clarified the centralized responsibility for energy management and strengthened full-chain management from decision-making to execution. By configuring specialized positions such as energy conservation, carbon accounting, and green power management, we provide professional support for refined energy management.

Meanwhile, we continuously refine the online energy monitoring system, which enables real-time data collection and the analysis of energy consumption for key equipment and production links. This drives the intelligent transformation of management from "post-event statistics" to "pre-event prediction and in-event control". Based on the Company's annual energy consumption and green power targets, we have established a closed-loop management mechanism of monthly analysis, quarterly review, and annual evaluation to ensure that all measures are implemented effectively.

Key Measures for Energy Management

Green and Low-Carbon Transformation Actions

- Actively respond to "dual carbon" strategic goals, systematically optimize the energy structure, and promote the application of renewable energy while continuously tapping into the energy-saving potential of production and operations.
- Advance projects such as green power procurement, distributed photovoltaic construction, and waste heat recovery to reduce carbon emissions while lowering unit energy costs.
- Conduct special energy-saving diagnostics and technical upgrades for key energy-using systems and equipment, implementing measures such as scheduled start-stop and intelligent regulation.

Energy Security and Supply Guarantee Actions

- Refine the emergency plan system for energy supply and consumption, enhancing response and guarantee capabilities for sudden situations.
- Optimize load management and peak-shaving energy use strategies to achieve optimization of energy costs on the basis of ensuring continuous and stable production.

Digital and Lean Management Actions

- Advance the construction of digital tools such as online energy monitoring and data analysis to continuously improve the level of refined energy management and control.

Energy consumption across Haier Biomedical's operations primarily comprises electricity, natural gas, and heating. Through targeted measures—including energy efficiency technology upgrades, the ongoing deployment of photovoltaic systems, and enhanced maintenance to optimize performance—we have reduced energy waste, increased the share of clean energy in our power mix, and improved overall energy efficiency. During the reporting period, Haier Biomedical's total renewable energy consumption reached 2.367 million kWh, accounting for 18.18% of the total electricity consumption.

Based on our operational requirements, we continuously implement energy efficiency and consumption reduction initiatives, while setting scientific, data-driven energy cost reduction targets to support the transition to a low-carbon production model and reduce energy costs.

2025 Energy Management Targets

- Conduct energy-saving diagnosis and transformation for key energy-using systems and equipment, and implement low-carbon projects such as scheduled startup, increasing energy storage, and intelligent regulation.
- Standardize carbon accounting and energy consumption statistics to provide accurate data support for the Company's carbon asset management and ESG disclosure.
- Refine energy supply and consumption plans, and optimize load management and peak-shaving strategies to achieve optimal costs under the premise of ensuring production stability.

In 2025, energy costs were reduced by

RMB 500,000

compared to the previous year, with an actual target completion rate of

158%

Refined Control Project for Heating System

CASE

To reduce heating-related energy consumption and operating costs, we implemented refined control measures for the park's heating system during the year. This included operational practices such as shutting down systems outside working hours and during holidays, alongside dynamically adjusting heat exchange parameters in response to weather conditions. These measures have strengthened demand-based thermal energy management and improved overall efficiency. During the reporting period, the annual heating cost savings decreased by RMB 77,900 year-on-year, significantly improving energy utilization efficiency while ensuring a comfortable working environment.

During the reporting period, the energy consumption data of Haier Biomedical is as follows.

Haier Biomedical's Energy Consumption for 2025

Indicator	2025	Unit
Total energy consumption	13,023.45	MWh
Total consumption of non-renewable energy	10,656.03	MWh
Total consumption of renewable energy	2,367.42	MWh
Proportion of renewable energy consumption	18.18	%

4.3.2 Production Resource Usage

Haier Biomedical values the responsible use of natural resources. We focus on resource usage optimization, the promotion of eco-friendly materials, and the application of innovative technologies to achieve the efficient utilization of production resources. In addition we utilize low-carbon and environmentally friendly production and operation models, reducing resource consumption and waste generation throughout the process. This was achieved through the by implementation of circular economy concepts and constructing a resource closed-loop management system.

Water Resource Management

Water resource management is a key priority for Haier Biomedical. Through the implementation of the *Water Resource Management System*, we standardize water use across all operations to reduce unnecessary consumption and minimize waste. We have set a clear goal to reduce total water consumption by 1.5% by 2025 compared to 2024. To achieve this we implement water-saving measures across multiple aspects within our operations, including process optimization, recycling, and equipment upgrades, resulting in the continuous improvement of water resource use efficiency.

During the reporting period, the Company's total water consumption was 81,300 m^3, and the water consumption intensity was 0.35 m^3 / RMB 10,000.

Water-Saving Measures

Water-saving Process Transformation	Analyze water consumption nodes in production links and implement process transformation and technical updates to reduce water usage.
Constructing Water Recycling Systems	Perform reclaimed water reuse through rainwater collection and production process water recovery to improve the water resource recycling rate.
Adding Pure Water Equipment	Improve water quality while reducing scale generation and cleaning water consumption.
Refining Equipment Operation and Maintenance	Reduce equipment failures caused by water quality issues and lower maintenance frequency.
Internal Advocacy	Enhance employee water-saving awareness and require employees to turn off faucets promptly through multi-form water-saving advocacy such as fixed-point posting of reminders.

Optimization and Transformation Project for the Foaming Process Water System

CASE

During the reporting period, to address issues such as unstable water quality and low recycling rates in the original foaming process—which led to equipment scaling and high maintenance costs—we implemented a specialized water system optimization and transformation. By adding pure water equipment to stabilize water quality, optimizing processes to build a recycling system, and refining maintenance control, we achieved a dual improvement in water resource utilization and production stability. After the transformation, the process water recycling rate increased from 30% to 60%, daily average raw water consumption decreased by 50%, and the frequency of equipment failure maintenance dropped by 60%, enhancing the operational reliability and comprehensive energy efficiency of the production system while achieving the water-saving and consumption-reduction targets.

Packaging Material Management

Haier Biomedical is committed to building a comprehensive green packaging system, continuously promoting packaging structure optimization and eco-friendly material innovation to reduce resource consumption and environmental impact from the source. 100% of our product packaging is made of degradable or recyclable materials, and we have comprehensively banned the use of polyvinyl chloride (PVC), polystyrene (PS), and other harmful substances such as mercury. During the reporting period, we fully promoted packaging lightweighting and compacting design reconstruction, prioritizing the use of renewable and biodegradable eco-friendly materials. While reducing the amount of packaging consumables, we promote the recycling of packaging materials and deeply practice the circular economy concept.

Packaging Structure Optimization and Material Upgrade

Packaging Structure Optimization

We continue to promote the lightweighting, compacting, and modular design of packaging structures. Through reducing layers and thickness and ensuring precise size adaptation, we have achieved a reduction of approximately 15% in packaging consumables while ensuring protection performance. During the reporting period, specifically for the vertical cabinet packaging of solar vaccine cabinets, we achieved the compatibility of a single package with multiple product models through structural reconstruction, reducing packaging material consumption by nearly 20% and significantly enhancing material utilization efficiency and logistics compatibility.

Eco-friendly Material Upgrade

We prioritize renewable and degradable eco-friendly packaging materials and continuously promote the iteration of the material system. During the reporting period, we introduced honeycomb cartons to gradually replace some small-sized BC corrugated packaging. Utilizing the characteristics of this material—such as being lightweight, having high cushioning, and strong load-bearing capacity—we achieved an average reduction of 20%–30% in raw material consumption after replacement, further reducing the entire lifecycle environmental footprint while enhancing packaging sustainability.

Office Resource Management

Haier Biomedical fully implements sustainable development requirements, comprehensively integrating green and low-carbon concepts into daily operations. During the reporting period, we further focused on systematic and digital management and control. By deepening paperless office practices and refined electricity and water conservation management, we continuously improve the efficiency of office resource use and reduce environmental impact.

Green Office Practices

Environmentally Friendly Paper Use and Efficient Office Work

- Promoted double-sided printing, paperless office, and electronic financial reimbursement to reduce paper waste and improve work efficiency.
- Implemented paperless electronic communication processes to achieve 100% online file circulation, approval, and archiving. Maintained a 100% electronic contract signing rate and improved file circulation efficiency by 60%.
- Promoted electronic whiteboards and wireless screen mirroring in meeting scenarios. Digitized archives with cloud storage to drive a significant decline in paper use across the entire chain.

Energy Conservation and Green Power Consumption

- Upgraded lighting systems and promoted the use of energy-saving light bulbs.
- Executed the "power off when leaving" policy and arranged for safety personnel to conduct daily electricity re-inspections to ensure equipment is completely shut down during non-working hours.
- Promoted smart sockets and implemented time-sharing power supply control for office equipment.
- Standardized air conditioning at an energy-saving temperature of 26°C during summer. Required the scientific use of AC and ensured units are turned off upon departure.

Green Dining and Resource Conservation

- Encouraged ordering meals on demand to reduce waste, and actively responded to the Clean Plate campaign.
- Improved employees' environmental awareness, advocated rational dining, and reduced food waste.

Green Transportation and Low-carbon Travel

- Chose eco-friendly modes of transport.
- Installed new energy charging piles within the park, supported and encouraged employees to use new energy vehicles for commuting, and promoted low-carbon travel.

Waste Classification and Recycling

- Implemented classification and recycling for office waste to reduce environmental pollution and promote resource reuse.

Green Water Use and Resource Control

- Set up water-saving reminders in public water areas such as pantries and restrooms to advocate for "taking water as needed" and cultivate conservation habits.
- Eliminated constant running water through daily inspections and promotional guidance to achieve effective control of total office water consumption.

4.4 Emissions Management

Haier Biomedical always regards the compliant management and standard-meeting discharge of pollutants as an important baseline of environmental management. We strictly comply with laws and standards related to pollutant discharge in the locations of operation and formulate corresponding management regulations and control procedures for different pollutants, taking active measures to strengthen environmental management and continuously reduce pollutant emissions.

4.4.1 Waste Management

Haier Biomedical strictly complies with laws and regulations such as the E*nvironmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes*, and the *Measures for the Prevention and Control of Environmental Pollution by Waste Hazardous Chemicals* and implements the *Waste Management Control Procedure* to ensure the compliant disposal of waste. We continuously refine the waste management process and conduct standardized management and control over the entire process of waste generation, storage, transportation, and disposal in accordance with national and local regulations, reducing the adverse impact of waste on the environment.

The general waste we produce mainly includes 29 categories, such as waste paper, waste iron, and waste wood, while hazardous waste covers 10 categories, including waste circuit boards, waste activated carbon, and liquid foaming materials.

Regarding general and hazardous waste, we implement strict classification control and construct a three-tier responsibility management system. In the storage and disposal links, we execute partitioned and isolated storage for hazardous waste, and carry out the recycling of general waste and the biochemical treatment of kitchen waste, strictly preventing potential environmental risks from waste stacking. For waste that cannot be processed internally, we entrust professionally qualified third-party institutions for compliant disposal according to law.

During the reporting period, we further standardized the disposal and transportation processes for hazardous waste. To improve transfer safety, we implemented mechanisms for regular qualification audits of partners, transportation route optimization, certification for transportation personnel, and regular training and emergency drills, further deepening risk management and control during the transfer process. Furthermore, we strengthened the management and control of hazardous chemical storage, optimizing storage facilities and zoning according to national standards, and implemented dynamic risk management and monthly storage safety inspections to ensure the continuous implementation of classified collection and compliant disposal of hazardous waste.

To improve the transparency and timeliness of waste management, we introduced QR code traceability technology, achieving real-time connection and overdue warning mechanisms with the national solid waste management system. During the reporting period, the Company's compliant disposal rate of solid waste reached 100%, and the resource utilization rate of general solid waste reached 98%.

Management Processes and Division of Responsibilities for Various Types of Waste

General wastes

- Production Department - Responsible for the classification, collection, and sealed packaging of waste, and centrally deliver it to the scrap storage for classified storage
- Scrap Storage Administrator - Taking the lead in the collection, storage, and treatment of general waste, and ensuring complete record-keeping in the account book
- Recycling Vendor - Responsible for confirming the weighing data together with the waste administrator and the weighing personnel, and cleaning up the site on a regular basis

Hazardous waste management

- Equipment-related Departments - Responsible for disposing of scrap equipment resources, and classifying and storing hazardous waste such as used oil and oil drums in the hazardous waste storage, with strictly prohibited mixture with general waste for treatment
- Energy Project Administrator - Responsible for sourcing hazardous waste treatment manufacturers, signing contracts, and liaising with environmental regulatory authorities
- Safety and Environmental Protection-related Departments - Responsible for the safety inspection and maintenance management of the hazardous waste storage and scrap storage

Disposal of returned and exchanged market products

- After-sales Repair Department - Responsible for receiving market machines for return and replacement and prototype machines for development testing. Waste materials such as casings, doors, glass, and metal from disassembled units must be managed through recycling vendors to ensure that waste is segregated and controlled and avoid mixing them together

Haier Biomedical responds to the national call for "Waste-free City" construction and actively promotes the construction of waste-free factories, having passed the Qingdao municipal-level "Waste-free Factory" certification.

"Waste-free Factory" Certification.

4.4.2 Exhaust Gas Management

To reduce the impact of production and operations on the atmospheric environment, Haier Biomedical strictly follows laws and regulations such as the *Atmospheric Pollution Prevention and Control Law of the People's Republic of China*. The Company strictly executes the *Environmental Operation Management and Control Procedure*, implementing "one source, one policy" differentiated management for exhaust gas generated from multiple sources. We ensure that exhaust gas emissions meet environmental protection requirements by deploying a 24-hour online monitoring system, complemented by weekly inspections and annual third-party monitoring.

The exhaust gas produced during our production process mainly originates from welding, foaming, and adsorption processes, including welding fumes, foaming exhaust gas, and volatile organic compounds (VOCs) generated during adsorption. We select clean raw materials, auxiliary materials, and energy, and implement normalized maintenance for exhaust gas treatment equipment to reduce exhaust gas generation from the source. We also equip employees in relevant positions with labor protection facilities such as respiratory filtration devices to continuously optimize the production and operation environment while safeguarding employees' occupational health. During the reporting period, we achieved 100% compliant exhaust gas discharge, and VOCs emissions decreased by 30% year-on-year.

Exhaust Gas Emission Control Measures

Organized emission of industrial exhaust gas

- **Photo-oxygen catalytic equipment and baghouse filters:** Deploy photocatalytic oxidation equipment and bag filters for real-time treatment to ensure stable and compliant exhaust gas discharge.
- **Welding Exhaust Gas Control:** Install gas collection hoods above welding stations; exhaust gas is discharged after being processed by dust collectors through ventilation devices to reduce the diffusion of welding fumes in the workshop.
- **Foaming and Adsorption Exhaust Gas Control:** Implement sealed isolation for foaming and adsorption processes; exhaust gas is collected by ventilation devices and discharged after being treated by photocatalytic oxidation facilities.
- **Flammable Gas Monitoring:** Deploy flammable gas detection alarms in key processes such as foaming and welding to achieve early warning of environmental risks and safety accidents.
- **Equipment Maintenance:** Establish daily inspection and maintenance mechanisms for environmental protection facilities such as exhaust fans; implement mandatory replacement of key consumables—including exhaust pipes, filter bags, and activated carbon—every half year.
- **Catalytic Combustion:** Utilize photocatalytic oxidation to treat organic exhaust gas; mineralize pollutants through the reaction between strong oxidizing substances and exhaust gas molecules, achieving a treatment efficiency of over 95% with almost no by-products such as nitrogen oxides.

Unorganized emission of industrial exhaust gas

- Maintain good ventilation in the workshops by reasonably regulating the opening and closing of exhaust fans and factory windows under the premise of meeting production process requirements, thereby reducing the impact of fugitive emissions.

Kitchen fume and exhaust gas

- Discharge kitchen fume after treated by purification devices to meet standards.
- Conduct quarterly cleaning and maintenance of the kitchen fume extraction system and add high-efficiency oil fume purifiers to enhance oil fume treatment efficiency.

4.4.3 Wastewater Management

Haier Biomedical attaches importance to wastewater discharge during production and operations and rigorously carries out compliant wastewater discharge management. We strictly comply with laws and regulations such as the *Water Pollution Prevention and Control Law of the People's Republic of China* and implement internal systems such as the *Environmental Operation Management and Control Procedure* to standardize wastewater disposal and discharge processes, ensuring that wastewater discharge meets national environmental protection standards. The Company's wastewater mainly originates from domestic sewage in canteens, dormitories, and office areas, all of which are discharged compliantly through the municipal sewage pipe network.

Wastewater Pollution Control Measures

- Domestic Wastewater Management: Discharge living wastewater from the plant area into the municipal pipe network.

  The oily wastewater from the canteen is pre-treated in the oil separation tank and then uniformly discharged. Ensure that qualified third-party institutions regularly perform cleaning and maintenance on canteen wastewater treatment devices to guarantee stable and efficient equipment operation.
- New construction and expansion projects: Strictly implement national environmental protection laws and regulations for new and expansion projects, and ensure that wastewater treatment facilities are designed, constructed, and put into operation simultaneously with the main body of the project, implementing environmental requirements from the source of construction.
- Treatment of equipment waste oil: Implement sealed packaging and partitioned storage mechanisms for waste oil and oil-containing waste (such as oil gloves and oil impregnated cotton yarn) generated from equipment maintenance.

  Timely hand over such waste to qualified professional institutions for compliant disposal to avoid environmental pollution caused by the leakage or volatilization of pollutants.

4.4.4 Noise Management

To mitigate the impact of business activities on employees and surrounding communities, Haier Biomedical has constructed a three-tier management system consisting of source noise reduction, transmission control, and personal protection. By optimizing equipment selection, improving production processes, and strengthening daily production management, the Company achieves reduction control at the source of noise. Furthermore, we entrust third-party institutions to conduct regular monitoring of workshop and boundary noise to ensure that emission indicators meet national limit requirements. In response to abnormal monitoring results, we implement root cause analysis and rectification plans, continuously refining the noise compliance management system while safeguarding the safety of the working environment.

Noise Control Measures

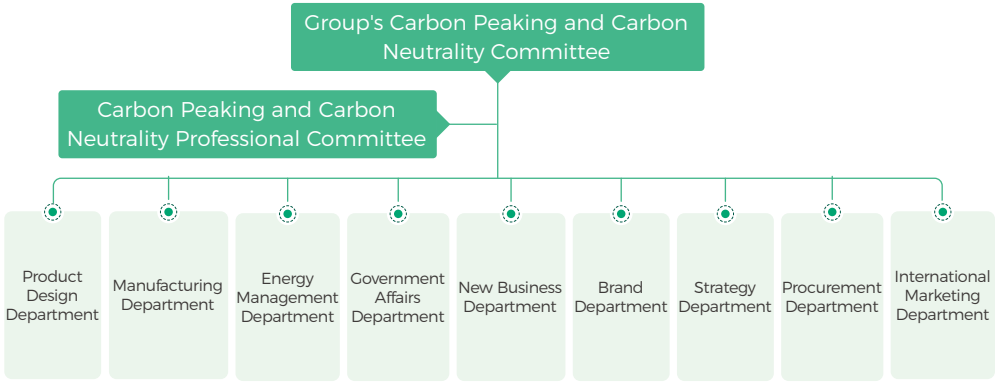
- Equipment Selection and Procurement: Prioritize the selection of low-noise equipment and achieve noise reduction at the source by isolating high-noise equipment or installing soundproof covers and vibration damping pads.
- Daily Maintenance: Perform regular lubrication and maintenance on equipment to ensure smooth operation and reduce noise generation.
- Reasonable Layout and Scheduling: Optimize equipment layout to avoid the centralized arrangement of high-noise equipment and rationally schedule the operating hours of high-noise equipment to reduce the impact on the surrounding environment.
- Employee Protection: Equip employees in high-noise positions with earplugs and earmuffs and conduct regular hearing tests to safeguard employees' occupational health.

4.5 Address Climate Change

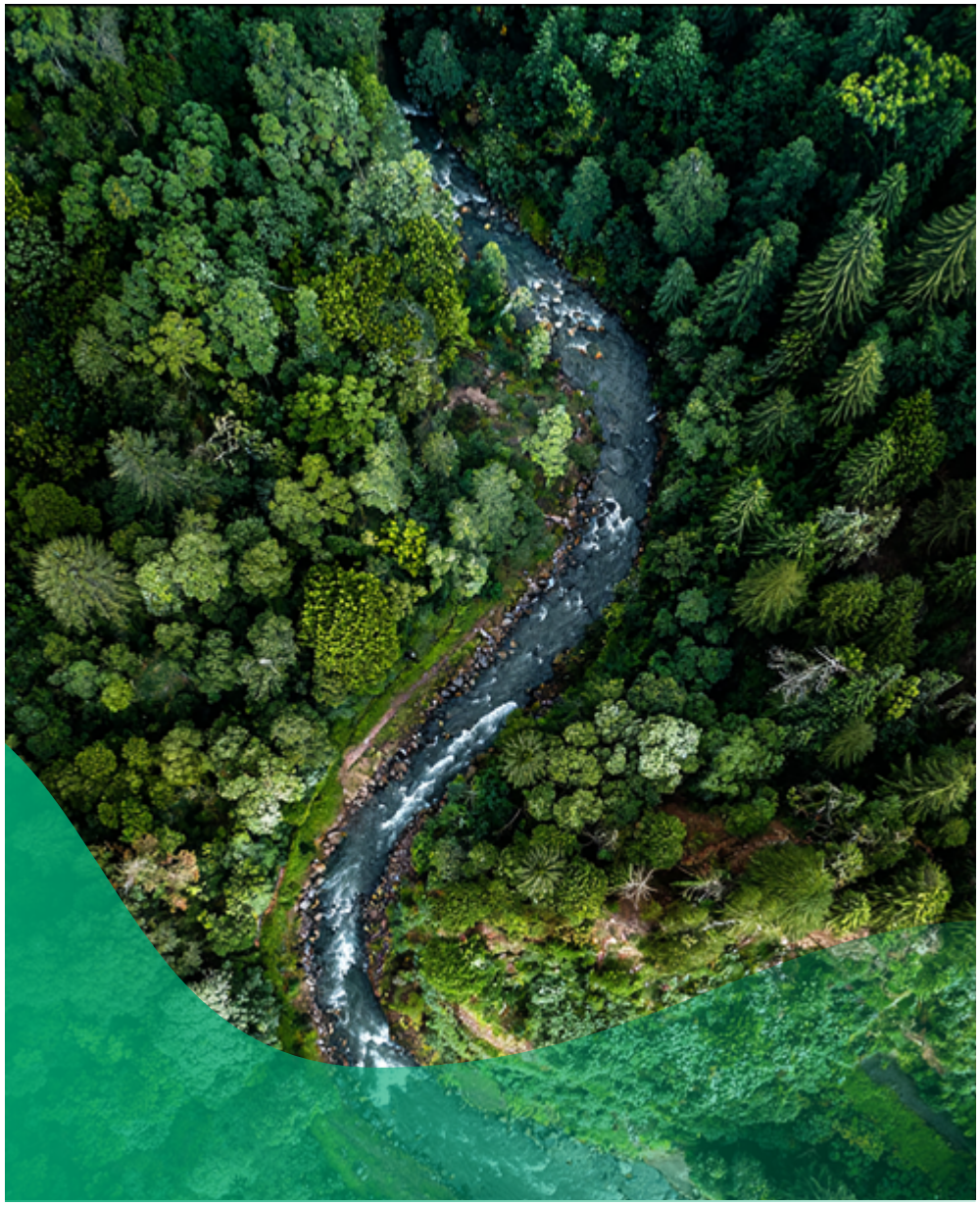
As global climate challenges intensify, Haier Biomedical recognises the impact of climate change on its operations and long-term development. We continue to refine the governance framework for climate change and carbon peaking and carbon neutrality, deepen the identification of and response to climate risks and opportunities, and focus on enhancing our business resilience and climate adaptation capabilities with energy saving and carbon reduction as the core strategy and path, promoting the industry's climate transition.

4.5.1 Governance

Haier Biomedical has constructed a "dual carbon" governance structure consisting of the "Group's Carbon Peaking and Carbon Neutrality Committee— the Carbon Peaking and Carbon Neutrality Professional Committee—Functional Departments". It is led by senior management, and the members cover core talents from various departments such as R&D, manufacturing, supply chain, and marketing. By integrating professional resources from multiple fields, we incorporate low-carbon strategic goals into all aspects of the business to ensure the effective implementation of emission reduction plans.



Governance Structure of the Carbon Peaking and Carbon Neutrality Professional Committee



4.5.2 Strategy

Based on the framework and recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), we proactively identify and analyze the climate change risks and opportunities that our operational and production activities may face. We comprehensively assess the potential impact on various stages of business operations and formulate corresponding response strategies and plans, achieving proactive climate risk management and effective response measures.

Climate Change Risks Inventory

Risk Type			Potential Impact	Response Measure
Physical Risk	Acute Risk	Typhoon and Heavy Rain	Floods and other disasters caused by typhoons and heavy rain may damage factory facilities, office buildings, and critical equipment, leading to asset loss and impairment, and threatening employee travel safety.	· Formulate the Special Emergency Response Plan for Natural Disaster Accidents, establish an emergency command headquarters and specialized action groups, and adopt graded response and classified disposal measures for extreme weather. · Conduct regular emergency drills for extreme climate. · Strengthen the construction of flood control, typhoon prevention, and drainage infrastructure.
		Extreme Heat	Extreme heat at operation sites may lead to a surge in cooling loads for high-energy-consuming facilities, increasing energy costs; meanwhile, it affects the health and safety of employees engaged in outdoor work	· Promote energy-saving technical upgrades for cooling and cooling equipment in office spaces and production bases to improve equipment energy utilization efficiency. · Scientifically plan production scheduling and operation arrangements, flexibly adjust working hours based on temperature changes to reduce the impact of high temperatures on production organization. · Refine high-temperature early warning and guarantee mechanisms, providing employees with necessary heatstroke prevention supplies and protective equipment.
	Chronic Risk	Rising Mean Temperature	The continuous rise in mean temperature will increase the number of extreme heat days in summer, causing abnormal energy consumption loads on cooling equipment in office spaces and production bases, thereby increasing equipment failure rates, daily maintenance costs, and energy costs.	· Continuously monitor the operation of critical equipment such as air conditioners; introduce smart energy management systems as appropriate to achieve energy consumption monitoring and early warning for power-using equipment, and optimize energy use plans accordingly. · Increase investment in energy-saving technical upgrades to improve overall operational energy utilization efficiency.
		Sea Level Rise	Sea level rise may cause damage to coastal operation sites and assets, leading to asset impairment and depreciation.	· Closely monitor geographical and climatic information in coastal areas and link up with local governments and environmental protection agencies to ensure timely response under extreme flooding scenarios.
Transition Risk	Policy and Legal Risk	Changes in climate and environmental policies	Against the background of global climate change and the national "dual carbon" strategy, domestic and international environmental or climate policies and mandatory disclosure requirements are becoming stricter, thereby increasing environmental and climate compliance costs for enterprises.	· Establish a normalized mechanism for tracking climate policies and assessing their impact to pre-plan compliance paths. · Conduct timely and truthful disclosure of climate and environmental performance in accordance with external policies, regulatory rules, and requirements.
	Technology Risk	Low-carbon Technology Development	To comply with the low-carbon transition trend of the market and industry, the Company needs to invest significant costs to develop low-carbon and green technologies to enhance the energy-saving and carbon-reduction attributes of products and operational energy utilization efficiency, leading to increased R&D and operating costs.	· Assess the feasibility of relevant technologies to reduce the risk of investment failure, and implement technology R&D in batches according to internal budgets. · Fully leverage the low-carbon technology advantages of products, services, and solutions to maximize economic benefits.
	Market Risk	Changes in Customer Behavior and Preferences	Customers (such as hospitals, universities, research institutions, etc.) have an increasingly significant preference for the low-carbon and eco-friendly attributes of products. If the Company fails to respond timely to market demand for green, low-carbon, and energy-saving products, it may face risks of customer loss and a decline in market share.	· Continuously promote the innovative R&D of green products and low-carbon full-scenario solutions to meet emerging market demands, and enhance customer loyalty by empowering downstream users to reduce carbon.
	Reputation Risk	Brand Image	Against the background of global climate change, stakeholders (especially investors, customers, and the public) are continuously increasing their focus on the Company's climate governance and performance. If the Company has negative public opinion regarding carbon reduction performance, environmental compliance, or climate risk response, it may damage the Company's image and lead to customer loss.	· Continuously refine the climate governance system, strengthen the application of energy-saving and carbon-reduction technologies, and continuously improve climate-related performance to win trust from all parties. · Strengthen the stakeholder communication mechanism, regularly publish ESG reports and specialized disclosure documents, and actively respond to climate issues.

Climate Change Opportunities Inventory

Opportunity Type	Potential Impact	Response Measure
Resource Efficiency	By introducing high-efficiency production equipment and energy-saving renovation measures such as optimizing air conditioning and lighting systems, the Company will be assisted in reducing energy and operating costs and improving profitability.	· Continuously promote energy-saving technical upgrades and implement refined energy management to improve operational energy utilization efficiency. · Actively layout clean energy, increase the proportion of self-consumed photovoltaic power, improve the energy use structure, and reduce dependence on traditional energy.
Products and Services	As the global medical and scientific research fields transition toward low-carbon operations, the Company's green products and solutions face market opportunities. The Company can occupy the high-end market through technological empowerment, obtaining higher brand premiums and operating income.	· Increase R&D investment in green products and launch more products and services with energy-saving and carbon-reduction attributes to comprehensively enhance the green and low-carbon competitiveness of products. · Actively explore grants or subsidies for green and low-carbon products to accelerate the market application of green technologies.

4.5.3 Risk Management

Haier Biomedical is committed to establishing and refining the climate risk and opportunity management mechanism. We have integrated the identification of and response to climate risks and opportunities into the Company's daily operations and management decisions. Based on the results of risk and opportunity identification, we formulate corresponding mitigation and adaptation strategies to ensure that climate risk management is synergistic with the Company's long-term development strategy.

4.5.4 Metrics and Targets

Haier Biomedical actively responds to national "dual carbon" reduction goals and strategic priorities, focusing on developing a climate action pathway aligned with its business model and long-term development strategy. We routinely track climate-related metrics and performance to continuously enhance the transparency and refinement of climate governance. During the reporting period, our greenhouse gas (GHG) emission data[3] is as follows:

Indicator	Unit	2025
Scope 1 greenhouse gas emissions	tonnes of CO_2e	206.37
Scope 2 greenhouse gas emissions	tonnes of CO_2e	7,072.30
Total greenhouse gas emissions	tonnes of CO_2e	7,278.67
Total greenhouse gas emission intensity	kg of CO_2e/RMB 10,000	31.26

[3] As factories in Haier Haematologi, Suzhou, and other locations commenced operations in 2025, their production activities have not yet stabilized. To ensure data consistency, accuracy, and comparability, their data have not been included in the Company's greenhouse gas emissions accounting for the current year. The Company will include them in the statistics once their production operations have stabilized.

4.6 Biodiversity Conservation

A healthy ecosystem is fundamental to Haier Biomedical's long-term sustainability. We strictly comply with laws and regulations such as the *Environmental Impact Assessment Law of the People's Republic of China*. In project site selection, construction, and daily operations, we fully incorporate considerations for the surrounding environment and biodiversity conservation, minimizing adverse impacts on ecosystems to the greatest extent possible. Our operating sites do not involve ecologically sensitive areas or ecological protection red lines, and we are committed to ensuring the safety of the surrounding environment and ecosystems through a strict environmental compliance management system. We also actively participate in biodiversity conservation initiatives, support ecological restoration and habitat protection practices, and enhance the ecological awareness of employees and stakeholders through environmental education to jointly build a community of all life on Earth.

Haier Biomedical is fully engaged in the life sciences and medical innovation fields. Relying on leading ultra-low temperature and automated storage technologies as well as IoT solutions, it provides solid and reliable platform support for global germplasm resource banks, biological sample banks, and genetic resource protection. This assists in global biodiversity conservation, agricultural breeding innovation, and major disease research, contributing fundamental strength to safeguarding human life and health and the sustainable development of the planet.

Empowering Low-Temperature Storage of Biological Samples

In the field of biodiversity conservation and sustainable scientific research, reliable technical infrastructure is the key to ensuring the long-term safe preservation of genetic resources and biological samples. Through independently developed advanced low-temperature storage equipment and smart management solutions, Haier Biomedical provides stable and precise sample preservation environments for global biodiversity research institutions, aiding in the long-term protection and scientific application of precious biological resources.

Haier Biomedical Ultra-Low Temperature Freezers Enter Naturalis Biodiversity Center in the Netherlands

CASE

Haier Biomedical supports global biodiversity conservation with innovative low-temperature storage technology, providing reliable ultra-low temperature storage solutions for the Naturalis Biodiversity Center in the Netherlands. As a top international natural history research institution, the cutting-edge research of the Naturalis Biodiversity Center highly depends on the long-term integral preservation of precious biological samples. Through professional and stable ultra-low temperature equipment, Haier Biomedical provides a safe and stable preservation environment for its key biological sample resources, strongly supporting continuous research in fields such as genetics and ecology.

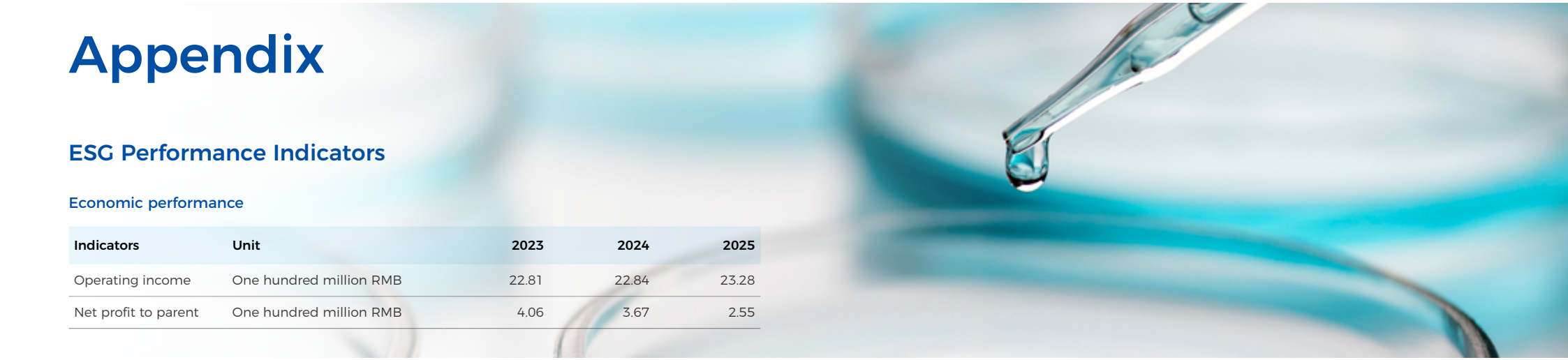
Supporting Agricultural Scientific Research and Ecological Protection

Haier Biomedical Light Incubators Empower a New Ecosystem for Agricultural Research

CASE

In the current era of efficient and sustainable agricultural development, Haier Biomedical centers its efforts on temperature control technology. Focusing on the characteristics of agricultural research and comprehensively considering multi-dimensional factors such as "temperature, light, water, air, and fertilizer" required for plant growth, we innovatively developed the light incubator HGP-860 to create a stable and controllable cultivation environment for samples. In November 2025, Haier Biomedical light incubators officially entered Kadoorie Farm and Botanic Garden in Hong Kong, injecting strong momentum into agricultural research and biodiversity conservation.

Appendix



ESG Performance Indicators

Economic performance

Indicators	Unit	2023	2024	2025
Operating income	One hundred million RMB	22.81	22.84	23.28
Net profit to parent	One hundred million RMB	4.06	3.67	2.55

Environmental performance

Indicators	Unit	2023	2024	2025
Environmental protection investment				
Investment in environmental protection	Ten thousand RMB	30.54	35.00	25.77
Time in environmental protection	hours	2,860	2,574	2,139
Energy				
Total energy consumption	MWh	12,915.81	10,908.69	13,023.45
Direct energy	MWh	1,869.86	1,783.84	2,440.05
Indirect energy	MWh	11,045.95	10,383.29	10,583.40
Purchased electricity	MWh	9,949.83	9,492.39	9,816.18
Purchased heat	MWh	1,096.12	890.90	767.22
Total consumption of non-renewable energy	MWh	11,368.16	9,492.39	10,656.03
Total consumption of renewable energy	MWh	1,547.65	1,416.30	2,367.42
Percentage of renewable energy consumption	%	11.98	12.98	18.18
Energy consumption intensity	kWh/ten thousand RMB	56.63	47.76	55.92

Indicators	Unit	2023	2024	2025
Water				
Total water consumption	m^3	76,265	81,736	81,300
Water consumption intensity	m^3/ten thousand RMB	0.33	0.36	0.35
Greenhouse gas				
Total GHG emission	Tonnes of CO_2e	6,812.06	7,309.07	7,278.67
Scope 1	Tonnes of CO_2e	252.07	458.12	206.37
Scope 2	Tonnes of CO_2e	6,559.99	6,850.95	7,072.30
GHG emission intensity	kg CO_2e /ten thousand RMB	29.87	32.00	31.26
GHG emission reduction	Tonnes of CO_2e	/	/	418.84
Investments in GHG emission reduction	Ten thousand RMB	/	/	23.60
Waste				
General waste	Tonnes	930.45	480.00	409.10
Hazardous waste	Tonnes	8.60	3.65	4.89
Total waste disposal	Tonnes	824.46	480.00	409.10
Total hazardous waste disposal	Tonnes	6.98	3.65	5.32
Waste recycled	Tonnes	/	/	34.9

Social performance

Indicators	Unit	2023	2024	2025
Product and service				
Domestic customer satisfaction	%	99.94	99.96	99.94
Customer complaint resolving rate	%	100	100	100
Total patents	item	1,321	1,595	1,620
New invention patents application	item	146	143	148
Total software copyrights	item	296	392	428
Number of external regulatory inspections	times	/	27	41
Number of suppliers				
China	/	559	589	612
Other countries and regions	/	9	9	8
Employment				
Number of employees	person	2,636	2,807	2,945
Male	person	1,898	1,967	2,062
Female	person	738	840	883
By region				
China	person	2,607	2,771	2,908
Other countries and regions	person	29	36	37
By age group				
Under 30	person	810	793	772
30-50	person	1,700	1,904	2,035
Over 50	person	126	110	138
By function				
Technical	person	933	835	841
Sales	person	680	693	753
Finance	person	33	41	40
Administration	person	97	248	253
Production	person	893	990	1,058
Number of new hires	person	573	462	495
Male	person	418	281	327
Female	person	155	181	168
Number of ethnic minority employees	person	/	45	42
Percentage of ethnic minority employees	%	/	1.60%	1.43%
Percentage of female employees	%	28.00	29.90	30.00
Percentage of female in senior management	%	37.50	75.00	66.67
Percentage of vacancies filled by internal candidates	%	38.30	30.73	33.64
Training for employees				
Average training hours	Hour/person	34.32	35.26	36.29
Percentage of employees trained	%	100	100	100
Training coverage	%	100	100	100
Employee training expenditure	Ten thousand RMB	/	/	86
Training coverage by gender				
Male	%	72	70	70
Female	%	28	30	30
Average training hours by gender				
Male	Hour/person	34.61	35.58	36.58
Female	Hour/person	33.59	34.52	35.61
Anti-corruption training coverage	%	100	100	100
Anti-corruption training coverage for the Board	%	/	/	66.67
Anti-corruption training coverage for the Management	%	/	/	100
Fair competition training coverage	%	100	100	100

Indicators	Unit	2023	2024	2025
Employee engagement and satisfaction				
Percentage of highly engaged employees	%	87.00	89.40	87.80
Percentage of highly satisfied employees	%	83.00	88.60	85.00
Percentage of Employees Covered by CBAs	%	100	100	100
Per capita revenue generation	Ten thousand RMB	/	81.36	83.57
Occupational health and safety				
Occupational health and safety training coverage for employees	%	/	/	100
Number of work-related fatalities	person	0	0	0
Number of working days lost due to work-related injury	days	0	0	0
Lost time injury frequency rate LTIFR[4]	%	0	0	0
The completion rate of risk rectification	%	100	100	100
Emergency response rate	%	100	100	100

[4] Employee lost time injury frequency LTIFR= Number of work-related injuries *1000000/ Total working hours *100%

Shanghai Stock Exchange Guidelines Index

Dimension	Number	Issue	Index
Environment	1	Climate response	4.5 Address Climate Change
	2	Pollutant discharge	4.4.2 Exhaust Gas Management 4.4.3 Wastewater Management
	3	Waste disposal	4.4.1 Waste Management
	4	Ecosystem and biodiversity conservation	4.6 Biodiversity Production
	5	Environmental compliance management	4.2.2 Environmental Compliance System
	6	Energy utilization	4.3.1 Energy Efficiency Management
	7	Water resources utilization	4.3.2 Production Resource Usage
	8	Circular economy	4.3.2 Production Resource Usage
Society	9	Rural revitalization	3.2.2 Community Contribution and Rural Revitalization
	10	Social contributions	3.2.2 Community Contribution and Rural Revitalization
	11	Innovation	1.1 R&D and Innovation
	12	Ethics of science and technology	2.1.5 Information Security and Privacy Protection
	13	Supply chain security	2.2.1 Supplier Management 2.2.2 Responsible Supply Chain
	14	Equal treatment of small and medium-sized enterprises	2.2.2 Responsible Supply Chain
	15	Product and service safety and quality	2.3 Product Quality and Safety
	16	Data security and customer privacy protection	2.1.5 Information Security and Privacy Protection
	17	Employees	3.1 Stimulating Individual Potential
Sustainability-related governance	18	Due diligence	2.2.2 Responsible Supply Chain
	19	Stakeholder engagement	Sustainability Governance
	20	Anti-commercial bribery and anti-corruption	2.1.3 Business Ethics
	21	Fair competition	2.1.4 Anti-unfair Competition and Prohibition of Conflicts of Interest

GRI Standards Index

Item	Content	Index
Universal Standards		
GRI 1: Foundation 2021		
GRI 2: General Disclosures 2021		
The organization and its reporting practices		
2-1	Organizational details	About Haier Biomedical - Company Profile
2-2	Entities included in the organization's sustainability reporting	About This Report
2-3	Reporting period, frequency and contact point	About This Report
2-4	Restatements of information	There were no restatements of information during the reporting period.
2-5	External assurance	There was no external assurance for the Report.
Activities and workers		
2-6	Activities, value chain and other business relationships	About Haier Biomedical - Company Profile
2-7	Employees	3.1.2 Employee Rights
2-8	Workers who are not employees	3.1.2 Employee Rights
Governance		
2-9	Governance structure and composition	2.1.1 Corporate Governance
2-10	Nomination and selection of the highest governance body	2.1.1 Corporate Governance
2-11	Chair of the highest governance body	2.1.1 Corporate Governance
2-12	Role of the highest governance body in overseeing the management of impacts	2.1.1 Corporate Governance
2-13	Delegation of responsibility for managing impacts	2.1.1 Corporate Governance
2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance
2-15	Conflicts of interest	2.1.4 Anti-unfair Competition and Prohibition of Conflicts of Interest
2-16	Communication of critical concerns	Sustainability Governance
2-17	Collective knowledge of the highest governance body	Sustainability Governance
2-18	Evaluation of the performance of the highest governance body	See our 2025 Annual Report
2-19	Remuneration policies	See our 2025 Annual Report
2-20	Process to determine remuneration	See our 2025 Annual Report
2-21	Annual total compensation ratio	Omitted due to confidentiality constraints.
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Sustainability Governance
2-23	Policy commitments	See individual sections
2-24	Embedding policy commitments	See individual sections
2-25	Processes to remediate negative impacts	2.1.3 Business Ethics 3.1.2 Employee Rights 4.2.3 Environmental Risk Management
2-26	Mechanisms for seeking advice and raising concerns	Sustainability Governance
2-27	Compliance with laws and regulations	See individual sections.
2-28	Membership associations	About Haier Biomedical - Company Profile
Stakeholder engagement		
2-29	Approach to stakeholder engagement	Sustainability Governance
2-30	Collective bargaining agreements	ESG Key Performance Indicators
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Sustainability Governance
3-2	List of material topics	Sustainability Governance
3-3	Management of material topics	Sustainability Governance

Item	Content	Index
Topic Standards		
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	See 2025 Annual Report for financial information. Some data are omitted due to confidentiality constraints.
201-2	Financial implications and other risks and opportunities due to climate change	4.5.2 Strategy
201-3	Defined benefit plan obligations and other retirement plans	3.1.5 Talent Care
201-4	Financial assistance received from government	Not applicable
GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Omitted due to confidentiality constraints.
202-2	Proportion of senior management hired from the local community	Omitted due to confidentiality constraints.
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	2.2.1 Supplier Management
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	2.1.3 Business Ethics
205-2	Communication and training about anti-corruption policies and procedures	2.1.3 Business Ethics
205-3	Confirmed incidents of corruption and actions taken	2.1.3 Business Ethics
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.1.4 Anti-unfair Competition and Prohibition of Conflicts of Interest
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	4.3.2 Production Resource Usage
301-2	Recycled input materials used	4.3.2 Production Resource Usage
301-3	Reclaimed products and their packaging materials	4.3.2 Production Resource Usage
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	4.3.1 Energy Efficiency Management
302-2	Energy consumption outside of the organization	4.3.1 Energy Efficiency Management
302-3	Energy intensity	4.3.1 Energy Efficiency Management
302-4	Reduction of energy consumption	4.3.1 Energy Efficiency Management
302-5	Reductions in energy requirements of products and services	4.1 Green Products
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	4.3.2 Production Resource Usage
303-2	Management of water discharge-related impacts	4.3.2 Production Resource Usage
303-3	Water withdrawal	4.3.2 Production Resource Usage
303-4	Water discharge	4.3.2 Production Resource Usage
303-5	Water consumption	4.3.2 Production Resource Usage
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased,managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable
304-2	Significant impacts of activities, products and services on biodiversity	Not applicable
304-3	Habitats protected or restored	Not applicable
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	4.5.4 Metrics and Targets
305-2	Energy indirect (Scope 2) GHG emissions	4.5.4 Metrics and Targets
305-3	Other indirect (Scope 3) GHG emissions	Omitted due to confidentiality constraints.
305-4	GHG emissions intensity	4.5.4 Metrics and Targets
305-5	Reduction of GHG emissions	4.5.4 Metrics and Targets
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not applicable

Item	Content	Index
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	4.4.1 Waste Management
306-2	Actions taken to prevent waste generation	4.4.1 Waste Management
306-3	Composition of waste generated	4.4.1 Waste Management
306-4	Recovery operations used to divert waste from disposal	4.4.1 Waste Management
306-5	Disposal operations	4.4.1 Waste Management
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	2.2.2 Responsible Supply Chain
308-2	Negative environmental impacts in the supply chain and actions taken	2.2.2 Responsible Supply Chain
GRI 401: Employment 2016		
401-1	New employee hires and employee Turnover	3.1.1 Talent Attraction
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	3.1.5 Talent Care
401-3	Parental leave	3.1.5 Talent Care
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	Not applicable
GRI 403: Occupational Health and safety 2018		
403-1	Occupational health and safety management system	3.1.6 Occupational Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	3.1.6 Occupational Health and Safety
403-3	Guidance for Disclosure	3.1.6 Occupational Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	3.1.6 Occupational Health and Safety
403-5	Worker training on occupational health and safety	3.1.6 Occupational Health and Safety
403-6	Promotion of worker health	3.1.6 Occupational Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3.1.6 Occupational Health and Safety
403-8	Workers covered by an occupational health and safety management system	3.1.6 Occupational Health and Safety
403-9	Work-related injuries	3.1.6 Occupational Health and Safety
403-10	Work-related ill health	3.1.6 Occupational Health and Safety
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	3.1.3 Training and Development
404-2	Programs for upgrading employee skills and transition assistance programs	3.1.3 Training and Development
404-3	Percentage of employees receiving regular performance and career development reviews	3.1.3 Training and Development
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Disclosure 405-1 Diversity of governance bodies and employees	3.1.2 Employee Rights
405-2	Ratio of basic salary and remuneration of women to men	Omitted due to confidentiality constraints.
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Not applicable
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not applicable
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Not applicable
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not applicable
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Not applicable
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	Not applicable

Item	Content	Index
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	3.2.1 Universal Healthcare 3.2.2 Community Contribution and Rural Revitalization
413-2	Operations with significant actual and potential negative impacts on local communities	Not applicable
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	2.2.2 Responsible Supply Chain
414-2	Negative social impacts in the supply chain and actions taken	2.2.2 Responsible Supply Chain
GRI 415: Public Policy 2016		
415-1	Assessment of the health and safety impacts of product and service categories	Not applicable
GRI 416: Customer Health and Safety 2016		
416-1	Political contributions	2.4.2 Strategy
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2.4.2 Strategy
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	2.1.6 Responsible Marketing
417-2	Incidents of non-compliance concerning product and service information and labeling	2.1.6 Responsible Marketing
417-3	Incidents of non-compliance concerning marketing communications	2.1.6 Responsible Marketing
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.1.5 Information Security and Privacy Protection

UNGC Principles Index

Human Rights	Index
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	3.1.1 Talent Attraction
Principle 2: make sure that they are not complicit in human rights abuses	3.1.1 Talent Attraction
Labor	**Index**
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	3.1.5 Talent Care
Principle 4: the elimination of all forms of forced and compulsory labor;	3.1.1 Talent Attraction
Principle 5: the effective abolition of child labor; and	3.1.1 Talent Attraction
Principle 6: the elimination of discrimination in respect of employment and occupation	3.1.1 Talent Attraction
Environment	**Index**
Principle 7: Businesses should support a precautionary approach to environmental challenges;	4.2.1 Environmental Management Structure 4.2.2 Environmental Compliance System 4.2.3 Environmental Risk Management
Principle 8: undertake initiatives to promote greater environmental responsibility; and	4.2 Environmental Responsibility 4.3 Resource Usage 4.4 Emission Management 4.5 Response to Climate Change 4.6 Biodiversity Conservation
Principle 9: encourage the development and diffusion of environmentally friendly technologies	4.1 Green Products
Anti-Corruption	**Index**
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	2.1.3 Business Ethics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