

Mindray Supplier Code of Conduct

Mindray integrates business success, social responsibility, and environmental protection into our daily business operations. As we meet the needs of our customers, we are also committed to bringing integrity to the supply chain and proactively living up to our social responsibilities. We bring together our unique strengths with the capabilities of suppliers to grow the capacity for sustainable development.

This standard defines the basic standards that Mindray requires of the suppliers in our supply chain (the term supplier here and below includes the supplier and its employees, personnel, distributors, and subcontractors), in terms of legal compliance and compliance with internationally-recognized environmental, social, and corporate governance (ESG standards). We hope that all suppliers will respect this code.

A. Human Rights

Suppliers should respect and shall not infringe in any way the internationally-recognized rights of employees, including but not limited to:

1. Dignity, privacy, and other personal rights.
2. No forcing of any person to work against their will.
3. No sexual harassment, coercive, bullying, abusive, or exploitative conduct, whether verbal, gestural, or through physical contact.

B. Fair Working Conditions

Suppliers shall comply with all applicable laws and offer fair working conditions, including but not limited to:

1. No employment discrimination on the basis of gender, age, ethnicity, nationality, religion, disability, union membership, political affiliation, or sexual orientation.
2. Respect employees' rights to freedom of association and right to collective bargaining.
3. No child labor must be used in any stage of a commercial activity.
4. Forced labor must not be used in any form, including but not limited to involuntary penal labor, slavery, or victims of human trafficking.
5. Employees must be given fair compensation in compliance with local regulations on pay and any collective agreements; in the absence of regulations or collective agreements governing pay, employees should be offered compensation at least sufficient to meet their basic needs.
6. Working hours, inclusive of overtime, must not exceed legal limits; if no relevant laws apply, it is recommended that working hours (inclusive of overtime) should not exceed sixty (60) hours per week.
7. Employees must have at least one rest day per week.

C. Health and Safety

Suppliers shall comply with all applicable laws and shall define and implement health and safety management processes for all aspects of their business activities, including but not limited to:

1. Establish comprehensive systems to ensure the communication of health and safety responsibilities, and applying them to every aspect of business activities.

2. General principles for preventing health and safety risks. General principles include the identification, mitigation, and prevention of risks; use of trained and qualified personnel; provision of tools and equipment to maintain safety, including personal protective equipment (PPE) where necessary.
3. Practices and processes to regulate the handling, recording, and investigation of accidents and emergencies, in readiness for any accidents, health problems, and foreseeable emergencies. Training in these practices and process should be delivered to relevant personnel.
4. Provide appropriate and regular training so that employees understand health and safety information.
5. Have a dedicated organization for occupational health and safety management. Mindray encourages suppliers to obtain ISO 45001 certification.

D. Environmental Protection

Suppliers shall comply with all applicable laws and take reasonable measures to manage their impact on the environment, including but not limited to:

1. Suppliers must obtain, maintain, and keep current all required environmental permits (e.g. waste management and transport), licenses, and registrations.
2. Prevent the discharge of waste contaminants as required by international standards and applicable law; identify, reduce, monitor, control, and process all hazardous waste materials.
3. Comply with all applicable laws and customer requirements forbidding or restricting the use of specific substances. Suppliers must identify and manage hazardous chemicals and other materials, particularly those on the RoHS and REACH substance of very high concern (SVHC) lists, to ensure that they are used, collected, recycled, and disposed of safely.
4. Identify, monitor, and minimize emissions of greenhouse gases, and reduce energy consumption in company operations, including CO₂ emissions in transport.
5. Support preventive measures against environmental harms, and accept more environmental responsibility; develop and implement environmentally-friendly technologies.
6. Select reusable packaging and green materials for product packaging.
7. Establish environmental management system to reduce environmental impact. Mindray encourages suppliers to obtain ISO 14001 certification.
8. Cooperate strategically with Mindray on green design (green product design, use of low-footprint resources, improving the energy efficiency of products), smart production (improving production techniques, deploying technologies to reduce waste, using renewable energy and recyclable packaging), efficient delivery (improved transport plans, use of electric vehicles, use of a manufacturing execution system and VMI storage to reduce inventory and boost efficiency), product use (long-term service provision, extension of product lifetime, improved delivery times through the use of a digital supply chain platform), recycling (collection for recycling of products, components, packaging, and waste).

E. Procurement of Conflict Minerals

Suppliers should conduct due diligence on the sources of the tantalum, tin, tungsten, and gold used in their products, to ensure that their procurement methods are compliant with the *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas* or an internationally-recognized alternative framework. They must ensure that no components or products

provided to Mindray contain conflict minerals as defined in the *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas*.

F. Business Ethics

Suppliers shall comply with all applicable laws and should operate ethically and in compliance with the following regulations, including but not limited to:

1. Avoid all forms of corruption, extortion, and bribery. In particular, suppliers must ensure that they do not make payments or provide gifts to customers (including Mindray employees), government officials, or other stakeholders.
2. Comply with anti-monopoly laws and other laws on anticompetitive practices.
3. Disclose to Mindray any potential conflict of interest, including any financial benefit which any Mindray employee may receive as a part of the supplier's business.
4. Protect all commercial information provided by Mindray.
5. Respect intellectual property belonging to others, including Mindray's intellectual property.
6. Comply with international trade law and export controls.
7. Comply with all applicable international standards and laws concerning fraud and money laundering.

G. Security of Business Operations

Suppliers must ensure that their business operates securely and in compliance with relevant regulations, including but not limited to:

1. Suppliers must apply reasonable measures to minimize any threats to Mindray from terrorism, crime, epidemic disease, and natural disasters.
2. When visiting or working at a Mindray facility, comply with Mindray's security regulations. If you discover a security problem, report it to Mindray through an appropriate channel.

H. Procurement by Suppliers

Suppliers shall procure goods and services responsibly. Particularly when an upstream supplier selects goods or services that will be directly or indirectly supplied to Mindray, it must ensure that it complies with the Mindray Supplier Code of Conduct or similar standard.

In addition, Mindray may when necessary require suppliers to demonstrate their compliance with the standards above by any method:

- **Self-assessment:** Completing a questionnaire on ESG and corporate social responsibility.
- **Third party assessment:** A third party provides a written assessment, such as third party compliance data on the supplier's ESG performance.
- **Certification/public statement:** The supplier displays a statement or a certification of compliance with an ESG standard.
- **Onsite audit:** Mindray or a third party representing Mindray carries out an onsite audit to confirm ESG compliance.

You are a vital partner, and Mindray looks forward to building sustainability with you!